

TRANSLATION FOR REFERENCE PURPOSES ONLY

*This notice has been translated from the original Japanese text of the timely disclosure statement dated February 13, 2025 and is for reference purposes only. In the event of any discrepancy between the original Japanese and this translation, the Japanese text shall prevail.*



February 13, 2025

To whom it may concern

Listed Company Name: Unicharm Corporation  
Company Representative: Takahisa Takahara,  
Representative Director  
President and Chief Executive Officer  
(Code Number: 8113; Prime Market, Tokyo Stock Exchange)  
Contact Person: Hirotatsu Shimada,  
Senior Managing Executive Officer,  
General Manager of Accounting  
Control and Finance Division  
Telephone Number: +81-3-3451-5111

**Notice Concerning Plan for Disposal of Treasury Shares as Restricted Share-Based Remuneration**

Unicharm Corporation (hereinafter the “Company”) hereby announces that the Company plans to dispose of treasury shares as stock compensation in the current fiscal year under the Restricted Share-Based Remuneration Plan (hereinafter the “Plan”) approved at the 60th Annual Meeting of Shareholders held on March 25, 2020.

At this time, the total amount of payment reasonably expected for the disposal of treasury shares to be allocated to Directors of the Company (excluding Outside Directors) and Executive Officers of the Company (excluding Expatriates) and Senior Associate Officers of the Company in the current fiscal year under the Plan is 325,288,000 yen. (The total amount of payment for the disposal of treasury shares allocated under the Plan in the previous fiscal year was 346,233,420 yen.)

Further details will be announced as soon as they are decided.

END