

FOR IMMEDIATE RELEASE

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Kao Is Selected for Inclusion in the 2022 Bloomberg Gender-Equality Index

Kao Corporation has been selected for inclusion in the 2022 Bloomberg Gender-Equality Index (GEI), marking the fourth consecutive year it has been included since 2019. The GEI identifies companies that have demonstrated outstanding performance in the area of gender reporting and measures to advance gender equality. In 2022, a total of 418 companies from 45 different countries and regions were chosen to be included in the GEI.



In recent years, it has become increasingly common for investors and business enterprises to utilize environmental, social and governance (ESG) related data as an important reference when evaluating companies and making assessments of risk, performance, etc. The Bloomberg Gender-Equality Index is a modified market capitalization-weighted index designed to track the performance of public companies committed to transparency in gender-data reporting. The GEI measures gender equality across five areas: female leadership and talent pipeline; equal pay and gender pay parity; inclusive culture; anti-sexual harassment policies; and pro-women brand.

Regarding Kao's inclusion in the 2022 Bloomberg Gender-Equality Index, Hideki Mamiya, Senior Vice President for Human Capital Development, noted that "Kao aims to provide new value for society by leveraging diversity to generate vitality. To this end, we welcome individual employees' diverse personalities and values, and as an organization we strive to fully mobilize their individual passions and capabilities. Going forward, we will also endeavor to enhance the transparency of our activities while continuing to broadly promote Diversity & Inclusion (D&I)."

In April 2019, Kao launched its ESG strategy, the Kirei Lifestyle Plan, and the creation of inclusive and diverse workplaces is one of the prioritized actions of the Plan. By integrating D&I promotion

and other ESG factors into company management, Kao aims to develop its business and deliver enhanced products and services to consumers and society. With this socially conscious ethos, Kao will create a Kirei life for all—providing care and enrichment for the life of all people and the planet.

About Bloomberg

Bloomberg, the global business and financial information and news leader, gives influential decision-makers a critical edge by connecting them to a dynamic network of information, people and ideas. The company's strength – delivering data, news and analytics through innovative technology, quickly and accurately – is the core of Bloomberg Professional Services (<https://www.bloomberg.com/professional/>). For more information, visit www.bloomberg.com or request a demo (https://www.bloomberg.com/professional/request-demo/?utm_source=bbg-pr&bbgsum=dg-ws-core-pr).

About the Kirei Lifestyle Plan

Over the past 130 years, Kao has worked to improve people's lives and help them realize more sustainable lifestyles—a Kirei Lifestyle. The Japanese word 'kirei' describes something that is clean, well-ordered and beautiful, all at the same time. The Kao Group established its ESG strategy, the Kirei Lifestyle Plan in April 2019, which is designed to deliver the vision of a gentler and more sustainable way of living. By 2030, Kao aims to empower at least 1 billion people, to enjoy more beautiful lives and have 100% of its products leave a full lifecycle environmental footprint that science says our natural world can safely absorb.

For more information please, click <https://www.kao.com/global/en/sustainability/>

About Kao

Kao creates high-value-added products that enrich the lives of consumers around the world. Through its portfolio of over 20 leading brands such as *Attack*, *Bioré*, *Goldwell*, *Jergens*, *John Frieda*, *Kanebo*, *Laurier*, *Merries*, and *Molton Brown*, Kao is part of the everyday lives of people in Asia, Oceania, North America, and Europe. Combined with its chemical division, which contributes to a wide range of industries, Kao generates about 1,400 billion yen in annual sales. Kao employs about 33,000 people worldwide and has 130 years of history in innovation. Please visit the Kao Group website for updated information.

<https://www.kao.com/global/en/>

Media inquiries should be directed to:

Corporate Strategy
Kao Corporation
Tel.: +81-3-3660-7043

<Related Information>

■ Bloomberg Gender-Equality Index (GEI)

<https://www.bloomberg.com/gei>

■ Kao launches new ESG Strategy “Kirei Lifestyle Plan” to support consumer lifestyle changes

<https://www.kao.com/global/en/news/sustainability/2019/20190422-001/>

■Kao's New Challenges for the Future: Accelerating Purposeful Business Commitment with ESG

<https://www.kao.com/global/en/news/business-finance/2019/20190926-001/>

■Kao Sustainability website

<https://www.kao.com/global/en/sustainability/>