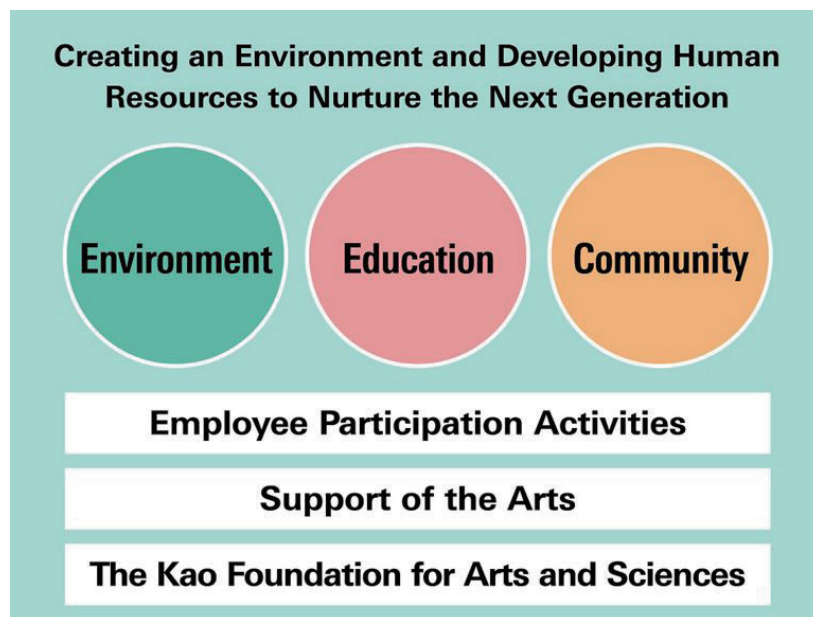


Overview of Corporate Citizenship Activities

Kao engages in corporate citizenship activities with a focus on the environment, education, and community under the theme of "Creating an Environment and Developing Human Resources to Nurture the Next Generation."

Kao Corporate Citizenship Activities



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