

05

Financial and Non-Financial Data

- 88 Key Financial and Non-Financial Data for the Last 10 Years
- 90 Consolidated Statement of Financial Position
- 91 Consolidated Statement of Income / Consolidated Statement of Comprehensive Income
- 92 Consolidated Statement of Changes in Equity
- 93 Consolidated Statement of Cash Flows
- 94 Publication of *Integrated Report 2023*
- 95 Editorial Policy / About the Cover / Information Disclosure System
- 96 External Evaluations
- 97 Overview of the Unicharm Group

Key Financial and Non-Financial Data for the Last 10 Years

(Millions of Yen)

	FY2013 (JGAAP)	FY2014 (JGAAP)*2	FY2015 (JGAAP)	FY2016 (JGAAP)	FY2016 (IFRS)**4	FY2017 (IFRS)**4	FY2018 (IFRS)**4	FY2019 (IFRS)**4	FY2020 (IFRS)**4	FY2021 (IFRS)**4	FY2022 (IFRS)**4	
For the Fiscal Period:												
Net sales	599,455	553,661	738,707		710,965	604,653	641,647	688,290	714,233	727,475	782,723	898,022
Overseas sales to net sales ratio	57.7%	64.4%	61.4%		57.7%	58.4%	58.9%	59.8%	62.1%	60.5%	62.9%	66.3%
Cost of sales	331,807	308,421	406,521		376,510	376,842	393,101	423,005	447,495	434,866	469,078	569,422
Gross profit	267,648	245,240	332,186		334,455	227,811	248,546	265,285	266,738	292,609	313,645	328,600
Selling, general and administrative expenses	200,407	183,892	252,250		256,178	148,695	161,707	170,178	176,959	177,865	191,162	209,034
Operating income/Core operating income*5 (IFRS)	67,240	61,347	79,934		78,277	79,116	86,838	95,107	89,779	114,744	122,482	119,566
Current profit/Profit attributable to owners of parent (IFRS)	38,216	32,731	40,511		44,134	46,971	52,772	61,353	46,116	52,344	72,745	67,608
Earnings per share/Basic earnings per share*1 (IFRS) (Yen)	64.10	54.33	67.55		74.29	79.06	89.85	103.73	77.53	87.60	121.78	113.61
Annual cash dividends per share*1 (Yen)	12.67	12.73	14.80		16.00	16.00	20.00	24.00	28.00	32.00	36.00	38.00
Consolidated dividend payout ratio	19.8%	23.4%	21.9%		21.5%	20.2%	22.3%	23.1%	36.1%	36.5%	29.6%	33.4%
Cash Flows												
Cash flows from operating activities	95,659	68,892	85,009		103,604	103,604	98,086	110,867	84,936	150,254	105,253	92,216
Cash flows from investing activities	(58,220)	(36,741)	(68,166)		(42,612)	(42,612)	(38,778)	(113,400)	(69,235)	(41,698)	(79,837)	(7,145)
Free cash flow	37,439	32,151	16,843		60,992	60,992	59,308	(2,533)	15,701	108,556	25,416	85,071
Capital Expenditures												
Capital expenditures	51,908	41,756	47,993		39,436	39,437	33,397	73,688	56,022	39,632	36,552	42,627
Depreciation*3	22,101	20,393	27,343		26,750	27,598	29,345	30,353	38,676	36,165	37,926	41,486
Amortization of goodwill	9,203	3,769	4,640		4,519	—	—	—	—	—	—	—
Research and development expenses	5,265	4,248	5,993		6,070	6,071	6,554	6,621	7,584	7,808	8,184	8,270
Fiscal Year-End:												
Total assets/Total assets (IFRS)	620,419	699,108	702,601		711,541	668,592	736,644	795,483	864,003	893,413	987,655	1,049,218
Property, plant and equipment	204,417	240,082	247,808		244,325	236,629	228,521	240,628	284,105	258,814	271,689	271,662
Current portion of long-term debt/Corporate bonds and borrowings (IFRS)	21,000	5,420	10,757		12,084	61,190	58,000	21,428	27,601	24,202	4,432	16,235
Net assets/Total equity (IFRS)	432,152	492,844	451,091		449,974	414,387	453,029	503,670	542,900	562,653	635,438	708,613
Equity ratio/Ratio of equity attributable to owners of parent (IFRS)	60.3%	60.0%	55.1%		54.4%	52.7%	52.6%	55.5%	54.8%	55.2%	56.5%	59.0%
Number of employees (Persons)	12,795	13,901	15,500		15,843	15,843	15,757	16,207	16,304	16,665	16,308	16,206
Japan (Persons)	2,994	2,994	2,974		3,001	3,001	3,109	3,200	3,244	3,307	3,298	3,257
Overseas (Persons)	9,801	10,907	12,526		12,842	12,842	12,648	13,007	13,060	13,358	13,010	12,949
Performance Indicators:												
Operating profit margin/Core operating income ratio (IFRS)	11.2%	11.1%	10.8%		11.0%	13.1%	13.5%	13.8%	12.6%	15.8%	15.6%	13.3%
Profit margin/Profit attributable to owners of parent ratio (IFRS)	6.4%	5.9%	5.5%		6.2%	7.8%	8.2%	8.9%	6.5%	7.2%	9.3%	7.5%
Gross profit percentage	44.6%	44.3%	45.0%		47.0%	37.7%	38.7%	38.5%	37.3%	40.2%	40.1%	36.6%
SG&A ratio	33.4%	33.2%	34.1%		36.0%	24.6%	25.2%	24.7%	24.8%	24.4%	24.4%	23.3%
ROE: Return on equity/Return on equity attributable to owners of parent (IFRS)	11.5%	8.2%	10.0%		11.4%	13.4%	14.3%	14.8%	10.1%	10.8%	13.8%	11.5%
ROA: Return on assets/Total profit margin before tax on assets (IFRS)	11.8%	9.9%	10.2%		10.2%	11.4%	13.2%	12.0%	8.4%	10.9%	13.0%	11.4%
Business Segments:												
Personal Care Business	515,253	486,960	647,573		619,047	523,116	555,388	599,290	620,742	624,758	672,039	764,908
Partner Animal (Pet) Care Business	78,672	62,564	85,624		85,756	75,390	79,847	82,073	86,977	95,693	104,541	125,312
Other Businesses	5,530	4,136	5,508		6,161	6,147	6,412	6,927	6,514	7,024	6,143	7,802
Geographical Regions:												
Japan	255,767	198,745	287,135		302,851	253,544	266,010	279,589	273,773	292,380	294,853	307,631
Asia	256,253	272,904	341,240		305,099	254,372	275,311	302,866	329,934	323,147	363,719	428,272
Other regions	87,435	82,011	110,331		103,014	96,736	100,326	105,835	110,526	111,947	124,151	162,118
Non-Financial Indicators:												
CO ₂ emissions intensity*6 (tons per millions of yen)	0.70	0.69	0.94		0.97	0.97	0.86	0.82	0.84	0.81	0.72	0.63
Recycling rate of industrial waste at four main plants in Japan*7	99.4%	99.5%	99.5%		99.5%	99.5%	99.5%	99.4%	99.3%	99.6%	99.5%	99.3%
Ratio of traceable forest-derived raw materials*8	—	—	82.0%		83.0%	83.0%	88.8%	91.3%	95.0%	94.3%	97.0%	97.1%
Ratio of traceable palm oil	—	—	—		—	—	—	2.0%	30.7%	85.9%	77.2%	72.2%

Note: JGAAP amounts have been truncated and IFRS amounts have been rounded off.

*1 The Company conducted 1-for-3 stock splits on October 1, 2010 and on October 1, 2014.

Per-share data has been adjusted retroactively to reflect the impact of the stock splits.

*2 Fiscal 2014 was a nine-month transitional period due to a change in the accounting period.

*3 Depreciation includes amortization of goodwill.

*4 Unicharm adopted IFRS starting fiscal 2017 (ended December 31, 2017).

*5 Core operating income refers to gross profit after deducting sales, general and administrative expenses.

*6 CO₂ emissions intensity is calculated as CO₂ emissions (tons) per unit of sales (millions of yen).The Company has steadily expanded the number of countries where it calculates CO₂ emissions.

(The scope of data collection included 19 of our 41 factories in fiscal 2013 and 2014, 28 in fiscal 2015, 30 in fiscal 2016, 31 in fiscal 2017, 34 in fiscal 2018 and 2019, and has included all 41 since fiscal 2020.)

*7 Through fiscal 2018, the recycling rate reflected the three main plants in Japan.

*8 The ratio of traceable forest-derived raw materials for fiscal 2016 is for Japan only. Forest-derived raw materials include pulp, tissue, separators, and airlaid pulp.

Consolidated Statement of Financial Position

(Millions of Yen)

	Fiscal Year Ended December 31, 2021 (As of December 31, 2021)	Fiscal Year Ended December 31, 2022 (As of December 31, 2022)
Assets		
Current assets		
Cash and cash equivalents	187,547	217,153
Trade and other receivables	129,367	152,971
Inventories	89,811	117,590
Other current financial assets	119,752	90,450
Other current assets	21,266	25,592
Total current assets	547,743	603,756
Non-current assets		
Property, plant and equipment	271,689	271,662
Intangible assets	85,407	90,523
Deferred tax assets	13,911	14,860
Investments accounted for using equity method	1,029	597
Other non-current financial assets	65,789	65,753
Other non-current assets	2,086	2,067
Total non-current assets	439,912	445,462
Total assets	987,655	1,049,218
Liabilities and equity		
Liabilities		
Current liabilities		
Trade and other payables	167,241	171,035
Borrowings	33,882	10,787
Income tax payables	13,639	14,600
Other current financial liabilities	5,455	6,645
Other current liabilities	54,233	53,596
Total current liabilities	274,450	256,663
Non-current liabilities		
Borrowings	4,432	16,235
Deferred tax liabilities	24,285	24,940
Retirement benefit liabilities	11,973	12,687
Other non-current financial liabilities	32,727	24,934
Other non-current liabilities	4,349	5,146
Total non-current liabilities	77,767	83,942
Total liabilities	352,217	340,605
Equity		
Equity attributable to owners of parent		
Capital stock	15,993	15,993
Share premium	14,801	15,209
Retained earnings	599,946	644,859
Treasury shares	(68,646)	(83,699)
Other components of equity	(4,454)	26,521
Total equity attributable to owners of parent	557,639	618,883
Non-controlling interests	77,799	89,730
Total equity	635,438	708,613
Total liabilities and equity	987,655	1,049,218

Consolidated Statement of Income

(Millions of Yen)

	Fiscal Year Ended December 31, 2021 (January 1, 2021– December 31, 2021)	Fiscal Year Ended December 31, 2022 (January 1, 2022– December 31, 2022)
Net sales	782,723	898,022
Cost of sales	(469,078)	(569,422)
Gross profit	313,645	328,600
Selling, general and administrative expenses	(191,162)	(209,034)
Other income	3,235	3,052
Other expenses	(7,445)	(7,395)
Financial income	5,211	4,628
Financial costs	(1,507)	(4,143)
Profit before tax	121,977	115,708
Income tax expenses	(38,372)	(37,333)
Profit for the period	83,605	78,375
Profit attributable to		
Owners of parent	72,745	67,608
Non-controlling interests	10,860	10,767
Profit for the period	83,605	78,375
Earnings per share attributable to owners of parent		
Basic earnings per share (Yen)	121.78	113.61
Diluted earnings per share (Yen)	121.69	113.59

Consolidated Statement of Comprehensive Income

(Millions of Yen)

	Fiscal Year Ended December 31, 2021 (January 1, 2021– December 31, 2021)	Fiscal Year Ended December 31, 2022 (January 1, 2022– December 31, 2022)
Profit for the period	83,605	78,375
Other comprehensive income, net of tax		
Items that will not be reclassified to profit or loss		
Net changes in equity instruments measured at fair value through other comprehensive income	(4,108)	(2,191)
Remeasurements related to net defined benefit liabilities (assets)	316	81
Subtotal	(3,792)	(2,109)
Items that may be reclassified to profit or loss		
Net changes in debt instruments measured at fair value through other comprehensive income	(19)	(16)
Changes in fair value of cash flow hedges	25	(25)
Exchange differences on translation in foreign operations	35,729	38,399
Share of other comprehensive income of investments accounted for using equity method	13	7
Subtotal	35,748	38,365
Total other comprehensive income, net of tax	31,956	36,256
Total comprehensive income	115,560	114,631
Total comprehensive income attributable to		
Owners of parent	97,670	98,094
Non-controlling interests	17,890	16,537
Total comprehensive income	115,560	114,631

Consolidated Statement of Changes in Equity

Fiscal Year Ended December 31, 2021 (January 1, 2021–December 31, 2021)

(Millions of Yen)

	Equity attributable to owners of parent						Non-controlling interests	Total equity
	Capital stock	Share premium	Retained earnings	Treasury shares	Other components of equity	Total		
Balance as of January 1, 2021	15,993	13,208	547,259	(54,572)	(28,886)	493,002	69,651	562,653
Profit for the period	—	—	72,745	—	—	72,745	10,860	83,605
Other comprehensive income	—	—	—	—	24,925	24,925	7,031	31,956
Total comprehensive income	—	—	72,745	—	24,925	97,670	17,890	115,560
Purchase of treasury shares	—	—	—	(16,001)	—	(16,001)	—	(16,001)
Disposal of treasury shares	—	360	—	1,784	(244)	1,900	—	1,900
Dividends	—	—	(20,308)	—	—	(20,308)	(9,659)	(29,967)
Change in scope of consolidation	—	—	—	—	—	—	48	48
Share-based payment transactions	—	1,232	—	144	—	1,376	—	1,376
Transfer from other components of equity to retained earnings	—	—	250	—	(250)	—	—	—
Other	—	—	—	—	—	—	(132)	(132)
Total transactions with owners	—	1,592	(20,058)	(14,073)	(494)	(33,033)	(9,742)	(42,775)
Balance as of December 31, 2021	15,993	14,801	599,946	(68,646)	(4,454)	557,639	77,799	635,438

Fiscal Year Ended December 31, 2022 (January 1, 2022–December 31, 2022)

(Millions of Yen)

	Equity attributable to owners of parent						Non-controlling interests	Total equity
	Capital stock	Share premium	Retained earnings	Treasury shares	Other components of equity	Total		
Balance as of January 1, 2022	15,993	14,801	599,946	(68,646)	(4,454)	557,639	77,799	635,438
Profit for the period	—	—	67,608	—	—	67,608	10,767	78,375
Other comprehensive income	—	—	—	—	30,485	30,485	5,771	36,256
Total comprehensive income	—	—	67,608	—	30,485	98,094	16,537	114,631
Purchase of treasury shares	—	—	—	(17,001)	—	(17,001)	—	(17,001)
Disposal of treasury shares	—	223	—	1,832	(146)	1,909	—	1,909
Dividends	—	—	(22,059)	—	—	(22,059)	(9,743)	(31,802)
Equity transactions with non-controlling interests	—	(1,003)	—	—	—	(1,003)	5,136	4,133
Share-based payment transactions	—	1,189	—	115	—	1,305	—	1,305
Transfer from other components of equity to retained earnings	—	—	(635)	—	635	—	—	—
Total transactions with owners	—	409	(22,695)	(15,053)	490	(36,849)	(4,607)	(41,456)
Balance as of December 31, 2022	15,993	15,209	644,859	(83,699)	26,521	618,883	89,730	708,613

Consolidated Statement of Cash Flows

(Millions of Yen)

	Fiscal Year Ended December 31, 2021 (January 1, 2021– December 31, 2021)	Fiscal Year Ended December 31, 2022 (January 1, 2022– December 31, 2022)
Cash flows from operating activities		
Profit before tax	121,977	115,708
Depreciation and amortization expenses	37,926	41,486
Impairment losses	4,757	4,312
Interest and dividend income	(3,592)	(4,577)
Interest expenses	1,276	2,462
Foreign exchange loss (gain)	1,154	3,065
Loss (gain) on sale and retirement of fixed assets	(18)	653
Decrease (increase) in trade and other receivables	(4,718)	(22,910)
Decrease (increase) in inventories	(23,153)	(22,474)
Increase (decrease) in trade and other payables	14,182	(1,265)
Increase (decrease) in other current liabilities	(5,374)	(5,624)
Increase (decrease) in other non-current assets	415	10,099
Other, net	(5,759)	6,242
Subtotal	139,073	127,177
Interest and dividends received	4,286	4,769
Interest paid	(1,332)	(2,327)
Income taxes refund	2,082	164
Income taxes paid	(38,856)	(37,567)
Net cash provided by (used in) operating activities	105,253	92,216
Cash flows from investing activities		
Payments into time deposits	(51,454)	(72,673)
Proceeds from withdrawal of time deposits	47,376	111,679
Purchase of property, plant and equipment, and intangible assets	(34,671)	(32,950)
Proceeds from sale of property, plant and equipment, and intangible assets	769	38
Long-term loan advances	(21)	(2,875)
Purchase of financial assets measured at amortized cost	(8,330)	(6,766)
Purchase of financial assets measured at fair value through profit or loss	(13,000)	(18,000)
Purchase of equity instruments measured at fair value through other comprehensive income	(13,191)	(642)
Purchase of debt instruments measured at fair value through other comprehensive income	(12,673)	(2,118)
Proceeds from sale and redemption of financial assets measured at amortized cost	—	1,000
Proceeds from sale and redemption of financial assets measured at fair value through profit or loss	5,000	12,100
Proceeds from sale and redemption of equity instruments measured at fair value through other comprehensive income	37	30
Proceeds from sale and redemption of debt instruments measured at fair value through other comprehensive income	400	4,000
Purchase of shares of subsidiaries and associates	(318)	—
Proceeds from sale of shares of subsidiaries and associates	213	—
Other, net	26	34
Cash flows from investing activities	(79,837)	(7,145)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	7,115	4,481
Proceeds from long-term borrowings	—	4,032
Repayments of long-term borrowings	(3,000)	(20,507)
Repayments of lease liabilities	(5,235)	(5,641)
Payments for purchase of treasury shares	(16,001)	(17,001)
Dividends paid to owners of parent	(20,301)	(22,053)
Dividends paid to non-controlling interests	(9,659)	(9,743)
Proceeds from share issuance to non-controlling interests	—	2,870
Proceeds from exercise of employee share options	1,900	1,909
Cash flows from financing activities	(45,180)	(61,652)
Effect of exchange rate changes on cash and cash equivalents	7,789	6,186
Net increase (decrease) in cash and cash equivalents	(11,975)	29,606
Cash and cash equivalents at beginning of period	199,522	187,547
Cash and cash equivalents at end of period	187,547	217,153

Publication of *Integrated Report 2023*



Unicharm has defined its purpose as contributing to the achievement of the Sustainable Development Goals (SDGs). To that end, the Company aims to contribute to local communities by addressing environmental and social issues through the sustainable growth of its businesses. Framing this purpose more specifically in terms of achieving our desirable future of a cohesive society, we used backcasting to formulate medium- to long-term environmental, social, and governance (ESG) goals and Kyo-sei Life Vision 2030, which we are promoting in concert with the 11th Medium-Term Management Plan.

With a focus on the contents and progress of the targets and initiatives set forth in Kyo-sei Life Vision 2030 and the 11th Medium-Term Management Plan, *Integrated Report 2023* presents our value creation process, key strategies, and financial and non-financial information, such as ESG-related information, in a detailed and easy-to-understand manner to give stakeholders a better understanding of our current situation. In particular, on the topic of human resources (human capital)—the source of our value creation—the report describes in detail our Groupwide training programs and efforts to become an organization that makes the best use of our human resources. Presenting the activities of employees, Unicharm's human resources, in their own words gives readers a sense of the Company's sustainability. Such accounts are designed to show readers that Unicharm is developing the next generation of human resources to lead the Company into the future under an organizational climate, culture, and system that continuously develops human resources who will open new avenues going forward.

Integrated Report 2023 was produced with the cooperation of a wide range of departments within the Company from both financial and non-financial perspectives, led by the ESG Promotion Department. In my capacity as the executive officer in charge of ESG matters with responsibility for compiling the report, I have confirmed the validity of the compilation process and the contents thereof. I hope the report will serve to strengthen dialogue with all of our stakeholders, including shareholders and investors, by communicating how we address social issues and seek to continuously improve our corporate value while contributing to society. We welcome your candid opinions and requests regarding the report.

Going forward, we expect unpredictable conditions, such as soaring raw materials prices, accelerating inflation, and global financial instability, to persist in the external environment. Despite these challenges, we will contribute to the creation of a sustainable society and achieve growth over the medium to long term by steadily promoting efforts to address environmental and social issues.

Kenji Ueda

Executive Officer and General Manager of ESG Division
(Executive officer in charge of ESG matters with responsibility for compiling *Integrated Report 2023*)

Editorial Policy

In compiling *Integrated Report 2023*, we referred to the International Integrated Reporting Framework* of the International Financial Reporting Standards Foundation (IFRS Foundation), the Guidance for Collaborative Value Creation 2.0 issued by Japan's Ministry of Economy, Trade and Industry, and other guidelines.



* This framework was published by Value Reporting Foundation (VRF), which was formed by the merger of the International Integrated Reporting Council (IIRC) and the Sustainability Accounting Standards Board (SASB). The VRF has now consolidated into the IFRS Foundation.

Period and Scope of Coverage

Period of coverage: Fiscal 2022 (January 1, 2022 to December 31, 2022). However, the report also covers information on activities held prior to and after this period, in addition to future targets.

Scope of coverage: Primarily Unicharm Group companies (Unicharm Corporation and consolidated subsidiaries in Japan and overseas). However, the report also covers information on certain non-consolidated subsidiaries and affiliated companies. Moreover, in this report, "Unicharm" and "the Company" refer to the Unicharm Group. Company names are listed individually when there is a need to specify the scope.

Caution Regarding Forward-Looking Statements

In addition to factual information on the Unicharm Group's past and present performance and business activities, *Integrated Report 2023* includes forward-looking statements on strategies, plans, results, and other matters. These statements have been prepared based on information available as of the time of writing. Please be aware that, due to a variety of factors, our actual business performance and activity results may differ significantly from the information presented in this report.

Information Disclosure System

Investor Relations	ESG / Sustainability
Investor Relations https://www.unicharm.co.jp/en/ir.html	Sustainability https://www.unicharm.co.jp/en/csr-eco.html Kyo-sei Life Vision 2030 https://www2.unicharm.co.jp/english/csr/kyoseilifevision/index.html GRI Standards Comparison Table https://www.unicharm.co.jp/en/csr-eco/gri.html SASB Content Index https://www.unicharm.co.jp/en/csr-eco/sasb.html
Annual Securities report https://www.unicharm.co.jp/en/ir/library/securities.html	Sustainability Report https://www.unicharm.co.jp/en/csr-eco/report.html
Presentation Materials for Investors https://www.unicharm.co.jp/en/ir/library/investors.html	Corporate Governance Report https://www.unicharm.co.jp/en/company/corporate-governance.html
Integrated Report https://www.unicharm.co.jp/en/ir/report.html	

About the Cover



As a company that helps ensure the mental and physical well-being of each consumer, Unicharm aims to contribute to the realization of a cohesive society in which people of all ages can live their lives together in the way that they wish. To help further this objective, we support Paralym Art in their efforts to foster social participation and financial independence. Accordingly, we have used artwork created by artists with disabilities on the covers of our integrated and sustainability reports. Unicharm has supported Paralym Art since 2016, and 2023 marks the eighth year of this partnership.

Title: Spring
Artist: KOTO

"In *Spring*, I used the warmth of colored pencils to depict the flowers and fruits of the season and various creatures coming to life. I hope that this picture puts those who look at it into a spring-like mood of softness and warmth."




External Evaluations

Unicharm has been included as a constituent of indexes of Japanese stocks* selected and adopted by the Government Pension Investment Fund (as of March 31, 2023).


The Company will continue working to exercise appropriate business management and endeavoring to communicate highly transparent information on the outcomes of its business activities to ensure its consistent inclusion in major environmental, social, and governance (ESG) indexes. Through these efforts, we will strive to achieve the sustainable growth in our corporate value that all our stakeholders expect.

Inclusion in ESG Indexes and Evaluations (As of March 31, 2023)




* ◆ indicates the relevant indexes

◆ FTSE4Good Index Series 	An index developed by FTSE Russell that selects companies that demonstrate specific ESG practices https://www.ftserussell.com/products/indices/ftse4good
◆ FTSE Blossom Japan Index 	An index developed by FTSE Russell that selects Japanese companies that demonstrate specific ESG practices https://www.ftserussell.com/products/indices/blossom-japan
◆ FTSE Blossom Japan Sector Relative Index 	A new index developed by FTSE Russell in March 2022 that selects Japanese companies based on their ESG ratings, giving particular weight to the climate governance and climate change efforts of those with high greenhouse gas emissions https://www.ftserussell.com/products/indices/blossom-japan

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Unicharm Corporation has been independently assessed, and has satisfied the requirements to become a constituent member of the FTSE4Good Index Series, the FTSE Blossom Japan Index, and the FTSE Blossom Japan Sector Relative Index. Created by the global index provider FTSE Russell, these indices were designed to measure the performance of companies demonstrating strong environmental, social, and governance practices, and are used by a wide variety of market participants to create and assess responsible investment funds and other financial products.

◆ MSCI ESG Leaders Indexes 	Indexes created by MSCI Inc. of the United States that select companies with high ESG ratings https://www.msci.com/msci-esg-leaders-indexes
◆ MSCI Japan ESG Select Leaders Index 2023 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX	An index that selects Japanese companies with relatively high ESG ratings within their respective industries https://www.msci.com/documents/10199/5c0017c6-3dd9-41a5-ac67-a8ffa1356121
◆ MSCI Japan Empowering Women Index (WIN) 2023 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)	An index that selects Japanese companies with high gender diversity scores and that promote women's participation and advancement https://www.msci.com/eqb/methodology/methodology_MSCI_Japan_Empowering_Women_Index_Methodology_Apr2018.pdf

The inclusion of Unicharm Corporation in any MSCI index, and the use of MSCI logos, trademarks, service marks, or index names herein, does not constitute a sponsorship, endorsement, or promotion of Unicharm Corporation by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

◆ S&P/JPX Carbon Efficient Index 	Developed by S&P Dow Jones Indices and Japan Exchange Group, Inc., the S&P/JPX Carbon Efficient Index measures the performance of companies in the Tokyo Stock Price Index, overweighting or underweighting companies based on their disclosure of environmental information and their carbon efficiency (carbon emissions per unit of revenue).
◆ Bloomberg Gender-Equality Index (GEI) 	An index by Bloomberg L.P. of the United States that selects companies committed to information disclosure on gender and to efforts to achieve gender equality
◆ CDP 	Ratings by CDP, an international not-for-profit charity that strives to create sustainable societies by conducting questionnaires and disclosing information on the environment for investors, companies, cities, states, and regions.

◆ CDP 2022 Supplier Engagement Leader 	Companies responding to the CDP climate change questionnaire that have achieved the highest Supplier Engagement Rating scores are recognized as supplier engagement leaders.
◆ SOMPO Sustainability Index 	An index operated by Sompo Asset Management Co., Ltd. that selects approximately 300 Japanese companies with consistently strong ESG practices for use in its SOMPO Sustainable Management investment product
◆ JPX-Nikkei Index 400 	Comprising companies with high appeal for investors that meet requirements of global investment standards, such as efficient use of capital and investor-focused management perspectives, this stock price index was developed to promote Japanese companies both in Japan and overseas and invigorate the stock market.
◆ ESG Finance Awards Japan 	Unicharm was selected as an Environmentally Sustainable Company in the Fourth ESG Finance Awards, sponsored by the Ministry of the Environment. As well as assessing and recognizing investors, institutional investors, and other entities that have engaged proactively in ESG finance and green projects and made outstanding social and environmental impacts, these awards also assess and recognize companies that have incorporated key environment-related opportunities and risks into their management strategies both to enhance corporate value and achieve positive outcomes for the environment.
◆ DX-Certified Operator 	Under this program, the Ministry of the Environment certifies companies that are ready to promote digital transformation (DX) and that have a vision and systems in place for realizing society transformation through digital technology. Unicharm achieved its status as a DX-Certified Operator in 2022.
◆ Sports Yell Company 2023 	The Japan Sports Agency awards this title to companies that proactively support and encourage sports activities to promote the health of employees.
◆ 2023 Certified Health & Productivity Management Outstanding Organizations Recognition Program (Large Enterprise Category) 	The Ministry of Economy, Trade and Industry and NIPPON KENKO KAIGI certifies companies that practice excellent health and productivity management.
◆ Human Capital Leaders 2022 	These comprise companies with outstanding human capital management initiatives and information disclosure selected from the 500 enterprises that responded to the Human Capital Survey 2022 conducted jointly by HR Research Institute, HR Technology Consortium, and MS&AD InterRisk Research & Consulting, Inc. between October 7, 2022, and December 2, 2022.
◆ 4th Platinum Career Awards 	Unicharm received the Excellence Award at the 4th Platinum Career Awards sponsored by Mitsubishi Research Institute's Initiative for Co-creating the Future. The Platinum Career Awards recognize companies that support the development of "platinum careers" that allow employees to learn autonomously and refine and use their skills in their own careers while addressing social issues.
◆ Awards for Good Practices of Consumer-Oriented Management 	Unicharm received the Minister of State's Commendation Award at the 2022 Awards for Good Practices of Consumer-Oriented Management in recognition of its development of Unicharm Face Visible Mask and Mamypoko Extra Dry Protect and its horizontal recycling initiatives for disposable diapers.

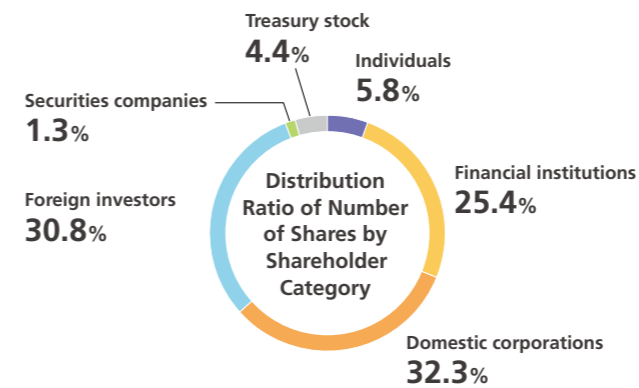
Overview of the Unicharm Group

Company Profile (As of December 31, 2022)

Corporate Name	Unicharm Corporation
Date of Establishment	February 10, 1961
Capital	¥15,993 million
Head Office	Sumitomo Fudosan Mita Twin Bldg. West Wing, 3-5-27, Mita, Minato-ku, Tokyo, Japan (until June 2023) Sumitomo Fudosan Tokyo Mita Garden Tower, 3-5-19, Mita, Minato-ku, Tokyo (from July 2023)
Registered Company Office	182 Shimobun, Kinsei-cho, Shikokuchuo-City, Ehime, Japan
Number of Employees	16,206 (on a consolidated basis)
Major Business Lines	Wellness care products Partner animal (pet) care products Feminine care products Baby care and childcare products Kirei care products Commercial-use food packaging materials
URL	https://www.unicharm.co.jp/en/home.html

Stock Information (As of December 31, 2022)

Listed Stock Exchange	Prime Market of the Tokyo Stock Exchange
Securities Code	8113
Total Number of Stocks Authorized	827,779,092
Total Number of Stocks Issued	620,834,319 (including 27,560,827 shares of treasury stock)
Transfer Agent	Mitsubishi UFJ Trust and Banking Corporation
Independent Auditor	PricewaterhouseCoopers Aarata LLC KPMG AZSA LLC replaced PricewaterhouseCoopers Aarata LLC on March 24, 2023 following the conclusion of the latter's term of office.
Total Number of Shareholders	32,220 people



Primary Consolidated Subsidiaries and Affiliates (As of December 31, 2022)

Japan	Unicharm Products Co., Ltd. Unicharm Kokko Nonwoven Co., Ltd. Cosmotec Corporation Uni-charm Mölnlycke K.K. Unicare Corporation Peparlet Co., Ltd.
Asia (Excluding Japan)	United Charm Co., Ltd. Uni-Charm (Thailand) Co., Ltd. LG-Unicharm Co., Ltd. Unicharm Consumer Products (China) Co., Ltd. PT. UNI-CHARM INDONESIA Tbk Uni-Charm Corporation Sdn. Bhd. Unicharm India Private Limited Diana Unicharm Joint Stock Company DSG International (Thailand) Public Co., Ltd.
Others	Uni.Charm Mölnlycke B.V. Unicharm Gulf Hygienic Industries Co. Ltd. Unicharm Australasia Holding Pty Ltd. The Hartz Mountain Corporation
Total	51 subsidiaries and affiliates

Major Shareholders

Shareholder Name	No. of Shares Held (Thousands of Shares)	Ratio of Shareholding (%)
UNITEC CORPORATION	154,957	26.1
THE MASTER TRUST BANK OF JAPAN, LTD. (TRUST ACCOUNT)	69,585	11.7
TAKAHARA FUND LTD (TRUST ACCOUNT)	28,080	4.7
CUSTODY BANK OF JAPAN LTD. (TRUST ACCOUNT)	24,743	4.2
THE IYO BANK, LTD	15,300	2.6
NIPPON LIFE INSURANCE COMPANY (RETIREMENT BENEFIT ACCOUNT TRUST / HIROSHIMA BANK ACCOUNT)	12,189	2.1
THE MASTER TRUST BANK OF JAPAN, LTD. (RETIREMENT BENEFIT ACCOUNT TRUST / HIROSHIMA BANK ACCOUNT)	12,101	2.0
BNYMSANV RE MIL RE FIRST SENTIER INVESTORS ICVC-STEWART INVESTORS ASIA	10,893	1.8
PACIFIC LEADERS SUSTAINABILITY FUND		
THE BANK OF NEW YORK MELLON AS DEPOSITARY BANK FOR DEPOSITARY RECEIPT HOLDERS	9,206	1.6
JP MORGAN CHASE BANK 385632	7,112	1.2

Notes:
1. The number of shares was rounded off for shareholdings less than 1,000.
2. The shareholdings ratio was calculated by deducting treasury shares (27,560,827) shares.