

(Translation)

December 20, 2023

Name of Company: Shiseido Company, Limited  
 Name of Representative: Masahiko Uotani  
 Chairman and CEO  
 (Representative Director)  
 (Code No. 4911; The Prime Market of the Tokyo Stock Exchange)  
 Contact: Ayako Hirofuji  
 Vice President  
 Investor Relations Department  
 (Tel: +81 3 3572 5111)

### Changes among the Board of Directors and Corporate Executive Officers

Shiseido Company, Limited (“Shiseido”) has nominated candidates for the Board of Directors and Corporate Executive Officers\* at the Board of Directors held on December 20, 2023, to be voted upon at the 124th Ordinary General Meeting of Shareholders scheduled to be held in March 2024.

\* A Corporate Executive Officer is a statutory officer as provided in Japan’s Companies Act.

As announced here in the news release “Transition to a “Company with Three Statutory Committees” Business Transformation Initiatives to Drive Profitability for Sustainable Growth” dated December 20, 2023, Shiseido will change its corporate governance structure from a “Company with an Audit & Supervisory Board” to a “Company with Three Statutory Committees” subject to shareholder approval at the 124th Ordinary General Meeting scheduled in March 2024. If approved, the Board of Directors and Corporate Executive Officers will be as follows.

#### 1. Retirement

| Name            | Title*                             |
|-----------------|------------------------------------|
| Yukari Suzuki   | Director                           |
| Norio Tadakawa  | Director, Senior Executive Officer |
| Takayuki Yokota | Director, Executive Officer        |

\* As of January 1, 2024.

#### 2. New Appointments

| Name            | Title after the General Meeting of Shareholders | Title*                                     |
|-----------------|---|--|
| Takeshi Yoshida | Director  | Full-time Audit & Supervisory Board Member |
| Hiromi Anno     | Director  | Full-time Audit & Supervisory Board Member |
| Hiroshi Ozu     | External Director                               | External Audit & Supervisory Board Member  |
| Yasuko Gotoh    | External Director                               | External Audit & Supervisory Board Member  |

|                  |                   |   |
|------------------|-------------------|---|
| Ritsuko Nonomiya | External Director | External Audit & Supervisory Board Member |
|------------------|-------------------|---|

\* As of January 1, 2024.

### 3. Reappointments

| Name               | Title after the General Meeting of Shareholders  | Title* <sup>1</sup>                           |
|--------------------|--|---|
| Masahiko Uotani    | Director,<br>Representative Corporate Executive Officer* <sup>2</sup> ,<br>Chairman and CEO  | Representative Director,<br>Chairman and CEO  |
| Kentaro Fujiwara   | Director,<br>Representative Corporate Executive Officer* <sup>2</sup> ,<br>President and COO | Representative Director,<br>President and COO |
| Kanoko Oishi       | External Director  | External Director                             |
| Shinsaku Iwahara   | External Director  | External Director                             |
| Charles D. Lake II | External Director  | External Director                             |
| Mariko Tokuno      | External Director  | External Director                             |
| Yoshihiko Hatanaka | External Director  | External Director                             |

\*<sup>1</sup> As of January 1, 2024.

\*<sup>2</sup> The Representative Corporate Executive Officers will be selected at the Board of Directors to be held after the General Meeting of Shareholders.

### 4. New Board of Directors

| Name               | Title after the General Meeting of Shareholders  | Title* <sup>1</sup>                           |
|--------------------|--|---|
| Masahiko Uotani    | Director,<br>Representative Corporate Executive Officer* <sup>2</sup> ,<br>Chairman and CEO  | Representative Director,<br>Chairman and CEO  |
| Kentaro Fujiwara   | Director,<br>Representative Corporate Executive Officer* <sup>2</sup> ,<br>President and COO | Representative Director,<br>President and COO |
| Takeshi Yoshida    | Director   | Full-time Audit & Supervisory Board Member    |
| Hiromi Anno        | Director   | Full-time Audit & Supervisory Board Member    |
| Kanoko Oishi       | External Director  | External Director                             |
| Shinsaku Iwahara   | External Director  | External Director                             |
| Charles D. Lake II | External Director  | External Director                             |
| Mariko Tokuno      | External Director  | External Director                             |
| Yoshihiko Hatanaka | External Director  | External Director                             |
| Hiroshi Ozu        | External Director  | External Audit & Supervisory Board Member     |

|                  |                   |   |
|------------------|-------------------|---|
| Yasuko Gotoh     | External Director | External Audit & Supervisory Board Member |
| Ritsuko Nonomiya | External Director | External Audit & Supervisory Board Member |

\*<sup>1</sup> As of January 1, 2024.

\*<sup>2</sup> The Representative Corporate Executive Officers will be selected at the Board of Directors to be held after the General Meeting of Shareholders.

#### 5. Corporate Executive Officers

| Name             | Title (proposed) *                         |
|------------------|--|
| Masahiko Uotani  | Representative Corporate Executive Officer |
| Kentaro Fujiwara | Representative Corporate Executive Officer |
| Yoshiaki Okabe   | Corporate Executive Officer                |
| Norio Tadakawa   | Corporate Executive Officer                |
| Toshinobu Umetsu | Corporate Executive Officer                |
| Takayuki Yokota  | Corporate Executive Officer                |

\* The Corporate Executive Officers and Representative Corporate Executive Officers will be selected at the Board of Directors to be held after the General Meeting of Shareholders

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