

MARY KAY

2022

YEAR-END HIGHLIGHTS



Mary Kay Inc. & Mary Kay Ash FoundationSM

Celebrate 2022 Year-End Highlights

Cue the pink fireworks: Mary Kay Inc. is celebrating its annual accomplishments. Throughout 2022, the iconic global entrepreneurship company has furthered its innovations in skin science, continued its sustainability and social impact efforts, and garnered prestigious awards for its business and leadership. It's a thing of beauty and proof that the nearly 60-year-old brand continues its leadership position for women around the world.

“There are three types of people in this world:
those who make things happen, those who watch things happen, and those who wonder what happened.
We all have a choice.
You can decide which type of person you want to be.
I have always chosen to be in the first group.”

Mary Kay

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AWARDS & HIGHLIGHTS SNAPSHOT

2022

COMPANY

59 YEARS
IN BUSINESS
est. 1963

4 MILESTONE
MARKET
ANNIVERSARIES

NEARLY
40
COUNTRIES



CORPORATE AWARDS

IN BUSINESS EXCELLENCE, SOCIAL IMPACT AND SUSTAINABILITY

40 TOTAL
AWARDS

14 EMPLOYER
AWARDS
RECOGNIZING MARY KAY AS A GREAT PLACE TO
WORK AND FOR OPERATIONAL EXCELLENCE

11 LEADERSHIP
AWARDS
FOR MARY KAY'S C-SUITE AND SENIOR LEADERSHIP

10 SOCIAL IMPACT
AWARDS
RECOGNIZING MARY KAY AS A PURPOSE-DRIVEN COMPANY

RECOGNIZING
MARY KAY FOR
BUSINESS
EXCELLENCE **5** COMPANY
AWARDS

THOUGHT LEADERSHIP

FOR MARY KAY EXECUTIVES AND MANAGEMENT

13 SPEAKING
ENGAGEMENTS

RAISING AWARENESS FOR WOMEN'S EMPOWERMENT
AND EQUALITY, SUPPLIER DIVERSITY AND INCLUSION,
WATER CONSERVATION, AND ACCESS TO EDUCATION.

PURPOSE & SOCIAL IMPACT

21 RESEARCH GRANTS
SUPPORTING GIRLS IN SCIENCE, CANCER
RESEARCH AND WOMEN'S EMPOWERMENT.

4 RESEARCH STUDIES
ABOUT GENDER-RESPONSIVE PROCUREMENT
AND GEOGRAPHIC STUDIES ON WOMEN'S
ECONOMIC OPPORTUNITIES.

RECOGNITION

FOR MARY KAY INC, MARY KAY ASH FOUNDATION AND MARY KAY ASH

6 MENTIONS IN
ANNUAL
REPORTS

FROM SOCIAL IMPACT AND SUSTAINABILITY PARTNERS



TRANSPARENCY & ADVOCACY

THROUGH SELF-REPORTING

30+ SELF-RELEASED
REPORTS

REINFORCING MARY KAY'S OPERATIONAL AND
PHILANTHROPIC EFFORTS SUPPORTING ITS
SUSTAINABILITY COMMITMENTS FOR ITS ENRICHING LIVES
TODAY FOR A SUSTAINABLE TOMORROW STRATEGY.

SUSTAINABILITY & ESG

4 FILM
FESTIVAL
SELECTIONS





ETHOS & ECOSYSTEM: Business Excellence

Mary Kay was founded nearly 60 years ago with three goals: entrepreneurship empowerment for women, offer innovative products, and make the world a better place. That dream has blossomed into a multibillion-dollar company with 4,500 employees worldwide in nearly 40 countries. To support its employees and operations, Mary Kay's global headquarters is located in Dallas, Texas, USA. However, its footprint includes two state-of-the-art manufacturing facilities, five regional headquarters, five regional distribution centers, 52 beauty centers, and 28 market satellite offices around the world.

A Great Place to Work

- Ranked #8 on Resume.io's list of "[The Companies Employees Don't Want to Leave](#)". Other companies included: Virgin Atlantic, Merck & Co. and Thomson Reuters.
- Ranked #10 on Zippia's Best Retail Companies to Work For in Texas list.
- [America's Best Midsize Employers 2022](#) ranking by *Forbes* magazine.
- Named one of Deloitte's [2022 US Best Managed Companies](#), sponsored by Deloitte Private and The Wall Street Journal



Recognizing private company success

- Received [four top employer awards](#) throughout Europe and Malaysia from Kincentric.
 - Mary Kay Europe received the "Best Employer" designation by the Kincentric Best Employers Program.
 - Mary Kay Czech Republic / Slovakia received the "Best Employer" designation by the Kincentric Best Employers Program.
 - Mary Kay Spain received "Best Employer" designation by the Kincentric Best Employers Program.
 - Mary Kay Malaysia received the "Best Employer" designation by the Kincentric Best Employers Program.
- Mary Kay Belarus received the "Direct Sales Cosmetic Company Number One Award" from the "Number One" Belarusian annual national awards, whose task is to promote healthy competition and to determine the best players in the Belarusian market.
- Mary Kay Poland named one of Poland's Best Employers for 2022 by *Financial Magazine*.
- Mary Kay China named "Best Employer of the Year" by Yidian Zixun.
- Mary Kay China awarded the "Best Career

Development Platform Employer" by China Business Journal.

- Mary Kay China awarded the "Best Companies Prime Employers for Women Gold Award from sHero
- Mary Kay China awarded the "Excellent Cases of Business Innovation in China from 2021 to 2022" at the 9th China Business Innovation Conference for the Mary Kay Beauty Consultant as a contemporary model of flexible earning opportunity.

Company Recognition

- Mary Kay Mexico named Mexico's Most Trusted Catalog Sales Brand by Reader's Digest
- Mary Kay China included in the 2022 release of the "Industry Research Report 2021" published by the China Direct Marketing Industry Development & Research Center, Peking University. The report finding concluded that "The advantages of the Mary Kay Beauty Consultant compared with an e-commerce platform are connections, professionalism, choice solving, customer conversion, and customer retention".

Organizational Effectiveness

- [Deborah Gibbins](#), Chief Operating Officer, expanded her role in operations to support the company's digital strategy to be a more technology-enabled business with all IT functions now reporting to her.
- [Nathan Moore](#) appointed to the newly-created role of President, Global Sales and Marketing, and will assume responsibility for all Mary Kay markets around the world supporting Mary Kay independent beauty consultants.
- [Chaun Harper](#) expanded his role to Chief Supply Chain Officer with additional responsibilities for direct procurement and contract manufacturing functions.
- [Dr. Lucy Gildea](#) expanded her role to Chief Innovation Officer, Product and Science. Her additional duties include new product development, product portfolio strategy and planning, process development & commercialization (PrD&C), package engineering (PE) and R&D Compliance.

- Milestone Anniversaries for Mary Kay Markets:
 - 5th Anniversary: Mary Kay Peru (September 1, 2017)
 - 25th Anniversary: Mary Kay Czech Republic (September 13, 1997)
 - 25th Anniversary: Mary Kay Ukraine (November 15, 1997)
 - 30th Anniversary: Mary Kay Spain (October 5, 1992)

Leadership Recognition

- [David Holl](#), Chief Executive Officer, received the [Bravo Leadership Award](#) from *Direct Selling News*.
- [Julia Simon](#), Chief Legal Officer and Corporate Secretary, received the [Robert H. Dedman Award for Ethics & Law](#) from the Texas General Counsel Forum. Simon also serves as Chief Diversity and Inclusion Officer.
- [Sheryl Adkins-Green](#), Chief Experience Officer, selected as [Dallas 500 by DCEO](#) recognizing influential leaders in North Texas.
- [Melinda Foster Sellers](#), Chief People Officer, selected as an honoree in [Ragan's Top Women in Wellness and HR Awards](#).
- Alla Sokolova, GM for Mary Kay Russia, included in the TOP-250 of the best Russian Managers of the annual rating "TOP-1000 Russian Managers" and ranked fifth in the "Trade" category.
- Edita Szabóová, GM for Mary Kay Czech & Slovak Republic, received TOP CEO Women of the Czech Republic award in the "Health and Beauty" category.
- Elke Kopp, GM for Mary Kay Germany/ Netherlands/Switzerland, elected to serve as the President of the German Direct Selling Association (Bundesverband Direktvertrieb Deutschland e.V.) for a two-year term until the end of 2024.
- Ewa Kudlińska-Pyrz, Mary Kay Poland/ Lithuania General Manager, recognized as one of 50 most influential Polish women by *Home & Market* magazine, won the Pearls of Polish Business award, and recognized in "Rzeczpospolita Babska" created by *Financial Magazine*. Ewa also selected to serve on the Seldia Board of Directors 2021-2024.

Product Development

- Received Gold Stevie award for "COVID: Most Valuable Product" for its hand sanitizer at the 20th Annual American Business Awards.



Digital Innovation

- Mary Kay® App named a finalist in the Technology Innovation category by the Direct Selling Association.
- Mary Kay Germany earned the BDD Innovation Award 2022 for Suite 13. The BDD (Bundesverband Direktvertrieb Deutschland e.V.) is the German Direct Selling Association that consists of 55 members of direct selling companies.
- Mary Kay China RC Store featured as a business case in the "Bridging the Gender Divide in the Digital Age" research jointly initiated by Shanghai Academy of Social Sciences and the United Nations Industrial Development Organization. Mary Kay was selected as one of four cases in the research project and focused on the digital store and women's empowerment. The project was pre-

- released at the World Artificial Intelligence Conference in September in Shanghai.
- [Glamhive](#), a fast-growing personal-styling company and the [Mary Kay Global Design Studio](#), held the much-anticipated Glamhive LIVE Spring Style & Beauty Summit at the ultra-chic Bulgari Hotel in London on April 23rd. The summit provided a hybrid physical/digital experience, with 100% of ticket sales donated to the International Rescue Committee for their efforts in supporting the Ukrainian crisis. The event provided a day of inspiration, education, and networking with London's top image-makers, designers, and entrepreneurs.
 - Step & Repeat, launched by Mary Kay Design Studio and Glamhive, returned for season two on Tik Tok reaching over two million views. The style challenge was hosted by Celebrity Stylist, Zadrian Smith and included three judges and industry favorites: Tara Swennen, Nicole Chavez, and Larry Sims.

Science Behind the Beauty

- Mary Kay Germany/Netherlands/Switzerland earned the Top 100 Innovator seal from *Compamedia*.
- To mark International Day of Women and Girls in Science, released a [statement](#) from [Dr. Lucy Gildea](#), Chief Innovation Officer, Product and Science, about the importance of STEAM for young girls.



- European Society for Dermatological Research (Sept. 28 - Oct. 1): Attended the 51st Annual ESDR Meeting, where the first-ever Mary Kay-European Society for Investigative Dermatology Skin Health/Skin Disease

Research Grants were [awarded to four female researchers](#).

- Academy of Marketing Science (May 25-27): Supported the Mary Kay Dissertation and Dissertation Proposal Awards at the annual Academy of Marketing Science (AMS) conference where doctoral student participants showcase their successfully defended dissertations and receive a monetary award and critical peer feedback to improve their chances of publishing their work in academic journals in the future.
- Six young women from around the world were recipients of Mary Kay's Young Women in STEAM Grants for their great strides and remarkable contributions to their respective STEAM fields. Grants are awarded to help them further pursue their STEAM goals and dreams.
 - Angela Busheska, 20 (Macedonia) – The social entrepreneur and research-innovator was inspired to pursue STEAM after joining her 7th grade math Olympiad team where she fell in love with solving problems. As a developer of the EnRoute app, Busheska helps users live a more sustainable lifestyle by utilizing machine learning algorithms to help users abandon fast fashion. She encourages other young women to join STEAM fields and looks forward to seeing humanity utilize STEAM technologies for greater social good.
 - Fengyun Chen, 17 (China) – Her projects entail physics and the role of clean energy in environmental sustainability. In 2017, Chen founded Yun Energy, an alliance of science and technology innovation that serves 20,000 people per year through courses in scientific enlightenment and physics. She conducted a 30-day investigation with her father that also led to the invention of the Water Distribution Device of Power Generated by Geothermal Energy and Air 3.0. She believes STEAM education allows students to explore practical ideas through hands-on experimentation that stimulates creativity and imagination.
 - Farzana Alam Eshita, 23 (Australia) –

As a civil engineer and honors student at the Monash University in Australia, Eshita's final year project focuses on investigating the development of shear bands in triaxially loaded sand bands using x-ray computed tomography. Her current projects also include engineering major road projects in accordance with Australian standards and development of a landmark sports complex structure highlighting excellence in architectural and urban design. Eshita believes being a female in a STEAM field offers a variety of benefits including the opportunity to gain confidence, improve problem-solving abilities, and develop new educational and employment prospects.

- Aruna Sherma, 20 (Germany) – Her project is focused on developing an alternative contrasting agent for MRI scans that replace the conventional agent, gadolinium. As a physics student, Sherma has worked in four different labs to develop the contrast agent, and a series of tests at the University of Hamburg has shown it to be biocompatible with a stronger effect in MRI scans at a lower dosage than conventional contrast. Although STEAM subjects can be daunting to many, she believes diversity is important in all fields and feels women are just as capable as men of shaping the future in technology and research.
- Jingyuan Xu, 31 (Germany) – The energy conversion technologist and sustainable energy champion is a research fellow at the Karlsruhe Institute of Technology in Germany. Xu's research focuses on sustainable energy technologies to provide economical solutions in cooling, heating, and power. She is passionate about applying her knowledge and expertise to minimize global-primary energy use and reduce CO2 emissions. In her view, women in STEAM boost team spirit, and the diversity that comes with inclusivity produces better science. She encourages young girls to pursue

STEAM fields with enthusiasm and follow their hearts to benefit the world with breakthrough science.

- Eizelle Yee, 30 (Philippines) – An environmentalist, architect, and entrepreneur, Yee is a founding member of Pocket Garden, a public space design collective started by a group of volunteers who co-create and design shareable green spaces in the Philippines. She believes women have a keen eye for detail that helps marry art and science in an organized fashion. When it comes to STEAM initiatives, she feels collaborations between diverse cultures and traditions can bring inclusive and relatable creations in the fields of science, technology, engineering, the arts, and mathematics.



As a decades-long leader in women's empowerment and innovative science, Mary Kay celebrates young women who are taking charge of their futures through leadership, innovation, and determination to excel in STEAM fields.



PURPOSE & SOCIAL IMPACT: Catalyst For Change

Since the onset, Mary Kay has stood out for being a socially responsible company. Our company culture is curious, empowered, and inclusive. We strive to have a positive impact on women that extends to their families and communities.

Women’s Empowerment & Equality

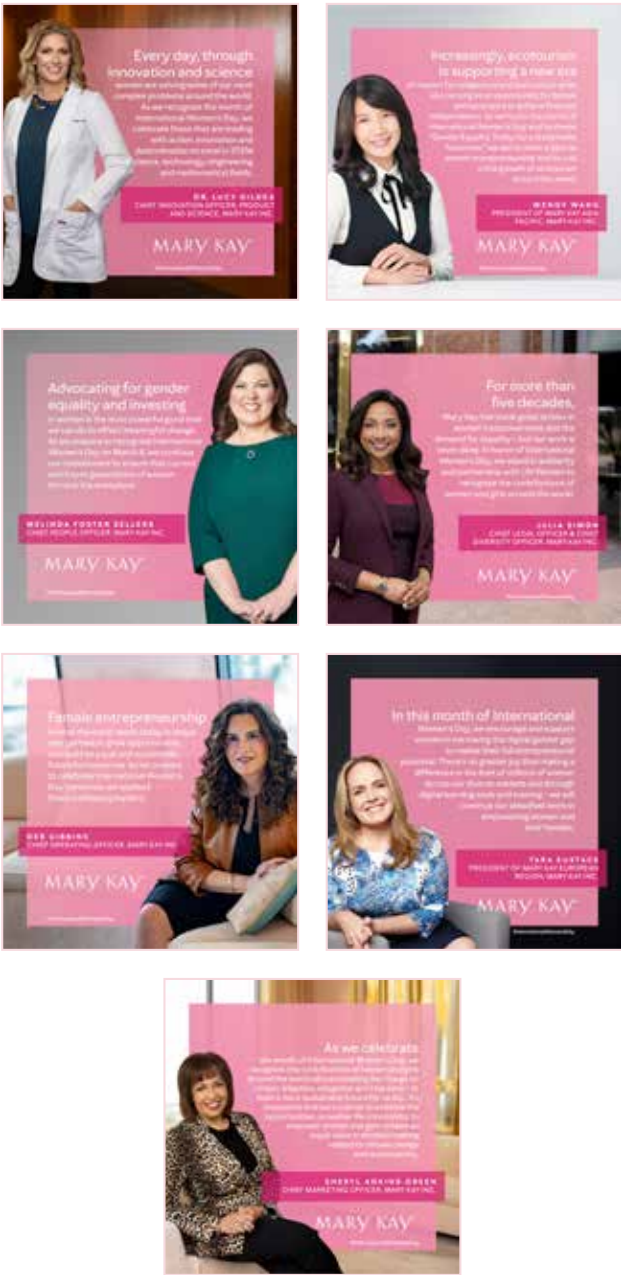
- The [Women’s Entrepreneurship Accelerator](#) (WEA), established by Mary Kay in collaboration with six United Nations agencies, announced the launch of the first-ever free online [Entrepreneurship Certificate Programme](#) developed by International Trade Centre (ITC) SheTrades. Powered by Mary Kay, the 27 module-digital curriculum covers the 7 key stages of the entrepreneurial journey. Free, with no barrier to entry, it is available in English, Spanish, French—and soon Arabic—and is enriched with 200 videos. In May, the International Trade Centre SheTrades Annual Activity report recognizes MKI’s funding of the WEA first ever free online Entrepreneurship Certificate Programme.



- ITC SheTrades, Mary Kay, and WEA hosted the “Entrepreneurship: Where to Start?” virtual event to celebrate the launch of the Entrepreneurship Certificate Programme. Deborah Gibbins, Chief Operating Officer, spoke at the event.
- Mary Kay and WEA welcome [International Telecommunication Union](#) (ITU) the newest UN partner in bridging the digital gender divide.
- ITC and WEA, in partnership with Mercado Libre, hosted a virtual workshop series in support of the launch of the online

Entrepreneurship Certificate Programme. Workshops were held in Mexico, Brazil, Chile, Colombia, & Argentina.

- In celebration of International Women’s Day, released statements from female Executives.



- [Julia Simon](#), Chief Legal Officer and Chief Diversity & Inclusion Officer, interviewed Everjoy Mahuku, an accomplished leader from Zimbabwe, for CARE’s International Women’s Day (IWD) 2022 Campaign.
- Recognized by CARE as one of the five supporters of its [IWD22 campaign](#) titled

#HerVoice. Other supporters included P&G, The Coca-Cola Company, Cargill, and UPS.



- Erin Duncan, Senior Director of Product Portfolio Strategy and Planning, delivered opening remarks to the Glamhive Live Spring Style & Beauty Summit panel: “Unstoppable: Ladies Who Launch.”
- During its annual Cornerstone conference in Chile, International Women’s Forum (IWF) recognized Mary Kay as the supporter of groundbreaking research on Latin American Women in 18 countries over the past 25 years: “[Democracy & Society from a Gender Perspective](#),” commissioned by IWF and conducted by the LatinBarometro.



- Supported its second annual [Network for Teaching Entrepreneurship](#) (NFTE) World Series of Innovation (WSI) for the 2021-22 school year. Twenty-one teams of emerging social entrepreneurs won a total of \$16,800 for their proposed solutions to WSI’s seven challenges, each of which focuses on advancing an SDG. Supporters of the seven innovation challenges included: Bank of the West, Citi Foundation, Mary Kay, Saint-Gobain North America, Ernst & Young, LLP (EY), Maxar Technologies, and PIMCO.
- International Labour Organization (ILO) and WEA released a Women’s Entrepreneurship Development (WED) Assessment in Mexico powered by Mary Kay, titled “Evaluación de las condiciones marco para el desarrollo empresarial de la mujer, Sectores de comercio e industria en la Ciudad de México.”



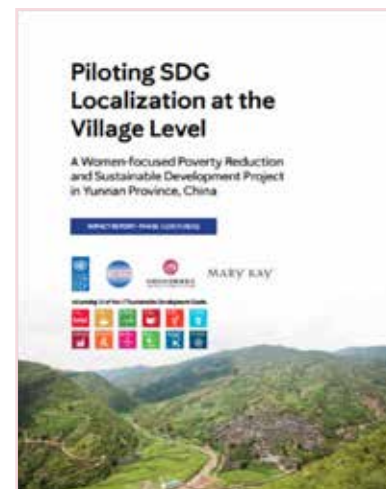
- Supported by Mary Kay, International Telecommunication Union held an [open innovation competition](#) where an expert jury selected 10 digital best practices and digital solutions to create a more gender-inclusive eco-system for start-ups and scale-ups to address the many obstacles women entrepreneurs face in developing technologies.
- Mary Kay China initiated the “Pearl Retrieval Project” which is dedicated to helping girls from disadvantaged backgrounds complete their high school education by receiving quality and equal educational opportunities.
- Mary Kay China Independent Beauty

Consultants awarded the “Women’s Power” award by the Chinese internet company, Sohu.com.

- Deborah Gibbins delivered remarks at an event organized by the [Women’s Entrepreneurship Accelerator](#) (WEA) in Geneva (Switzerland), titled “Gender Inclusive Innovation Ecosystems.” She spoke alongside Doreen Bogdan-Martin, Director of International Telecommunication Union (ITU), Vic Van Vuuren, Assistant Director for Jobs and Social Protection and Director of Enterprises Department of International Labour Organization (ILO), Pamela CokeHamilton, Executive Director, International Trade Centre (ITC), Agi Veres, Director of UNDP Representation Office in United Nations Development Programme Geneva, Sanda Ojiambo, Executive Director and CEO of United Nations Global Compact and Sima Sami Bahous, Executive Director and Assistant Secretary-General, UN Women.
- [Julia Simon](#) served as a judge during the [We Empower UN SDG Challenge](#) Pitch Night – hosted by Diane von Furstenberg at her New York studio in September. Co-led by [Vital Voices](#) and the [Global Futures Laboratory at Arizona State University](#), the competition recognizes five women entrepreneurs advancing the SDGs in their communities and provides awardees with capacity building training sessions and connections with business experts from around the world. The 2022 winner was Yetunde Ayo-Oyalowo, the founder of Market Doctors, an organization which provides healthcare to over 120,000 people across 12 states in Nigeria.
- Supported by Mary Kay, [International Telecommunication Union](#) developed a project to address the gender digital skills gap by providing women and girls access to free, high-quality learning modules required to advance in the digital economy. Rolled out over the course of 2023, the initiative will be translated into several languages. The project includes 17 online modules such as general digital skills training for aspiring and experienced women entrepreneurs, digital

skills for women entrepreneurs in the textiles and apparel sector, and management skills for women entrepreneurs in technology. These learning modules provide broad professional training for any woman entrepreneur regardless of her location or business focus.

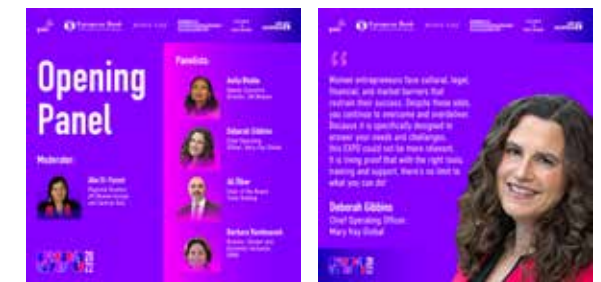
- Announced the [outcomes of the SDG Pilot Village Project in China \(2017-2021\)](#) with the release of an Impact Report on Phase I, a [video](#) and [blog post](#). The SDG Pilot Village Project was established in Waipula, China, by Mary Kay, the United Nations Development Programme, the China International Center for Economic and Technical Exchanges, the China Women’s Development Foundation and local partners.



- The SDG Pilot Village Project named a Finalist for [Reuters Events Responsible Business Awards](#) under the “SDG Pioneer Award” category.
- Mary Kay China and the Mary Kay Women’s Entrepreneurship Program’s donation of 10 million RMB has provided loans to over 46,157 women entrepreneurs in 23 provinces in China to support their businesses and increase the income of over 84,000 women. The program will transition into the Mulan Acceleration Plan and incorporate capability building in addition to traditional business loans.
- Supported its third annual [Network for Teaching Entrepreneurship](#) (NFTE) World Series of Innovation (WSI) for the 2022-2023

school year asking global youth to address SDG 14: Life Below Water. Youth participating in WSI can focus on WSI’s seven challenges, each of which focuses on advancing an SDG. The 2022 NFTE World Series of Innovation is presented by Citi Foundation and features challenges sponsored by Mary Kay Inc., MetLife Foundation, Mastercard, Bank of the West, Link, Maxar, Ernst & Young, LLP (EY), ServiceNow and Zuora. The top three winners for each challenge will be announced in early 2023.

- [Deborah Gibbins](#) attended meetings and events in the sidelines of the UN General Assembly (UNGA77) including the [HeForShe 2022 Summit](#) and a UN Women event co-hosted with [Google.org](#) and [Women Political Leaders](#) titled “*Pushing for collective reform: the private sector’s role in addressing legislative barriers to Gender Equality and Women’s Empowerment.*” The event convened private sector representatives and civil society organizations.
- Supported the second live [Women’s Entrepreneurship EXPO](#) (November 16-17) organized in the Europe and Central Asia region by UN Women in partnership with [PricewaterhouseCoopers](#), the [European Bank for Reconstruction and Development](#) and [Yildiz Holding](#) as part of the [Women’s Entrepreneurship Accelerator](#) (WEA). The regional Expo brought women entrepreneurs and business partners together to mobilize and take forward specific action to advance the landscape for women’s entrepreneurship development in the Europe and Central Asia region. [Deborah Gibbins](#) delivered remarks during the EXPO opening event alongside [Anita Bhatia](#), Deputy Executive Director, UN Women, [Ali Ulker](#), Chair of the Board, Yildiz Holding, [Alia El-Yassir](#), Regional Director, UN Women Europe and Central Asia and [Barbara Rambousek](#), Director, Gender & Economic Inclusion, EBRD.



- Welcomed International Women Entrepreneurship Day celebrated on November 19th by highlighting its efforts to advance women entrepreneurship development around the world through impact partnerships in a [global media release](#).

Diversity, Equity & Inclusion (DEI)

- Through its partnership with the Equal Rights Trust, helped jumpstart the “Algorithmic Discrimination Initiative”, a new research and advocacy program which aims to gather evidence on patterns of discrimination arising from the use of artificial intelligence and algorithmic decision-making systems and make the case for a proactive, preemptory and precautionary approach to addressing the discriminatory impacts of these technologies. The Equal Rights Trust undertook analysis of existing and proposed international law frameworks in this area; launched a “[Call for Evidence on AI and Algorithmic Discrimination](#)” through a gender based lens; started the development of a new standard-setting document, the Principles on Equality by Design in Algorithmic Decision Making; and began building a coalition of support for these Principles.

- At the SCC75 Annual meeting for the Society of Cosmetic Chemists (SCC), Ms. A’Lelia Bundles, the great-great-granddaughter of Madam CJ Walker, and Michelle Hines, Ph.D., Director of Product Formulation at Mary Kay, presented the [Madam C.J. Walker Scholarships](#) for underrepresented minority students pursuing higher education in STEM disciplines related to cosmetics and personal care industry. The award is supported by the Society of Cosmetic Chemists and partnered and funded by Mary Kay. The winning recipients included: Joy Rutherford, fifth-year PhD student and NIH Research Fellow who works on synthesizing important compounds found in medicine and nature using the power of photochemistry and radical mediated pathways; and Imani Elaine Porter, Hampton University (second year undergraduate/biochemistry).
- Joined the [UN Global Compact Target Gender Equality Accelerator](#) as a follow up to the June 2021 UN Global Compact Gender Equality Strategy Consultation to deepen implementation of the Women’s Empowerment Principles and to strengthen the company’s contribution to SDG 5.5 which calls for women’s full participation and equal opportunities for leadership by 2030.
- Welcomed Global Diversity Month with the release of the company DEI statement and a DEI Summit held in conjunction with World Inclusion Day.

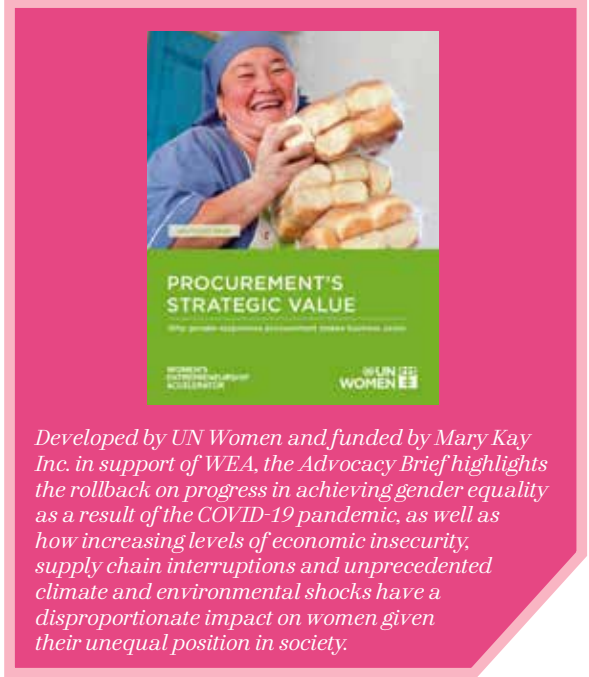


- [Julia A Simon](#), Chief Legal and Chief Diversity & Inclusion Officer, shared a [statement](#) following up on the release of the [2022 Global Gender Gap Report](#): “The time to act is now.

- Sitting on the sidelines and waiting 132 years is simply not an option.”* Simon also joined the Sustainable Development Impact Meeting focused on “Advancing Gender Equality” to discuss the findings of the [Global Gender Gap Report 2022](#) and closing the gender gap.
- Mary Kay’s Legal Department awarded the [Magna Stella Award](#) for its DEI efforts by the Texas General Counsel Forum.
 - Mary Kay China received the Driving DEI China Best Practices Award at the 2022 sHero Awards Ceremony.
 - Mary Kay China featured as a DEI practice case in “Driving DEI, Best Practices Guide 2022” compiled by Page Group in collaboration with sHero

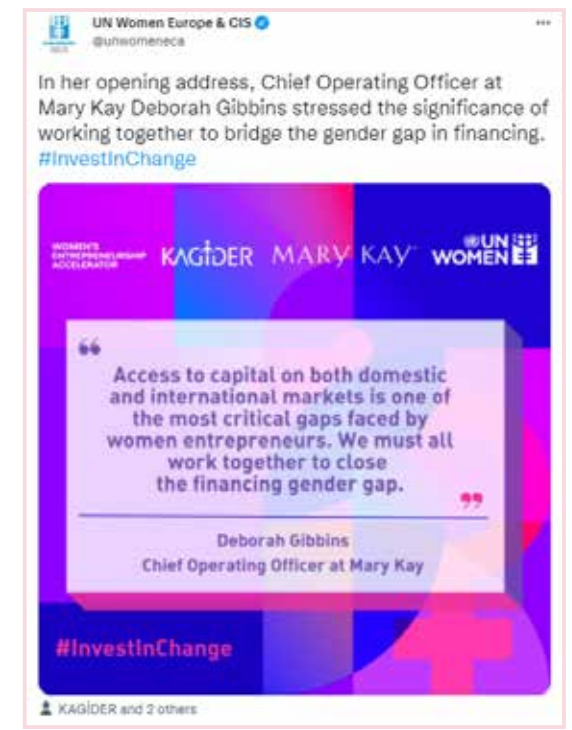
Gender-Responsive Procurement & Supplier Diversity

- Deborah Gibbins, Chief Operating Officer, signed the forward to UN Women’s Gender-responsive Procurement Advocacy Brief, titled: “[Procurement’s Strategic Value. Why gender-responsive procurement makes business sense.](#)” To inform the Advocacy Brief, UN Women engaged over 350 stakeholders in 2021, of which over 150 private sector companies were represented, and incorporated 7 case studies on companies’ procurement journeys.



- Named [2022 Silver Champion for Supplier Diversity & Inclusion](#) for its commitment to global supplier diversity and inclusion regarding growing inclusive spend, policies and procedures—alongside Bayer, Eaton Corporation, Goldman Sachs and Marriott International.
- [Julia Simon](#), Chief Legal Officer and Chief Diversity & Inclusion Officer, spoke at the UN Women Europe and Central Asia (ECA) and KAGIDER event presenting the findings of a [GRP survey](#) conducted by IPSOS in Turkey with the support of Mary Kay to better understand the barriers women entrepreneurs face. Simon called on the private and public sectors to adopt gender-sensitive procurement strategies. KAGIDER is the Women Entrepreneurs Association of Turkey.
- [Virginie Naigeon-Malek](#), Global Head of Social Impact and Sustainability, gave the opening remarks at the virtual [GRP & Investment Pilot \(GRPI\)](#) launch event coordinated by UN Women ECA and KAGIDER in Turkey. The innovative training is powered by Mary Kay.
- During the “Investors Pitch Finale” event organized jointly by UN Women and KAGIDER as part of the WEA initiative, 25 women from 8 countries pitched their business blueprints

and plans to a jury of businesspeople and an investor panel. In her opening address at the “Investors Pitch Finale” event, Deborah Gibbins stressed the significance of working together to bridge the gender gap in financing. A quote from her speech was also featured on the UN WOMEN EUROPE & CENTRAL ASIA social channels following the event.



- At its Target Gender Equality meeting, UN Global Compact released a [GRP Advocacy video](#) produced with the support of the Women’s Entrepreneurship Accelerator and powered by Mary Kay.
- Shared with transparency its gender-responsive procurement (GRP) global journey at the [Diversity Summit](#) in Prague, Czech Republic. Hosted by [Startup Disrupt](#) on September 13, 2022, at the newly renovated Clam-Gallas Palace, the summit was the largest European hybrid conference on Diversity, Equity, and Inclusion (DEI), bringing together more than 50 keynote speakers from the non-profit, government, and business sector. At the event, [Virginie Naigeon-Malek](#) advocated for Gender-responsive Procurement (GRP) as a powerful tool to accelerate women’s economic inclusion.

Cancer Research

- Mary Kay Ash FoundationSM awarded \$1 million in innovative cancer research grants to top universities seeking cures for cancers affecting women. Over 50 applications from top accredited research universities and institutes were reviewed by the Mary Kay Ash Foundation Research Review Committee, comprised of previous years’ grant recipients. After thoughtful consideration, 10 cancer researchers were selected to receive \$100,000 grants each for their novel research proposals.
- Mary Kay Ash FoundationSM continued its decades-long partnership with CancerCare with a gift of \$150,000 to support the Touching Hearts program, which provides financial assistance to underrepresented minority women in low-income communities to seek cancer treatment and resources without financial strain.
- [Dr. Lucy Gildea](#), Chief Innovation Officer, Product and Science, accepted the Cancer Support Community North Texas Thrive Award on behalf of Mary Kay Ash FoundationSM.
- [Mary Kay Ash FoundationSM](#), in collaboration with the Harold C. Simmons Comprehensive Cancer Center at UT Southwestern Medical Center in Dallas, announced another recipient of the International Postdoctoral Scholars in Cancer Research Fellowship Dr. Maria del Rosario Chica Parrado, a post-doctoral student biologist from Málaga, Spain.



The global postdoctoral grant will allow Parrado the opportunity to conduct cutting-edge cancer research at both UT Southwestern Simmons Cancer Center and in her home country Spain with a return grant. Her work will focus on breast cancer molecular biology, treatment response prediction and identification of molecular alterations during treatment. She will be mentored by Carlos Arteaga, M.D., Director of the Simmons Comprehensive Cancer Center and Associate Dean of Oncology Programs at UT Southwestern Medical Center in Dallas.

Gender-based Violence (GBV) & Domestic Violence (DV)

- Mary Kay Ash FoundationSM announced that 50 domestic violence shelters have each been awarded \$20,000 grants, totaling \$1 million.
- Instituto Mary Kay recognized by the Associação Brasileira de Venda Direta (ABEVD) for their 2021 campaign bringing awareness to gender-based violence, “Sinal Vermelho.”
- At the Commission on the Status of Women (CSW66), the [UN Trust Fund to End Violence Against Women’s 2022 Annual Report](#) on its 2021 activities recognized Mary Kay Ash FoundationSM and Mary Kay Inc.’s efforts to eliminate violence against women and girls—alongside the governments of 15 countries and nine UN Women National Committees. In June, UN Trust Fund published the full report on its website.



- Supported the development of CARE’s Gender-Based Violence Guidance for Development Programs, a practical tool for implementing high-quality GBV interventions. Launched in July 2022, the tool is geared towards both GBV specialists and non-specialists across all CARE’s impact areas (Climate Justice; Gender Equality; Right to Food, Water Nutrition; Right to Health; Women’s Economic Justice; and Humanitarian). Over 50 CARE staff from 40 countries contributed to its development, laying the foundation for CARE’s approaches to GBV risk mitigation, prevention, response and advocacy.



- Featured as a case study in the White Paper “[Addressing Conflict-Related Sexual Violence: Private Sector Opportunities for Engagement](#)” published by UN Action against Sexual Violence in Conflict Network (UN Action) and the organization, Committed to Good, on how the private sector can engage in conflict-related sexual violence (CRSV) efforts. Efforts include addressing gender

inequalities and discriminatory social structures that preserve unequal gender relations, as well as activities that give back to communities in need. The UN Action against Sexual Violence in Conflict Network (UN Action), a coordinated body of 21 UN entities working to prevent and respond to conflict related sexual violence (CRSV). Released during UNGA 77, the White paper showcases the Entrepreneurship Certificate Programme developed by ITC SheTrades and powered by Mary Kay as part as its commitment to the Women’s Entrepreneurship Accelerator as a CSR best practice for private sector. Titled “Develop Inclusive Economic Empowerment Initiatives.” the case study is included in the Response Step Four section of the paper also featuring the Coca-Cola Company, Bèkske, and Committed to Good. The UN Action is a coordinated body of 23 UN entities working to prevent and respond to conflict-related sexual violence (CRSV).



Emergency Response

- In conjunction with a statement of support, announced a donation to the Ukraine Humanitarian Crisis Appeal of the Red Cross.

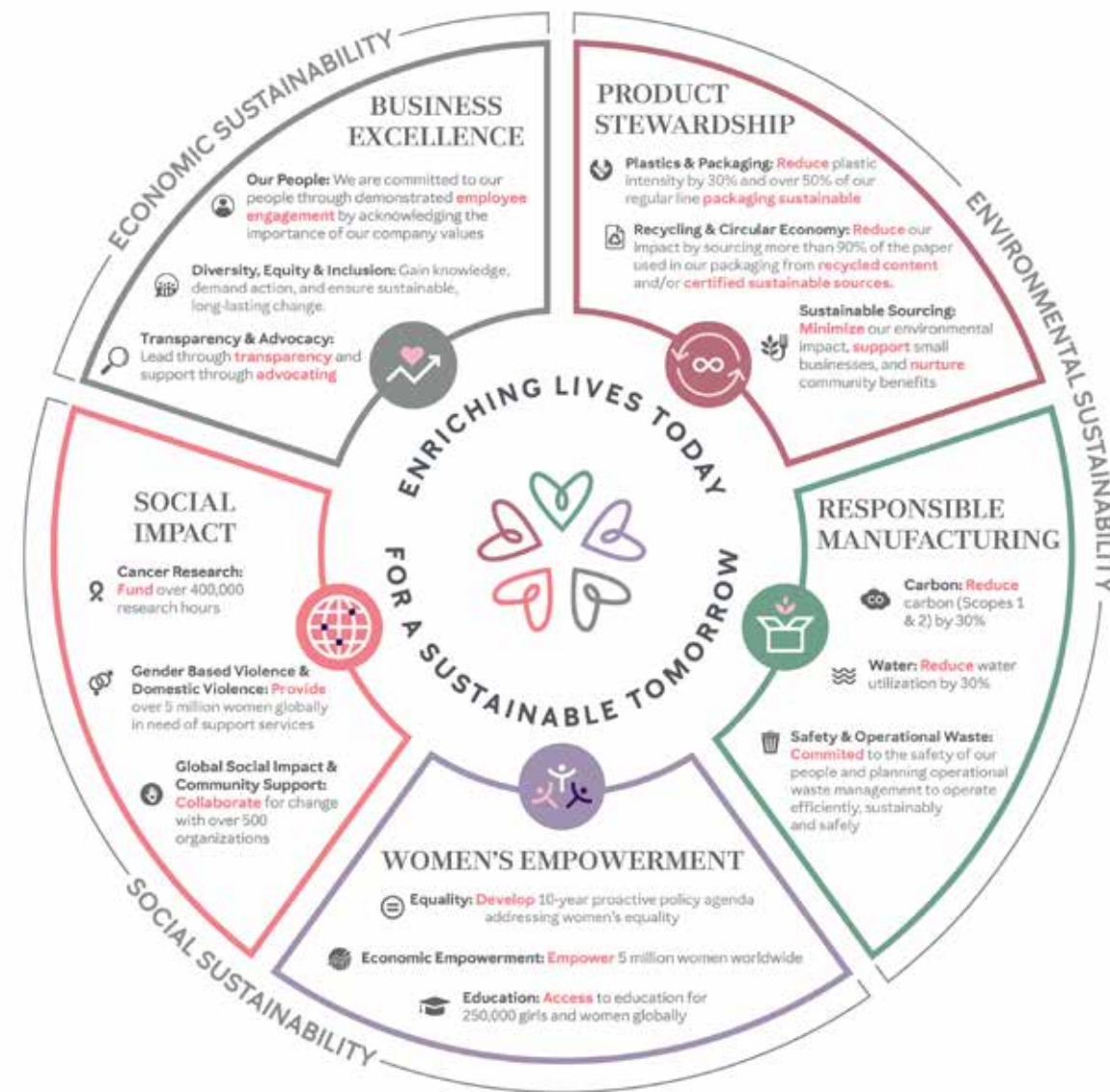


- Received the American Red Cross Corporate Partner Award for its Emergency Response to the conflict in Ukraine.
- Mary Kay Ash FoundationSM received a Bronze Stevie award for its COVID-19 relief efforts at the 20th Annual American Business Awards.

- Since March 2022, the Mary Kay China Charity Program has allocated 1,049,800 yuan to provide protective materials and living supplies to 73 communities in 15 cities as a result of the COVID-19 epidemic.

Global Social Impact & Local Community

- Ranked #91 on the Purpose Power Index. This is the third iteration of the largest study ever measuring perceptions of brand purpose, based on more than 20,500+ individual ratings amongst more than 5,500 U.S. consumers and employees, encompassing more than 200 different brands.



SUSTAINABILITY & ESG:

Enriching Lives Today For A Sustainable Tomorrow

Enriching Lives Today for a Sustainable Tomorrow is our commitment to conduct our business in a way that will continue to earn trust, becoming even more accountable to our economic, environmental, and social decision-making. The program was developed with our key stakeholders and is aligned with the United Nations' Sustainable Development Goals, making Mary Kay a key part of a global coalition to ensure a better future.

Climate Change

- [Forest of Hope](#), a documentary sponsored by the company to shed light on the fight to save forests and tell the story of conservation and women’s empowerment, officially selected for four film festivals. [Forest of Hope](#) follows Doña Angelica, a 71-year-old ecosystem warrior and her all-female team, from Mujeres Unidas Para La Conservacion De Laguna Sanchez, one of The Nature Conservancy’s partner organizations in Mexico. The short film, produced by Mary Kay in partnership with The Nature Conservancy, was written, directed, and produced by an all-female team and screened at La Femme International Film Festival, a premiere film festival celebrating, supporting, and advancing content creation by women producers, writers, and directors from around the world. It was also selected for the North Dakota Environmental Rights Film Festival, Hot Springs International Women’s Film Festival, and the Green Film Festival.



- At the Commission on the Status of Women (CSW66), the Women’s Entrepreneurship Accelerator (WEA) hosted a panel titled “[Investing in Women Entrepreneurs to Tackle Climate Change](#).” Moderated by Elizabeth Vazquez (WEConnect International), the panel featured guest speakers from the leadership of six UN agencies. Deborah Gibbins, Chief Operating Officer, gave opening remarks and called on the private and public sectors to join WEA and catalyze women’s entrepreneurship.



- Participated at an [event](#) organized by [The Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security \(CTI-CFF\)](#) Regional Secretariat. Titled “*Women Leaders Protecting the Coral Triangle’s Threatened Biodiversity and Endangered Species*,” the discussion spotlighted innovations and actions undertaken by women leaders across the Coral Triangle in protecting marine biodiversity. [Virginie Naigeon-Malek](#), Global Head of Social Impact and Sustainability, shared highlights on successful women-led initiatives in sustainable marine resource management and ocean protection, supported by Mary Kay.

- In late June, the Sustainable Future International Conference, supported by Mary Kay Inc., took place at the historic Martinic Palace, a UNESCO World Heritage site. Thought leaders, experts, businesses, and non-profit executives from several industries descended on the historical grounds to share, network, and educate audiences on innovative and sustainable standards to successfully implement in the fight to preserve the world’s precious resources for current and future generations.

Arbor Day Foundation Collaboration Projects

- Announced the completion of a 69-acre reforestation project to revitalize Florida’s Econfina Creek Wildlife Management Area in partnership with the Arbor Day Foundation. Working alongside the Northwest Florida Water Management District, the Arbor Day Foundation and Mary Kay partnered to plant 43,000 longleaf pine that will help protect critical water resources in Bay County Florida. Key project environmental and biodiversity benefits included: restoring and preserving the primary source of drinking water for Bay County, Florida; replanting native tree species to return this area to its natural state; and improving the habitat for area wildlife including deer, bobwhite quail, Sherman’s fox squirrels, and gopher tortoises.
- Announced completion of reforestation project in Madagascar in partnership with the Arbor Day Foundation, Omaha’s Henry Doorly Zoo and Aquarium, and the Madagascar Biodiversity Partnership. The 42,000-tree project focused on reversing the destruction of forest habitat that is home to critically endangered lemurs and other wildlife species found nowhere else on earth. Tree planting efforts were also intended to improve resiliency for the forest and neighboring communities.

Water Stewardship

- Joined the UN Global Compact’s Ocean Stewardship Coalition—an effort to bring together the private sector alongside UN agencies, academia, governments and nongovernmental organizations to address biodiversity and climate change through a focus on ocean health. As a current signatory of the UN Sustainable Ocean Principles, the Ocean Stewardship Coalition furthers Mary Kay’s commitment to securing a healthy and productive ocean.
- Highlighted its Global Sustainable Strategy at the Sustainable Future International Conference in Prague, Czech Republic.
- Participated in an event organized by [The Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security \(CTI-CFF\)](#) Regional Secretariat in collaboration with the Coral Triangle Center and The Nature Conservancy. The virtual learning exchange, “*Coral Triangle Women Leaders Kickstarting Climate Action and Ocean Protection Towards the 30 x 30 Goal*,” took place during the UN Climate Change Conference, or COP27, held from November 6-18, 2022, in Sharm El Sheikh, Egypt.
- Participated in a consultation with the governments of the Netherlands and Tajikistan to help define the role of the private sector in the Water Action Agenda and the 2023 UN Water Conference. The Water Action Agenda is a non-negotiated outcome document where Member States, stakeholders, private sector etc. can submit commitments which will be presented during the 2023 UN Water Conference.
- Served on a panel, “*Making Waves: Women in Water Conservation*” in collaboration with The Nature Conservancy. The virtual conversation focused on women leaders from all over the world who are rising to the challenge and leading efforts to restore the health of our oceans.



Mary Kay understands any threat to the health of our oceans is an existential threat to us all and we are committed to working with other leaders in this space to make a difference.

- Engaged in key ocean forum, [Economist Impact's World Ocean Tech & Innovation Summit](#), hosted by Canada's Ocean Supercluster in collaboration with the Province of Nova Scotia and the Halifax Partnership, where innovators, business leaders, thought leaders and investors convened to learn about and engage with the latest "blue economy" innovators and technologies, and identify solutions that will form the roadmap to a sustainable, thriving ocean economy.
- A Mary Kay-supported sustainability project focused on women and conservation (Mangoro Market Meri) was featured at the [Economist Impact's World Ocean Summit Asia Pacific](#) in Singapore in the panel "Innovation and adaptation—coastal solutions to climate change." The panel covered the effect climate change is having on Asia-Pacific's coastal ecosystems as well as on the global ocean and featured case studies on how the region is preparing for and adapting to climate change.

The Nature Conservancy (TNC) Collaboration Projects

- In celebration of World Endangered Species Day and International Day for Biological Diversity, announced its expanded partnership with The Nature Conservancy (TNC) and European partners to support native oyster restoration projects in the UK and

continental Europe.

- The Nature Conservancy, UNEP, and other global partners (including the Government of Ecuador, the Jocotoco Foundation, the Charles Darwin Foundation for the Galapagos Islands, Re:wild, and the Marine Conservation Institute) held a session at the United Nations Ocean Conference in Lisbon, Portugal on improving Protected Marine Areas at UN Oceans Conference with support from Mary Kay.
- Recognized in The Nature Conservancy's [2022 Global Reefs Impact Report](#). The Nature Conservancy's report highlights their recent achievements and how the organization has partnered with the private sector to successfully implement innovative marine conservation programs that protect and preserve life in our oceans. The report showcased a newly launched project focused on "Super Reefs." Super Reefs are highly resilient and can survive in a warming ocean.



Transparency & Advocacy (Self-Reporting & Updates)

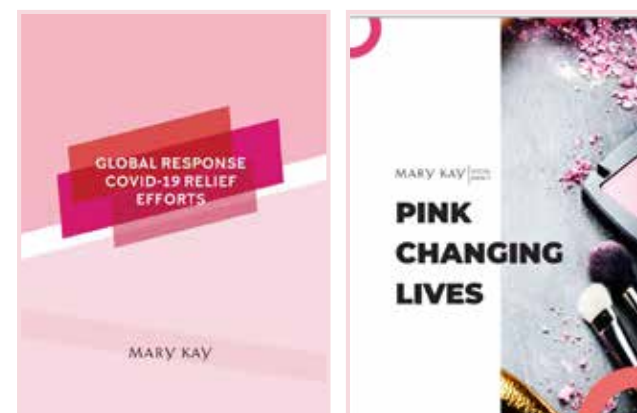
- Throughout the year, released updates or additional information about its continued journey to be a purpose-driven brand and a sustainably-focused company committed to the future of our planet and generations to come:
- Ethos & Ecosystem: Business Excellence**
- Released 2020-2022 Year-End Highlights Reports highlighting its efforts in social

impact and sustainability over the last three years.



Purpose & Social Impact: Catalyst for Change

- Released report on Pink Changing Lives—Pink Changing LivesSM (PCL) is our global commitment to recognize women and girls who are changing the world for the better, and support organizations around the world that tirelessly work to improve the lives of women and their families. The cause empowerment program is entirely funded by a portion of the sales from Pink Changing Lives products. Since 2008, the program has impacted more than six million women and their families by partnering with over 3,250 organizations and donating over \$17 million.
- Re-released report on Global Response COVID-19 Relief Efforts—In an effort to help slow the spread of the COVID-19 pandemic and support frontline workers, Mary Kay Inc. contributed more than \$10 million in monetary donations, product donations, and distribution support in the countries where it operates and communities in critical need around the world.



Sustainability & ESG: Enriching Lives Today for a Sustainable Tomorrow

- Released its 2020-2022 Global Sustainability & Social Impact Report, detailing the progress made so far and outlines how we will continue to advance our sustainability strategy. Also released its 2020-2022 Sustainability & Social Impact Executive Summary and 2020-2022 Sustainability & Social Impact Decade of Action Progress Report for Commitments (All Decades of Action).



- Mary Kay China released its 2021 Sustainability Report which described and summarized Mary Kay China's progress in creating value in for China's economy, society, and environment, following the strategy of Enriching Lives Today for a Sustainable Tomorrow.
- Released report in celebration of International Day of Forests and World Tree Day—released a report detailing Mary Kay's long-standing partnership with the Arbor Day Foundation.
- Released report in celebration of World Wildlife Day—Through our global partnerships with The Nature Conservancy and Arbor Day Foundation,

Mary Kay Inc. supports critical ecosystem conservation and restoration projects that help protect land and marine wildlife health around the world.

- Released report in celebration of Solar Appreciation Day/World Energy Efficiency Day—highlighted our use of solar energy in the 80s; and since 2014, the Mary Kay world headquarters and global manufacturing facility are powered by 100 percent renewable energy.
- Released report in celebration of International Day of Action for Rivers—Through our global partnership with the Arbor Day Foundation, Mary Kay Inc. supports critical watershed restoration projects that help protect the biodiversity health of our riparian ecosystems.
- Released report in celebration of Global Recycling Day—Highlighted our commitment to reduce the amount of waste we generate and to reuse or recycle materials through strategic alignments and historical actions.
- Released report in celebration of World Water Day—Water is an essential element in our manufacturing activities, as well as in our entire value chain. Reinforced our sustainability commitment to making efficient use of this increasingly precious natural resource and to limit the environmental impact of the way we consume and discharge water.
- Released report in celebration of the Arbor Day Foundation 50th Anniversary—Mary Kay and the Arbor Day Foundation are committed to revitalizing forests to ensure improved quality of natural resources and local environments for human and all other forms of life. Our tree planting projects contribute to the 1 trillion trees campaign in support of the UN’s Decade of Ecosystem Restoration, which aims to restore, protect, or plant 1 trillion trees by 2030. Mary Kay was an early supporter of the campaign, pledging 1,130,000 trees on Day 1.



- Released report in celebration of National Love A Tree Day Report—Highlighted our “favorite tree” located at Richard R. Rogers (R3) Manufacturing facility. The ceremonial tree was planted at the grand opening of R3 facility in Lewisville, Texas, (U.S.A.) celebrating the achievement of planting its one-millionth tree.
- Released report in celebration of World Endangered Species Day—Highlighted our projects supporting critical ecosystem conservation and restoration projects that help protect endangered species around the world around the world.
- Released report in celebration of World Fish Migration—Celebrated the theme for the day, “Connecting Fish, Rivers, and People” highlighting projects and raising awareness about the impact migratory fish have in creating healthy river systems.
- Released report in celebration of International Day for Biological Diversity/ World Biodiversity Day—Celebrated the theme for the day, “Building a shared future for all life” aimed at increasing understanding of the importance of biodiversity.
- Released report in celebration of World Turtle Day—The theme for World Turtle Day was “Shellebrate” and aimed to raise awareness about their endangered status. Through our global partnership with The Nature Conservancy, Mary Kay Inc. supports sea turtle conservation projects in the Solomon Islands that help protect hawksbill turtles, a critically endangered species, through local female led ecotourism.
- Released report in celebration of World Reef Day—Highlighted our work with The Nature Conservancy supporting the restoration of reefs in Australia, Hong Kong, China the Coral Triangle and the Cakaulevu Reef.
- Released report in celebration of World Environment Day—Celebrated under the theme “Only One Earth” raising awareness

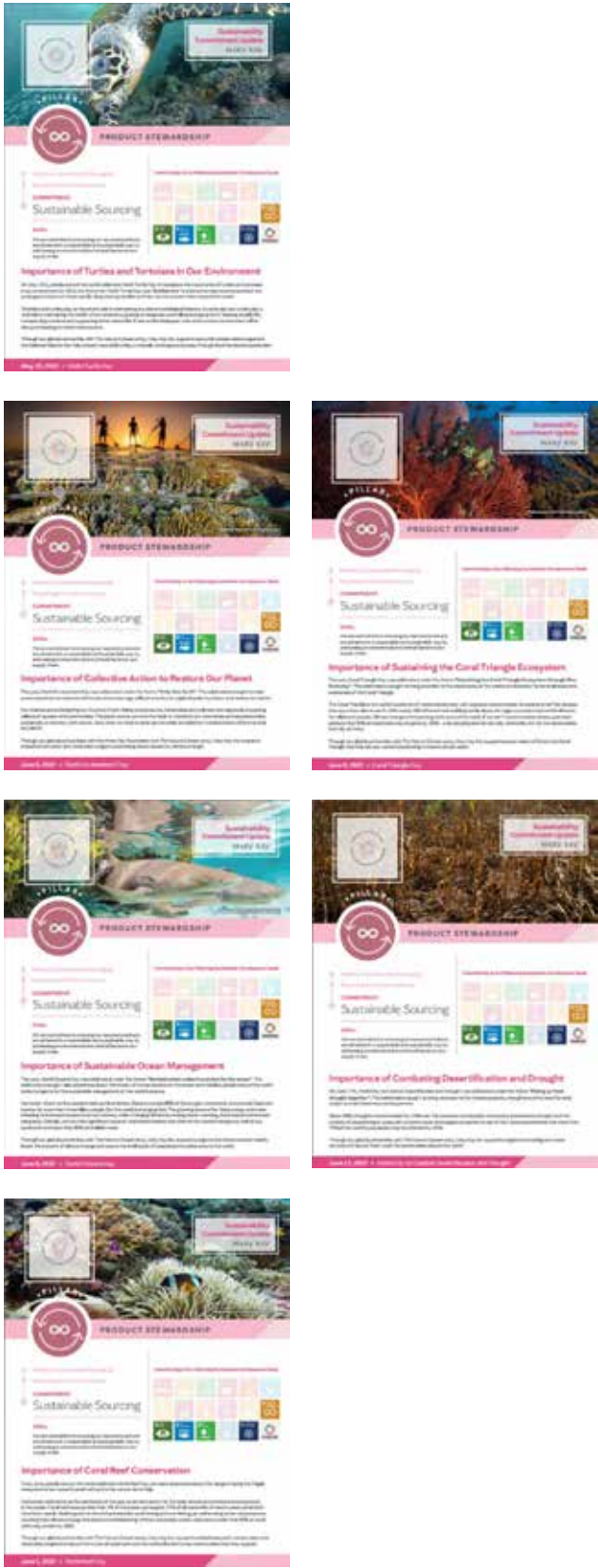


about environmental threats and actions needed to restore our planet. Highlighted our projects with The Nature Conservancy and Arbor Day Foundation.

- Released report in celebration of World Oceans Day—Supported the theme “Revitalization: collection action for the ocean” about the impact of human actions and mobilizing people behind the work for sustainable management of the world’s oceans. Highlighted our global oceans and ocean protection projects supporting The Nature Conservancy focused on improving ocean health for nature and people.
- Released report in celebration of Coral Triangle Day—The theme “Sustaining the Coral Triangle Ecosystem through Blue Economy” focused on marine environment to the livelihoods and economies of the Coral Triangle. Highlighted our work in Indonesia and working with indigenous communities to protect their traditions and economic security through protecting marine habitats.
- Released report in celebration of World Day to Combat Desertification and Drought - Celebrated under the theme “Rising up from drought together”. The celebrations sought to bring attention to the threats posed by droughts and the need for early action to avoid disastrous consequences. Highlighted out work with TNC to safeguard water sources and secure fresh water for communities around the world.

Company-Sponsored Foundations

- Released report about Instituto Mary Kay (Brazil)— Instituto Mary Kay aims to promote the wellness of women and their families in all phases of life, and it develops projects focused on health, education, family, and professional and social development.
- Released report about Mary Kay Ash Charitable Foundation (Canada)— The Mary Kay Ash Charitable Foundation is



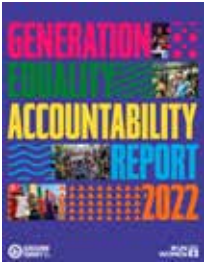
committed to supporting women living with cancer through the Look Good Feel Better program and to helping end violence against women by providing grants to women’s shelters and community outreach programs.

- Released report about Mary Kay China Sponsored Programs and Funds (China)— Through sponsored programs and funds, Mary Kay China established its philanthropic efforts to span the urgent needs of women and children. Launching its core program, the Mary Kay Women’s Entrepreneurship Program is in association with China Women’s Development Foundation; and includes four additional funds: Mary Kay China Charity Program is in cooperation with China Soong Ching Ling Foundation, Mary Kay Spring Bud Fund is in cooperation with China Children and Teenagers’ Fund, Young Women’s Future Fund is in cooperation with Adream Foundation, and Pink Changing Lives Community Fund is set up by Pink Changing Lives Volunteer Club and Jing’an Branch of Shanghai Charity Foundation.
- Released report about Mary Kay Ash Foundation™ (United States of America)— Since 1996, guided by Mary Kay Ash’s dream to enrich the lives of women everywhere, Mary Kay Ash Foundation™ has invested millions of dollars in breakthrough cancer research, clinical trials and cancer support programs and services, and programs and services helping to end gender-based violence and violence against women.



Global Commitments & Mandate Reporting

- Completed the Women’s Empowerment Principles’ Gender Gap Analysis Tool and shared findings with BSR, a specialist organization in corporate responsibility, on how experts can take forward the results. Based on an analysis of Mary Kay’s policies and practices across different business functions Mary Kay’s score fell in the “Achiever” category. The next steps are to address the remaining gaps in implementation of the [Women’s Empowerment Principles](#) (WEPs).
- Submitted progress on its commitments to the 5 Generation Equality Action Coalitions. Mary Kay signed up to these Action Coalitions at the Generation Equality Action Forum in July 2021.
- Submitted its UN Global Compact Communication on [Progress Report](#), which looks at the following categories: Governance, Human Rights, Labor, Environment, and Anti-Corruption.



MARY KAY

Mary Kay Ash
FOUNDATION®

MARY KAY ASH
CHARITABLE FOUNDATION

INSTITUTO
MARY KAY

玫琳凯
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ENRICHING LIVES TODAY
FOR A SUSTAINABLE TOMORROW

PINK CHANGING LIVES™
MARY KAY

MARY KAY
GLOBAL DESIGN STUDIO

Mary Kay

One of the original glass ceiling breakers, Mary Kay Ash founded her beauty company nearly 60 years ago with three goals: develop rewarding opportunities for women, offer irresistible products, and make the world a better place. That dream has blossomed into a multibillion-dollar company with millions of independent sales force members in nearly 40 countries. Mary Kay is dedicated to investing in the science behind beauty and manufacturing cutting-edge skin care, color cosmetics, and fragrances. Mary Kay is committed to empowering women and their families by partnering with organizations from around the world, focusing on supporting cancer research, protecting survivors from domestic abuse, beautifying our communities, and encouraging children to follow their dreams. Mary Kay Ash's original vision continues to shine—one lipstick at a time. Learn more at www.MaryKayGlobal.com.

Mary Kay Ash FoundationSM

Guided by Mary Kay Ash's dream to enrich the lives of women everywhere, Mary Kay Ash FoundationSM raises and distributes funds to invest in breakthrough cancer research to find a cure for women-related cancers and ending domestic violence against women. Since 1996, Mary Kay Ash FoundationSM has contributed more than \$85 million to organizations aligned with its two-fold mission. In addition, the Foundation supports awareness initiatives, community outreach programs, and advocates for legislation to ensure women are healthy and safe. Together, we can make the world better for women. To learn more about how to educate, advocate, volunteer and donate, and join life-saving work to support and empower women, visit www.marykayashfoundation.org, find us on Facebook and Instagram, or follow us on Twitter.

Mary Kay Ash Charitable Foundation (Canada)

Founded in 2001, The Mary Kay Ash Charitable Foundation is committed to support women living with cancer through the Look Good Feel Better program and to help end violence against women by providing grants to women's shelters and community outreach programs. The Foundation provides a grant to a domestic violence shelter in each of the ten provinces in Canada to support women and their families trying to flee domestic violence situations annually. Since 2001, the Foundation has awarded more than \$2.986 million. To learn more, please visit www.marykay.ca.

Instituto Mary Kay (Brazil)

Founded in 2014, Instituto Mary Kay aims to promote the wellness of women and their families in all phases of life, and it develops projects focused on health, education, family and professional and social development. In Brazil, our focus of work is to combat domestic violence. Millions of dollars have been donated to various organizations to help women and children around the world. To learn more, please visit www.institutomarykay.org.br.

Mary Kay China Sponsored Programs and Funds

Founded in 1995, through sponsored programs and funds, Mary Kay China established its philanthropic efforts to span across the urgent needs for women and children. Launching its core program, the **Mary Kay Women's Entrepreneurship Program** is in association with China Women's Development Foundation; and includes four additional funds: **Mary Kay China Charity Fund** is in cooperation with China Soong Ching Ling Foundation, **Mary Kay Spring Bud Fund** is in cooperation with China Children and Teenagers' Fund, **Young Women's Future Fund** is in cooperation with Adream Foundation, and **Pink Changing Lives Community Fund** is set up by Pink Changing Lives Volunteer Club and Jing'an Branch of Shanghai Charity Foundation.



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