

## Partial Organizational Reform and Personnel Change in Shiseido Group

The Company hereby announces that it will implement the following partial organizational reforms and personnel changes in the Shiseido Group, effective July 1, 2021.

### Notes

#### 1. Partial Organizational Reforms

##### (1) Establishment of Fukuoka Kurume Factory

The “Supply Network Fundamental Development Department”, which was responsible for preparations establishing the Fukuoka Kurume Factory and infrastructure development for human resource development in the supply network area, will be dissolved, and the “Fukuoka Kurume Factory” will be newly established and responsible for the start-up of factory functions and production preparation. The function of educating and training company-wide production engineers will be transferred to the “Production Department”.

##### (2) Establishment of Sustainable Technology Acceleration Department

The “Sustainable Technology Acceleration Department” will be newly established in the Brand Value R&D Institute under the management of the Chief Brand Innovation Officer for the purpose of overseeing environment-friendly packaging development, which is particularly important in our sustainability strategy, and collaborating with the product development functions as a hub for technological development and strategy execution to realize rapid commercialization.

##### (3) Other Organizational Changes

The “Global ICT Department” will be renamed the “Global IT Strategy Department” and will specialize in leading Group-wide IT strategy and governance functions. The functions of system development, management, operation and maintenance will be transferred to “Shiseido Interactive Beauty Company, Limited” which will be newly established.

#### 2. Personnel Changes

Name	New Title	Current Title
Atsunori Takano	Executive Officer* Chief Information Technology Officer Vice President, Global IT Strategy Department	Executive Officer* Chief Information Technology Officer

Nozomu Oikawa	General Manager, Fukuoka Kurume Factory	Vice President, Supply Network Fundamental Development Department
Akiko Nakamura	Director, Sustainable Environment Department, Social Value Creation Division Director, Sustainable Technology Acceleration Department, Brand Value R&D Institute	Director, Sustainable Environment Department, Social Value Creation Division

\* To hold the concurrent title of Corporate Officer

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