

# FY2024 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 that place importance on people-to-people relationships
2. Creating a healthy and comfortable working environment in response to social and environmental changes

## FY2024 Activities

### <Slogan>

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

### <Key Activities>

#### **1. Activities that place importance on people-to-people relationships**

- (1) Creating a workplace that values compassion and deepens mutual understanding and trust
- (2) Making the union accessible and attractive
- (3) Aiming for "happiness in their own way" for all employees of the Shiseido group
- (4) Promoting Diversity through Communication Overseas
- (5) Enhance vitality, develop human resources, and contribute to social through exchanges and activities outside the company
- (6) Disseminate fresh information through public relations activities and strengthen ties with union members

#### **2. Creating a healthy and comfortable working environment in response to social and environmental changes**

- (1) Collaboration within the workplace and management check function in corporate governance
- (2) Promote efforts to resolve issues related to constant long working hours (environmental aspects) and aim for a good work-life cycle
- (3) Follow-up on the operation of the personnel system and initiatives for ongoing issues
- (4) Well-being activities aimed at physical, mental, and social well-being
- (5) Strengthening of consultation functions on labor issues in general
- (6) Improve knowledge through skill development, broaden perspective, and reduce anxiety

## 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