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Our Basic Approach and Strategy

Preparation of Sustainability Report 2025

Unicharm's *Sustainability Report* communicates the Company's sustainability activities, focusing on the results of its medium- to long-term ESG goals, Kyo-sei Life Vision 2030. For *Sustainability Report 2025*, we strived to further improve the contents from the previous year, particularly from the viewpoint of disclosing information on the environment (E), society (S), and governance (G).

In preparing this report, we referred to the United Nations (UN) Global Compact, GRI Standards, and other sources, while incorporating information that reflects the global needs of society for sustainability reports. Moving forward, we will take measures to continuously enhance the quality of our sustainability report to cater to the needs of our stakeholders. We hope that you take the time to read this report in conjunction with *Integrated Report 2025*.

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Coverage

The scope of *Sustainability Report 2025* covers the Unicharm Group, including Unicharm Corporation and its domestic and overseas consolidated subsidiaries, but also contains information on certain non-consolidated subsidiaries and affiliated companies. In the report, "Unicharm" or "the Company" refers to "the Unicharm Group." Company names are stated individually as needed to specify scope. Please refer below for the scope of environmental data aggregation.

P135 Environmental Data > Environmental Management > Sites for which data has been compiled

Intended Audience

All Unicharm stakeholders inclusive of customers, shareholders, investors, business partners, and employees

Reporting Period

January 1, 2024 to December 31, 2024 (the report focuses on results from 2024 and includes some of the latest information from 2025)

Date of Issue


July 2025

Next issue scheduled for July 2026 (previous issue: July 2024)

Reference

"Sustainability" section of Unicharm's corporate website

Independent Assurance

Unicharm has received independent assurance from KPMG AZSA Sustainability Co., Ltd. for the environmental information contained in this report. Environmental performance indicators that have received independent assurance are indicated with a 

P154 Independent Assurance Report

Reference Guidelines

- GRI Standards
(GRI disclosure numbers have been noted for each corresponding disclosure item)
- Environmental Reporting Guidelines 2018 of the Ministry of the Environment
- TCFD Recommendations
- SASB Standards

United Nations (UN) Global Compact

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



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

The Ten Principles of the UN Global Compact

Information Disclosure System

