

External Partnerships and Evaluations

External Partnerships

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Unicharm engages in business activities by drawing on its partnerships with external organizations and feedback from stakeholders while referring to various international guidelines.

◆ United Nations Global Compact

Unicharm supports the Ten Principles of the United Nations Global Compact and has participated in this initiative since May 2006.



Human Rights	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>
Labour	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>
Environment	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>
Anti-Corruption	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>

The Ten Principles of the UN Global Compact

◆ Sustainable Development Goals (SDGs)



◆ Key Reference Frameworks

• COSO • ISO 9001 • ISO 14001 • ISO 10002 • ISO 13485 • ISO 14971

◆ Women's Empowerment Principles

In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

◆ 30% Club Japan



◆ UN Women Unstereotype Alliance Japan National Chapter



◆ The Valuable 500



◆ Task Force on Climate-related Financial Disclosures (TCFD)



P.049 Disclosure Based on TCFD Recommendations

◆ Science Based Targets initiative (SBTi)



◆ Japan Climate Initiative (JCI)



◆ Eco Rail Mark



◆ Japan Partnership for Circular Economy (J4CE)



◆ Green x Digital Consortium



◆ Plastics Smart



◆ Re-Style Partner Company



◆ Plastic Circular Challenge 2025



◆ Forest Stewardship Council® (FSC®)



責任ある森林管理
のマーク
FSC® N002492

◆ Programme for the Endorsement of Forest Certification (PEFC)



UnicharmはPEFC
の認証を通じて世界の
持続可能な森林管理
の促進を支援して
います

◆ Roundtable on Sustainable Palm Oil (RSPO)



◆ Sedex



◆ Declaration of Partnership Building



◆ My Declaration of Human Rights



◆ Tokyo Metropolitan Government Barrier-Free Support Company



◆ Declaration of Full Childcare Leave for Male Employees



◆ Good Practices of Consumer-Oriented Management



◆ SDGs for Regional Revitalization Public-Private Partnership Platform



私たちは持続可能な開発目標 (SDGs) を支援しています。

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

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

◆ FTSE4Good Index Series



◆ FTSE Blossom Japan Index



◆ FTSE Blossom Japan Sector Relative Index



◆ MSCI ESG Leaders Indexes



◆ MSCI Japan ESG Select Leaders Index

2023 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

◆ MSCI Japan Empowering Women Index (WIN)

2023 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

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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.

* ◆ indicates the relevant indexes

◆ S&P/JPX Carbon Efficient Index



◆ Bloomberg Gender-Equality Index



◆ CDP

P037 CDP Rating



◆ CDP 2022 Supplier Engagement Leader



◆ Sompo Sustainability Index



◆ JPX-Nikkei Index 400



◆ ESG Finance Awards Japan



◆ DX-Certified Operator



◆ Sports Yell Company 2023



◆ 2023 Certified Health & Productivity Management Outstanding Organizations Recognition Program (Large Enterprise Category)



◆ Human Capital Leaders 2022



◆ 4th Platinum Career Awards



◆ Award for Good Practices of Consumer-Oriented Management



Other External Evaluations

A list of recognition we received from third parties in 2022:

Month (2022)	Name and Description	Implementing Organization	Recipient
Feb.	Uni-Charm (Thailand) Co., Ltd., is ranked the 49th best company to work at by WorkVenture, a job search company in Thailand	WorkVenture	Uni-Charm (Thailand) Co., Ltd.
Feb.	Unicharm is recognized at the 7th Consumer-Oriented Activities Awards for its <i>Unicharm Face Visible Mask</i>	Association of Consumer Affairs Professionals (ACAP)	Unicharm Corporation
Feb.	Unicharm is ranked 29th in Best Japan Brands 2022 Ranking	Interbrand	Unicharm Corporation
Mar.	The <i>Bobby</i> brand is recognized as a "Top 10 Best Brand of LazMall" at the Lazada "Birthday of Century 10th"	Lazada	Diana Unicharm Joint Stock Company
Apr.	Unicharm is ranked first in the five categories of Best CEO, Best CFO, Best IR Professional, Best IR Program, and Best ESG in the All-Japan Executive Team 2022 rankings and selected as a Most Honored Company	Institutional Investor LLC	Unicharm Corporation
Apr.	Unicharm is ranked first in product ranking and in seven categories of overall manufacturer ranking in the Buyer Survey for disposable adult diapers	Nikkei MJ	Unicharm Corporation
Apr.	Unicharm Products' Kyushu Factory is awarded the Marine Transport Modal Shift Grand Prize at the Eco-Ship Modal Shift Excellent Business Awards 2021	Eco-Ship Modal Shift Project Executive Committee and the Maritime Bureau of the Ministry of Land, Infrastructure, Transport and Tourism	Joint recognition of Unicharm Products Co., Ltd.'s Kyushu Factory, Sumitomo Seika Chemicals Company, Limited, Hitachi Transport System, Ltd., and VANTEC Corporation
June	The <i>Bobby</i> brand is selected as the Most Impressive Performing Brand 2021 at the Brands & Partners Conference 2022	Shopee Mall	Diana Unicharm Joint Stock Company
June	Unicharm Products receives the Advanced Technology Award at the 23rd Logistics Environment Awards	Japan Association for Logistics and Transport	Joint recognition of Unicharm Products Co., Ltd., Sumitomo Seika Chemicals Company, Limited, Imoto Lines, Ltd., Hitachi Transport System, Ltd., and VANTEC Corporation
Aug.	PT Uni-Charm Indonesia receives the Bisnis Indonesia Award in the Household Product Sector category at the Bisnis Indonesia Awards 2022	Bisnis Indonesia	PT. UNI-CHARM INDONESIA Tbk
Sept.	<i>MamyPoko</i> is selected for Best Practice	Lazada	PT. UNI-CHARM INDONESIA Tbk
Oct.	Unicharm is ranked 41st in Nikkei BP's 3rd ESG Brand Survey	Nikkei Inc.	Unicharm Corporation
Oct.	<i>Sofy Unbleached Sanitary Pads</i> is awarded the Grand Prize in the Feminine Hygiene Products category for the third year in a row at Consumers' Choice 2022	Chuo SUNDAY	LG-Unicharm Co., Ltd.
Nov.	Unicharm receives an overall rating of four stars in the 6th Nikkei Smart Work Management Survey	Nikkei Inc.	Unicharm Corporation
Dec.	Sofy #NoBagForMe Project receives a Winners Award at the Japan Branding Awards 2022	Interbrand	Unicharm Corporation