

SHISEIDO UKI GENDER PAY GAP REPORTING

2023

CREATING A GREAT PLACE TO WORK IN BEAUTY





ABOUT SHISEIDO

In 1872, Shiseido opened its doors in Ginza, Tokyo.

The family business that started out as Japan's first Western-style pharmacy transformed into a global beauty giant that currently operates in approximately 120 countries and regions around the world.

Shiseido's history and tradition is characterized by a long string of innovations and category firsts that have repeatedly set new standards and whose effects have rippled across the entire beauty industry. 150 years later, our commitment to innovation is as steadfast as ever.

Based in Japan, we aim to transcend borders and boundaries and venture beyond the cosmetics business to realize Beauty Innovations through the creation of unique products, delivering new values and actively contributing to the happiness of our customers across the globe through beauty.

GENDER PAY GAP
REPORTING - 2023

SHISEIDO

ABOUT SHISEIDO UK

As of April 2023, Shiseido UKI employed 428 employees made up of the following groups:

163 Corporate Employees

(39% of total population)

- 11% Male
- 89% Female

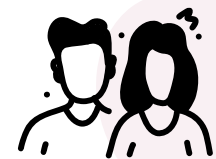
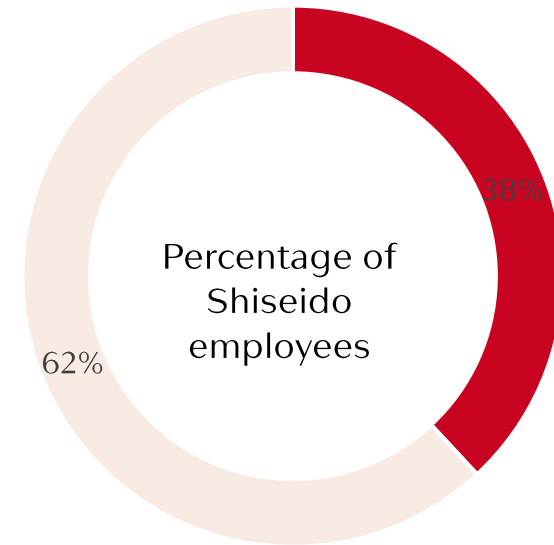
Corporate employees working in functions such as HR, Finance, Commercial, Visual Merchandising.

265 Retail Employees

(61% of total population)

- 7% Male
- 93% Female

These are our beauty consultants working across the country on brands such as NARS, Fragrance & Drunk Elephant.



GENDER PAY

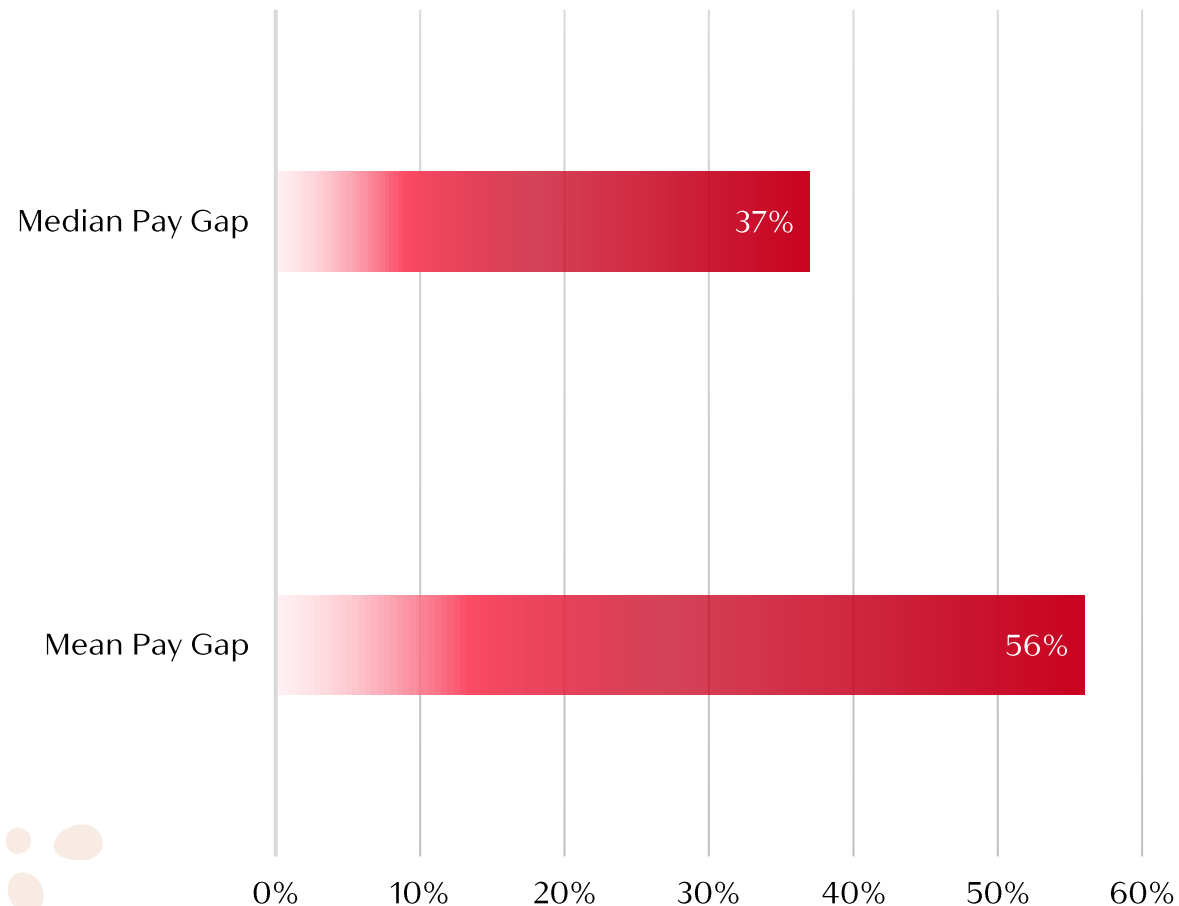
Shiseido exists to make a positive difference in women's lives, and as such, we are committed to ensuring equal pay for equal roles across our entire organisation.

As a beauty company, we have historically primarily attracted female applicants to work on our counters, with many sharing a strong affinity to the brand and avid use of our products.

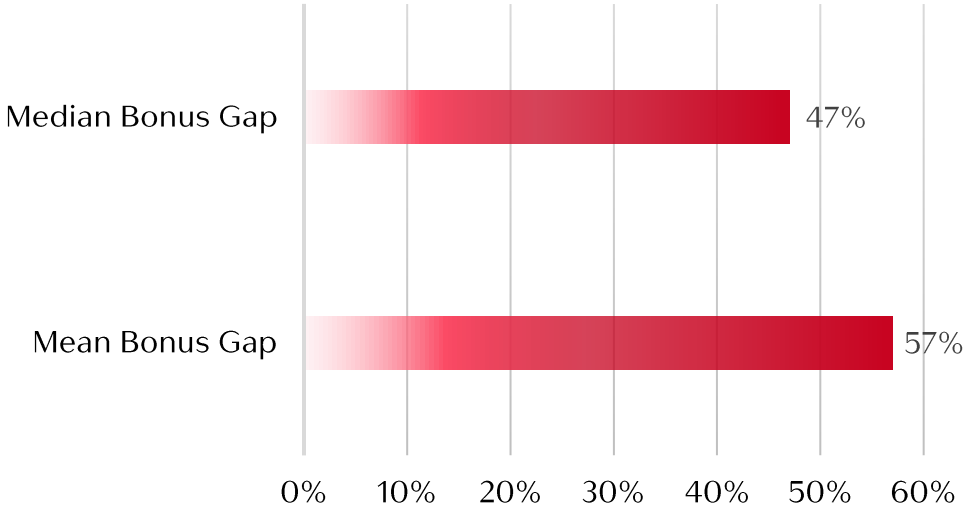
We recognize that our gender pay gap is predominantly caused by industry-wide and retail-specific factors and is undoubtedly influenced by our workforce composition. However, we are committed to closing this gap and ensuring gender equality in our workplace.

	2022	2023
Mean Pay Gap	44%	56%
Median Pay Gap	36%	37%

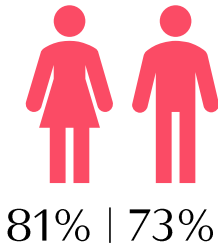
PAY GAP 2023



BONUS GAP



% of employees who received a bonus

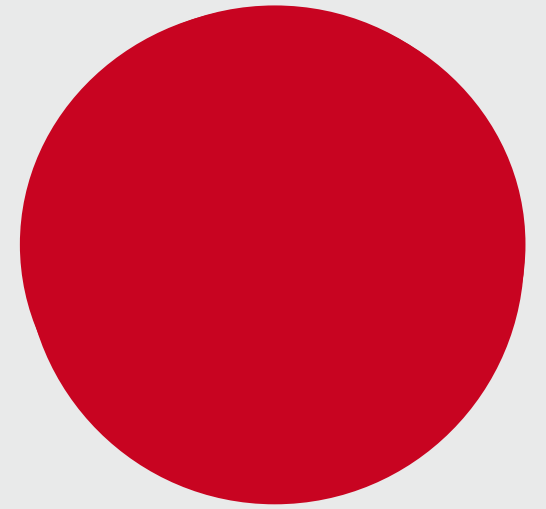


Given a more equal representation exists in our corporate team, which by its nature has higher remuneration, this is reflected in our gender pay gap results.

We are confident that men and women are paid equally for doing similar jobs in our organisation. When we analysed our pay data by job level, we can evidence that there is little disparity between men and women.

	2022	2023
Mean Bonus Gap	79%	57%
Median Bonus Gap	66%	47%

THANK YOU



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