

## Shiseido Recognized as Certified Health & Productivity Management Outstanding Organization (White 500)

Shiseido, along with 21 other domestic affiliated companies, has been recognized as a White 500 company under the Ministry of Economy, Trade and Industry's Certified Health & Productivity Management Outstanding Organizations Recognition Program. This marks the fourth time Shiseido has been recognized. This program launched in 2017 is one by which the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi (Japan Health Council) certifies the top 500 companies and corporations that excel in practicing outstanding health management based on Health and Productivity Management.\*



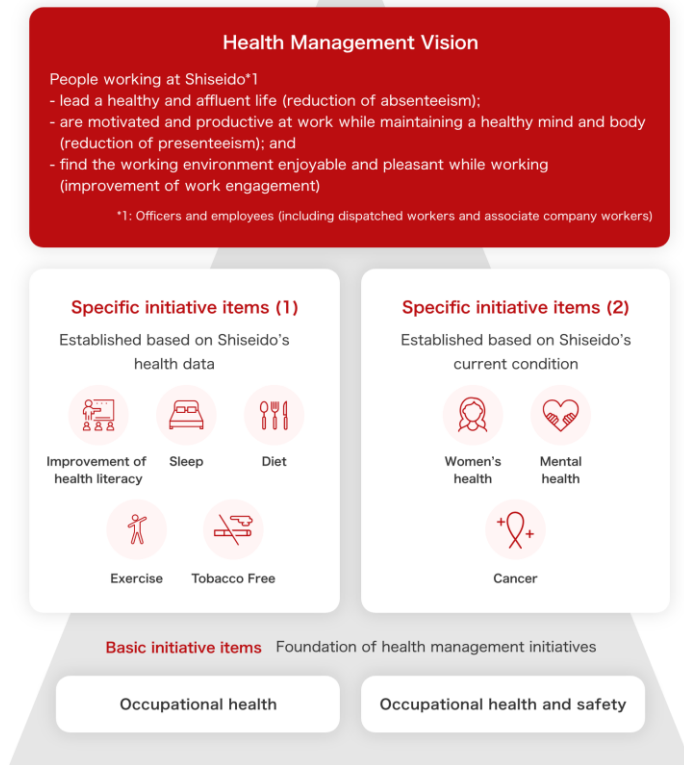
### Shiseido's Initiatives

Shiseido believes it is important for its employees and their families to live a healthy and beautiful life to realize its corporate mission of BEAUTY INNOVATIONS FOR A BETTER WORLD. For this reason, the company established the Shiseido Health Declaration. With Representative Director, Chairman and CEO Masahiko Uotani serving as the head of health management, and the Wellness Support Group of the People Division and Shiseido Health Insurance Society collaborating to support the offices in the Shiseido Group in Japan, the company is proactively driving the initiative to maintain and promote employee health. The company also supports the voluntary health initiatives by employees with the head of health management working with the executives, department heads, and responsible persons.

In 2022, Shiseido established its Occupational Health and Safety Management System, which realizes a safe and secure working environment for people working in the Shiseido Group.

The company has also been working on the following eight key areas since 2023 to further promote its health management: (1) improvement of health literacy, (2) sleep, (3) diet, (4) exercise, (5) smoke-free, (6) women's health, (7) mental health, and (8) cancer. Shiseido selected these areas after creating a framework for health management (see below) based on both the issues identified through data analysis and the characteristic nature of 80% of the company's employees being women.

Moving forward, Shiseido will continue to evolve its health management, minimize occupational safety risks, and invest in health to make its employees healthier, with the belief that this will result in its employees giving back to society. The company's aim is to create a virtuous cycle.



Objectives of Health Management in Shiseido

Related Information

Health and Safety of the Shiseido Group: <https://corp.shiseido.com/en/sustainability/labor/health.html>

\*"Kenkokeiei" (Health and Productivity Management) is a registered trademark of the NPO Kenkokeiei Kenkyukai (Society for the Management of Company and Employee Health).