

Overview of Social Contribution Activities

Theme

Creating an environment and developing human resources to nurture the next generation

Activity Guidelines

- Conduct activities that play a role in nurturing the next generation
- Conduct activities aimed at contributing to the development of regional communities and culture
- Conduct activities that protect and nurture the environment to promote a sustainable society
- Conduct activities that promote a barrier-free society as a form of social support
- Conduct activities that make effective use of Kao's resources
- Create an atmosphere in which every employee can participate in community activities as a good citizen

Creating an Environment and Developing Human Resources to Nurture the Next Generation

To pass on a better environment to the next generation, Kao promotes environmental conservation and aims to encourage the development of people who are committed to protecting and nurturing the environment.

Environment

To support brighter futures for our children, Kao supports education by leveraging our unique resources and strengths.

Education

On the path to a sustainable society, we promote initiatives that harmonize with local requirements and address specific social issues, working hand in hand with NGOs and other representatives of diverse communities.

Community

Employee Participation Activities

Support of the Arts

The Kao Foundation for Arts and Sciences

The Kao Foundation for Arts and Sciences intends to contribute to development and promotion of Japanese arts and sciences through such measures as providing grants and awards.

<http://www.kao-foundation.or.jp/>

1. Environmental Activities

In the area of environmental activities, Kao is engaged in the Kao Creating Forests for Everyone program and the FURUSATO Environment Conservation Project in Northern Thailand. Kao also conducted the Post Tsunami Monitoring Project as an employee participation program to support recovery of the area affected by the Great East Japan Earthquake.

Kao Creating Forests for Everyone Program

Kao Creating Forests for Everyone is a core program of the “eco together” with Society activities and a program to create bountiful green environments and develop people committed to protecting and nurturing the environment for the benefit of the generations to come.

Kao invites NPOs and citizen groups from around Japan working to create forests and provide environmental education to apply, and each year selects about 20 projects in total in the areas of forestation and environmental education to receive three years of ongoing support. The recipients of this support use the grants from Kao to fund their activities. Kao also creates opportunities for exchanges among support recipients and with Kao to support the further expansion of activities.

The program operates in partnership with the Organization for Landscape and Urban Green Infrastructure and has provided support to a cumulative total of 411 groups from 2000 to 2015. This represents more than 10% of the approximately 3,000 forest creation groups recognized by prefectures in Japan. Kao is also contributing to resolving various challenges faced by modern society and building better communities through these environmental conservation activities.

<Activities in 2015>

- In recognition of continued activities, awarded a commendation of merit for urban greening in fiscal 2015 urban greening and urban park development, conservation, and beautification campaigns from the Ministry of Land, Infrastructure, Transport and Tourism
- New support started for 20 groups



- Conducted informational interviews with 17 groups that began receiving support in fiscal 2014 and continued grant support after verifying the status of their activities

FURUSATO Environment Conservation Project in Northern Thailand

Aiming to stop the rapid deforestation and destruction taking place in Northern Thailand as well as improve the environmental problems including water and smoke pollution resulting from this, the FURUSATO Environment Conservation Project is a core program of “eco together” activities conducted outside Japan.

The Project is planting native trees over a total of 35 hectare in Chiang Khong, Chang Rai Province, Northern Thailand, over five years beginning in 2012. At the same time, the Program is conducting environmental education to develop human resources to protect and nurture the environment. The Program is partnering with the Organization for Industrial, Spiritual, and Cultural Advancement in Japan (OISCA Japan), a public benefit corporation, and the OISCA Thailand Chapter to have local residents take part in sustained management and conservation of forested lands as well as to generate employment. So far, a cumulative total of 28 hectares of land have been planted with 34,000 native trees.



<Activities in 2015>

- Planted 8,000 trees over 7 ha
- Held a tree-planting event on July 24, 2015. Including people from government agencies, local residents and elementary students, and employees from Kao Group companies, 400 people participated in the event and planted 6,000 trees. Kao Group supported the event and gave products to participants
- Conducted exchanges between members of the community and Kao Group members
- Tree planting and environmental education activities were conducted as planned. The survival rate of the trees exceeds 70%, and they are being managed appropriately

Other Environmental Activities

<Supporters of Kao Creating Forests for Everyone>

- University students selected from an application process interview NPOs and citizen groups engaged in forest creation activities and write articles about them, which are published online. Kao provides opportunities for the students to study how to write articles and develop related skills
- The activities aim to develop the skills of the university students and widen the circle of support for NPOs and other groups by communicating the significance of forest creation activities
- Cumulative since 2006: 86 participants, visited 87 groups
- Fiscal 2015: Conducted a survey of past participants and receiving groups. Former student reporters also re-interviewed participating groups. Published the brochure "Collaboration between an NPO and Business Enterprises Helps to Cultivate the Next Generation and Bring Together People from Different Generations—the Forest-creating Efforts of the 'Supporters of Kao Creating Forests for Everyone' Program." The program concluded in fiscal 2015 after completing its missions

<Post Tsunami Monitoring Project>

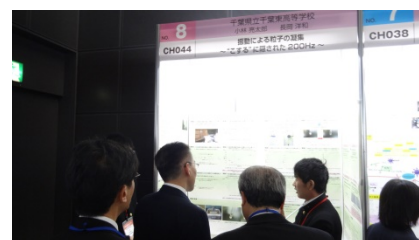
- Employees participate as volunteers and support field research to study biodiversity conservation in wetlands and rice paddies damaged in the tsunami following the Great East Japan Earthquake (Sponsor: Earthwatch Japan, a certified specified nonprofit organization)
- Activities aimed at supporting reconstruction of the disaster-affected region, biodiversity conservation, and promoting employee understanding of biodiversity conservation
- Fiscal 2015: 10 people participated in 5 projects
- Cumulative since 2013: 28 participants
- Feedback from participating employees:
 - "It was a rare and valuable opportunity to talk to people who are involved in different lines of work and different environments. I learned an immense amount over the 2 days and gained an understanding of the diversity of society and ways of thinking."
 - "It was refreshing and a lot of fun to interact with passionate researchers and young people with high ambitions."
 - "I learned the importance of thinking about what I learned through these activities and taking this back to where I live to consider what I can do and what needs to be protected and take action."

2. Educational Activities

Kao conducts Supporting science education, Kao Earthwatch Teachers' Fellowships, and an educational program offering lessons at schools as part of its educational activities. Teaching materials related to the lessons are also provided to schools.

Supporting science education /JSEC and Science experiment workshops

The JSEC, Japan Science and Engineering Challenge, is a science and engineering independent research contest for high school students sponsored by the Asahi Shimbun Company and TV Asahi Corporation. Kao has been a co-sponsor of the contest since 2005 and presents the Kao Award and the Kao Special Incentive Award. In the awards screening process, Kao conducts an internal preliminary screening and takes part in the final screening committee that decides the award winners after listening to poster presentations by the high school contestants. Kao also gives comments and feedback from its researchers to high school students in the preliminary screening.



The school that receives the Kao Award is granted the right to enter an international contest held in the United States, and the school that receives the Kao Special Incentive Award is awarded a study tour and exchange with Kao researchers. To date, a total of 15 schools have received the awards.

Cooperated in events held at societies and associations and provided lectures and science experiment workshops led by researchers, too.

<Activities in 2015>

- Invite students and teachers from the 2 award-winning schools of JSEC2014 to the Wakayama Plant for a study tour
- Presentation of the Kao Award and Kao Special Incentive Award on JSEC2015
- As 2015 marked the 10th year of Kao's co-sponsorship, conducted a survey of past award recipients and award-winning schools and reviewed the activities to date. The survey and review revealed the personal growth and positive effects at schools that were achieved, as well as the large expectations placed on companies

From the survey (excerpt):

- Leads to the growth of participants, motivation to continue research, and selection of STEM-based educational paths
- Improves clarification of research issues and recognition of the utility of science and engineering in society
- Positive influence on improving interest from communities in school operations
- Effective screening based on a corporate perspective
- Conducted twice with the participation of 7 employees serving as instructors

Kao Earthwatch Teachers' Fellowship

The program offers funding and support for people with the goal of protecting biodiversity. Teachers who practice environmental education participate in the program with the goal of having them take their experiences back and share them with children and their communities.

The certified specified non-profit organization Earthwatch Japan partners with Kao to conduct the program, which provides teachers with opportunities to volunteer in overseas field research sponsored by the NGO Earthwatch. The teachers then bring the experiences and impressions gained on location back to their schools and communities and incorporate them into environmental education. Since 2004, a cumulative total of 70 projects and 128 teachers have received support through the program.



Feedback from teachers:

- "It was highly beneficial for me to gain a concrete understanding of the purpose of environmental field research. It is a real-world case that shows how scientific knowledge and skills play a role in society. I would like to use this experience to consider together with students the significance of studying science."
- "I did not expect to get to experience the joy of learning another language through volunteering. English education has been introduced at elementary schools (in Japan), and I feel that it is very important for teachers to have this kind of overseas experience."

- “I learned the importance of thinking backward from the goal to take action, such as how we should co-exist together with nature in the future. I want to prompt children to think about what kind of earth they want to have in the future.”

<Activities in 2015>

- Support awarded to 9 teachers, who participated in 5 projects
- Held a briefing on the teachers’ activities at Kao (October 24, 2015)
- Participating teachers gave reports to whole grades and their entire schools beyond just the classes they are in charge of. Information on their experiences and environmental education practices was shared in a briefing
- The teachers who participated in the fiscal 2015 activities gave lessons and lectures to more than 1,000 students (from after the 2015 activities to March 2016)

Educational Program offering lessons at schools

Employees visit schools as instructors to conduct lessons on Hand Washing, House Cleaning, the Environment, and Universal Design. Activities aimed at cultivating children’s zest for life in fields closely connected to Kao’s business.

Kao also provides teaching materials that can be used in lessons. These include the Hand Washing lesson, House Cleaning lesson, “eco together” diaries for fourth graders, and “A comfortable, environmentally conscious life” for use in junior high school home economics classes.

<Activities in 2015>

- Four lessons were conducted at a total of 223 schools, with approximately 17,000 students and 1,100 employees participating
- Provided teaching materials for home economics, Hand Washing lessons and House Cleaning lessons to a total of 274 schools. “eco together” diaries were also provided to 515 schools

3. Community Activities

Kao's community activities include holding Kao Family Concerts and conducting the Kao Social Entrepreneurship Schools program. Kao also conducts activities to remove barriers to information, the starting point of Kao's corporate citizenship activities, and makes product donations to welfare facilities.

Kao Social Entrepreneurship Schools

Kao supports the development of young social entrepreneurs, who will become the leaders of the next generation, in order to pass on a sustainable society to the next generation.

Specifically, Kao offers support to young social entrepreneurs who attempt to solve social issues that involve families by using business approaches. Conducted in cooperation with the NPO ETIC., support for the application and screening process and program operations is provided in partnership with multiple companies through the Social Entrepreneurship Initiative.* Over about six months, entrepreneurs selected for the program receive opportunities to get advice from experts and mentor entrepreneurs as well as receive support to get their business venture on a growth track.



A total of 18 groups of social entrepreneurs have received support since 2010.

*In addition to Kao, NEC and, from fiscal 2015, NN Life Insurance support the program as official partners.

Through exchanges between employees and social entrepreneurs, we aim to deepen understanding of social issues and cultivate an entrepreneurial spirit within the company.

<Activities in 2015>

- Support for 3 groups of social entrepreneurs

- ① Natsuki Kiyosuke, Representative Director, Charity Santa (specified non-profit corporation)

Business description: "Arranging for Santa Claus to help children in single-parent families build up their self-esteem, with a new target of helping 10,000 people in one year"



- ② Isana Nakayama, Representative Director, Chance For All (specified non-profit corporation)

Business description: "Operating CFAKids, a high-quality after-school program that any child can attend"



- ③ Kyoko Watanabe, Representative Staff Member, Makigumi LLC
Business description: “Developing business models to support the cultivation of key personnel for local industries in areas affected by natural disasters, and to encourage such personnel to relocate to these areas”



- To mark the fifth year of the Kao Social Entrepreneurship Schools, Kao published a brochure describing the activities to date and distributed it inside and outside the company. A commemorative lecture by supported entrepreneurs and a networking event was also held for employees. Alumni of the program gathered together and had opportunities to meet with employees. A total of 86 employees participated in the event.



Kao Family Concerts

As part of community citizenship activities in areas where Kao has plants and business facilities, Kao provides opportunities for local citizens to enjoy high-quality music in combination with support for school education.

The concerts invite first-rate artists to perform, with employees in charge of the pre-concert preparations and operations on the day of the performance. All revenue from tickets sales (1,000 yen/ticket) is donated to local schools for education and other purposes (one concert generates revenue of around 1 million yen). A cumulative total of 33 concerts have been held since 2002, which have attracted approximately 30,000 concertgoers.



<Activities in 2015>

- On March 8, the piano trio Sepperl Trio held a performance in Wakayama City, Wakayama Prefecture. With an audience of 830, ticket revenue was donated to Wakayama City. 42 employee volunteers participated
- On October 11, the instrumental unit TSUKEMEN held a performance in Sakata City, Yamagata Prefecture. With an audience of 1,236, ticket revenue was donated to Sakata City. 15 employee volunteers participated
- On December 6, tenor Ken Nishikiori held a performance in Saijo City, Ehime Prefecture. With an audience of 1,015, ticket revenue was donated to Saijo City. 24 employee volunteers participated

Other Community Activities

<Barrier-free environment on information>

- Activities aimed at creating understanding of and empathy for barrier-free living to allow everyone regardless of ability or disability to live a rich lifestyle
- Fiscal 2015:
 - Provided information on daily life 3 times for *Home Life*, an audio informational magazine for members issued by the Japan Braille Library, and provided cooperation for recordings with 6 employee transliteration volunteers
 - Barrier-free video: Content communicates the inconveniences of life that people with disabilities experience to create understanding and empathy. The video is used as part of the Period for Integrated Studies curriculum. Videos donated to 16 schools
 - Braille stickers and CDs with voice guidance on information needed in daily life were provided free of charge to 99 locations



<Donations of products to social welfare facilities>

- Kao donates Kao products to social welfare facilities as part of community contributions and social support activities
- The recipients of this support are facilities selected in cooperation with social welfare councils or social welfare facilities and privately run residence facilities ("family houses" that provide accommodations for families of hospitalized children, residence facilities operated by Ashinaga, which provides support for children who have lost parents, privately run shelters for children and group homes to support independent living, etc.)

4. Employee Participation Activities

The Kao Group Pink Ribbon Campaign is one such activity with employee participation. Kao also operates the Kao Heart Pocket Club, a donation organization comprised of like-minded employees, and encourages other forms of employee volunteering.

Kao Heart Pocket Club



This program has the purpose of creating opportunities for employees to be active participants in society and also aims to build trustworthy relationships with communities.

Employees who support the Club's aims become members and voluntarily donate a portion of their monthly salary to become the Club's funds, which are used in activities to benefit society through donations to NPOs, NGOs, and citizen groups. The funds are also used to provide emergency relief during times of disaster. The Club is managed by a steering committee made up of member representatives.



Community grants to support citizen activities in communities where Kao has plants and business facilities were provided in Tochigi, Wakayama, and Ibaraki prefectures. The Mirai Pocket Fund grants were started in 2014 to support large-scale projects including international cooperation projects. Employee volunteers also participated in various programs including sending picture books to children and a YMCA charity race.



Since 2004, Kao Heart Pocket Club has provided donations of 86.23 million yen to support to a total of 490 groups.

<Activities in 2015>

- Its membership was 2,697 as of December 2015
- Held steering committee meetings 12 times, provided support for 46 projects
- Community Grants Program (Tochigi, Wakayama, Ibaraki): Provided grants to 17 groups. A total of 1,977 employees participated in the screenings by voting and 353 employees sent messages of support to grant recipients
- Mirai Pocket Fund: Grants provided to 6 groups. Fifteen steering committee members participated in the screenings
- Number of volunteers: 180 employees participated in sending picture books, 5 employees participated in a YMCA charity race, and 2 employees participated in

Buddy Walk Japan, a walking event to benefit children with Down Syndrome and their families

- Introduced books about deaf-blind people: introduced books at 15 business sites in Japan, 115 employees received books
- Opportunities for communication with grant recipients: Held an activities report meeting and presentation ceremony for the Mirai Pocket Fund (December 11), gave a tour of the Eco-Lab Museum and protective pine grove at the Wakayama Plant for recipients in the Wakayama region with 22 recipients and 2 employees participating (June 8)
- Information exchanges with other companies: Held twice

Kao Group Pink Ribbon Campaign

The Kao Group Pink Ribbon Campaign is a social contribution program jointly implemented by Kao Group companies to raise awareness of breast cancer and more broadly to support women's health. This awareness-raising program is leveraging the Kao Group's in-store capacity.

The program started in 2007 as a joint social contribution program of Kao Corporation and Kanebo Cosmetics. In



October and November, in-store beauty advisers at Kao *Sofina* and *Est* and beauty counselors at Kanebo Cosmetics wear pink ribbon badges and pass out leaflets that communicate the benefits of early breast cancer detection to customers who visit make-up counters. This program has been conducted in Japan and eight other countries. A cumulative total of 7.25 million leaflets have been printed since 2007. In addition to the initiative at make-up counters, Kao also operates a special website to more widely communicate information to society and offers an app that prompts users to get checkups. Some Group companies are also developing their own original activities, such as donating a portion of product sales to awareness-raising activities and employee participation in awareness-raising efforts.

<Activities in 2015>

- Program implemented in October and November at make-up counters in Japan as well as for *Sofina* in China, Hong Kong, Taiwan, and for Kanebo Cosmetics in China, Thailand, Malaysia, Singapore, Indonesia, and the Philippines
- Continue providing the "Pink Ribbon" app for the iPhone
- Donated 100 yen from purchases of designated Kanebo Cosmetics products to the certified NPO Japan Society of Breast Health

Other Employee Participation Activities

- Encourage employees' involvement in communities and provide information and opportunities to participate in specific activities to create ways to become involved
- Fiscal 2015:
 - Operated a website offering volunteering information: Communicated information on a total of 31 projects including volunteering opportunities and NPOs selected by the Corporate Citizenship Department. Released 55 reports of activities by employees.
 - Provided opportunities to volunteer: A total of 8 projects with 443 employee volunteers

5. Support of the Arts

With the aim of enriching people's lives and developing the culture that forms the basis of manufacturing, Kao supports the development and continuation of valued forms of arts and culture and fostering the next generation who will lead them.

Support for Young Artist Development

- Support for activities that develop artists to lead the next generation
- Holding of the Tokyo Music Competition
(Co-sponsors: Tokyo Bunka Kaikan concert hall, The Yomiuri Shimbun, and the Tokyo Metropolitan Government)



For the purpose of discovering and developing people who will lead the next generation of music in Japan, the grand prize winner in each category performs a concert together with an orchestra, and the prize winners receive five years of support from Tokyo Bunka Kaikan including opportunities to perform in solo and other concerts

- Fiscal 2015: Held the 13th Tokyo Music Competition. Received a total of 397 entries in the three categories of String, Woodwind, and Vocal, with 9 contest winners
- Support for K-BALLET YOUTH
K-BALLET YOUTH is a junior ballet company mainly composed of young dancers, directed by Mr. Tetsuya Kumakawa. The company discovers talented dancers of the next generation and provides opportunities to develop their skills in an environment on par with a professional company.
- Fiscal 2015: Special support for *The Adventures of Tom Sawyer*, the second performance of K-BALLET YOUTH

Support for Arts and Culture Activities

- Support to hold music concerts, stage performances, and art exhibitions in Japan to develop and pass down valued arts and culture
- Fiscal 2015:
 - Stage performance support: Sponsorship through the Special Corporate Sponsors Group for the New National Theatre, Tokyo



- Support for orchestras: Japan Philharmonic Orchestra, Tokyo Philharmonic Orchestra, NHK Symphony Orchestra
- Support for music concerts: Tokyo Symphony Orchestra/Suntory Hall subscription concert, NHK Symphony Orchestra/performance of Beethoven's *Ninth Symphony*
- Art exhibition support: "Magritte" exhibition (sponsored by The Yomiuri Shimbun), "British Museum" exhibition (sponsored by Asahi Shimbun), *The Genesis and Development of Landscape Painting from Kunsthistorisches Museum Wien* (sponsored by Bunkamura, TBS, The Yomiuri Shimbun)



6. Response to the Great East Japan Earthquake

As support for recovery from the Great East Japan Earthquake, Kao is cooperating with NPOs, companies, and a diverse range of organizations while mobilizing its own resources and existing corporate citizenship programs to conduct activities aligned with local needs and issues.

Currently ongoing activities focus on providing emotional support and industrial revival.

Michinoku Revival Partners

- The NPO ETIC. (Entrepreneurial Training for Innovative Communities) and 7 partner companies work together through the “Partners” platform, a company consortium supporting business efforts in the disaster-affected region and development of leaders to support the Tohoku region*
- The platform mobilizes employees’ capabilities and company resources to plan and conduct activities that contribute to business independence in the Tohoku region

*<Participating companies>

Isuzu Motors Ltd., JCB Co., Ltd., Sampo Japan Nipponkoa Insurance Inc., Dentsu Inc., Toshiba Corp., Benesse Holdings Inc., Kao Corp. (as of February 2016)

• Fiscal 2015:

[Consortium efforts]

- Business Brush-up Program: Selected groups anticipated to lead specific themes designed to support communities, refined their vision and strategy, and facilitated opportunities to move to the next stage. Group workshops held in July and January (2016)
- Third Michinoku Recovery Project Symposium: With the theme of “finding clues for community building from the Tohoku model,” provided an opportunity to hear the latest updates on the Tohoku region and consider what companies can do going forward to support recovery. Held on March 9 at Dentsu Hall, with 108 participants including CSR and social contribution staff from companies and 8 Kao employees



[Independent Kao efforts]

- Third Kao Reconstruction Assistance Fair: As an opportunity for individuals to connect with the disaster-affected regions, held an event with the theme of “One Action Day for Tohoku’s Future” at the Kayabacho Head Office. The event included presentations by people leading the recovery locally, a market of goods from Tohoku, and information on volunteering, which provided opportunities to learn about the current state of Tohoku and offer support. Some 241 employees participated
- Kao Group Minamisanriku-cho Volunteer: Provided opportunities for agricultural volunteering with a tour of disaster-affected areas and direction from industrial recovery leaders. Volunteering was held twice in Minamisanriku-cho, on May 23–24 and November 21–22. A total of 50 employees participated



Smile Tohoku Project

- Kao is a sponsor of the Smile Tohoku Project promoted by three newspapers located in the Tohoku region. Kao Group employees deepened their exchanges in the region by planting flowers and visiting residents of temporary housing facilities. Thirty temporary housing facilities were visited in fiscal 2015

7. Disaster relief in 2015

Main support for disaster relief provided by the Kao Group in fiscal 2015

Disaster	Company	Support provided
April 2015 Nepal Earthquake	Kao Corporation	Donated 1 million yen to Japan Platform (an NGO) to support disaster response efforts in the regions affected by the earthquake.
	Kao Specialties Americas LLC	Donations to American Red Cross etc. equivalent to 60,000 yen and employees' volunteer support.
Typhoon No. 18, Japan, September 2015	Kao Corporation	Donated 2 million yen through the Central Community Chest of Japan to help people affected by the storm and floods, and also donated Kao products to Joso City, Ibaraki Prefecture.
Volcanic eruption on Kuchinoerabu-jima Island, Japan, May 2015	Kao Corporation	Kao products were donated to Yakushima Town, Kagoshima Prefecture, to help the evacuated residents from Kuchinoerabu-jima Island.
Flooding in Indonesia	PT Kao Indonesia	Product donations equivalent to 350,000 yen and employees' volunteer support to help people affected by the flooding.
Flooding in Malaysia	Fatty Chemical (Malaysia), among other companies	Donated Kao products worth the equivalent of 200,000 yen to help people affected by the flooding.

8. Examples of Activities at Kao Group Companies Outside Japan

Area	Company	Content
China	Kao (China) Holding	Awareness for water conservation campaign, support for youth calligraphy exhibit, support for career education for university students, product donations for Shanghai charity fund and Huludao elderly association
	Kao Corporation Shanghai	Cleanups of plant neighborhood, plant tours
	Kao Commercial (Shanghai)	Awareness for water conservation campaign
	Kao (China) Research and Development Center	Awareness for water conservation campaign, support for elementary school reading lecture/career education for university students
	Kao (Hefei)	Awareness for water conservation campaign, support for Japanese speech contest for university students, plant tours
	Kao Chemical Corporation Shanghai	Cleanups of roads and river, exchanges with community residents
	Huludao Jinxing Casting Materials	Product donations to elderly groups and others
	Kanebo Cosmetics (China)	Donations for disaster recovery of silkworm culture in region affected by the Sichuan earthquake/university student entrepreneur support program/women's health support, product donations for welfare workers
Hong Kong	Kao (Hong Kong)	Donations to elderly charity run, product donations to education support groups/welfare groups/universities, donations based on product sales in Pink Ribbon campaign, product provision for health awareness and face-washing awareness
Taiwan	Kao (Taiwan)	Cleanups of seashore, product donations to community groups, factory tours/office visits, House cleaning lessons at elementary schools
Vietnam	Kao Vietnam	Christmas card purchases for children's welfare
Philippines	Pilipinas Kao	Provision of scholarships for high school students and technical college students, donations for repairs and participation in cleanups and maintenance of elementary and high schools near plant, mangrove trees planting, support for math and science education, support for community medical checkup opportunities, plant tours

Area	Company	Content
Thailand	Kao Industrial (Thailand), Kao Commercial (Thailand)	Cleanup campaign, coral reef preservation activities, mangrove tree planting, provision of scholarships for chemistry and engineering majors, product donations to NPOs supporting children, product donations for 50 th anniversary to support children, support for school facility maintenance, plant tours, Hand washing lessons, corresponding product donations to schools
	Kanebo Cosmetics (Thailand)	Office visits
Singapore	Kao Singapore	Donations to cultural education groups/children's support groups
Malaysia	Kao (Malaysia)	Educational activities on beginning of menstruation
	Fatty Chemical (Malaysia),	Donations for cultural exchange events, employee support and product donations for blood donation campaign, product donations for sports activities, exchanges with and product donations for elderly facilities/facilities for disabled children/children's homes, purchases of paintings by children with disabilities, support for disaster prevention activities, hygiene education at elementary schools, environmental awareness activities and product donations to junior high schools, exchanges with community residents, plant tours
Indonesia	PT Kao Indonesia	Employee support and donations for healthcare facilities for the poor and community festivals, tree-planting activities, employee support for environmental painting contest, plant tours
	PT. Kao Indonesia Chemicals	Donation of community security system, provision of clean water for nearby residents, donations of office equipment and supplies to the community and schools as part of plant relocation, plant tours
USA	Kao USA	Cleanup campaign, donations to community groups, etc., employee cooperation and monetary donation for United Way/local arts and culture/support for children in need, employee cooperation and provision of products and donations for Pink Ribbon campaign awareness and research on prevention of pre-term childbirth, plant tours

Area	Company	Content
USA	Kao Specialties Americas	Blood drive, highway cleanups, employee cooperation and donations for research on juvenile-onset diabetes/breast cancer awareness/the United Way, food bank support, support for collecting Christmas presents for children in need, product donations for homeless assistance
Mexico	Quimi-Kao	Cleanups of plant neighborhood, employee cooperation and monetary donations to support facilities for the elderly/food banks/child support groups/giving toys to children in need, painting of and donations to preschool and facility for the elderly, provision of scholarships, plant tours
Russia	Kanebo Cosmetics Rus	Product donations for school cultural activities and support for speech contest
Germany	Kao Germany	Donations for children's support groups and environmental education
	Kao Chemicals GmbH	Donations for sports/local traditional culture/schools/welfare groups/employment of people with disabilities etc., donations to support to publish city booklet, plant tours
Benelux	Kao Netherlands Kao Belgium Guhl-Ikebana	Donations for welfare activities
UK	Kao UK	Provision of products and donations to support welfare and other facilities
France	Kao France	Product donations for women's support activities
Switzerland	Kanebo Cosmetics (Europe)	Employee support and provision of products and donations for breast cancer awareness
Spain	Kao Corporation S.A.	Support to publish city assembly booklet, donations to support citizen groups/traditional music/families in need, matching donations for activities to bring in Christmas presents for children in need, support and donations for vocational training for people with mental disabilities