

KOSÉ Sustainability Plan Formulated

The KOSÉ Group aims to achieve a sustainable society while realizing business growth.

KOSÉ Corporation (President & CEO: Kazutoshi Kobayashi; Headquarters: Chuo-ku, Tokyo) has formulated the KOSÉ Sustainability Plan*¹ to help achieve a sustainable society. The plan outlines Group sustainability activities and goals through 2030. Our corporate philosophy has been Wisdom and Beauty for People and the Earth over the nearly 30 years since we launched a corporate identity initiative in 1991. Recently redefined as Creating Beauty in a Sustainable World, this message is the basis of the KOSÉ Sustainability Plan. We will implement activities unique to the KOSÉ Group under six themes to contribute broadly to people and the Earth.

*¹ Please refer to the following pages for details.



Background of Plan Formulation

Founded in 1946, the KOSÉ Group has a limitless passion for cosmetics that offer people hopes and dreams. Our high-quality cosmetics offer people and society cheer and charm that truly satisfy.

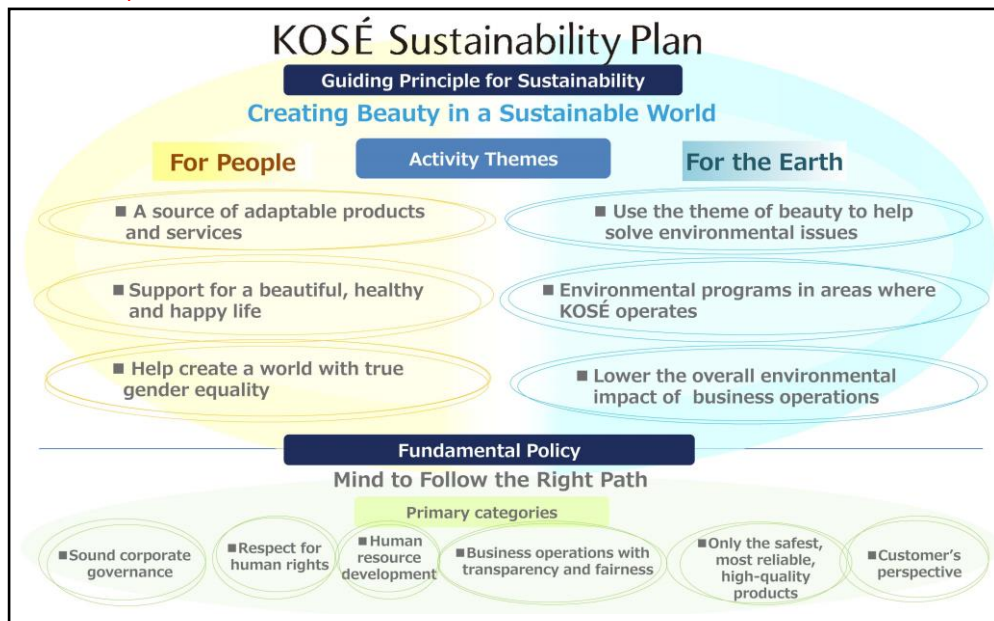
Globalization, diversifying needs, and global warming due to climate change are among the factors bringing rapid change to our social environment. The Group's corporate activities are made possible by a society in which diverse individuals including our customers can live with peace of mind, and our ability to provide products and services is reliant on the Earth's limited resources. To ensure the ongoing viability of our business, as a member of the international community we further enhance cooperation with all stakeholders, and accelerate effective initiatives that contribute to the creation of a sustainable society.

In 2020, we made promoting sustainability activities throughout the value chain one of the three foundations of our medium-to-long-term vision, VISION 2026. We will incorporate sustainability perspectives in all our corporate activities to drive business growth while helping to achieve a sustainable society, and thus be a trusted company with a global presence.

KOSÉ Sustainability Plan

Creating Beauty in a Sustainable World expresses our strong commitment as a company that uses all the wisdom it possesses to create beauty for the people of our precious Earth. We have defined six activity themes under our commitment to contribute broadly to people and the Earth to achieve our vision for a beautiful future in which people can live confidently and vibrantly, sharing and caring for one another with peace of mind and in good health. In addition, we have made Mind to Follow the Right Path, which is part of our Behavioral Charter, the fundamental policy for all corporate activities and in line with we have categorized sustainability activities. These activities will contribute to the achievement of the United Nations SDGs*².

*² Sustainable Development Goals



*¹ Six activity themes and the fundamental policy of the KOSÉ Sustainability Plan

■ Details about the KOSÉ Sustainability Plan are available at our website:

https://www.kose.co.jp/company/en/content/uploads/2020/04/2020kose_sustainability_plan_EN_ver2.pdf

For People: Activity Themes and Commitments

*Commitments are in 1-3 below

*For details, please refer to the above KOSÉ Sustainability Plan URL and Medium-to-Long-term Targets of Activity Themes and Linkage with SDGs (For People) on page 10.

1. A source of adaptable products and services

We will help create a world where people with diverse backgrounds and features— including skin color, gender, sociocultural and geographical background, living environment, religion, creed, and physical features—can live confidently and beautifully.

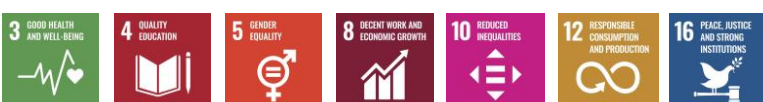
2. Support for a beautiful, healthy and happy life

We will energetically address social issues so that everyone can lead a healthy and happy life. Activities will include improving quality of life (QOL), educating and raising the awareness of the next generation, and initiatives such as Fair Trade that will enhance the work environment, including in our supply chain.

3. Help create a world with true gender equality

We will conduct awareness-raising and other activities that help to eliminate the gender gap not only in the KOSÉ Group, but elsewhere in Japan and around the world.

Contribution to achieving the SDGs through people-oriented activities



3 Good health and well-being 4 Quality education 5 Gender equality 8 Decent work and economic growth
10 Reduced inequalities 12 Responsible consumption and production 16 Peace, justice and strong institutions

For the Earth: Activity Themes and Commitments

*Commitments are in 4-6 below

*For details, please see below KOSÉ Sustainability Plan URL and Medium-to-Long-term Targets of Activity Themes and Linkage with SDGs (For the Earth) on page 11.

https://www.kose.co.jp/company/en/content/uploads/2020/04/2020kose_sustainability_plan_EN_ver2.pdf

4. Use the theme of beauty to help solve environmental issues

Focus on beauty while promoting activities to resolve environmental issues. We will also communicate these initiatives to the general public to make many consumers aware of environmental issues and expand our network for solving issues using the theme of beauty.

5. Environmental programs where KOSÉ operates

We will coexist and prosper with local communities, conducting environmental conservation activities with a focus on production facilities, which affect the environment.

6. Lower the overall environmental impact of business operations

- ① Reduce CO₂ emissions - SCOPE 1 and 2
- ② Reduce CO₂ emissions - SCOPE 3
- ③ Sustainability-conscious design for plastic packaging materials
- ④ Reduce use of water resources through responsible practices
- ⑤ Responsible palm oil procurement

Contribution to SDGs through activities for the Earth



6 Clean water and sanitation 7 Affordable and clean energy 12 Responsible consumption and production
13 Climate action 14 Life below water 15 Life on land

Next Steps

We will promote activities throughout our value chain to achieve specific medium- to-long-term targets for each activity theme. We will also proactively disclose the progress of our activities, primarily via the KOSÉ Group website, to support dialogue with stakeholders.

■ KOSÉ Sustainability website.

<https://www.kose.co.jp/company/en/sustainability/>