

Sustainability Data

Data detailing Shiseido's activity towards sustainability is available.

- CO₂ / Scope 1,2 / Scope 3 / Scope 1,2 and 3
- Avoided CO₂ emissions
- Energy
- Water
- Waste
- Environmental pollution (Air/Water)
- Responding to Environmental Risks
- CO₂ emissions from cosmetics and personal care products (environmental footprint)

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 / Breakdown of new hires / Starting Pay / Average Annual Salary / Equal Remuneration / 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
- 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 / Performance of Human Rights Education Training for Employees
- Activities to Enhance Corporate Ethics: Survey on employee harassment
- Number of Serious Compliance Violations
- Donations to Political Parties
- Non-Compliance with Laws and Regulations in the Social and Economic Area / 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
- Overall Spending on Social Contribution Activities of Shiseido Group in 2021
- 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.

CO₂

Scope 1,2*1

(t)

	2018	2019	2020	2021
Total	<input checked="" type="checkbox"/> 81,249	<input checked="" type="checkbox"/> 78,750	<input checked="" type="checkbox"/> 72,458	<input checked="" type="checkbox"/> 65,481
Coverage (%)*2	96.1	96.8	100.0	100.0
Scope 1	<input checked="" type="checkbox"/> 27,632	<input checked="" type="checkbox"/> 27,036	<input checked="" type="checkbox"/> 25,968	<input checked="" type="checkbox"/> 28,744
Coverage (%)*2	94.0	95.0	100.0	100.0
Scope 2	<input checked="" type="checkbox"/> 53,617	<input checked="" type="checkbox"/> 51,714	<input checked="" type="checkbox"/> 46,490	<input checked="" type="checkbox"/> 36,737
Coverage (%)*2	97.3	98.0	100.0	100.0

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

*2 : At all sites.

Scope 3*1

(t)

		2019	2020	2021
Total		2,760,000	2,540,000	1,520,000
Purchased goods and services (Category 1)	Emissions from other than land-use change	<input checked="" type="checkbox"/> 644,000	<input checked="" type="checkbox"/> 528,000	<input checked="" type="checkbox"/> 606,000
	Emissions from land-use change	-	-	<input checked="" type="checkbox"/> 347,000*2
Capital goods (Category 2)		231,000	246,000	<input checked="" type="checkbox"/> 225,000
Upstream transportation and distribution (Category 4)		110,000	85,400	<input checked="" type="checkbox"/> 51,600*3
Waste generated in operations(Category 5)		20,700	33,000	<input checked="" type="checkbox"/> 15,100
Use of sold products (Category 11)		<input checked="" type="checkbox"/> 1,580,000	<input checked="" type="checkbox"/> 1,540,000	<input checked="" type="checkbox"/> 134,000
End of life treatment of sold products(Category 12)		<input checked="" type="checkbox"/> 148,000	<input checked="" type="checkbox"/> 81,900	<input checked="" type="checkbox"/> 118,000*3
Total of other categories(Category 3, 6, 7)		30,800	20,900	21,900

*1 : Changed CO₂ calculation basis database to IDEA v2 and ecoinvent v3.8.

*2 : Emissions from land-use change related to the procurement of raw materials and ingredients were taken into account from 2021.

*3 : Excluding the sold business and brands.

Scope 1, 2 and 3

(t)

	2019	2020	2021
Total	2,838,750	2,612,458	1,585,481

Avoided CO₂ emissions

Approximately 4,300 tons of CO₂, was reduced thanks to the sale of refill products.

(t)

Each stage of the value chain	Avoided CO ₂ emissions
Procurement	3,000
End of life	1,300
Total	4,300

Energy

(MWh)

	2018	2019	2020	2021
Energy consumption	☑267,530	☑289,280	☑298,589	☑322,527*4
Coverage (%)*1	96.1	96.8	100.0	100.0
Electric power	☑108,452	☑115,228	☑127,188	☑137,881
Gas*2	☑126,255	☑122,636	☑128,568	☑139,424
LPG	☑2,941	☑2,771	☑2,552	☑2,370
Fuel*3	☑24,112	☑24,358	☑16,146	☑20,181
Steam	☑5,771	☑24,286	☑24,135	☑22,671

*1 : At all our sites.

*2 : Total consumption of city gas and natural gas.

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

*4 : Non-renewable energy consumption in 2021 : 253,188MWh

Water*

(Mil. m³)

	2018	2019	2020	2021
Water withdrawals	☑1.2	☑1.2	☑1.2	☑1.2
Municipal water	☑1.1	☑1.0	☑0.9	☑0.9
Municipal water(Industrial grade)	☑0.1	☑0.1	☑0.1	☑0.0
Ground water	☑0.1	☑0.1	☑0.3	☑0.3

Water discharged	1.0	0.9	1.0	1.0
Sewage	1.0	0.9	0.8	0.8
Surface water	0	0	0.2	0.2

* Production sites in 2018 - 2020, Production sites and domestic research centers in 2021(coverage of production sites is 100% for 2018-2021)

- Other sources of water withdrawals (surface water, harvested rainwater, external wastewater, sea water, quarry water):0m³

- Other destinations of water discharged (ocean, subsurface / well, off-site water treatment, beneficial / other use):0m³

- Total net fresh water consumption in 2021 (water consumption excluding the amount of wastewater returned to the same water source): 1.2 million m³

- Percentage of water withdrawal and water consumption in areas with high or very high water stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct in 2021: 11%

Waste*1

(t)

	2018	2019	2020	2021
Waste discharged	14,288	14,297	12,825	13,096
Recycled*2	13,980	13,910	12,779	13,038
Disposed	308	387	47	58

*1 : Production sites(Coverage 100%) and domestic research centers

*2 : Including thermal recovery

Environmental Pollution (Air/Water)

(t)

	2018	2019	2020	2021
NOx emissions	26	27	23	24
Coverage (%)*	54.5	81.8	90.9	100.0
SOx emissions	0	0	0	0
Coverage (%)*	54.5	81.8	90.9	91.7
Chemical Oxygen Demand	116	103	70	68
Coverage (%)*	90.9	90.9	90.9	91.7

*At 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.

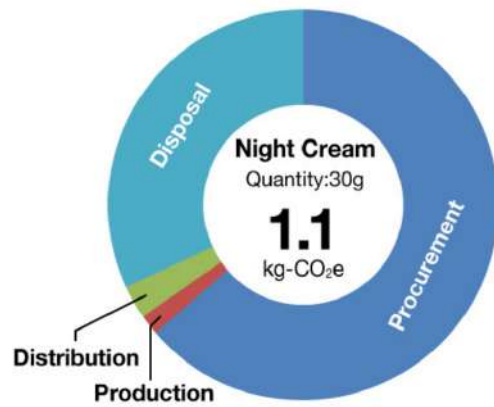
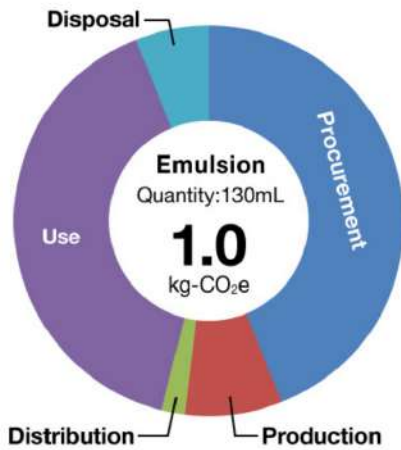
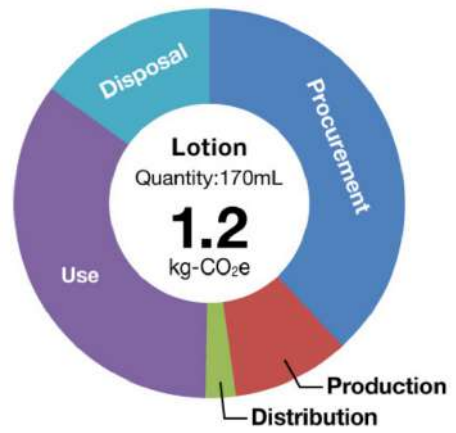
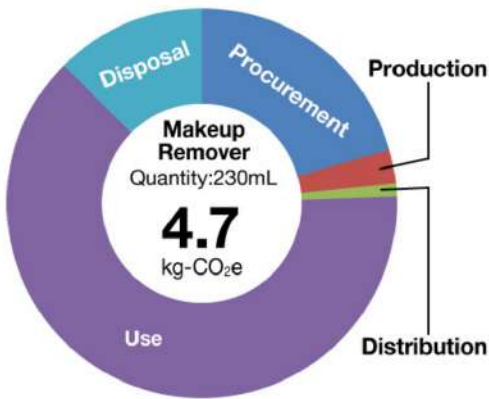
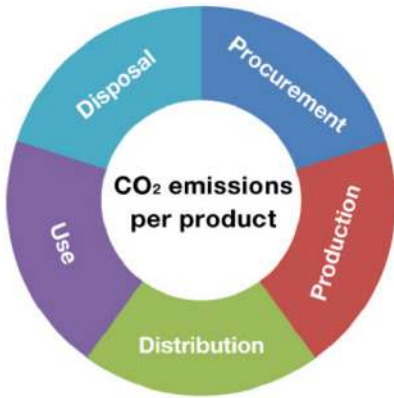
Investigations of domestic and overseas affiliates revealed no major violations of environmental laws or regulations in the last 4 years including 2021.

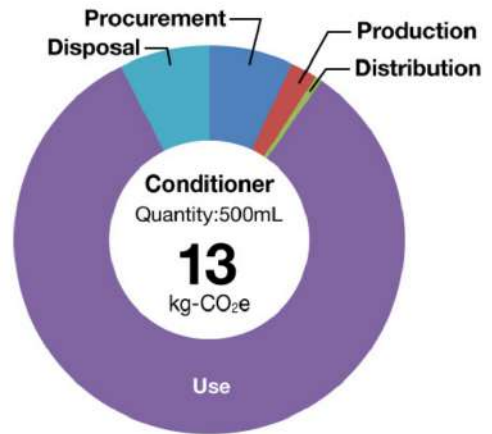
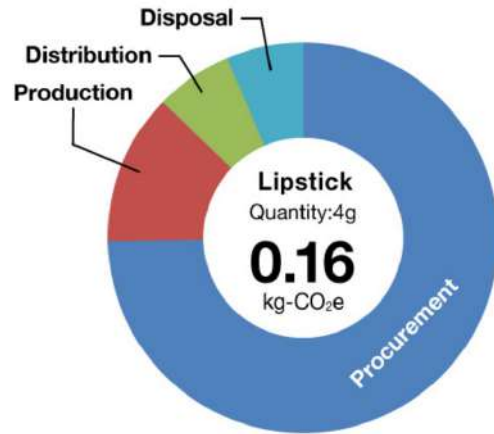
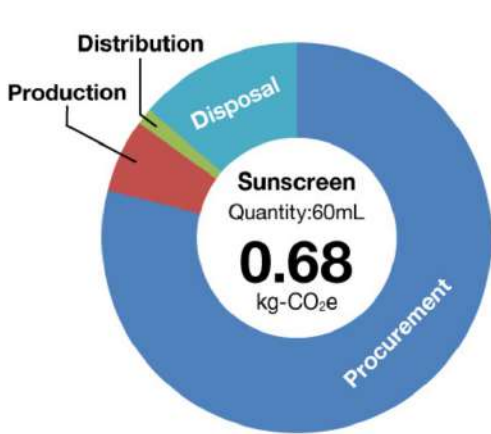
Shiseido is committed on appropriate operation that complies with the environmental laws and regulations continuously.

CO₂ emissions from cosmetics and personal care products (environmental footprint)

We assess the environmental footprint including CO₂ 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 1,2,4,5,11 and 12 of Scope 3), energy consumption, amount of water intake and drainage, total net fresh water consumption, 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(2019);

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 Osaka-Ibaraki Factory and Shiseido Kuki 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.

This document is issued by the Company under its General Conditions of Service accessible at www.sgs.com/terms_and_conditions.htm.

Attention is drawn to the limitation of liability, indemnification and jurisdiction issues defined therein. Any holder of this document is advised that information contained hereon reflects the Company's findings as the time of its intervention only and within the limits of Client's instruction, if any. The Company's sole responsibility is to Client and this document does not exonerate parties to transaction from exercising all their rights and obligations under the transaction documents. Any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful and offenders may be prosecuted to the fullest extent of the law.

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 2021 to 31 December 2021.

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-VDFY1

18 May, 2022

Signed:

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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	All Shiseido sites	GHG: 65,481 t-CO2
2	Scope 3 Category 1,2,4,5,11,12	All Shiseido sites	Category 1: 953,265 t-CO2 Category 2: 224,745 t-CO2 Category 4: 51,637 t-CO2 Category 5: 15,105 t-CO2 Category 11: 133,630 t-CO2 Category 12: 118,343 t-CO2
3	Amount of water withdrawals and drainage, total net fresh water consumption, BOD/COD	Domestic and overseas production sites (12 sites) and Domestic Laboratories (2 sites)	Withdrawal: 1,250,000 m ³ Drainage: 980,000 m ³ Total net fresh water consumption: 1,250,000 m ³ BOD: 23 t, COD: 68t
4	SOx and NOx emissions	Domestic and overseas production sites (12 sites)	SOx: 93 kg, NOx: 24,280kg
5	Waste (waste discharged and waste disposed)	Domestic and overseas production sites (12 sites) and Domestic Laboratories (2 sites)	Discharged: 13,096t Disposed: 58t

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Social Data

Human Resources

Number of Shiseido Group Employees

Indicator		Period	2019	2020	2021	2022
Total (persons)		As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	45,493	46,763	45,527	40,484
Female Ratio (%)	All Shiseido Group	As of December 31 of the previous year	83.1	85.6	83.0	82.2
	Shiseido Group in Japan	As of January 1 each year	83.0	82.6	82.0	81.3

Number of Employees by Region (persons)

Indicator	Period	2019	2020	2021	2022
Japan	As of January 1 each year	☑24,346	☑24,884	☑24,903	☑23,458
China	As of December 31 of the previous year	8,264	8,975	9,019	8,174
Asia Pacific		3,699	4,635	4,392	3,858
Americas		4,314	3,685	2,997	1,939
Europe		4,675	4,386	4,031	2,900
Travel Retail		225	198	185	155

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	2019	2020	2021	2022	
Japan	Employees	Total	As of January 1 each year	16,704	17,322	17,698	17,160
		Male		3,598	3,714	3,835	3,783
		Female		13,106	13,608	13,863	13,377
	Fixed-term contract employees	Total		7,642	7,562	7,205	6,298

	Male	559	605	655	610
	Female	7,083	6,957	6,550	5,688

Number of Leaders (persons)

Indicator		Period	2019	2020	2021	2022
Japan	Leaders*1	Male	☑817	☑813	☑862	☑841
		Female	☑389	☑403	☑459	☑500
	Junior managers*2	Male	589	606	535	490
		Female	384	244	246	248

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	2019	2020	2021	2022
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	54.8	52.7	57.5	58.3*1
Japan	Ratio of female leaders*2 Target: To achieve 50.0%	As of January 1 each year	☑32.3	☑33.1	☑34.7	☑37.3
	Ratio of female junior managers*3		39.5	28.7	31.5	33.6
China	Ratio of female leaders	As of December 31 of the previous year	57.0	61.2	63.5	65.2
Asia Pacific			65.4	69.8	67.9	65.4
Americas			72.6	70.5	73.1	76.4
Europe			63.4	73.9	73.5	68.7
Travel Retail			19.6	48.5	79.1	82.6

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: 61.6%.

*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	2022
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Female director ratio (%)	As of April 1 each year	33.3	37.5	37.5	37.5
Ratio of female directors and Audit & Supervisory Board members (%)		45.5	46.2	46.2	46.2
Ratio of external directors and Audit & Supervisory Board members (%)		54.5	53.8	57.1	53.8
Female ratio of all top management* (%)		28.3	28.3	41.7	42.9

* Leaders within 2 levels from the CEO

Ratio of Employees with Disabilities*1 *2 (%)

Indicator	Period	2019	2020	2021	2022
Shiseido Company, Limited	As of June 1 each year	3.25	3.04	3.89	4.18
Shiseido Group in Japan*3		☑2.12	☑2.22	☑2.44	2.65
Target		2.2	2.2	2.3	2.3

Data marked with ☑ has been third-party certified.

*1 : Ratio of Employees with Disabilities: Persons with physical, mental, and intellectual disabilities are included, and the employment rate for disabled persons is indicated by three significant figures.

*2 : The ratio is calculated based on home company of each employee from 2022.

*3 : Shiseido Group in Japan: 11 special subsidiary companies of Shiseido Group in 2022, 10 special subsidiary companies of Shiseido Group until 2021.

Employee Diversity

Ratio of employees by age group

Indicator	Period	Age group	2020	2021	2022
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	18.6
		30-49 years old	-	55.5	58.5
		50 years old and over	-	20.4	22.9
Japan	As of January 1 each year	Under 30 years old	19.8	20.4	18.6
		30-49 years old	50.3	49.3	49.4
		50 years old and over	29.9	30.3	32.0
China	As of December 31 of the previous year	Under 30 years old	30.1	24.5	18.0
		30-49 years old	68.6	73.9	79.3
		50 years old and over	1.3	1.6	2.7
Asia Pacific		Under 30 years old	42.0	36.3	25.0
		30-49 years old	52.1	57.1	67.5
		50 years old and over	5.9	6.6	7.5
Americas		Under 30 years old	33.5	26.5	13.3
		30-49 years old	47.1	51.0	55.7
		50 years old and over	19.3	22.5	31.0

Europe		Under 30 years old	36.0	30.9	15.4	
		30-49 years old	50.9	53.3	62.1	
		50 years old and over	13.1	15.8	22.5	
Travel Retail		Under 30 years old	26.8	21.6	16.8	
		30-49 years old	69.7	73.0	76.8	
		50 years old and over	3.5	5.4	6.5	
Indicator		Period	2019	2020	2021	2022
Ratio of female managers in revenue-generating functions (%)	All Shiseido Group	As of January 1 each year	65.9	62.8	69.0	70.0
Female ratio in STEM-related departments (%)	All Shiseido Group		-	-	-	59.0
	Shiseido Group in Japan		-	-	33.3	58.1

Indicator		Period	2019	2020	2021	2022
Number of non-Japanese hires in Japan	Shiseido Group in Japan	As of January 1 each year	390	467	486	443
Ratio of non-Japanese hires in Japan (%)			1.6	1.9	2.0	1.9

Average Service Years of Employees (years)

Indicator		Period	2019	2020	2021	2022
Shiseido Group in Japan Employees (excluding fixed-term contract employees)	Average	As of January 1 each year	14.9	14.5	14.4	14.9
	Male		15.5	14.9	14.5	14.2
	Female		14.7	14.4	14.4	15.0

Job Turnover Rate (%)

Total employee turnover rate*

Indicator		Period	2018	2019	2020	2021
Shiseido Group in Japan	All employees	As of December 31 each year	4.1	4.3	3.5	4.4
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)		3.5	3.2	2.3	3.4

* 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	2018	2019	2020	2021
Shiseido Group in Japan	All employees	As of December 31 each year	3.9	4.0	3.3	4.2
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)		3.3	3.1	2.1	3.2

* Retirement, early retirement, and retirement for personal reasons

Working Hours

Indicator			2018	2019	2020	2021
Working hours	Total annual hours worked per person (hours/years/persons)	Shiseido Company, Limited	1,909.0	1,878	1,955	2,003
		Shiseido Group in Japan	1,817.5	1,807	1,863	1,901
Prescribed working hours	Annual prescribed working hours (hours/years/persons)	Shiseido Group in Japan	1,844.5	1,844.5	1,836.75	1,844.5
Overtime hours	Annual overtime hours per person (hours/years/persons)	Shiseido Company, Limited	215.6	204	173.4	211.6
		Shiseido Group in Japan	102.7	101.7	69	88.2

Rate of Paid Leave Taken

Indicator		2018	2019	2020	2021	Target
Annual rate of paid leave taken per person (%)	Shiseido Company, Limited	77.4	78.8	70.4	76.3	To achieve 80.0%
	Shiseido Group in Japan	65.1	84.6	80.6	80.3	

Number of Employees Hired

Indicator			2018	2019	2020	2021
Shiseido Group in Japan	Total number of new hires (persons)		560	634	667	411
	Periodic employment of career path positions	Male (persons)	70	62	65	26
		Female (persons)	93	82	85	35
		Female ratio (%)	57.1	56.9	56.7	57.4
	Periodic employment of Beauty consultant (BCs) positions	Male (persons)	2	5	5	0
		Female (persons)	269	268	333	26

		Female ratio (%)	99.3	98.2	98.5	100.0
Periodic employment of production positions		Male (persons)	—	—	—	30
		Female (persons)	—	—	—	45
		Female ratio (%)	—	—	—	60.0
Mid-career employment		Male (persons)	72	106	79	122
		Female (persons)	54	111	100	127
		Female ratio (%)	42.9	51.2	55.9	51.0

Breakdown of new hires

Indicator				2021
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Total number of new hires (persons)		985
		Female ratio (%)		66.7
		Ratio of employees by age group (%)	Under 30 years old	49.0
			30-49 years old	42.0
			50 years old and over	8.9
		Management level (%)	Non-managerial positions	89.8
			Manager positions	10.2
		Ratio of employees with disabilities (%)		3.8

Percentage of open positions filled by internal candidates (internal hires) in Shiseido Company, Limited and Shiseido Japan Co., Ltd.: 27% (2021)

Starting Pay (yen/month)

Indicator			2018	2019	2020	2021
Monthly amount paid*	Doctoral graduate	Employees who joined the company in April each year	265,000	265,000	265,000	293,450
	Master's graduate		235,000	235,000	235,000	261,310
	Undergraduate		215,000	215,000	215,000	237,890
	Technical/Junior college graduate		195,000	195,000	195,000	215,670

* 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	2018	2019	2020	2021
Shiseido Company, Limited	7,313,401	7,165,467	6,585,163	7,058,131

* Including bonuses and extra wages

Equal Remuneration

Indicator			2021
All Shiseido Group	Executive Officer	Base salary only	☑ Male 100 : Female 85
		Base salary + bonuses*1 *2	☑ Male 100 : Female 81
Shiseido Group in Japan	Manager positions	Base salary only	☑ Male 100 : Female 96
		Base salary + bonuses※1	☑ Male 100 : Female 96
	Career path positions	Base salary only	Male 100 : Female 99
	Beauty consultant (BC) positions	Base salary only	Male 100 : Female 120

Non-managerial positions of Shiseido Group in Japan: Male to Female Base salary ratio ☑ Male 100 : Female 85

*1:Base salary + other cash incentives

*2:2021 bonus amount to be paid in March 2022

Data marked with ☑ has been third-party certified.

Employees Rehired after Retirement

Indicator		Period	2021
Number of employees rehired after retirement (persons)	Shiseido Company, Limited and Shiseido Japan Co., Ltd.	As of January 1 each year	633
Percentage of employees rehired after retirement (%)			2.7

Childcare Leave and Family Care Leave

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

Indicator			2018	2019	2020	2021
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	30	30	67	61
		Female	1,300	1,360	1,303	1,260

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

Indicator			2018	2019	2020	2021
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	3	4	8	14
		Female	2,159	2,296	2,430	2,364
	In-store beauty consultants	Male	0	0	0	0
		Female	1,530	1,596	1,673	1,591

Reinstatement Rate after Childcare Leave*3 (%)

Indicator	2018	2019	2020	2021
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Shiseido Group in Japan	Manager positions/Career path positions	97.5	95	97.3	99.3
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)	93.1	93.6	94.4	92.3

Retention Rate after Childcare Leave*4 (%)

Indicator		2018	2019	2020	2021
Shiseido Group in Japan	Manager positions/Career path positions	98.9	100	94.1	91.2
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)	92.1	98.8	90.3	88.8

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

Indicator			2018	2019	2020	2021
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	0	1	2	1
		Female	22	28	40	37

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

Indicator			2018	2019	2020	2021
Shiseido Group in Japan	All employees (including fixed-term contract employees)	Male	2	1	1	0
		Female	30	27	35	30

Kangaroo Staff*7 (persons)

Indicator	2018	2019	2020	2021
Shiseido Group in Japan	2,009	2,095	1,659	1,090

*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			2018	2019		2020		2021	
				Number	Coverage (%)	Number	Coverage (%)	Number	Coverage (%)
Shiseido Group in Japan*2	Directly hired employees	Total (factories)	25 (4)	☑30 (9)	100	☑32 (6)	100	☑28 (4)	100
		Fatalities	0	0	100	0	100	0	100
	Indirectly hired employees (temporary staff)*3	Total	0	☑0	39.6	☑3	79.5	☑1	85
		Fatalities	0	0	39.6	0	79.5	0	85
Shiseido Group outside Japan	Directly hired employees	Total	54	65	80	61	100	66	100

Accident Severity Rate*4

Indicator		2018	2019	2020	2021
Shiseido Group in Japan*2	Directly hired employees	0.010	☑0.013	☑0.007	0.013
Supplementary data: Member company of Japan Chemical Industry Association	Directly hired employees and indirectly hired employees	0.026	0.010	0.107	-
	Employees of partner companies	0.071	0.029	0.145	-

LTIFR*5

Indicator		2018	2019	2020	2021
Shiseido Group in Japan*2	Directly hired employees (Coverage (%))	0.73 (92.1)	☑0.87 (100)	☑0.77 (100)	☑0.74 (100)
	Indirectly hired employees (temporary staff)*3 (Coverage (%))	0.00 (38.8)	☑0.00 (39.6)	☑2.56 (79.5)	☑0.73 (85.0)
	Directly hired employees and indirectly hired employees	-	-	0.82	0.74
Shiseido Group outside Japan	Directly hired employees (Coverage (%))	-	-	1.6(100)	1.9(100)
Supplementary data: Frequency rate at member company of Japan Chemical Industry Association*6	Directly hired employees and indirectly hired employees	0.310	0.420	0.28	-
	Employees of partner companies	0.520	0.570	0.59	-

Data marked with ☑ has been third-party certified.

*1: Number of labor accidents (injury and illness) resulting in suspension of work

*2: Shiseido Group in Japan (2021): Shiseido Company, Limited and 22 consolidated subsidiaries

*3: Data from our three major dispatch companies, GIC, and dispatch companies using factories

*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: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	2019	2020	2021	2022
Shiseido Group in Japan (coverage 100%)	As of January 1 each year	29.4	29.4	29.4	22.2
Shiseido Group outside Japan *1 (coverage 100%)		68.4	68.4	68.4	68.4

Number of Labor Union Members (persons)

Indicator	Period	2019	2020	2021	2022
Shiseido Group in Japan	As of January 1 each year	12,732	13,334	13,672	13,438

Ratio of Labor Union Members (%)

Indicator		Period	2019	2020	2021	2022
Shiseido Group in Japan	Ratio including fixed-term contract employees*2	As of January 1 each year	52.3	53.3	55.0	56.6
	Ratio excluding fixed-term contract employees*3		76.2	76.5	77.3	77.1

*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	2021
Average hours per FTE* of training and development	22.4	26.0	66

Average amount spent per FTE on training and development (yen)		111,562	200,868	203,914
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* 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

	2018	2019	2020	2021
"Impressions of Shiseido" among current Shiseido customers* (top 2 box scores <Very favorable / Favorable> on a 5-point scale) (%)	93.1	94.0	95.4	94.7

* Survey conducted in Japan only.

Compliance and Risk Management

Anti-Corruption

	Target	2018	2019	2020	2021
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	2018	2019	2020	2021
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	2018	2019	2020	2021
In-house Shiseido Hotline	Employees of the Shiseido Group in Japan	241	265	289	255
External Shiseido Hotline					

Compliance Committee Hotline					
Shiseido Group Global Hotline	Employees of the Shiseido Group Overseas	0	2	2	0

Note : In fiscal 2021, the breakdown of 255 consultations / reports was 44 discrimination / harassment cases, 11 legal / internal rule violations cases, 63 workplace environment / communication cases, 75 personnel management cases, and 62 inquiries / others cases. Of these, 99 cases were investigated. There were no cases of disciplinary action for violating employment rules regarding discrimination / harassment.

Performance of Human Rights Education Training for Employees

Type of training	Target	number of graduates (persons)
Human rights awareness programs	Employees of Shiseido Group in Japan	14,295
Harassment awareness programs	Employees of Shiseido Group in Japan	14,577
Harassment awareness e-learning training for managers	Employees of Shiseido Group in Japan	1,566

Activities to Enhance Corporate Ethics: Survey on employee harassment

Subjects	Type	Target	2022 results and improvement measures
Workplace harassment	Questionnaires*	All employees of Shiseido Group in Japan Number of departments involved: 309 Job type/position: Full-time employees (manager, comprehensive work main career track, beauty consultant, administrative work), fixed-term contract employees (including rehires), temporary staff.	Number of respondents: 22,865 (response rate: 53.3%) Risk assessment method: The risk of harassment was analyzed and evaluated for each workplace in accordance with the Shiseido Code of Conduct and Ethics*. Risk reduction measures: Shiseido Headquarters will provide ethics training to all departments surveyed during 2022 to reduce the risk of harassment. In addition, feeds back the survey results to the heads of high-risk departments and asks them to work on solving harassment issues.

* Questionnaires were prepared in two languages in order to show consideration of the diverse workforce including non-Japanese speaking foreign national employees and human rights awareness. 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.

* The "Shiseido Code of Conduct and Ethics" has been improved in 2022 in line with changes occurring in today's business environment, such as the growing social awareness of human rights, diversity, individual privacy, and sustainability.

Number of Serious Compliance Violations*

Target	2018	2019	2020	2021
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)	2021 (million yen)
Shiseido Company, Limited	None	None	None	None
Shiseido Group in Japan*	None	None	None	None

* Shiseido Group in Japan: Shiseido Company, Limited and 23 domestic affiliated companies subject to consolidation (as of December 31, 2021)

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

		Target	2018	2019	2020	2021
Incidents of Non-Compliance Concerning Health and Safety Impacts and Services	Examples of administrative guidance based on the Pharmaceuticals and Medical Devices Act, etc.	Japan	None	None	None	None
	Examples of product recall from consumers and the market	Global	1	5	2	2
Incidents of Non-Compliance Concerning Product and Service Information and Labeling	Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	Japan	None	None	None	None
Incidents of Non-Compliance Concerning Marketing Communications	Examples of administrative guidance based on the Act against Unjustifiable Premiums and Misleading Representations and Pharmaceuticals and Medical Devices Act, etc.	Japan	None	None	None	None

* Above data represent the number of violation against regulations and/or voluntary codes

Incidents of Reporting Personal Information Disclosure to Personal Information Protection Commission (Cases)

Target	2018	2019	2020	2021
Shiseido Group in Japan	0	0	0	0

* This table shows the number of data breaches to be reported to the Personal Information Protection Commission.

Incidents of Reporting Personal Information Disclosure to Personal Information Protection Commission
(Cases)

Target	2018	2019	2020	2021
Shiseido Group in Japan	uncounted	uncounted	uncounted	10

* The number of applicable cases from the customer's request to our Consumer Center is shown.

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

Target	2018	2019	2020	2021
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	2021
Shiseido Group	408	1,337	797	879

Number of Participating Employees (Cumulative Persons)

Target	2018	2019	2020	2021
Shiseido Group	10,040	9,197	3,410	3,952

Spending on Social Contribution Activities (Unit: Millions of Yen)

Target		2019	2020	2021	
Shiseido Group	Spending on Donations	687	1,243	1,518	
	Breakdown	Cash Donations	673	1,080	1,056
		Product Donations	14	163	461
Japan a)	Spending on Donations	☑563	☑432	☑950	
	Breakdown	Cash Donations	☑562	☑394	☑911
		Product Donations	☑0.37	☑38	☑38
Shiseido Company, Limited	Spending on Donations	☑553	☑410	☑899	
	Breakdown	Cash Donations	☑552	☑387	☑899

		Product Donations	☑0.24	☑23	☑0
Overseas b)	Spending on Donations		124	811	567
	Breakdown	Cash Donations	111	686	145
		Product Donations	13	125	422
China c)	Spending on Donations		-	☑562	☑144
	Breakdown	Cash Donations	-	☑482	☑18
		Product Donations	-	☑80	☑126
Americas d)	Spending on Donations		-	☑562	☑125
	Breakdown	Cash Donations	-	☑482	☑107
		Product Donations	-	☑80	☑17

*Fraction have been rounded down

a) Japan	Shiseido Company, Limited and 23 domestic affiliated companies subject to consolidation (2021) (Shiseido Co., Ltd., Shiseido Japan Co., Ltd., AXE Co., Ltd., Shiseido Pharmaceutical Co., Ltd., Ettusais Co., Ltd., Shiseido FITIT Co., Ltd., Shiseido International Inc., FT Shiseido Co., Ltd., Japan Retail Innovation Co., Ltd., Shiseido Parlour Co., Ltd., ETWAS Co., Ltd., Shiseido Cosmetics Manufacturing Co., Ltd., Shiseido China Innovation Center Co., Ltd., Shiseido Vietnam Inc., EFFECTIM Co., Ltd., The Ginza Co., Ltd., KODOMOLOGY Co., Ltd., Shiseido Astech Co., Ltd., Hanatsubaki Factory Co., Ltd., Shiseido Beauty Salon Co., Ltd., IPSA Co., Ltd., Shiseido Professional Co., Ltd., Shiseido Creative Co., Ltd., Shiseido Interactive Beauty Co., Ltd.)
b) Overseas	50 overseas affiliated companies subject to consolidation (in addition to the following 30 companies, include companies listed under China and Americas, 2021) (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, Tai Shi Trading Co., Ltd., Tai Tsu Holding Ltd., Shiseido Philippines Corporation, Shiseido Europe S.A., Shiseido International France S.A.S., Shiseido Group Switzerland S.A., Shiseido (Rus) LLC, Shiseido Middle East FZCO, Shiseido Italy S.p.A., Shiseido Germany GmbH, Les Salons du Palais Royal Shiseido S.A., Shiseido Spain S.A.U., Beauté Prestige International S.A.S, Shiseido Austria GmbH, Beauté Prestige International, Inc. (Miami), Shiseido Belgium S.r.l., Shiseido Netherlands B.V., Shiseido Group Middle East LLC, Shiseido Travel Retail Asia Pacific Pte. Ltd., Shiseido Travel Retail Americas INC., Shiseido Professional (Thailand) Co., Ltd.)
c) China	5 overseas affiliated companies (2021) (Shiseido China Co., Ltd., Shiseido Liyuan Cosmetics Co., Ltd., Shiseido Hong Kong Ltd., Shiseido Guangdong Cosmetics., Ltd., Shanghai Hauni Transparent Beauty Soap Co., Ltd.)
d) Americas	15 overseas affiliated companies (2021) (Shiseido Americas Corporation, Shiseido (Canada) Inc., Shiseido do Brasil Ltda., Shiseido UK Limited, Bare Escentuals KK (Japan), Bare Escentuals France S.A.S., Shiseido Ireland Limited, Bare Escentuals Shanghai Company, Shiseido America, Inc., Davlyn Industries, Inc., JWALK, LLC, Drunk Elephant UK Ltd., Drunk Elephant, LLC, Drunk Elephant Holdings, LLC, Drunk Elephant Blocker, Inc.)

Data marked with ☑ has been third-party certified.

Overall Spending on Social Contribution Activities of Shiseido Group in 2021 (Unit: Millions of Yen)

Item	Amount
Cash Donations	1056
Product Donations	461
Cost of the Time Employees Spent on Volunteering During Working Hours	43
Management Costs of Social Initiatives*	273

* Management costs of social initiatives such as activities of the Shiseido Life Quality Beauty Centers and artists support

Social Contribution Activities - Empowerment through the Power of Beauty

Item	Indicator	2018	2019	2020	2021	Target
Shiseido Life Quality Makeup	Number of Facilities	1	1	1	1	Japan
		4	5	5	5	Overseas
	Number of Users (Persons)	319	177	5	9	Japan
		1,022	1,043	710	626	Overseas
Shiseido Life Quality Beauty Seminars	Total Number of Participants (Persons)	70,222	57,910	6,601	8,451	Japan

Notes :

- As part of the Shiseido Life Quality Makeup initiative, we operate dedicated Life Quality Beauty Centers in countries/regions around the world (China, Japan, Singapore, and Taiwan). We offer free makeup for deep skin concerns such as bruising and changes in appearance due to side effects of cancer treatments.
- The estimated number of users of "Perfect Cover Foundation," a special cosmetic product for people with serious skin concerns, is 15,000 (2021).
- Shiseido Life Quality Beauty Seminars offer a wide variety of menus to support people stay beautiful and healthy.
- The number of cosmetics stores that hold makeup health programs based on the results of Shiseido's cosmetic therapy research is 459 (2021, Japan region).

Social Contribution Activities - Gender Equality

Item	Results
30% Club Japan Chair: Masahiko Uotani, Shiseido	<p>Target: 30% female board members in all TOPIX100 companies by 2030</p> <p>Ratio of female executives in TOPIX100 companies: 15.3% (2021)</p> <p>Ratio of female executives of companies participating in the "TOPIX Presidents' Committee" of 30% Club Japan: 21.6% (2021)</p> <p>* Officers are defined as directors and corporate auditors.</p> <p>Please refer to the 30% Club Japan for details.</p> <p>Number of member companies of the working group "TOPIX Presidents' Meeting" operated by Shiseido: 25 companies (as of March 2021)</p> <p>TOPIX Presidential Meeting: Held twice a year (2021)</p>
Awards for Career Support	<p>Selected as No. 1 in the 2022 "Best 100 Companies for Women" sponsored by Nikkei WOMAN. (2022)</p> <p>Received the Prime Minister's Award from the "Gender Equality Bureau of the Cabinet Office of Japan". (2020)</p> <p>Received the 2020 Visionary Award for Leadership and Governance of a Public Company from the WomenCorporateDirectors Foundation (WCD), an international network of female directors</p>

	<p>active on corporate boards.</p> <p>Received the Social Value Award at the Second Nikkei SDGs Management Grand Prix ask ranked by Japanese economic newspapers. (2020)</p>
Childcare Facilities within the Company	<p>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.</p> <p>Supported the establishment of daycare centers for other companies.</p>
Shiseido Female Researcher Science Grant	<p>Donated 1 million yen each to 10 female scientists for a total of 10 million yen to support career development and leadership.</p>

Academic Support

Item	Indicator	2018	2019	2020	2021	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	2021
Donation of Sunscreen Products	We provided Shiseido Group's various sunscreen products (ANESSA, 2e, 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	2,291 items, 16 types of sunscreen products donated to 87 XP patients
Donations by Employees (Unit: Yen)	We make good use of donations by employees (Shiseido Camellia Fund) to support patient exchange meetings and purchase UV protective clothing.	2,164,977	2,204,700	2,175,750	1,927,150
Number of Employees Involved in Support of Activities of the Japanese National Network of Xeroderma Pigmentosum (XP)	<ol style="list-style-type: none"> Seminar on usage of sunscreen products Support for patient meetings 	18 employees	12 employees	Patient exchange meetings and other meetings have not been held to prevent the spread of COVID-19.	6 employees
Number of XP Awareness Raising 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	-	-
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.

* Japanese National Network of Xeroderma Pigmentosum (XP) : A network consisting of three XP patient groups in Japan (Osaka, Kobe, and Tokyo).

For details, please check "Support for Patients with Xeroderma Pigmentosum (XP), a UV-Sensitive Intractable Disease"

Activities for Children

Item	Indicator	2018	2019	2020	2021
Initiatives for Children Shiseido Kodomo Seminar for Juniors	Number of participants* (Persons)	781	1,555	1,270	1,438

* 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.

For details, please check "Activities for Children."

Social Contribution Activities - Education for Socially Vulnerable People

Item	Results
Independence Support by Shiseido Child Foundation	Seminars of social skills for high school students living in orphanages and foster parents (2021: 456 students, 2020: 288 students, 2019: 426 students) 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. (2021: 15 students, 2020: 14 students, 2019: 13 students)
Support for Girls' Education by Clé de Peau Beauté	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.
Shiseido Travel Retail: Supporting Marginalized Women and Girls in Cambodia	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 2021, 78 women were trained, and 41 received employment opportunities.

Social Contribution Activities - Art and Heritage

Item	Indicator	Target	2018	2019	2020	2021
Shiseido Gallery (Ginza) *1	Number of Visitors (Persons)	Japan	54,300	41,811	13,527	22,658
Shiseido Corporate Museum* (Kakegawa) *2		Japan	31,733	20,453	3,305	2,081
Shiseido Art House (Kakegawa) *3		Japan	35,177	31,590	8,908	6,615
S/PARK Museum (Yokohama) *4		Japan	-	49,215	14,985	15,621
Artist Support by "shiseido art egg"	Number of Award Winners (Groups)	Japan	3	3	3	3

*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.

For details, please check "Culture."

Community and Disaster Support

Donations from Shiseido Group employees are as follows.

Item	2018	2019	2020	2021	Total	Target
Amount of Donations Through "Shiseido Camellia Fund" (Unit: Yen)	16,884,724	17,245,134	31,127,781	13,897,113	347,150,621 (FY2005-2021)	Shiseido Group (Participation by Overseas Regions from 2020)
Amount of Donations Through "Disaster Contribution" (Unit: Yen)	2,974,526	1,712,500	0	0	63,973,986 (FY2004-2020)	Japan

Please click [here](#) for more details on "Shiseido Camellia Fund"

INDEPENDENT ASSURANCE STATEMENT



To: Shiseido Company, Limited

Bureau Veritas Japan Co., Ltd. (Bureau Veritas) has been engaged by Shiseido Company, Limited (Shiseido) to provide limited assurance over its sustainability information selected by Shiseido. This Assurance Statement applies to the related information included within the scope of work described below.

Selected information

The scope of our work was limited to assurance over the following information included within Shiseido Corporate Website 'Sustainability' page (the 'Web page') for the period of January 1, 2021 through December 31, 2021 (the 'Selected Information'):

Shiseido Group

- Equal Remuneration (Executive officer)

Shiseido Group (Japan)

- Number of employees (Total)
- Number of leaders (Male / Female)
- Ratio of female leaders
- Ratio of employees with disabilities
- Equal Remuneration (Managerial positions / Non-managerial positions)
- Number of work-related accidents (Directly hired employees)
- LTIFR: Lost Time Injury Frequency Rate
(Directly hired employees / Indirectly hired employees)
- Spending on social contribution activities
(Spending on donations / Donations made in cash / Donations made by product offerings)

Shiseido Group (China)

- Spending on social contribution activities
(Spending on donations / Donations made in cash / Donations made by product offerings)

Shiseido Group (Americas)

- Spending on social contribution activities
(Spending on donations / Donations made in cash / Donations made by product offerings)

Reporting criteria

The Selected Information included within the Web page needs to be read and understood together with the reporting criteria stated in the Shiseido Corporate Website.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Any other information within the Web page, which is not listed as the 'Selected Information'.



This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Selected Information in the Web page are the sole responsibility of the management of Shiseido.

Bureau Veritas was not involved in the drafting of the Web page or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Shiseido.

Assessment Standard

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Effective for assurance reports dated on or after December 15, 2015) issued by the International Auditing and Assurance Standards Board.

Summary of work performed

As part of our independent verification, our work included:

1. Conducting interviews with relevant personnel of Shiseido;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Shiseido;
4. Reviewing Shiseido systems for quantitative data aggregation and analysis;
5. Verification of sample of data back to source by carrying out physical site visit to Shiseido's head office;
6. Reperforming a selection of aggregation calculations of the Selected Information;
7. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information has not been properly



- prepared, in all material respects, in accordance with the Reporting Criteria;
- It is our opinion that Shiseido has established appropriate systems for the collection, aggregation and analysis of quantitative data within the scope of our work.

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior and high ethical standards in their day-to-day business activities.

Bureau Veritas Japan Co., Ltd.

Yokohama, Japan

April 28, 2022

