ESG Data

Environment

Environmental management								
				FYE 3/2021				
Third-party certification	ISO14001	Japan	–	Certified at 29 factories、4 laboratories, and 13 group companies				
		Overseas	–	Certified at 3 group companies				
	EcoAction 21	Japan	–	Certified at one group companies				
			Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of violation of environmental laws and regulations			incidents	–	–	0	0	0
Circular Economy								
			Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Raw materials used			ten thousands of tons	224	221	203	172	173
Total waste[*1]	Waste amount (Japan)		ten thousands of tons	5.4	6.3	2.8	2.8	2.5
	Waste amount per unit of sales (Japan)		tons/hundred million yen	4.6	5.4	2.4	2.4	2.3
	Waste amount (Global)		ten thousands of tons	–	–	–	3.1	3.0
	Waste amount per unit of sales (Global)		tons/hundred million yen	–	–	–	2.5	2.5
Hazardous Waste			ten thousands of tons	–	–	–	–	0.2
Recycled volume[*1]			ten thousands of tons	5.1	5.9	2.4	2.3	2.0
Final Disposal Volume (Landfill)			ten thousands of tons	–	–	–	–	0.1
Reduction of food product waste			%	base year	△ 15.3	△ 21.9	△ 25.1	△29.3
Reduction of plastic usage			%	–	base year	△8.2	△9.8	△11.7

ESG Data

Environment

Water

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Water extraction volume[*2]	Extraction total	thousand m³	–	24,082	23,483	23,397	21,895
	Extraction total per unit of sles	m³ per hundred thousand yen	–	1.94	1.87	1.87	1.84
	Japan	thousand m³	24,104	22,305	22,056	21,979	20,513
	Japan (per unit of sales)	m³ per hundred thousand yen	2.07	1.92	1.89	1.89	1.86
	China[*3]	thousand m³	–	1,192	878	903	845
	Asia (excluding Japan and China)[*4]	thousand m³	–	511	487	459	479
	North America and Europe[*5]	thousand m³	–	74	62	56	58
Water extraction volume by water source[*2]	Fresh water total	thousand m³	–	–	–	23,397	21,895
		%	–	–	–	100	100
	Tap water	thousand m³	–	–	–	2,619	2,391
		%	–	–	–	11	11
	Water for indistrial use	thousand m³	–	–	–	5,329	4,888
		%	–	–	–	23	22
	Rivers lakes, and marshes	thousand m³	–	–	–	0	0
		%	–	–	–	0	0
	Ground water	thousand m³	–	–	–	15,446	14,613
		%	–	–	–	66	67
	Rainwater	thousand m³	–	–	–	3	3
		%	–	–	–	0	0
Water Drainage Volume[*2]	Drainage total	thousand m³	–	–	20,586	19,437	18,225
	Japan	thousand m³	20,255	17,914	19,702	18,415	17,248
	China[*3]	thousand m³	–	–	696	790	761
	Asia (excluding Japan and China)[*4]	thousand m³	–	–	141	180	162
	North America and Europe[*5]	thousand m³	–	–	47	53	54
Water drainage volume by destination[*2]	Drainage total	thousand m³	–	–	–	19,437	18,225
		%	–	–	–	100	100
	Sewerage	thousand m³	–	–	–	8,729	8,156
		%	–	–	–	45	45
	Discharge into rivers	thousand m³	–	–	–	10,614	9,991
		%	–	–	–	55	55
	Discharge into ocean	thousand m³	–	–	–	0	0
		%	–	–	–	0	0
	Discharge into ground water (including irrigation)	thousand m³	–	–	–	94	78
		%	–	–	–	0	0

Biodiversity

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Implementation rate of biodiversity conservation activities at manufacturing sites		%	–	–	–	–	38.8[*6]
	Japan	%	–	–	62.0	80.8	36.2[*6]
	Overseas	%	–	–	–	–	45.0[*6]

ESG Data

Environment

Climate Change

			Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Energy consumption volume			oil:10,000 kL	24.5	24.0	24.6	26.0	24.8
			TJ	9,462	9,281	9,845	10,714	9,766
	Per unit of sales		kL/hundred million of yen	21.0	20.7	21.1	22.4	22.5
CO_2 emissions	Japan	Scope 1	ten thousands of tons	23.6	23.0	22.8	22.2	21.5
		Scope 2[*2]	ten thousands of tons	28.7	27.4	28.2	27.9	25.4
		Per unit of sales[*7]	t-CO_2/hundred million of yen	44.8	43.4	43.7	43.2	42.4
	China[*3]	Scope 1	ten thousands of tons	0.5	0.3	0.5	0.5	0.3
		Scope 2	ten thousands of tons	3.5	3.0	2.5	2.2	2.6
	Asia (excluding Japan and China)[*4]	Scope 1	ten thousands of tons	1.5	1.3	1.1	1.0	1.0
		Scope 2	ten thousands of tons	5.3	5.5	5.2	4.7	3.6
	North America and Europe[*5]	Scope 1	ten thousands of tons	1.1	1.3	1.1	1.1	1.1
		Scope 2	ten thousands of tons	0.9	0.9	0.9	0.7	0.8
	Japan	Scope 3	ten thousands of tons	–	203.5	318.9	303.5	294.9
		1. Purchased goods and services	ten thousands of tons	–	176.3	243.7	234.3	226.1
		2. Capital goods	ten thousands of tons	–	22.5	22.4	22.3	21.3
		3. Fuel- and energy-related activities (not included in Scope 1 or 2)	ten thousands of tons	–	1.9	2.0	2.2	2.1
		4. Upstream transportation and distribution	ten thousands of tons	–	–	25.2	24.4	24.3
		5. Waste generated in operations	ten thousands of tons	–	1.6	1.2	1.7	1.1
		6. Business travel	ten thousands of tons	–	0.2	0.2	0.2	0.2
		7. Employee commuting	ten thousands of tons	–	0.4	0.4	0.4	0.4
		8. Upstream leased assets	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
		9. Downstream transportation and distribution	ten thousands of tons	–	–	17.7	13.5	15.6
		10. Processing of sold products	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
		11. Use of sold products	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
		12. End-of-life treatment of sold products	ten thousands of tons	–	0.6	6.1	4.4	3.9
		13. Downstream leased assets	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
		14. Franchises	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
		15. Investments	ten thousands of tons	–	Not calculated	Not calculated	Not calculated	Not calculated
	Global	Scope 3	ten thousands of tons	–	–	–	325.3	313.7
Use of eco-friendly car[*8]			vehicles	629	508	558	574	660
CO_2 emission reduction by use of solar power			t-CO_2	590	595	570	670	1,467

Environment

Calculation Method for Scope 3 Emissions

Categories	Basis for calculation and calculation method	Emission source unit
1. Purchased goods and services	Based on: Purchase price(million yen) Purchase monetary amount of raw material x emission source unit of each raw material	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries[*9], Meiji Seika pharma Co., Ltd. including consolidated subsidiaries[*10] and KM Biologics Co., Ltd.,) -Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission source unit: - Source: The Ministry of the Environment's database[*11]; emission source units based on the industry-related table Emission source unit on monetary basis for each raw material (purchaser price basis)
2. Capital goods	Based on: Capital expenditures (million yen) Facility investment amount x emission source unit per price of capital goods	Coverage: all Meiji Group companies[*12] Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units per price of capital goods
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	Based on: Consumption of each type of energy (GJ) Usage amount of purchased fuel, electricity, heat, etc. x emission source units per usage amount for each energy type	Coverage: all Meiji Group companies[*12] Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units per usage amount of electricity and heat
4. Upstream transportation and distribution	Based on: Purchase weight (t) 1. Purchase weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio) 2. the amount of CO_2 emissions based on the distribution of Meiji Co., Ltd. calculated by 1 and 2	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries[*9], Meiji Seika pharma Co., Ltd. including consolidated subsidiaries[*10] and KM Biologics Co., Ltd.,) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020 Emission source unit during transportation: ・Source: The Ministry of the Environment's database[*11]; Calculation of Greenhouse Gas Emissions Calculation
5. Waste generated in operations	Based on: Waste weight by waste type(t) Waste weight by waste type(t) x emission source units by waste type	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries[*9], Meiji Seika pharma Co., Ltd. including consolidated subsidiaries[*10] and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020 Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units by waste type
6. Business travel	Based on: Number of Meiji Group employees Number of Meiji Group employees x emission source units per employee	Coverge: Meiji Group including consolidated subsidiaries[*12] Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units per employee
7. Employee commuting	Based on: Number of Meiji Group employees, number of work day per year Number of Meiji Group employees × number of work day per year x emission source units per number of work day	Coverage: Meiji Group including consolidated subsidiaries[*12] Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units per employee-number of work day
8. Upstream leased assets	Not calculated	-
9. Downstream transportation and distribution	Based on: Product sales weight (t) Product sales weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio)	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries[*9], Meiji Seika pharma Co., Ltd. including consolidated subsidiaries[*10] and KM Biologics Co., Ltd.,) Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission source unit during transportation: ・Source: The Ministry of the Environment's database[*11]; Calculation of Greenhouse Gas Emissions Calculation
10. Processing of sold products	Not calculated because of low amount	-
11. Use of sold products	Not calculated	-
12. End-of-life treatment of sold products	Based on: Weight of materials for the container and of the sold product(t) Weight of materials for the container of the sold product(t) x emission source units by waste type	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries[*9], Meiji Seika pharma Co., Ltd. including consolidated subsidiaries[*10]and KM Biologics Co., Ltd.,) Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission sourced unit: ・Source: The Ministry of the Environment's database[*11]; emission source units by waste type
13. Downstream leased assets	Not calculated	-
14. Franchises	Not calculated	-
15. Investments	Not calculated	-

ESG Data

Environment

Appropriate management of chemical substances[*13]

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
PRTR emissions		tons	15.1	16.1	1.2	9.4	9.8
	(13) Acetonitrile	tons	0.4	0.1	0.0	0.1	0.2
	(127) Chloroform	tons	4.5	4.2	0.0	1.3	1.6
	(150) 1,4-Dioxane	tons	0.1	1.9	–	–	–
	(186) Methylene chloride	tons	9.2	8.5	–	7.3	7.2
	(232) N,N-Dimethylformamide	tons	0.2	0.1	0.0	0.0	0.0
	(342) Pyridine	tons	0.0	–	0.0	–	–
	(411) formaldehyde	tons	–	–	0.5	–	–
	(438) Methylnaphthalene	tons	0.7	0.6	0.7	0.8	0.8
PRTR transfer volume		tons	625.8	386.0	291.8	56.4	394.6
	(13) Acetonitrile	tons	25.5	32.8	7.4	2.5	3.6
	(127) Chloroform	tons	1.5	2.8	53.0	0.0	29.8
	(150) 1,4-Dioxane	tons	1.9	2.7	–	–	–
	(186) Methylene chloride	tons	110.0	107.9	–	32.9	25.0
	(232) N,N-Dimethylformamide	tons	478.0	239.4	231.3	20.9	336.2
	(342) Pyridine	tons	8.9	–	–	–	–
	(411) formaldehyde	tons	–	–	0.1	–	–
	(438) Methylnaphthalene	tons	0.0	0.0	0.0	–	0.0
NOx emissions		tons	139	136	135	141	141
SOx emissions		tons	76	65	64	69	66
VOC (Atmosphere emissions figures)		tons	–	–	–	–	561.7

* The environment information of Meiji Group covers only consolidated subsidiaries in Japan.
FYE 3/2019 figures include Kumamoto Production Center of KM Biologics Co., Ltd., and FYE 3/2020 figures include all business locations of KM biologics Co., Ltd..
*1 Covers only industrial waste in production plants from FYE 3/2019
*2 Figures are changed based on the change of coverage.
*3 Covers five production plants
*4 Covers four production plants
*5 Covers four production plants. From FYE 3/2017 to 3/2020, covers three production plants
*6 In FYE 3/2021, a large number of biodiversity conservation activities that we organize or participate in were cancelled due to COVID-19.
This has led to a decrease in our performance rate during FYE 3/2021
*7 Per unit of sales of Domestic CO_2 emissions (Scope 1, 2)
*8 From FYE 3/2017 to 3/2018, figures are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd, Ltd.
and from FYE 3/2019, figures also include KM biologics Co., Ltd.
*9 The information concerns Meiji Co., Ltd. including consolidated subsidiaries
*10 The information concerns Meiji Seika pharma Co., Ltd. including consolidated subsidiaries
*11 The Ministry of the Environment's database: The Ministry of the Environment's emission source unit database for calculating greenhouse gas emissions through the supply chain
*12 Figures for Meiji Group covers only consolidated subsidiaries in Japan, including KM Biologics Co., Ltd. from FYE 3/2019.
*13 " – " indicates the amount of cheminal substance use is below 1t (the reporting requirement amount).

ESG Data

Society

Human Resources

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of Meiji Group employees		persons	16,726	16,296	17,608	17,571	17,832
	Male	persons	–	–	–	–	12,585
		%	–	–	–	–	71
	Female	persons	–	–	–	–	5,247
		%	–	–	–	–	29
Number of temporary Meiji Group employees		persons	9,654	9,257	9,723	9,234	8,369
Number of employees[*1]		persons	8,517	8,538	9,501	9,463	9,537
	Male	persons	6,657	6,676	7,223	7,140	7,148
	Female	persons	1,860	1,862	2,278	2,323	2,389
Number of temporary employees		persons	4,087	3,899	4,625	4,576	4,659
	Male	persons	1,558	1,506	1,672	1,709	1,812
	Female	persons	2,529	2,393	2,953	2,867	2,847
Average number of consecutive years served		years, months	16.07	16.11	16.10	17.02	17.04
	Male	years, months	17.05	17.09	17.11	18.03	18.04
	Female	years, months	13.10	13.11	13.06	13.12	14.00
Average age of employees		age(YY.MM)	39.07	39.11	39.12	40.05	40.09
	Male	age(YY.MM)	40.05	40.10	41.01	41.05	41.10
	Female	age(YY.MM)	36.04	36.06	36.06	37.03	37.07
Voluntary resignation rate		%	–	–	–	–	1.60
	Voluntary resignation rate for young employees less than 3 years from graduates	%	9.5	9.3	8.9	8.9	11.4
Number of new employees		persons	244	278	356	342	395
	Male	persons	141	174	210	198	256
	Female	persons	103	104	146	144	139
Ratio of female managers		%	2.1	2.6	3.1	3.4	3.7
Number of female managers (including assistant managers)		persons	109	119	171	189	208
Ratio of female executive officers[*2]		%	14.3	14.3	14.3	14.3	14.3
Education and training expense per employee[*3]		yen	36,000	32,000	21,000	34,000	16,000
Education and training hours per employee		hours	–	–	–	–	0.27
Number of employees participated in human rights training [*3 *4]		persons	375	431	372	326	306
Ratio of employees with disabilities[*5]		%	2.10	2.20	2.29	2.28	2.47
Retierment-age employees requesting re-employment[*3]		persons	128	93	83	118	126
Ratio of approved requests of re-employment[*3]		%	100	100	100	100	100

ESG Data

Society

Employee-Friendly Workplaces

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Average monthly hours of overtime per employee		hours	12.5	12.8	13.0	12.7	10.1
Percentage of annual paid vacation days taken by employees		%	56.8	63.8	67.0	71.5	67.3
Number of employees taking childcare leave	Male	persons	24	30	40	68	90
	Female		178	222	248	335	330
Number of employees opting for shortened work hours for childcare	Male	persons	2	2	3	6	7
	Female		200	229	262	385	402
Percentage of employees returning to work within six months after the end of childcare leave		%	100	100	100	100	100
Percentage of employees who continue working after taking childcare leave		%	100	100	98	99	100
Number of employees taking nursing-care leave		persons	6	5	7	12	13
Number of volunteer breaks taken		persons	3	1	5	4	0
Union participation rate[*6]		%	100	100	100	100	100
Number of lost time injuries		incidents	–	–	–	–	–
	Japan	incidents	–	–	14	14	13
	Overseas	incidents	–	–	–	–	–
Lost-time injury frequency rate (LTIFR)[*7]		–	–	–	–	1.14	1.03
	Japan	–	0.47	0.69	0.71	0.86	0.86
	Overseas	–	–	–	–	1.82	1.52
	Average value of Japanese manufacturing industry[*8]	–	1.15	1.02	1.20	1.20	1.21
Lost-time injury severity rate[*9]		–	–	–	–	0.0534	0.0198
	Japan	–	0.0117	0.0328	0.0494	0.0523	0.0214
	Overseas	–	–	–	–	0.0630	0.0031
	Average value of Japanese manufacturing industry[*8]	–	0.07	0.08	0.10	0.10	0.07
Number of work related fatalities[*7]		persons	–	–	–	0	0
	Japan	persons	0	0	0	0	0
	Overseas	persons	–	–	–	0	0

Society

Society

	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Development of health-conscious products	number of products	–	–	47	20	28
Development of value-added nutrition products	number of products	–	–	32	45	46
Development of products that contribute to a super-aged society	number of products	–	–	6	2	2
Use of certified sustainable palm oil	%	0	1	7	21	68
Use of FSC or PEFC certified and post-consumer paper *10	%	–	–	55	60	77

* Until FYE 3/2018, the information of Human Resources in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. From FYE 3/2019, KM Biologics Co., Ltd was also included.

* Until FYE 3/2018, the information of Human Resources in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. From FYE 3/2020, KM Biologics Co., Ltd was also included.

*1 Employees: regular employees in Japan for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. on a stand-alone basis
*2 Figures of Meiji Holdings Co., Ltd.
*3 Figures for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. It also covers KM Biologics Co., Ltd. from FYE 3/2019
*4 The training designed for new employees and promoted employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.
*5 FYE March 2017 and FYE March 2018: Covers Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.
FYE March 2019 and FYE March 2020: Covers Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.
*6 We adopt union shop system in which all employees, except management level employees, of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. are covered.
*7 From FYE 3/2017 to FYE 3/2019, the figures cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production the Meiji Group companies overseas.
Frequency rate of lost-worktime injuries: Lost-worktime accidents/ total labor hour x 1 million

*8 Source: Occipational accident trend survey (Ministry of Health, Labour and Welfare)
*9 From FYE 3/2017 to FYE 3/2019, the figures cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production Meiji Co., Ltd., Group companies overseas.
Lost-Time Injury Severity Rate: Number of lost days / total working hours x 1,000

*10 Covers only Meiji Group in Japan, which includes KM biologics from FYE 3/2020.

Governance

Taxes Paid				
	Unit	FYE 3/2018	FYE 3/2019	FYE 3/2020
Japan	million yen	29,143	30,721	36,038
Overseas	million yen	1,419	1,780	2,071