

FY2022 Activity Policy

Law (Spirit of the Constitution and Purpose of Labor Laws)

○ Popular sovereignty, Respect for fundamental human rights, and Pacifism

• Popular sovereignty: proclaim that sovereign power resides with the people

• Respect for fundamental human rights: guarantee the freedom and

human rights of the people

• Pacifism: resolve that never again shall we be visited with the horrors

of war

Article 28 of the Constitution of Japan

The right of workers to organize and to bargain and act

collectively is guaranteed

○ Guarantee of the rights of workers and the elevation of their status

• Three major labor laws: Labor Standards Act, Labor Union Act, and Labor Relations Adjustment Act

Article 2 of the Labor Union Act

The term "labor unions" as used in this Act means those organizations, or federations thereof, formed voluntarily and composed mainly of workers for the main purposes of maintaining and improving working conditions and raising the economic status of the workers

Our Ideal Self-image (Philosophy)

Both ourselves and our fellow workers are happy

The development of the company comes with the happiness of its employees

The fundamental mission and purpose of a labor union are "through workers' (ordinary people's) uniting together, to protect life and human dignity and raise their economic and social status, which means to make people happy."

To realize this goal, the Shiseido Labor Union is fully committed to activities to "cherish our fellow workers" and "make our workplaces lively and energetic," based on the philosophy that "both ourselves and our fellow workers are happy" and "the development of the company comes with the happiness of its employees." We believe that if the company and its employees act for the happiness of both themselves and others without being overly self-centered, it will lead to a truly customer-oriented approach, and we can become a company that will continue to be needed by customers and society for 100 to 200 years to come.

The development of the company comes with the happiness of its employees. By "valuing people, society, and the future," we aim to achieve the happiness of all employees and sound development of the company.

Aimed Activities (General Plan)

○ Improve the lives and welfare of employees based on the sound growth and development of the company.

The main role and mission of a labor union are to improve the lives and welfare of the employees. However, the wages and welfare of us employees are financed by the company's sales and profits. Thus, the idea is to strive for the growth of the company's sales and profits in order to improve our wages and welfare.

○ Discuss with the company various issues related to the work therein to improve the work environment and create "job satisfaction" and "zest for life for employees."

Since the creation of an environment that facilitates both company life and family life is a prerequisite for employees' "job satisfaction" and "zest for life," the Shiseido Labor Union will discuss various problems employees face in their work with the company and strive to improve them.

○ Proactively work to improve productivity and performance to realize a comfortable and affluent life for employees through the appropriate allocation.

We will strive for the growth and development of the company based on the idea that the sound development of the company is the foundation for the happiness of employees. We will ask to company to appropriately allocate the benefits that result from improvements in productivity and business performance with the aim of improving the lives of employees.

○ Maintain sound labor-management relations through mutual trust between labor and management based on the recognition that "stable labor-management relations are important for the happiness of employees."

If labor-management relations are more confrontational than necessary, discussions will not go smoothly, or mutual understanding may not be achieved, resulting in disadvantageous effects on employees. Therefore, the Shiseido Labor Union is working based on mutual trust between labor and management and the belief that maintaining sound labor-management relations will lead to the happiness of employees.

Sound labor-management relations are not cozy or compliant. While maintaining an appropriate level of tension, we should assert what needs to be asserted to represent union members while listening to the company's opinion to judge what is best for employees.

○ Always engage in fresh activities with a spirit of challenge while keeping abreast of the changing times and the needs of employees.

The starting point of union activities is to represent employees. We need to accurately grasp the needs of employees in a wide range of age groups and develop activities while responding to the changing times. It means that even what was previously considered optimal may need to be rethought in light of the changing needs of employees. We will not settle for the status quo but always strive to implement fresh activities with a spirit of innovation and challenge.

FY2022 Activity Policy

Direction and Pillars of Activities

<Direction of Activities>

"Proactive activities toward fellow workers and workplaces" and "Creation of a work environment that ensures lively work with peace of mind that responds to environmental changes"

<Pillars of Activities>

1. Activities to value the emotional connections between fellow workers
2. Creation of a work environment that ensures lively work with peace of mind while responding to environmental changes

FY2022 Activities

<Slogan>

Connect our feelings toward our fellow workers. Launch activities for our fellow workers!

<Key Activities>

1. Activities to value emotional connections between fellow workers

- (1) Promote the creation of a warm and friendly workplace that values the feelings toward fellow workers (through activities at the headquarters and branches)
- (2) Have new members feel familiar with the union (through training for new members)
- (3) Strengthen connections with beauty role members (through workplace social gatherings and BC Forums)
- (4) Value fellow workers and workplaces by working on the ideal image and issues of factories
- (5) Aim for the happiness of all people working in the Shiseido Group (including affiliated companies, specific roles, etc.)
- (6) Enhance communication with overseas colleagues to create an environment of mutual respect and influence
- (7) Enhance vitality, develop human resources, and contribute to society through exchanges and activities beyond the company (through Future Forum activities)
- (8) Deliver fresh information through public relations activities (such as organs and websites) and widen connections with members

2. Create a work environment that ensures lively work with peace of mind while responding to environmental changes

(Work environment, working conditions, follow-up after the introduction of systems, management checks from the union's perspective)

- (1) Enhance management check capabilities for a work environment that allows the continuance of work with peace of mind
- (2) Actively promote labor-management efforts to address working-hour and environmental issues
- (3) Post-introduction follow-up on the operation of the treatment and compensation system, and efforts to address ongoing issues (such as efforts for management, confirmation of the JDFC continuation, ongoing discussions on the introduction of downgrades, and verification of the status of reflecting benchmark levels in the system)
- (4) Hold support seminars for designing a life plan to enrich company life and enjoy a prosperous post-retirement life
- (5) Enhance the consultation function of the union covering all aspects of the working environment (to increase the sense of familiarity and trust from members)
- (6) Help members to build self-confidence by boosting their abilities through skill upgrading and to increase satisfaction through self-realization