

# FY2023 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

## FY2023 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. Creation of a work environment that ensures lively work with peace of mind while responding to environmental changes

- (1) Actively promote labor-management efforts to address working-hour and environmental issues
- (2) Confirmation of the continued operation of the treatment and compensation system (as well as efforts for management, and verification of the status of reflecting benchmark levels in the system)
- (3) Well-being (mind, body, and bonds), and life support for a rich life
- (4) Enhance the consultation function of the union covering all aspects of the working environment (to increase the sense of familiarity and trust from members)
- (5) Help members to build self-confidence by boosting their abilities through skill upgrading and to increase satisfaction through self-realization
- (6) Enhance management check capabilities for a work environment that allows the continuance of work with peace of mind

## Medium-term Priority Activities

### <HUMAN>

**Improve human skills and value being yourself**  
**Connect warmly so that everyone respects each other as human beings**  
Skill upgrading (communication, intellect, willpower, physical strength, and execution skills)

### <WORK>

**Improve engagement**  
Improvement of work style, self-reliant career development, business skills, workplace problem solving

### <LIFE>

**Life planning**  
Asset building, investment education, community and social contribution, exchanges with other labor unions and different industries