

Changes among the Executive Officer System

The Company hereby announces the following changes of Executive officers effective on January 1, 2022.

Note

1. Executive Officer System

(1) Executive Officers (Effective January 1, 2022)

Name	New Title	Current Title
Masahiko Uotani	Executive Officer President and CEO	Executive Officer* ¹ President and CEO
Kentaro Fujiwara	Senior Executive Officer* ² China Region Chief Executive Officer	Executive Officer* ¹ China Region Chief Executive Officer
Yoshiaki Okabe	Senior Executive Officer* ² Chief Brand Innovation Officer Chief Technology Officer	Executive Officer* ¹ Chief Brand Innovation Officer
Yukari Suzuki	Senior Executive Officer* ² Chief Marketing Officer Chief D&I Officer	Executive Officer* ¹ Chief Brand Officer Clé de Peau Beauté, IPSA, THE GINZA, BAUM
Norio Tadakawa	Senior Executive Officer* ² Japan Region Chief Executive Officer	Executive Officer* ¹ Japan Region Chief Executive Officer
Hiromi Anno	Executive Officer Chief Public Relations Officer	Executive Officer* ¹ Chief Public Relations Officer
Maria Chiclana	Executive Officer Chief Legal Officer Global General Counsel	Executive Officer Chief Legal Officer Global General Counsel
Mizuki Hashimoto	Executive Officer Chief Brand Officer Clé de Peau Beauté	Deputy Chief Brand Officer Clé de Peau Beauté
Angelica Munson	Executive Officer Chief Digital Officer	Executive Officer Chief Digital Officer
Kenichi Saito	Executive Officer Chief Quality Officer	General Manager, Kakegawa Factory
Antonios Spiliotopoulos	Executive Officer Chief Supply Network Officer	Executive Officer Chief Supply Network Officer

Atsunori Takano	Executive Officer Chief Information Technology Officer	Executive Officer* ¹ Chief Information Technology Officer
Toshinobu Umetsu	Executive Officer Chief Strategy Officer	Executive Officer* ¹ Chief Strategy Officer
Naomi Yamamoto	Executive Officer Chief Creative Officer	Executive Officer* ¹ Chief Creative Officer
Takayuki Yokota	Executive Officer Chief Financial Officer	Executive Officer* ¹ Chief Financial Officer
Ryota Yukisada	Executive Officer Chief Brand Officer brand SHISEIDO	Executive Officer* ¹ Chief Brand Officer brand SHISEIDO

*¹ To hold the concurrent title of Corporate Officer

*² Due to the complete transition to the Executive Officer System, the notation of the position has changed.

(2) Retiring Executive Officers (Effective December 31, 2021)

Name	Current Title
Jun Aoki	Executive Officer* ¹
Kiyomi Horii	Executive Officer* ¹
Akihiro Miura	Executive Officer* ¹
Minoru Nakamura	Executive Officer* ¹
Katsunori Yoshida	Executive Officer* ¹

*¹ To hold the concurrent title of Corporate Officer

(3) New Executive Officers (Effective January 1, 2022)

Name	New Title
Mizuki Hashimoto	Executive Officer
Kenichi Saito	Executive Officer

- End of News Release -