

FOR IMMEDIATE RELEASE

March 9, 2022

Kao Selected as a Health & Productivity Stock Selection Brand for the Eighth Consecutive Year

Also Recognized as a Certified Health & Productivity Management Outstanding Organization under the Large Enterprise Category (White 500) for the Sixth Consecutive Year

Kao Corporation was selected by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE), for the eighth consecutive year, as a Health & Productivity Stock Selection brand among listed companies in recognition of its outstanding health-conscious management. Kao was also recognized by METI, for the sixth consecutive year, as a Certified Health & Productivity Management Outstanding Organization (White 500) for its outstanding practice of health-conscious management.

The program for selecting health and productivity management brands was launched in 2015 through joint cooperation between METI and TSE as part of the activities of the Japan Revitalization Strategy. The program recognizes companies that set the management of employee health as a corporate management issue and actively implement relevant strategies.

White 500 was jointly established by METI and the Nippon Kenko Kaigi in 2017 to recognize large organizations, including listed companies, that practice the health and productivity management in collaboration with health insurance society members and other associations.



Kao's activities

Based on the Kao Group Health Declaration established in 2008, Kao is engaged in health management toward achievement of K25, the Kao Group Mid-term Plan. In addition, as part of Kao's ESG strategy—the Kirei Lifestyle Plan that launched in April 2019, Kao is promoting "Employee Wellbeing & Safety," which is one of the Plan's 19 leadership actions.

Part of Kao's health solution program, the Kao GENKI Project, brings together in-house health care knowledge and visualization technology. The project also offers services outside the company and is being used to improve the health of local communities and other companies. In addition, to promote health management company-wide, health administration staff and persons with responsibility for health administration are assigned to each business location and branch office and coordinate with industrial health staff. The Health Promotion Management System, which has been in operation since FY 2009, compiles statistical health data (medical interviews, health check-ups, occupations, diseases, etc.) in a way that is not personally identified. This data is also provided 19 health consultation rooms throughout Japan to help enable drafting and implementation of plans based on actual conditions in each area.

Currently, based on changes in work style and lifestyle, Kao is helping create "new normal" of using a hybrid of in-person and online services. Kao also proposes activities personalized for individuals and utilizes the online community to advance efforts to connect people in far-away places and increase mutual wellbeing through its original health platform GENKI-WEB.

In the future, by integrating ESG into the core of its company management, Kao will drive business growth and better serve consumers and society through its enhanced products and services. 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.

*"Health and Productivity Management" is a registered trademark of the Workshop for the Management of Health on Company and Employee.

<Related Information>

Ministry of Economy, Trade and Industry Announces Companies Selected for "2022 Health & Productivity Stock Selection"

http://www.meti.go.jp/policy/mono_info_service/healthcare/kenko_meigara.html (Japanese)

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 1,420 billion yen in annual sales. Kao employs about 33,500 people worldwide and has 135 years of history in innovation. Please visit the Kao Group website for updated information.

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