

Shiseido Ranked No. 1 Overall for Third Consecutive Year in 100 Best Companies Where Women Actively Take Part

Shiseido was selected for the third consecutive year as the No. 1 overall ranking company in the 2024 100 Best Companies Where Women Actively Take Part sponsored by Nikkei Woman and the Nikkei Womenomics Project of the Nikkei Group.

About the 100 Best Companies Where Women Actively Take Part

This year marks the 22nd edition of the 100 Best Companies Where Women Actively Take Part, a comprehensive ranking calculated based on the results of the Survey on the Participation of Women in Corporations conducted by Nikkei Woman, a women's career and lifestyle magazine published by Nikkei Business Publications, and the Nikkei Womenomics Project of the Nikkei Group.

This survey evaluates the actual state of women's abilities being utilized in the corporations from the two perspectives of "job satisfaction" and "good work conditions." It measures four indicators: 1) Promotion to managerial positions, 2) Active use of women's ability, 3) Work-life balance, and 4) Diversity. Rankings are assigned based on these measures. In addition to being ranked first in the overall ranking, Shiseido ranked first in the category of "Promotion to managerial positions," and second in the category of "Diversity," in this year's survey, for its initiatives to promote women's activities, including the appointment of female managers, and diversity, equity and inclusion (hereinafter, DE&I).

Background of Evaluation and Shiseido's Initiatives

Shiseido has positioned DE&I as a key pillar of its management strategy to create an organizational culture that continues to innovate by recognizing and respecting individual differences regardless of gender, age, nationality, etc., in pursuit of its corporate mission of BEAUTY INNOVATIONS FOR A BETTER WORLD.

The company is particularly proactive in promoting the active participation of women, including the NEXT LEADERSHIP SESSION for WOMEN, which started in 2017 for female employees who aim to advance their careers in management positions, as well as other initiatives to support their careers by providing touch points with role models. As initiatives, a mentoring program between executive officers and female employees was launched in 2020, followed by a career mentoring program from 2022. Shiseido is also promoting diverse and flexible work styles to support women's activities in 2021. It revised the flextime system with no core hours and introduced the "Shiseido Hybrid Work Style" to maximize synergy between office work and remote work. As a result, the percentage of female managers within the domestic Shiseido Group is 40.0% as of January 1, 2024.

Furthermore, in April 2023, Shiseido launched KANGAROOM+¹, a childcare support service for infants through elementary school students, through our subsidiary KODOMOLOGY Co., LTD. This initiative has also led to the achievement of a 100% childcare leave take-up rate among male employees².

In March 2024, Shiseido opened the Shiseido DE&I Lab³ website. By publicizing the results of the research and its past initiatives, the company will further contribute to promoting the growth of the Japanese economy through the realization of DE&I.

As a leading company in bridging the gender gap in Japanese society, Shiseido will continue to focus on and support activities for women's success in the workplace and further accelerate diversity by promoting the activities of employees with diverse backgrounds not limited to gender, including foreign nationals and midcareer hires.

¹ Services for employees of Shiseido and its partner companies

² Achievement of a 100% childcare leave take-up rate among male employees in the domestic Shiseido Group at the end of 2023

³ Shiseido DE&I Lab website: <https://corp.shiseido.com/deilab/jp>