

# Sustainability Data

Data detailing Shiseido's activity towards sustainability is available.

## Environmental Data

- CO<sub>2</sub> / Scope1,2 & Scope3 / Scope1,2,3 Total / Avoided CO<sub>2</sub> emissions (2020)
- Energy
- Water
- Waste
- Environmental pollution (Air/Water)
- Responding to Environmental Risks
- CO<sub>2</sub> emissions from cosmetics and personal care products (environmental footprint)

## Social Data

### Human Resources

- Number of Shiseido Group Employees
- Number of Employees by Region / Number of Employees by Type of Employment / Number of Leaders
- Ratio of Female Leaders / Diversity in Top Management / Ratio of Employees with Disabilities
- Employee Diversity / Ratio of employees by age group / Average Service Years of Employees
- Job Turnover Rate / Total employee turnover rate / Voluntary employee turnover rate / Working Hours / Rate of Paid Leave Taken / Number of Employees Hired / Starting Pay / Average Annual Salary / Equal Remuneration / Number of Employees Rehired after Retirement
- Childcare Leave and Family Care Leave / Number of Employees who Used Childcare Leave System / Number of Employees who Used Childcare Time System / Reinstatement Rate after Childcare Leave / Retention Rate after Childcare Leave / Number of Employees who Used Family Care Leave System / Number of Employees who Used Family Care Time System / Kangaroo Staff
- Labor accidents / Number of Work-Related Accidents / Accident Severity Rate / LTIFR and OIFR
- Labor Union / Percentage of Corporations with Labor Union / Number of Labor Union Members / Ratio of Labor Union Members / Employee Satisfaction / Talent Development

### Customer Satisfaction

- Favorability Rating

### Compliance and Risk Management

- Anti-Corruption
- Anti-Competitive Behavior / Operating Performance of Reporting and Consultation Desks for Employees / Target and Performance of Human Rights Education Training for Employees
- Activities to Enhance Corporate Ethics: Survey on employee harassment and compliance
- Number of Serious Compliance Violations
- Donations to Political Parties

- Non-Compliance with Laws and Regulations in the Social and Economic Area / Incidents of Non-Compliance Concerning Health and Safety Impacts and Services Incidents of Non-Compliance Concerning Product and Service Information and Labeling Incidents of Non-Compliance Concerning Marketing Communications Incidents of Reporting Personal Information Disclosure to Personal Information Protection Commission Violations or Complaints regarding Customer Privacy Protection received from Regulatory Authorities, Public Institutions, Consumer Rights Groups, etc. Non- Compliance with Laws and Regulations in Social and Economic Areas

#### Social Contribution Activity Highlights

- Number of Social Contribution Activities
- Number of Participating Employees
- Spending on Social Contribution Activities
- Social Contribution Activities - Empowerment by the Power of Beauty
- Social Contribution Activities - Gender Equality
- Academic Support
- Support for Patients with Xeroderma Pigmentosum (XP) (UV-sensitive intractable disease)
- Activities for Children
- Social Contribution Activities - Education for Socially Vulnerable People
- Social Contribution Activities – Art and Heritage
- Community and Disaster Support

# Environmental Data

## Data

The data marked with  in the figure below has been third-party certified.

## CO<sub>2</sub>

### Scope1,2\*1

(t)

	2017	2018	2019	2020
Total	91,483	<input checked="" type="checkbox"/> 83,240	<input checked="" type="checkbox"/> 83,709	<input checked="" type="checkbox"/> 74,619
Coverage(%)*2	97.2	96.1	96.8	100.0
Scope1	31,332	<input checked="" type="checkbox"/> 29,623	<input checked="" type="checkbox"/> 31,995	<input checked="" type="checkbox"/> 28,129
Coverage(%)*2	95.7	94.0	95.0	100.0
Scope2	60,151	<input checked="" type="checkbox"/> 53,617	<input checked="" type="checkbox"/> 51,714	<input checked="" type="checkbox"/> 46,490
Coverage(%)*2	98.0	97.3	98.0	100.0

\*1 : The performance data was calculated based on the GHG Protocol. Scope 2 was based on the market-based method.

\*2 : All our sites

### Scope3

(t)

	2019	2020
Total	2,649,895	2,524,291
Purchased goods and services (Category 1)	<input checked="" type="checkbox"/> 557,375	<input checked="" type="checkbox"/> 513,056
Use of sold products (Category 11)	<input checked="" type="checkbox"/> 1,595,207	<input checked="" type="checkbox"/> 1,539,349
End of life treatment of sold products (Category 12)	<input checked="" type="checkbox"/> 99,999	<input checked="" type="checkbox"/> 81,897
Total of other categories*	397,314	389,988

\* Total of the categories of 2, 3, 4, 5, 6, 7 and 13.

Scope1,2,3 Total

(t)

	2019	2020
Total	2,733,604	2,598,910

Avoided CO<sub>2</sub> emissions (2020)

Approximately 40,000 tons of CO<sub>2</sub>, was reduced thanks to the sale of refill products.

(k-ton)

Each stage of the value chain	Avoided CO <sub>2</sub> emissions
Procurement	9.1
Product use	25.5
End of life	5.4
Total	40.0

Target period: From January 1 to December 31, 2020

Energy

(MWh)

	2017	2018	2019	2020
Energy consumption	288,760	☑267,530	☑297,784	☑298,384*4
Coverage(%)*1	97.2	96.1	96.8	100.0
Electric power	115,933	☑108,452	☑115,228	☑127,188
Gas*2	138,922	☑126,255	☑131,330	☑128,363
LPG	3,932	☑2,941	☑2,771	☑2,552
Fuel*3	25,136	☑24,112	☑24,169	☑16,146
Steam	4,837	☑5,771	☑24,286	☑24,135

\*1 : All our sites

\*2 : Total value of city gas and natural gas consumption

\*3 : Total value of gasoline, kerosene, diesel oil and fuel oil consumption

\*4 : Non-renewable energy consumption for 2020 : 256,103MWh

## Water

(Mil. m<sup>3</sup>)

	2017	2018	2019	2020
Water withdrawals	1.2	☑1.2	☑1.2	☑1.2
Coverage(%)*	100.0	100.0	100.0	100.0
Municipal water	0.9	☑1.1	☑1.0	☑0.9
Surface water	0.1	☑0.1	☑0.1	☑0.1
Ground water	0.1	☑0.1	☑0.1	☑0.3
Water discharged	0.9	☑1.0	☑0.9	☑1.0

\* All production sites

- Total net fresh water consumption in 2020 (water consumption excluding the amount of wastewater returned to the same water source): 1.2 million m<sup>3</sup>

- Percentage of water withdrawal and water consumption in areas with high or very high Baseline Water Stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct in 2020: 11%.

## Waste

(t)

	2017	2018	2019	2020
Waste discharged	9,732	7,786	☑7,393	☑7,488
Coverage(%)*1	100.0	100.0	100.0	100.0
Recycled*2	9,310	7,479	7,032	7,457
Disposed	422	☑308	☑361	☑31

\*1 : All production sites

\*2 : Including thermal recovery

## Environmental pollution (Air/Water)

(t)

	2017	2018	2019	2020
NOx emissions	5	4	10	☑8
Coverage(%)*	46.2	54.5	81.8	90.9
SOx emissions	0	0	0	☑0
Coverage(%)*	38.5	54.5	81.8	90.9
Chemical Oxygen Demand	98	☑116	☑103	☑70
Coverage(%)*	84.6	90.9	90.9	90.9

\* All production sites

## Responding to Environmental Risks

In terms of environmental law, key function of the company is Production sites. Including those functions, Shiseido observes environmental laws and regulations thoroughly by conducting compliance evaluation based on ISO14001 standards.

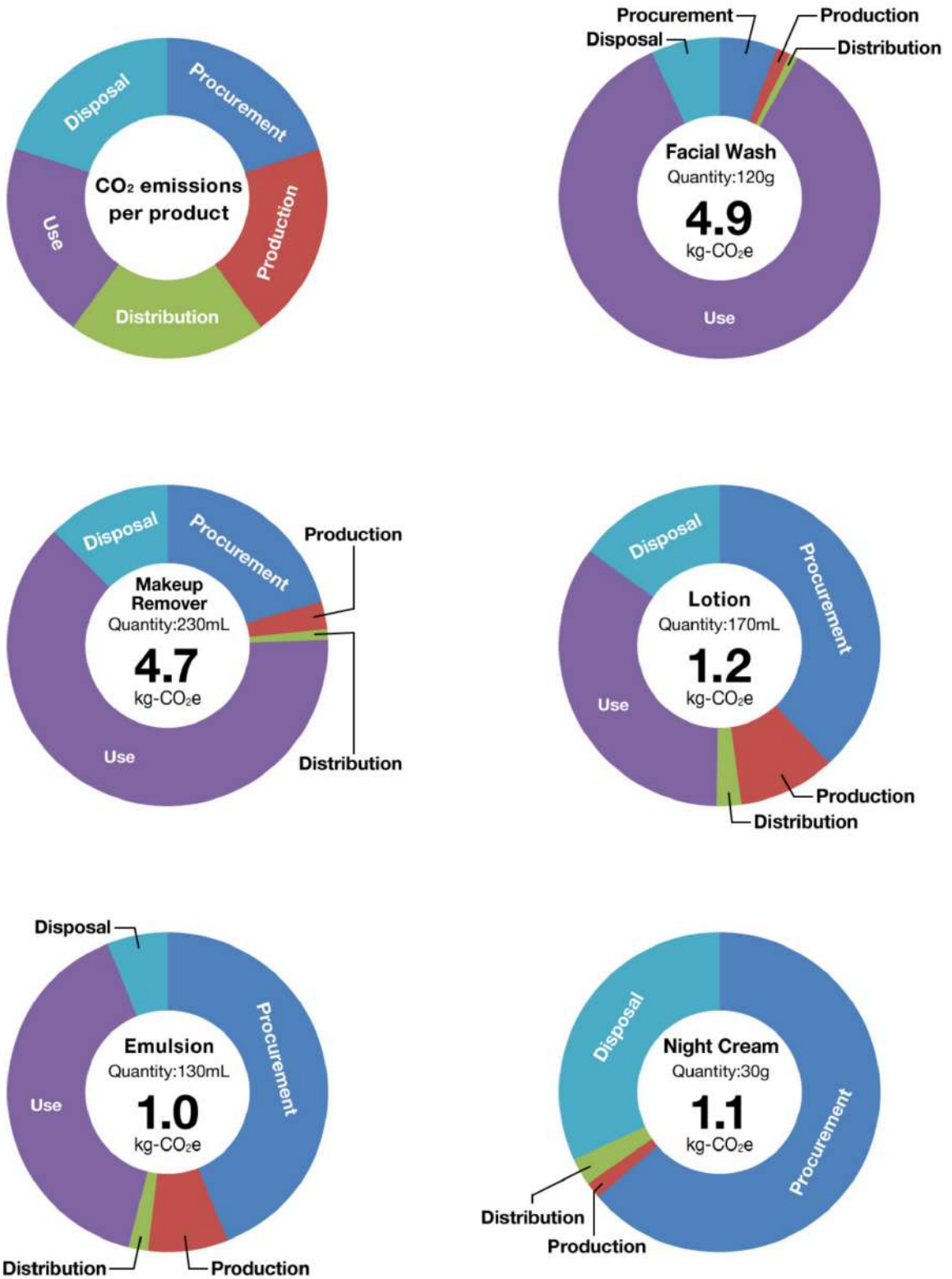
Investigations of domestic and overseas affiliates revealed no major violations of environmental laws or regulations in 2020.

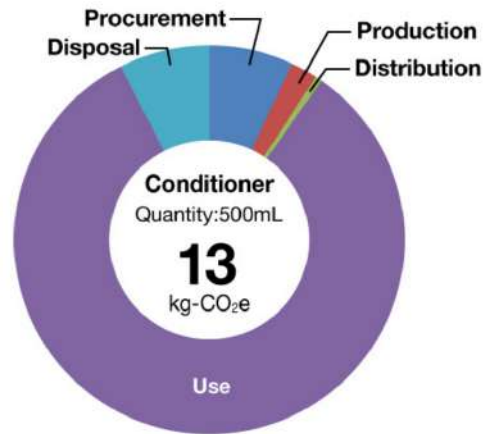
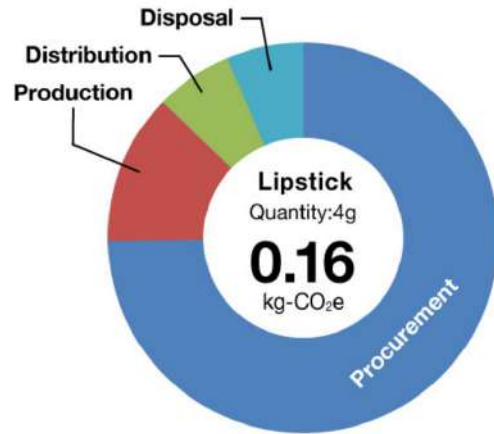
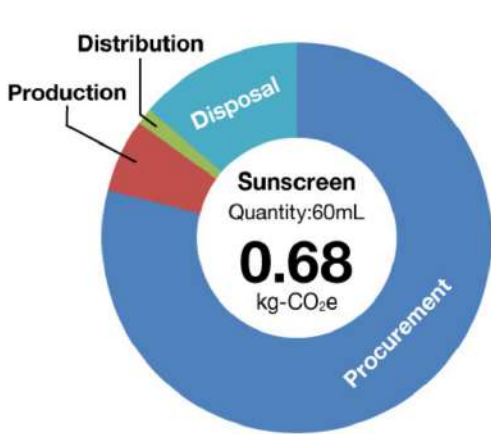
Shiseido is committed on appropriate operation that complies with the environmental laws and regulations continuously.

# CO<sub>2</sub> emissions from cosmetics and personal care products (environmental footprint)

We assess the environmental footprint including CO<sub>2</sub> emissions regarding cosmetics and personal care products.

Legend





\* The calculation of usage phase was evaluated by setting the following usage scenarios.

Type	Usage scenario
Facial wash	Rinse the face with 4.11L of hot water at 40°C
Makeup remover	Rinse the face with 4.5L of hot water at 33°C
Lotion, emulsion	Use a cotton pad and apply all over the face
Shampoo, conditioner	Rinse the face with 15L of hot water at 40°C





# ASSURANCE STATEMENT

## **SGS Japan's Report on Sustainability Activities in the Shiseido Group's Sustainability website.**

### **NATURE AND SCOPE OF THE ASSURANCE**

SGS Japan Inc. was commissioned by Shiseido Company, Limited (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability web site (hereinafter referred to as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, includes the stakeholder management process, data on greenhouse gas(GHG) emissions (Scope 1, 2, and category 1,4,5,11 and 12 of Scope 3), energy consumption, amount of water intake and drainage, BOD/COD, SOx and NOx emissions, waste (waste discharged and waste disposed ) and the management systems supporting the reporting process. Refer to the attached sheet for the detailed scope of assurance.

The information contained in the Report and its presentation are the responsibility of the governing body and the management of the Organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data and statements within the scope of assurance with the intention to inform all the Organization's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured at a moderate level of scrutiny using our protocols for:

- Evaluation of content veracity;
- AA1000 Assurance Standard (V3) Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018);
- Evaluation against the ISO14064-3(2006);

The assurance comprised a combination of pre-assurance research, interviews with the management, the division of responsible for CSR and the person in charge of producing the report at Shiseido main office, onsite visits to Shiseido Global Innovation Center and Shiseido Nasu Factory, verification and confirmation of vouchers, and review of related materials and records.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

### **STATEMENT OF INDEPENDENCE AND COMPETENCE**

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the Organization, being free from bias and conflicts of interest with the Organization, its subsidiaries and stakeholders.

The assurance team was assembled based on the knowledge, experience and qualifications of the each of the team members for this assignment, and comprised auditors registered with lead auditors of ISO9001, ISO14001, ISO45001 and lead verifiers of greenhouse gas emissions.

### **ASSURANCE OPINION**

Within the scope of the assurance activities employing the methodologies described above, nothing has come to our attention that caused us to believe that the information and data contained within the Report does not

provide a fair and balanced description of the Organization's sustainability activities from 1 January 2020 to 31 December 2020.

The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the Organization has chosen an appropriate level of assurance for this stage in their reporting.

#### **AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

##### **Inclusivity**

The Organization recognizes the importance of the multi-stakeholders (consumers, business partners, employees, shareholders, society and the earth), and perceives the needs and expectations through various stakeholder engagements. The Organization conducts business activities to achieve a sustainable world with the mission "BEAUTY INNOVATIONS FOR A BETTER WORLD". The Organization, assessing the relevance of the mission and business activities to issues from stakeholders and SDGs, practices sustainability management by reflecting the results in the business strategy.

The series of processes is available in the Report. SGS Japan Inc. confirmed the above processes through the assurance.

##### **Materiality**

The material issues identified by the Organization are determined with consideration of business activities including the value chain and the expectations from society, and the Organization addresses the issues in the entire Organization and the relevant divisions through the business activities. The relevant actions addressing the issues are defined Clean Environment, Respectful Society, Enriched Culture as "the three key themes", and their detailed activities are available in the Report. Particularly regarding Clean Environment, reducing the organization's environmental footprint (e.g., CO2 reduction), developing sustainable products (e.g., sustainable packaging), promoting sustainable and responsible procurement (e.g., palm oil) have been taken up as important issues and responded.

SGS Japan Inc. confirmed the above processes through the assurance.

##### **Responsiveness**

The Organization addresses the identified issues in the relevant divisions through the business activities. The Organization communicates with the stakeholders by various measures including direct dialogue. The correspondence to stakeholders is also disclosed in the report along with its direction and specific cases in point demonstrating such measures. In addition, by incorporating the organization's ESG outcomes into executive compensation practices, the organization integrates sustainability impacts into organizational decisions. SGS Japan Inc. confirmed the above processes through the assurance.

##### **Impact**

The results of activities for the identified issues are reported in the sustainability website, including detailed case examples. This report also includes reports on the impacts on the ecosystem.

Consequently, SGS Japan Inc. confirmed through the verification that the Organization supports the principle of impact.

For and on behalf of SGS Japan Inc.  
Senior Executive & Director  
Certification and Business Enhancement

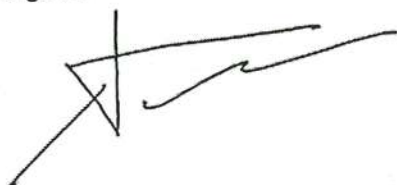
Yuji Takeuchi



**AA1000**  
Licensed Report  
000-8/V3-X6O5X

01 June, 2021

Signed:



### The details of the scope of verification

The scope	The boundary	The assertion
1 Scope 1 and 2 include energy related greenhouse gas emissions. Energy consumption	Domestic and overseas sites(266sites)	GHG : 74,619 t-CO2
2 Scope 3 Category 1,4,5,11,12	All sites *148 sites with Category 5	Category 1 : 513,056 t-CO2 Category 4 : 85,416 t-CO2 Category 5 : 33,171 t-CO2 Category 11 : 1,539,349 t-CO2 Category 12 : 81,897 t-CO2
3 Amount of water intake and drainage, BOD/COD	Domestic and overseas production sites (11sites)	Intake : 1,190,000 m <sup>3</sup> Drainage : 1,000,000 m <sup>3</sup> BOD : 32 t, COD : 70 t
4 SOx and NOx emissions	Domestic and overseas production sites (11sites)	SOx : 81kg, NOx : 7,736kg
5 Waste ( waste discharged and waste disposed )	Domestic and overseas production sites (11sites)	7,488t / 31t

# Social Data

## Human Resources

### Number of Shiseido Group Employees

Indicator		Period	2018	2019	2020	2021
Total (persons)		As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	44,900	45,493	46,763	45,527
Female Ratio (%)	All Shiseido Group	As of December 31 of the previous year	83.8	83.1	85.6	83.0
	Shiseido Group in Japan	As of January 1 each year	83.4	83.0	82.6	82.0

### Number of Employees by Region (persons)

Indicator	Period	2018	2019	2020	2021
Japan	As of January 1 each year	23,505	☑24,346	☑24,884	☑24,903
China	As of December 31 of the previous year	8,792	8,264	8,975	9,019
Asia Pacific		3,663	3,699	4,635	4,392
Americas		6,169	4,314	3,685	2,997
Europe		2,861	4,675	4,386	4,031
Travel Retail		133	225	198	185

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (23 companies)

Number of Employees by Type of Employment (persons)

Indicator			Period	2018	2019	2020	2021
Japan	Employees	Total	As of January 1 each year	15,784	16,704	17,322	17,698
		Male		3,271	3,598	3,714	3,835
		Female		12,513	13,106	13,608	13,863
	Fixed-term contract employees	Total		7,721	7,642	7,562	7,205
		Male		628	559	605	655
		Female		7,093	7,083	6,957	6,550

Number of Leaders (persons)

Indicator			Period	2018	2019	2020	2021
Japan	Leaders*1	Male	As of January 1 each year	792	☑817	☑813	☑862
		Female		265	☑389	☑403	☑459
	Junior managers*2	Male		612	589	606	535
		Female		214	384	244	246

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (23 companies)

\*1 : Leaders: Manager position holders and annual salary system employees

\*2 : Junior managers: Manager position holders without subordinates and career path employees with subordinates

## Ratio of Female Leaders (%)

Indicator		Period	2018	2019	2020	2021
All Shiseido Group (Coverage 100%)	Ratio of female leaders	As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	53.9	54.8	52.7*1	57.5
Japan	Ratio of female leaders*2 Target: To achieve 50.0%	As of January 1 each year	25.1	☑32.3	☑33.1	☑34.7
	Ratio of female junior managers*3		25.9	39.5	28.7	31.5
China	Ratio of female leaders	As of December 31 of the previous year	66.3	57.0	61.2	63.5
Asia Pacific			66.3	65.4	69.8	67.9
Americas			74.6	72.6	70.5	73.1
Europe			65.9	63.4	73.9	73.5
Travel Retail			-	19.6	48.5	79.1

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (23 companies)

\*1 : Ratio of female junior managers in all Shiseido Group: 60.6%.

\*2 : Leaders: Manager position holders and annual salary system employees

\*3 : Junior managers: Manager position holders without subordinates and career path employees with subordinates

## Diversity in Top Management

Indicator	Period	2019	2020	2021
Female director ratio (%)	As of April 1 each year	33.3	37.5	37.5
Ratio of female directors and Audit & Supervisory Board members (%)		45.5	46.2	46.2
Ratio of external directors and Audit & Supervisory Board members (%)		54.5	53.8	57.1
Female ratio of all top management* (%)		28.3	28.3	41.7

\* Leaders within 2 levels from the CEO

## Ratio of Employees with Disabilities\*1 (%)

Indicator	Period	2017	2018	2019	2020	2021
Shiseido Company, Limited	As of June 1 each year	3.3	3.19	3.25	3.04	3.3
Shiseido Group in Japan*2		2.02	☑2.05	☑2.12	☑2.22	2.4
Target		2.0	2.2	2.2	2.2	2.3

Data marked with ☑ has been third-party certified.

\*1 : Ratio of Employees with Disabilities: Physically and intellectually disabled persons are included, and the employment rate for disabled persons is indicated by three significant figures.

\*2 : Shiseido Group in Japan: 10 special subsidiary companies of Shiseido Group

## Employee Diversity

### Ratio of employees by age group

Indicator	Period	Age group	2020	2021
All Shiseido Group	As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	Under 30 years old	-	24.1
		30-50 years old	-	55.5
		Over 50 years old	-	20.4
Japan	As of January 1 each year	Under 30 years old	19.8	20.4
		30-50 years old	50.3	49.3
		Over 50 years old	29.9	30.3
China	As of December 31 of the previous year	Under 30 years old	30.1	24.5
		30-50 years old	68.6	73.9
		Over 50 years old	1.3	1.6
Asia Pacific		Under 30 years old	42.0	36.3
		30-50 years old	52.1	57.1
		Over 50 years old	5.9	6.6
Americas		Under 30 years old	33.5	26.5
		30-50 years old	47.1	51.0
		Over 50 years old	19.3	22.5
Europe		Under 30 years old	36.0	30.9
		30-50 years old	50.9	53.3
		Over 50 years old	13.1	15.8
Travel Retail		Under 30 years old	26.8	21.6
		30-50 years old	69.7	73.0
		Over 50 years old	3.5	5.4

Indicator		Period	2019	2020	2021
Ratio of female managers in revenue-generating functions (%)	All Shiseido Group	As of January 1 each year	65.9	62.8	69.0
Female ratio in STEM-related departments (%)	Shiseido Company, Limited and Shiseido Japan Co., Ltd.		-	-	33.3



Indicator		Period	2018	2019	2020	2021
Number of non-Japanese hires in Japan	Shiseido Company, Limited	As of January 1 each year	330	390	467	486
Ratio of non-Japanese hires in Japan (%)			1.4	1.6	1.9	2.0

#### Average Service Years of Employees (years)

Indicator		Period	2018	2019	2020	2021
Shiseido Group in Japan Employees (excluding fixed-term contract employees)	Average	As of January 1 each year	15.6	14.9	14.5	14.4
	Male		17.3	15.5	14.9	14.5
	Female		15.1	14.7	14.4	14.4

#### Job Turnover Rate (%)

##### Total employee turnover rate\*

Indicator		Period	2017	2018	2019	2020
Shiseido Group in Japan	Manager positions/Career path positions	As of December 31 each year	3.7	4.1	4.3	3.5
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)		3.3	3.5	3.2	2.3

\* Total employee turnover rate number should be the sum of the Voluntary employee turnover and the involuntary employee turnover rate. Total of turnover rate for personal reasons and turnover rate other than turnover for personal reasons (such as death, dismissal, leave of absence for personal injury or illness, expiration of absentee period)

##### Voluntary employee turnover rate\*

Indicator		Period	2017	2018	2019	2020
Shiseido Group in Japan	Manager positions/Career path positions	As of December 31 each year	3.4	3.9	4.0	3.3
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)		3.2	3.3	3.1	2.1

\* Retirement, early retirement, and retirement for personal reasons

## Working Hours

Indicator			2017	2018	2019	2020
Working hours	Total annual hours worked per person (hours/years/persons)	Shiseido Company, Limited	1915.4	1909.0	1878	1955
		Shiseido Group in Japan	1834.6	1817.5	1807	1863
Prescribed working hours	Annual prescribed working hours (hours/years/persons)	Shiseido Group in Japan	1860.0	1844.5	1844.5	1836.75
Overtime hours	Annual overtime hours per person (hours/years/persons)	Shiseido Company, Limited	216.6	215.6	204	173.4
		Shiseido Group in Japan	102.1	102.7	101.7	69

## Rate of Paid Leave Taken

Indicator		2017	2018	2019	2020	Target
Annual rate of paid leave taken per person (%)	Shiseido Company, Limited	79.0	77.4	78.8	70.4	To achieve 80.0%
	Shiseido Group in Japan	63.3	65.1	84.6	80.6	

## Number of Employees Hired

Indicator			2017	2018	2019	2020
Shiseido Group in Japan	Total number of new hires (persons)		509	560	634	667
	Periodic employment of career path positions	Male (persons)	83	70	62	65
		Female (persons)	72	93	82	85
		Female ratio (%)	46.5	57.1	56.9	56.7
	Periodic employment of Beauty consultant (BCs) positions	Male (persons)	2	2	5	5
		Female (persons)	255	269	268	333
		Female ratio (%)	99.2	99.3	98.2	98.5
	Mid-career employment	Male (persons)	53	72	106	79
		Female (persons)	44	54	111	100
		Female ratio (%)	45.4	42.9	51.2	55.9

### Starting Pay (yen/month)

Indicator		2017	2018	2019	2020
Monthly amount paid*	Doctoral graduate	265,000	265,000	265,000	265,000
	Master's graduate	235,000	235,000	235,000	235,000
	Undergraduate	215,000	215,000	215,000	215,000
	Technical/Junior college graduate	195,000	195,000	195,000	195,000
Employees who joined the company in April each year					

\* An area allowance of 9,000 yen is provided to employees who live in Tokyo wards. (0 to 9,000 yen depending on area)

### Average Annual Salary\* (yen/year)

Indicator	2017	2018	2019	2020
Shiseido Company, Limited	7,239,104	7,313,401	7,165,467	6,585,163

\* Including bonuses and extra wages

### Equal Remuneration

Indicator		2019	2020	2021
All Shiseido Group	Executive Officer	-	-	Male 100 : Female 93
Shiseido Group in Japan	Officer	Male 100 : Female 69	Male 100 : Female 70	-
	Manager positions	Male 100 : Female 95	Male 100 : Female 94	Male 100 : Female 95
	Career path positions	Male 100 : Female 100	Male 100 : Female 95	Male 100 : Female 108
	Beauty consultant (BC) positions	Male 100 : Female 118	Male 100 : Female 114	Male 100 : Female 120

\* We introduced an executive officer system in January 2021. From the 2021 data, the executive officer's equal compensation (base salary) is disclosed.

### Number of Employees Rehired after Retirement (persons)

Indicator	Period	2018	2019	2020	2021
Shiseido Group in Japan	As of January 1 each year	275	379	471	549

## Childcare Leave and Family Care Leave

### Number of Employees who Used Childcare Leave System\*1 (persons)

Indicator			2017	2018	2019	2020
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	18	30	30	67
		Female	1,465	1,300	1,360	1,303

### Number of Employees who Used Childcare Time System\*2 (persons)

Indicator			2017	2018	2019	2020
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	2	3	4	8
		Female	2,128	2,159	2,296	2,430
	In-store beauty consultants	Male	0	0	0	0
		Female	1,536	1,530	1,596	1,673

### Reinstatement Rate after Childcare Leave\*3 (%)

Indicator		2017	2018	2019	2020
Shiseido Group in Japan	Manager positions/Career path positions	97.5	97.5	95	97.3
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)	97.5	93.1	93.6	94.4

### Retention Rate after Childcare Leave\*4 (%)

Indicator		2017	2018	2019	2020
Shiseido Group in Japan	Manager positions/Career path positions	98.2	98.9	100	94.1
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)	98.5	92.1	98.8	90.3

### Number of Employees who Used Family Care Leave System\*5 (persons)

Indicator			2017	2018	2019	2020
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	3	0	1	2
		Female	34	22	28	40

### Number of Employees who Used Family Care Time System\*6 (persons)

Indicator			2017	2018	2019	2020
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	2	2	1	1
		Female	22	30	27	35

### Kangaroo Staff\*7 (persons)

Indicator	2017	2018	2019	2020
Shiseido Group in Japan	1,837	2,009	2,095	1,659

\*1 : Includes short-term childcare leave. Employees can use the system up to 5 years in total until the child turns 3 years old. (Employees are eligible to use the system 3 times for the same child under special circumstances)

\*2 : Employees can shorten their work hours by up to 2 hours a day until the child is in the 3rd grade of elementary school

\*3 : Reinstatement Rate = (Number of reinstatements from childcare leave in the current fiscal year)/(Number of scheduled reinstatements from childcare leave in the current fiscal year) × 100

\*4 : Retention rate = (Number of employees who stayed in the company as of December 31 of the current fiscal year since reinstatement from childcare leave in the year before)/(Number of reinstatements from childcare leave in the year before) × 100

\*5 : Up to 1 year per leave for 1 family member. Up to 3 years in total.

\*6 : Up to 2 hours a day. Up to 1 year per leave for 1 family member. Up to 3 years in total.

\*7 : Kangaroo Staff System: A system to allocate substitutes to support storefront operations for beauty consultant employees who take time off for childcare.

## Labor Accidents

### Number of Work-Related Accidents\*1

Indicator			2017	2018	2019			2020		
					Injury	Illness	Coverage (%)	Injury	Illness	Coverage (%)
Shiseido Group in Japan*2	Directly hired employees	Total (factories/contractors*3)	23 (3)	25 (4)	☑30 (9)	☑0 (0)	100	☑29 (5)	☑3 (1)	100
		Fatalities	0(0)	0(0)	0(0)		100	0(0)		100
Shiseido Group outside Japan		Total	72	54	65		80	61		100
Shiseido Company, Limited and Shiseido Japan Co., Ltd.	Indirectly hired employees (temporary staff)		-	0	☑0	☑0	39.6	☑3*7	☑0	79.5

### Accident Severity Rate\*4

Indicator		2017	2018	2019		2020	
				Injury	Illness	Injury	Illness
Shiseido Group in Japan*2	Directly hired employees	0.006	0.010	☑0.013	☑0.000	☑0.007	☑0.003
Supplementary data: Member company of Japan Chemical Industry Association	Directly hired employees and indirectly hired employees	0.035	0.026	0.010		0.107	
	Employees of partner companies	0.180	0.071	0.029		0.145	

LTIFR\*5 and OIFR\*6

Indicator		2017 LTIR	2018 LTIR	2019		2020	
				LTIFR	OIFR	LTIFR	OIFR
Shiseido Group in Japan*2	Directly hired employees (Coverage (%))	0.59 (100)	0.73 (92.1)	☑0.87 (100)	☑0.00 (100)	☑0.77 (100)	☑0.08 (100)
	Indirectly hired employees (temporary staff)	-	0.00 (38.8)	☑0.00 (39.6)	☑0.00 (39.6)	☑2.56 (79.5)	☑0.00 (79.5)
Shiseido Group outside Japan	Directly hired employees (Coverage (%))	-	-	-		1.6 (100)	
Supplementary data: Frequency rate at member company of Japan Chemical Industry Association*8	Directly hired employees and indirectly hired employees	0.360	0.310	0.420		0.28	
	Employees of partner companies	0.486	0.520	0.570		0.59	

Data marked with ☑ has been third-party certified.

\*1 : Number of labor accidents resulting in suspension of work

\*2 : Shiseido Group in Japan (2020): Shiseido Company, Limited and 21 consolidated subsidiaries

\*3 : The number of work-related accidents in factories in Japan is based on the number reported by our contractors

\*4 : Accident Severity Rate = Number of days lost due to work-related accidents/Total hours worked x 1,000

\*5 : Lost Time Injury Frequency Rate (LTIFR) = Number of work-related accidents/Total hours worked x 1,000,000

\*6 : Occupational Illness Frequency Rate (OIFR) = Number of occupational illness or disease cases/Total hours worked x 1,000,000

\*7 : In 2020, 3 occupational accidents occurred at the Kuki Plant of the Shiseido Group in Japan. The accidents included burns during work, injury caused by furniture, and back injury during transportation. Immediately after an accident occurs, measures are taken along with a detailed disaster report to the safety manager on matters including "when", "where", "who (main)", "member types/associated impact", "considerations made", "concrete prevention measures" to prevent recurrence.

\*8 : Frequency rate = Number of casualties resulting in a leave of absence for 1 day or more / Total number of working hours x 1,000,000. Cases of loss of physical function are included in the number of casualties even if they do not result in a leave of absence.

## Labor Union

### Percentage of Corporations with Labor Union (%)

Indicator	Period	2018	2019	2020	2021
Shiseido Group in Japan (coverage 100%)	As of January 1 each year	26.3	29.4	29.4	29.4
Shiseido Group outside Japan *1 (coverage 100%)		68.4	68.4	68.4	68.4

## Number of Labor Union Members (persons)

Indicator	Period	2018	2019	2020	2021
Shiseido Group in Japan	As of January 1 each year	11,680	12,732	13,334	13,672

## Ratio of Labor Union Members (%)

Indicator		Period	2019	2020	2021
Shiseido Group in Japan	Ratio including fixed-term contract employees*2	As of January 1 each year	52.3	53.3	55.0
	Ratio excluding fixed-term contract employees*3		76.2	76.5	77.3

\*1 : Including work council

\*2 : Ratio of employees subject to collective bargaining agreement among all employees including fixed-term contract employees = Number of labor union members/Number of employees (including managerial position holders and fixed-term contract employees, but excluding temporary staff and corporate officers) × 100

\*3 : Ratio of employees subject to collective bargaining agreement among all employees excluding fixed-term contract employees = Number of labor union members/Number of employees (including managerial position holders, but excluding fixed-term contract employees, excluding temporary staff and corporate officers) × 100

## Employee Satisfaction\*

Indicator	2017	2019
All Shiseido Group	76	76

\* Survey conducted every two years

## Talent Development

Indicator		2019	2020
Average hours per FTE* of training and development	All Shiseido Group	22.4	26.0
Average amount spent per FTE on training and development (yen)		111,562	200,868

\* FTE: Full-Time Equivalent



# Customer Satisfaction

In our Standards of Business Conduct and Ethics, we have committed ourselves "to strive continuously to improve consumers' trust in Shiseido and their satisfaction with our products and services at all points of contact." To measure our performance against this goal, we regularly conduct a corporate image survey and use the results to guide future corporate activities to further improve our performance in this area.

## Favorability Rating

	2017	2018	2019	2020
"Impressions of Shiseido" among current Shiseido customers* (top 2 box scores <Very favorable / Favorable> on a 5-point scale) (%)	95.9	93.1	94.0	95.4

\* Survey conducted in Japan only.

# Compliance and Risk Management

## Anti-Corruption

	Target	2017	2018	2019	2020
Operations assessed for risks related to corruption	All business offices inside and outside Japan	Significant risk identified: None	Significant risk identified: None	Significant risk identified: None	Significant risk identified: None
Confirmed incidents of corruption and actions taken	All business offices inside and outside Japan	Confirmed incidents of corruption: None	Confirmed incidents of corruption: None	Confirmed incidents of corruption: None	Confirmed incidents of corruption: None

## Anti-Competitive Behavior

	Target	2017	2018	2019	2020
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	All business offices inside and outside Japan	No legal action	No legal action	No legal action	No legal action

## Operating Performance of Reporting and Consultation Desks for Employees (Case)

Reporting/consultation desks	Target	2017	2018	2019	2020
In-house Shiseido Consultation Office	Employees of the Shiseido Group in Japan	224	241	265	289
External Shiseido Hotline					
Compliance Committee Hotline					
Shiseido Group Global Hotline	Employees of the Shiseido Group Overseas	0	0	2	2

Note : In fiscal 2020, among hotline reports concerning discrimination or harassment in the Shiseido Group in Japan, fact-finding investigations were completed for 17 cases, and 1 case of disciplinary action was taken for violation of employment regulations on discrimination/harassment.

## Target and Performance of Human Rights Education Training for Employees

Type of training	Target	Target	2017	2018	2019	2020
Human rights enlightenment training (for Human Rights Enlightenment Promotion Representatives)	Representatives of each department of Shiseido Group in Japan	-	258 persons	250 persons (93% attendance rate)	238 persons (98% attendance rate)	0 persons*
Human rights enlightenment training (for domestic employees)	Employees of Shiseido Group in Japan	100%	93%	95%	97%	68%*

\* Human rights enlightenment training for Human Rights Promotion Representatives was not implemented in 2020 due to COVID-19. Training for Shiseido Group employees in Japan was implemented online.

## Activities to Enhance Corporate Ethics: Survey on employee harassment and compliance

Subjects	Type	Target	2019 results and improvement measures
Workplace compliance and harassment	Questionnaires*	<p>All employees of Shiseido Group in Japan</p> <ul style="list-style-type: none"> <li>Number of departments involved: 105</li> <li>Job type/position: Full-time employees (manager, comprehensive work main career track, beauty consultant, administrative work), fixed-term contract employees (including rehires), temporary staff.</li> </ul>	<ul style="list-style-type: none"> <li>Number of respondents: 22,183 (response rate: 89.0%)</li> <li>Risk assessment method: Evaluate risks associated with workplace compliance and harassment by each organization on a scale of 1 to 5.</li> <li>Measures for latent risk factors: Increase opportunities for ethics education of the department head so that appropriate responses will be promptly taken for diverse issues specific to individual job types.</li> <li>Risk reduction measures: Shiseido headquarters shared assessment results with of the department head and provided teaching materials for ethics education. At the same time, gave an instruction to department head to make an action plan to reduce identified risks, for instance, providing additional education to prevent power harassment at work, and carry out the plan at each organization.</li> </ul>

\* Questionnaires were prepared in six languages in consideration and human rights awareness of the diverse workforce including non-Japanese speaking foreign national employees. As the surveys are intended to create a sound workplace environment, they were given not only to directly hired employees, but also those indirectly hired and seconded from partner companies. Results were analyzed by employment status, job type and job position.

## Number of Serious Compliance Violations\*

Target	2017	2018	2019	2020
Shiseido Group	None	None	None	None

\* Determination and management of serious compliance violations within internal business operations of Shiseido Group

## Donations to Political Parties

	2018 (million yen)	2019 (million yen)	2020 (million yen)
Shiseido Company, Limited	None	None	None
Shiseido Group in Japan*	None	None	None

\* Shiseido Group in Japan: Shiseido Company, Limited and 19 domestic affiliated companies subject to consolidation (as of December 31, 2020)

## Non-Compliance with Laws and Regulations in the Social and Economic Area

### Incidents of Non-Compliance Concerning Health and Safety Impacts and Services

	Target	2017	2018
Examples of administrative guidance based on the Pharmaceuticals and Medical Devices Act, etc.	Japan	No violations against regulations and voluntary codes	No violations against regulations and voluntary codes
Examples of recalls and voluntary collections that required announcement in newspapers, etc.	Japan	Violations against regulations and voluntary codes: 4 cases	Violations against regulations and voluntary codes: 1 case

	Target	2019	2020
Examples of administrative guidance based on the Pharmaceuticals and Medical Devices Act, etc.	All business offices inside and outside Japan	No violations against regulations and voluntary codes	No violations against regulations and voluntary codes
Examples of recalls and voluntary collections that required announcement in newspapers, etc.	Japan	Violations against regulations and voluntary codes: 4 cases	Violations against regulations and voluntary codes: 2 cases

### Incidents of Non-Compliance Concerning Product and Service Information and Labeling

	Target	2017	2018
Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	Japan	Violations against regulations and voluntary codes: 1 case	No violations against regulations and voluntary codes

	Target	2019	2020
Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	Japan	No violations against regulations and voluntary codes	No violations against regulations and voluntary codes

### Incidents of Non-Compliance Concerning Marketing Communications

	Target	2017	2018
Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	Japan	No violations against regulations and voluntary codes	No violations against regulations and voluntary codes

	Target	2019	2020
Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	All business offices inside and outside Japan	No violations against regulations and voluntary codes	No violations against regulations and voluntary codes

### Incidents of Reporting Personal Information Disclosure to Personal Information Protection Commission (Case)

Target	2018	2019	2020
Shiseido Group in Japan	3	0	0

### Violations or Complaints regarding Customer Privacy Protection received from Regulatory Authorities, Public Institutions, Consumer Rights Groups, etc. (Case)

Target	2018	2019	2020
Shiseido Group in Japan	0	0	0

### Non-Compliance with Laws and Regulations in Social and Economic Areas

Target	2017	2018	2019	2020
Shiseido Group in Japan	No fine imposed for violation of law	No fine imposed for violation of law	No fine imposed for violation of law	No fine imposed for violation of law

## Social Contribution Activity Highlights

Number of Social Contribution Activities (activities)

Target	2018	2019	2020
All Shiseido Group	408	1,337	797

Number of Participating Employees (cumulative persons)

Target	2018	2019	2020
All Shiseido Group	10,040	9,197	3,410

Spending on Social Contribution Activities (millions of yen)

Target		2018	2019	2020	
Shiseido Company, Limited	Spending on donations		☑203	☑553	☑410
	Breakdown	Donations made in cash	☑203	☑552	☑387
		Donations made by product offerings	☑0	☑0.24	☑23
Shiseido Group in Japan a)	Spending on donations		☑210	☑563	☑432
	Breakdown	Donations made in cash	☑210	☑562	☑394
		Donations made by product offerings	☑1	☑0.37	☑38
Shiseido Group outside Japan b)	Spending on donations		114	124	811
	Breakdown	Donations made in cash	101	111	686
		Donations made by product offerings	12	13	125
Shiseido Group outside CHINA c)	Spending on donations		-	-	☑562
	Breakdown	Donations made in cash	-	-	☑482
		Donations made by product offerings	-	-	☑80
All Shiseido Group	Spending on donations		324	687	1243
	Breakdown	Donations made in cash	311	673	1080
		Donations made by product offerings	13	14	163

a) Shiseido Group in Japan: Shiseido Company, Limited and 19 domestic affiliated companies subject to consolidation (as of December 31, 2020)

b) Shiseido Group outside Japan: 52 overseas affiliated companies subject to consolidation (as of December 31, 2020)

(Shiseido China Co.,Ltd., Shiseido Liyuan Cosmetics Co.,Ltd., Shiseido Hong Kong Ltd., Shiseido Guangdong Cosmetics, Ltd., Shiseido Asia Pacific Pte. Ltd., Shiseido Singapore Co., (Pte.) Ltd., Taiwan Shiseido Co.,Ltd., Shiseido Thailand Co.,Ltd., FLELIS International Inc., Shiseido Korea Co.,Ltd., Shiseido Malaysia Sdn.Bhd., Shiseido Cosmetics Vietnam Co.,Ltd., PT Shiseido Cosmetics Indonesia, Shiseido Philippines Corporation, Shiseido Americas Corporation, Shiseido (Canada) Inc., Shiseido do Brasil Ltda., Shiseido UK Limited, Shiseido America, Inc., Davlyn Industries, Inc., Shiseido Europe S.A., Shiseido International France S.A.S., Shiseido Group Switzerland S.A., Shiseido (Rus) LLC, Shiseido Middle East FZCO, Shiseido Group Italy S.p.A., Shiseido Germany GmbH, Les Salons du Palais Royal Shiseido S.A., BeautPrestige International S.A.U., BeautPrestige International S.A., Shiseido group Austria GmbH, Shiseido Belgium s.r.l., Shiseido Group Netherlands B.V., Shiseido Travel Retail Asia Pacific Pte. Ltd., Shiseido Travel Retail Americas INC., Shiseido Professional (Thailand) Co.,Ltd., Shiseido Citic Cosmetics Co.,Ltd., Shiseido China Research Center Co., Ltd., Shiseido Vietnam Inc., hanghai Honey, Tai Tsu Holding Ltd., Bare Escentuals KK (Japan), Bare Escentuals France SAS, Bare Escentuals Europe Limited (Ireland), Bare Escentuals Shanghai Company, JWALK, LLC, Drunk Elephant Holdings, LLC, VMG Drunk Elephant Blocker, Inc., Drunk Elephant, LLC, Drunk Elephant UK Ltd., Beaute' Prestige International(Miami), Shiseido Group Middle East LLC)

c) Overseas Shiseido CHINA: 4 overseas affiliated companies (as of December 31, 2020) Shiseido China Co.,Ltd., Shiseido Liyuan Cosmetics Co.,Ltd., Shiseido Hong Kong Ltd., Shiseido Guangdong Cosmetics, Ltd.

Data marked with ☑ has been third-party certified.

Expenses other than donations in 2020 include the cost of the time that employees spent volunteering during working hours (46 million yen) and management costs of social initiatives such as activities of the Relay of Love Project (for preventive initiatives against the spread of COVID-19 in China), the Shiseido Life Quality Beauty Centers and artist support (692 million yen).

## Social Contribution Activities - Empowerment through the Power of Beauty

Item	Indicator	2016	2017	2018	2019	2020	Target
Shiseido Life Quality Beauty Centers	Number of facilities	1	1	1	1	1	Japan
		4	4	4	5	5	Outside Japan
	Number of users (persons)	495	466	319	177	5	Japan
		828	935	1,022	1,043	710	Outside Japan
Shiseido Life Quality Beauty Seminars	Total number of participants (persons)	73,345	74,014	70,222	57,910	6,601	Japan

Notes :

- Shiseido Life Quality Beauty Center offers free makeup for deep skin problems such as bruising and hair loss due to side effects of cancer treatment at 6 locations around the world (Hong Kong, Kaohsiung, Shanghai, Singapore, Taipei, Tokyo).
- The estimated number of users of "Perfect Cover Foundation," a special cosmetic product for people with serious skin concerns, is 15,000 (2020).
- The number of cosmetics stores that hold makeup health programs based on the results of Shiseido's cosmetic therapy research is 459 (2020, Japan region).



## Social Contribution Activities - Gender Equality

Item	Results
30% Club Japan Chair: Masahiko Uotani, Shiseido	<ul style="list-style-type: none"> <li>● Target: 30% female board members in all TOPIX100 companies by 2030</li> <li>● Ratio of female executives in TOPIX100 companies: 12.9% (as of July 2020)</li> <li>● Ratio of female executives of each company participating in this initiative: 21.3% (as of July 2020) * Officers are defined as directors and corporate auditors. Please refer to the 30% Club Japan press release for details.</li> <li>● Number of member companies of the working group "TOPIX Presidents' Meeting" operated by Shiseido: 25 companies (as of March 2021)</li> <li>● TOPIX Presidential Meeting: Held twice a year (2020)</li> </ul>
Awards for career support	<p>2020</p> <ul style="list-style-type: none"> <li>● Received the Prime Minister's Award from the "Gender Equality Bureau of the Cabinet Office of Japan".</li> <li>● Received the 2020 Visionary Award for Leadership and Governance of a Public Company from the WomenCorporateDirectors Foundation (WCD), an international network of female directors active on corporate boards.</li> <li>● Received the Social Value Award at the Second Nikkei SDGs Management Grand Prix ask ranked by Japanese economic newspapers.</li> </ul>
Childcare facilities within the Company	<p>2020</p> <ul style="list-style-type: none"> <li>● Operates two childcare facilities with a total capacity of 80 persons. Facilities are open not only to Shiseido employees but also to nearby companies and neighboring residents.</li> <li>● Supported the establishment of 2 daycare centers for other companies.</li> </ul>
Shiseido Female Researcher Science Grant	<p>2020</p> <ul style="list-style-type: none"> <li>● Donated 1 million yen each to 10 female scientists, for a total of 10 million yen, to support career development and leadership.</li> </ul>

## Academic Support

Item	Indicator	2017	2018	2019	2020	Target
Shiseido Female Researcher Science Grant	Number of award winners (persons)	10	10	10	10	Japan
JSID's Fellowship Shiseido Research Grant	Number of award winners (persons)	2	2	2	2	Japan
Japanese Dermatological Association basic medical research grant (Shiseido donation)	Number of award winners (persons)	6	6	6	6	Japan

## Support for Patients with Xeroderma Pigmentosum (XP) (UV-sensitive intractable disease)

Item	Description	2018	2019	2020
Donation of sunscreen products	We provided Shiseido Group's various sunscreen products (ANESSA, 2e, SUMMEDIC, Avene, etc.) to the Japanese National Network of Xeroderma Pigmentosum (XP)*.	1,821 items, 22 types of sunscreen products donated to 92 XP patients	2,171 items, 22 types of sunscreen products donated to 94 XP patients	1,937 items, 13 types of sunscreen products donated to 75 XP patients
Donations by employees	We make good use of donations by employees (Shiseido Camellia Fund) to support patient exchange meetings and purchase UV protective clothing.	2,164,977 yen	2,204,700 yen	2,175,750 yen
Number of employees involved in support of activities of the Japanese National Network of Xeroderma Pigmentosum (XP)	<p>1. Seminar on usage of sunscreen products: Our research staff and beauty consultants provide patients and their families with the latest information on sunscreen products, as well as practical training and individual consultation on how to apply and remove sunscreen products correctly.</p> <p>2. Support for patient meetings: Our employees act as childcare volunteers during exchange meetings which are held to establish a network between patients.</p>	18 employees	12 employees	Patient exchange meetings and other meetings have not been held to prevent the spread of COVID-19.
Number of XP enlightenment leaflets distributed	In order to raise awareness of XP, an intractable disease, we support the creation and distribution of patient group leaflets.	Approx. 120 patient group leaflets distributed 400 copies of 3rd XP national convention report produced	1,000 patient group leaflets produced and 285 copies distributed	No
Other focus topics	In February 2019, we won the Corporate Philanthropy Award from the Japan Philanthropic Association in recognition of our social contribution activities that utilize our management resources organically and sustainably to resolve social issues.			Other focus topics

\* Japanese National Network of Xeroderma Pigmentosum (XP) : A network consisting of three XP patient groups in Japan (Osaka, Kobe, and Tokyo). We are working to achieve more fulfilling daily lives for XP patients and their families.

Please check support details at "Support for Patients with Xeroderma Pigmentosum (XP), a UV-Sensitive Intractable Disease"

## Activities for Children

Item	Indicator	2016	2017	2018	2019	2020
Initiatives for Children Shiseido Kodomo Seminar for Juniors	Number of participants* (persons)	659	753	781	1,555	1,270

\* Target audience: Upper grade students in elementary school after FY2017. Includes number of participants not only for seminars by employees but seminars in collaboration with teachers.

Please check support details at "Activities for Children."

## Social Contribution Activities - Education for Socially Vulnerable People

Item	Results
Independence support by Shiseido Social Welfare Foundation	<ul style="list-style-type: none"> <li>● Seminars of social skills for high school students living in orphanages and foster parents (2020: 288 students, 2019: 426 students, 2018: 721 students)</li> <li>● The Shiseido Child Welfare Scholarship provides partial coverage of tuition fees (up to 500,000 yen per year from admission to graduation) for children and foster children enrolled in orphanages to support their future aim to engage in the field of child welfare. (2020: 14 students, 2019: 13 students, 2018: 13 students)</li> </ul>
Support for girls' education by Clé de Peau Beauté	<ul style="list-style-type: none"> <li>● Clé de Peau Beauté, the luxury skincare and makeup brand of Shiseido Company Limited, has pledged the world's largest contribution of US\$8.7 million to support UNICEF's Gender Equality Program. As the first Japanese brand to commit to a multi-year global partnership with UNICEF in girls' empowerment and education, Clé de Peau Beauté will contribute to global efforts to support 6.5 million girls through education, employment and empowerment programs.</li> </ul>
Employment support for women in a disadvantaged environment in Cambodia	<ul style="list-style-type: none"> <li>● Since 2020, Singapore's Travel Retail Regional Headquarters has partnered with "Friends-International" to support the "Empower Her" project. We provide beauty profession training programs for women in disadvantaged environments in Southeast Asia (Cambodia) to support employment in the beauty industry. In 2020, 38 women will be trained and 7 will have employment opportunities.</li> </ul>

## Social Contribution Activities - Art and Heritage

Item	Indicator	2017	2018	2019	2020	Target
Shiseido Gallery (Ginza) *1	Number of visitors (persons)	83,573	54,300	41,811	13,527	Japan
Shiseido Corporate Museum* (Kakegawa) *2		29,735	31,733	20,453	3,305	Japan
Shiseido Art House (Kakegawa) *3		23,536	35,177	31,590	8,908	Japan
S/PARK Museum (Yokohama) *4		-	-	49,215	14,985	Japan
Number of artist support by shiseido art egg	Number of award winners (groups)	3	3	3	3	Japan

\*1 : Temporarily closed from March 1st to August 24th, 2020. Opened by advance reservation from August 25th of the same year, and normally opened from October 2nd.

\*2 : Open only on Fridays, Saturdays, and Sundays from 2019. Temporarily closed from March 1st to July 23rd, 2020. Open only on Friday from July 24th of the same year.

\*3 : Temporarily closed from March 1st to July 20th, 2020. Open only from Tuesday to Friday from July 21st.

\*4 : Temporarily closed from February 28th to June 30th, 2020.

Please check support details at "Culture."

## Community and Disaster Support

Donations and social contribution activities by Shiseido Group employee volunteers are as follows.

Item	Unit	2017	2018	2019	2020	Total	Target
Amount of donations through Shiseido Camellia Fund	Yen	17,623,751	16,884,724	17,245,134	31,127,781	333,253,508 (FY2005- 2020)	Shiseido Group (Overseas regions will also participate from 2020)
Amount of donations through Disaster Contribution	Yen	0	2,974,526	1,712,500	0	63,973,986 (FY2004- 2020)	Japan

Please check support details at "Shiseido Camellia Fund"

In EMEA, Shiseido is also committed to supporting women in the workplace in the company. Each year, a selection of talented women joins the SHEseido program to enhance their leadership potential and to develop their career plans. In 2020 the ratio of women on the EMEA Leadership Committee reached 54% and 45% in the EMEA Executive Committee. Moreover, in January 2019, a new French regulation was implemented asking companies based in France to calculate a gender equality index, based on key indicators such as levels of compensation, promotions or pay increases. In 2020, the index for the legal entity UES Shiseido is 97/100 and 92/100 for Shiseido International France. This index is a key indicator for us to constantly improve our efforts for a better gender equal workplace.

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Dans la région EMEA, Shiseido s'engage aussi à promouvoir la place des femmes dans notre organisation. Chaque année, le programme SHEseido accompagne une promotion de salariées à développer leurs compétences de leadership ainsi qu'à mieux définir leurs plans de carrière. En 2020, 54% du comité des dirigeants de la région EMEA sont des femmes, et 45% au sein du comité exécutif EMEA. En janvier 2019, la Loi pour la Liberté de choisir son avenir professionnel impose aux entreprises de calculer et communiquer sur un Index d'égalité professionnelle Femmes-Hommes. Cet index est basé sur des indicateurs clés tels que les niveaux de rémunération, les promotions ou les augmentations de salaire. Au titre de l'année 2019, Shiseido publie son indice pour ses deux entités juridiques basées en France : 97/100 pour l'UES Shiseido et 92/100 pour Shiseido International France. Publié chaque année, cet indice est un moyen supplémentaire pour continuer nos efforts en faveur de l'égalité professionnelle entre les femmes et les hommes.