

FY2025 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

FY2025 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) Consideration of changes to the current system operation and future measures to increase voter turnout and enhance interest in union activities.
- (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