

Approach to ESG

Framework for a global society and sustainability of the Mandom Group

At the Sustainable Development Summit held on September 25, 2015, sustainable development goals (SDGs) were adopted as shared targets to be met by 2030 and new initiatives were launched across the whole of global society aimed at sustainable development.

In the Mandom Group, one of the themes of our declared initiatives from fiscal 2015 was similarly to strengthen our CSR promotion system. In April 2015, we set up the CSR Promotion Division, a corporate department dedicated to this task. In April 2020, some functions of the CSR Promotion Division were incorporated into the corporate planning function in order to respond to the increasing demands for

companies in such areas, including eco-friendliness, social contribution, and governance functions, and the ESG Planning Division was newly established to handle the internal promotion of ESG and strengthen our communication of ESG outside the Group.

In September 2015, we signed the UN Global Compact to express our support for its ten principles in four areas of activity, with the aim of allowing all Mandom Group employees to share in the values of global society as a step toward sustainable development, and to create new opportunities to strengthen relations with a diverse and wide range of stakeholders.

The Mandom Group declared its participation in the UN Global Compact in September 2015. We support the Ten Principles relating to human rights, labor, environment, and anti-corruption as universal principles which should be highly valued by global corporations.

The Ten Principles of the UN Global Compact

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| Human Rights | Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights; and |
| | Principle 2 : make sure that they are not complicit in human rights abuses. |
| Labor | Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; |
| | Principle 4 : the elimination of all forms of forced and compulsory labour; |
| | Principle 5 : the effective abolition of child labour; and |
| | Principle 6 : the elimination of discrimination in respect of employment and occupation. |
| Environment | Principle 7 : Businesses should support a precautionary approach to environmental challenges; |
| | Principle 8 : undertake initiatives to promote greater environmental responsibility; and |
| | Principle 9 : encourage the development and diffusion of environmentally friendly technologies. |
| Anti-Corruption | Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery |



Promotion System for Sustainability of the Mandom Group

We have established a Sustainability Promotion Committee, headed by the President Executive Officer with the aim of strengthening the sustainability promotion system. While

developing our approach for promoting the sustainability of the Mandom Group and holding discussions with relevant departments at committee meetings and other meetings, we are strengthening our efforts to contribute to the sustainable development of society.



Approach to Sustainability

At the foundation of the Mandom Group's business activities is the key premise that the "E: Environment" and "S: Society" surrounding the Mandom Group should be sound and sustainable. However, in the environment and society surrounding our business activities, various issues such as climate change, biodiversity decline, marine plastic problems, and human rights issues in the supply chain have emerged. We believe that it is necessary to establish a sound "G: Governance" system to provide appropriate response and support that response.

As one of the MANDOM PRINCIPLES of the corporate philosophy, we consider that "Social Responsibility & Sustainability" is the sustainability of the Mandom Group. With that in mind, we aim to evolve our Dedication to Service (Oyakudachi) to society and create corporate value through initiatives carried out under our core businesses, while treating sustainable management aimed at resolving social and environmental issues (ESG management + SDG management) as a fundamental concept.

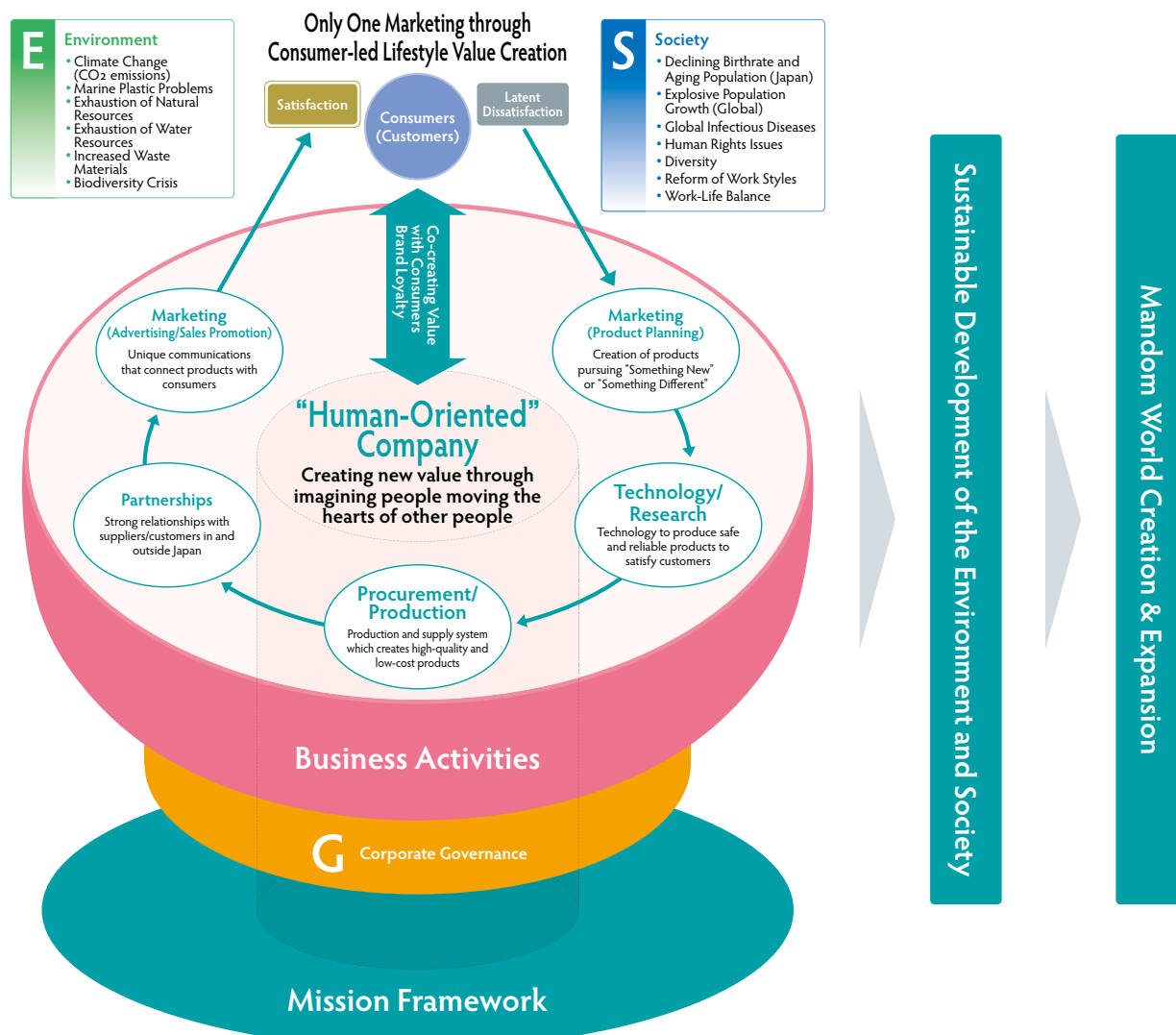
In addition, we live in an era of rapid change and supported by science and technology. That gives us all the more reason to aim to achieve sustainable development of the environment and society through health, cleanliness and beauty, and to enhance the corporate value of the Mandom Group as a "human-oriented" company that treasures the compassion for the human spirit in a way that is uniquely human, along with the emotions, passion and imagination of humans.

Social Responsibility & Sustainability

Our social responsibility extends beyond coexistence with society. We pay serious attention to the views and ideas of people from all walks of life and initiate dialogues with them in recognition of and respect for the diversified values and lifestyles of all members of society.

We aim to create a better, more sustainable society by addressing social issues from a global perspective and by working out solutions with our stakeholders through our core businesses.

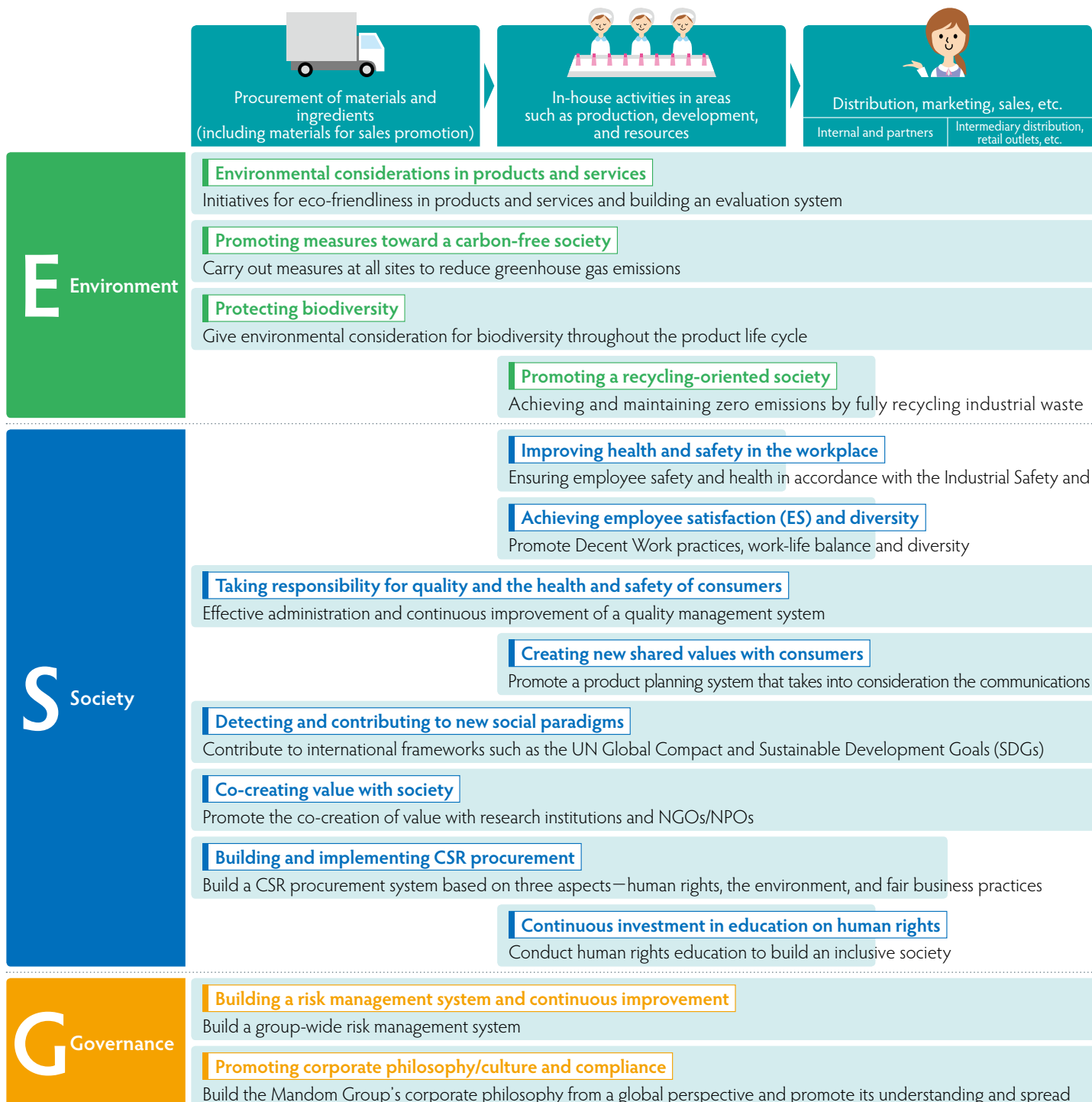
Mandom Group's Human-Oriented Value Creation Model → P.12



ESG Efforts and the Mandom Group's Value Chain

As indicated below, we have examined and clarified the relationship between the ESG efforts of the Mandom Group and each stage of the Mandom Group's business activities (value chain).

We will further advance and strengthen our initiatives while developing an understanding of both positive and negative impacts of the business activities of the Mandom Group on the value chain.



The Relation between ESG Efforts and Stakeholders

Mandom has been conducting dialogues with a wide range of diverse stakeholders since fiscal 2006 in order to take their requests, hear their expectations, and reflect those in our business activities.

Stakeholders are diverse in terms of their expectations and demands on corporations, and their prioritization of issues pertaining to sustainability. These differences depend on their standpoint, principles, lifestyle, way of thinking, and other factors.

Based on one of the MANDOM PRINCIPLES of "Consumer-led Lifestyle Value Creation," we will continue to improve on the themes and details of initiatives going forward while taking advantage of various opportunities enabling exchange of views and dialogue with a wide range of people such as experts, research institutions, and groups.

 CSR Information
▶ Stakeholder Dialogue

