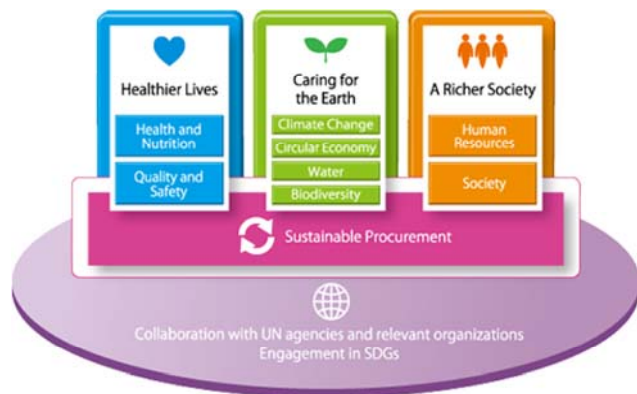


Sustainability



As Food and Health professionals, we contribute to addressing social issues through our business activities, and to realizing a sustainable society for people to live healthy, peaceful lives.





▶ Sustainable Procurement



▶ Governance

▶ CSR Management

▶ Policies

▶ Download Report

▶ Collaboration with UN Agencies and Relevant Organizations

▶ ESG Data

▶ GRI Standard Table

▶ Sustainability Video

Sustainability Announcements

- Mar 29, 2019 Tackling Deforestation in our Cocoa Supply Chain
- Mar 27, 2019 Top Commitment to Sustainability
- Nov 16, 2018 GRI Standard Table
- Oct 1, 2018 We updated sustainability web site
- Sep 14, 2018 Integrated Report 2018

▶ More



Top Commitment



The Meiji Group expands the world of Tastiness, Enjoyment, Health, and Reassurance across a wide range of products for every customer, from infants to senior citizens. We provide value in Food and Health that is always moving one step ahead, and we continue to grow in Japan and throughout the world, leveraging our strengths in technology and expertise developed over 100 years of experience.

At the same time, the world has high expectations for the Sustainable Development Goals of the United Nations in the face of global warming, population growth and food shortages, plastics polluting our oceans, and other grave developments.

To respond to the expectations of society, the Meiji Group created the Meiji Group CSR 2026 Vision. We have designated *Sustainable Procurement* as a common theme together with *Healthier Lives*, *Caring for the Earth*, and *a Richer Society*, defining materiality and setting key performance indicators as part of moving toward this vision to solve societal issues through our businesses.

Our core business is to help people live *Healthier Lives*. To contribute to healthier diets and respond to an ultra-aging society, we identify the health needs of our diversifying customer base. Then, we use our strengths developed through foods and pharmaceuticals, as well as our advanced expertise in nutrition and medicine, to offer new value.

In *Caring for the Earth*, we share and address the issues in common with the entire planet. Here, we are adopting renewable energy as part of our decarbonization policy. We are also working to reduce food loss by half and recycle plastic resources.

A Richer Society is a society that creates connections among people. We respect human rights and diversity, while fostering the type of personnel necessary for creating innovation. At the same time, we strive to create a positive workplace for all that encourages health management and offers work-style reforms.

Finally, under our common theme of *Sustainable Procurement*, we are moving forward steadily with plans for using certified palm oil as a substitute ingredient, while coordinating with organizations involved in procurement activities that reflect a respect for human rights and the environment.

To communicate our CSR vision and corporate stance, we have added policies related to taxes, anti-corruption, and other governance matters in addition to the policies on human rights, occupational

health and safety, environment, and procurement already in place. We will continue to address these and other initiatives as a group.

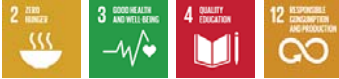
The Meiji Group is serious about corporate growth, as well as addressing the social issues surrounding our businesses. As we contribute solutions to these issues, we strive to help create a sustainable society.

March 2019

Kazuo Kawamura
President and Representative Director
Meiji Holdings Co., Ltd.

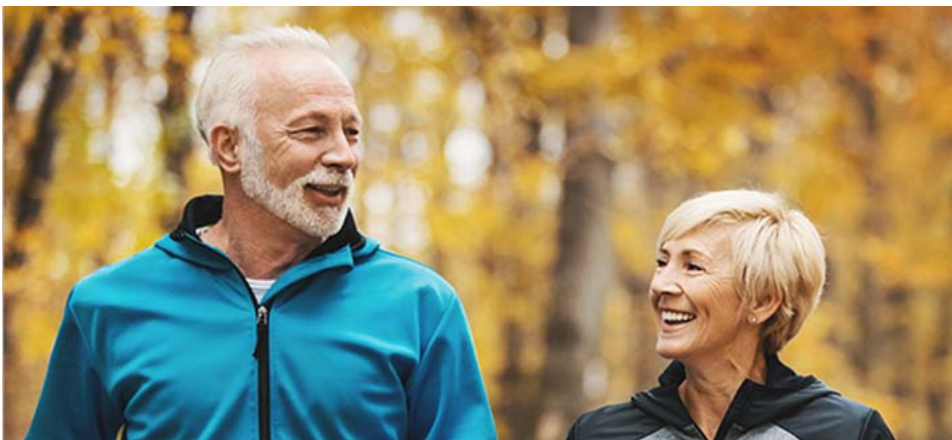
Healthier Lives

SDGs



We contribute to healthy minds and bodies through our business activities.

Health and Nutrition



■ Social Issue

🔴 Contribute to Healthy Diets

- Develop Products That Contribute to Healthy Diets
- Promote Healthy Diets and a Healthy Food Culture

🔴 Respond to a Super-Aged Society

- Develop Products That Contribute to a Super-Aged Society
- Conduct Educational Activities Aimed at Preventing Malnutrition

🔴 Improve Nutrition in Emerging Countries

- Communicate Information on Nutrition Improvement in Emerging Countries

🔴 Ensure the Sustainable Supply of Pharmaceuticals

- Ensure the Sustainable Supply of Drugs for Infectious Diseases, Drugs for Central Nervous System Disorders, Generic Drugs, and Vaccines

🔴 Measures Against Infectious Diseases

- Appropriate Use of Antibiotics
- New Drug Research and Development

Quality and Safety



■ Social Issue

🔴 Ensure Product Quality and Safety

- Safety System Initiatives for Trusted Quality, Brand Recognition
- Quality Management Based on Reliability Assurance Systems
- Extensive Disclosures on Quality and Safety
- Ethical Considerations in Animal Testing

Health and Nutrition

SDGs



Social Issues

- ✔ Contribute to Healthy Diets ✔ Respond to a Super-Aged Society
- ✔ Improve Nutrition in Emerging Countries
- ✔ Ensure the Sustainable Supply of Pharmaceuticals
- ✔ Measures Against Infectious Diseases

Contribute to Healthy Diets

KPI

1. Develop products that contribute to healthy diets and a super-aged society
2. Enroll a total of 500,000 people into nutrition and healthy diet education within three years from FYE March 2019 to FYE March 2021

■ Develop Products That Contribute to Healthy Diets

Consumers are going through lifestyle changes and diversifying health and nutritional needs. In response, we will leverage the strengths of our Food and Pharmaceuticals businesses and make use of our advanced expertise in the nutrition and pharmaceutical fields to offer new health value-added products.

Approach

(1) Product Development by Utilizing Healthy *Lactobacillus* and Cocoa Ingredients

We will develop new probiotics, focusing on *lactobacillus*, and expand our lineup of high cocoa-content chocolate products that offer healthy cocoa polyphenols.



Link

- ➔ [Research Library in Food Segment](#)

(2) Product Development by Utilizing New Healthy Ingredients

We will discover original ingredients and develop new products that support healthy lifestyles through exercise and physical activity.

(3) Develop Health-Conscious Products

We will develop new products using healthy *lactobacillus*, cocoa polyphenols, and other healthy ingredients. We will develop new products that contain healthy ingredients to support healthy lifestyles.

Moreover, we will discover and supply products featuring reduced sugar, fat, calories, etc., to support the healthy needs of consumers.

■ Examples of Health-Conscious Products

- General products

Meiji Probio Yogurt LG21

Meiji Probio Yogurt R-1

Meiji Bulgaria Yogurt LB81 Plain

Chocolate Kouka Cocoa 86%

- Products with Reduced Sugar, Fat, Calories, Etc.

Meiji Oishii Gyunyu drinking milk (Low Fat)

Meiji Bulgaria Yogurt LB81 (Low Sugar, Zero Fat)

Meiji Probio Yogurt R-1 (Low Fat, Zero Fat, Low Sugar/Low Calorie)

Meiji Probio Yogurt LG21 (Low Sugar/Low Calorie)

Meiji Offstyle (Zero Cholesterol, Low Trans Fats)

Meiji Corn Soft margarine (Low Trans Fats)

Meiji Butter in Tube 1/3 Cholesterol (one-third the cholesterol of butter)

Topic



Evidence

■ Total Sales of Health-Conscious Products (Millions of yen)

FYE March 2015 174,049

FYE March 2016 200,193

FYE March 2017 222,288

FYE March 2018 221,914

(4) Develop Value-Added Nutrition Products

Changes in lifestyles mean new and varied eating patterns. We intend to leverage Meiji's nutrition design technology to develop total products (including volume, format, packaging, etc.) for the infant nutrition, sports nutrition, and medical nutrition fields.



Meiji Hohoemi
Cube 432g (27g x



SAVAS Milk Protein



SAVAS Whey
Protein 100 refill



VAAM
(sports nutrition
beverage)



Meiji Mei
Balance cup
(enteral formula)

16 packs)(infant formula)

Link

■ SAVAS (Whey Protein)

■ VAAM (Vespa Amino Acid Mixture)

■ Promote Healthy Diets and a Healthy Food Culture

We offer products that support, and promote the awareness of, healthy diets and food culture to support the healthy lifestyles of our customers.

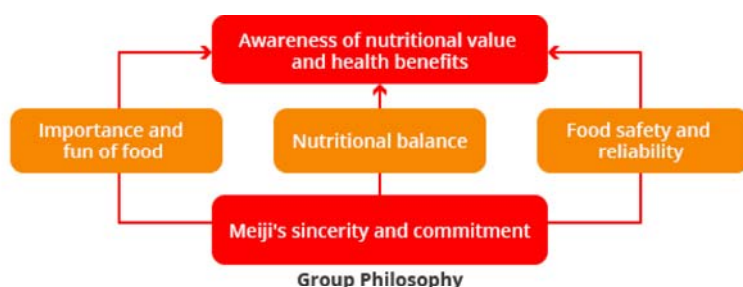
Approach

(1) Expanding Nutrition and Healthy Diet Education Activities

Our education activities focus on three areas: Value and enjoyment of food, nutritional balance, and food-related safety and reassurance. We create opportunities for our customers to learn about and enjoy food, as well as to better understand the nutritional value and health benefits of different foods.

Since FYE March/2007, our nutrition and healthy diet education staff in five regions throughout Japan have visited local elementary and junior high schools to provide on-site classes. We also engage in community-based food and nutrition seminars for adults. We amplified these activities in FYE March/2018 by holding other classes (exercise, food, and nutrition classes; gargle and hand-washing classes; fun milk classes; and chocolate and cocoa classes).

We also sponsored an Olympic and Paralympic Games education program during FYE March/2018. Through experiences and lectures, participants learned the importance of sports and how physical training for sports contributes to improved health over the course of our entire lives.



Evidence

Nutrition and healthy diet education activities : FYE March 2018

Domestic : 3,200 classes and seminars
170,000 participants

Overseas : 1,833 participants



Chocolate and cocoa classes



Fun milk classes



Nutrition education in China

(2) Plant Tours

Meiji Co., Ltd. plants include visitor centers that offer educational plant tours. Visitors can observe production processes firsthand, while learning about our commitment to food safety and reliability. These visitor centers also conduct fun and interactive classes. During FYE March/2018, more than 205,000 people visited one of our seven domestic food plants.

Three overseas plants (Meiji Ice Cream (Guang Zhou) Co., Ltd. (China), Meiji Dairies (Suzhou) Co., Ltd. (China), and Meiji Seika Food Industry (Shanghai) Co., Ltd. (China)) have been certified as centers for science and technology information, serving as proper models for the spread of science and technology information. Nearly 10,000 people visit one of these three plants annually.

Results

Plant tours : FYE March 2018

Domestic : 205,000 participants

Overseas : 10,666 participants

Meiji Ice Cream (Guang Zhou) Co., Ltd. : 7,263 participants

Meiji Seika Food Industry (Shanghai) Co., Ltd. : 3,403 participants



Large display Camembert Cheese mold



We can learn a production of chocolate process



Centers for science and technology information in Meiji Seika Food Industry (Shanghai) Co., Ltd.

(3) Supporting Nutrition Through Sports

We provide a foundation for using sports to support healthy development, to build strong bodies, and to develop strong minds through food and nutrition. At nutrition seminars, we disseminate information on sports nutrition, including information to promote an understanding of preferable food choices and the proper use of supplements. We partner with associations and federations to provide nutritional support toward developing future top athletes. Through sports nutrition, we will continue to support the next generation of promising, talented, and versatile young athletes and their coaches.

Results

Sports Nutrition seminar: FYE March 2018

Domestic : 2,100 seminars

99,000 participants

* Sports Nutrition Seminar: Seminars offering information gained through nutrition support provided to junior athletes, student athletes, and runners.



Sports Nutrition seminar at JFA Youth & Development Program (YD)

Link

 SAVAS (Whey Protein)

 VAAM (Vespa Amino Acid Mixture)

(4) Communicating Information About Milk, *Lactobacillus*, and Cocoa

We publish and present the results of research on milk, *Lactobacillus*, and cocoa (raw ingredients in our products) in white papers and at conferences. We explain healthy effects of milk, *Lactobacillus*, and cocoa to our customers through nutrition and healthy diet education and plant tours. We will continue to pursue our mission of educating the world about health and nutrition.

Link

 Innovations in Food Segment

(5) Home Delivery Service

We provide milk product home delivery services straight to the consumer through our distributors. This service is very popular with consumers throughout Japan. The mission of our home delivery service is to be near the consumer, contributing every day to their health. Our home delivery service reaches 2.6 million families, growing through improved distribution and outreach to local dairy distributors.

Our distributor network includes distributors who face losing their business due to owner age or lack of a successor. Realizing the need to help businesses develop successors, we launched the Meiji Home Delivery Service Academy (training program for young leaders willing to take over businesses) and the Meiji Home Delivery Service Symposium (sharing examples of successfully run businesses) on an ongoing basis. We also sponsor the Milk Staff of the Year award to recognize outstanding distributor staff members. In these and other ways, we work to train and improve the skills of distributor personnel.

Respond to a Super-Aged Society

KPI

1. Develop products that contribute to healthy diets and a super-aged society
2. Enroll a total of 500,000 people into nutrition and healthy diet education within three years from FYE March 2019 to FYE March 2021

Develop Products That Contribute to a Super-Aged Society

Through original research and nutritional design, we offer products for consumers to take in the nutrient content and energy they require.

Approach

Developing Delicious, Easy-to-Use Nutrition and Liquid Foods for the Elderly

We conduct product research and development related to malnutrition. One of our strengths is the unique nutrition engineering technology we have accumulated through many years of research on infant formula. We design the nutrition of food products for the elderly based on clinical nutrition research focused on this consumer segment. Moreover, we improve existing products to make them easier to handle and drink at home.



Meiji Inslow
(Enteral Formula)



Nutrition
Meiji Mei Balance



Slurry Preparation
Food



Meiji Mei Balance
(Enteral Formula)

Open Innovation

We have entered new research fields, including regenerative medicine and advanced medicine. We have started joint research in regenerative medicine with RIKEN Center for Developmental Biology, and we have undertaken collaborative drug discovery research related to autoimmune diseases and cancer with the Foundation for Biomedical Research and Innovation.



RIKEN Integrated Innovation Building (IIB)



Institute of Biomedical Research and Innovation

Link

[KOBE Life Science Cluster Company List](#)

Conduct Educational Activities Aimed at Preventing Malnutrition

Japan has become a super-aged society, with more than a quarter of its population over the age of 65 years. While obesity and metabolic syndrome have attracted much attention, some elderly people suffer from malnutrition. Malnutrition means having insufficient nutrition to be active due to inadequate intake of food and protein. The elderly suffer from malnutrition because they eat less, or because their diets lack variety. These habits stem from changes in living situations or from the weakening of bodily functions with age.

Approach

Seminars About Malnutrition for Healthcare Professionals and the Elderly

We conduct educational activities focused on malnutrition and malnutrition prevention. Our goal is for the elderly to avoid malnutrition and lead active daily lives. We hold seminars about malnutrition and malnutrition prevention, targeting healthcare professionals at in-home-care support centers, drug store employees, and the elderly. Specifically, we provide information about nutrition and meals recommended for the elderly. We also discuss the preparation of meals that are easier to eat for elderly people who have difficulty swallowing.



Seminars about malnutrition and malnutrition prevention

Publishing Information via Our Website

We publish information about malnutrition on our Japanese website.

Improve Nutrition in Emerging Countries

Communicate Information on Nutrition Improvement in Emerging Countries

Many people in developing countries and emerging economies suffer from nutritional deficiencies and malnutrition.

As a company in the food business, we want to help solve these issues, working with groups that encourage nutrition improvement to raise awareness about diet and nutrition through educational activities.

Approach

Nutrition Improvement in Emerging Countries

Over time, Japan has overcome its own historical malnutrition issues through school lunch programs and nutrition education policies. The private sector has contributed via food development and supply, offering excellent insights and good practices related to nutritional improvement. Japan has also worked to solve the diseases and illness arising from over-nutrition, including obesity, noncommunicable diseases, and micronutrient deficiency on a variety of levels. At the same time, people in developing and emerging countries face nutritional deficiencies and malnutrition. The severity and urgency of this issue is covered in the news globally.

The Government of Japan announced that it will lead public-private partnerships for nutrition improvement, amplifying global efforts to improve nutrition in the lead-up to the Tokyo 2020 Olympic and Paralympic Games. In a health and medical care strategy formulated in 2014, the Japanese government set a goal to boost the international business initiatives based on public-private partnerships, as well as other activities aiming to improve nutrition in emerging and developing countries.

The Nutrition Japan Public Private Platform (NJPPP) was established in 2016 to achieve this goal. This platform aims to promote nutritional improvement through collaborations in the public and private sector, facilitating the business environment for food companies engaged in nutritional improvement activities in developing countries. The platform also advances initiatives targeting the creation of shared value beyond corporate social responsibility to expedite corporate growth and resolve current issues in society. Meiji Co., Ltd. joined the NJPPP in 2016.

Link

 [Nutrition Japan Public Private Platform \(NJPPP\)](#)

Ensure the Sustainable Supply of Pharmaceuticals

Ensure the Sustainable Supply of Drugs for Infectious Diseases, Drugs for Central Nervous System Disorders, Generic Drugs, and Vaccines

Our Pharmaceuticals business has developed an infrastructure to ensure a reliable, stable supply of drugs in Japan and throughout the world. The business has conducted a risk assessment, preparing a supply network capable of responding flexibly to any unforeseen circumstances.

Approach

(1) Optimization of Production Site Allocations in Japan and Overseas to Ensure Stable, and Low-Cost Supply

We have optimized our production site allocations in Japan and overseas (Thailand, Indonesia, India, and China) to form a network ensuring the stable, and low-cost supply of drugs.

(2) Sustainable Supply of Vaccines

KM Biologics Co., Ltd., has become a wholly owned consolidated subsidiary since July 2018. This company researches, develops, manufactures, and supplies an extensive range of human and veterinary vaccines, and blood plasma products.

Manufacturing Vaccines That Combat New Strain of Influenza Viruses

As a recipient of a grant from the Japanese Ministry of Health, Labor and Welfare (MHLW)'s Influenza Vaccine Production Process Development Project, we are working to expand production capacity to accommodate the vaccination needs of 57 million people (almost half the population of Japan) in preparation for an influenza pandemic.

Single-Supply Products*

We have a number of single-supply products including habu (poisonous snake) antivenom, a hepatitis A vaccine, anthrax vaccines for animals, and a range of diagnostic agents.

* Single-Supply Products: Products only manufactured by a single pharmaceutical company in Japan. No alternative products are available in Japan.

Developing and Supplying Orphan Drugs*

We manufacture seven orphan drugs approved by the MHLW (as of July 2, 2018).

* Orphan Drugs: Drugs specified by the MHLW for the treatment of diseases with less than 50,000 patients in Japan who require a high level of medical care.

Link

[KM Biologics Co., Ltd.](#)

(3) Access to Medicine

We collaborate with certain organizations to improve access to medicine in developing and emerging countries.

Topics

■ Supply Patients with *KANAMYCIN* Through Stop TB Partnership

We are helping improve access to pharmaceuticals in emerging countries by supplying the antituberculous drug *KANAMYCIN*. Currently, it is estimated that there are approximately 10 million tuberculous patients per year in the world, and 5% or 500,000 of those patient have multidrug-resistant tuberculosis. *KANAMYCIN* is effective against multidrug-resistant *Mycobacterium tuberculosis*. We have been supplying approximately 140,000 patients with *KANAMYCIN* through a United Nations project called the Stop TB partnership since 2011. The goal of this project is to bring an end to this global epidemic. To achieve this, the project plans to improve access to pharmaceuticals in remote areas of Asia and Africa. We are also working to obtain data by 2020 to show that *KANAMYCIN* can be stored for more than 5 years, even in hot and humid conditions. We shall continue to provide a stable supply of high quality pharmaceuticals to help stop tuberculous.



Source: Stop TB Partnership

Link

[Stop TB Partnership](#)

[Partner's Profile of Stop TB Partnership](#)

Topics

■ Medreich Contributes to Medicine Access Through UNICEF

Medreich Limited is a contract manufacturing organization (CMO) and contract development and manufacturing organization (CDMO) conducting pharmaceutical-manufacturing business in India. The company manufactures generic drugs and sells them to markets worldwide, including Europe, Asia, Africa and Oceania. Medreich plc is a sales company based on U.K. which sells pharmaceutical products manufactured in Medreich Limited mainly for EU market. Medreich plc supplies the antibiotic *Amoxicillin* to UNICEF. Medreich will continue to contribute to children's access to medicine through UNICEF.

*UNICEF: United Nations International Children's Emergency Fund

Link

[Medreich Limited](#)

[Locaion of Medreich Limited](#)

[UNICEF](#)

Measures Against Infectious Diseases

■ Appropriate Use of Antibiotics

Since the development of penicillin in Japan in 1946, our Pharmaceuticals segment has been involved in development, manufacturing, and sales of drugs against infectious diseases, mainly through the sale of ethical pharmaceuticals.

In addition to antibiotics for bacterial pathogen of infectious diseases, we have an extensive lineup of products ranging from prevention, diagnosis to treatment, including vaccines to prevent infectious diseases, antiseptics, and diagnostic test kits. We also provide information to the healthcare professionals and educate medical institutions about proper usage.

■ New Drug Research and Development

Due to a recent rise in microbes resistant to conventional antibiotics, the international community has been confronted with a major concern on how to counteract antimicrobial resistance (AMR). We have been researching and developing antibiotics for many years, and we are committed to finding a solution to counteract AMR.

Approach

Our competitive edge in R&D is attributed to our long experience and involvement in antibiotics research, and has earned us the deep trust from medical institutions. We have amassed a huge amount of data collected from drug sensitivity testing for resistant strains of bacteria, which medical institutions sent to us. We promote R&D based on the practical needs at hospitals, because we stay informed on the latest trends involving infectious diseases.

We dedicate more resources to R&D on β -lactamase (bacterial enzyme that breaks down antibiotics such as penicillin and induces drug resistance) in response to the growing needs of medical institutions for drugs counteracting resistant bacteria. We have successfully discovered 'nacubactam' (development code: OP0595), which, in combination with β -lactam antibiotics, restores or extends their ability to treat bacterial infections caused by beta-lactamase producing antibiotic-resistant strains.

The Phase I clinical trials have been completed in the United States. At the same time, Meiji's β -lactamase inhibitor OP0595 project, entitled "Development of a novel β -lactamase inhibitor, OP0595, as a single drug utilizing a new rapid genetic diagnosis and non-clinical PK/PD theory" has been adopted by Japan Agency for Medical Research and Development (AMED) grant for 'Cyclic Innovation for Clinical Empowerment (CICLE)'. The Phase I clinical trials are conducted in Japan. We expect that this new candidate will combat AMR, and we shall continue to carry out our social responsibilities through revolutionary drug discovery.

Quality and Safety

SDGs



Social Issues

- ✔ Ensure Product Quality and Safety

Ensure Product Quality and Safety

KPI

Obtain Global Food Safety Initiative (GFSI) certification, which includes Hazard Analysis and Critical Control Points (HACCP) for all domestic food plants by FYE March/2021

■ Safety System Initiatives for Trusted Quality, Brand Recognition

Food Segment Quality Control

The Meiji Group provides high-quality, safe products and services to meet customer expectations for related health and reliability. Through these efforts, we will improve the lifestyles of our customers. Based on our Corporate Behavior Charter, the Meiji Group strives to improve the quality of our products through quality assurance systems developed in house, tailored to the specific characteristics of each business operation. Meiji Co., Ltd. has established an original quality management system, which includes Quality Policy, Quality Assurance Regulations, and Quality Assurance Standards. Each functional division (development and design, procurement, manufacturing, logistics, and sales and communications) conducts operations based on the Quality Policy. Quality Assurance Regulations stipulate important items for maintaining quality, and Quality Assurance Standards detail specific duties and assessment criteria.

The Food segment has adopted Meiji Quality Communication, conducting stringent quality control under an integrated system spanning raw material procurement through sales.

Our hygiene control system covers all domestic food plants, and is based on the Hazard Analysis and Critical Control Point (HACCP). We intend to obtain Global Food Safety Initiative (GFSI) certification for all domestic food plants by FYE March/2021.

We test products through various means, including physical and chemical tests, before shipment. Through a range of tests, we check whether products have been manufactured in accordance with established procedures.

Quality Policy

We intend to widen the world of Tastiness and Enjoyment to meet all expectations of Health and Reassurance, providing our customers with Promised Quality and offering shared value.

As Food and Health professionals dedicated to food quality and safety, our responsibility is to meet customer expectations according to three central principles:

1. We promise to enforce strict quality assurance at every step in our food chain, implementing the best system possible in each division and product to ensure Promised Quality.
2. We promise to maintain a close relationship with our customers and respond immediately to customer inquiries, questions, and concerns. We will maintain the trust of our customers by striving to understand and satisfy their expectations.
3. We promise to comply with all applicable laws and regulations, providing safe, high-quality products and services.



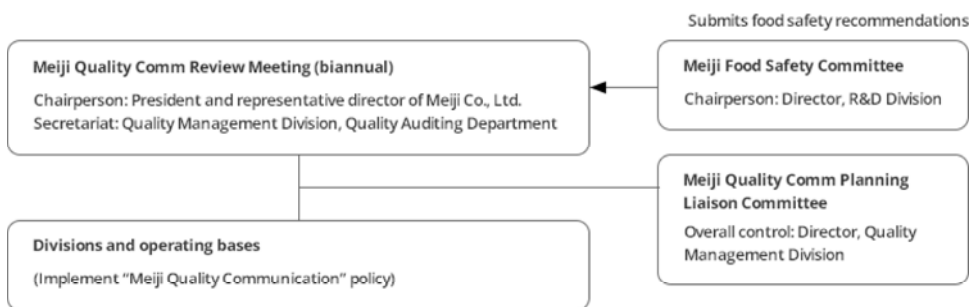
Link

- [Quality Management System in Food Segment](#)

Quality Assurance Advancement System

In the Food segment, the Meiji Quality Comm Review Meeting leads quality assurance advancement activities. Held biannually and chaired by the president and representative director of Meiji Co., Ltd., the meeting checks the progress of quality related initiatives and discusses measures to address issues. Further, the Food segment’s Meiji Food Safety Committee is chaired by the Director of the R&D Division and discusses a wide range of topics approximately twice a year. The committee invites experts in such fields as food chemicals and microorganisms to identify and reduce food risks.

Also, in the Food segment, members of one of the specialized teams from our Quality Division audits compliance with Quality Assurance Regulations according to a prepared checklist. These audits identify issues and improve our quality assurance capabilities.





Approach

Working With Suppliers for Consistent Quality Management

We work with suppliers to prevent quality defects and risks arising from raw ingredients or equipment. In the event of an issue, we perform a detailed investigation and share information, striving to prevent the recurrence of any similar problems.

Quality Audits by Internal Expert Teams

Teams of experts from our Quality Management Division perform quality audits based on detailed checklists. These audits ensure strict compliance with quality assurance regulations and other rules. The goal of these audits is to identify issues and improve our ability to assure quality. During FYE March/2018, we performed audits within Meiji Co., Ltd. and group companies inside and outside Japan. Auditors shared quality assurance information from Japan at overseas plants, being considerate of local customs and culture.

Incorporating Customer Feedback Into Quality Assurance Activities

We have established special divisions to analyze customer feedback. We have a monitoring system in place to capture customer feedback, particularly comments that could indicate health hazards. These divisions respond rapidly to feedback requiring an urgent response, performing cross-division confirmation and analysis of information.

Internal Quality Training

Meiji invests considerable time and effort in human resources training to improve quality levels. We hold seminars for both manufacturing and sales staff.

Quality Improvement Activities for Improved Production Floor Competence

Each production plant engages in quality improvement activities to reduce mistakes, process errors, and other issues, as well as to improve competence on the production floor. During FYE March/2018, a total of 211 teams from throughout our group companies conducted quality improvement activities.

■ Quality Management Based on Reliability Assurance Systems

Pharmaceutical Segment

Reliability Assurance for Pharmaceuticals and Medical Devices

The Pharmaceutical segment's Reliability Assurance Policy assures the reliability of pharmaceuticals and medical devices. This policy states, "We will contribute to society by earning the trust of patients and healthcare professionals."

Accurate information is essential for the appropriate use of pharmaceuticals. We make available to users all information relevant to our products, which we obtain during product development, clinical studies, and post-marketing surveillance.

Based on the Reliability Assurance Policy, we have established the Reliability Assurance Guidelines. Based on these guidelines, we do our best to enhance the reliability of our products and activities.

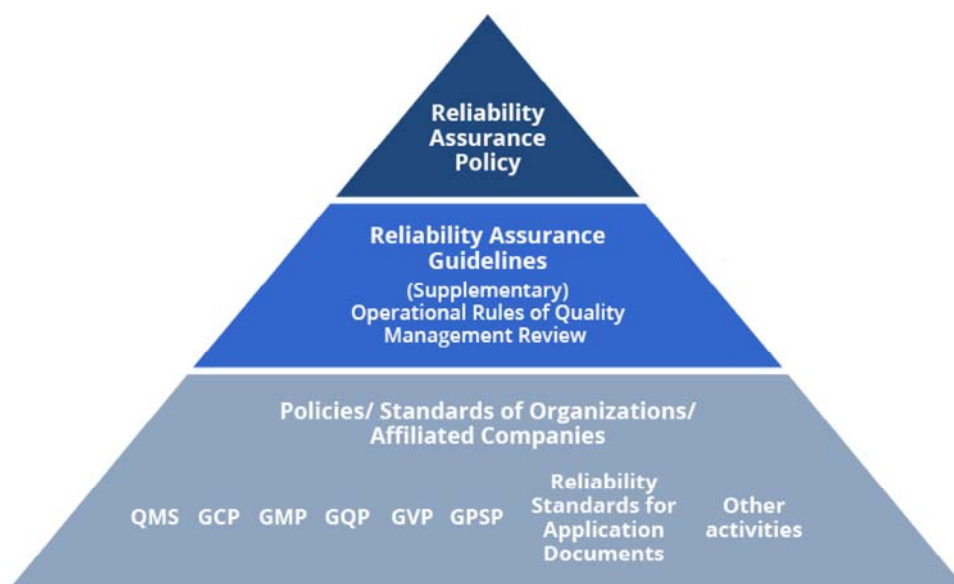
Reliability Assurance Guidelines and Reliability Assurance System

The Ministry of Health, Labour and Welfare in Japan enforces stringent standards for all aspects of pharmaceuticals, from R&D, manufacturing, and shipment to the gathering of information on adverse reactions and the provision of information on proper use.

At each operational stage, we have established original standards and manuals with adherence to laws and regulations. We ensure the reliability of data and information through rigorous efforts to conduct appropriate tests and gather accurate data. The Reliability Assurance Policy also applies to group companies.

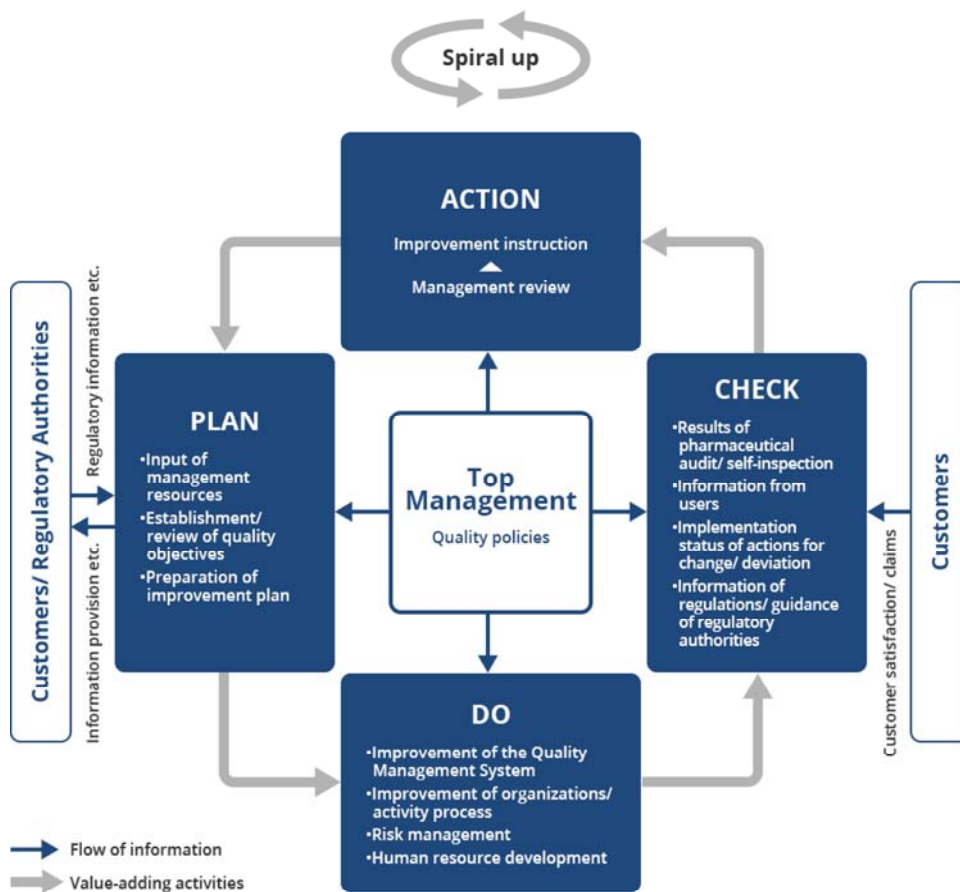
The Reliable & Quality Assurance Division ensures reliability by conducting internal audits, as required, in compliance with standards and policies based on the Reliability Assurance Policy. The Reliable & Quality Assurance Division is independent from R&D, production, and sales divisions. In this way, we have established a system that ensures reliability through objective assessment. We have established Operational Rules of Quality Management Review. This is a system that achieves continuous improvement through plan-do-check-act cycles aimed at ensuring, and enhancing, product reliability.

Based on the Quality Assurance Policy, the Pharmaceutical segment ensures quality globally. In these activities, we assure quality across the entire supply chain, from raw material procurement and manufacturing to distribution and the post-marketing gathering of information on side effects. For example, we visit our own plants, and those of manufacturing subcontractors and raw material suppliers in Japan and overseas to ensure the quality of our pharmaceuticals. Pursuant to relevant laws, an authorized person approves shipment to market after checking all manufacturing-related records. In this way, we provide pharmaceuticals that healthcare professionals and patients can use with complete confidence.



QMS: Quality Management System
GCP: Good Clinical Practice
GMP: Good Manufacturing Practice

GQP: Good Quality Practice
GVP: Good Vigilance Practice
GPSP: Good Post-marketing Study Practice



Link

[Quality in Pharmaceutical Segment](#)

Quality Improvement and Personnel Development

We foster the ability of our employees to improve operations proactively. We hold meetings to share and discuss the achievements of quality improvement activities and engage in other activities to develop our personnel.

Response to Quality-Related Incidents

If a quality-related incident occurs, our head office collects quality information from plants, affiliated companies, and the respective divisions involved. This information is summarized and shared with senior management. We take any necessary measures and implement preventive measures as promptly as possible.

Extensive Disclosures on Quality and Safety

We make timely and appropriate disclosures of information related to high-quality, safe products and services, striving to ensure the trust and satisfaction of our customers and patients.

Approach

Disclosures on Our Corporate Websites

We disclose frequently asked questions on our Food segment website. We make timely updates to this content based on popular topics.

Disclosures on Product Quality Assurance

Link

Quality in Food Segment

Quality in Pharmaceutical Segment

Ethical Considerations in Animal Testing

The Meiji Group research and development is conducted in compliance with relevant laws, policies of the relevant ministries and agencies, and internal rules for product quality, efficacy and safety.

The Food segment will not fund, conduct, or commission any tests on animals for health claims that are not required by law.

The Pharmaceutical segment creates plans that focus on animal protection and welfare, when implementing animal testing.

Experiments are based on the 3Rs principle of reduction: using fewer animals; replacement: seeking experiments that do not use animals; and refinement: mitigating animal suffering. We conduct animal testing after receiving approval from a laboratory animal ethics committee.

The Pharmaceutical segment receives accreditation from the Japan Health Sciences Foundation (JHSF).



The Pharmaceutical segment receives accreditation from the Japan Health Sciences Foundation (JHSF).

Caring for the Earth

SDGs



We are fully aware that our business operations depend upon the bounty of nature. We strive to conserve resources, protect the environment, and contribute to a more sustainable society. The Meiji Group is committed to reducing the environmental impact of our business activities. We conduct business operations in accordance with our Environmental Philosophy and Environmental Policy, which aim for harmony with the environment.

Climate Change



■ Social Issue

🔴 Environmental Management

- ▶ Environmental Philosophy

🔴 Reduce CO₂ Emissions

- ▶ Energy Conservation Measures
- ▶ Renewable Energy
- ▶ Carbon Emissions Trading
- ▶ Improved Environmental Data Management

🔴 Eliminate the Use of Specified Fluorocarbons

- ▶ Switch to Alternative Fluorocarbons and Natural Refrigerants

Circular Economy



■ Social Issue

🔴 Reduce Environmental Impact

- Addressing Food Loss and Waste
- 3Rs (Reduce, Reuse, Recycle)
- Reduce Final Disposal Volume
- Appropriate Chemical Substance Management

Water



■ Social Issue

🔴 Secure Water Resources

- Appropriate Water Management and Water Risks

Biodiversity



■ Social Issue

🔴 Secure Local Biodiversity

➤ Biodiversity Conservation

Climate change

SDGs



Social Issues

- ✓ Environmental Management
- ✓ Reduce CO₂ Emissions
- ✓ Eliminate Specific CFCs

Environmental Management

KPI

Reduce total domestic CO₂ emissions by more than 15% compared with FYE March 2014 baseline by FYE March 2031

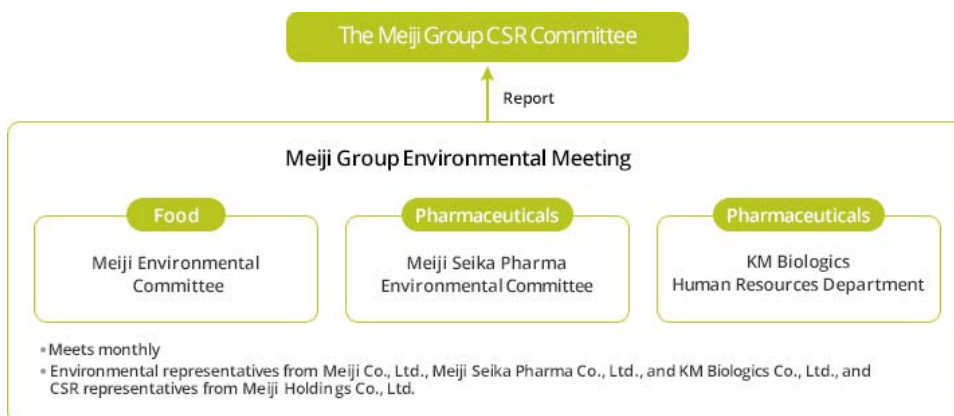
Environmental Philosophy

Recognizing that our business operations originate from the bounty of nature, the Meiji Group will contribute to the creation of a sustainable society. To this end, we intend to harmonize our business activities with the global environment and manage the group in a way that protects the environment.

Approach

Environmental Management

Food segment and Pharmaceutical segment conduct environmental management through environmental committees comprised of representatives from related departments. Established in 2016, the Meiji Group Environment Meeting monitors the progress of each company's environmental measures and reports to the Group CSR Committee.



Third-Party Certification

Food Segment

ISO 14001 : Multisite

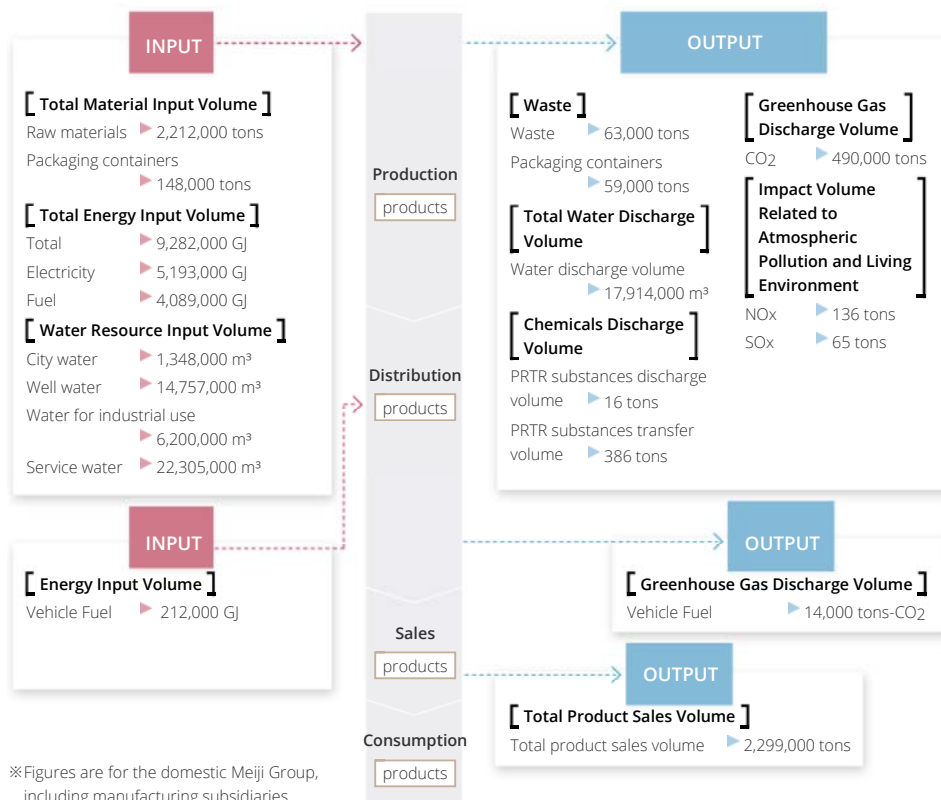
Eco-Action 21 : Four group companies

Pharmaceutical Segment

ISO 14001 : Two plants, one research laboratory

- 🔴 Food segment Multi-site (PDF:1476KB)
- 🔴 Pharmaceutical segment, Bioscience Laboratories, and Chemistry, Manufacturing & Control Research Laboratories (PDF:410KB)
- 🔴 Pharmaceutical segment, Odawara Plant (PDF:369KB)
- 🔴 Pharmaceutical segment, Gifu Plant (PDF:400KB)

Material Balance (Fiscal Year Ended March 2018)



Environmental Accounting

We calculated environmental preservation costs and economic effects for FYE March/2018 based on guidelines furnished by the Ministry of the Environment in Japan.

Environmental accounting figures are based on totals for Food segment and Pharmaceutical segment. Calculating investments, costs and economic benefits for environmental preservation encourages greater efficiency in Meiji Group activities.

Environmental Preservation Costs Millions of yen

Details	FYE 3/2016		FYE 3/2017		FYE 3/2018	
	Capital expenditures	Costs	Capital expenditures	Costs	Capital expenditures	Costs
Total	698	4,213	621	4,237	837	4,705

Details	FYE 3/2016		FYE 3/2017		FYE 3/2018	
	Capital expenditures	Costs	Capital expenditures	Costs	Capital expenditures	Costs
Costs within business						
Pollution prevention costs						
Air pollution control, Water pollution control, Soil pollution prevention, Stink prevention, Land subsidence prevention, etc.	321	2,849	137	2,784	147	3,071
Environmental preservation costs						
Implementation of energy saving and greenhouse reduction measures, etc.	354	575	478	569	673	705
Resource circulation costs						
Global warming prevention, energy saving, ozone depletion prevention, etc.	23	619	6	692	2	791
Upstream and downstream costs						
Environmentally sound procurement and purchase	0	2	0	40	14	5
Management activity costs						
Disclosure of environmental information and activities and operation of environmental management system	1	146	0	131	0	115
Research and development costs						
Research and development for reducing environmental impact	0	0	0	0	0	0
Social contribution costs						
Nature conservation and tree-planting activities	0	13	0	12	2	8
Environmental damage costs						
Natural resource restoration	0	9	0	9	0	10
Total	698	4,213	621	4,237	837	4,705

Economic Effects of Environmental Preservation Measures (Millions of yen)

Details	FYE 3/2016	FYE 3/2017	FYE 3/2018
	Benefit	Benefit	Benefit
Energy saving	143	131	182
Waste reduction	37	28	23
Sale of valuables	105	78	58
Total	285	237	263

* Calculation parameters

Scope: Meiji's and Meiji Seika pharma's plants and research centers, respectively.

(1) Totals were calculated based on environmental accounting standards prepared in accordance with the Environmental Accounting Guidelines of the Ministry of the Environment.

(2) Costs include depreciation and amortization, personnel expenses, utility costs, repair costs, and other costs.

(3) Depreciation and amortization was calculated by identifying environmental equipment and facilities in the fixed asset ledger and using their statutory useful life.

Reduce CO₂ Emissions

KPI

Reduce total domestic CO₂ emissions by more than 15% compared with FYE March 2014 baseline by FYE March 2031.

Energy Conservation Measures

We strive to conserve energy and resources by installing energy efficient equipment, improving existing production equipment, and converting to energy sources with lower CO₂ emissions.

Approach

Energy Consumption and CO₂ Emissions

We are working to conserve energy and reduce CO₂ emissions during production by converting from heavy oil to municipal gas. We also make use of in-house cogeneration systems that utilize waste heat efficiently.

🔴 Climate Change

Topic

We converted Kyushu Plant in Food segment from heavy oil to liquefied natural gas (LNG) satellite equipment and high-efficiency gas boilers. This conversion has reduced CO₂ emissions by 900 tons per year.

Topic

We upgraded the once-through boiler^{*} at Pharmaceutical Research Center in Pharmaceutical segment to a high-efficiency unit, saving 200 tons of CO₂ emissions annually (FYE March/2017).

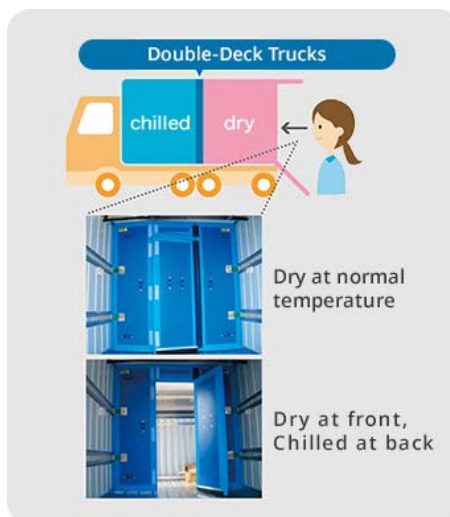
* Equipment that creates a heat source (steam, hot water) by using fuel to heat water.



Pharmaceutical Research Center
in Pharmaceutical segment

Eco-Friendly Logistics via Modal Shifts and Double-Deck Trucks

At Meiji, we strive to reduce our environmental footprint in materials procurement, product delivery, and other logistics operations. We have introduced modal shifts and double-deck trucks to transport products of differing temperature zones on a single vehicle.



Changeover to Low-Emission Vehicles; Fleet Reductions

We began changing our delivery trucks and sales vehicle fleets to eco cars in FYE March/2013. We have also cut down the size of our sales vehicle fleet.

Results

Number of Eco Cars (vehicles)

FYE March/2015 460

FYE March/2016 546

FYE March/2017 629

FYE March/2018 508

Renewable energy

Approach

Solar Power Generation at Meiji Production Plants

We use renewable energy to reduce CO₂ emissions. Osaka Plant, Aichi Plant, and Santa Ana Plant in Food segment have installed solar panels.

Results

FYE March/2018

Osaka Plant

Power generation volume: 237,568 kWh (power generation capacity: 200 kW)

CO₂ reduction volume: 120.9 ton

Aichi Plant

Power generation volume: 978,679 kWh (power generation capacity: 750 kW)

CO₂ reduction volume: 474.6 ton

Laguna Cookie Co., Inc. , Santa Ana Plant

Power generation volume: 272,000 kWh (power generation capacity: 270 kW)



Osaka Plant



Santa Ana Plant



Santa Ana Plant



Aichi Plant

Generating Electricity via Bioenergy

In addition to the use of activated sludge processing at Sakado Plant and at Meiji Chewing Gum Co., Ltd., we are incorporating discharged water treatment technology that utilizes methane fermentation^{*}. We use methane gas as a fuel for boilers.

^{*} Methane fermentation treatment method - Treatment method that uses anaerobic microorganisms (absence of oxygen) to break down organic solids in discharged water, converting them to methane gas and CO₂.



Methane fermentation process (Sakado plant in Food segment)

Carbon Emissions Trading

We use renewable energy sources (solar power, etc.) and adopt the carbon emission trading system to reduce greenhouse gases, a contributor to climate change.

Improved Environmental Data Management

We continue to improve our environmental data management system, which provides evidence of our initiatives dealing with climate change and global warming. In addition to consolidated group data collection and disclosure, we have an independent entity draft group management standards and perform audits to verify our environmental management system operations, as well as improve our data transparency and reliability.

Approach

Improved CO₂ Management System

In addition to acquiring data from our worldwide operations, we are considering whether to adopt global management standards and environmental data management systems.

Disclosure of Scope 1, 2, and 3 data

- ➡ Scope 1, 2, and 3 data

Independent Practitioner's Assurance of CO₂ Emissions

In order to improve the reliability of the data, we obtained the independent practitioner's assurance for the domestic CO₂ emissions (Scope 1 and 2) of FYE March 2018 indicated on p.36 in the Integrated Report 2018 by Deloitte Tohmatsu Sustainability Co., Ltd. We will work hard to improve the reliability of all environmental data.

- Results of the Domestic CO₂ Emissions (Scope 1 and 2) in FYE March 2018 (PDF:14511KB)
- Independent Practitioner's Assurance Report (PDF:14511KB)

Eliminate the Use of Specified Fluorocarbons

KPI

Eliminate the use of specified fluorocarbons in air conditioners and large-scale facilities in Japan by FYE March 2036.

Switch to Alternative Fluorocarbons and Natural Refrigerants

We are moving our large-scale facilities to natural refrigerants (ammonia, etc.) as an alternative to specified fluorocarbons (R22, etc.) used widely in air conditioners today.

Approach

Switch to Alternative Fluorocarbons and Natural Refrigerants

Kyoto, Gunma and Kyushu Plants in Food segment have adopted natural refrigerants, reducing CO₂ emissions as a result.

FYE March /2016 Kyoto Plant CO₂ reduction
Volume : 472 ton

FYE March /2016 Gunma Plant CO₂ reduction
Volume : 199 ton

FYE March /2016 Kyushu Plant CO₂ reduction
Volume : 36 ton



Kyushu Plant

Circular Economy

SDGs



Social Issues

- ✔ Reduce Environmental Impact

Reduce Environmental Impact

KPI

1. Reduce domestic food product waste by at least 50% compared with FYE March 2017 baseline by FYE March 2026
2. Achieve 97% or greater resource recovery ratio per year (domestic Meiji Group companies)

■ Addressing Food Loss and Waste

Food loss is defined as otherwise consumable food that is thrown out by food processors, retailers, food service industry entities, households, etc. Annual food loss is estimated to be 6.46 million tons in Japan alone in FYE March/2016. The Meiji Group acknowledges our own large volume of food loss as part of a larger social issue. We are working with our national government and trade organizations to introduce new policies (below).

Approach

Reduce Bad Inventory Through Improved Supply Forecasts

We are encouraging sales and production division to communicate better. At the same time, we are developing supply forecasts by product, reflecting past sales data and sales promotion plans. As we improve supply forecasts day by day, we limit bad inventory and reduce food loss.

Best-Before Date Changed to Month-Year Label

By changing food expiration labels from year-month-date to year-month formats, we expect to reduce food loss and encourage logistics efficiencies across our entire supply chain as our manufacturing, logistics, and sales teams work more closely together. The best-before date of all products (except gummy and snacks in our confectionery business) will be changed to a month-year label.

Extending Expiration Dates for Certain Items

We plan to extend the expiration dates of certain food items whose quality will not be affected (confectioneries, drinks, nutrition foods, prepared foods, etc.). In so doing, we will reduce wasted stock of expired items.

Results

【Confectionery Business】

Chelsea Scorchassort ⇒ Extended from 12 months to 15 months (beginning April 2015)

Cough drops warm ginger ⇒ Extended from 12 months to 14 months (beginning September 2016)

【Nutritionals Business】

Meiji Mei Balance Mini cup ⇒ Extended from 6 months to 12 months (beginning May 2015)

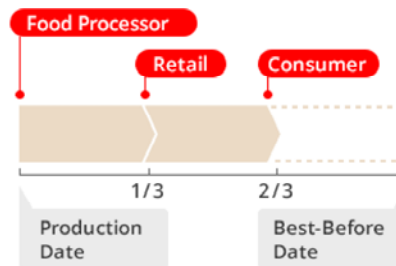
Meiji Mei Balance Mini ⇒ Extended from 6 months to 9 months (beginning October 2016)

Meiji Aquapack Na ⇒ Extended from 6 months to 12 months (beginning May 2017)

Meiji Mei Balance Rehasupport Mini ⇒ Extended from 6 months to 9 months (beginning December 2017)

Revising the 1/3 Rule Across the Logistics Industry

We are working with trade organizations to revise the traditional 1/3 rule for delivery deadlines.



Collaborating With Society

The Meiji Group is working with food banks to reduce food loss.

3Rs (Reduce, Reuse, Recycle)

We focus on environmental friendliness throughout the product life cycle, from planning through disposal.

Approach

Reducing the Environmental Impact of Packaging

Food segment conduct a Paper Drink Carton Recycling Campaign twice per year. The purpose of the campaign is to remind employees of the importance of sorting and recycling paper cartons. Recycling collection boxes are set up, and employees are encouraged to dispose of their paper milk cartons appropriately. Each year the percentage of employees participating increases. At present, approximately 85% of employees participate in the campaigns.



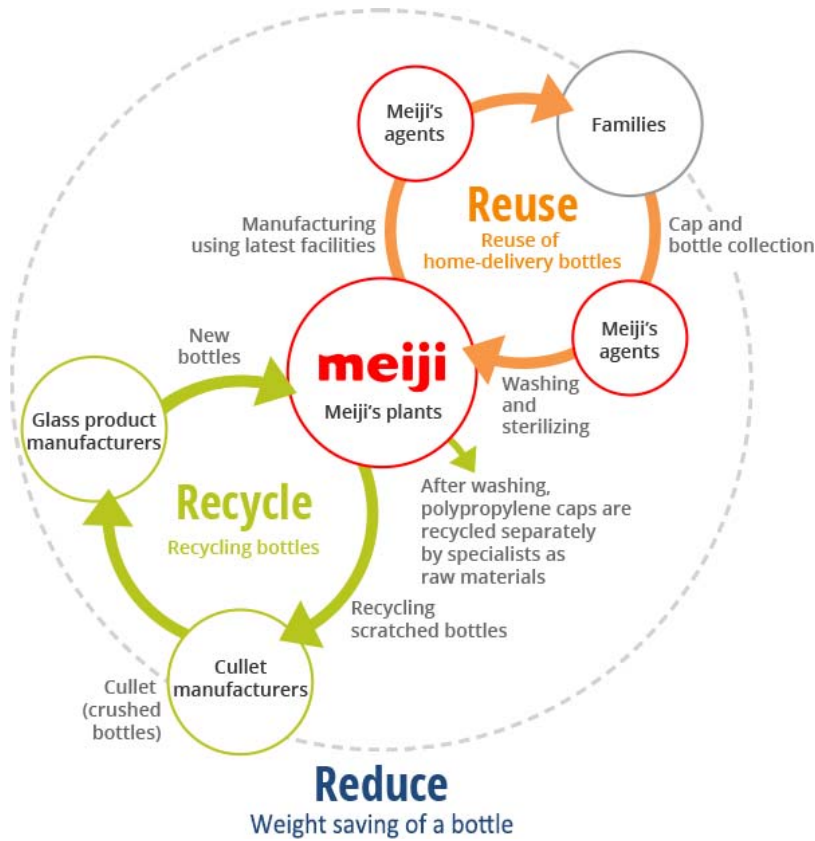
A paper carton collection box



Message to those recycling: "Thank you for recycling"

3Rs for Home-Delivery Milk Bottles

Food segment delivers milk to approximately 2.6 million homes in Japan. The returnable milk bottles used for home delivery must be light and strong so they can be used multiple times. We have recently improved our bottles to make them even stronger and lighter. The weight for a 200 ml bottle has been reduced to 180g, while durability has been increased to allow for three times as many uses. If bottles become scratched they can be crushed for use as raw materials for new bottles.



Zero Waste (Zero Emissions)

We pursue a Zero Waste (Zero Emissions) policy based on the 3Rs.

- Circular Economy

Reduce Final Disposal Volume

The Meiji Group strives to protect the Earth's finite natural resources by reducing waste and using resources efficiently.

Approach

Reducing Production Plant Waste

Food segment is working to reduce waste in every production plant.

Results

Food segment has reduced production waste by an annual 24 tons by changing to intermittent nozzle operation in biscuit dough mold release oil equipment (Galbo chocolate snacks).

Environmentally-Friendly Products

We are minimizing containers and packaging to eliminate waste of precious resources.

Results

Meiji Probio Yogurt, Drink Type
 We are reducing the weight of PET bottles for this product. We reduced PET plastic volume by approximately 26% per bottle compared to bottles used prior to the integration of new facilities.



Chocolate Snacks: Kinoko no Yama, Takenoko no Sato

Reduced the thickness of internal packaging by 5 μm , reducing resource usage volume by approximately 9% and annual use by 7.5 tons.



Chocolate Snacks: Galbo Pocket Pack

We reduced packaging volume by approximately 25%



Waste Recycling

Kyushu Plant in Food segment concluded a contract with a local municipal authority in 2013. Under this contract, raw garbage is collected from the plant and fermented at the municipal authority's biomass plant to produce methane. The methane is then used for gas-fired power generation. And dregs from fermentation are used as fertilizer. We donate some of the money saved through this project to promote the local area's agriculture.

Appropriate Chemical Substance Management

We strive to reduce chemical emissions. Measures include equipment to absorb vaporized chemicals, switching to safer substances, and improved manufacturing methods that reduce or eliminate chemical substances.

Approach

PRTR Substances

We report chemical emissions and transfers in accordance with Japan's Pollutant Release and Transfer Register (PRTR) Act.

At Pharmaceutical segment each pharmaceuticals plant and research center has a chemicals management committee that sets standards for handling chemical substances. The company manages procurement and inventory volumes, checks emission and transfer volumes, and strives to reduce emissions.

- Appropriate Management of Chemical Substances

PCB Management

Each of our operating bases engages in the appropriate management of transformers and capacitors that contain polychlorinated biphenyls (PCBs).

Water

SDGs



Social Issues

- Secure Water Resources

Secure Water Resources

KPI

Reduce domestic water use volume (base units) by more than 20% compared with FYE March 2016 baseline by FYE March 2031.

Appropriate Water Management and Water Risks

Water is a vital resource for the Meiji Group, and as an invaluable resource in the world, we believe its management is essential for achieving a sustainable society. Therefore, we set a target to reduce our water consumption by 20% (base unit, compared to FYE March 2016) by FYE March 2031. To achieve this target, we will appropriately manage water intake and discharge as well as mitigate risk, and thereby conserve water and ensure the continuity of our businesses.

Approach

Reduce Water Consumption via Appropriate Water Management and Water Conservation Equipment

We are constantly working hard to save water and reduce its footprint in the environment from our water intake. We have revised our production processes to enhance our water-use efficiency and are also working to recycle water.

Improving Wastewater Quality Through Appropriate Chemical Substance Management

We have set more stringent standards for discharged water than the legal standards in Japan, and we are working on preventing water pollution. In order to reduce our environmental footprint of discharged water, we install equipment that uses activated sludge treatment and methane fermentation at plants or for processes that discharge a lot of water.



Methane fermentation process



Rainwater storage facility

Survey of Water Risks

We assess the water risks in all areas where our domestic and international production sites are located in order to understand the impact of water usage on production. For this assessment, we use AQUEDUCT, an international water risk assessment software launched by the World Resources Institute (WRI). We also collect information and develop specific measures for the site.

Biodiversity

SDGs



Social Issues

- ✓ Secure Local Biodiversity

Secure Local Biodiversity

KPI

Conduct biodiversity activities at all domestic sites with production plants by fiscal year 2020

Biodiversity Conservation

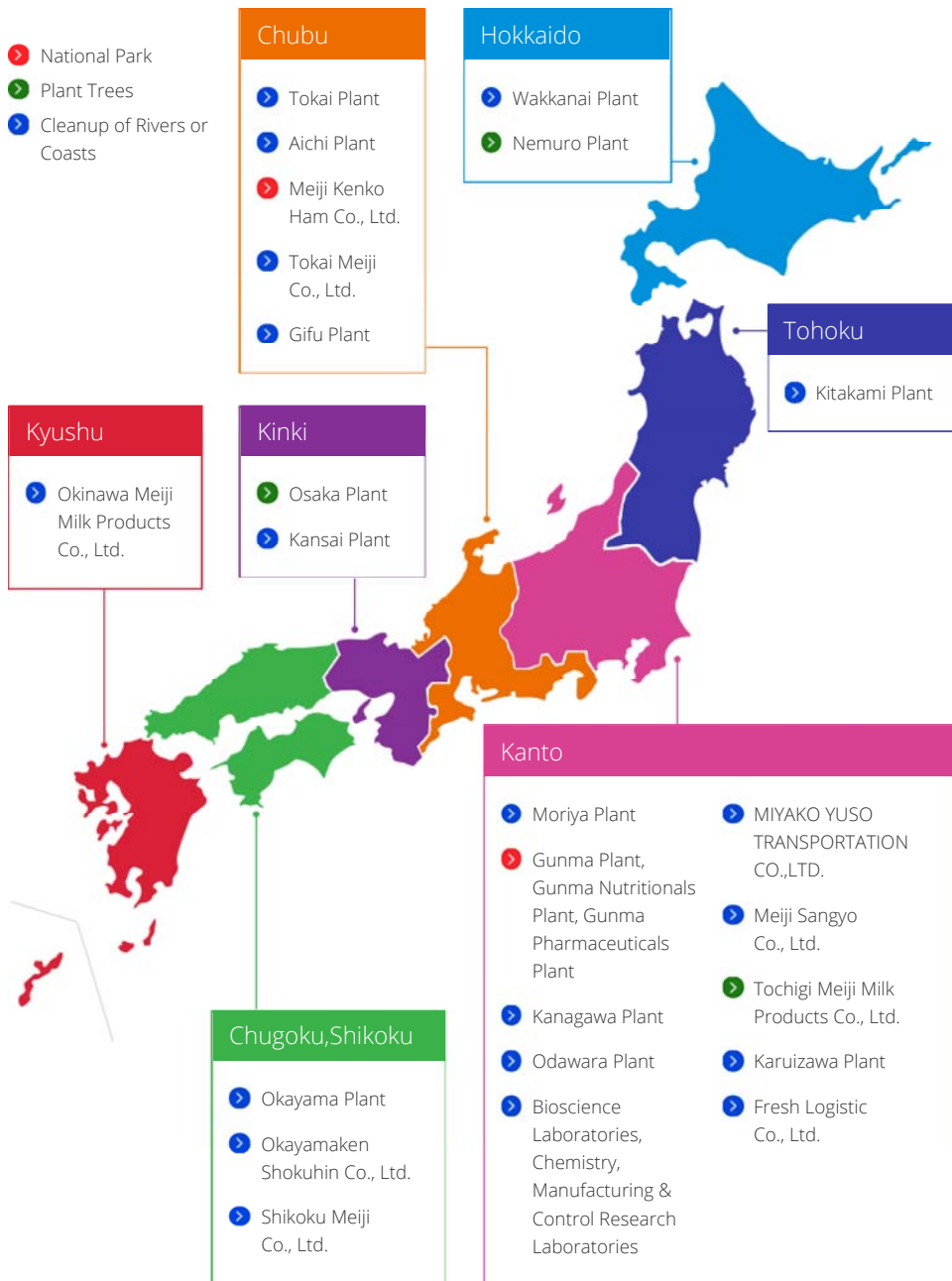
As the Meiji Group depends upon the bounty of nature, we undertake various environmental conservation activities. We promote biodiversity activities in consideration of local ecosystems at all sites inside and outside Japan that have production plants.

Approach

Promote Biodiversity Activities at all Domestic Sites with Production Plants

Environmental Communications

The Meiji Seika Pharma Gifu Plant provides environmental education for elementary school children. We explain our environmental conservation measures and give production plant tours highlighting our environmental facilities to enhance their understanding of environmental conservation.



Conduct Biodiversity Activities at Overseas Sites with Plants

PT. Meiji Indonesia plants productive trees in water catchment areas on the mountain slopes around the Pasuruan regency.



We at Medreich celebrated the world environment day with purpose and to create more awareness on the environment. Across the locations environment protection related banners were displayed. Saplings were planted by employees to mark the importance of this very significant day. Posters were created, and employees were issued badges, environment tip cards. Employees were also encouraged to give environment related speeches to spread their knowledge on saving

environments. Along with the above, Employees took Oath at every location for protecting Environment.



Biodiversity Conservation in the Nemuro Nature Conservation Area

Meiji concluded an agreement for the conservation of wild birds with the Wild Bird Society of Japan in 2007. Based on this accord, we jointly established a bird sanctuary in the Nemuro Nature Conservation Area, which we own (467ha) for nature restoration. This conservation area is located in Nemuro City, Hokkaido. Our employees provide volunteer work hours here to protect the environment, and the area is also used for the environmental education of local residents. The Nemuro Nature Conservation Area is host to *Grus japonensis*, *Himantopus himantopus himantopus*, *Haliaeetus albicilla albicilla*, *Haliaeetus pelagicus* and other endangered wild birds noted on the Red List^{*}.

^{*}Japan's Ministry of Environment evaluates the risk of extinction for various wild animals native to Japan. The ministry publishes a Red Data Book listing these animals and their circumstances, categorized by plant and animal species.

- State of Japan's Environment at a Glance: Extinct and Endangered Species Listed in the Red Data Book



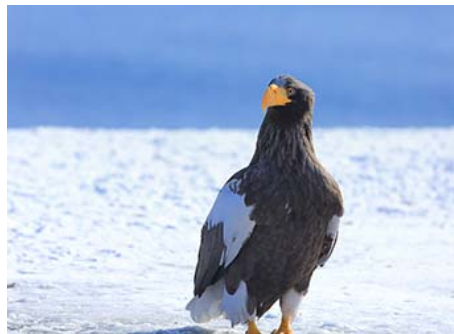
Grus japonensis



Haliaeetus albicilla albicilla



Himantopus himantopus himantopus



Haliaeetus pelagicus

A Richer Society

SDGs



We contribute to a richer society through communication and cooperation with stakeholders.

Human Resources



■ Social Issue

🔴 Promote Diversity and Inclusion, and Provide Training to Employees

- Evaluation and Development of Personnel
- Diverse Employees
- Personnel Development

🔴 Employee-Friendly Workplaces

- Encourage Personal Health Management
- Workstyle Reform
- Occupational Health and Safety

Society



■ Social Issue

🔴 Respect and Promote Human Rights

- Human Rights Education and Training
- Initiatives Related to Human Rights Due Diligence

🔴 Communicate with Stakeholders

- Improve Communications with Stakeholders
- Communicate with Our Customers

🔴 Promote Social Contribution

- Promote Social Contribution

Human Resources

SDGs



Social Issues

- ✔ Promote Diversity and Inclusion, and Provide Training to Employees
- ✔ Employee-Friendly Workplaces

Promote Diversity and Inclusion, and Provide Training to Employees

KPI

Combined stand-alone numerical targets for Meiji HD, Meiji, and Meiji Seika Pharma include:

1. Aim to raise the ratio of female managers to greater than 10% by FYE March 2027 from 2.6% in FYE March 2018

Aim to triple the number of female leaders* to more than 330 by the FYE March 2027

* Leader: Manager and assistant manager

2. Raise the ratio of employees with disabilities above the statutory employment quota

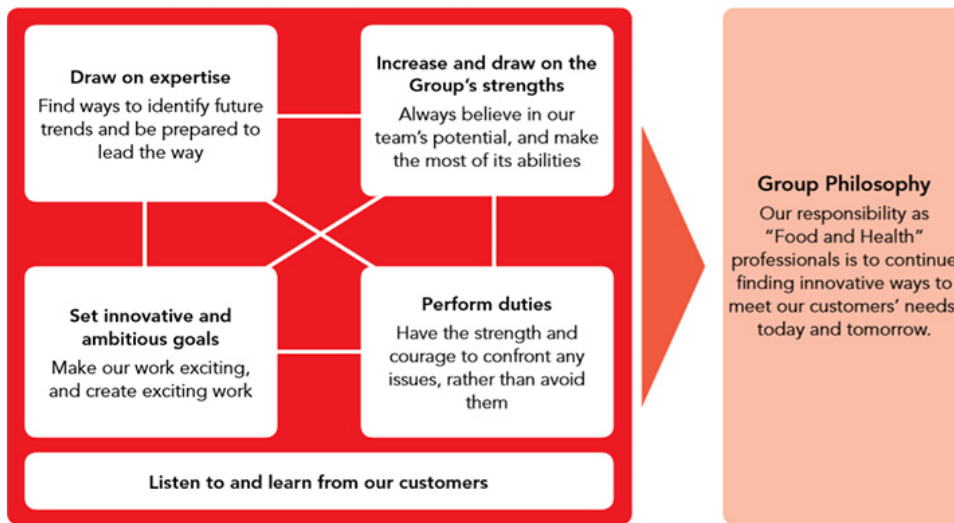
Approach to Human Resources

Our approach to human resources is to foster personnel who set innovative and ambitious goals for themselves, achieving these goals by drawing on their expertise and the group's strengths. In other words, our goal is to develop individuals who embody the Group Philosophy and the meiji way, practicing our Action Guidelines.

Approach to Human Resources

Foster personnel who set innovative and ambitious goals by themselves and achieve these goals by drawing on their expertise and the Group's strengths

meiji way, our Action Guidelines



Evaluation and Development of Personnel

Our basic approach to personnel evaluation focuses on employee contributions to the development of the group as a whole. We manage organizations and human resources based on employee abilities and duties. We encourage employees to take on more challenging duties so they can grow and achieve more in their work.

Giving employees opportunities to think about the ways in which they work encourages them to adjust their behavior and strengthen their professional capabilities. Rather than evaluate individual achievements, we view achievements as steps in a larger process. This approach allows employees to identify areas for improvement, and to grow and take on more challenging tasks in the future.

Our evaluation system is designed as a holistic tool that not only evaluates personnel, but also encourages professional growth.

Diverse Employees

Our Corporate Behavior Charter calls for respect for the diversity of employees. Further, the Meiji Group Policy on Human Rights declares zero tolerance for discrimination.

We operate more than 30 Group companies in Japan and more than 20 overseas. In Japan and overseas, many different employees contribute to operations in a range of workplaces. The diversity of our workforce encompasses nationality, gender, and age. Our workforce includes people with disabilities, regional employees, fixed-term employees, and employees with childcare or nursing care commitments. We will develop our human resources system and workplace conditions so each individual is motivated and finds fulfillment.

We cultivate solidarity among group companies worldwide, holding Group Philosophy briefings overseas and issuing a Group newsletter featuring events in Japan and overseas. Moreover, employees of overseas group companies participate in study tours at plants and research laboratories in Japan. We also conduct personnel exchange training among overseas and domestic employees.

Number of Employees Overseas (Main Countries)

United States	Spain	China	Indonesia	Singapore	Thailand	India	Total
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FYE March 2013	670	355	375	823	268	361	-	2,852
FYE March 2014	620	335	622	782	275	372	-	3,006
FYE March 2015	583	331	914	725	270	359	1,549	4,731
FYE March 2016	564	353	995	671	265	381	1,572	4,801
FYE March 2017	588	354	1,118	792	278	404	1,579	5,113
FYE March 2018	567	288	953	648	279	394	1,626	4,755

Approach

Empowerment of Female Employees

We empower female employees by helping them meet work and family commitments, while encouraging women to take on diverse jobs. The aim of these efforts is to improve our corporate competitiveness.

In fiscal 2017, more than 200 employees registered for childcare leave. In addition, more than 200 employees returned to their jobs and used a reduced working-hour system to meet parenting responsibilities. The Meiji Group is creating an environment in which employees maintain their professional abilities while entering new life stages.

We intend to increase the number of female leaders by hiring more women, offering career advancement training, and providing job rotation.

📍 Number of Employees

Work-life Balance

We are working to create an employee-friendly environment that enables employees to fulfill their potential and takes work-life balance into account.

We are establishing systems that allow employees to balance work with childcare and family care.

Helping Employees Return to Work after Childcare Leave

We have a system allowing employees to smoothly transition from childcare leave back to work. The program includes a pre-leave interview, sharing company information during leave, and skill-building support in preparation for returning to the workplace. The environment is designed to bring out the best in employee capabilities, even as they go through life events.

Number of Employees Taking Leave or System for Shorter Working Hours during Childcare

		FYE 3/2016		FYE 3/2017		FYE 3/2018	
		Female	Male	Female	Male	Female	Male
Childcare leave	Available until child is 2 years old	169	24	178	24	222	30
Measures for shorter working hours, etc., during childcare	Available until child is in third grade of elementary school Shorter working hours,	161	1	200	2	229	2

		FYE 3/2016		FYE 3/2017		FYE 3/2018	
		Female	Male	Female	Male	Female	Male
	beginning work earlier or later						
	Exemption from non-scheduled or night work, use of flextime system						

Percentage of employees returning to work after maternity or childcare leave (%)	* after maternity or childcare leave	100	-	100	-	100	-
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Retention rate (%)	* Employees still working two months after returning to work	100	-	100	-	100	-
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		FYE 3/2016		FYE 3/2017		FYE 3/2018	
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Number of employees taking nursing-care leave	5 days per year available for each family member requiring nursing care		3	3		5	
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Number of employees taking short-term nursing-care leave	Total of 365 days for each family member requiring nursing care		2	3		2	
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Number of employees using system for shorter working hours during childcare	Shorter working hours, beginning work earlier or later Exemption from non-scheduled or night work, use of flextime system		0	2		2	
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Support for Childrearing

Prenatal leave	Available immediately after becoming pregnant
Child-nursing leave	5 days per year available until child starts elementary school
Support for childrearing	When employee or spouse gives birth Special payment for birth Nursery items
Next-generation childrearing allowance	Available until employee's son or daughter reaches the age of 20

	Special payment for birth
Benefit association	50% of amount used for babysitter services (not exceeding 30 days)
	Special payment for school enrolment

🔴 Child Care Leave

Employment of Persons with Disabilities

We meet the statutory employment rate for people with disabilities. Moreover we create workplaces that allow employees to fully realize their capabilities regardless of disabilities. Our numerous employees with disabilities work at more than 40 bases around Japan. Wheelchair ramps and barrier-free lavatories make it easier for people with disabilities to work for us.

🔴 Employees Rate for People with Disabilities

Retiree Reemployment

After reaching the retirement age of 60, our employees have the option of continuing to work up to the age of 65. Reemployed personnel guide and lead young employees, setting a good example. Since 2010, every applicant has been approved for reemployment.

🔴 Number of Seeking Reemployment

Personnel Development

The Meiji Group has created a basic policy concerning skills development, and the company provides a skills development structure to foster human resources.

<Basic policies for developing the capabilities of personnel>

To achieve the Long-term Vision laid out in the Meiji Group 2026 Vision, we will:

1. Develop personnel who have the proactive mindset, as well as the expertise, creativity, and practical skills, needed to take on and achieve ambitious targets
2. Spur group expansion by growing individuals and developing independent-minded personnel who raise groupwide capabilities
3. Develop personnel who fully understand the Group Philosophy and put the meiji way into practice at an advanced level

Skills Development Structure

Rank-based training	Training for new employees, training for promoted employees, Manager training
Global training	Language training (participants determined by selection process), e-learning (participants chosen by application) Training by assignment to locations in Japan and abroad
Diversity training	Career design training for women Training for managers with female subordinates
Leader development training	Exchange training with other companies (participants determined by selection process) Training for top management (participants determined by selection process)
Personal development training	Open college (participants chosen by application) Distance learning (participants chosen by application)
Division-specific training	

Production division training, technological training, quality training, marketing skills strengthening, etc.

Life plan training

Training for employees at the age of 50, 59

Approach

Manager Development

Directors, Audit & Supervisory Board members, and executive officers receive opportunities to better understand their roles and duties. This training includes legal responsibilities, corporate governance, compliance, and risk management. If necessary, these individuals are provided with information about Meiji Group businesses, organizations, financial status, and so on.

Outside directors and outside Audit & Supervisory Board members are given information about Meiji Group management strategy and the nature and status of the company's businesses. These individuals are provided opportunities to observe factories, research centers, and other facilities. Newly appointed executives receive necessary training from external organizations.

Rank-Specific Training, Business Skills Training at Each Career Stage

Systematic training for Meiji Group employees starts with new-employee training, where employees learn the basic knowledge, behavior, and attitudes they need for work at Meiji. Next, employees receive training in logical thinking, follow-through, team-leadership skills, and the qualities and capabilities of a business leader. Managers receive training at each relevant stage, helping them reflect on their management style and strengthening their ability to foster their subordinates. Training for upper management is designed to enhance management skills to make the workplace more dynamic and to cultivate an awareness of self-reform as participants seek to become management leaders.

🔴 Employee Training Expenses

Training Program for the Development of Personnel Capable of Working Globally

We provide a wide variety of training programs to develop personnel capable of working globally.

1. Self-development language courses
2. Language training in English- and Chinese-speaking countries for effective language-learning and understanding of different cultures
3. Programs sending selected personnel to business language schools to acquire practical language skills
4. Programs to instill perseverance, understanding of diversity, and mental toughness by sending personnel overseas to gain first-hand experience in business customs under challenging conditions

Personal Development Training

We provide motivated employees with opportunities for personal development on an applied-for basis. This program supports employees who wish to develop their abilities.

Employee Self-Assessment System for Career Planning

Under our self-assessment system, employees meet with a superior once a year to talk about the volume and quality of their work, their aptitudes, career plans, and related topics. This meeting is an opportunity for employees to think about their work style and career path. For the company, this meeting is a chance to learn the employee's ideas and situation. Based on these meetings, the company considers ways to best use and foster individual employees.

Employee-Friendly Workplaces

■ Encourage Personal Health Management

Meiji Group Declaration on Health Management

The Declaration on Health Management is our statement of policy for managing employee health. This Pledge apply to domestic Meiji Group companies and their officers and employees.

<Promotion system>

The Meiji Group promotes health management, mostly through the Health Management Promotion Committee, comprised of the company and its health insurance society.

Pledge of Health and Productivity Management

Mental and physical health are fundamental to our employees and their families in enriching employee lives and allowing them work to their full potential. Mental and physical health are also fundamental to the company to increase productivity and corporate value. We at the Meiji Group aim to be a comfortable place to work, fostering dynamic employees who are healthy in mind and body.

1. Employees mindfully manage their own health and the health of their families.
2. The company actively supports employees as they work to build on their health management capabilities.
3. The company endeavors to establish a workplace where employees can work in confidence, physically and mentally.

Approach

Promoting Employee Health

Promoting employee health is one of our corporate responsibilities. We create vibrant workplaces through multifaceted support for employee health.

1. Increasing the percentage of employees who have health checkups and preventing lifestyle-related diseases through post-checkup health guidance.
2. Providing employees with support through occupational health doctors or other highly experienced specialists, and providing support systems for employee physical and mental health concerns.
3. Developing working environments that discourage long working hours.
4. Stress checks

Topic

Second Straight Year as a Certified Health and Productivity Management Organization (White 500)

Our initiatives for employee health (checkups, health guidance, mental health care, exercise habit support, etc.) have won acclaim. Meiji Holdings, Meiji, and Meiji Seika Pharma were chosen for the list of Certified Health and Productivity Management Organizations (White 500) for the second straight year.



■ Workstyle Reform

We are working to create an employee-friendly environment that enables employees to fulfill their potential and takes work-life balance into account.

Approach

Comfortable Work Environment, Diverse Work Styles

1. Implement work-at-home programs
2. Support male employees who wish to take childcare leave
3. Run programs to help employees continue their jobs during life events

Normalization of Work Hours

It is the responsibility of the company to create an environment that promotes employee health and vitality. To achieve this, we are working to reduce long work hours and promote the use of annual paid leave.

1. Mechanisms for individually reducing the working time of those who work long hours
2. "No-overtime" days (once per week)
3. Work-focus times, more efficient meetings
4. Encourage employees to take annual paid leave on continuous days (five days)
5. Monitor annual paid leave taken and follow up with employees who do not take paid leave

- Overtime Work

Employee Awareness Survey

We periodically take an employee awareness survey. This survey assesses workplace climate and energy level from various angles, revealing employee perceptions and issues to be addressed.

Occupational Health and Safety

The Meiji Group embraces the concept of "safety over everything," which is a theme in our Policy on Occupational Health and Safety. We work continuously to ensure workplace safety and promote health maintenance and improvement among employees.

- Policy on Occupational Health and Safety

Management system

Each company in the Meiji Group has the Health and Safety Committee. This committee takes the lead in setting yearly targets and following the PDCA cycle to take initiatives suited to the business and operating base.

Approach

Reducing Equipment- and Work-Related Risks and Performing Safety Audits and Inspections

The Meiji Group works with partner companies to reduce equipment- and work-related risks, ultimately eliminating occupational accidents and injuries. We also perform safety audits and inspections to prevent occupational accidents, injuries, and legal and regulatory violations at each operating base. In the event an occupational accident or injury does occur, we investigate the cause, carry out equipment safety inspections and countermeasures, and work to prevent recurrence.

- Frequency Rate of Lost-worktime Injuries

Occupational Safety and Health Training at Each Business and Operating Base

The Meiji Group provides health and safety training suited to each business and operating base.

- Meiji Co., Ltd.

The company's Health and Safety Handbook covers laws, regulations, and the prevention of recurrence of past incidents. This book is used to train employees in occupational health and safety. Other training is designed to ensure that past incidents and lessons are not forgotten. This training is conducted at an internal training facility with panels displaying these incidents and lessons learned. The facility also provides and sensory equipment to experience safety.

- Meiji Seika Pharma Co., Ltd.

Each operating base conducts workplace patrols and hosts safety patrols performed by health and safety staff from other operating bases. External consultants perform safety assessments. All operating bases share these results, which are also used for the occupational health and safety training of employees.

Meiji Co., Ltd. and Meiji Seika Pharma Co., Ltd. share information beyond across outside their immediate organizations to prevent similar disasters.

Labor Relations

Meiji Co., Ltd. and Meiji Seika Pharma Co., Ltd. have labor unions. These unions are coordinated through the Meiji Group labor union.

We believe that sound labor-management relations are crucial for effective corporate management. We engage with unions in regular labor discussions, wage negotiations, and health and safety discussions.

Each union employs a union shop system, meaning 100 percent of full-time (non-management) employees join the union.

Society

SDGs



Social Issues

- ✔ Respect and Promote Human Rights
- ✔ Communicate with Stakeholders
- ✔ Promote Social Contribution

Respect and Promote Human Rights

KPI

100% of employees* receive training on human rights

* New employees and those promoted to management positions for Meiji HD, Meiji, and Meiji Seika Pharma on a stand-alone basis

Human Rights Education and Training

We engage in education and training activities related to respect for human rights and prohibition of discrimination, prohibition of forced and child labor, prohibition of harassment, safe and healthy workplaces, respect for fundamental rights of employees, and more, based on the Meiji Group Policy on Human Rights.

Approach

In-company Training

In Japan, we provide internal training related to general CSR principles and human rights for new employees and those employees promoted to management positions in Meiji HD, Meiji, and Meiji Seika Pharma and employees of domestic group companies. Training is based on the Meiji Group Policy on Human Rights. We also conduct internal human rights training at overseas group companies.

Evidence

We provided training for 164 and 194 employees promoted to management positions in Meiji HD, Meiji, and Meiji Seika Pharma in FYE March/2017 and FYE March/2018, respectively.

We provided training for 211 and 237 new employees at Meiji HD, Meiji, and Meiji Seika Pharma in FYE March/2017 and FYE March/2018, respectively.

(Cumulative 806 employees)

Employees at 22 domestic group companies received training in FYE March/2018 (Meiji: 478; Meiji Seika Pharma: 40)

Total of 1,300 employees

■ Initiatives Related to Human Rights Due Diligence

We conduct preliminary surveys and identify issues to prevent or reduce the negative impact of human rights problems related to our business activities at raw materials production sites or other locations (discrimination, exploitation, forced labor and child labor, unsecure labor environments, etc.). We use appropriate means to improve any human rights issues that may arise.

Evidence

Our human rights due diligence begin with measures related to the procurement of main raw materials:

Cocoa

Palm oil

Paper raw materials

➤ Policies

Communicate with Stakeholders

■ Improve Communications with Stakeholders

We take every opportunity and use every means to engage in communications with important Meiji Group stakeholders (our customers, employees, business partners, shareholders and investors, global environment, society). In this way, we answer the expectations of our stakeholders and fulfill our social responsibilities.

Approach

Communicate with Shareholders and Investors

We hold briefing meetings, IR events, and publish an informative IR website to keep our shareholders and investors up to date on the direction and strategies of the Meiji Group.

➤ IR Activities

External Dialogues

We hold dialogues without outside experts, reflecting their opinions and recommendations in our vision, upcoming fiscal year plans, and business tactics.

Environmental Communication

Each plant and research laboratory conducts reporting seminars and study groups to highlight our environmental initiatives for local citizens, local governments, elementary schools, and middle schools. In addition to covering our initiatives for water and air pollution and CO₂ reduction, we also listen to feedback to incorporate into future activities.

Participation in Trade and Environmental Organizations

As of March 2018

Trade Organization	Activities	Role
Japan Dairy Association	Provide milk influencers and the people concerned with dairy farming and business with the information, which leads to the solution to common challenges of the dairy farming and business and to the value improvement of milk and dairy products.	Director
Japan Dairy Industry Association	Provide information related to milk and milk products; environmental measures, etc.	Vice-Chair

Trade Organization	Activities	Role
Japanese Association of Fermented Milks and Fermented Milk Drinks	Provide information related to hygiene and quality of probiotics; start and operate a consumer consultation desk, etc.	Vice-Chair
Japan Milk Fair Trade Conference	Fairness certification marks/guarantees; consumer awareness promotions, etc.	Vice Committee Chair
Japan Ice Cream Association	Provide information for improved hygiene and quality related to ice cream; environmental measures, etc.	Vice-Chair
All Nippon Kashi Association (ANKA)	Provide stable supply of raw materials for sweets; initiatives to expand demand for sweets; normalize business practices; environmental measures, etc.	Chair
Chocolate and Cocoa Association of Japan	Promotional activities to spread awareness and encourage consumption of chocolate and cocoa; initiatives related to raw materials; share results of information collection and surveys, etc.	Vice-Chair
Japan Chocolate Fair Trade Conference	Chocolate and Cocoa Association of Japan activities: 1) To increase the consumption of Chocolate and Cocoa in Japan. 2) Provide information about raw materials of Chocolate and Cocoa. 3) Collect information and investigate its substance about Chocolate & Cocoa and its distribution.	Vice-Chair
Japan Biscuit Fair Trade Conference	Draft and manage fair competition rules serving as voluntary rules to prevent unethical gifts and fraudulent labeling related to biscuits.	Vice Committee Chair
Japan Care Food Conference	Establish standards to encourage confidence in care foods; conduct promotional activities; contribute to the health of citizens; contribute to the healthy growth of the industry.	Vice-Chair
Fair Trade Council of the Ethical Pharmaceutical Drugs Marketing Industry	Promote awareness, offer consultations, and provide guidance for fair competition rules related to pharmaceutical drugs.	Director
Federation of Pharmaceutical Manufacturers' Associations of JAPAN	The Federation investigates and studies necessary matters for the development of the pharmaceutical industry, and collects, complies, and implements impartial suggestions provided by the industry. The Federation acts as the coordinator to assist in the healthy development of the pharmaceutical industry and strives to improve the overall quality of life of all citizens.	Director
Japan Pharmaceutical Manufacturers Association (JPMA)	JPMA has been contributing to advancing global healthcare through the development of innovative ethical drugs, facilitating sound development of the pharmaceutical industry through proactively establishing policies and recommendations in response to globalization and enhancing public understanding of pharmaceuticals.	Director

Meiji Group Participation in Industry Group Environmental Committees

As of March 2018

Japan Dairy Industry Association	Environmental Committee
All Nippon Kashi Association (ANKA)	Environmental Committee
Japan Frozen Food Association	Environmental Subcommittee

Kanto Forestry and Fisheries Environment Council

Participation in Recycling Industry Committees

Committee for Milk Container Environmental Issues	General Affairs Committee, Event Committee
Plastic Packaging Recycling Council	Planning Committee, 3R Promotion Special Committee
Paper Packaging Recycling Council	Technical Committee
LL Paper Pack Recycling Study Group	Managing Committee

Communicate with Our Customers

Food Segment

Our Customer Service Center strives to ensure customer trust and satisfaction through prompt, honest, fair, and appropriate service. The center receives a wide range of inquiries regarding products and services. We use this customer feedback to develop new, and improve existing, products and services.

Approach

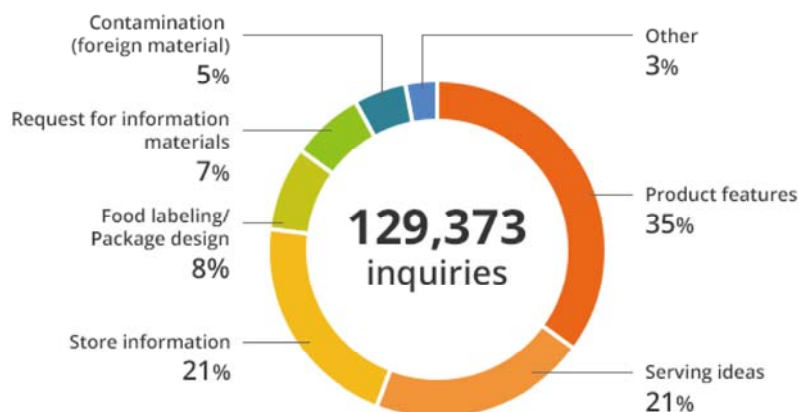
Customer Service Center

Our Customer Service Center uses a proprietary system to record and analyze customer feedback. The center strives to respond politely and provide useful information to allow customers ease of mind in using our products. The center also shares information with related departments to develop and improve products and services for greater customer satisfaction.

Evidence

Inquiries to the Customer Service Center by Subject (FYE March 2018)

129,373 inquiries



Topic

Reflecting Customer Feedback to Improve Products

<Products>Frozen Food, Meiji Pizza & Pizza (2PC)

<Customer Feedback> Exterior back label (how to consume) is confusing.

1. Label on the back says remove the frozen "pizza" from the interior bag. However, the interior bag is clear; I almost put it in my microwave.

2. Caution! label text is all in red, making it difficult to read. Hard to see which point is the real point of caution.

<After Improvement>

1. Modified explanation. Changed "interior bag" to "interior clear bag." Changed pull-out text next to the picture of the microwave to say, "remove from clear bag; do not wrap in plastic" (vs. "do not wrap in plastic" before change).

2. Caution! label now in black text, using red text for important points only.

■Exterior back (top)



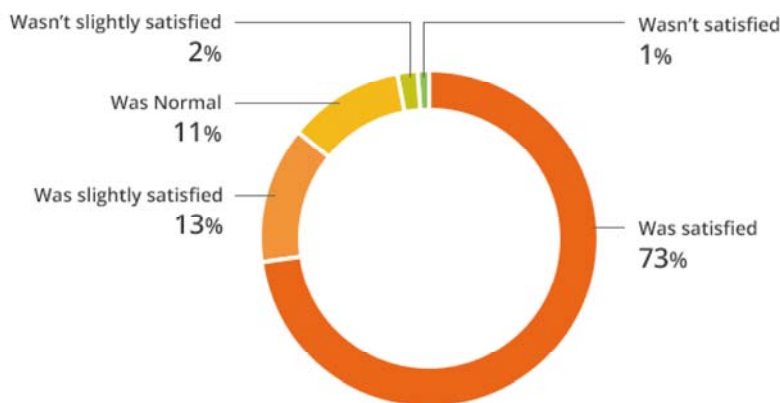
Customer Satisfaction Survey

We conduct an annual postcard questionnaire. The questionnaire postcards are sent to customers who have made inquiries to our Customer Service Center. Questions focus on satisfaction with the customer service and follow-up response received. Based on the questionnaire results, we implement improvements to ensure greater levels of customer satisfaction. For example, contacting the center is now more convenient, responses are more polite and attentive, and the time until responses has been shortened.

Survey Period: June 2017; Mid-November to Mid-December 2017

Respondents: 798

Response Ratio: 52.3%

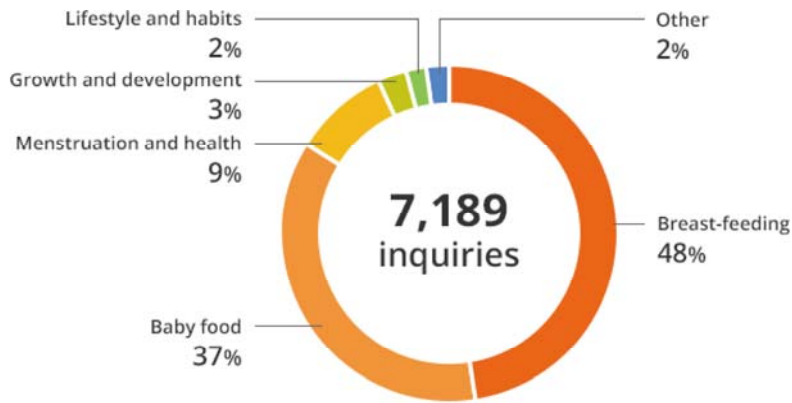


Counseling Office for New Mothers

Meiji's Counseling Office for New Mothers was established approximately 40 years ago. Managerial dietitians and dietitians at our counseling office offer valuable advice for new mothers, family members, and other persons engaged in childcare.

Evidence

Breakdown of Inquiries to the Counseling Office for New Mothers by Subject (FYE March 2018)



Adequate Labeling is for Customers Simple to Understand

The Meiji Group abides by the regulation and label products which is for customers simple to understand. The Meiji Group confirms the label on products adequate.

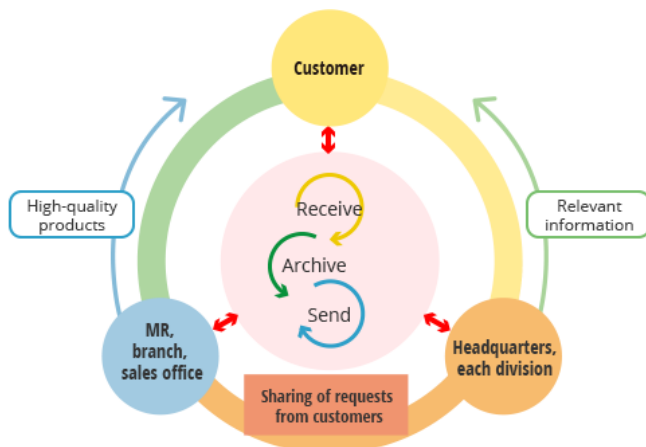


Pharmaceuticals Segment

Drug Information Center

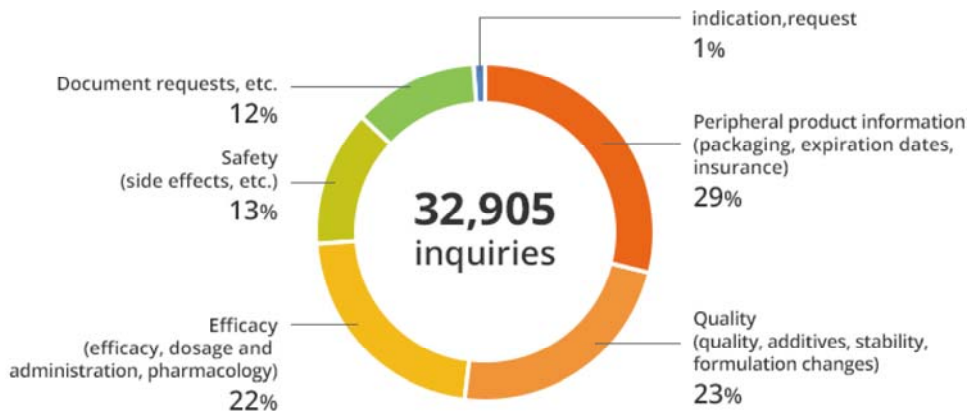
We have developed a system to make best use of customer feedback in the Drug Information Center. We provide attentive and high-quality responses to healthcare professionals, patients, their families, and caregivers.

System for using customer feed back



Evidence

Breakdown of Prescription Pharmaceutical Inquiries by Subject (FYE March 2018)

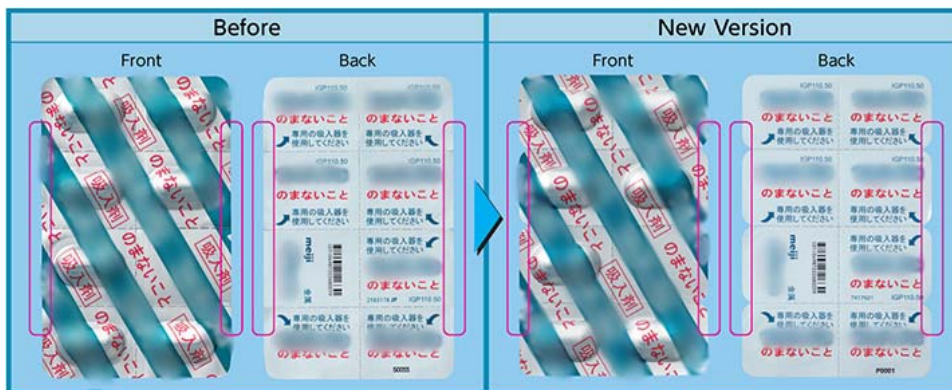


Topic

Improved aluminum sheet used for packing inhalation capsules

We incorporated patient feedback, changing the specification for cutting V-notches in the aluminum sheet to improve usability.

We develop new products to ensure greater levels of customer satisfaction.



Initiatives for Appropriate Information Disclosure

The Meiji Group complies with laws and corporate ethics in advertising and promotion activities, providing information based on fairly stated content and phrasing to prevent falsehoods or exaggerations. We conduct activities report based on our Pledge to be a customer-oriented company.

Promote Social Contribution

Promote Social Contribution

As a member of society, the Meiji Group incorporates a variety of CSR initiatives in our corporate behavior charter. We contribute to society by developing special infant formulas and drugs for rare diseases, as well as providing support for areas struck by disasters.

Approach

Social Contribution Activities in each Country, Region, Business Location

Participation in Local Cleanup Activities and Events

We are aware of our responsibilities as a good corporate citizen. Therefore, we regularly clean up and maintain the areas surrounding our facilities. Also, we actively participate in municipal authority activities and events aimed at beautifying local environments.



Topic

Shareholder Benefits

We offers a gift selection option for shareholder benefits. Shareholders have the option of donating an equivalent value of shareholder benefits to a charity organization, and the company matches this gift. In FYE March/2018, we donated a total of 12.04 million yen in chocolate, biscuits, and other items to 250 organizations (charities for Kumamoto Earthquake and Great East Japan Earthquake survivors, disabled children, etc.) through the Japan NPO Center.

Support for Disaster Areas, Developing Countries

We work in cooperation with NPO entities to provide support for recovery in the aftermath of the Great East Japan and Kumamoto Earthquakes.

Evidence

Disaster Area Support

The northeastern part of Japan was hit by a devastating earthquake on March 11, 2011, the Great East Japan Earthquake. In southern Japan, a strong earthquake centered in Kumamoto Prefecture in Kyushu occurred in the evening of April 14, 2016, followed by a second even stronger earthquake in the early morning of April 16, 2016. The Meiji Group gives donations, infant formula, confectioneries, and other items to those in disaster areas. Other support activities include holding such events as nutritional seminars to maintain the health of evacuees.

The Meiji Group participates in the support projects of the Reconstruction Agency. To support the restoration of the disaster areas of the Kumamoto Earthquake and the Great East Japan Earthquake, group companies held a market in the Meiji Group's head office building in January 2018. A total of 310 employees took part in the market in 2018. Seven volunteers cut grass around temporary houses and moved household valuables to safety near Mashiki, Kumamoto. Eleven volunteers helped prepare and clean up after a memorial event in Morioka, Iwate. We provided nutrition education to a total of 162 citizens in devastated areas in seven different seminars during the year.

Social Contributions Through our Products

We contribute to Society through development and manufacture of rare diseases drugs, and manufacture and stable supply of special infant formula.

Topic

Rare Diseases Drug for Dravet's Syndrome Treatment, *DIACOMIT*®

Dravet's syndrome is an intractable form of epilepsy occurring in infancy. The disease develops in one infant in every 40,000. The syndrome is a severe disease that has a major impact on patients and their families because it causes seizures, delays physical and mental development, and has a high mortality rate.

As there was no effective drug for Dravet's syndrome treatment available, We launched *DIACOMIT*® Dry Syrup (oral suspension) and *DIACOMIT*® Capsule in 2012. We make efforts to provide accurate and timely information on the effectiveness and safety of this drug to healthcare professionals for the correct dosage to patients. Patients, their families, healthcare practitioners, and the



government have high expectations for *DIACOMIT*®, and they regularly express their gratitude to us for the drug.

Voices

Meiji Group's contribution for children with intractable diseases



Yushi Inoue, M.D.
Director of Hospital Shizuoka
Institute of Epilepsy and
Neurological Disorders
National Hospital Organization

A drug for the rare disease Dravet's syndrome, *DIACOMIT* has been prescribed to approximately 500 children since launch in 2012.

Covering all cases, we have collected high-quality post-marketing surveillance, a rarity for many drugs.

Enlightenment tools have been developed to enable information provision that benefits illness understanding and treatment. Recently, I have the impression that it has become less difficult to manage the severe seizures associated with this illness, which may be attributable to the popularity of *DIACOMIT*.

Special formulas are vital to the lives of children with intractable diseases. We are grateful that the company is responded to social needs by continuing to offer these products.

Raising Awareness of Photodynamic Therapy (PDT) *LASERPHYRIN*® for Injection

Photodynamic therapy (PDT) is a topical treatment that entails the injection of a photosensitizing agent and the use of low-power laser light to irradiate lesions. The photosensitizing agent has a high affinity with tumors, and the laser light causes tumor tissue degeneration or necrosis. PDT is a treatment method that does not affect normal tissue and mitigates the physical impact on patients. We promote the combination of PDT *LASERPHYRIN*® for Injection and laser equipment for PD laser and PD laser BT.



Photodynamic laser device

Photodynamic therapy (PDT) *LASERPHYRIN*® for Injection was approved for indications of early lung cancer and malignant brain tumor treatment. This treatment was approved for indications of recurrent/residual esophageal cancer in 2015. Prior to this, there was no established standard therapy, and prognoses for this recurrent/residual esophageal cancer were not encouraging. We will continue to contribute to the field of medicine, promoting PDT and providing a stable supply of the drug and laser equipment.

Special Infant Formula Helps Save Babies' Lives

We manufacture and sell special infant formulas for babies with a variety of metabolic disorders. Often, babies are born with congenital metabolism disorders (also known as inborn metabolism errors). These babies require special nutritional management using special formulas suited to their particular disorder. We are committed to the production and supply of these special formulas. We manufacture and supply 20 types of special formula for a variety of metabolic disorders. These products include officially registered formulas, as well as formulas designed for treatment of non-congenital



Our lineup of special formulas
(registered special formulas)

metabolic disorders. As a leading manufacturer of infant formulas, it is our responsibility to ensure the healthy development of babies. We will continue to utilize the technologies and expertise amassed through creation of our products to better fulfill this mission.

Donation

We want our business activities to benefit society. Every year, we donate a portion of our Meiji Milk Chocolate sales during January and February to a program that improves child refugee nutrition through the UN Refugee Agency (UNHCR). Between 2009 and 2018, we donated approximately ¥67.3 million from sales.

We also support the activities of Japan Hospital Clowns Association, a nonprofit organization. This organization brings smiles to children fighting diseases, children's families, and others involved in the children's lives.

Sustainable Procurement

SDGs



Sustainable Procurement



Social Issues

- ✓ Procure Raw Materials With Consideration Toward Human Rights and the Environment
- ✓ Initiatives for Sustainable Procurement

Procure Raw Materials With Consideration Toward Human Rights and the Environment

KPI

< Cocoa >

Improve traceability of cocoa

< Palm Oil >

Use 100% of RSPO (Roundtable on Sustainable Palm Oil) - certified palm oil by FYE March 2024

< Paper >

Use 100% of environmentally friendly paper raw materials by FYE March 2021

■ Procurement of Cocoa

The stable procurement of high quality cocoa beans is an important issue for us as the global demand for cocoa expands. We implement procurement with consideration toward human rights

and the environment, cooperating with suppliers in accordance with the Meiji Group Procurement Policy and the Cocoa Procurement Guideline.

Approach

Initiatives in Accordance With the Cocoa Procurement Guideline

Our cocoa procurement practices are mindful of human rights and the environment in keeping with the Meiji Group Procurement Policy and the Cocoa Procurement Guideline established in September 2018. These practices include legal and regulatory compliance in cocoa-producing countries and regions, securing a proper working environment respectful of human rights, maintaining ecosystems, partnering with the World Cocoa Foundation (WCF), and running Meiji Cocoa Support, our own farmer support program.

Improve the Traceability of Cocoa

We improve the traceability of cocoa through Meiji Cocoa Support, which is intended to improve the operating environment of cocoa farmers. We have expanded the program to eight nations: Republic of Ghana, Republic of Peru, Republic of Ecuador, Bolivarian Republic of Venezuela, The United Mexican States, Dominican Republic, Federative Republic of Brazil, and in 2017, the Socialist Republic of Vietnam.

Link

 [Bean to Bar / Farm to Bar](#)

■ Procurement of Palm Oil

Palm oil, taken from oil palm trees cultivated in the tropics, is widely used in food processing. We implement procurement with consideration toward human rights and the environment, cooperating with suppliers in accordance with the Meiji Group Procurement Policy and the Palm oil Procurement Guideline.

Approach

Initiative in Accordance With the Palm Oil Procurement Guideline

We formulated the Palm Oil Procurement Guideline in September 2018. We implement procurement in accordance with the Palm Oil Procurement Guideline.

Shift to 100% RSPO-Certified Palm Oil

Meiji Co., Ltd. joined the Roundtable on Sustainable Palm Oil (RSPO) in March 2016. We are aiming to shift to 100% RSPO-certified palm oil by the fiscal year 2023.

Link

 [RSPO \(Roundtable on Sustainable Palm Oil\)](#)

■ Procurement of Paper

Following the Meiji Group Procurement Policy and the Paper Procurement Guideline, we are working with our suppliers to procure paper raw materials for product and office use in ways that care for human rights and the environment.

Approach

Expand Use of Environmentally Friendly Paper Through the Paper Procurement Guideline

We formulated the Paper Procurement Guideline in September 2018. We implement procurement in accordance with the Paper Procurement Guideline. We are expanding the range of eco-friendly

papers (including paper with FSC[®]* or other certifications and post-consumer paper) that we use for product containers, packaging, printing, and copying. By fiscal 2020, we aim to use only eco-friendly raw materials for paper.

Topic

Products such as Meiji Oishii Gyunyu 900ml (a drinking milk product), company guidebooks, various reports, and products use eco-friendly FSC[®]-certified paper.



* FSC[®]: The Forest Stewardship Council. An independent non-profit that operates an international forest certification system to spread responsible forest management around the world.

Link



Supplier Assessment

Our goal is to deliver safe and secure products. To this end, we follow the Meiji Group Procurement Policy to ensure the quality and safety of raw materials and packaging. We use a fair and transparent supplier selection process, and practice socially responsible procurement mindful of human rights, the environment, and other considerations. When beginning trade with a new partner, we confirm the raw material and packaging data provided by the supplier and perform quality analysis. We survey and audit the supplier manufacturing plant's production and quality assurance system, production control system, and the supplier's fulfillment of social obligations, including human rights and the environment. Suppliers must meet rigorous planning standards set by each Meiji Group company. In addition, we work with suppliers to improve any problems.

Approach

Supplier Assessment in Accordance With the Meiji Group Procurement Policy

To strengthen our response to CSR issues in the supply chain, we survey and check supplier consideration and initiatives with respect to human rights and the environment, based on the Meiji Group Procurement Policy.

Evidence

Companies audited in fiscal 2016: 185 (primary suppliers in Japan)

Companies audited in fiscal 2017: 98 (primary suppliers in Japan)

Initiatives for Sustainable Procurement

Expanding Meiji Cocoa Support

The stable procurement of high quality cocoa beans is an important issue for us as the global demand for cocoa expands. The Meiji Group supports cocoa-producing nations and farmers through the Chocolate and Cocoa Association in Japan, World Cocoa Foundation, and SMS-ECOM. In 2006, we began our own Meiji Cocoa Support program and have been deepening partnerships with cocoa-producing nations.



Lessons at cocoa farm

Link

 Chocolate and Cocoa Association of Japan

 World Cocoa Foundation

 SMS-ECOM

Approach

Support Cocoa Farmers Through Meiji Cocoa Support

Since 2006, the Meiji Group has supported the sustainable production of cocoa, working to improve the operating environment of cocoa farmers. Our employees visit cultivation sites to speak directly with cocoa farmers and confirm local needs before determining a support plan. We conduct seminars on cultivation technology and insect-pest control and supply seedlings to increase yield. Additionally, we support community and infrastructure development by building wells, donating school supplies, and supporting environment-friendly farming practices. We teach our own fermentation technology to promote the production of high-quality cocoa, which in turn increases farmer income.

Link

 [Bean to Bar / Farm to Bar](#)

Expanding the Scope of Meiji Cocoa Support

Evidence

Scope of initiatives (fiscal 2017)

Eight countries

Republic of Ghana, The United Mexican States, Republic of Ecuador, Republic of Peru, Dominican Republic, Bolivarian Republic of Venezuela, Federative Republic of Brazil, Socialist Republic of Vietnam

In 2017, we established a cocoa farm equipment bank as a joint investment with a local enterprise in Peru. This resource is stocked with cocoa farm equipment that farmers can borrow. This system reduces work for the farmers and the burden of initial investment and maintenance costs for equipment, allowing farmers to concentrate on production with confidence.

Tackling Deforestation in our Cocoa Supply Chain

The governments of Côte d'Ivoire and Ghana and the world's leading cocoa and chocolate companies signed landmark agreements in November 2017 to end deforestation and promote forest restoration and protection in the cocoa supply chain.

This new public-private partnership – called the Cocoa & Forests Initiative (CFI) – has been organized by the World Cocoa Foundation (WCF), IDH - the Sustainable Trade Initiative, and the Prince of Wales's International Sustainability Unit (ISU). The Prince of Wales launched CFI in March 2017 in London. Thirty-three companies, accounting for about 85% of global cocoa usage, have joined CFI.

We implement an initial action plan from one part of Meiji Cocoa Support that spells out the specific actions it will take in 2018-2022 to deliver the commitments set out in the Framework. The Meiji's Cocoa & Forests Action Plan focuses on three pillars: forests protection and restoration; sustainable cocoa production and farmers' livelihoods; and community engagement and social inclusion.

 [The Meiji's Initial Action Plans for Ghana \(PDF:161KB\)](#)

Link

 [Cocoa & Forests Initiative](#)

Drinking Milk Value Enhancement Campaign

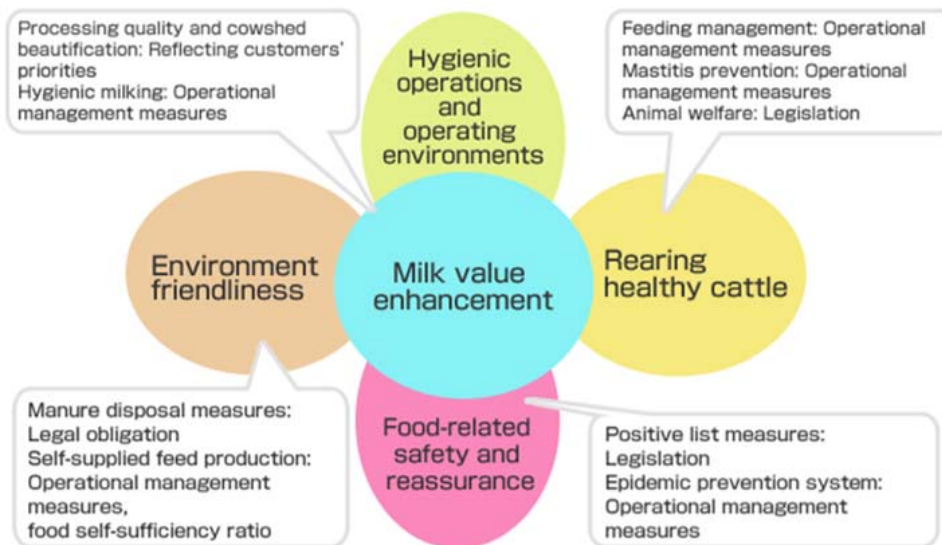
The Current State of and Issues Facing the Japanese Dairy Business

Dairy farmers in Japan are aging and their numbers are decreasing. At the same time, dairy farming is hard work, and farms face a lack of successors. Drinking milk is an excellent food providing a convenient source of good quality protein and calcium; however, the diversification of drinking beverages is leading to a decline in the consumption of drinking milk.

Drinking Milk and Dairy Products Created Through Cooperation with Dairy Farmers

Raw milk, the raw material used to make drinking milk, is milked from healthy cows. The quantity and quality of raw milk is greatly influenced by temperature, humidity and feed. Our dairy managers work closely with local farmers and agricultural cooperatives to ensure stable access to high-quality raw milk. Hygiene is critical to the production of good-quality raw milk.

In 2009, the Meiji Group launched our drinking milk value enhancement campaign to increase fans of drinking milk. We work with dairy farmers to develop dairy farms and produce raw milk that our customers find appealing. As part of the campaign, we communicated the struggles and stories behind these efforts.



Approach

Awards Accreditation to Farms and Maintaining Hygienic Operations and Facilities

As part of the drinking milk value enhancement campaign, we promote activities based on unique policies, including establishing a system for maintaining hygienic operations and facilities, healthy cows, consideration for food quality and safety, and consideration for the environment. We also established a system that awards accreditation to farms meeting goal criteria and producing high-quality milk.

As of the end of March 2018, we have awarded accreditation to 262 farmers. In FY2018, we plan to expand this support to 724 farmers. Through these activities, we will increase the number of farms producing high-quality milk, and by communicating our commitment and these unique efforts to consumers, we will help increase the value of drinking milk.



Organic Drinking Milk

'Meiji Organic Drinking Milk is certified organic under the Japan Agricultural Standards (JAS). This milk comes 100 percent from dairy cows in Hokkaido, conscientiously raised on organic feed. In 1999, we began working with dairy farmers belonging to the Organic Dairy Research Council in the town of Tsubetsu. In 2006, five farms were certified compliant with JAS for organic livestock. The number of certified dairy farms increased to eight in 2016. We supply new drinking milk value to our customers who are concerned with the environment and the health of dairy cows.



■ Stable Supply of Agricultural Chemicals and Veterinary Drugs

Our presence in agrochemicals and veterinary drugs contributes to the stable supply of safe and reliable agricultural, livestock, and marine products, as well as improves productivity around the world.

Approach

ORYZEMATE Protects Rice Plants From Rice Blast

ORYZEMATE prevents plant diseases by raising the disease resistance of rice and vegetables. This chemical helps farmers throughout Japan by contributing to the stable production of rice and vegetables.

Environmentally Friendly Herbicide ZAXA

We develop and sell environmentally friendly agricultural chemicals. ZAXA is a highly-effective long-lasting herbicide suitable for a variety of plants. The main constituent of ZAXA is a type of amino acid commonly found in nature. As a result, this herbicide has minimal effect on soil and is highly safe for livestock. The active ingredients in Meiji Eco Series pesticides and fungicides are also derived from natural sources. The leading product in this series, Harmomate Water-soluble Powders, meets Japan Agricultural Standards for use in organic cultivation.



■ R&D on New Agricultural Chemicals and Veterinary Drugs That Protect the Environment

Our research and development of agricultural chemicals and veterinary drugs produces groundbreaking products that are eco-friendly and very safe. These products additionally contribute to human prosperity by developing global agriculture and stabilizing food production.

Approach

R&D of Agricultural Chemicals

Afidopyropen / development code ME5343 (insecticide)

* Licensing agreement with BASF

Afidopyropen is highly effective against hard-to-control pests like aphids and whiteflies that attack soybeans and vegetables. The product is fast-acting, with sustained effectiveness and highly degradable in the environment. Afidopyropen is expected to be particularly safe for honeybees important pollinators in the habitat. BASF received the first registrations in Australia and India for this new insecticide in June 2018. BASF submitted the regulatory dossier in the U.S., Canada, and Mexico, with additional registration submissions planned in upcoming years for key markets worldwide. Afidopyropen was discovered by Meiji in collaboration with a research laboratory at the Kitasato Institute, supervised by a 2015 Nobel Prize laureate, Prof. Satoshi Omura. Following a licensing agreement between Meiji and BASF in May 2010, BASF is exclusively developing the product around the world, except for some regions/countries in Asia.

Link

 [BASF News Release](#)

Fenpicoxamide / development code ME5223 (fungicide)

* Joint development with DowDuPont

The product is a innovative drug in the fight against wheat leaf blight, which is highly resistant to agricultural chemicals. The effect is long-lasting and the product is highly degradable in the environment. This chemical is scheduled to be registered as an agricultural chemical in Europe, a major market, in 2019.

Flupyrimin / development code ME5382 (insecticide)

* Joint development with Arysta LifeScience

Flupyrimin is a new insecticide discovered by Meiji, and is currently under development in Japan (submitted for registration) and overseas. Flupyrimin is effective against the major insect pests in rice, such as planthoppers and stem borers, including those populations resistant to existing insecticides. Furthermore, flupyrimin is a promising technology due to the low toxicity against honeybees, where there are few effective solutions due to growing concerns over the safety to pollinators.

Paddy rice fields in India are the largest in the world (44 million hectares annually), and India accounts for around 21% of global rice production. In India, rice yields may be reduced by up to 45% due to insect pests and diseases. Stem borers and planthoppers notably affect over 30 million hectares of rice. Flupyrimin is an innovative solution that is effective in controlling both stem borers in early cultivation stages and planthoppers in mid-to-late stages with a single application.

Meiji and Arysta LifeScience will make further contributions to the development of agriculture in India and make people's lives better by introducing this innovative technology. We will keep up efforts to distribute this technology worldwide, continuing to deliver innovative environmentally friendly products.

Link

 [Meiji and Arysta Enter into Licensing Agreement Concerning new Insecticide Flupyrimin in India \(PDF:48KB\)](#)

 [R&D in Pharmaceutical Segment](#)

Governance



▶ Corporate Governance



▶ Compliance



▶ Risk Management

Corporate Governance

Basic Approach

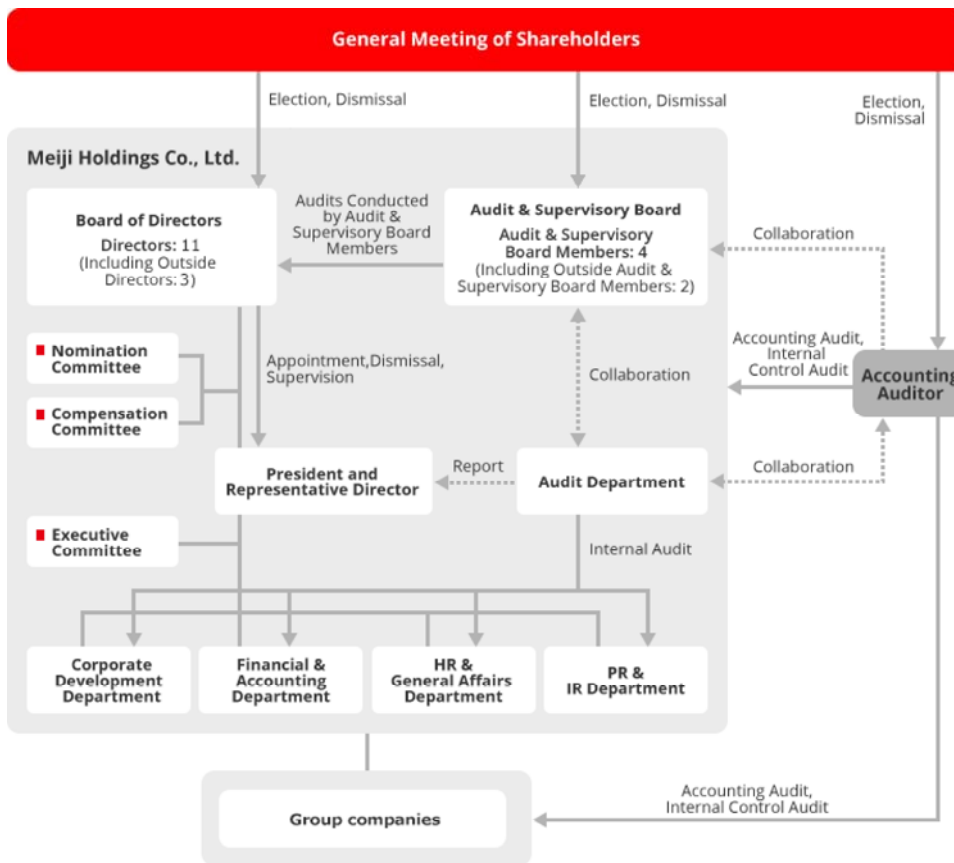
The Meiji Group's philosophy is to brighten customers' daily lives as a corporate group in the Food and Health fields. Our mission is to widen the world of "Tastiness and Enjoyment" and meet all expectations regarding "Health and Reassurance." We do this with the goal of continuing to find innovative ways to meet our customers' needs, today and tomorrow. In this way, we aim to achieve sustainable growth and increase corporate value over the medium to long term. The basic approach to management of the Group is for operating companies to manage businesses autonomously while collaborating with each other under the holding company's control.

The main role of Meiji Holdings Co., Ltd., is to advance Groupwide management strategies, create an optimal operating structure, and oversee the business management of operating companies. Responsibility for operational execution is delegated to operating companies appropriately. Within the Group, oversight and execution of business management are separated. Accordingly, the Group has established and operates a corporate governance system including a Board of Directors. Meiji Holdings is a company with audit & supervisory board members. The Board of Directors' oversight and audit & supervisory board members' auditing heighten the objectivity and transparency of business management.

Meiji Holdings operates in line with all the principles of the Corporate Governance Code. We disclosed our actions for all the principles in line with the requirements stated in the code of its revision in June 2018.

[▶ Corporate Governance Report \(PDF:226KB\)](#)

Corporate Governance System



Functions and Roles of Respective Committees

Board of Directors

Members: 3 independent outside directors, 8 internal directors

Structure:

- The composition of the Board of directors as a whole should have the knowledge, experience, and managerial competencies for decision-making. The Board of Directors will consist of directors with knowledge, experience, and abilities in areas vital to core operations and the management of operating companies including corporate development, accounting, finance, human resources, general affairs, and Investor Relations, as well as independent non-employees directors who is capable of providing objective supervision and advice from a wide perspective as a non-executive directors. The appointment of female director will enhance diversity in decision-making.
- The Board of Directors should be consist of managing directors to oversee core operations, executives to manage operating companies, and non-executive directors including two or more independent outside directors. Currently the number of Board of Directors would be around 10.

Role: To develop and pursue Group strategy. To monitor the performance of the management and directors in the operating company. To achieve sustainable growth and increase corporate value over medium- to long-term by realizing our Group philosophy. To improve our profitability and capital efficiency.

Scope of delegation to management teams: Vital matters outlined by law, the Articles of Incorporation, and the Rules of the Board of Directors. Vital matters include overall Group direction and major investment proposals. The execution of businesses and operations outlined by the Board of Directors should be delegated to management teams in accordance with the Group Company Management Regulations and Work Regulations. The Board of Directors will receive periodic reports and review them.

Auditing Structure and Audit & Supervisory Board

Independent auditor	Ernst & Young ShinNihon LLC
Audit department (internal auditing)	Audit Department
Principal meetings auditors attend	Board of Directors, Executive Committee, Audit Department Liaison Meeting, Audit & Supervisory Board, and others

Structure:

- Audit & Supervisory Board: In principle, one regularly scheduled meeting shall be held monthly in accordance with Audit & Supervisory Board Regulations.
- Audits by the Audit & Supervisory Board: The Audit & Supervisory Board will consist of four Board members, of which two must be outside Audit & Supervisory Board members.
- Internal audits: Conducted by dedicated staff from the Audit Department.
- Accounting audits: Designates Ernst & Young ShinNihon LLC.

Efforts to enhance and improve the audit functions of audits by the Audit & Supervisory Board:

- Assign dedicated staff to assist with Audit & Supervisory Boards' tasks.
- Audit & Supervisory Board members are encouraged to attend important meetings such as Board of Directors' meetings and Executive Committee meetings.
- Provide periodic reports and distribute important documents to the Audit & Supervisory Board

Audit & Supervisory Board Members: 2 outside audit & supervisory board members, 2 internal audit & supervisory board members

Nomination Committee

Members: 3 independent outside directors, 2 internal directors

Role: Recommending candidates for the positions of director or executive officer to the Board of Directors

*For reasons for appointment of directors and auditors, refer to the notice of convocation.

[📄 Notice of the 9th Ordinary General Meeting of Shareholders \(PDF:136KB\)](#)

Compensation Committee

Members: 3 independent outside directors, 2 internal directors

Basic approach to structure: Compensation Committee should be comprised of independent outside directors and internal directors. At least half of members must be outside directors.

Role: Evaluating the performances and considering the compensation of directors and executive officers

*Refer to "Director Compensation" for details.

Executive Committee (convenes twice a month in principle)

Members: Directors and executive officers

Role: Advisory body to the president and representative director

Function: Deliberating general important matters concerning operational implementation

Business Management System Features

The Company is strengthening its corporate governance structure through the following initiatives.

1. Appointment of two outside directors and two outside audit & supervisory board members, all of whom are designated as independent directors
2. Limitation of the term of service for directors to one year
3. Introduction of an executive officer system to separate business execution and audit functions and to accelerate management decisions while clarifying management responsibility
4. Appointment of one female director

Chairman of the Board of Directors	President and representative director
Directors	11 (including 3 independent outside directors)
Audit & supervisory board members	4 (including 2 outside audit & supervisory board members)
Appointment of independent directors	5 (Outside directors, outside audit & supervisory board members)
Number of times the Board of Directors convened in fiscal 2017	17
Number of times the Audit & Supervisory Board convened in fiscal 2017	15

Evaluation of Board of Directors

- The Board of Directors will annually analyze and evaluate its own effectiveness/performance.
- The evaluation method is a self-evaluation by Board of Directors' members (directors and Audit & Supervisory Board members) using a survey sheet.
- The results are analyzed and assessed to improve the functions of the Board of Directors.
- The most recent evaluation analysis results indicate that the Meiji Holdings' Board of Directors is functioning effectively.

Training for Directors, Audit & Supervisory Board Members, and Executive Officers

Meiji Holdings provides directors, Audit & Supervisory Board members, and executive officers with opportunities as necessary to further their understanding of their expected roles and duties, and opportunities to acquire required knowledge.

(Expected roles and duties)

Legal responsibility, corporate governance, compliance, risk management, etc.

(Required knowledge)

Group operations, organizations, financial status, etc.

Criteria for Independence

Meiji Holdings requires that independent outside directors and outside Audit & Supervisory Board members not being applicable to any of the following.

- (1) An executive director of Meiji Holdings or its subsidiary.
- (2) An executive director of the Meiji Holdings parent company or a fellow subsidiary of the Meiji Holdings parent company.
- (3) A party^(Note1) for whom Meiji Holdings is a major transaction partner or an executive director of said party, or a major transaction partner^(Note2) for Meiji Holdings or an executive director of said party.
- (4) A consultant, accounting specialist, or legal specialist earning major monetary amounts or other assets from Meiji Holdings other than director's compensation^(Note3) (If the party earning said assets is a corporation, union, or other organization, this shall refer to persons associated with said organization).
- (5) A party who was applicable to (1) during the 10-year period prior to selection.
- (6) A party who was applicable to (2) through (4) during the 1-year period prior to selection.
- (7) A relative within second degree of kinship to a party (excluding non-executives) who is currently applicable to (1) through (4) or who was applicable during the 1-year period prior to selection.

(Notes)

1. A "party for whom Meiji Holdings is a major transaction partner" shall refer to a party who received payments from Meiji Holdings equal to or exceeding 2% of said party's total annual consolidated net sales or 100 million yen, whichever is higher, during the most recent fiscal year.

2. A “major transaction partner for Meiji Holdings” shall refer to a party who made payments to Meiji Holdings that were equal to or exceeded 2% of our total annual consolidated net sales during the most recent fiscal year.
3. “A consultant, accounting specialist, or legal specialist earning major monetary amounts or other assets from Meiji Holdings other than director compensation” shall refer to a party who received monetary payments or assets other than director's compensation from Meiji Holdings of a value equal to or exceeding 2% of said party's consolidated net sales of 10 million yen, whichever is higher, during the most recent fiscal year.

Multiple Positions as Independent Outside Director

When an independent outside director will hold the position of director at multiple listed companies, the number of positions must not exceed the amount appropriate for ensuring the ability to secure the time and labor required to execute the roles and responsibilities as a director or Audit & Supervisory Board member of Meiji Holdings.

Transactions between Related Parties

- When a director or Audit & Supervisory Board member of Meiji Holdings or a major operating company seeks to conduct a transaction with Meiji Holdings or a major operating company, said transaction shall require the approval of the Board of Directors.
- The transaction status of approved transactions must be reported to the Meiji Holdings Board of Directors.

Details of the Compensation of Directors and Audit & Supervisory Board Members

(FYE 3/2018)

Officer category	Remuneration	Monetary compensation		Stock compensation	
	amount	Total	Number of officers	Total	Number of officers
Directors(other than outside directors)	¥331 million	¥301 million	8	¥29 million	5
Audit & Supervisory Board members (other than Audit & Supervisory Board members)	¥58 million	¥58 million	4	-	-
Member of the Board (Outside)	¥43 million	¥43 million	3	-	-
Audit & Supervisory Board Member (Outside)	¥26 million	¥26 million	3	-	-
Total	¥460 million	¥430 million	18	¥29 million	5

Note 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).

Note 2. 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.

Note 3. 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.

Note 4. The amounts for monetary/stock remuneration indicates the amount appropriated (recorded in expenses).

Nomination policy

Director Candidates

(Policy)

- Internal director candidates: Requires vast experience and expert knowledge as well as management judgment skills and an excellent character. Elect executive directors for major operations and executives of operating companies.
- Independent outside director candidates: Requires an objective and multifaceted perspective on management, and satisfies our criteria for judging independence.
Elect persons with the character, knowledge, and skills required to fulfill the role of an outside director.

(Method)

Nominated annually via a resolution by the Board of Directors following deliberation by the Nomination Committee.

(Compensation Structure)

Compensation for directors other than outside directors comprises the following:

1) Base compensation

A fixed amount that reflects the director's status and responsibilities

2) Performance-linked compensation

An amount that varies according to the company and the director's performance in the preceding fiscal year, and thus provides an incentive over the short term.

3) Stock-based compensation

Compensation that is linked with the Company's stock performance, and thus provides an incentive over the medium-to-long term.

Base compensation and performance-linked compensation are paid in cash. Stock-based compensation takes the form of transfer-restricted stocks.

The ratio between the fixed component (base compensation) and variable component (performance-linked compensation + stock-based compensation) of the total remuneration is approximately 60:40.

For outside directors, who are not involved in the execution of business, the Company pays fixed compensation only; no incentive remuneration is paid.

To ensure objectivity and transparency in the process for determining the above remuneration system and the levels of remuneration, the Board of Directors determines the amounts separately based on the recommendations of the Compensation Committee, which is composed of four members: three outside directors and one internal director.

The amount of compensation for Audit & Supervisory Board members is determined through negotiation with the members concerned, and the amount will be within the limit resolved by the General Meeting of Shareholders.

Audit & Supervisor Board candidates

(Policy)

- Elect persons with excellent character, knowledge, expert skills and a strong sense of ethics. Candidates must be able to provide accurate advice and conduct audits concerning the legality and appropriateness of company operations from an objective and neutral perspective.
- Include at least one person with appropriate knowledge related to finance and accounting.

(Method)

Nominated via a resolution by the Board of Directors following deliberation by the Nomination Committee and approval by the Audit & Supervisory Board.

Executive Officer Candidates

(Policy)

Evaluate performance and experience to elect parties capable of conducting transparent, fair, timely, and decisive decision-making and conducting optimal Group management.

(Method)

Nominated annually via a resolution by the Board of Directors following deliberation by the Nomination Committee.

Succession plan for the CEO and other top executives

The Nomination Committee recommends on appointments and dismissals of top executives. This committee comprises at least four members, and the majority are independent outside directors. The members have a say in the succession plan for the CEO and other top executives.

We have celebrated 100th anniversary in 2016 and created the Meiji Group 2026 Vision, our Long-term Business Plan. With a view to achieving the group's vision for 2026, we have established a set of standards ("Leadership Value") for our executives. Leadership Value was reviewed by both the Nomination Committee and the Board of Directors before being resolved by the latter in January 2018.

We regard Leadership Value as an important step forward in our CEO / top executive succession planning efforts.

Leadership Value describes the standards that our executives must uphold to lead the group toward achieving its vision. The main thing we expect of top executives is the ability to "instigate change and lead reform efforts." To this end, Leadership Value outlines the following 10 competences across three themes:

- 1) Strategic planning and action: Imagination, decisiveness, ability to achieve breakthroughs, ability to channel creative energies
 - 2) Organizational leadership skills: Ability to communicate and convince, ability to motivate, magnanimity for others' mistakes, ability to develop others' talents
 - 3) Character: Ability to recognize and channel diverse talents, upstanding character
- Based on our Leadership Value, we will promote the development of succession planning.

Interlocking Ownership of Listed Stocks

When exercising voting rights for retained listed stocks, Meiji Holdings makes affirmative decisions based on deference to the decisions of the board of directors of the company in question. However, this excludes cases where said vote could have a negative impact on the relationships or transactions of the Meiji Group, or cases where there is the clear potential for a mutual loss of profit by shareholders.

Internal Control System

We provide products and services to a large number of customers through our food and pharmaceuticals business operations. In accordance with the Corporate Behavior Charter, the Meiji Group has established an internal control system befitting the Group and the Group companies that is based on mutual collaboration and multifaceted checking functions to ensure directors, executive officers, and other employees comply with the Food Sanitation Act, the Pharmaceutical and Medical Device Act, and other statutory laws and regulations and the Articles of Incorporation, thereby ensuring fair and sound business activities firmly rooted in compliance.

Compliance

Regarding "compliance as the cornerstone of its operations," the Meiji Group abides by statutory laws and regulations, international agreements, social norms, and the regulations of respective Group companies. The Group advances concerted initiatives aimed at inculcating and entrenching compliance awareness to ensure that employees carry out their duties equitably and honestly and based on a welldeveloped awareness of compliance and high ethical standards. Such efforts include improving and expanding educational and training programs, disseminating information through an in-house intranet, and making hotlines available.

Risk Management System

The Company has established specific rules for risk management and constructed an appropriate risk management system. For the whole Group, the Company systemically conducts precise risk

management. In addition, it has established systems to minimize damage in the event of an emergency.

In light of lessons learned from the Great East Japan Earthquake in March 2011, the Group has established basic policies for business continuity plans as stated below.

Basic Policies for Business Continuity Plans

To ensure it can provide customers with the products and services they require, even in disaster, the Meiji Group has set out business continuity plans based on the following policies.

1. Ensure the safety of the lives of persons involved in the Group and their families
2. Discharge the Group's social responsibility
3. Minimize damage to businesses arising from cessation of operations

Communicating with Shareholders

Meiji Holdings works proactively and voluntarily towards communicating with shareholders, and promotes constructive communication with shareholders. Related initiatives are detailed below.

1. General communication with shareholders is managed by the PR & IR Department, which is managed by the director in charge of Public Relations & Investor Relations.
2. To enhance communication, related departments (Investor Relations, Corporate Development, Financial & Accounting, General Affairs) share information at liaison meetings.
3. In addition to one-on-one meetings, Meiji Holdings holds earnings conferences twice-yearly for institutional investors and securities analysts to announce the second quarter and the fiscal year results, as well as small meetings led by the Company President. We also provide information via our website for shareholders and investors. We publish our investment securities reports, earnings flash reports (Japanese/English), annual reports (English only), and earnings conference materials (Japanese/English) on this website. We also stream video of our earnings conferences and publish a Q&A summary to further communication.
4. Comments and feedback gained through investor relations activities are summarized into reports. The director in charge of Public Relations & Investor Relations reports to the Executive Committee and the Board of Directors regularly.
5. Due care is given to insider information during communication. Communication is conducted in accordance with the Rules Concerning the Prevention of Insider Trading, which outlines the handling of important information. We also establish a quiet period.

Compliance

In accordance with our Corporate Behavior Charter, we promote fair, transparent, and free competition. We conduct all transactions in compliance with the laws and regulations of the country in which business is done. We respect local cultures and customs and conform to our own in-company regulations. To further strengthen compliance, we work to improve training and increase compliance awareness throughout our organization.

Management System

Risk management and Compliance are closely interrelated. Accordingly, we have established a Compliance & Risk Management Committee within our Food segment. This committee, chaired by an officer appointed by the president, prepares and advances risk management action plans for our operating bases. For example, we conduct a compliance questionnaire annually, analyzing the results and identifying actions to take. Also, we conduct in-house activities to raise compliance awareness, including in-house training and a Compliance Improvement Month.

We have established a Compliance & Risk Management Committee, chaired by the president, in our Pharmaceutical segment. The Pharmaceutical segment has Compliance Program Guidelines set in place which provides rules for fair business practices, including prohibiting bribes to government officials and other inappropriate acts.

Approach

Contact Information for the Compliance Counseling Desk

The Meiji Group provides contact information for our compliance counseling desk to respond to whistleblowing and provide consultation via various methods (including telephone, postal mail, e-mail, etc.). The Meiji Group outlines privacy protection in internal regulations to ensure that whistleblowers and people seeking consultation are not subjected to any unfair treatment.

Increase Compliance Awareness

Employees carry our Compliance Card, which includes the Corporate Behavior Charter and the contact details for our compliance counseling desk. The Meiji Group ensures strict adherence to the Corporate Behavior Charter. At the same time, the group cultivates and entrenches compliance awareness by enhancing in-house education and training and disseminating information through our intranet.



Compliance card carried by Meiji Group employees

An Ethical and Transparent Pharmaceuticals Company

Pharmaceuticals segment has established a Code of Practice for all officers and employees. As a pharmaceuticals company, Meiji Seika Pharma is committed to meeting society's expectations through the highest standards of ethics and transparency. The company promotes accountability through ongoing dialogue with associated researchers, healthcare practitioners, and patient groups. Pharmaceuticals segment has also established Guidelines on Transparency of Relationships between Corporate Activities and Medical Institutions. Based on these guidelines, the company

discloses details of the academic research grants it provides. These disclosures help illustrate the ways in which we contributes to progress in the life sciences, while adhering to the highest ethical standards.

Risk Management

Minimizing risk is important. As a corporate group operating in the food and health fields, it is our responsibility to ensure stable supply of pharmaceuticals, infant formulas, and enteral formulas, even in times of emergency.

Risk Management System

Meiji Group has risk management systems in place for our Food and Pharmaceutical segments. We conduct regular information sharing, identifying problems, and outlining resolutions.

Approach

Business Continuity Plans

We are in the process of further strengthening our business continuity plans. In the event of a major earthquake or other large-scale disaster, we aim to be able to restore operations as quickly as possible to continue supplying important foodstuffs and pharmaceuticals. We carry out ongoing disaster awareness measures, and conduct regular drills for our employee safety confirmation systems. We are also implementing improvements throughout the value chain. These improvements include establishing robust operational and infrastructural systems, earthquake-proofing facilities, increasing the number of production sites, decentralizing supply sources, and establishing IT system backups.

Basic Policies for Business Continuity Plans

To ensure are provided with the products and services they need, even in times of disaster, the Meiji Group will establish business continuity plans for three main purposes:

1. Ensure the lives and safety of persons and families involved in the group
2. Ensure the group continues to meet its social responsibilities
3. Minimize damage to our businesses that could arise from interrupted operations

Information Security

We have established a variety of information security policies and rules which aim to protect our intellectual property and strengthen the management of personal, confidential, and other sensitive information. We train employees thoroughly in information security, and we strive to remain abreast of advances in IT technology.

We are committed to providing stakeholders with all necessary information. Help desks and websites are available for customers at each of our businesses, and information is disclosed to shareholders and investors through investor relation activities and specialized websites.

Reducing Risk Associated with Social Networking Services

The Meiji Group has established various rules to reduce risk associated with social networking services. Moreover, we draw employee attention to such risks via an in-house portal site.

Privacy Protection

We appreciate the importance of customer privacy. We comply with relevant laws and standards for the protection of personal information, and we have established a Group Personal Information Protection Policy.

Link

[Privacy Policy](#)

Intellectual Property

Intellectual property has grown increasingly important in recent years due to growing awareness of intellectual property issues in society and a variety of new government measures. We acquire intellectual property rights for the new products and technologies we research and develop. These rights make it possible for us to continue supplying customers with high added-value products.

Link

[Business Risks](#)

CSR Management

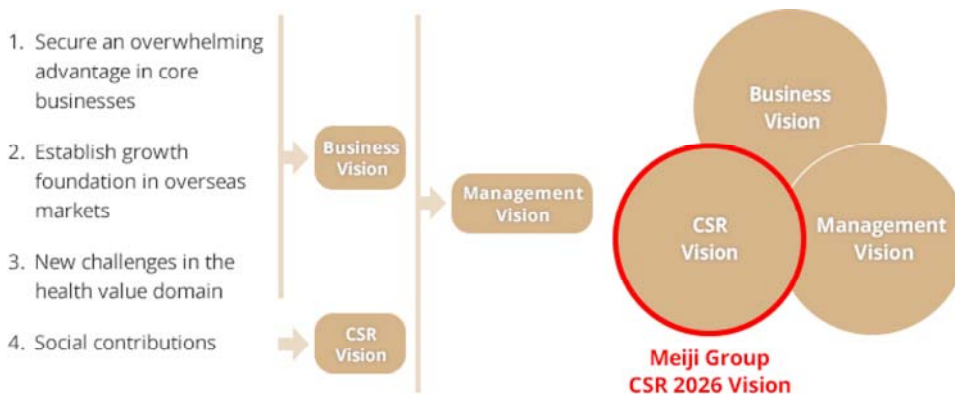
The basis of “the Meiji Group’s Approach to CSR” is to fulfill corporate social responsibility (CSR) by putting the Group Philosophy into practice on a day-to-day basis in mainstay businesses and by remaining a corporate group society needs. Each Meiji Group employee will advance activities based on the Corporate Behavior Charter to meet stakeholders’ expectations and continue fulfilling social responsibilities.

Meiji Group 2026 Vision

Our promise and commitment for the 2026 Vision
We will combine the strengths, the Meiji Group has cultivated over the past 100 years, with the latest technology and new findings. Thus we create innovative ways to meet our customers’ needs with food and health and grow in Japan and around the world sustainably.

Approach

Key Strategies



Meiji Group CSR 2026 Vision

As Food and Health professionals, we contribute to addressing social issues through our business activities, and to realizing a sustainable society for people to live healthy, peaceful lives.

The Meiji Group has created the Meiji Group CSR 2026 Vision. This was designed to embody “Social contributions”, which is a key strategy in the Meiji Group 2026 Vision. The CSR vision identifies activities that the Meiji Group should embrace over the long term. We have set KPIs so that the Group CSR Committee can monitor our progress and disclose information.

Creating our Vision

STEP 1

Identify issues and select activities



Select activities tailored for the Meiji Group considering business initiatives, community requests and sustainable development goals (SDGs).

STEP 2

Identify materiality and set the KPIs





Set the KPIs. Confer with experts outside of the company regarding the selected activities, identify materiality (material issues).

STEP 3

Obtain approval from management

CSR secretariat and the Group CSR Committee discusses, and the Board of Directors makes a decision.

Outline of Vision

The Meiji Group CSR 2026 Vision is broken down into three themes: "Healthier Lives", "Caring for the Earth" and "A Richer Society". We established specific areas of activities under each theme. Based on this framework, shown in the figure, we promote CSR activities that are developed in the Meiji way to fulfill our corporate responsibilities.



Materiality and KPIs

We identified the materiality and set the KPIs as indicated below in the CSR 2026 Vision. By achieving these performance indicators, we will help solve issues in society and also improve our corporate value.

●: Material issues

Healthier Lives		
	Social Issues	KPI
Health and Nutrition	<ul style="list-style-type: none"> ● Contribute to healthy diets ● Respond to a super-aged society 	<ol style="list-style-type: none"> 1. Develop products that contribute to healthy diets and a super-aged society 2. Enroll a total of 500,000 people into nutrition and healthy diet education within three years from FYE March 2019 to FYE March 2021
	<ul style="list-style-type: none"> ● Improve nutrition in emerging countries ● Ensure the sustainable supply of pharmaceuticals ● Measures against infectious diseases 	
Quality and Safety	<ul style="list-style-type: none"> ● Ensure product quality and safety 	Obtain Global Food Safety Initiative (GFSI) certification, which include Hazard Analysis and Critical Control Point (HACCP) for all domestic food plants by FYE March 2021

Caring for the Earth

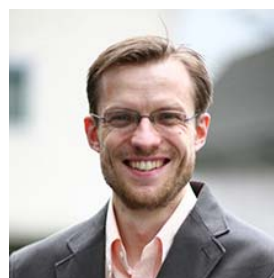
	Social Issues	KPI
Climate Change	● Reduce CO ₂ emissions	Reduce total domestic CO ₂ emissions by more than 15% compared with FYE March 2014 baseline by FYE March 2031
Circular Economy	● Reduce environmental impact	
Water	● Secure water resources	Reduce domestic water use volume (base units) by more than 20% compared with FYE March 2016 baseline by FYE March 2031
Biodiversity	● Secure local biodiversity	

A Richer Society		
	Social Issues	KPI
Human Resources	● Promote diversity and inclusion, and provide training to employees	Combined stand-alone numerical targets for Meiji HD, Meiji and Meiji Seika Pharma include: <ol style="list-style-type: none"> 1. Aim to raise the ratio of female managers to greater than 10% by FYE March 2027 from 2.6% in FYE March 2018 Aim to triple the number of female leaders* to more than 330 by FYE March 2027 *Leader: Manager and assistant manager 2. Raise the ratio of employees with disabilities above the statutory employment quota
	● Employee-friendly workplaces	
Society	● Respect and promote human rights	100% of employees* receive training on human rights * New employees and those promoted to management positions for Meiji HD, Meiji, and Meiji Seika Pharma on a stand-alone basis
	● Communicate with stakeholders ● Promote social contribution	

Shared Themes		
	Social Issues	KPI
Sustainable Procurement	● Procure raw materials with consideration toward human rights and the environment ● Initiatives for sustainable procurement	<ol style="list-style-type: none"> 1. Improve traceability of cocoa 2. Use 100% of RSPO (Roundtable on Sustainable Palm Oil) -certified palm oil by FYE March 2024 3. Use 100% of environmentally friendly paper raw materials by FYE March 2021

Feedback from Experts

The CSR 2026 Vision is based on two solid foundations focusing on three important themes. Its approach is easy-to-understand and its content is attractive. A “Low-carbon society” is the one area that should be revised quickly. With the international community heading toward “de-carbonization”, I believe that a long-term vision is needed to cover changing the power at least used in manufacturing and operation to 100% renewable energy.



Mr. Peter David Pedersen
 Co-founder, NELIS
 Director, TAEL
 Co-founder, E-Square Inc.

In the age of SDGs, I think that it is well-timed that the Group set up the new CSR 2026 Vision focusing on addressing social issues. I expect that the Group will continue to disclose information as the Group achieves success through its business.



Mr. Hidemi Tomita
 Director, Lloyd's Register Japan
 K.K.

▶ Sustainability Video (Meiji Group 2026 Vision)

Group CSR System

■ Approach

The Meiji Group CSR Committee comprises senior officers from Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd. It also includes CSR affiliates from each company. The committee is chaired by the president of Meiji Holdings, and vice-chaired by the presidents of Meiji, Meiji Seika Pharma and KM Biologics. The committee promotes CSR management for the entire Group.

The committee is tasked with preparing the Group's basic CSR policies, monitoring the progress of activities at individual companies, and providing guidance and support in regards to relevant issues. The committee meets three times a year. The committee's discussions are based on the Meiji Group's System of Principles and Stakeholder Policy, and reflect ISO 26000 international standards for corporate social responsibility. A CSR Secretariat has also been established underneath the Group CSR Committee. The secretariat holds monthly meetings that aim to improve CSR through the sharing of information. The secretariat consists of CSR staffs from each department at Meiji Holdings as well as from the three major operating companies.

The Meiji Group CSR Committee's discussions are based on Sustainable Development Goals, which include issues such as climate change and sustainable procurement. The CSR secretariat holds monthly meetings that aim to improve CSR through the sharing of information. The CSR secretariat informs the board of directors about the group CSR activities twice a year.



CSR Promotion

■ Approach

Holding Workshops with Experts

The Group CSR Committee holds workshops with outside professionals. We invited Mr. Hiroshi Tomita, the manager of Cre-en Inc., to a workshop in July 2017. Mr. Tomita gave a seminar about applying Sustainable Development Goals towards business. We invited Mr. Tsuneo Oba, executive director of Global Compact Network Japan, and Mr. Hiroshi Tomita to a workshop in July 2018. Mr. Tsuneo Oba gave a seminar about Global Compact.



Mr. Hiroshi Tomita's seminar

Informing Employees

The Meiji Group strives to keep employees informed about our CSR system and activities. Each edition of our internal company magazines includes important CSR information for domestic and overseas employees, such as recent CSR activity news, special features on relevant topics, and policies. We have published internal company magazine "Meiji Journal" in English and Chinese biannually.



Our internal company magazine for domestic employees



Our internal company magazine "Meiji Journal" for overseas employees

Editorial Policy

Starting from August 2018, Meiji Group issues the Integrated Report and replace the Annual Report that has been issued up until now. This Sustainability web site complements the Integrated Report, introducing various activities contributing to the sustainability of the world.

■ Scope and Boundary of Reporting

Organizational Scope

This report covers the activities of the Meiji Group, comprising, unless otherwise noted, Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd., and these Group companies.

Period Covered

Fiscal Year End March 2018 (April 1, 2017-March 31, 2018)

Some qualitative information includes performance of FYE March 2019.

■ Guidelines Referenced

- GRI Sustainability Reporting Standards in 2016
- Environment Reporting Guidelines (2012) by the Ministry of the Environment of Japan
- ISO26000

■ Issuance Period

Issued on: October 1, 2018

Next scheduled for issue in October 2019

■ For Further Information, please Contact

Meiji Holdings Co., Ltd.

PR & IR Department

2-4-16, Kyobashi, Chuo-ku, Tokyo 104-0031, Japan

Policies

- ✔ Policies ✔ Meiji Group Policy on Human Rights
- ✔ Meiji Group Policy on Occupational Health and Safety ✔ Meiji Group Procurement Policy
- ✔ Cocoa Procurement Guideline ✔ Palm Oil Procurement Guideline
- ✔ Paper Procurement Guideline ✔ Meiji Group Environment Policy
- ✔ Meiji Group Tax Policy ✔ Meiji Group Anti-Corruption Policy
- ✔ Pledge of Health and Productivity Management

Policies

The Meiji Group has established the following policies pursuant to the Meiji Group Corporate Behavior Charter.

Meiji Group Policy on Human Rights

At the Meiji Group, we recognize that all people are born free and with equal dignity and rights. We act fairly and faithfully to uphold this Policy on Human Rights in all of our business activities.

Respect for Human Rights and Prohibition of Discrimination

1. As a member of the international community, the Meiji Group respects fundamental human rights and seeks to avoid any complicity in the violation of human rights under any circumstances. We comply with the laws and regulations of each country and region, respect local cultures, and have zero tolerance for discrimination based on ethnicity, gender, age, language, religion, nationality, disability, social origin, property, or any other personal status.

Prohibition of Forced and Child Labor

2. We do not utilize forced or child labor under any circumstances.

Prohibition of Harassment

3. We have zero tolerance for sexual, psychological or verbal harassment, or any other kind of conduct that constitutes a violation of human rights.

Safe and Healthy Workplaces

4. We strive to maintain a safe, comfortable working environment to help ensure the physical and mental health of all of our employees.

Respect for Fundamental Rights of Employees

5. We respect the fundamental rights of all of our employees. We maintain dialogue with employees in an effort to build sound relationships with them and resolve any issues that arise.

Meiji Group Policy on Occupational Health and Safety

The Meiji Group's first priority is safety. With this in mind, we ensure workplace safety. We are committed to helping maintain and improve employees' health.

Legal and Regulatory Compliance

1. We comply with all laws and corporate rules related to occupational health and safety in the workplace.

Prevention of Work-Related Accidents

2. We identify and assess sources of danger in the workplace and reduce or eliminate risks to prevent work-related accidents.

Physical and Mental Health Maintenance

3. We provide safe, comfortable workplace environments and support employees' sound physical and mental health.

Health and Safety Education for Employees

4. We regularly offer in-house training on occupational health and safety as well as traffic accident prevention. We encourage employees to be aware of the importance of occupational health and safety.

Meiji Group Procurement Policy

At the Meiji Group, we seek to provide our customers with high-quality, safe, and secure products. We are committed to fair and transparent transactions and maintain compliance with all laws and regulations, working in cooperation with our partners to ensure that all procurement activities fulfill our social responsibilities, including those related to human rights and the environment.

Legal and Ethical Compliance

1. We comply with the laws and regulations of the countries in which we operate and engage in fair, transparent, and proper procurement activities. We fulfill the terms of our contracts with partners in good faith and appropriately manage all confidential and personal information related to procurement transactions.

Product Quality and Safety

2. In our procurement activities, we place the highest priority on quality and safety in order to bring peace of mind to everyone who selects our products.

Fair and Transparent Selection of Suppliers

3. We are committed to selecting suppliers in a fair and transparent manner. We evaluate potential suppliers based on product quality and safety, as well as price, delivery time, and their track record in providing stable supplies.

Protection of Human Rights and the Environment

4. In line with the Meiji Group Policy on Human Rights and the Meiji Group Environmental Policy, we integrate human rights and global environmental considerations in developing and executing procurement activities.

Mutual Trust and Collaboration with Suppliers

5. We work to build cooperative, trusting relationships with suppliers, thereby striving to reduce procurement-related risks, and we pursue initiatives to be of benefit to the broader society.

🔗 [Cocoa Procurement Guideline](#)

🔗 [Palm Oil Procurement Guideline](#)

🔗 [Paper Procurement Guideline](#)

Meiji Group Environmental Policy

Environmental Philosophy

Recognizing that our business operations originate from the bounty of nature, we, the Meiji Group, will contribute to the creation of a sustainable society. To this end, we intend to harmonize our business activities with the global environment and manage us in a way that protects the environment.

Environmental Policy

Compliance with Laws and Regulations

1. We comply strictly with environment-related laws, regulations and ordinances, stakeholder agreements, industry norms, and our voluntary standards.

Continuous Improvement of Environmental Conservation Activities

2. We improve our environmental conservation activities continually throughout our entire supply chain.

Reduction of Environmental Impact

3. We pursue energy conservation toward a decarbonization, striving to reduce emissions of CO₂ and other greenhouse gases.
4. We use water effectively and manage water quality appropriately, treating this valuable and limited resource with respect.
5. We reduce waste, reuse resources, and encourage recycling throughout our product lifecycle in general and in all business activities, contributing to achieve a circular society.

Biodiversity Conservation

6. We pursue biodiversity conservation by protecting ecosystems based on a global perspective in all our business activities.

Appropriate Information Disclosures

7. We engage with our stakeholders, providing timely and appropriate disclosures of environmental information.

Revised September 1, 2018

Meiji Group Tax Policy

At the Meiji Group, we comply with the tax laws and provisions of each country and region in which we operate. At the same time, we accomplish our social responsibility as a corporate citizen to pay taxes properly, contributing to economic and social development.

Tax Compliance

1. We comply with the tax laws, international agreements, social norms, and internal rules determined by each group company, etc., acting fairly and faithfully in accordance with high ethical standards.

Minimize Tax-Related Risks

2. To minimize tax-related risks, we strive to understand the tax laws and administrative systems in every country and region in which we operate, responding as appropriate.

Reduce Uncertainties

3. At times, group companies enter into business transactions for which the tax interpretation is not clear. In these cases, we investigate carefully any tax-related risks, seeking the advice of experts when necessary. In this way, we reduce uncertainties related to taxes.

International Mechanisms

4. We strive to comprehend the objectives behind OECD transfer pricing guidelines, mechanisms based on Base Erosion and Profit Shifting (BEPS), and various policies related to tax havens, responding to the tax systems and requirements the countries and regions in which we operate. In this way, we aim to ensure the transparency of our international business transactions.

Transfer Pricing

5. To ensure the appropriate allocation of profits among the countries and regions in which we operate, we conduct transactions appropriately with related overseas entities in consideration of arm's-length pricing.

Relationships With Tax Authorities

6. We cooperate with tax audits and tax administration in the countries and regions in which we operate, striving to maintain positive relationships with tax authorities.

Disclosed in March 2019

Meiji Group Anti-Corruption Policy

At the Meiji Group, we engage in anti-corruption initiatives to remain a transparent, wholesome corporate group trusted by society, as defined in our Management Attitude.

Compliance With Laws and Regulations, etc.

1. We comply with the laws and regulations of each country and region in which we operate, as well as with group internal rules, to prevent corrupt practices. We also note the extraterritorial application of laws and regulations in countries and regions outside of Japan.

Prohibition Against Bribery, etc.

2. We prohibit, whether through direct or indirect means, the granting, proposing, or promising of bribes to government officials or equivalent persons, holding improper relationships with business partners or others, or engaging in relationships with antisocial forces.
3. We prohibit the offering or receiving of inappropriate money, gifts, entertainment, or other property benefits exceeding a scope deemed proper according to social convention.

Cooperation With Audits and Investigations

4. We provide full cooperation and appropriate responses to financial-related audits, etc. conducted by external financial statement auditors and group internal audit departments, as well as investigations conducted by relevant government authorities, etc.

Improvement of System

5. To prevent or detect corrupt practices as quickly as possible, we strive to improve a system for officers and employees to seek consultation or to submit notice of acts in violation of this policy or acts which may be in violation of this policy. We do not punish person seeking consultation or submitting notice in connection with its action.

Education and Training for Anti-Corruption

6. We provide appropriate education and training related to this policy and anti-bribery rules, etc. to officers, employees and business partners or others, striving to prevent corrupt practices.

Disciplinary Action, etc.

7. We take strict disciplinary action against officers or employees who violate this policy, in accordance with employment rules and other group internal rules. We also take appropriate measures against business partners or others who violate this policy.

Disclosed in March 2019

Pledge of Health and Productivity Management

The Company published its Pledge of Health and Productivity Management in April 2018. The Company aims to create a comfortable workplace for employees to be healthy and active, both physically and mentally. This pledge applies to domestic Meiji Group companies and their officers and employees.

Pledge of Health and Productivity Management

Mental and physical health are fundamental to our employees and their families in enriching employee lives and allowing them work to their full potential. Mental and physical health are also fundamental to the company to increase productivity and corporate value.

We at the Meiji Group aim to be a comfortable place to work, fostering dynamic employees who are healthy in mind and body.

1. Employees mindfully manage their own health and the health of their families.
2. The company actively supports employees as they work to build their health management skills.

3. The company endeavors to establish a workplace where employees can work in confidence, both physically and mentally.



Cocoa Procurement Guideline

The Meiji Group procures cocoa according to the Meiji Procurement Policy, working with suppliers to engage in socially responsible activities (human rights, environment, etc.).

■ Scope of Application

Cocoa used in the production of consumer-use and industrial-use products.

■ Principles for Action

1. We comply with the laws and regulations of cocoa-producing countries and regions, engaging in cocoa procurement via appropriate procedures.
2. We engage in sustainable cocoa procurement in accordance with the Meiji Group producer support program (Meiji Cocoa Support) and in cooperation with the World Cocoa Foundation.
 - a. Ensuring labor conditions are appropriate and respect human rights (monitoring for child labor, forced labor, etc.)
 - b. Ensuring the preservation of environmentally important areas (ecosystems, natural forests) in cocoa-producing regions
3. We notify suppliers that they are required to comply with the Cocoa Procurement Guideline. We take action as deemed necessary if we suspect suppliers of non-compliance.
4. We publish an annual report on our cocoa procurement activities.



Palm Oil Procurement Guideline

The Meiji Group procures palm oil according to the Meiji Procurement Policy, working with suppliers to engage in socially responsible activities.

■ Scope of Application

Palm oil used in the production of consumer-use and industrial-use products.

■ Principles for Action

1. We give priority to the use of certified palm oil (RSPO, ISPO, MSPO, etc.).
2. When using non-certified palm oil, Meiji (alone or in conjunction with third parties) selects palm oil recognized as being produced in a sustainable manner, according to a. through d., below:
 - a. Produced in compliance with laws and regulations of the country of production.
 - b. Produced under labor conditions that are appropriate and respect human rights (monitoring for child labor, forced labor, etc.)
 - c. Produced under conditions respecting the land rights of indigenous peoples and others.
 - d. Produced under conditions that preserve environmentally important areas (ecosystems, natural forests) in palm oil-producing regions.
3. We notify suppliers that they are required to comply with the Palm Oil Procurement Guideline. We take action as deemed necessary if we suspect suppliers of non-compliance.
4. We publish an annual report about palm oil usage and certified palm oil substitutes.

Paper Procurement Guideline

The Meiji Group procures paper according to the Meiji Procurement Policy, working with suppliers to engage in socially responsible activities.

■ Scope of Application

- Paper used in Meiji Group products and packaging
- Office paper, including photocopier paper, printed matter and product brochures

■ Principles for Action

1. We give priority to the use of environmentally friendly FSC^{*1}, PEFC^{*2}, and other forest certified and/or recycled paper.
2. When using non-certified/non-recycled paper, Meiji (alone or in conjunction with third parties) selects paper in compliance with a. through d. below:
 - a. All wood used is produced in compliance with laws and regulations of the country of production.
 - b. Laborers involved in cutting and harvesting labor under conditions that are appropriate and respect human rights.
 - c. Cutting and harvesting activities respect the land rights of indigenous peoples and others.
 - d. Produced under conditions that preserve environmentally important areas (ecosystems, peatlands, and natural forests) in production regions.
3. We notify suppliers that they are required to comply with the Paper Procurement Guideline. We take action as deemed necessary if we suspect suppliers of non-compliance.
4. We publish an annual report of our environmentally friendly paper usage and related initiatives.

^{*1} FSC (Forest Stewardship Council)

^{*2} PEFC (Programme for the Endorsement of Forest Certification Schemes)

Download Report

Download Integrated Reports

In August 2018, the Meiji Group issued our first integrated report, which will take the place of the annual reports published in prior years.

- [Integrated Report 2018](#)

Download CSR Reports

- [CSR Report 2017 \(PDF:2183KB\)](#)
- [CSR Report 2016 \(PDF:1551KB\)](#)
- [CSR Report 2015 \(PDF:1195KB\)](#)
- [CSR Report 2014 \(PDF:5938KB\)](#)

Collaborating With UN Agencies and Other Relevant Organizations

We collaborate with UN agencies and other relevant organizations.

Collaborating With UN Agencies and Other Relevant Organizations

■ Stop TB Partnership

We supply kanamycin to tuberculous patients through the Stop TB Partnership

- Ensure the sustainable supply of pharmaceuticals

■ UNICEF

Medreich contributes to medicine accessibility through UNICEF

- Ensure the sustainable supply of pharmaceuticals

■ The Nutrition Japan Public Private Platform (NJPPP)

We contribute to nutrition improvement in emerging countries in partnership with NJPPP

- Improve nutrition in emerging countries

■ UNHCR (UN Refugee Agency)

We donate resources to a child refugee nutrition program through the offices of the UNHCR (UN Refugee Agency)

- Promote social contribution, Donation

ESG Data

Data of ESG(Environment, Society, and Governance) on Meiji Group 's sustainability activities.

Environment

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Environmental investments					
Environmental protection investments ^{*1}	¥ million	–	698	621	837
Extent of impact mitigation of environmental impacts of products ^{*1}	¥ million	–	285	237	263

				FYE 3/2018	
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
Climate Change							
Energy consumption			oil:10kL	25.3	24.9	24.5	24.0
			GJ(gigajoule)	–	961.4	946.2	928.1
	Per unit of sales		tons/hundred million of yen	22.8	21.7	21.0	20.7
CO2 emissions	Japan	Scope 1 ^{*2}	ten thousands of tons	55.5	55.3	22.3	23.0
		Scope 2	ten thousands of tons			28.7	27.4
		Per unit of sales ^{*3}	ten thousands of tons/hundred million of yen	50.0	48.3	43.7	43.5

			Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Climate Change							
China ^{*4}	Scope 1	ten thousands of tons	-	4.2	0.5	0.3	
	Scope 2	ten thousands of tons	-		3.6	3.1	
Asia ^{*5}	Scope 1	ten thousands of tons	-	6.5	1.5	1.4	
	Scope 2	ten thousands of tons	-		5.5	5.8	
Americas, Europe ^{*6}	Scope 1	ten thousands of tons	-	2.9	1.4	1.6	
	Scope 2	ten thousands of tons	-		0.9	0.9	
Japan	Scope 3	ten thousands of tons	-	-	-	203.5	
	1. Purchased goods and services	ten thousands of tons	-	-	-	176.3	
	2. Capital goods	ten thousands of tons	-	-	-	22.5	
	3. Fuel- and energy-related activities (not included in Scope 1 or 2)	ten thousands of tons	-	-	-	1.9	
	4. Upstream transportation and distribution	ten thousands of tons	-	-	-	Under consideration	
	5. Waste generated in operations	ten thousands of tons	-	-	-	1.6	
	6. Business travel	ten thousands of tons	-	-	-	0.2	
	7. Employee commuting		-	-	-	0.4	

			Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Climate Change							
			ten thousands of tons				
		8. Upstream leased assets	ten thousands of tons	-	-	-	Not calculated
		9. Downstream transportation and distribution	ten thousands of tons	-	-	-	Under consideration
		10. Processing of sold products	ten thousands of tons	-	-	-	Not calculated
		11. Use of sold products	ten thousands of tons	-	-	-	Not calculated
		12. End-of- life treatment of sold products	ten thousands of tons	-	-	-	0.6
		13. Downstream leased assets	ten thousands of tons	-	-	-	Not calculated
		14. Franchises	ten thousands of tons	-	-	-	Not calculated
		15. Investments	ten thousands of tons	-	-	-	Not calculated
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, Meiji Seika pharma Co., Ltd. including Gifu Plant and OHKURA Pharmaceutical Co., Ltd.) Emission source unit: • Source: The Ministry of the Environment's database ^{*7} [5]; emission source units based on the industry-related table Emission source unit on monetary basis for each raw material (purchaser price basis)				

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Climate Change					
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 Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [6]; 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 Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [7]; emission source units per usage amount of electricity and heat	
4. Upstream transportation and distribution	Under consideration			-	
5. Waste generated in operations	Based on: Waste weight by waste type (t) Waste weight by waste type (t) × emission source units by waste type				
				Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries, Meiji Seika pharma Co., Ltd. including Gifu Plant and OHKURA Pharmaceutical Co., Ltd.) Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [9]; emission source units by waste type	
6. Business travel	Based on: Number of Meiji Group employees Number of Meiji Group employees × emission source units per employee				
				Target: Meiji Group including consolidated subsidiaries in Japan Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [13]; 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 × emission source units per number of work day				
				Target: Meiji Group including consolidated subsidiaries in Japan Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [14]; emission source units per employee-number of work day	
8. Upstream leased assets	Not calculated			-	
9. Downstream transportation and distribution	Under consideration			-	

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Climate Change					
10. Processing of sold products	Not calculated			-	
11. Use of sold products	Not calculated			-	
12. End-of-life treatment of sold products	Based on: Weight of materials for the container of the sold product (t) Weight of materials for the container of the sold product (t) × emission source units by waste type	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries, OHKURA Pharmaceutical Co., Ltd.) Emission sourced unit: • Source: The Ministry of the Environment's database ^{*7} [9]; emission source units by waste type			
13. Downstream leased assets	Not calculated			-	
14. Franchises	Not calculated			-	
15. Investments	Not calculated			-	
Eco-car ^{*1}	vehicles	460	549	629	508
Solar power CO ₂ emissions	t-CO ₂	122	609	590	595

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Circular Economy					
Raw materials ^{*8}	ten thousands of tons	171	158	224	221
Total waste	ten thousands of tons	7.4	7.6	5.4	6.3
Per unit of sales	tons/hundred million of yen	6.6	6.6	4.6	5.4
Recycling volume ^{*8}	ten thousands of tons	3.3	3.3	5.1	5.9

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Water					
Total water used	thousands of m ³	20,148	24,375	24,104	24,100
Japan	thousands of m ³	20,148	24,375	24,104	22,305
China ^{*4}	thousands of m ³	-	-	-	1,200
Asia ^{*5}	thousands of m ³	-	-	-	522
	thousands of m ³	-	-	-	74

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Water					
Americas, Europe ^{*6}					
Discharged water ^{*8}	thousands of m ³	16,504	21,214	20,255	17,914

		FYE 3/2018			
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.				

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Appropriate management of chemical substances					
PRTR emissions ^{*8}	tons	99.1	9.8	15.1	16.1
(13) Acetonitrile	tons	1.1	2.5	0.4	0.1
(127) Chloroform	tons	5.4	1.2	4.5	4.2
(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
(342) Pyridine ^{*10}	tons	1.1	0.0	0.0	-
(438) Methyl-naphthalene	tons	0.8	0.8	0.7	0.6
PRTR transfer volume ^{*8}	tons	257.4	403.1	625.8	386.0
(13) Acetonitrile	tons	18.0	42.3	25.5	32.8
(127) Chloroform	tons	11.1	6.5	1.5	2.8
(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
(342) Pyridine ^{*10}	tons	0.0	4.3	8.9	-
(438) Methyl-naphthalene	tons	0.0	0.0	0.0	0.0
NOx emissions ^{*8}	tons	246	240	139	136

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Appropriate management of chemical substances					
SOx emissions ^{*8}	tons	83	88	76	65

* The information in environment section concerns Meiji Group including consolidated subsidiaries in Japan.

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

*2 CO₂ emissions from distribution were added to scope 1 from FYE 3/2018

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

*4 Six production plants

*5 Five production plants

*6 Three production plants

*7 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

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

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

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

Society

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
Number of Meiji Group employees	persons	16,559	16,456	16,726	16,296
Number of temporary Meiji Group employees	persons	10,295	10,003	9,654	9,257
Number of employees ^{*1}	persons	8,594	8,546	8,517	8,538
Male	persons	6,742	6,702	6,657	6,676
Female	persons	1,852	1,844	1,860	1,862
Number of temporary employees	persons	4,144	4,261	4,087	3,899
Male	persons	1,502	1,560	1,558	1,506
Female	persons	2,642	2,701	2,529	2,393
Average number of consecutive years served	years	15.1	16.1	16.1	16.1
Male	years	16.1	17.0	17.1	17.1
Female	years	13.0	13.1	13.1	13.1
Average age of employees	age	38.1	39.0	39.1	39.1
Male	age	39.1	40.0	40.1	40.1
Female	age	35.1	36.0	36.0	36.1
Turnover rate (less than 3 years for new graduates)	%	8.2	6.4	9.5	9.3
New employees	persons	197	196	244	278
Male	persons	119	114	141	174
Female	persons	78	82	103	104

	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	
Female manager ratio as percentage of total	%	1.6	2.0	2.1	2.6	
Female executive officers ratio as percentage of total	%	6.7	6.7	14.3	14.3	
Employee training expenses	100 million ¥	—	—	3.04	2.74	
Number of employees trained in human rights policy *2	persons	—	—	375	431	
Employees rate for people with disabilities	%	2.1	2.1	2.1	2.2	
Number of seeking reemployment	persons	54	72	128	93	
Percentage of applicants reemployed	%	100	100	100	100	
Overtime work (per employee)	hours/months	11.9	11.9	12.5	12.8	
Percentage of paid vacation taken (days taken/days granted)	%	51.8	52.5	56.8	63.8	
Child care leave	Female	persons	153	169	178	222
	Male		25	24	24	30
Shortened working hours for child purposes	Female	persons	112	161	200	229
	Male		0	1	2	2
Return to work rates after child care leave	%	100	100	100	100	
Retention rates after two months of child care leave	%	100	100	100	100	
Number of employees taking nursing-careleave	persons	5	5	6	7	
Number of employees taking refreshment leave	persons	562	664	644	798	
Number of volunteer breaks taken	persons	8	7	3	1	
Union participation rate *3	%	100	100	100	100	
Frequency rate of lost-worktime injuries (permanent employment basis, Japan) *4	—	—	—	0.42	0.69	

	Unit	FYE 3/2017	FYE 3/2018
Food and nutrition seminars	times	about 2,900	about 3,200
	persons	about 138,000	about 173,000
Plant tours	persons	about 170,000	about 205,000

FYE 3/2018

Accreditation in animal testing	Yes
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* The information of employees 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 new employees and promoted employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

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

*4 Coverage:Plants and research laboratories in Japan (excluding Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.)
Frequency rate of lost-worktime injuries:Lost-worktime accidents÷total labor hours×1 million

Governance

			Unit	FYE 3/2018
Independence of Board of Directors				
Number of Board of Directors	Internal directors	Male	persons	7
		Female		0
		Total		7
	Independent outside directors	Male		2
		Female		1
		Total		3
	Total			
Rate of independent outside directors on the Board			%	30
Number of Board meetings			times	17
Board Meeting attendance			%	99
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			
Number of Audit Committee meetings			times	15
Audit Committee meeting attendance			%	98

		Unit	FYE 3/2018
Independence of Board of Directors			
Attendance of Independent outside Auditors at Board meetings		%	97
Nomination Committee			
Number of Nomination Committee Members	Internal directors	Male	1
		Female	0
		Total	1
	Independent outside directors	Male	2
		Female	1
		Total	3
	Total		
Chairperson of Nomination Committee		-	Internal director

FYE 3/2018					
Compensation of Directors Auditors *1					
	Remuneration amount (million ¥)	Monetary compensation		Stock compensation	
		Total (million ¥)	Number of officers	Total (million ¥)	Number of officers
Director (other than outside directors)	331	301	8	29	5
Auditor & Supervisory Board Members (excluding outside Audit & Supervisory Board Members)	58	58	4	-	-
outside directors	43	43	3	-	-
outside Audit & Supervisory Board Members	26	26	3	-	-
Total	460	430	18	29	5

*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.

			Unit	FYE 3/2018
Compensation Committee				
Number of Compensation Committee Members	Internal directors	Male	persons	1
		Female		0
		Total		1
	Independent outside directors	Male		2
		Female		1
		Total		3
	Total			4
Chairperson of Compensation Committee			-	Internal director
Shareholder rights				
Introduction of poison pill			-	None

		Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018
IR Activities for Institutional Investors and Analysts *2						
Financial results briefing	times		2	2	2	2
Roundtable meeting attended by president, institutional investors, and asset owners	persons		34	36	53	44
IR visit by president in Japan	times		-	5	6	7
IR overseas roadshow	times		12	26	46	47
One-on-one meetings with institutional investors and analysts from Japan and overseas, including telephone interviews	times		293	354	363	299
	persons		449	578	606	494
Conference organized separately by securities company	times		21	24	32	27
	persons		27	39	51	37
Facility tours and briefings on business segment	times		2	3	2	2

*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.

GRI Standard Table

This website is compiled with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

GRI Standard Contents Index

Disclosure Number	Title	Reporting Requirements	Location and Notes
Organizational profile			
102-1	Name of the organization	a. Name of the organization.	<ul style="list-style-type: none"> Corporate Profile Corporate Profile Corporate Profile Corporate Profile Integrated Report 2018 p100 : Corporate Data (PDF:14511KB)
102-2	Activities, brands, products, and services	<p>a. A description of the organization's activities.</p> <p>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.</p>	<ul style="list-style-type: none"> Our Business Products > Lineup Products > Worldwide Integrated Report 2018 p4-5 : Product and Market Presence (PDF:14511KB) Integrated Report 2018 p6-7 : History (PDF:14511KB) Consolidated Financial Results p5-7 : Below is an overview by segment. (PDF:603KB)
102-3	Location of headquarters	a. Location of the organization's headquarters.	<ul style="list-style-type: none"> Corporate Profile Integrated Report 2018 p100 : Corporate Data (PDF:14511KB)
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it	<ul style="list-style-type: none"> Products > Meiji Worldwide Integrated Report 2018 p98-99 : Operating Bases and Group Companies (PDF:14511KB)
102-5	Ownership and legal form	a. Nature of ownership and legal form.	<ul style="list-style-type: none"> Corporate Profile

Disclosure Number	Title	Reporting Requirements	Location and Notes
			<ul style="list-style-type: none"> ➤ Integrated Report 2018 p100 : Corporate Data (PDF:14511KB)
102-6	Markets served	<p>a. Markets served, including:</p> <ul style="list-style-type: none"> i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries. 	<ul style="list-style-type: none"> ➤ Products > Worldwide ➤ Integrated report 2018 p3 : At a Glance > Number of Group Companies and Employees (PDF:14511KB) ➤ Consolidated Financial Results p5-7 : Below is an overview by segment. (PDF:603KB)
102-7	Scale of the organization	<p>a. Scale of the organization, including:</p> <ul style="list-style-type: none"> i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided. 	<ul style="list-style-type: none"> ➤ Corporate Profile ➤ Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Diverse Employees > Number of Employees Overseas (Main Countries) ➤ ESG Data > Society ➤ Integrated report 2018 p3 : At a Glance (PDF:14511KB) ➤ Integrated report 2018 p60-67 : Consolidated Financial Statements (PDF:14511KB) ➤ Consolidated Financial Results p9-12 : Quarterly Consolidated Financial Statements (PDF:603KB)
102-8	Information on employees and other workers	<ul style="list-style-type: none"> a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work 	<ul style="list-style-type: none"> ➤ ESG Data > Society

Disclosure Number	Title	Reporting Requirements	Location and Notes
		<p>performed by workers who are not employees.</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p>	
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	<p>➤ Integrated Report 2018 p26-31</p>
102-10	Significant changes to the organization and its supply chain	<p>a. Significant changes to the organization's size, structure, ownership, or supply chain, including:</p> <p>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</p> <p>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);</p> <p>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</p>	Not Disclosed
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	<p>➤ Mission and Vision > Group Philosophy</p> <p>➤ Risk Management</p> <p>➤ Environmental Management</p> <p>➤ Policies</p> <p>➤ Appropriate Chemical Substance Management</p> <p>➤ Integrated Report 2018 p36 : Caring for the Earth > Policies & Plan > Environmental</p>

Disclosure Number	Title	Reporting Requirements	Location and Notes
			<p>Management System (PDF:14511KB)</p> <p>➤ Integrated Report 2018 p51 : Risk Management (PDF:14511KB)</p>
102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	<p>➤ Sustainable Procurement > Procurement of Palm Oil > Shift to 100% RSPO-Certified Palm Oil</p> <p>➤ Integrated Report 2018 p39 (PDF:14511KB)</p>
102-13	Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	<p>➤ Collaborating With UN Agencies and Other Relevant Organizations</p> <p>➤ Society > Communicate with Stakeholders > Participation in Trade and Environmental Organizations</p>
Strategy			
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	<p>➤ President Message</p> <p>➤ Integrated Report 2018 p12-17 : Message to Stakeholders (PDF:14511KB)</p>
102-15	Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities.	<p>➤ Business Risks</p> <p>➤ Risk Management</p> <p>➤ Integrated Report 2018 p51 : Risk Management (PDF:14511KB)</p>
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior.	<p>➤ Meiji Group 2026 Vision</p> <p>➤ Mission and Vision</p> <p>➤ Climate Change > Environmental Management</p>

Disclosure Number	Title	Reporting Requirements	Location and Notes
			<ul style="list-style-type: none"> ➤ Integrated Report 2018 p1 : Group Philosophy (PDF:14511KB) ➤ Integrated Report 2018 p11 : The Meiji group 2026 Vision (PDF:14511KB) ➤ Integrated Report 2018 p32 : The Meiji Group's Approach to CSR (PDF:14511KB) 📄 Financial Results for FYE March 2018 and New Medium-term Business Plan
102-17	Mechanisms for advice and concerns about ethics	<p>a. A description of internal and external mechanisms for:</p> <p>i. seeking advice about ethical and lawful behavior, and organizational integrity;</p> <p>ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.</p>	<ul style="list-style-type: none"> ➤ Compliance > Management System > Contact Information for the Compliance Counseling Desk ➤ ESG Data > Governance > Compliance
Governance			
102-18	Governance structure	<p>a. Governance structure of the organization, including committees of the highest governance body.</p> <p>b. Committees responsible for decision-making on economic, environmental, and social topics.</p>	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB) ➤ Corporate Governance Report p1 : I > 1. Basic Views (PDF:226KB)
102-19	Delegating authority	<p>a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.</p>	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB)
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p>	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB)

Disclosure Number	Title	Reporting Requirements	Location and Notes
		b. Whether post holders report directly to the highest governance body.	
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.</p> <p>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.</p>	<p>➤ CSR Management > Group CSR System</p> <p>➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB)</p>
102-22	Composition of the highest governance body and its committees	<p>a. Composition of the highest governance body and its committees by:</p> <p>i. executive or non-executive;</p> <p>ii. independence;</p> <p>iii. tenure on the governance body;</p> <p>iv. number of each individual's other significant positions and commitments, and the nature of the commitments;</p> <p>v. gender;</p> <p>vi. membership of under-represented social groups;</p> <p>vii. competencies relating to economic, environmental, and social topics;</p> <p>viii. stakeholder representation.</p>	<p>➤ Corporate Governance</p> <p>➤ ESG Data > Governance > Independence of Board of Directors</p> <p>➤ Integrated Report 2018 p49 : Corporate Governance Data</p> <p>➤ Corporate Governance Report p10 : II > 1. Organizational Composition and Operation (PDF:226KB)</p>
102-23	Chair of the highest governance body	<p>a. Whether the chair of the highest governance body is also an executive officer in the organization.</p> <p>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.</p>	<p>➤ Corporate Governance</p> <p>➤ Integrated Report 2018 p49 : Corporate Governance Data (PDF:14511KB)</p>
102-24	Nominating and selecting the highest governance body	<p>a. Nomination and selection processes for the highest governance body and its committees.</p> <p>b. Criteria used for nominating and selecting</p>	<p>➤ Corporate Governance</p> <p>➤ Integrated Report 2018 p49 : Corporate Governance Data (PDF:14511KB)</p>

Disclosure Number	Title	Reporting Requirements	Location and Notes
		highest governance body members, including whether and how: <ol style="list-style-type: none"> i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered. 	
102-25	Conflicts of interest	<ol style="list-style-type: none"> a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ol style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures. 	<ul style="list-style-type: none"> ➤ Corporate Governance ➤ Corporate Governance Report p10 : II > 1. Organizational Composition and Operation (PDF:226KB) ➤ Corporate Governance Report p7 : I > 2. Capital Structure (PDF:226KB)
102-26	Role of highest governance body in setting purpose, values, and strategy	<ol style="list-style-type: none"> a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics. 	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Corporate Governance Report p19 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (PDF:226KB) ➤ Corporate Governance Report p20 : II > 3. Reasons for Adoption of Current Corporate Governance System (PDF:226KB)
102-27	Collective knowledge of highest governance body	<ol style="list-style-type: none"> a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics. 	<ul style="list-style-type: none"> ➤ Corporate Governance Report p19 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (PDF:226KB)
102-28	Evaluating the highest governance body's performance	<ol style="list-style-type: none"> a. Processes for evaluating the highest governance body's performance with 	<ul style="list-style-type: none"> ➤ Corporate Governance Report p6 : 10. Supplementary

Disclosure Number	Title	Reporting Requirements	Location and Notes
		<p>respect to governance of economic, environmental, and social topics.</p> <p>b. Whether such evaluation is independent or not, and its frequency.</p> <p>c. Whether such evaluation is a self-assessment.</p> <p>d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.</p>	<p>Principle 4.11.3 Evaluation of the Board of Directors (PDF:226KB)</p>
102-29	Identifying and managing economic, environmental, and social impacts	<p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.</p>	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Risk management ➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB) ➤ Integrated Report 2018 p51 : Risk Management (PDF:14511KB) ➤ Corporate Governance Report p25 : IV. Matters Related to the Internal Control System (PDF:226KB)
102-30	Effectiveness of risk management processes	<p>a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.</p>	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Risk management ➤ Integrated Report 2018 p48 : Corporate Governance (PDF:14511KB) ➤ Integrated Report 2018 p51 : Risk Management (PDF:14511KB) ➤ Corporate Governance Report p6 : 10. Supplementary Principle 4.11.3. Evaluation of the Board of the Directors (PDF:226KB)

Disclosure Number	Title	Reporting Requirements	Location and Notes
			<ul style="list-style-type: none"> Corporate Governance Report p25 : IV. Matters Related to the Internal Control System (PDF:226KB)
102-31	Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	<ul style="list-style-type: none"> CSR Management > Group CSR System
102-32	Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	<ul style="list-style-type: none"> CSR Management > Group CSR System Corporate Governance Report p19 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (PDF:226KB)
102-33	Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body.	<ul style="list-style-type: none"> CSR Management > Group CSR System Risk management Integrated Report 2018 p51 : Risk Management (PDF:14511KB)
102-34	Nature and total number of critical concerns	<p>a. Total number and nature of critical concerns that were communicated to the highest governance body.</p> <p>b. Mechanism(s) used to address and resolve critical concerns.</p>	<ul style="list-style-type: none"> CSR Management > Group CSR System
102-35	Remuneration policies	<p>a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <p>i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;</p> <p>ii. Sign-on bonuses or recruitment incentive payments;</p> <p>iii. Termination payments;</p>	<ul style="list-style-type: none"> Governance > Details of the Compensation of Directors and Audit & Supervisory Board Members ESG Data > Governance > Compensation of Directors Auditors Integrated Report 2018 p49 : Director Remuneration (PDF:14511KB) Corporate Governance Report p1 : I > 1. Basic Views >

Disclosure Number	Title	Reporting Requirements	Location and Notes
		<p>iv. Clawbacks;</p> <p>v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</p> <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p>	<p>Disclosure Based on the Principles of the Corporate Governance Code (PDF:226KB)</p> <p>➤ Corporate Governance Report p16 : II > 1. Organizational Composition and Operation > Incentives / Director Remuneration (PDF:226KB)</p>
102-36	Process for determining remuneration	<p>a. Process for determining remuneration.</p> <p>b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.</p> <p>c. Any other relationships that the remuneration consultants have with the organization.</p>	<p>➤ Governance > Details of the Compensation of Directors and Audit & Supervisory Board Members</p> <p>➤ Integrated Report 2018 p49 : Director Remuneration (PDF:14511KB)</p> <p>➤ Corporate Governance Report p1 : I > 1. Basic Views > Disclosure Based on the Principles of the Corporate Governance Code (PDF:226KB)</p>
102-37	Stakeholders' involvement in remuneration	<p>a. How stakeholders' views are sought and taken into account regarding remuneration.</p> <p>b. If applicable, the results of votes on remuneration policies and proposals.</p>	<p>➤ Corporate Governance Report p16 : II > 1. Organizational Composition and Operation > Incentives / Director Remuneration (PDF:226KB)</p>
102-38	Annual total compensation ratio	<p>a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	Not Disclosed
102-39	Percentage increase in annual total compensation ratio	<p>a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant</p>	Not Disclosed

Disclosure Number	Title	Reporting Requirements	Location and Notes
		operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	
Stakeholder engagement			
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	<ul style="list-style-type: none"> ➤ Society > Communicate with Stakeholders ➤ Integrated Report 2018 p32 : The Meiji Group's Approach to CSR (PDF:14511KB)
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	<ul style="list-style-type: none"> ➤ Human Resources > Employee-friendly Workplaces > Labor Relations ➤ ESG Data > Society > Union participation rate
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Not Disclosed
102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<ul style="list-style-type: none"> ➤ CSR Management > CSR Promotion ➤ Society > Communicate with Stakeholders ➤ ESG Data > Governance > IR Activities for Institutional Investors and Analysts ➤ Integrated Report 2018 p32 : Feedback from Experts (PDF:14511KB) ➤ Integrated Report 2018 p34 : Healthier Lives > Shokuiku Activities > Fun interactive classes for elementary and junior high school students / Fun Seminars on Health for Adults (PDF:14511KB) ➤ Corporate Governance Report p20 : III. Implementation of Measures for Shareholders and Other stakeholders (PDF:226KB)
102-44	Key topics and concerns raised	a. Key topics and concerns that have been	

Disclosure Number	Title	Reporting Requirements	Location and Notes
		<p>raised through stakeholder engagement, including:</p> <p>i. how the organization has responded to those key topics and concerns, including through its reporting;</p> <p>ii. the stakeholder groups that raised each of the key topics and concerns.</p>	<ul style="list-style-type: none"> ➤ CSR Management > CSR Promotion ➤ Society > Communicate with Stakeholders ➤ ESG Data > Governance > IR Activities for Institutional Investors and Analysts ➤ Integrated Report 2018 p32 : Feedback from Experts (PDF:14511KB) ➤ Integrated Report 2018 p34 : Healthier Lives > Shokuiku Activities > Fun interactive classes for elementary and junior high school students / Fun Seminars on Health for Adults (PDF:14511KB) ➤ Corporate Governance Report p20 : III. Implementation of Measures for Shareholders and Other stakeholders (PDF:226KB)

Reporting practice

102-45	Entities included in the consolidated financial statements	<p>a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	<ul style="list-style-type: none"> ➤ CSR Management > CSR Promotion ➤ Society > Communicate with Stakeholders ➤ ESG Data > Governance > IR Activities for Institutional Investors and Analysts ➤ Integrated Report 2018 p32 : Feedback from Experts (PDF:14511KB) ➤ Integrated Report 2018 p34 : Healthier Lives > Shokuiku Activities > Fun interactive classes for elementary and junior high school students / Fun Seminars on Health for Adults (PDF:14511KB) ➤ Corporate Governance Report p20 : III. Implementation of Measures for Shareholders and Other stakeholders (PDF:226KB)
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102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the
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Disclosure Number	Title	Reporting Requirements	Location and Notes
		report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	<ul style="list-style-type: none"> ➤ CSR Management > Editorial Policy ➤ Integrated Report 2018 : Contents > Editorial Policy (PDF:14511KB)
102-47	List of material topics	a. A list of the material topics identified in the process for defining report content.	<ul style="list-style-type: none"> ➤ CSR Management > Meiji Group 2026 Vision > Outline of Vision ➤ Integrated Report 2018 p33 : Outline of Vision (PDF:14511KB)
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	Not Disclosed
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Not Disclosed
102-50	Reporting period	a. Reporting period for the information provided.	<ul style="list-style-type: none"> ➤ CSR Management > Editorial Policy > Period Covered ➤ Integrated Report 2018 Contents : Using the "Integrated Report 2018" (PDF:14511KB)
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Sustainability website : September, 2017
102-52	Reporting cycle	a. Reporting cycle.	Annual
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	➤ Integrated Report 2018 Back cover (PDF:14511KB)
102-54	Claims of reporting in accordance with the GRI Standards	<p>a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:</p> <ul style="list-style-type: none"> i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'. 	Not Disclosed
102-55	GRI content index	a. The GRI content index, which specifies each of	➤ GRI Standard Table

Disclosure Number	Title	Reporting Requirements	Location and Notes
		<p>the GRI Standards used and lists all disclosures included in the report.</p> <p>b. For each disclosure, the content index shall include:</p> <p>i. the number of the disclosure (for disclosures covered by the GRI Standards);</p> <p>ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</p> <p>iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</p>	
102-56	External assurance	<p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <p>i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</p> <p>ii. The relationship between the organization and the assurance provider;</p> <p>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</p>	<p>➤ ESG Data > Society > Accreditation in animal testing</p> <p>➤ Integrated Report 2018 p101 : Independent Practitioner's Assurance of CO2 emissions (PDF:14511KB)</p>
103: Management Approach			
103-1		<p>a. An explanation of why the topic is material.</p>	

Explanation of the material topic and its Boundary	<p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	<ul style="list-style-type: none"> ➤ CSR Management > Materiality and KPIs ➤ President Message ➤ Integrated Report 2018 p12-17 : Message to Stakeholders (PDF:14511KB) ➤ Integrated Report 2018 p33 : Outline of Vision (PDF:14511KB) ➤ Corporate Governance Report p22 : III. Implementation of Measures for Shareholders and Other stakeholders > 3. Measures to Ensure Due Respect for Stakeholders > Other (PDF:226KB) ➤ Financial Results for FYE March 2018 and New Medium-term Business Plan
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103-2	The management approach and its components	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<ul style="list-style-type: none"> ➤ CSR Management > Group CSR System ➤ Risk Management ➤ Meiji Group 2026 Vision ➤ Policies ➤ President Message ➤ Health and Nutrition ➤ Quality and Safety ➤ Climate Change ➤ Circular Economy ➤ Water ➤ Biodiversity ➤ Human Resources ➤ Society ➤ Sustainable Procurement ➤ Pharmaceuticals > Our Approach to Reliability Assurance ➤ Compliance > Management System > Contact Information for the Compliance Counseling Desk
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- [Integrated Report 2018 p10-11 : Process for Medium- and Long-Term Growth \(PDF:14511KB\)](#)
- [Integrated Report 2018 p12-17 : Message to Stakeholders \(PDF:14511KB\)](#)
- [Integrated Report 2018 p32 : The Meiji Group's Approach to CSR > Meiji Group CSR 2026 Vision \(PDF:14511KB\)](#)
- [Integrated Report 2018 p33 : Outline Vision > KPIs > Caring for the Earth > Climate Change > Reduce CO₂ emissions / Secure water resources \(PDF:14511KB\)](#)
- [Integrated Report 2018 p33 : Outline Vision > KPIs > Healthier Lives > Contribute to healthy diets / Respond to a super-aged society / Ensure product quality and safety \(PDF:14511KB\)](#)
- [Integrated Report 2018 p33 : Outline Vision > KPIs > A Richer Society > Promote diversity and inclusion / Respect and promote human rights \(PDF:14511KB\)](#)
- [Integrated Report 2018 p33 : Outline Vision > KPIs > Shared Themes > Procure raw materials with consideration toward human rights and the environment \(PDF:14511KB\)](#)
- [Integrated Report 2018 p34 : Healthier Lives > Policies & Plan \(PDF:14511KB\)](#)
- [Integrated Report 2018 p36 : Caring for the Earth > Policies & Plan / Environmental Management System \(PDF:14511KB\)](#)
- [Integrated Report 2018 p38 : A Richer Society > Policies & Plan \(PDF:14511KB\)](#)
- [Integrated Report 2018 p39 : Sustainable Procurement \(PDF:14511KB\)](#)
- [Integrated Report 2018 p51 : Risk Management \(PDF:14511KB\)](#)

103-3	Evaluation of the management approach	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<ul style="list-style-type: none"> ➤ Climate change > Environmental Management > Third-Party Certification ➤ Integrated Report 2018 p3 : Recognized for Outstanding Health Management in 2018 (PDF:14511KB)
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Topic Specific Standards

Economic

201: Economic Performance

201-1	Direct economic value generated and distributed	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<ul style="list-style-type: none"> ➤ Integrated Report 2018 p74-96 : Notes to Consolidated Financial Statements (PDF:14511KB) ➤ Consolidated Financial Results p9-12 : Quarterly Consolidated Financial Statements (PDF:603KB)
201-2	Financial implications and other risks and	<p>a. Risks and opportunities posed by climate change that have the potential to generate</p>	<ul style="list-style-type: none"> ➤ Business Risks

opportunities due to climate change

substantive changes in operations, revenue, or expenditure, including:

- i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
- ii. a description of the impact associated with the risk or opportunity;
- iii. the financial implications of the risk or opportunity before action is taken;
- iv. the methods used to manage the risk or opportunity;
- v. the costs of actions taken to manage the risk or opportunity

[ESG Data > Environment > Environmental investments](#)

[Climate change > Environmental Management > Environmental Accounting](#)

201-3

Defined benefit plan obligations and other retirement plans

a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.

b. If a separate fund exists to pay the plan's pension liabilities:

- i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
- ii. the basis on which that estimate has been arrived at;
- iii. when that estimate was made.

c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.

d. Percentage of salary contributed by employee or employer.

e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.

[Integrated Report 2018 p74-96 : Notes to Consolidated Financial Statements \(PDF:14511KB\)](#)

[Consolidated Financial Results p9-12 : Quarterly Consolidated Financial Statements \(PDF:603KB\)](#)

201-4

Financial assistance received from government

a. Total monetary value of financial assistance received by the organization from any government during the

Not Disclosed

reporting period, including:



- i. tax relief and tax credits;
- ii. subsidies;
- iii. investment grants, research and development grants, and other relevant types of grant;
- iv. awards;
- v. royalty holidays;
- vi. financial assistance from Export Credit Agencies (ECAs);
- vii. financial incentives;
- viii. other financial benefits received or receivable from any government for any operation.

b. The information in 201-4-a by country.

c. Whether, and the extent to which, any government is present in the shareholding structure.

202: Market Presence

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.</p> <p>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.</p> <p>d. The definition used for 'significant locations of operation'.</p>	Not Disclosed
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202-2	Proportion of senior management hired from the local community	<p>a. Percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. The definition used for 'senior management'.</p> <p>c. The organization's geographical definition of 'local'.</p> <p>d. The definition used for 'significant locations of operation'.</p>	Not Disclosed
203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	 Society > Promote Social Contribution
203-2	Significant indirect economic impacts	<p>a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.</p> <p>b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>	 Health and Nutrition > Improve Nutrition in Emerging Countries > (3) Access to Medicine
204: Procurement Practices			
204-1	Proportion of spending on local suppliers	<p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p>	Not Disclosed

205: Anti-corruption

205-1	Operations assessed for risks related to corruption	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p>	Not Disclosed
205-2	Communication and training about anti-corruption policies and procedures	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	Mission and Vision > Corporate Behavior Charter
205-3	Confirmed incidents of corruption and actions taken	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p>	Not Disclosed

c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
 d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

206: Anti-competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	Not Disclosed
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Environmental

301: Materials

301-1	Materials used by weight or volume	<p>a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <p>i. non-renewable materials used;</p> <p>ii. renewable materials used.</p>	<p>🔴 Climate change > Environmental Management > Material Balance</p> <p>🔴 ESG Data > Environment > Circular Economy > Raw materials</p>
301-2	Recycled input materials used	<p>a. Percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	Not Disclosed
301-3	Reclaimed products and their packaging materials	<p>a. Percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. How the data for this disclosure have been collected.</p>	Not Disclosed

302-1	Energy consumption within the organization	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. electricity consumption</p> <p>ii. heating consumption</p> <p>iii. cooling consumption</p> <p>iv. steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and / or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	<p>Climate change</p> <p>ESG Data > Environment > Climate Change > Energy consumption</p> <p>Integrated Report 2018 p36 : Caring for the Earth > Climate Change Initiatives > Domestic CO2 emissions volume for FY3/31 (PDF:14511KB)</p> <p>Integrated Report 2018 p52/55 : Financial and Non-Financial Highlights > CO2 emissions / Energy consumption volume (PDF:14511KB)</p>
302-2	Energy consumption outside of the organization	<p>a. a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and / or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	Not Disclosed
302-3	Energy intensity	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p>	<p>ESG Data > Environment > Climate Change > Energy consumption > Per unit of sales</p> <p>Integrated Report 2018 p52/55 : Financial and Non-Financial Highlights > Energy consumption volume per Production unit (PDF:14511KB)</p>
302-4	Reduction of energy consumption	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation</p>	<p>ESG Data > Environment > Climate Change > Energy consumption</p>

		<p>and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and / or calculation tools used.</p>	<p>🔗 Integrated Report 2018 p52/55 : Financial and Non-Financial Highlights > Energy consumption volume (PDF:14511KB)</p>
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302-5	Reductions in energy requirements of products and services	<p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and / or calculation tools used.</p>	Not Disclosed
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303: Water

303-1	Water withdrawal by source	<p>a. Total volume of water withdrawn, with a breakdown by the following sources:</p> <p>i. Surface water, including water from wetlands, rivers, lakes, and oceans;</p> <p>ii. Ground water;</p> <p>iii. Rainwater collected directly and stored by the organization;</p> <p>iv. Waste water from another organization;</p> <p>v. Municipal water supplies or other public or private water utilities.</p> <p>b. Standards, methodologies, and assumptions used.</p>	<p>🔗 Climate change > Environmental Management > Material Balance > Water Resource Input / discharge Volume</p> <p>🔗 ESG Data > Environment > water > total water used</p> <p>🔗 Integrated Report 2018 p37 : Initiatives for Water Resources (PDF:14511KB)</p> <p>🔗 Integrated Report 2018 p52/55 : Financial and Non-Financial Hightlights > Water resource input volume (PDF:14511KB)</p>
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303-2	Water sources significantly affected by withdrawal of water	<p>a. Total number of water sources significantly affected by withdrawal by type:</p> <p>i. Size of the water source;</p> <p>ii. Whether the source is designated as a nationally or internationally protected area;</p>	<p>🔗 Water > Secure Water Resources > Survey of Water Risks</p> <p>🔗 Integrated Report 2018 p37 : Initiatives for Water Resources (PDF:14511KB)</p>
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iii. Biodiversity value (such as species diversity and endemism, and total number of protected species);
 iv. Value or importance of the water source to local communities and indigenous peoples.
 b. Standards, methodologies, and assumptions used.

303-3	Water recycled and reused	<p>a. Total volume of water recycled and reused by the organization. b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1. c. Standards, methodologies, and assumptions used.</p>	Not Disclosed
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304: Biodiversity

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km² (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of</p>	<p>➔ ESG Data > Environment > Biodiversity ➔ Biodiversity</p>
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protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).

304-2	Significant impacts of activities, products, and services on biodiversity	<p>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none">i. Construction or use of manufacturing plants, mines, and transport infrastructure;ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);iii. Introduction of invasive species, pests, and pathogens;iv. Reduction of species;v. Habitat conversion;vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none">i. Species affected;ii. Extent of areas impacted;iii. Duration of impacts;iv. Reversibility or irreversibility of the impacts.	➤ Biodiversity
304-3	Habitats protected or restored	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	➤ Biodiversity > Secure Local Biodiversity > Biodiversity Conservation in the Nemuro Nature Conservation Area

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <ul style="list-style-type: none"> i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern 	<ul style="list-style-type: none"> ➤ Biodiversity > Secure Local Biodiversity > Biodiversity Conservation in the Nemuro Nature Conservation Area
305: Emissions			
305-1	Direct (Scope 1) GHG emissions	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and / or calculation tools used.</p>	<ul style="list-style-type: none"> ➤ Climate Change > Environmental Management > Material Balance ➤ ESG Data > Environment > Climate Change > Energy consumption / CO₂ emissions ➤ Integrated Report 2018 p36 : Caring for the Earth > Climate Change Initiatives > Domestic CO₂ emissions volume for FY3/31 (PDF:14511KB) ➤ Integrated Report 2018 p52/55 : Financial and Non-Financial Highlights > CO₂ emissions > Energy consumption volume (PDF:14511KB)
305-2	Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>	<ul style="list-style-type: none"> ➤ ESG Data > Environment > Climate Change > Energy consumption / CO₂ emissions ➤ Integrated Report 2018 p36 : Caring for the Earth > Climate Change Initiatives > Domestic CO₂ emissions volume for FY3/31 (PDF:14511KB) ➤ Integrated Report 2018 p52/55 : Financial and Non-Financial

d. Base year for the calculation, if applicable, including:

- i. the rationale for choosing it;
- ii. emissions in the base year;
- iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.

g. Standards, methodologies, assumptions, and / or calculation tools used.

[Highlights > CO2 emissions > Energy consumption volume \(PDF:14511KB\)](#)

305-3

Other indirect (Scope 3) GHG emissions

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.

b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.

c. Biogenic CO2 emissions in metric tons of CO2 equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

- i. the rationale for choosing it;
- ii. emissions in the base year;
- iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and / or calculation tools used.

[ESG Data > Environment > Climate Change > CO2 emissions](#)

305-4	GHG emissions intensity	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and / or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>	<p>➤ ESG Data > Environment > Climate Change > CO₂ emissions volume per production unit</p>
305-5	Reduction of GHG emissions	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and / or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and / or calculation tools used.</p>	<p>➤ ESG Data > Environment > Climate Change > CO₂ emissions</p>
305-6	Emissions of ozone-depleting substances (ODS)	<p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and / or calculation tools used.</p>	<p>➤ ESG Data > Environment > Appropriate management of chemical substances</p>
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <ol style="list-style-type: none"> i. NO_x ii. SO_x iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) 	<p>➤ Climate change > Environmental Management > Material Balance</p> <p>➤ ESG Data > Environment > Appropriate management of chemical substances</p>

- vi. Particulate matter (PM)
- vii. Other standard categories of air emissions identified in relevant regulations
- b. Source of the emission factors used.
- c. Standards, methodologies, assumptions, and / or calculation tools used.

306: Effluents and Waste

306-1	Water discharge by quality and destination	<ul style="list-style-type: none"> a. Total volume of planned and unplanned water discharges by: <ul style="list-style-type: none"> i. destination; ii. quality of the water, including treatment method; iii. whether the water was reused by another organization. b. Standards, methodologies, and assumptions used. 	<ul style="list-style-type: none"> Climate change > Environmental Management > Material Balance ESG Data > Environment > Water Integrated Report 2018 p37 : Initiatives for Water Resources (PDF:14511KB) Integrated Report 2018 p52/55 : Financial and Non-Financial Highlights > Water resource input volume (PDF:14511KB)
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306-2	Waste by type and disposal method	<ul style="list-style-type: none"> a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: <ul style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: <ul style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) 	<ul style="list-style-type: none"> ESG Data > Environment > Circular Economy > Total waste
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c. How the waste disposal method has been determined:
 i. Disposed of directly by the organization, or otherwise directly confirmed
 ii. Information provided by the waste disposal contractor
 iii. Organizational defaults of the waste disposal contractor

306-3	Significant spills	<p>a. Total number and total volume of recorded significant spills. b. The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization). c. Impacts of significant spills.</p>	Not Disclosed
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306-4	Transport of hazardous waste	<p>a. Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated b. Percentage of hazardous waste shipped internationally. c. Standards, methodologies, and assumptions used.</p>	Not Disclosed
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306-5	Water bodies affected by water discharges and / or runoff	<p>a. Water bodies and related habitats that are significantly affected by water discharges and / or runoff, including information on: i. the size of the water body and related habitat; ii. whether the water body and related habitat is designated as a nationally or</p>	Not Disclosed
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internationally protected area;
 iii. the biodiversity value, such as total number of protected species.

307: Environmental Compliance

307-1	Non-compliance with environmental laws and regulations	<p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and / or regulations in terms of:</p> <ul style="list-style-type: none"> i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. <p>b. If the organization has not identified any non-compliance with environmental laws and / or regulations, a brief statement of this fact is sufficient.</p>	<ul style="list-style-type: none"> ➤ Climate change > Environmental Management > Environmental Management ➤ Integrated Report 2018 p36 : Caring for the Earth > Environmental Management System (PDF:14511KB)
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308: Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria.	Not Disclosed
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. 	<ul style="list-style-type: none"> ➤ Sustainable Procurement > Procure Raw Materials With Consideration Toward Human Rights and the Environment > Supplier Assessment > Supplier Assessment in Accordance With the Meiji Group Procurement Policy

Social

401: Employment

401-1	New employee hires and employee turnover	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	<p>➤ ESG Data > Society > Turnover rate (less than 3 years for new graduates) / New employees</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p>	Not Disclosed
401-3	Parental leave	<p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	<p>➤ ESG Data > Society > Child care leave / Shortened working hours for child purposes / Return to work rates after child care leave / Retention rates after two months of child care leave</p> <p>➤ Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Work-life Balance</p> <p>➤ Integrated Report 2018 p55 : Financial and Non-Financial Highlights > Percentage of Paid Vacation Taken / Child Care Leave (PDF:14511KB)</p>

402: Labor / Management Relations

402-1	Minimum notice periods regarding	a. Minimum number of weeks' notice typically	Not Disclosed
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operational changes

provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affected them.

b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

403: Occupational Health and Safety

403-1	Workers representation in formal joint management-worker health and safety committees	<p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.</p>	<p>➤ Human Resources > Employee-friendly Workplaces > Occupational Health and Safety > Labor Relations</p>
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403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:</p> <p>i. region;</p> <p>ii. gender.</p> <p>b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:</p> <p>i. region;</p> <p>ii. gender.</p> <p>c. The system of rules applied in recording and reporting accident statistics.</p>	<p>➤ ESG Data > Society > Frequency rate of lost-worktime injuries (permanent employment basis, Japan)</p> <p>➤ Human Resources > Employee-friendly Workplaces > Occupational Health and Safety > Reducing Equipment- and Work-Related Risks and Performing Safety Audits and Inspections</p>
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403-3	Workers with high incidence or high risk of diseases related to their occupation	<p>a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high</p>	<p>➤ Human Resources > Employee-friendly Workplaces > Occupational Health and Safety > Reducing Equipment- and Work-Related Risks and</p>
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		incidence or high risk of specific diseases.	Performing Safety Audits and Inspections
403-4	Health and safety topics covered in formal agreements with trade unions	<p>a. Whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	<p>➤ Human Resources > Employee-friendly Workplaces > Occupational Health and Safety > Labor Relations</p>

404: Training

404-1	Average hours of training per year per employee	<p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <p>i. gender;</p> <p>ii. employee category.</p>	Not Disclosed
404-2	Programs for upgrading employee skills and transition assistance programs	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>➤ Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Evaluation and Development of Personnel / Personnel Development</p> <p>➤ Integrated Report 2018 p38 : A Richer Society > Personnel Training (PDF:14511KB)</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>➤ Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Evaluation and Development of Personnel / Personnel Development</p> <p>➤ Integrated Report 2018 p38 : A Richer Society > Personnel Training (PDF:14511KB)</p>

405: Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant</p>	<p>➤ Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Diverse Employees / Empowerment of Female Employees / Employment of Persons with Disabilities</p> <p>➤ ESG Data > Society > Female manager ratio as percentage of total / Female executive officers</p>
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		(such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	ratio as percentage of total / Number seeking reemployment / Percentage of applicants reemployed	Corporate Governance > Corporate Governance System
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405-2	Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	Not Disclosed	
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406: Non-discrimination

406-1	Incidents of discrimination and corrective actions taken	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.		Society > Respect and Promote Human Rights > Initiatives Related to Human Rights Due Diligence
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407: Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	Not Disclosed	
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b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.

408: Child Labor

408-1	Operations and suppliers at significant risk for incidents of child labor	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>➤ Society > Respect and Promote Human Rights > Initiatives Related to Human Rights Due Diligence</p>
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409: Forced or Compulsory Labor

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>➤ Society > Respect and Promote Human Rights > Initiatives Related to Human Rights Due Diligence</p>
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410: Security Practices

410-1	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and	Not Disclosed
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their application to security.
 b. Whether training requirements also apply to third-party organizations providing security personnel.

411: Management approach disclosures

411-1	Incidents of violations involving rights of indigenous peoples	<p>a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>➤ Policies > Meiji Group Policy on Human Rights</p>
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412: Human Rights Assessment

412-1	Operations that have been subject to human rights reviews or impact assessments	<p>a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	<p>➤ Society > Respect and Promote Human Rights > Initiatives Related to Human Rights Due Diligence</p>
412-2	Employee training on human rights policies or procedures	<p>a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	<p>➤ Society > Respect and Promote Human Rights > Human Rights Education and Training</p>

412-3	Significant investment agreements and contracts that include human rights clauses or that underwent	<p>a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p>	Not Disclosed
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human rights screening

b. The definition used for 'significant investment agreements'.

413: Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and / or development programs, including the use of:</p> <ul style="list-style-type: none">i. social impact assessments, including gender impact assessments, based on participatory processes;ii. environmental impact assessments and ongoing monitoring;iii. public disclosure of results of environmental and social impact assessments;iv. local community development programs based on local communities' needs;v. stakeholder engagement plans based on stakeholder mapping;vi. broad based local community consultation committees and processes that include vulnerable groups;vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;viii. formal local community grievance processes.	<p>🔴 Sustainable Procurement > Initiatives for Sustainable Procurement > Expanding Meiji Cocoa Support</p>
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413-2	Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none">i. the location of the operations;ii. the significant actual and potential negative impacts of operations.	Not Disclosed
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414: Supplier Social Assessment

414-1	New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria.	Not Disclosed
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414-2 Negative social impacts in the

supply chain and actions taken	<p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>🔴 Sustainable Procurement > Procure Raw Materials With Consideration Toward Human Rights and the Environment > Supplier Assessment > Supplier Assessment in Accordance With the Meiji Group Procurement Policy</p>
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415: Public Policy

415-1	Political contributions	<p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient / beneficiary..</p> <p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p>	Not Disclosed
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416: Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	<p>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	<p>🔴 Quality and Safety > Ensure Product Quality and Safety</p> <p>🔴 Quality Management system - "Meiji Quality Comm"</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>a. Total number of incidents of non-compliance with regulations and / or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <p>i. incidents of non-compliance with regulations resulting in a fine or penalty;</p>	Not Disclosed

ii. incidents of non-compliance with regulations resulting in a warning;
 iii. incidents of non-compliance with voluntary codes.
 b. If the organization has not identified any non-compliance with regulations and / or voluntary codes, a brief statement of this fact is sufficient.

417: Marketing and Labeling

417-1	Requirements for product and service information and labeling	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>➤ Society > Communicate with Stakeholders > Communicate with Our Customers</p>
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417-2	Incidents of non-compliance concerning product and service information and labeling	<p>a. Total number of incidents of non-compliance with regulations and / or voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-</p>	Not Disclosed
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compliance with regulations and / or voluntary codes, a brief statement of this fact is sufficient.

417-3	Incidents of non-compliance concerning marketing communications	<p>a. Total number of incidents of non-compliance with regulations and / or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none">i. incidents of non-compliance with regulations resulting in a fine or penalty;ii. incidents of non-compliance with regulations resulting in a warning;iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and / or voluntary codes, a brief statement of this fact is sufficient.</p>	Not Disclosed
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418: Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none">i. complaints received from outside parties and substantiated by the organization;ii. complaints from regulatory bodies. <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	Not Disclosed
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419: Customer Privacy

419-1	Non-compliance with laws and regulations in the social and economic area	<p>a. Significant fines and non-monetary sanctions for non-compliance with laws and / or regulations in the social and economic area in terms of:</p>	Not Disclosed
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- i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with laws and / or regulations, a brief statement of this fact is sufficient.
- c. The context against which significant fines and non-monetary sanctions were incurred.
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External Recognition

We are open to working with ratings and rankings agencies suggestions to support continuous improvement.

SRI indexes and evaluations

(As of October 1, 2018)

■ SNAM Sustainability Index

The SNAM sustainability index is a proprietary active index created by Sompo Japan Nipponkoa Asset Management which combines ESG (environment, social, and governance) and equity fundamental evaluation.

■ Sompo Japan Nipponkoa Asset Management



Evaluations

■ Access to Nutrition Index™ (ATNI)

We were ranked 17th out of 22 global food and beverage manufactures in the 2018 Access to Nutrition Index™ (ATNI). The goal of the Access to Nutrition Indexes is to facilitate improved diets and a reduction of the serious global problems of both obesity and undernutrition.

■ Access to Nutrition Index™ (ATNI)



■ Outstanding Health and Productivity Management Organization (White 500)

Meiji was recognized jointly by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi in the Health and Productivity Management Organization Recognition Program in the large enterprise category (White 500) for practicing outstanding health and productivity management working together with insurers. Meiji has continued to be selected for this program since 2017.



Sustainability Video

Meiji Group CSR 2026 Vision



Sustainability Announcements

2019

Mar 29, 2019 Tackling Deforestation in our Cocoa Supply Chain

Mar 27, 2019 Top Commitment to Sustainability

2018

Nov 16, 2018 GRI Standard Table

Oct 1, 2018 We updated sustainability web site

Sep 14, 2018 Integrated Report 2018

Aug 8, 2018 We updated ESG Data

Jun 5, 2018 Notice of the 9th Ordinary General Meeting of Shareholders