

# External Evaluations

Unicharm has been selected as a constituent of all six ESG indices for Japanese stocks,\* adopted by the Government Pension Investment Fund (as of March 31, 2025). We will continue to carry out appropriate business management and ensure highly transparent communication of our business results, in order to continue to be selected for key ESG indices and enhance our corporate value in line with the expectations of all stakeholders.

\* ESG indices for Japanese stocks adopted by the Government Pension Investment Fund are indicated with a ♦.

## ▶ Index Inclusion and Evaluation (as of March 31, 2025)

### FTSE4Good Index Series



FTSE4Good

An index developed by FTSE Russell of the United Kingdom that selects companies meeting ESG criteria  
<https://www.lseg.com/en/ftse-russell/indices/ftse4good>

### ♦ FTSE Blossom Japan Index

FTSE Blossom  
Japan Index

An index developed by FTSE Russell of the United Kingdom that selects Japanese companies with superior ESG performance  
[https://www.lseg.com/ja/ftse-russell/indices/blossom-japan \(in Japanese only\)](https://www.lseg.com/ja/ftse-russell/indices/blossom-japan (in Japanese only))

### ♦ FTSE Blossom Japan Sector Relative Index

FTSE Blossom  
Japan Sector  
Relative Index

A new index developed by FTSE Russell of the United Kingdom in March 2022 that selects Japanese companies based on their ESG ratings, giving particular weight to the climate governance and climate change efforts of those with high greenhouse gas emissions  
[https://www.lseg.com/ja/ftse-russell/indices/blossom-japan \(in Japanese only\)](https://www.lseg.com/ja/ftse-russell/indices/blossom-japan (in Japanese only))

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Unicharm Corporation has been independently assessed, and has satisfied the requirements to become a constituent member of the FTSE4Good Index Series, the FTSE Blossom Japan Index, and the FTSE Blossom Japan Sector Relative Index. Created by the global index provider FTSE Russell, these indices were designed to measure the performance of companies demonstrating strong environmental, social, and governance practices, and are used by a wide variety of market participants to create and assess responsible investment funds and other financial products.

### ♦ S&P/JPX Carbon Efficient Index



Developed by S&P Dow Jones Indices and Japan Exchange Group, Inc., the S&P/JPX Carbon Efficient Index measures the performance of companies in the Tokyo Stock Price Index, overweighting or underweighting companies based on their disclosure of environmental information and their carbon efficiency (carbon emissions per unit of revenue).

### ♦ Morningstar Japan ex-REIT Gender Diversity Tilt Index



An index by Morningstar, Inc. of the United States that uses gender equality scores provided by Equileap to measure the performance of companies that have instilled their gender diversity policies into their corporate culture and of companies that are committed to providing equal opportunities to employees, regardless of gender. Unicharm received a rating of Group 1, the highest of five levels.

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### SX Brand 2024



Unicharm was selected by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for SX Brand 2024, which recognizes a group of progressive companies that have enhanced their ability to generate sources for sustainable growth and improved their corporate value through sustainability transformation (SX). SX is an initiative to synchronize the sustainability of society with the sustainability of companies by conducting the necessary management and business reforms in order to achieve long-term sustainable increases in corporate value.

### MSCI ESG Leaders Indexes\*



Indexes created by MSCI Inc. of the United States that select Japanese companies with comparatively high ESG ratings within their respective industries  
<https://www.msci.com/msci-esg-leaders-indexes>

\* The MSCI ESG Leaders Indexes were renamed the MSCI Selection Indexes in February 2025.

### ♦ MSCI Nihonkabu ESG Select Leaders Index

2025 CONSTITUENT MSCI NIHONKABU  
ESG SELECT LEADERS INDEX

An index created by MSCI Inc. of the United States that selects Japanese companies with comparatively high ESG ratings within their respective industries  
<https://www.msci.com/documents/10199/f1498635-6bf7-efa0-8905-93c66eb75e06>

### MSCI Japan ESG Select Leaders Index

2025 CONSTITUENT MSCI JAPAN  
ESG SELECT LEADERS INDEX

An index created by MSCI Inc. of the United States that selects Japanese companies with comparatively high ESG ratings within their respective industries  
<https://www.msci.com/documents/10199/5c0017c6-3dd9-41a5-ac67-a8ffa1356121>

### ♦ MSCI Japan Empowering Women Index (WIN)

2025 CONSTITUENT MSCI JAPAN  
EMPOWERING WOMEN INDEX (WIN)

An index created by MSCI Inc. of the United States that selects Japanese companies with high gender diversity scores and that promote women's participation and advancement  
<https://www.msci.com/documents/10199/4c513b87-a805-45a3-a8b0-ee95a5f11f16>

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### JPX-Nikkei Index 400



The JPX-Nikkei Index 400 is composed of companies with high appeal for investors, which meet requirements of global investment standards, such as efficient use of capital and investor-focused management perspectives. The index is jointly calculated and published by JPX Market Innovation & Research and Nikkei.

### Sompo Sustainability Index



Sompo Sustainability Index

An index operated by Sompo Asset Management Co., Ltd. that selects approximately 300 Japanese companies with consistently strong ESG practices for use in its Sompo Sustainable Management investment product

### CDP



Ratings by CDP, an international not-for-profit charity that strives to create sustainable societies by conducting questionnaires and disclosing information on the environment across the globe  
 In fiscal 2024, Unicharm was selected for CDP's A List, its highest rating, in all three areas of climate change, forests, and water security.