

# External Evaluations and Awards

## SRI Indexes Selection Status

Shiseido received positive evaluations from Socially Responsible Investment (SRI) evaluation institutions of countries worldwide and was selected for inclusion as a constituent company for SRI indexes, which take account of companies that are highly trusted by society in terms of ethics, environment, employment and safety in their operations, in both Japan and overseas.

### Global

Jointly developed by S&P Dow Jones Indices LLC and RobecoSAM AG, this series of indices evaluate companies' performance from economic, environmental, and social perspectives and select leaders in sustainability. They are among the most influential indices for investment decisions focused on corporate social responsibility.



SRI indexes that are announced by the UK's FTSE Russell and used by investors as one of the sets of ESG ratings. They are a series of indexes designed to promote investment in companies that meet global environmental/social/governance standards.



### Japan

An index that is designed by the UK's FTSE Russell and selects Japanese companies that demonstrate strong environmental, social, and governance (ESG) practices. It is designed to be industry neutral. Shiseido has been continuously selected for excellence in ESG practices since the introduction of this index in 2017.



An index that was designed by the UK's FTSE Russell in March 2022 and selects Japanese companies in each sector that demonstrate strong ESG practices. It is designed to be sector-neutral.



An index that is designed by the US's MSCI and selects Japanese companies that receive positive evaluations of environmental, social and governance (ESG) practices.

**2024** CONSTITUENT MSCI NIHONKABU  
ESG SELECT LEADERS INDEX

An index that is designed by the US's MSCI and selects Japanese companies that receive a high score for empowering women and promoting gender diversity. Shiseido has been continuously selected for excellence in ESG practices since the introduction of the index in 2017.

**2024** CONSTITUENT MSCI JAPAN  
EMPOWERING WOMEN INDEX (WIN)

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This index designed by the US-based Morningstar selects companies that have strong gender diversity policies embedded in their corporate culture and that ensure equal opportunities to employees, irrespective of their gender.

Shiseido has been selected as Group 1, the highest rating category.



Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Shiseido Company, Limited to use of the Morningstar Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, Shiseido Company, Limited ranks in the top group of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt IndexSM ("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Shiseido Company, Limited for informational purposes. Shiseido Company, Limited use of the Logo should not be construed as an endorsement by Morningstar of Shiseido Company, Limited or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with Shiseido Company, Limited. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaim all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

Jointly developed by the U.S. S&P Dow Jones Indices and the Japan Exchange Group, this index covers Japan stocks. It is designed to promote investment into companies that excel in carbon efficiency and environmental information disclosure.

Shiseido has been repeatedly included into the index since it was first introduced in 2018.



SOMPO Sustainability Index is a proprietary active index created by Sompo Asset Management Co., Ltd., which combines environmental, social and governance (ESG) and equity fundamental evaluation.

Shiseido has been continuously selected for excellence in ESG practices since the introduction of the index in 2012.



## Evaluations and Awards

Shiseido certified in the "2024 Health & Productivity Management Outstanding Organizations Recognition Program" (Large Enterprise Category, White 500)

Shiseido, together with 21 domestic affiliated companies in the group, was certified in the "2024 Health & Productivity Management Outstanding Organizations Recognition Program (Large Enterprise Category, White 500) run by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Conference.



## Shiseido Selected as a "Nadeshiko Brand" in FY2024

Shiseido has been selected as a "Nadeshiko Brand" by Japan's Ministry of Economy, Trade and Industry (METI) and Tokyo Stock Exchange (TSE). The "Nadeshiko" is a list of companies listed on the Tokyo Stock Exchange that have excelled in promoting the activities of women.



## Shiseido and Shiseido Japan Receive Highest "Gold" Rating in PRIDE Index and Earn First Rainbow Certification

Shiseido and Shiseido Japan have been awarded the highest "Gold" rating in the PRIDE Index, an index that evaluates corporate initiatives for LGBTQ+ and other sexual minorities in the workplace in Japan, as established by the general incorporated association—work with Pride. Shiseido has also received the Rainbow Certification, a credential that recognizes companies that promote cross-sector collaboration to create workplaces and societies where individuals who belong to LGBTQ+ communities can work authentically.



## Shiseido Awarded First Double A Rating from CDP

Shiseido was recognized for its leadership in transparency and performance in the two categories of Climate Change and Forests and selected for the global environmental non-profit CDP's A List. While this is the second consecutive year the company was selected for the Climate Change A List, it is the first time it was selected for the Forests A List. It is the first time Shiseido was selected for the double A List in both the categories of Climate Change and Forests.



## Shiseido Achieves Prestigious Three-Star Rating for Third Consecutive Year in Dual Categories of HDI Benchmarking

Shiseido has been awarded the highest three-star rating for the third consecutive year in both the "Inquiry Desk" and "Web Support" categories of the 2024 HDI Benchmarking (Cosmetics industry). This recognition is organized by HDI-Japan, the Japanese branch of HDI, the world's largest membership association for support services.