

# Corporate Citizenship Activities

At Kao, we are promoting corporate citizenship activities to realize the Kirei Lifestyle for all around the world with a view to creating a Kirei world where all can live together in harmony. We not only support those currently in need, but also focus on nurturing the next generation to create a Kirei life for all in the future through collaboration with local communities, NGOs and NPOs, as well as employee participatory activities from perspectives of harmony with diverse people, harmony with society and harmony with the environment. We also set up support for arts and cultural activities in order to further the development of the culture, which is at the foundation of *Yoki-Monozukuri*, and implement various activities through the Kao Foundation for Arts and Sciences.

## Social issues

Environmental issues that directly impact our lives, such as global warming and waste, represent pressing problems that require action by the international community as a whole. As floods, cyclones, heatwaves and water shortages attributed to global warming have a major impact on health and hygiene standards, it is becoming increasingly important for companies to take action with a big-picture perspective through technological support leveraging their strengths, educational and awareness-raising activities, charitable donations and collaborations. While needs with regard to diversity increase during social change, population aging and social gaps, such as economic disparity, are expanding.

All consumers, along with government and industry, need to be aware of these social issues and be prepared to change their everyday behaviors.

## Policies

At Kao, we integrate corporate citizenship activities into our business activities in promoting the Kirei Lifestyle for all around the world with a view to creating a Kirei world where all can live together in harmony. In our corporate citizenship activities, we strive to address social issues of focus as identified by Kao, staying close to the everyday lives of people, and through this provide motivation and inspiration to our employees to reach their goals. We also focus on developing the next generation, who will create a Kirei life for all in the future.

## Strategy

### Risks and opportunities

#### Risks

A lack of proper respect for and absence of engagement with stakeholders may cause them to lose confidence over the long term and cause us to lose Kao's future brand value.

#### Opportunities

Recently, consumers prefer to select products based not only on performance and convenience, but also on empathy and support for the philosophy and purpose of the company. This attitude reflects consumers' desire to express their commitment to a better society through their individual choices and behaviors.

Kao works on creating a Kirei life for all through both business and corporate citizenship activities to be a company needed by society. Additionally, we set forth and achieve this purpose to enhance trust in our company, creating opportunities to acquire talented human capital.

## Strategy

Through a "select and focus" approach to our activities, combined with consistent strategic operations linked with business strategies and interactive communication measures with consumers steered by a globally integrated coordinating body, we aim to cultivate the trust and empathy of consumers and work towards the

K27 goals. Furthermore, along with corporate citizenship activities, we will maximize the motivation of our employees to take on and solve social issues in the pursuit of innovative, high-value *Yoki-Monozukuri*. This will in turn enhance our long-term corporate value and brand value.

### Key Themes in 2023

#### **Initiatives for environmental issues: Kao International Environment Painting Contest for Children**

By boosting the number of applicants, as well as interaction among people through internal and external exhibitions, we encourage people to make behavioral changes towards a more sustainable lifestyle.

#### **Nurturing the next generation to create a Kirei life for all in the future: Social Entrepreneurship Schools**

We run Kao Social Entrepreneurship Schools for young social entrepreneurs who are dedicated to addressing social issues. We share their activities with employees across Japan through web conferencing and provide a platform for dialogues between participants and employees. Our aim is to deepen employees' understanding and encourage them to participate in addressing social issues.

#### **Maximizing the power and potential of employees through employee participatory corporate citizenship activities: Kao Heart Pocket Club**

Kao Heart Pocket Club is a donation program set up by Kao Group members where funds are accumulated, starting from a monthly contribution of one unit (50 yen), and are used to support various activities. This

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program also serves as an opportunity for employees to participate as volunteers so that they engage with social issues, become motivated to be high-spirited, and use their experience for *Yoki-Monozukuri*.

## Social impact

Based on our Commitment to the Future, we will provide various forms of assistance and contribute to society as a whole. Our assistance includes awareness-raising activities, technical support, charitable donations, and cross-industry and multi-sector collaborations, all designed to encourage behavioral changes among consumers.

On the environmental front, we will use environmental communication and awareness campaigns to prompt individual consumers to make more environmentally conscious choices in everyday life so as to encourage consumers to take action and contribute to the realization of a more sustainable society.

For hygiene, cleanliness and health, we spread and establish proper hygiene practices to contribute to the improvement of hygiene and people's quality of life in supported communities. Also, we encourage employees to participate in corporate citizenship activities to foster a culture where they learn to direct their attention to social issues, think and take action, and work on addressing social issues through activities such as charitable donations and volunteering.

## Business impact

As responsible consumption behavior becomes more widespread, we can gain customers' trust by steadily carrying out activities aligned with our goals and continuing to communicate these externally, which will help us attract loyal, long-term customers. In addition, we believe that by encouraging employee participation in corporate citizenship activities we can stimulate their creativity and drive more innovative and high-value ESG *Yoki-Monozukuri*, through which we can provide new value to society.

## Governance

### Framework

Strategic Public Relations collaborates with the rest of the organization, as well as with other companies in Japan and around the world, to achieve the Kirei Lifestyle as outlined in the ESG Vision.

All companies and offices within and outside Japan are required to undertake an annual survey of corporate citizenship activities and associated reporting, and to provide the Management Board with annual reports of corporate citizenship activities. The reports include details such as the associated costs.

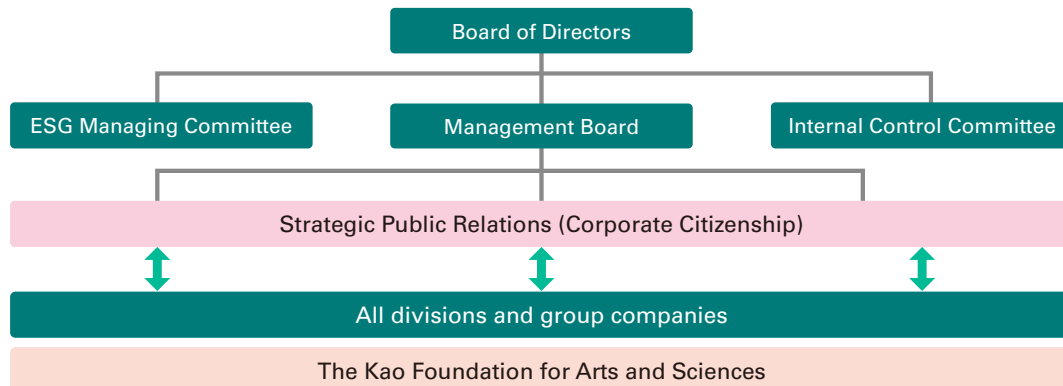
**P25** Our ESG Vision and Strategy > Governance

### Education and promotion

We believe it is important for our employees to give consideration to how people around the world live their lives and to make contributions to achieving the Kirei Lifestyle through our business activities and corporate citizenship activities.

By providing opportunities for employees to interact with people working to solve social problems and to participate in corporate citizenship activities, we encourage our employees to learn about diverse societies, broaden their perspectives, enhance their creativity and collaborative skills, and apply them to better *Yoki-Monozukuri* and community involvement activities.

### Implementation framework for corporate citizenship activities



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## Collaboration with stakeholders

So that people around the world can enjoy the benefits of the Kirei Lifestyle, we use dialogue and collaboration with stakeholders to better understand the expectations of our increasingly diverse society and call on others to join with us to make a greater impact than can be achieved by one company acting alone.

In the areas of hygiene, cleanliness and health, we work closely with specialized international agencies such as UNICEF that have comprehensive knowledge of local conditions, as well as NGOs and local entrepreneurs. On the environmental front, meanwhile, we engage with consumers and collaborate with governments at all levels, as well as schools and NGOs, to drive effective behavior change.

We actively promote employee engagement on the basis that employee participation in corporate citizenship activities cultivates a sense of loyalty to the company and acts as a motivator to make a greater contribution to our business operations as well as to society as a whole.

## Risk management

To avoid reputation risk due to a lack of proper respect for stakeholders, we send out information based on the confirmations and considerations made by divisions involved in risk management. From a long-term perspective, we engage in activities for building the next generation of talent and strive to forge a trusting relationship with them.

**P40** Our ESG Vision and Strategy > Risk management

## Metrics and targets

### Mid- to long-term targets and 2023 results

#### Mid- to long-term targets

Based on our Commitment to the Future, we support and contribute to the everyday life of consumers so that people around the world can enjoy happy, fulfilling and comfortable lives, including people whose issues cannot be addressed directly through our business activities and products and people who need support and assistance from society. Furthermore, by having employees participate in our corporate citizenship activities, create touchpoints with society and broaden their perspective, we also aim to bring additional benefits to our business and to society at large.

#### 2023 results

##### Kao International Environment Painting Contest for Children

- The 14th contest attracted 15,916 entries from 31 countries
- Exhibition of winning entries (displayed at 65 in-house locations and external facilities; viewed by 226,944 people)

##### Kao Heart Pocket Club

- 37 donation projects / Donations of 11,121,000 JPY
- Matching gift of 5,121,000 yen from Kao (equivalent value)
- 643 employees participated as volunteers (excluding Onigiri Action)

### Maximizing the power and potential of employees

Generate intuitive visual indicators of employee power and potential, such as positive perceptions of the company after participating in a corporate citizenship program.

In Japan, the current level of participation in corporate citizenship activities, as well as their awareness and needs, was confirmed, and effective approaches were made to reach out to targeted employees. As a result, new employees were involved, and a total of 10,984 employees in Japan (7,832 in 2022) participated in corporate citizenship programs and volunteer activities.

In total, approximately 14,000 employees worldwide participated in volunteer activities and program management.

### Corporate citizenship activity expenses

An activity survey of corporate citizenship activities was conducted taking in Kao affiliates, offices and related divisions within and outside Japan. Kao's total expenditure for corporate citizenship activities in 2023 was 1,015 million yen (including 118 million yen for human contribution, 281 million yen for material support, 290 million yen for donations, and 326 million yen for program support through business).

### Reviews of 2023 results

In 2023, we resumed in-person activities for the first time in several years as the COVID-19 pandemic settled down.

For the Kao International Environment Painting Contest for Children, which motivates children to think of the global environment and future, we had applicants

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## Main initiatives

### The Kao International Environment Painting Contest for Children

We have been holding the Kao International Environment Painting Contest for Children annually since 2010 in the hope that the paintings and thoughts expressed by children around the world, from their sincere consideration of environment around them, the planet and its future, will inspire people across the globe to lead and take action to achieve sustainable lifestyles for a better world.

#### The 14th Kao International Environment Painting Contest for Children

In 2023, we received 15,916 entries submitted by children from all over the world, including 798 from Japan, 14,644 from the Asia-Pacific region, 99 from the Americas, 216 from Europe, 151 from the Middle East and 8 from Africa. Following a preliminary screening by Kao designers, the final selection took place in October by internal and external juries. One entry was selected for the “eco together”—Planet Earth Grand Prix and



The “eco together”—Planet Earth Grand Prix winning work  
 Title: “Buuat Pa” -The Buddhist ritual to conserve forest  
 Kodchapan Malisorn (14 years old)

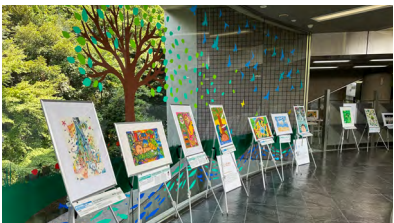
eight were awarded the “eco together”—Kao Prize, while another 23 took out the Eco Friend Prize. The awards ceremony was held online on December 17, 2023, connecting prizewinners participating from around the world and the Head Office of Kao Corporation.

#### Painting exhibitions in collaboration with NPOs and local governments


We seek out opportunities to exhibit past prize-winning paintings to the widest possible viewership in order to communicate the ideas and the messages of children around the world, aiming to inspire people to take action towards a sustainable lifestyle.

The paintings are lent free of charge to local government environmental agencies, NPOs, educational facilities and environmental events at distributors through Kao Group Customer Marketing Co., Ltd. This year, we also started exhibitions in collaboration with department stores. (The paintings were lent to seven stores run by Daimaru Matsuzakaya Department Stores Co. Ltd.)

In 2023, prize-winning paintings were lent to a total of 65 facilities and groups for exhibitions that were viewed by 226,944 people.



Exhibition at Hachioji City Global Warming Conservation Center (Cool Center Hachioji ) in July

 [Kao International Environment Painting Contest for Children](https://www.kao.com/global/en/sustainability/society/painting-contest/)  
<https://www.kao.com/global/en/sustainability/society/painting-contest/>

# Corporate Citizenship Activities


## Sustainable Lifestyle Consortium

Through the Enterprise Network “The Sustainable Lifestyle Consortium,” an initiative of Kao and One Planet Cafe launched in 2021, companies in the lifestyle industry engage consumers and collaborate with government and local sectors, as well as schools and NGOs, in working to encourage behavioral changes in lifestyle.

In 2023, the consortium worked on a project to address sustainability-related issues in everyday life with 82 freshmen in the Introduction to Sustainability Projects course in the Department of Sustainability, Japan’s first sustainability-dedicated department, at Musashino University. A student’s proposal to install collection boxes for used refill packs at the campus during the school festival transformed into an unprecedentedly practical project. During the project, students and Kao employees applied for permission from the ward office and relevant university sections. The online activity debrief session in December was attended by approximately 115 Kao employees and approximately 137 employees from member companies (including views of the recorded session after the event).



Discussion with students


 Sustainable Lifestyle Consortium  
<https://www.sustainablelifestyle.jp>

## China water conservation campaign

 Kao China | Corporate Citizenship | Environment  
<https://www.kao.com/cn/sustainability/society/environment/>  
 2023 “Towards a Clean and Beautiful China” (2023 Clean and Beautiful China Tour by Kao China)  
<https://web.kao.com/cn/jieshui/2023/>

## Kao Hygiene Development Program in Vietnam

### Supporting UNICEF’s Water and Sanitation Project for Schools

 Water and Sanitation Project for Schools in Vietnam  
<https://www.kao.com/global/en/sustainability/society/education/>

## Support for school education through the provision of educational materials

P59 Habits for Cleanliness, Beauty & Health

## Impacts of diversity

### Support for cancer education through the Pink Ribbon Campaign

Since 2007, we have implemented the Kao Group Pink Ribbon Campaign every year during the two months of October and November. During this time, we have been conducting a variety of activities within and outside Japan to raise awareness for early detection of breast cancer, with the slogan of “For you and your loved ones.”

One of our main activities in Japan is providing support for the Project of Cancer Education by Pink Ribbon Advisors, which is organized by the Japan Society of Breast Health, an NPO. This project provides cancer education in junior and senior high schools, and, in a world where one in two Japanese people will get cancer in their lifetime, is anticipated to raise students’ health awareness as well as create beneficial effects in their caregivers’ generation.

In 2023, we developed an original self-check method under the supervision of the Japan Society of Breast Health, a certified specified non-profit organization. We implemented campaign communication, emphasizing the ease of incorporating self-checks into daily washing and moisturizing routines, thereby reducing barriers to the habitually challenging act of self-checking. We also created waterproof sheets describing the method for use for bathrooms for internal and external awareness-raising activities.

A portion of the revenue from selected product sales of the cosmetics brand *KANEBO* and the amount according to the campaign results on the sanitary napkin brand *Laurier’s* official social media were donated to the cancer education project and support

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activities to raise awareness about cervical cancer. Furthermore, a portion of the revenue from selected product sales of the cosmetics brand *LISSAGE* was donated to ultrasonic engineer development support activities by the Japan Society of Breast Health.

In addition, we organized Pink Ribbon seminars and participatory donation programs targeting employees and their families, and proactively undertook awareness-raising activities.

We are actively conducting other activities, such as online awareness-raising activities in some stores carrying cosmetics within and outside Japan, donation activities in cooperation with brands, and collaborative projects with companies in other industries, to deliver the message to as many people as possible.

**P57** Improved Quality of Life > Kao Group Pink Ribbon Campaign 2023

 [Kao Group Pink Ribbon Campaign 2023](https://www.kao.com/jp/pinkribbon/)  
<https://www.kao.com/jp/pinkribbon/>



Cancer education class at a junior high school

## Support for the Japan Boccia Association

Kao is committed to working with employees to promote DE&I and create a Kirei life for all through the parasport of boccia. As a gold partner of the Japan Boccia Association since 2019, Kao aims to have at least 10,000 people, including employees and the general public, experience the sport of boccia.

In 2023, we organized an event inviting the association staff and medalists, where participants learned the importance of communication, which is the essence of boccia, and team building.

We also had the first-ever five-worksite tournament at the Wakayama Office. Ten teams that won in the preliminaries at the five worksites with 119 participating teams (815 participants in total) joined the tournament, deepening exchange across the worksites. The exchange among participants of different genders and ages, including several employees with disabilities from the Production Division's Wasa Group, provided a wonderful opportunity to learn and reflect on diversity and a Kirei life for all.

In FY2023, a total of 1,778 people, both internal and external, experienced boccia, bringing the cumulative

total to 6,533 people since 2019 towards the 10,000 target.



First-ever five-worksite tournament at the Wakayama Office featuring several employees with disabilities from the Production Division's Wasa Group

## Multiple themes

### Kao Social Entrepreneurship Schools

To support people and businesses to jointly aim to create a Kirei life for all—providing care and enrichment for the lives of all people and the planet—Kao operates Kao Social Entrepreneurship Schools, targeting young social entrepreneurs who are dedicated to addressing social issues since 2010. In FY2023, we took on three groups of young entrepreneurs who are committed to assisting boys and girls facing challenges with troubled family backgrounds, providing support to junior and senior high school students with foreign origins, and preventing isolation through intergenerational exchanges between the elderly and the young. This brings the total number of entrepreneurs mentored under the program to 41 groups.

In October, we invited these young entrepreneurs to the Head Office of Kao Corporation, where they



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presented their activities and exchanged opinions with employees across Japan through web conferencing. During a dialogue between the entrepreneurs and employees participating in person, employees provided specific ideas to address daily activity issues, gaining a deeper understanding of the entrepreneurs' work. Feedback from participants ranged from simple statements like "it was stimulating" and "the event was helpful for my job" to indications of unexpected bonds being formed between employees and entrepreneurs that will continue in the future. Examples include "I went to see the entrepreneurs at a later date and introduced them to my friends" and "I'm ready to give advice anytime in the future."

A total of 495 employees (674 in the previous year) participated in employee participatory events held three times a year. Out of this group, 32 employees participated in the in-person social gathering (0 in the previous year). These activities engaging employees were very well received, leading to Kao Social Entrepreneurship Schools being awarded two stars in the Sustainable Selection 2023 by Alterna Co., Ltd. and the Sustainable Management Association. The achievement was shared with tens of thousands of people through magazines and websites.



Dialogue between employees and young social entrepreneurs (participants in Kao Social Entrepreneurship Schools)

## Kao Heart Pocket Club

Kao Heart Pocket Club is a donation program set up by Kao Group members in 2004 for the purpose of providing community aid. Funds are accumulated, starting from a monthly contribution of one unit (50 yen), and are used for purposes such as charitable donations to NPOs, NGOs and other organizations, support for volunteer activities involving employees, and emergency relief assistance for disasters. Kao Heart Pocket Club also serves as an opportunity for employees to participate as volunteers and promotes the creation of a culture to address social issues.

In FY2023, we issued a broad call for participation in Onigiri Action to encourage employees who have never participated in corporate citizenship activities to take the first step. This program is a corporate citizenship activity where anyone can easily participate. For every photo of an onigiri (rice ball) posted, five meals are delivered to children in Asia and Africa. The employees' desire to contribute to society took shape, and a total of 506 employees (130% of the previous year) posted 1,362 photos, resulting in the delivery of 6,810 meals.

- 3,436 members

## Harmony with communities

### Supporting the arts / Supporting young artists

We have supported arts and cultural activities for the purpose of developing and passing down outstanding arts and culture and contributing to strive for the wholehearted satisfaction and enrichment of the lives of people. While continuing to sponsor selected programs that support the arts in Japan, Kao has pivoted towards support for programs with a specific focus on promoting local communities and nurturing the next generation.

## Hosting the Tokyo Music Competition

We have organized the Tokyo Music Competition (cosponsors: Tokyo Bunka Kaikan, the Yomiuri Shimbun, Tokyo Metropolitan Government) since 2003 to support activities to discover and nurture the next generation of Japanese musicians. Support focused on professional development is a feature of the competition. Winners in each of the sections perform together with orchestras in special concerts, and Tokyo Bunka Kaikan gives five years of support to prizewinners to hold solo recitals and other music performances. We have also opened its doors contestants from outside Japan, regardless of nationality or place of residence, to create opportunities for exploring talented international musicians.

In FY2023, applications opened in April, and 421 applications were received across the three categories of piano, string instrument and woodwind. The final selection took place from August 25 to 29 after the first and second preliminary stages, and prizewinners in each section were determined.



Award ceremony, piano section, the 21st Tokyo Music Competition  
Photo: Rikimaru Hotta / Photo courtesy of: Tokyo Bunka Kaikan

# Corporate Citizenship Activities

## K-BALLET YOUTH


Since 2013, we have been a special sponsor of performances by K-Ballet Youth, a junior ballet company of young dancers whose general manager is Tetsuya Kumakawa. This endorses K-Ballet Youth to offer a place to discover the next generation of dance talent and for dancers to practice in an environment equivalent to a professional company, designed to develop the next generation of artistic performers. Since the very first recital in 2013, nearly 500 young dancers have benefited from this initiative. Many of them have gone on to become professional dancers, which shows how the K-Ballet Youth program has played an instrumental role in their careers.

2023 served as a preparation period for the 2024 renewal plan.

## Sponsorship of Music Sharing's teaching program

Kao sponsors ICEP, an initiative of the NPO Music Sharing that was founded by violinist Midori Goto in 1992. ICEP is a quartet comprising Goto and young performers from outside Japan. They perform at schools, children's hospitals, children's homes and elderly nursing homes in developing countries in Asia. The program, which also provides young musicians with opportunities to engage in corporate citizenship activities, aligns with the Kao commitment to nurturing the next generation. Kao has been a supporter since 2008. In 2023, live music events, such as visit programs, report concerts, instrument-teaching support programs and joint concerts, resumed after the COVID-19 pandemic. A program called "Play & Joy!" also began, bringing music not only to cities but also every corner of Japan. In 2023, events periodically took place for children living in mountainous regions, isolated islands, etc. and medical facilities rooted in local

communities, including Aridagawa Town, Wakayama Prefecture, and Nanjo City, Okinawa Prefecture.


 **Support of the Arts**  
<https://www.kao.com/global/en/sustainability/society/mecenat/>

## Kao Family Concert

Kao has organized concerts near our worksites since 2002 to provide opportunities for local residents to listen to high-quality music and enjoy music and art. These concerts are a program unique to Kao, integrating local contributions, cultural support and social support. Employees run entire events and are involved in every task, including planning, site management on the day of the event, site announcements and ticket punching. All ticket revenue is donated for music education in the regions of the venues.

In 2023, we organized the Kao Family Concert in Sakata for the first time in four years.

On the day of the concert, the audience exceeded 1,100. The Yamagata Symphony Orchestra, conducted by Norichika Imori, performed concertos and other compositions with pianist Kanon Matsuda. With Mr. Imori and Ms. Matsuda conversing and introducing the compositions between performances, the venue had a very relaxed atmosphere. After the concert, the musicians mingled with students from the wind bands of local junior high schools who were invited to the event. The ticket revenue was donated to support music education in junior high schools in Sakata City.

 **We held a Kao Family Concert in Sakata for the first time in four years.**  
<https://www.kao.com/jp/newsroom/news/topics/2023/society-20231031-001/>


## Japan Science & Engineering Challenge (JSEC)

We believe that the foundation of *Yoki-Monozukuri* is born from cutting-edge innovations created by science and technology, and in order to create a Kirei life for all—providing care and enrichment for the life of all people and the planet—we support fostering young science researchers.

As part of this, we are a special sponsor of JSEC, which is organized by the Asahi Shimbun Company and TV Asahi Corporation and is a science and engineering research contest open to high school students. Kao researchers are closely involved in the judging process for three awards, including the Kao Prize.

In 2023, there were applications for 343 research works from 174 high schools across Japan, marking a record high.

For the final selection in December, high school students made presentations and answered questions about their research. All the presentations were passionate, reflecting their pure curiosity and ingenuity.

 **Science education support**  
<https://www.kao.com/jp/sustainability/society/education/science/>



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JSEC2023 final judging panel meets the winners of the Kao Award

In March, Kao organized an in-person study tour inviting students and teachers from winning schools for the first time in 4 years. During the tour, participants visited our research laboratories and interacted with our employees. Prizewinners visited the Kao Museum and research laboratories and had a social gathering with young researchers on the first day, and had a research workshop with in-house researchers at the research award presentation meeting on the second day. They had a valuable time interacting, and a student commented that they had “further expanded” their research perspectives. The research award presentation meeting was broadcast online, and approximately 90 members in the Kao Group participated nationwide. The presentation video was viewed by over 70 employees at a later date.

## Disaster relief

### Efforts in response to the Great East Japan Earthquake



Our efforts in response to the Great East Japan Earthquake  
<https://www.kao.com/jp/sustainability/society/great-east-japan-earthquake/>

### NEXT TOHOKU ACTION

In March 2022, the Smile Tohoku Project, an initiative of the Iwate Nippo, Kahoku Shimpo and Fukushima Minpo newspapers, transitioned to Next Tohoku Action. Kao Group Customer Marketing will continue to support the reconstruction effort in the Tohoku region.

### Other disaster relief

#### Donations for foundational activities

We donated 5 million yen to the Disaster Relief Volunteer & NPO Support Fund of the Central Community Chest of Japan (social welfare corporation). Our donation is effectively used for emergency support activities as well as efforts in restoration, recovery and community rebuilding in line with the situations in areas affected by disasters across Japan.

#### Charitable donation to areas affected by the Turkey-Syria earthquakes

Kao donated 20 million yen to the Japanese Red Cross Society. In addition, Kao Group members within and outside Japan were encouraged to make donations to the United Nations High Commissioner for Refugees (UNHCR).

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## The Kao Foundation for Arts and Sciences

Established in 1990 with the contributions commemorating the 100th anniversary of Kao Corporation, the Kao Foundation for Arts and Sciences is a unique foundation combining support for the arts and sciences, which are essential for leading enriched lives.

In the arts category, the foundation provides grants for concept-oriented and artistic activities with high social value. This includes art exhibitions and music performances, publication as a way to present exceptional results from art research, and academic music study. In 2023, 44 million yen was granted to 88 projects.

In the science and technology field, the foundation is mainly engaged in scholarships, female researcher support, scientific research grant projects and commendation projects.

Through the scholarship project, the foundation assists students in master's programs who need economic support to continue studying to make their dreams come true with the grant-type Kao Yukei Scholarship. In 2023, 7.8 million yen in scholarships was granted to 13 students.

In 2021, Kao launched the Kao Crescent Award program in a bid to help address the general lack of female researchers in Japan. This program provides grants to female researchers on fixed-term employment contracts. Recipients receive a considerable degree of freedom in how they spend their grants. The aim is to provide a better work-life balance that encourages them to continue their research work. Fourteen million yen was granted to 14 female researchers recommended by specified universities and research institutions. This project aims to promote gender equality in society to the ultimate benefit of all.

In the scientific research grant project, the foundation provides the Kao Science Encouragement Award and research funding to researchers aged 35 or younger who are conducting unique and pioneering research in the chemistry and physics category and the medicine and biology category. Twenty million yen was granted to five students in each section, totaling 10 students.

In the commendation project, the foundation grants the Kao Science Award to one researcher aged 45 or younger who has achieved distinctive outcomes in basic research in the chemistry and physics category and one in the medicine and biology category, commemorating them with a certificate of merit as the main prize and 3 million yen as the supplementary prize.

Every June, the foundation organizes a joint event that includes an award-granting ceremony for the Kao Science Award, where two prizewinners are recognized, and a memorial lecture, along with the granting of the Kao Science Encouragement Award and research result presentations by the prizewinners from the previous fiscal year.

This ceremony aims not only to commemorate their achievements, but also to stimulate new ideas and chemical reactions unique to cross-domain exchanges. This is achieved by creating an occasion where researchers from the chemistry and physics field, as well as the medicine and biology field—individuals who typically do not interact at academic conferences, etc.—can present their specialties in an understandable manner. In the past, researchers who were seated next to each other at this ceremony sometimes hit it off and started joint research, resulting in the publishing of co-authored papers.

The Kao Foundation for Arts and Sciences has supported about 2,700 projects, granting over 1.85 billion yen. Kao

remains committed to supporting arts and culture as well as scientific research, which we believe will stimulate the development of the arts and sciences in Japan.



Kao Science Award grant ceremony

### Foundation project organizational chart

