SHISEIDO

Press Release

June 2025
Shiseido Company, Limited

Shiseido Holds Award Ceremony for 18th Shiseido Female Researcher Science Grant Recipients

~ Manifold Approach to Supporting Next-generation Female Research Leaders ~

SCIENCE GRANT
SHISEIDO FEMALE RESEARCHER

Shiseido Company, Limited (hereinafter, Shiseido) has selected 10 recipients out of a total of 108 applicants for the 18th Shiseido Female Researcher Science Grant (hereinafter, this Grant) and held an award ceremony at the Shiseido Global Innovation Center on Friday, July 20, 2025.

Since its establishment in 2007, this Grant has provided research grants for research themes covering a wide range of fields in the natural sciences (all fields in science and engineering, as well as life sciences) to up to 10 female researchers each year on the principle that supporting female researchers taking on leadership roles in the next generation will lead to the development of science and technology. One of its features is that the granted fund of one million yen can be flexibly used to create a comfortable working environment with an adequate balance of research activities and personal life events. For example, the fund can be used for babysitters or daycare fees when attending academic conferences, hiring research assistants, and so on. Network building among the grant recipients also helps reinforce the recipients' research activities and career development.

Amid the growing awareness of the challenges in closing the gender gap in the STEM* fields in Japan, Shiseido, as a company that actively promotes women's empowerment, will contribute to realizing a sustainable society through the development of science and technology made possible by supporting female researchers.

* Science, Technology, Engineering and Mathematics

Outline of grant award ceremony

Event Name	18th Shiseido Female Researcher Science Grant Award Ceremony Theme: "Leveraging the Network of Female Researchers"
Time and Date	Friday, July 20, 2025, 10:30-18:30
Venue	Shiseido Global Innovation Center 3F (1-2-11 Takashima, Nishi-ku, Yokohama, Kanagawa, Japan)
The 18th Award Ceremony	◆ Greetings Ayako Hirofuji, Corporate Executive Officer, Executive Officer, Chief Financial Officer, and Chief DE&I Officer, Shiseido Co., Ltd. ◆ Greetings from the Head of Judging Committee and presentation of the award plaque Yosuke Tojo, Executive Officer, Chief Technology Officer, Shiseido Co., Ltd. ◆ Comments from the 18th grant award recipients
Speeches by Former Recipients	Speeches by the 3 recipients of this Grant Award in the previous years: "Progress of research results since the end of the grant period and advice based on the recipients' own step-up experiences"
The 17th Research Report Meeting	◆ Presentation and discussion By 10 recipients of the 17th Shiseido Female Researcher Science Grant Award ◆ Social gathering

Current Status of the Female Researchers and this Grant

In Japan, female researchers comprise18.5%** of all researchers, and although this represents an increasing trend, the proportion of female researchers in Japan remains lower compared to that in other countries. While many female researchers are concerned about achieving work-family balance, other issues have also been brought to attention (e.g., "There aren't many female researchers so having their position understood is difficult," "Female researchers have no one around them to consult or exchange information with"), which suggest that many female researchers lack a sufficiently developed environment for both private activities and research activities.***

Shiseido established this Grant in 2007 considering these circumstances and has continued to support motivated female researchers aiming for leadership positions. The company's objective is to increase research diversity and promote the growth of science and technology in Japan by creating an environment that encourages female researchers to take on more active roles.

** Ministry of Internal Affairs and Communications 2023 Science and Technology Research Survey Results (https://www.stat.go.jp/english/data/kagaku/1551.html)

*** Shiseido Survey period: November 16-30, 2022. Number of respondents among Shiseido Female Researcher Science Grant recipients: 74 (Numbers asked: 119)

Comments from the 18th Grant Award Recipients

On the day of the ceremony, each grant recipient shared their future aspirations. One recipient noted, "There aren't many researchers working in my research field compared to other countries and regions; I hope to take on a leadership position and promote this field in the future," while another recipient stated, "Even at the university where I belong, the low proportion of female researchers has been an issue; I would like to continue to make efforts, drawing encouragement from this Grant, so that I can someday earn a leadership position," each reaffirming their determination toward future goals.

[Message from Ayako Hirofuji, Corporate Executive Officer, Executive Officer, Chief Financial Officer, Chief DE&I Officer, Shiseido Co., Ltd.]

According to the World Economic Forum Global Gender Gap Index,**** Japan ranks 118th out of 148 countries, indicating that a significant gender gap still exists in this country. The findings of the in-house research Institution "Shiseido DE & I" Lab"***** revealed that, while women are more aware of gender equality than men, they are more likely to be bound internally by the notion of "femininity," suggesting that they are caught in a dilemma. The same study also emphasized the importance of fostering an environment that encourages diverse leaders to participate actively. Based on my past challenges and learning, I also value "listening to diverse voices and creating an atmosphere where everyone can freely show their talent."

It takes courage to take on a challenge, but a new world only opens up because of you doing precisely that. Even if it's imperfect, I believe that the view ahead when you plunge into something can give you the power to change the future. The research environment for female researchers in Japan remains challenging, but I hope you will lead the way by demonstrating your leadership.

**** World Economic Forum: Gender Gap Report 2025 | World Economic Forum

***** Shiseido DE&I Lab: https://corp.shiseido.com/deilab/en/research/bias/

[Message from Yosuke Tojo, Head of Judging Committee, Executive Officer, Chief Technology Officer, Shiseido Co., Ltd.]

At this year's award ceremony, we invited former recipients of this grant to share their research progress since the grant period ended, as well as their experiences overcoming challenges through their research and growth. The recipients described how meaningful the opportunities have been, allowing them to interact directly with various role models and gain valuable advice as they strived for future success.

In recent years, the concept of gendered innovation has also gained attention; this is an area where the cosmetics industry has a particular affinity, as research focusing on gender differences has long been applied in this field.

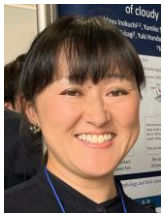
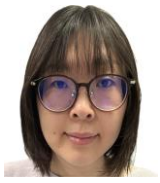
At Shiseido, both female and male researchers are achieving success by leveraging the fact that they are equally consumers and technical experts. I believe that increasing diversity in universities and research institutions, where the proportion of women in leadership roles remains low, is essential for the development of science in Japan. I wish the grant recipients continued success and growth.

Prospects

To improve the difficult research environment for female researchers in Japan and help them take on active roles, it is important to increase the number of women involved in decision-making at research institutions. Shiseido will continue supporting the development of female researchers taking on leadership roles through this Grant to help advance science and technology in Japan.

[18th Shiseido Female Researcher Science Grant: List of grant recipients]

Grant period: June 2025-May 2026

Name	Affiliation	Position	Research Field/Award-winning Research Theme (Research Overview)
Tamasa Araki 	Department of Parasitology, Research Center for Biosafety, National Institute of Infectious Diseases	Senior Research Scientist	[Parasitology] The 3D Structural Organelle Roadmap for Malaria Parasite Development (How organelles increase and are distributed when malaria parasite development is observed using a 3D model)
Mayu Inokuchi 	Graduate School of Agricultural and Life Sciences, The University of Tokyo	Assistant Professor	[Fish Physiology] Regulation of Ion Transport in Epithelial Cells Using Euryhaline Fish as a Model Organism (Aiming to elucidate the “mechanism that regulates salinity,” which is also common to us humans, by investigating the mechanisms of fish living in environments with different salinity levels, such as rivers and oceans,.)
Rie Ouchi 	Institute of Science Tokyo	Project Assistant Professor	[Cell Biology/Geriatrics] Mechanistic Insights into Aging Induced by the Sympathetic Nervous System (A study to clarify the mechanism of how sympathetic nerves contribute to aging)
Yuka Okusha 	Department of Pharmacology, Okayama University Graduate School of Medicine, Dentistry, and Pharmaceutical Sciences	Research Associate Professor	[Tumor Molecular Biology] Establishment of PTEN Hamartoma Syndrome Novel Model and Development of Novel Therapeutic Drugs Targeting Mutant PTEN-Binding Proteins (To become the first in the world to create a PTEN hamartoma syndrome novel model related to hereditary tumors with the aim of developing novel therapeutic drugs through elucidation of the pathogenesis and pathophysiological mechanisms.)

Azusa Kage		Graduate School of Engineering, Muroran Institute of Technology	Assistant Professor	[Gravitational Biology/Biophysics] Investigation of the Ecological Significance of Gravity-Induced Responses in Microorganisms (What does responding to gravity mean for a small unicellular organism?)
Fumika Karaki		Laboratory of Medicinal Chemistry, School of Pharmacy, Kitasato University	Assistant Professor	[Medicinal Chemistry] Prediction of Druglikeness Based on Ultraviolet Absorption (Ultraviolet rays are used to distinguish between "molecules that become drugs" and "molecules that do not become drugs.")
Miho Chikazawa		Faculty of Agriculture, Meijo University	Assistant Professor	[Agricultural Sciences/Food Science] Exploration of Immune-Activating Molecules Present in the Gut (Aiming to explain the mechanism of maintaining intestinal health and its relationship with diets.)
Saeko Nakajima		Department of Drug Discovery for Inflammatory Skin Diseases, Kyoto University Graduate School of Medicine	Specially Appointed Associate Professor	[Skin Immunology/Microbiome] Immune Profiling and Therapeutic Target Discovery in Chronic Inflammatory Skin Diseases (Aiming to elucidate the pathogenesis of skin diseases, which are not well understood, at the molecular level, search for therapeutic targets, and optimize diagnosis and treatment.)
Ayumi Nagashima		School of Life Science and Technology, Institute of Science Tokyo	Assistant Professor	[Chemical Sense/Comparative Evolutionary Physiology] Comparative physiology in Chondrichthyans reveals the molecular basis of aquaglyceroporin solute selectivity (To elucidate the substrate selection mechanism of membrane transporters, which are also involved in skin moisturizing, etc. by comparing the sequences and activities of these transporter proteins in sharks.)
LEE JI HA		Institute for Fiber Engineering and Science, Shinshu University	Associate Professor	[Chemistry/Soft Matter】 Hydrogel-Based Hydroponics: An Innovative Solution to Food Shortages (Supplying water and nutrition with light! A next-generation hydrogel-based hydroponics system)

∗ Titles omitted, names in the Japanese syllabary order