

FOR IMMEDIATE RELEASE

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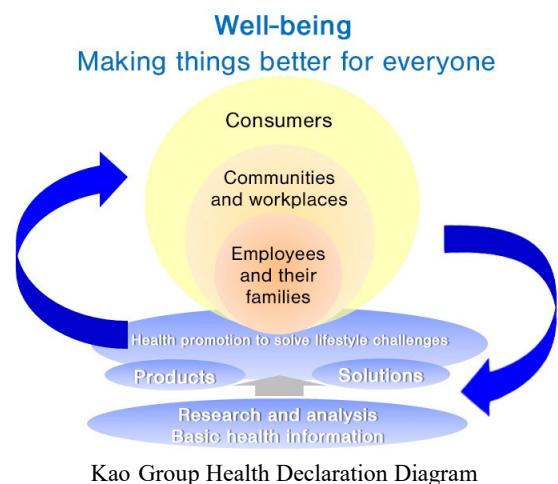
Kao Revises the Kao Group Health Declaration April 7 is Established as Kao Group Health Day

As part of Kao Group Mid-term Plan 2025 “K25,” Kao has announced that it will advance its health management initiative based on the ESG strategy, Kirei Lifestyle Plan, to a new stage and will revise the Kao Group Health Declaration. Going forward, Kao will proactively present excellent examples of its efforts and knowledge to communities, workplaces and consumers to support the realization of healthy and enriched lives for all.

In addition, April 7 was established as Kao Health Day. It was set to coincide with World Health Day, which commemorates when the World Health Organization (WHO) was created; April 7, 1948. Kao actively supports improving the health of employees and their families, and aims to send a message that Kao supports the health and lives of people around the world.

The Kao Group Health Declaration

Along with promoting healthy bodies, we are striving for the expansion of reliable healthcare based on evidence from inside and outside the company for not only employees and their family but also for communities, workplaces and consumers. Together we will realize healthy and enriched lives for all.



To achieve the goals of its Mid-term Plan “K25,” Kao has been using the “Kao Group Health Declaration” established in 2008 as a base as well as the analysis of basic health information from inside and outside the company and health care knowledge to develop products and solution services. Kao has incorporated those products and solution services into its health and productivity management plan and has grown through practical health promotion activities in which employees and their families participate. 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.

In the future, Kao plans to greatly expand this initiative to communities, workplaces and consumers, and aims to create healthy and enriched lives together with everyone involved in Kao.

The main initiatives of the declaration are as follows.

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

The three initiatives of the Kao Group Health Declaration

■ Together with consumers

- Offer products and healthcare solutions that consumers use in their daily lives.

■ Together with communities, workplaces

- Proactively present excellent examples of Kao’s efforts to communities and workplaces.

■ Together with employees and their families

- Proactively support the health promotion efforts of employees and their families and strive for the creation of a vibrant and active work place.

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.

<Related Information>

■Kao Group Health Declaration

<https://www.kao.com/jp/corporate/sustainability/our-approach-to-klp/health-declaration/>(Japanese)

<https://www.kao.com/global/en/sustainability/our-approach-to-klp/health-declaration/>(English)

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

<https://www.kao.com/global/en/news/business-finance/2022/20220309-001/>

■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/>