

Communities

Social Contribution Activities

203-1, 203-2, 413-1

Our Basic Approach and Strategy

Based on its policy of contributing to society through its business activities, Unicharm operates its business by underscoring the importance of both business activities and social contribution activities. By providing products and services that are tailored to the distinctive features of each country and region, particularly those in which it operates, the Company will resolve the issues of society, create employment opportunities, and contribute to each region through other means, in its quest to become a company that is loved by people across the globe.

► Policy on Social Contribution Activities

At Unicharm, we recognize the importance of coexisting with local communities through our business activities. Therefore, particularly in fields, countries, and regions where we have fostered deep connections through our business activities, we will help resolve regional issues and achieve sustainability by earnestly confronting the issues in each region and promoting various social contribution activities that benefit these communities.

Key Areas of Social Contribution Activities

- Health
- Regional contributions
- Support for disaster-affected areas

Management Structure

In Japan, each division and Group company takes the initiative in running its business activities. Overseas, local subsidiaries in each country and region lead community-based social contribution activities. The ESG Committee, chaired by the president & CEO, discusses and decides on the Group's policies for social contributions.

P.010 ESG Promotion Structure

Initiatives and Results

Spending on Social Contribution Activities

In 2022, Unicharm spent a total of ¥189.9 million on social contribution activities, of which ¥71.2 million was in the form of donations.

Support for Ukraine

To provide humanitarian assistance to the affected residents of Ukraine and those who have fled to neighboring regions, Unicharm donated €500,000 through the United Nations High Commissioner for Refugees (UNHCR). In addition, disposable baby diapers, sanitary pads, disposable adult diapers, and other Unicharm products were donated as relief supplies to local governments that have declared their intention to accept refugees and host countries such as Poland. We also donated ¥1,151,000 to Ukraine through UNHCR by way of our Matching Fund employee participation initiative.

P.110 Matching Fund (Support for Disaster-Affected Areas)

► Main Social Contribution Activities in 2022

[Health]

Support for Healthcare and Welfare Facilities

- Indonesia: Unicharm donated 300 cases of disposable baby diapers to Rachel House, a pediatric palliative care service facility, on a monthly basis.
- Indonesia and India: Unicharm held a blood drive, through which approximately 130 employees made blood donations.
- India: Unicharm's employees donated daily necessities to the elderly and people with disabilities.
- Thailand: Unicharm donated 16 cases of disposable adult diapers to organizations for the elderly.
- Thailand: Unicharm donated food and daily necessities to nursing homes and elementary schools in communities nearby its factories.
- Japan: Unicharm donated 20 wheelchairs and 10,000 masks to the Sapporo City Council of Social Welfare in cooperation with Tsuruha Holdings Inc.
- Japan: Unicharm donated 100 masks (*Unicharm Face Visible Mask*) to Comekko 5th Anniversary, a family-oriented sign language event.
- Brazil: Unicharm donated disposable baby diapers (for approx. 750 babies) and baby wipes (for approx. 160 babies) to orphanages and organizations in support of children with disabilities.
- Brazil: Unicharm donated disposable adult diapers (for approx. 80 people) to support facilities for the elderly.
- South Korea: Unicharm participated in volunteer activities, such as physical education activities at special education schools.
- South Korea: Unicharm donated sanitary pads and disposable adult and baby diapers (88,000 in total) to support facilities for the elderly.

Support for Pink Ribbon Activities

- Japan: Unicharm has sponsored this activity for 15 consecutive years. We continue to promote awareness of Pink Ribbon activities through our corporate website and product packaging and have donated a portion of the sales from certain products.
- Indonesia: Unicharm has supported this activity in cooperation with a local breast cancer foundation and the Ministry of Health of the Republic of Indonesia. We continue to promote awareness of Pink Ribbon activities through our corporate website and product packaging.

P.110 Pink Ribbon Activities (Health)

Menarche and Menstruation Education

- All countries and regions of operation: Unicharm conducted classes on menarche and menstruation.
- P.019** Support for a Society Where Gender and Sexual Orientation Do Not Restrict People's Activities
- Tanzania: Unicharm visited to Sakura Girls Secondary School, a school established by the Japanese government, and provided students with sanitary pads.

Maternity and Parenting Classes

- Myanmar: Unicharm held a seminar for pregnant women to learn about proper nutrition during pregnancy and the proper use of disposable diapers in accordance with their baby's development stage.
- Japan: Unicharm conducted Childcare Leave for All, a parenting class for Company employees.

Continence Care Education

- Japan: Unicharm conducted seminars with local communities and educational institutions on incontinence and continence care (38 times in total, attended by 1,993 people).
- Taiwan–Greater China: Unicharm held a lecture on continence care for around 430 medical professionals in cooperation with the Taiwanese Continence Society.
- Indonesia: Unicharm assisted pilgrims through the distribution of guidebooks for Mecca pilgrimages and samples of disposable adult diapers (for approx. 100,000 people).

Support for Partner Animals (Pets)

- United States: Unicharm donated products (totaling US\$332,000) to animal shelters.
- United States: 16 Unicharm employees participated in a volunteer activity to transfer dogs and cats from overcrowded animal shelters to other facilities to ensure that they were placed in an environment conducive to finding new families.
- Indonesia: Unicharm donated cat continence care products to cat shelters.
- South Korea: Unicharm donated 54,000 partner animal (pet) care products to the Korea Animal Protection Society.

[Regional Contributions]

Sponsorship of Childcare Support

- Japan: Unicharm provided diapers to parents of newborn babies in Kakegawa City (Shizuoka Prefecture) and Shibushi City and Osaki Town (Kagoshima Prefecture).
- Japan: Unicharm sponsored the Smiles Child-Rearing Support Project held in Ehime Prefecture and a program to provide disposable baby diapers in Shikokuchuo City (Ehime Prefecture).
- Thailand: Unicharm donated 109 cases of disposable baby diapers to an orphan support foundation.

Support for Supply Shortages

- Taiwan–Greater China: Unicharm donated around one million sanitary pads to junior and senior high schools in New Taipei City, where its local subsidiary is located, and to women in impoverished households.
- China: Unicharm donated sanitary pads to impoverished households in Qingpu District and Changning District, where its local subsidiaries are located.
- China: Unicharm donated masks (1,868 cases), disposable baby diapers (500 packs), disposable adult diapers (1,620 cases), and sanitary pads (for 19,900 people) to Jilin Province and Shanghai, where its local subsidiaries are located, to address the supply shortage stemming from COVID-19 lockdowns.
- South Korea: Unicharm donated sanitary pads and disposable baby diapers (15,000 in total) in cooperation with an organization fighting to end poverty.

Support for Female Entrepreneurs

- India: Unicharm provided assistance to 130 female entrepreneurs through Project Jagriti, a program that supports women in the rural regions of the country.
- P.110** Supporting the Financial Independence of Women (Regional Contributions)

Cleanup Activities and Garbage Separation Classes

- Malaysia: Unicharm conducted cleanup activities (attended by 20 employees) in regions where its production facilities are located.
- Indonesia: Unicharm held classes on the theme of garbage separation at elementary schools (for 30 students) in the Special Capital Region of Jakarta.
- Japan: Unicharm conducted classes at Shibushi Elementary School in Shibushi City, Kagoshima Prefecture, (for 42 students) and Kodomo Trust Seminar (for 17 students) to educate the future of our society on the recycling of used disposable diapers.
- P.043** Raising Awareness about Proper Disposal of Used Products

Regional Contributions through Sports

- Japan: Unicharm has been a “top partner/cohesive society partner” of J3 League professional soccer team FC Imabari since 2020.
- Japan: Unicharm sponsored the 2022 Unicharm Trophy Ehime International Open Tennis Tournament, an Association of Tennis Professionals (ATP)-certified event.
- Japan: Unicharm is a sponsor and supporter of the Fukushima Red Hopes, a professional baseball team based in Fukushima Prefecture that plays in the Route Inn Baseball Challenge League of the Japan Independent Baseball League.

Regional Revitalization

- Japan: Unicharm's products were selected as thank-you gifts for the Furusato Nozei (hometown tax return) program in Tanagura Town (Fukushima Prefecture), Kakegawa City (Shizuoka Prefecture), Nabari City (Mie Prefecture), Itami City (Hyogo Prefecture), Kanonji City (Kagawa Prefecture), and Kanda Town (Fukuoka Prefecture), where its production facilities are located.

[Support for Disaster-Affected Areas]

Disaster Relief and Ongoing Support of Disaster-Affected Areas

- Japan: Unicharm has organized the Matching Fund, an employee participation initiative, since 2011.
- P.110** Matching Fund (Support for Disaster-Affected Areas)
- Indonesia: Unicharm donated 50 cases of its products to an evacuation center in the Pasaman District of West Sumatra Province as a result of earthquakes that hit the area.
- Indonesia: Unicharm donated 4,160 disposable baby diapers, 672 sanitary pads, 2,400 light-incontinence pads, 1,760 disposable adult diapers, and 28,800 masks to areas affected by the earthquakes in West Java Province.

Pink Ribbon Activities (Health)

Pink Ribbon activities, which have spread throughout the world, help raise awareness about the importance of the early detection and proper treatment of breast cancer and are supported by Unicharm at a global level. The year 2022 was Unicharm's 15th year of supporting Pink Ribbon activities in Japan. We set up a special Pink Ribbon website that provides basic information about breast cancer and self-examination methods for early detection. In addition, a portion of the sales from products marked with a specially designed Pink Ribbon logo was used to cosponsor symposiums and other Pink Ribbon activities. Internally, to facilitate our employees' physical and mental health and productivity, we designated October of each year as Pink Ribbon Month when employees wear Pink Ribbon badges to raise awareness of breast cancer with their families and those close to them. As an early prevention measure for breast cancer, Unicharm provides all female employees with a breast cancer screening, which is paid for in full by the Company. Meanwhile, our subsidiary in Indonesia has collaborated with a local breast cancer foundation and the country's Ministry of Health to support local Pink Ribbon activities. Through the packaging of *Charm* brand sanitary pads and our corporate website, we encourage customers to conduct self-checks regularly after menstruation, widely communicating the importance of early detection and appropriate treatment of breast cancer. This importance is also stressed to our employees, for whom we hold briefings on periodic self-checks.



Supporting the Financial Independence of Women (Regional Contributions)

In 2021, our subsidiary in India collaborated with PURE India Trust, a local NGO, to launch Project Jagriti* in support of women living in rural areas of the country. Along with raising awareness about the use of sanitary pads, the project aims to provide women in India's rural areas with opportunities to obtain jobs, thereby promoting the financial independence of women by creating employment opportunities through Unicharm's products. In 2022, the project selected and supported 130 female entrepreneurs in the Bulandshahr district of Uttar Pradesh and the city of Sikar in the state of Rajasthan, and these women have secured steady income through this project. Moreover, as part of this project, those selected as entrepreneurs hold workshops to build understanding of menstruation among women in these places. In 2022, over 9,800 women were able to learn about how menstruation works and how to use sanitary pads correctly.

* The meaning of Jagriti is "to awaken."



Shops established by female entrepreneurs



Activity to raise awareness of menstruation

Matching Fund (Support for Disaster-Affected Areas)

Our Matching Fund* and Super Cool Biz and Warm Biz employee dress code activities were launched immediately after the 2011 Great East Japan Earthquake to provide ongoing support for disaster relief and to reduce environmental impacts through electricity conservation and eco-friendly activities that employees can undertake themselves. In the 12 years up to 2022, a total of 25,982 employees have participated in these activities. To date, the Matching Fund donations have been used to provide assistance to areas affected by the Great East Japan Earthquake, donations and supplies to various other disaster-stricken areas around the world, and support to Ukraine.

* An employee participation initiative that provides a donation equivalent to the amount paid by employees to purchase original Unicharm-branded items of clothing, including polo shirts and jumpers that can be worn at work

P.108 Support for Ukraine