

Sustainability Data

Data detailing Shiseido's activity towards sustainability is available.

- CO₂
 - Energy
 - Water
 - Waste
 - Environmental pollution (Air/Water)
 - Responding to Environmental Risks
 - CO₂ emissions from cosmetics and personal care products (environmental footprint)
-
- Human Resources
 - Customer Satisfaction
 - Compliance and Risk Management
 - Social Contribution Activity Highlights

Environmental Data

Data

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

CO₂

Scope1,2*1

(t)

	2018	2019	2020	2021	2022
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	<input checked="" type="checkbox"/> 46,439*3
Coverage (%)*2	96.1	96.8	100.0	100.0	100.0
Scope 1	<input checked="" type="checkbox"/> 27,632	<input checked="" type="checkbox"/> 27,036	<input checked="" type="checkbox"/> 25,946	<input checked="" type="checkbox"/> 28,744	<input checked="" type="checkbox"/> 23,912
Coverage (%)*2	94.0	95.0	100.0	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	<input checked="" type="checkbox"/> 22,527
Coverage (%)*2	97.3	98.0	100.0	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.

*3 : Total emissions after the deduction of carbon credits (for 3,516 t) is 42,923t

Scope3*1

(t)

		2019	2020	2021	2022
Total		2,770,000	2,540,000	1,520,000	1,510,000
Category 1 Purchased goods and services*2	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	<input checked="" type="checkbox"/> 473,000
	Emissions from land-use change	-	-	<input checked="" type="checkbox"/> 347,000*3	<input checked="" type="checkbox"/> 458,000
Category 2 Capital goods		231,000	246,000	<input checked="" type="checkbox"/> 225,000	<input checked="" type="checkbox"/> 150,000
Category 3 Fuel and energy related activities		15,600	13,200	12,600	9,500
Category 4 Upstream transportation and distribution		110,000	85,400	<input checked="" type="checkbox"/> 51,600*5	<input checked="" type="checkbox"/> 67,500
Category 5 Waste generated in operations		20,700	33,000	<input checked="" type="checkbox"/> 15,100	<input checked="" type="checkbox"/> 15,500
Category 6 Business travel		14,700	1,600	900	2,400

Category 7 Employee commuting	5,200	6,200	8,500	7,500
Category 8 Upstream leased assets	0	0	0	0
Category 9 Downstream transportation & distribution	-	-	-	☑87,000*4
Category 10 Processing of sold products	0	0	0	0
Category 11 Use of sold products	☑1,580,000	☑1,540,000	☑134,000*5	☑143,000
Category 12 End of life treatment of sold products	☑148,000	☑82,900	☑118,000	☑94,600
Category 13 Downstream leased assets	0	0	0	0
Category 14 Franchises	0	0	0	0
Category 15 Investments	-	-	-	☑2,800*4

*1 : Used IDEA v2 and ecoinvent v3.8 as CO₂ calculation basis database.

*2 : Amount of materials used in Japan in 2022 (including estimates): glass 3,000t, metal 600t

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

*4 : Downstream transportation & distribution and Investments were taken into account from 2022.

*5 : Excluding the sold business and brands.

Scope1,2,3 Total

(t)

	2019	2020	2021	2022
Total	2,848,750	2,612,458	1,585,481	1,556,439

Avoided CO₂ emissions (2021)

Approximately 4,200 tons of CO₂, was reduced thanks to the sale of refill products.

(t)

Each stage of the value chain	Avoided CO ₂ emissions
Procurement	2,900
End of life	1,300
Total	4,200

Energy

(MWh)

	2018	2019	2020	2021	2022
Energy consumption	267,530	289,280	298,589	322,527*4	304,962
Coverage (%)*1	96.1	96.8	100.0	100.0	100.0
Electric power	108,452	115,228	127,188	137,881	141,841
Gas*2	126,255	122,636	128,568	139,424	109,953
LPG	2,941	2,771	2,552	2,370	2,559
Fuel*3	24,112	24,358	16,146	20,181	20,436
Steam	5,771	24,286	24,135	22,671	30,172

*1 : At all 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 2022 : 194,812MWh.

Water*

(Mil. m³)

	2018	2019	2020	2021	2022
Water withdrawals	1.2	1.2	1.2	1.2	1.1
Municipal water	1.1	1.0	0.9	0.9	0.7
Municipal water(Industrial grade)	0.1	0.1	0.1	0.0	0.0
Ground water	0.1	0.1	0.3	0.3	0.3
Water discharged	1.0	0.9	1.0	1.0	0.9
Sewage	1.0	0.9	0.8	0.8	0.8
Surface water	0	0	0.2	0.2	0.1

* 2018 – 2020: Production sites (coverage:100%).

2021: Production sites (coverage:100%) and domestic research centers.

2022: Production sites(coverage:100%) and research centers (coverage:100%).

- 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 2022 (water consumption excluding the amount of wastewater returned to the same water source): 1.1 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 2022: 10%.

Waste*1

(t)

	2018	2019	2020	2021	2022
Waste discharged	14,288	14,297	12,825	☑13,096	☑12,560
Recycled*2	13,980	13,910	12,779	☑13,038	☑12,473
Disposed	308	387	47	☑58	☑87

*1 : 2018-2021: Production sites(Coverage 100%) and domestic research centers.

2022: Production sites(Coverage 100%) and research centers(Coverage 100%).

*2 : Including thermal recovery.

Environmental pollution (Air/Water)

(t)

	2018	2019	2020	2021	2022
NOx emissions	26	27	☑23	☑24	☑31
Coverage (%)*	54.5	81.8	90.9	100.0	100.0
SOx emissions	0	0	☑0	☑0	☑0
Coverage (%)*	54.5	81.8	90.9	91.7	91.7
Chemical Oxygen Demand	☑116	☑103	☑70	☑68	☑52
Coverage (%)*	90.9	90.9	90.9	91.7	92.3

*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.

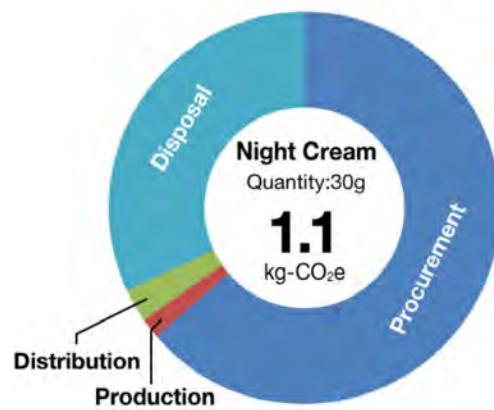
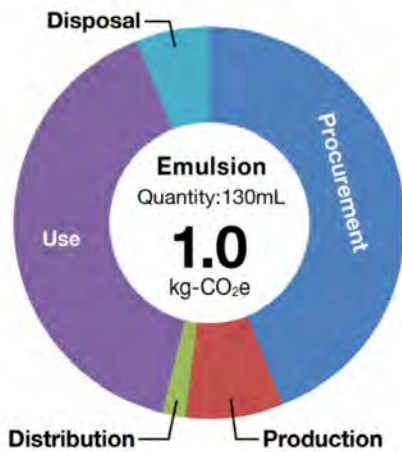
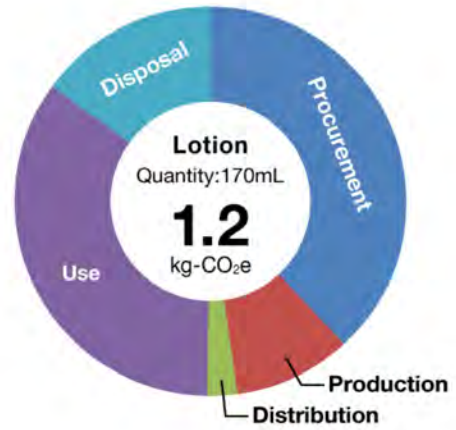
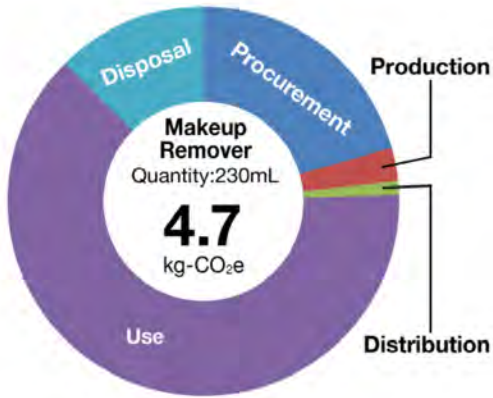
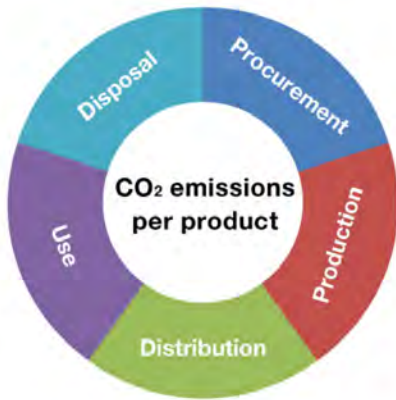
Investigations of domestic and overseas affiliates revealed no major violations of environmental laws or regulations in the last 5 years including 2022.

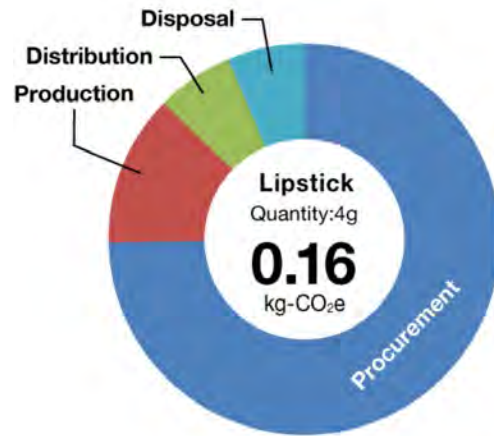
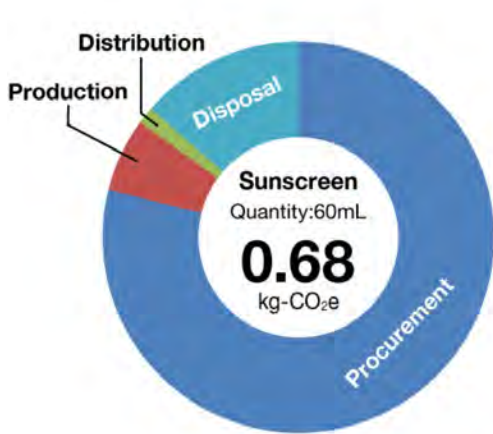
Shiseido is committed on appropriate operation that complies with the environmental laws and regulations continuously.

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 1,2,4,5,9,11 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 President, the division of responsible for CSR and the person in charge of producing the report at Shiseido main office, onsite visits to Shiseido Kakegawa Factory and Shiseido Osaka 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.

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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 2022 to 31 December 2022.

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.

Knowledge
Management Committee Member
Head of Certification/Accreditation

26 June, 2023

Signed: Yuji Takeuchi



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000-8/V3-XK7ZJ

The details of the scope of verification

The scope		The boundary	The statement
1	Scope 1 and 2 include energy related greenhouse gas emissions Energy consumption	All Shiseido sites	GHG: 46,439 t-CO ₂
2	Scope 3 Category 1,2,4,5,9,11,12 * Category 5: Excluding general waste	All Shiseido sites	Category 1: 930,957 t-CO ₂ Category 2: 150,191 t-CO ₂ Category 4: 67,526 t-CO ₂ Category 5: 15,484 t-CO ₂ Category 9: 86,994 t-CO ₂ Category 11: 143,413 t-CO ₂ Category 12: 94,627 t-CO ₂
3	GHG credits not included in Scope 1,2 and 3	All Shiseido sites	3,516 t-CO ₂
4	Amount of water withdrawals and drainage, total net fresh water consumption	Domestic and overseas production sites (13 sites : including 3 laboratories attached to overseas production sites) and 7 Laboratories	Withdrawal: 1.1 Mil. m ³ Drainage: 0.8 Mil. m ³ Total net fresh water consumption: 1.1 Mil. m ³
5	Waste (waste discharged and waste disposed) *Industrial waste and valuables	Domestic and overseas production sites (13 sites : including 3 laboratories attached to overseas production sites) and 7 Laboratories	Discharged: 12,560 t Disposed: 87 t
6	BOD/COD	Domestic and overseas production sites (13 sites : including 3 laboratories attached to overseas production sites)	BOD: 17 t, COD: 52 t
7	SOx and NOx emissions	Domestic and overseas production sites (12 sites : including 3 laboratories attached to overseas production sites)	SOx: 0 t, NOx: 31 t

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Social Data

Human Resources

Number of Shiseido Group Employees

Indicator		Period	2020	2021	2022	2023
Total (persons)		As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	46,763	45,527	40,484	38,878
Female Ratio (%)	All Shiseido Group	As of December 31 of the previous year	85.6	83.0	82.2	81.9
	Shiseido Group in Japan	As of January 1 each year	82.6	82.0	81.3	80.7

Number of Employees by Region (persons)

Indicator	Period	2020	2021	2022	2023
Japan	As of January 1 each year	☑24,884	☑24,903	☑23,458	☑22,129
China	As of December 31 of the previous year	8,975	9,019	8,174	8,158
Asia Pacific		4,635	4,392	3,858	3,674
Americas		3,685	2,997	1,939	1,819
Europe		4,386	4,031	2,900	2,930
Travel Retail		198	185	155	168

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (22 companies)

Number of Employees by Type of Employment (persons)

Indicator		Period	2020	2021	2022	2023	
Japan	Employees	Total	As of January 1 each year	17,322	17,698	17,160	16,393
		Male		3,714	3,835	3,783	3,622
		Female		13,608	13,863	13,377	12,747
	contract employees	Total	7,562	7,205	6,298	5,760	

	Male	605	655	610	657
	Female	6,957	6,550	5,688	5,103

Number of Leaders (persons)

Indicator		Period	2020	2021	2022	2023
Japan	Leaders*1	Male	☑813	☑862	☑841	☑843
		Female	☑403	☑459	☑500	☑509
	Junior managers*2	Male	606	535	490	331
		Female	244	246	248	209

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (22 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	2020	2021	2022	2023
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	52.7	57.5	58.3	58.1*1
Japan	Ratio of female leaders*2 Target: To achieve 50.0%	As of January 1 each year	☑33.1	☑34.7	☑37.3	☑37.6
	Ratio of female junior managers*3		28.7	31.5	33.6	38.7
China	Ratio of female leaders	As of December 31 of the previous year	61.2	63.5	65.2	69.4
Asia Pacific			69.8	67.9	65.4	81.4
Americas			70.5	73.1	76.4	67.9
Europe			73.9	73.5	68.7	71.3
Travel Retail			48.5	79.1	82.6	83.0

Data marked with ☑ has been third-party certified.

Scope : Shiseido Group in Japan (22 companies)

*1 : Ratio of female junior managers in all Shiseido Group: 64.9%.

*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	2020	2021	2022	2023
Female director ratio (%)	As of April 1 each year	37.5	37.5	37.5	30.0

Ratio of female directors and Audit & Supervisory Board members (%)		46.2	46.2	46.2	40.0
Ratio of external directors and Audit & Supervisory Board members (%)		53.8	53.8	53.8	53.3
Female ratio of all top management* (%)		28.3	41.7	42.9	44.1

*Leaders within 2 levels from the CEO

Ratio of Employees with Disabilities*1 (%)

Indicator	Period	2020	2021	2022	2023
Shiseido Company, Limited	As of June 1 each year	3.04	3.89	4.18	4.52
Shiseido Group in Japan*2		☒2.22	☒2.44	☒2.65	☒2.82
Target		2.2	2.3	2.3	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: 12 special subsidiary companies of Shiseido Group

Employee Diversity

Ratio of employees by age group

Indicator	Period	Age group	2020	2021	2022	2023
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	17.6
		30-49 years old	-	55.5	58.5	58.5
		50 years old and over	-	20.4	22.9	23.9
Japan	As of January 1 each year	Under 30 years old	19.8	20.4	18.6	17.2
		30-49 years old	50.3	49.3	49.4	49.3
		50 years old and over	29.9	30.3	32.0	33.5
China	As of December 31 of the previous year	Under 30 years old	30.1	24.5	18.0	17.1
		30-49 years old	68.6	73.9	79.3	79.8
		50 years old and over	1.3	1.6	2.7	3.2
Asia Pacific		Under 30 years old	42.0	36.3	25.0	23.2
		30-49 years old	52.1	57.1	67.5	68.4
		50 years old and over	5.9	6.6	7.5	8.4
Americas		Under 30 years old	33.5	26.5	13.3	13.4
		30-49 years old	47.1	51.0	55.7	53.8

		50 years old and over	19.3	22.5	31.0	32.8
Europe		Under 30 years old	36.0	30.9	15.4	17.5
		30-49 years old	50.9	53.3	62.1	58.2
		50 years old and over	13.1	15.8	22.5	24.3
Travel Retail		Under 30 years old	26.8	21.6	16.8	14.9
		30-49 years old	69.7	73.0	76.8	77.4
		50 years old and over	3.5	5.4	6.5	7.7
Indicator		Period	2020	2021	2022	2023
Ratio of female managers in revenue-generating functions (%)	All Shiseido Group	As of January 1 each year	62.8	69.0	70.0	72.7
Female ratio in STEM-related departments (%)	All Shiseido Group		-	-	59.0	56.8
	Shiseido Group in Japan		-	33.3	58.1	57.4

Indicator		Period	2020	2021	2022	2023
Number of non-Japanese hires in Japan	Shiseido Group in Japan	As of January 1 each year	467	486	443	397
Ratio of non-Japanese hires in Japan (%)			1.9	2.0	1.9	1.8

Nationality of Employees (%) (Top five countries)

Indicator	Period	Nationality	2023	
			Employees	Managers
All Shiseido Group	As of January 1 each year in Japan and as of December 31 of the previous year outside Japan	Japan	56.1	45.2
		China	20.4	7.3
		United States	4.1	14.8
		Viet Nam	3.6	0.5
		France	2.9	9.9

Average Service Years of Employees (years)

Indicator		Period	2020	2021	2022	2023
Shiseido Group in Japan Employees (excluding contract employees)	Average	As of January 1 each year	14.5	14.4	14.9	15.3
	Male		14.9	14.5	14.2	14.1

	Female		14.4	14.4	15.0	15.7
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Job Turnover Rate (%)

Total employee turnover rate*

Indicator		Period	2019	2020	2021	2022
Shiseido Group in Japan	All employees	As of December 31 each year	4.3	3.5	4.4	5.2
	Manager positions/ career path positions (excluding contract employees)		3.9	3.4	3.8	5.2
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding contract employees)		3.2	2.3	3.4	4.0

*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	2019	2020	2021	2022
Shiseido Group in Japan	All employees	As of December 31 each year	4.0	3.3	4.2	4.9
	Manager positions/career path positions (excluding contract employees)		3.5	3.1	3.7	4.7
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding fixed-term contract employees)		3.1	2.1	3.2	3.8

*Retirement, early retirement, and retirement for personal reasons

Working Hours

Indicator			Period	2019	2020	2021	2022
Working hours*1	Total annual hours worked per person (hours/years/persons)	Shiseido Company, Limited	As of December 31 each year	1,878	1,955	2,003	1,937
		Shiseido Group in Japan		1,807	1,863	1,901	1,857
Prescribed working hours	Shiseido Group in Japan	1,844.5		1,836.8	1,844.5	1,836.6	
Overtime hours*2	Shiseido Company, Limited	204		173.4	211.6	167.2	

	(hours/years/ persons)	Shiseido Group in Japan		101.7	69	88.2	91.6
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*1 : Employees (excluding contract employees)

*2 : Employees (excluding contract employees and Manager positions)

Rate of Paid Leave Taken

Indicator			Period	2019	2020	2021	2022
Annual rate of paid leave taken per person (%) Target: To achieve 80.0%	Shiseido Company, Limited	Employees and contractors	As of December 31 each year	78.8	70.4	76.3	69.6
	Shiseido Group in Japan			84.6	80.6	80.3	70.5

Number of Employees Hired*

Indicator			Period	2019	2020	2021	2022
Periodic employment of career path positions	Employees	Male (persons)	As of December 31 each year	62	65	26	21
		Female (persons)		82	85	35	29
		Female ratio (%)		56.9	56.7	57.4	58.0
Periodic employment of Beauty consultant (BCs) positions		Male (persons)		5	5	0	0
		Female (persons)		268	333	26	32
		Female ratio (%)		98.2	98.5	100.0	100.0
Periodic employment of production positions		Male (persons)		-	-	30	18
		Female (persons)		-	-	45	25
		Female ratio (%)		-	-	60.0	58.1
Periodic employment of the others	Male (persons)	-	-	-	3		
	Female (persons)	-	-	-	11		
	Female ratio (%)	-	-	-	78.6		
Mid-career employment	Employees and contract employees equivalent to employees (annual salary and special professional employees)	Male (persons)	106	79	122	189	
		Female (persons)	111	100	127	187	
		Female ratio (%)	51.2	55.9	51.0	49.7	

others	Contract employees except for the above	Male (persons)	-	-	-	149
		Female (persons)	-	-	-	475
		Female ratio (%)	-	-	-	76.1

*Shiseido Group in Japan

Breakdown of new hires

Indicator		2021	2022	2023		
Shiseido Group in Japan	All employees (including contract employees)	Total number of new hires (persons)	985	1136	1272	
		Female ratio (%)	66.7	66.5	71.7	
		Ratio of employees by age group (%)	Under 30 years old	49.0	49.2	-
			30-49 years old	42.0	42.3	-
			50 years old and over	8.9	8.5	-
		Management level (%)	Non-managerial positions	89.8	93.7	-
			Manager positions	10.2	6.3	-
Ratio of employees with disabilities (%)	3.8	3.4	-			

Percentage of open positions filled by internal candidates (internal hires) in Shiseido Company, Limited and Shiseido Japan Co., Ltd.: 25% (2022)

Starting Pay (yen/month)

Indicator		2019	2020	2021	2022
Monthly amount paid*	Doctoral graduate	265,000	265,000	293,450	293,450
	Master's graduate	235,000	235,000	261,310	261,310
	Undergraduate	215,000	215,000	237,890	237,890
	Technical/Junior college graduate	195,000	195,000	215,670	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	2019	2020	2021	2022
Shiseido Company, Limited	7,165,467	6,585,163	6,202,140	6,634,381

*Including bonuses and extra wages

Equal Remuneration

Indicator			2021	2022	
All Shiseido Group	Executive Officer		Base salary only	☑ Male 100 : Female 85	☑ Male 100 : Female 79
			Base salary + bonuses*1 *2	☑ Male 100 : Female 81	☑ Male 100 : Female 71
Shiseido Group in Japan	Manager positions		Base salary only	☑ Male 100 : Female 96	☑ Male 100 : Female 96
			Base salary + bonuses*1	☑ Male 100 : Female 96	☑ Male 100 : Female 96
	Non-managerial positions		Base salary only	☑ Male 100 : Female 85	☑ Male 100 : Female 88
		Career path positions		Male 100 : Female 99	Male 100 : Female 97
		Beauty consultant (BC) positions		Male 100 : Female 120	Male 100 : Female 118
production positions		-	Male 100 : Female 99		

Data marked with ☑ has been third-party certified.

*1:Base salary + other cash incentives

*2:2022 bonus amount to be paid in March 2023

Employees Rehired after Retirement

Indicator		Period	2022	2023
Number of employees rehired after retirement (persons)	Shiseido Company, Limited and Shiseido Japan Co., Ltd.	As of January 1 each year	633	749
Percentage of employees rehired after retirement (%)			2.7	3.4

Childcare Leave and Family Care Leave

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

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male	30	67	61	139
		Female	1,360	1,303	1,260	479

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

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male	4	8	14	12
		Female	2,296	2,430	2,364	2,333
	In-store beauty consultants	Male	0	0	0	0
		Female	1,596	1,673	1,591	1,708

Ratio of employees taking childcare leave (%)

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male*3	-	-	-	95
		Female*4	-	-	-	100

Period of childcare leave (average days)

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male*3	-	-	-	22
		Female*4	-	-	-	512

Reinstatement Rate after Childcare Leave*5 (%)

Indicator		2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	-	-	-	94.9
	Manager positions/Career path positions	95	97.3	99.3	-
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding contract employees)	93.6	94.4	92.3	93.4

Retention Rate after Childcare Leave*6 (%)

Indicator		2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	-	-	-	83.8
	Manager positions/Career path positions	100	94.1	91.2	-
Shiseido Japan Co., Ltd.	Beauty consultant (BC) positions only (excluding contract employees)	98.8	90.3	88.8	82.9

Number of Employees who Used Family Care Leave System*7 (persons)

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male	1	2	1	2
		Female	28	40	37	40

Number of Employees who Used Family Care Time System*8 (persons)

Indicator			2019	2020	2021	2022
Shiseido Group in Japan	All employees (including contract employees)	Male	1	1	0	2
		Female	27	35	30	34

Kangaroo Staff*9 (persons)

Indicator	2019	2020	2021	2022
Shiseido Group in Japan	2,095	1,659	1,090	721

*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 circumstance)

Up to 2021, the total number of employees who took at least one day of childcare leave during the current fiscal year. In 2022, the actual number of employees who started childcare leave during the current fiscal year

*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 : Number of employees who started childcare leave during the current year÷ Number of employees whose spouses gave birth × 100

*4 : Number of employees who started childcare leave during the year ÷ Number of employees who gave birth × 100

*5 : 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

*6 : 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

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

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

*9 : 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			2019		2020		2021		2022	
			Number	Coverage (%)	Number	Coverage (%)	Number	Coverage (%)	Number	Coverage (%)
Shiseido Group in Japan*2	Directly hired employees	Total (factories)	30 (9)	100	32 (6)	100	28 (4)	100	24 (3)	100
		Fatalities	0	100	0	100	0	100	0	100
	Indirectly hired employees (temporary staff) *3	Total	0	39.6	3	79.5	1	85	2	93
		Fatalities	0	39.6	0	79.5	0	85	0	93
Shiseido Group outside Japan	Directly hired employees	Total	65	80	61	100	66	100	54	100

Accident Severity Rate*4

Indicator		2019	2020	2021	2022
Shiseido Group in Japan*2	Directly hired employees	0.013	0.007	0.013	0.021
Supplementary data: Member company of Japan Chemical Industry Association	Directly hired employees and indirectly hired employees	0.010	0.107	0.009	0.068
	Employees of partner companies	0.029	0.145	0.148	0.035

LTIFR*5

Indicator		2019	2020	2021	2022
Shiseido Group in Japan*2	Directly hired employees (Coverage (%))	☑0.87 (100)	☑0.77 (100)	☑0.74 (100)	☑0.68 (100)
	Indirectly hired employees (temporary staff)*3 (Coverage (%))	☑0.00 (39.6)	☑2.56 (79.5)	☑0.73 (85.0)	☑1.05 (93.0)
	Directly hired employees and indirectly hired employees	-	0.82	0.74	0.69
Shiseido Group outside Japan	Directly hired employees (Coverage (%))	-	1.6(100)	1.9(100)	1.8(100)
Supplementary data: Frequency rate at member company of Japan Chemical Industry Association*6	Directly hired employees and indirectly hired employees	0.42	0.28	0.41	0.43
	Employees of partner companies	0.57	0.59	0.64	0.60

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 (2022): 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	2020	2021	2022	2023
Shiseido Group in Japan (coverage 100%)	As of January 1 each year	29.4	29.4	22.2	23.5
Shiseido Group outside Japan *1 (coverage 100%)		68.4	68.4	68.4	68.4

Number of Labor Union Members (persons)

Indicator	Period	2020	2021	2022	2023
Shiseido Group in Japan	As of January 1 each year	13,334	13,672	13,438	12,930

Ratio of Labor Union Members (%)

Indicator	Period	2020	2021	2022	2023
Shiseido Group in Japan	Ratio including contract As of January 1 each year	53.3	55.0	56.6	58.3

	employees*2					
	Ratio excluding contract employees*3		76.5	77.3	77.1	78.3

*1 : Including work council

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

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

Employee Engagement*

Indicator	2017	2019	2022
All Shiseido Group	76	76	65

*Survey conducted every two years

*We changed the survey questions from 2022 and plan to monitor trends regarding the scores based on the 2022 results.

*For an overview of the survey, please see "Employee Feedback Systems" under "Human Resource Development and Fair Evaluation."

Talent Development

Indicator		2019	2020	2021	2022
Average hours per FTE*1 of training and development	All Shiseido Group	22.4	26.0	66	46.2
Average Education /Training Cost per FTE (yen)*2		29,277	43,936	23,682	29,892

*1 : FTE: Full-Time Equivalent

*2 : Regarding average education / training costs per employee, we revised the scope of aggregation to exclude personnel expenses of lost opportunities for education and training of participants. The previous years are retroactively adjusted in the same way.

Customer Satisfaction

In our Shiseido Code of 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 and brands survey and use the results to guide future corporate activities to further improve our performance in this area.

Favorable perception of the Company and intention for repeat purchase of the Company's brand

Indicator		2019	2020	2021	2022
Corporate Brand Survey*1	"Impressions of Shiseido" among current Shiseido customers (top 2 box scores <Very favorable / Favorable> on a 5-point scale) (%)	94.0	95.4	94.7	95.4
Product Brand Survey*2	Intention for repeat purchase among customers who have purchased the Shiseido brand within the past year (%)	-	74.3	73.5	74.0

*1 : Survey conducted in Japan only.

*2 : Global surveys. Total response rates for the top three box scores on an 11-point scale. Combined figures for our 7 major brands (SHISEIDO, CPB, Drunk Elephant, IPSA, ELIXIR, NARS, ANESSA) for 13 countries.

Compliance and Risk Management

Anti-Corruption

	Target	2019	2020	2021	2022
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	2019	2020	2021	2022
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	2019	2020	2021	2022
In-house Shiseido Hotline	Employees of the Shiseido Group in Japan	265	289	255	220
External Shiseido Hotline					
Compliance Committee Hotline					
Shiseido Global Hotline	Employees of the Shiseido Group	2	2	0	1

* In fiscal 2022, the breakdown of 221 whistleblowing/consultations: 40 discrimination/harassment cases, 10 legal/internal rule violation cases, 91 workplace environment/communication cases, 55 labor management cases, and 25 inquiries/other cases. Of these, 40 cases were investigated, and some corrective action was taken in 31 cases based on the results of the investigation. Of these whistleblowing and consultations, there were no cases of disciplinary action taken for violations of employment regulations (including misconduct such as discrimination/harassment, conflict of interest, and insider trading).

Reporting Desks	Target	2019	2020	2021	2022
Shiseido Group Whistleblowing to Audit and Supervisory Board Members	Employees of the Shiseido Group	3	4	3	7

Performance of Human Rights Education Training for Employees

Type of training	Target	Number of graduates (persons) in year 2022
Human rights awareness programs	Employees of the Shiseido Group in Japan	Employees of the Shiseido Group in Japan: total of 62,535 participants (78% participation rate)

Harassment awareness programs	Employees of the Shiseido Group in Japan	All employees: total of 15,482 participants (87% participation rate) Newly appointed management positions: total of 158
Shiseido Code of Conduct and Ethics training	Employees of the Shiseido Group	Employees of the Shiseido Group in Japan: total of 17,684 Conducted in all regions of the Shiseido Group.

Activities to Enhance Corporate Ethics: Survey on Employee Harassment

Subject	Type	Target	FY2022 results and subsequent improvement measures
Harassment	Questionnaires*	<p>Employees of Shiseido Group in Japan</p> <ul style="list-style-type: none"> Number of departments involved: 309 (e.g., divisions, branches, etc.) Job category/classification: Full-time employees (managers, main career track position employees, personal beauty partners, specified work position personnel), fixed-term contract employees (including rehires), temporary staff 	<p>FY2022 results:</p> <p>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*.</p> <p>FY2022 measures:</p> <ul style="list-style-type: none"> As a result of the harassment survey conducted in FY2022, the results of the survey were fed back individually to the heads of departments that were determined to be at high risk of harassment, and they were requested to take steps to resolve harassment issues. In response, each department took individual corrective measures. In October 2022, Shiseido conducted ethics training for employees of Shiseido Group in Japan with the aim of reducing the risk of harassment. <p>FY2023 measures:</p> <ul style="list-style-type: none"> In April 2023, with the aim of ascertaining the status of subsequent improvements and the factors behind the issues, a harassment survey was conducted in departments that were determined to be at high risk of harassment as shown in the result of the harassment survey conducted in FY2022. The results of the survey will be individually fed back to the heads of all surveyed departments, and those departments whose improvement status is not satisfactory will be requested to take corrective actions again based on the survey results. In October 2023, Shiseido will conduct ethics training for employees of Shiseido Group in Japan with the aim of reducing the risk of harassment.

*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	2019	2020	2021	2022
Shiseido Group	None	None	None	None

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

Membership dues to various organizations, political contributions to political parties, etc.
(Millions of yen)

	2019	2020	2021	2022
Trade associations, etc.	40	41	40	20
Lobbying interest representation or similar	0	0	0	0
Donations to Political Parties	0	0	0	0

*Fraction have been rounded down

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

		Target	2019	2020	2021	2022
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	5	2	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	2019	2020	2021	2022
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.

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

Target	2019	2020	2021	2022
Shiseido Group in Japan	uncounted	uncounted	10	4

*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	2019	2020	2021	2022
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

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

Target		2019	2020	2021	2022	
Shiseido Group	Spending on Donations		687	1,243	1,518	1,031
	Breakdown	Cash donations	673	1,080	1,056	835
		Product donations	14	163	461	196
Japan a)	Spending on Donations		¥563	¥432	¥950	¥714
	Breakdown	Cash donations	¥562	¥394	¥911	¥581
		Product donations	¥0.37	¥38	¥38	¥133
Shiseido Company, Limited	Spending on Donations		¥553	¥410	¥899	¥561
	Breakdown	Cash donations	¥552	¥387	¥899	¥554
		Product donations	¥0.24	¥23	¥0	¥6
Overseas total	Spending on Donations		124	811	567	317
	Breakdown	Cash donations	111	686	145	254
		Product donations	13	125	422	62
Overseas affiliates b)	Spending on Donations		-	¥562	¥144	¥17
	Breakdown	Cash donations	-	¥482	¥18	¥5
		Product donations	-	¥80	¥126	¥11
Overseas affiliates c)	Spending on Donations		-	¥562	¥125	¥75
	Breakdown	Cash donations	-	¥482	¥107	¥75
		Product donations	-	¥80	¥17	¥0

a)	25 companies (Shiseido Co., Ltd., Shiseido Japan Co., Ltd., Shiseido Beauty Salon 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 Interactive Beauty Co., Shiseido Creative Co., Fine Today Industries Co., Ltd. Shiseido Astech Co., Ltd., Hanatsubaki Factory Co., Ltd., IPSA Co., Ltd., Shiseido Professional Co., Ltd.)
b)	6 companies (Shiseido China Co., Ltd., Shiseido Liyuan Cosmetics Co., Ltd., Shiseido Hong Kong Ltd., Shiseido Guangdong Cosmetics., Ltd., Shiseido Ziyue (Shanghai) Management Consulting Co., Ltd., Shiseido Beauty Innovations Fund)
c)	11 companies (Shiseido Americas Corporation, Shiseido (Canada) Inc., Shiseido do Brasil Ltd., Shiseido UK Limited, 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.)

Data marked with ☑ has been third-party certified.

Gender Equality (Resolving the Gender Gap and Empowering Women • Supporting Girl's and Women's Education and Financial Independence Worldwide)

Item	Description	2022
External lecture on the theme of "gender equality" by Shiseido	Total number of participants in lectures (persons)	1,848
30% Club Japan*1 Chair: Masahiko Uotani, Shiseido Target: 30% female board members in all TOPIX100 companies by 2030	Number of companies participating in TOPIX Presidents' meetings and working group study sessions (companies)	213
Shiseido Female Researcher Science Grant*2	Number of female scientists awarded the grant (persons)	10
Supporting female athletes	Number of athletes belonging to the Shiseido Running Club (persons)	11
	Number of female professional players who participated in the Shiseido Ladies Open, a tournament certified by the Japan Ladies Professional Golfers' Association (JLPGA) (persons)	120
Childcare facilities within the Company	Number of children cared for at Shiseido's in-house nurseries Kanga Room "Shiodome"*3 and "Kanga Room Kakegawa", and total number of temporary caregivers (persons)	479
	Number of participants in the parenting training program for men "Kodomology Ikutore" (persons)	52
Supporting education for girls by CLÉ DE PEAU BEAUTÉ Partnership with UNICEF to support girls' empowerment and skills building under UNICEF's Gender Equality Program*4	Number of girls reached (persons)	FY2019-2022 Over 3.5 million
Support for marginalized women and girls in Cambodia by Shiseido Travel Retail Partnership with Friends-International to support the Empower Her Project	Number of women supported (persons)	134 women were trained, and 45 received employment opportunities.
Independence support by Shiseido Child Foundation*5	Number of participants in seminars on social skills for high school students living in orphanages or with foster parents (persons)	401

	Number of high school students living in social care who received the Shiseido Child Welfare Scholarship (persons)	16
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*1 : Please refer to the 30% Club Japan for details.

*2 : Please refer to the Shiseido Female Researcher Science Grant for details.

*3 : Kodomology Co., Ltd. closed the Kangaroom Shiodome at the end of March 2023 and started the childcare support program, "Kangaroom +" for employees of Shiseido and alliance partners in April 2023.

*4 : UNICEF does not endorse any company, brand, product, or service.

*5 : Please refer to the Shiseido Child Foundation for details.

Empowering People Through the Power of Beauty

Item	Description	2022
Cultivating Self-Efficacy Through the Power of Beauty	Number of people who have experienced Shiseido Life Quality Makeup*1 and appearance care for people living with cancer*2 (persons)	40,516
	Number of people taking part in the LAVENDER RING Project (persons) 5 countries/regions, 6 events	116
	Number of people who have experienced makeup for the elderly and people with disabilities (persons)	9,147
Support for patients with xeroderma pigmentosum (XP) (UV-sensitive intractable disease) *3	Number of people who received Shiseido Group's various sunscreen products (Anessa, Doe, Avene, etc.) through the Japanese National Network of Xeroderma Pigmentosum (XP) (persons)	80
Challenging the Unconscious Biases and Prejudices	"SEE, SAY, DO" Project by SHISEIDO*4 Disclosure from 2023 results	

*1 : Please refer to Shiseido Life Quality Makeup for details.

*2 : Total number of people taking part in appearance care seminars, events and consultations, number of people using Perfect Cover, etc.

*3 : 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"

*4 : Please refer to SEE, SAY, DO. for details.

Other Social Contribution Activities

Item	Description	2022
Academic support	Number of winners of the JSID's Fellowship Shiseido Research Grant (persons)	2
	Number of winners of the Japanese Dermatological Association Basic Medical Research Grant (Shiseido donation) (persons)	6
Art and heritage	Number of visitors to the Shiseido Gallery (Ginza) (persons)	19,772
	Number of visitors to the Shiseido Corporate Museum (Kakegawa) (persons)	3,256
	Number of visitors to the Shiseido Art House (Kakegawa) *1 (persons)	7,879
	Number of visitors to the S/PARK Museum (Yokohama) (persons)	37,192
	Number of winners supported by "Shiseido art egg" <groups>	3
Activities for children	Number of participants in the Initiatives for Children Shiseido Kodomo Seminar for Juniors*2 (persons)	1,709
UV prevention education by Anessa	Number of participants in UV prevention classes at primary schools (persons)	5,414
	Number of sunscreen samples given out to kindergartens and nurseries (persons)	10,000

*1 : Open only from Wednesday to Saturday from April 27th 2022. Temporarily closed for facility maintenance from August 13th, 2022.

*2 : Please refer to "Activities for children" for details.

Community and Disaster Support

Donations from Shiseido Group employees are as follows.

Item	Description	2022
Community and disaster support	Amount of donations through "Shiseido Camellia Fund"* (unit: yen)	14,990,879
	Amount of donations through "Disaster Contribution" (unit: yen)	29,250,309

*Please click [here](#) for more details on the "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, 2022 through December 31, 2022 (the 'Selected Information'):

Shiseido Group

- Equal Remuneration (Executive officer)

Shiseido Group (Japan)

- Number of employees (Total) (as of January 1, 2023)
- Number of leaders (Male / Female) (as of January 1, 2023)
- Ratio of female leaders (as of January 1, 2023)
- Ratio of employees with disabilities (as of June 1, 2022)
- 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 Quality Management System which complies with the requirements of globally recognized quality management standard, 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, 2023

