

## Announcement of Personnel Change

Shiseido Company, Limited has announced that Shinji Wada will join the company as Chief People Officer, effective October 1, 2023.

Mr. Wada has high-level expertise in the area of HR, possesses over 10 years of cumulative HR experience in the United States, and has a track record for leading global transformation. Based on this background, as Chief People Officer, he will lead Shiseido's HR at a global level and elevate the company's PEOPLE FIRST human resources strategy while further enhancing Shiseido's people and organizations.

Name	New Title	Current Title
Shinji Wada	Chief People Officer	Newly Hired

- End of News Release -