

## Shiseido selected in the “The Global Parity Alliance Lighthouse Awards 2022”

Shiseido Company, Limited (hereafter, “the Company”) hereby notifies that is has been selected as the only Japan company in the 2022 “DEI Lighthouse” of The Global Parity Alliance. The Global Parity Alliance was launched by the World Economic Forum\* and McKinsey & Company to accelerate diversity, equity, and inclusion (DE&I).

\* The World Economic Forum promotes exchanges among leaders in political, economic, and academic fields to address global economic issues. It acts as an independent nonprofit organization and is headquartered in Geneva, Switzerland.

For further details of the World Economic Forum’s DE&I action initiatives: <https://www.weforum.org/topics/inclusive-design>

### 1. The Global Parity Alliance

The Global Parity Alliance (hereafter, “GPA”) is a cross-industry group of global organizations aiming to promote DE&I, composed from 44 companies around the world. The Company has been participating since the establishment of GPA in March 2022 as one of the founding members.

### 2. DEI Lighthouse

DEI Lighthouse is benchmark companies within GPA that promotes DE&I which is selected by a panel of global diversity and equity experts. In fiscal 2022, 8 out of 44 GPA participating companies were selected, and Shiseido was the only Japan company whinin.

### 3. Reason the Company was Selected

In addition to in-house initiatives to promote female empowerment and upskilling, Shiseido also focuses on the whole Japanese society as a leading company, to support close the gender gap. Masahiko Uotani, Representative Director, Chairman and CEO of the Company, was appointed as the first chair of the 30% Club Japan which aims to increase the ratio of female on the board in Japan, and the Company was recognized for promoting gender equity at the executive level in Japanese companies.

Along with this selection, the Company’s best practices were highlighted in the GPA DEI Lighthouses 2023 Insight Report, and the same content was also disclosed at the Annual Meeting in Davos in January 2023.

Through our participation in GPA, we aim to promote DE&I efficiently and quickly not only within our company but also to the whole society.

### Reference

“The Global Parity Alliance” Official Website: <https://www.globalparityalliance.org/>

Global Parity Alliance Diversity, Equity and Inclusion Lighthouses 2023 Insight Report:

<https://www.weforum.org/reports/global-parity-alliance-diversity-equity-and-inclusion-lighthouses-2023>