

Announcement of Organizational and Personnel Changes

Shiseido Company, Limited has announced that it will implement organizational changes and personnel transfers as detailed below, effective January 1, 2026.

1. Organizational Changes

(1) Integration of Sustainability Functions

The Sustainability Strategy Acceleration Office will be newly established under the Corporate Transformation Acceleration Department, which is driving forward the Group-wide strategy, to integrate sustainability functions. This office will include the DE&I Group, which will aim to accelerate the execution capabilities of responding to societal and environmental issues, one of the pillars of the sustainability strategy. As a result of this organizational change, the Sustainability Strategy Acceleration Department and DE&I Department will be dissolved.

(2) Establishment of the Art & Creation Division

The Art & Creation Division will be newly established to integrate the creative functions of the Beauty Creation Center, Shiseido Creative Co., Ltd., and the Art & Heritage Department. The functions of Shiseido Creative Co., Ltd. will be transferred to the newly established Creation Department, and the Art & Heritage Department will be dissolved and restructured as the Corporate Value Creation Office.

(3) Establishment of the Global Digital Division and Global Business Engagement Department

The aim of this organizational change is to improve resource efficiency by integrating the digital and IT departments. An organization will be built that utilizes a global platform to enable resource shifting.

- ① The Global Digital Division will be newly established, integrating the IT functions of the Business Transformation Department, Digital Transformation Office, Shiseido Interactive Beauty Co., Ltd., Global IT Governance Department, Global IT Infra Department, and IT Security Department.
- ② The implementation of the core system FOCUS has completed. Because the system is transitioning to a phase of showing results, the Business Transformation Department will be dissolved, and two new departments will be established: the Global Business Engagement Department, which will strengthen governance of global business processes, and the Global Enterprise Application Department, which will promote global standardization and unification of IT platforms in the area of enterprise applications.
- ③ The Digital Transformation Office will become the Global Digital Platform Department, which will carry out enhancing internal digital capability and consumer related digital transformations.

2. Personnel Changes

Name	New Title	Current Title
Naoko Hase	Vice President, Risk Management Department	Group Manager, GTC Strategy Acceleration Group
Maki Yamamoto	Vice President, Executive & External Relations Department	Vice President, DE&I Strategy Acceleration Department

Atsushi Yasuda	Vice President, Global Business Engagement Department	Vice President, Business Transformation Department
Venkatesh Somasundaram	Vice President, Global Enterprise Application Department, Global Digital Division	Director, Global Enterprise Solution Delivery Department, Business Transformation Department
Yuki Mikita	Vice President, Global Digital Strategy & Governance Department, Global Digital Division	Vice President, Global IT Governance Department
Keiko Sakurai	Vice President, Global Digital Platform Department, Global Digital Division	Vice President, Digital Innovation Department, IT Division, Shiseido Interactive Beauty Co., Ltd.
Takuma Kurahashi	Vice President, Global Product Value Development Center, Brand Value R&D Institute	Director, Diverse Brands R&D Department, Global Brands Value Development Center, Brand Value R&D Institute
Yuu Miura	Vice President, Creation Department, Art & Creation Division	Vice President, Creative Department, Shiseido China Co., Ltd.

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