

Contents

Overview of Unicharm Group	003
Editorial Policy/Contents	004
Message from the President & CEO	005
Unicharm Group's COVID-19 Initiatives	008
Kyo-sei Life Vision 2030	010
Unicharm Group Sustainability	017
Key Topics	022
Key Topic: Safeguarding the Well-being of Individuals	023
Key Topic: Safeguarding the Well-being of Society	026
Key Topic: Safeguarding the Well-being of Our Planet	028
Key Topic: Unicharm Principles	031
Environment	
Environmental Management	033
Climate Change	039
Pollution Prevention and Resource Utilization	050
Supply Chain (Environment)	054
Biodiversity	057
Water Resources	060
Activity Results	062
Site Data	065
Human Rights	071
Responsibility to Our Customers	
Communicating with Customers	075
Research & Development	080
Quality	082

Labor Standards

View Concerning Human Resources	086
Personnel Utilization and Training	088
Respect for Diversity	090

Health and Safety 093

Human Resources Data 097

Local Community

Our Attitude toward Social Contribution and Its Structures	098
Social Contributions through Business Activities	098
Community-based Social Contribution Activities (Japan)	101
Community-based Social Contribution Activities (Overseas)	103

Supply Chain (Society)

Approach to Materials Procurement	106
Management Structure	108
Initiatives	110

Shareholders and Investors

Basic Policy on Returns to Our Shareholders	111
Information Disclosure for Our Investors	111
Status of Inclusion in ESG Indexes	111

Governance

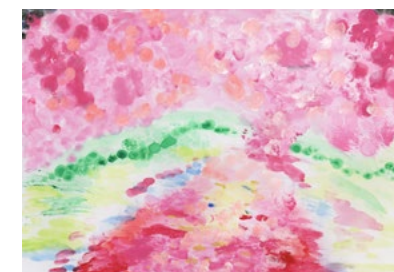
Corporate Governance	112
Compliance	120
Risk Management	122
Tax Compliance	128

Third Party Assurance Report	129
------------------------------------	-----

List of Awards and Commendations Received in Fiscal 2020	130
--	-----

Explanation of the Cover

Our Vision is based on the “NOLA & DOLA” concept which stands for “Necessity of Life with Activities & Dream of Life with Activities”. Unicharm aims to provide each and every “consumer” with products that offer mental and physical support to bring about a “cohesive society” in which people of all ages can spend their lives in the way they so wish. As one activity toward fulfilling this objective, we support the efforts of “Paralym Art” to facilitate social participation and financial independence of artists with disabilities and we use works drawn by them. We have supported “Paralym Art” since 2016 and this marks our sixth year.



Cover Title: “Sakura”
hatsuka

I create acrylic and watercolor paintings based on the themes of the realm between fantasy and reality. My art emphasizes color in the hopes of conveying the image in my mind and the expressions of my heart. I would like to continue creating art so that my works can soothe others' hearts.

Thoughts about the work “Sakura”

There is a large cherry tree in full bloom and a path covered in cherry blossom petals with the cherry blossoms cloaking everything in sight. It is my hope that we can live gracefully like these cherry blossoms.