

TRANSLATION FOR REFERENCE PURPOSES ONLY

This notice has been translated from the original Japanese text of the timely disclosure statement dated September 30, 2020 and is for reference purposes only. In the event of any discrepancy between the original Japanese and this translation, the Japanese text shall prevail.



September 30, 2020

To whom it may concern

Listed Company Name: Unicharm Corporation
Company Representative: Takahisa Takahara,
President and Chief Executive Officer
(Code Number: 8113; First Section, Tokyo Stock Exchange)
Contact Person: Hirotatsu Shimada,
Executive Officer, General Manager of
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**Notice Concerning Completion of Payment for Disposal of Treasury Shares and Partial Forfeiture of
Rights for Restricted Share-Based Remuneration to
Employees of Unicharm Corporation and Its Subsidiaries**

Unicharm Corporation (hereinafter the “Company”) hereby announces that, as resolved at its Board of Directors meeting held on March 25, 2020, the payment process was completed today for the disposal of treasury shares as restricted share-based remuneration.

Moreover, the initially planned number of allottees, the number of shares disposed of, and the total disposal amount were changed due to a partial forfeiture. The Company therefore also announces the details of the change.

For details regarding this matter, please refer to “Notice Concerning Disposal of Treasury Shares as Restricted Share-Based Remuneration to Employees of Unicharm Corporation and Its Subsidiaries” released on March 25, 2020.

1. Change to the Overview of the Disposal of Treasury Shares (Changed Sections Are Underlined)

| | After Change | Before Change |
|--|--|--|
| (1) Class and Number of Shares Disposed of | Common shares of the Company: <u>1,561,100</u> shares | Common shares of the Company: 1,593,100 shares |
| (2) Disposal Amount | ¥3,631 per share | ¥3,631 per share |
| (3) Total Disposal Amount | <u>¥5,668,354,100</u> | ¥5,784,546,100 |
| (4) Allottees, Number Thereof and Number of Shares Disposed of | Employees of the Company: <u>1,025,400</u> shares to be allotted to <u>1,713</u> persons Employees of subsidiaries of the Company: <u>535,700</u> shares to be allotted to <u>1,416</u> persons | Employees of the Company: 1,049,900 shares to be allotted to 1,753 persons Employees of subsidiaries of the Company: 543,200 shares to be allotted to 1,437 persons |
| (5) Disposal Date | September 30, 2020 | September 30, 2020 |

2. Reason for Change

The difference in the planned number of allottees and the planned number of shares disposed of is due to 40 employees of the Company and 21 employees of its subsidiaries forfeiting their rights as allottees after the time the disposal of treasury shares was decided.

3. Outlook

The impact of this change on the earnings results for the current fiscal year is negligible.

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