

Sustainability Data

(FOR PEOPLE) Social KPIs

Note: Due to a change in the accounting period, data after fiscal 2021 covers the months of January through December. For previous fiscal years, fiscal year data was for April through the following March.



	2020	2021	2022	2023	Company
■ Human Capital					
Basic Information					
Number of employees (female/male)	11,889/2,332	11,726/2,257	10,997/2,182	10,703/2,113	KOSÉ Group*1 (as of 31 December from 2021)
Average length of service (years)	11.9	11.4	12.1	12.7	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Number of new graduates hired to regular full-time positions (female/male)	71/47	40/24	22/14	27/20	KOSÉ Domestic Group Companies*4 (as at 1 April of each year)
Employee turnover among new graduates within 3 years (%)	10.0	7.3	10.0	10.9	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Turnover rate <management and non-management positions (excluding beauty experts)> (%)	2.3	3.4	3.7	3.5	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Turnover rate for Beauty Consultants (%)	8.5	8.3	11.4	11.3	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Total turnover rate (%)	6.3	6.9	8.7	8.5	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Turnover rate due to personal reasons <management and non-management positions (excluding beauty experts)> (%)	—	3.2	3.6	3.4	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Turnover due to personal reasons for Beauty Consultants (%)	—	8.3	10.3	11.3	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Total turnover rate due to personal reasons (%)	—	6.8	8.6	8.5	KOSÉ Domestic Group Companies (as of 31 December from 2021)
Diversity & Inclusion					
Ratio of outside directors (%)	35.7	35.7	35.7	37.5	KOSÉ Corporation (At the end of each annual general meeting of shareholders)
Ratio of female employees in the board of directors (%)	28.6	28.6	28.6	37.5	KOSÉ Corporation (At the end of each annual general meeting of shareholders)
Ratio of female employees in managerial positions (%)	26.6	28.8	28.9	31.1	KOSÉ Group (as of 31 December from 2021)
Ratio of female employees in leadership positions*2 (%)	33.6	34.7	35.2	33.2	KOSÉ Group (as of 31 December from 2021)
Gender Wage Gap *11(% of women to men) <Management positions>	—	—	99.9	96.2	KOSÉ Domestic Group Companies*13 (as of 31 December)
Gender Wage Gap (% of women to men) <non-management positions>	—	—	89.0	82.1	KOSÉ Domestic Group Companies*13 (as of 31 December)
Gender Wage Gap (% of women to men) <Beauty experts>	—	—	90.0	87.6	KOSÉ Domestic Group Companies*13 (as of 31 December)
Gender Wage Gap (% of women to men) <Total above>*12	—	—	70.1	54.2	KOSÉ Domestic Group Companies*13 (as of 31 December)
Proportion of employees who took childcare leave (female/male) (%)	100.0/52.3	100.0/67.1	100.0/88.2	100.0/82.4	KOSÉ Domestic Group Companies*4
Return rate following childcare leave (female/male) (%)	98.7/100.0	96.9/100.0	96.7/100.0	97.2/100.0	KOSÉ Domestic Group Companies*4
Number of employees working shortened hours for childcare	475	501	623	643	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Number of employees taking extended leave for family care	4	11	5	6	KOSÉ Domestic Group Companies
Number of employees taking paid leave for family care	5	15	12	15	KOSÉ Domestic Group Companies*4
Number of employees working shortened hours for family care	5	5	3	3	KOSÉ Domestic Group Companies*4
Total number of participants in skill development & improvement training (persons) <management and non-management positions>	—	1,135	2,893	3,996	KOSÉ Domestic Group Companies*10
Total number of participants in skill development & improvement training (persons) <Beauty experts>	—	—	—	75,177	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (persons) <Total above>	—	—	—	79,173	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (total hour) <management and non-management positions>	—	20,624.5	50,386.0	38,289.0	KOSÉ Domestic Group Companies*10
Total number of participants in skill development & improvement training (total hour) <Beauty experts>	—	—	—	542,905.0	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (total hour) <Total above>	—	—	—	581,194.0	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (average per person/hour) <management and non-management positions>	—	13.1	17.8	11.6	KOSÉ Domestic Group Companies*10
Total number of participants in skill development & improvement training (average per person/hour) <Beauty experts>	—	—	—	107.6	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (average per person/hour) <Total above>	—	—	—	69.6	KOSÉ Domestic Group Companies
Ratio of employees with disabilities (%)	2.21	2.22	2.41	2.39	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Number of rehired employees	251	261	317	337	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Health and Safety					
Annual working hours (average hours/employee)	1,643.5	1,637.4	1,709.4	1,697.0	KOSÉ Domestic Group Companies*5
Annual overtime (average hours/employee)	44.6	53.9	70.2	74.1	KOSÉ Domestic Group Companies
Ratio of paid leave taken (%)	64.4	66.9	69.2	62.6	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Number of occupational accidents resulting in a leave of absence	52	31	33	19	KOSÉ Domestic Group Companies*4
Number of occupational accidents resulting in death	0	0	0	0	KOSÉ Domestic Group Companies*4
Ratio of employees participating in health checks (%)	100.0	100.0	100.0	100.0	KOSÉ Domestic Group Companies*4 (as of 31 December from 2021)
Ratio of employees participating in stress checks (%)	85.8	92.3	90.9	95.7	KOSÉ Domestic Group Companies*4-7 (as of 31 December from 2021)
■ Quality of Life Improvement					
Number of general participants in sports events	470*8	0*8	2,448	15,471	KOSÉ Corporation
Support for cutaneous porphyria patients (people/number of products provided)	4/20	4/14	6/35	5/20	KOSÉ Corporation
■ Support for Women and Education					
Number of schools accepted for company tours*3 (schools/students)	1/4*8	2/6*8	7/114	23/316	KOSÉ Corporation, ALBION CO., LTD.*14
Number of students provided with tuition support at girls' junior high school in Tanzania (cumulative total since FY2017)	21	30	39	51	KOSÉ Corporation
Implementing education assistance in Madagascar (Students)	—*9	220	150	165	ALBION CO., LTD.

*1: KOSÉ Group: KOSÉ Corporation and its 38 subsidiary companies, for a total of 39 companies. *2: Leadership Position - Person(s) in a position with subordinate(s), or equivalent positions.
 *3: Company Tour - A social tour for high school/junior high school students. *4: Scope to be expanded to domestic group companies from fiscal 2020.
 *5: Includes paid leave, maternity leave, childcare leave, personal injury and illness leave, etc.
 *6: Starting in fiscal 2020, six companies that are obligated to employ people with disabilities will be covered.
 *7: Voluntary checkups *8: In FY2020 and FY2021, the number of cases implemented was reduced and the response cancelled due to the prevention of new coronavirus infections.
 *9: In FY2020, activities were suspended due to the prevention of new coronavirus infections. *10: From FY2022, the scope has been expanded to Group companies in Japan.
 *11: Calculated only on base salary. Excludes employees working shorter hours, those on leave, and those who joined or retired during the period.
 *12: There is no difference in the wages of men and women for equal work; overall differences occur due to differences in wage levels, gender composition, years of service, position, and grade by employment type.
 *13: Scope expanded to domestic group companies in FY2023; Only KOSÉ Corporation was covered in FY2022. *14: Albion was added in FY2023
 o For the ratio of women in management positions, the gender wage gap, % of men taking parental leave, etc., see the Women's Advancement Promotion Company Database of Ministry of Health, Labour and Welfare. (<https://positive-nyourts.mhlw.go.jp/positivevb/detail?id=16851>)

		2020	2021	2022	2023	Company	
ENERGY							
CO2(GHG)Emissions (t-CO2) * Total Emission	Scope1	7,375.1	7,270.0	6,405.8	5,991.2	KOSÉ Group	
	Scope2	Market-based	16,185.0	12,508.6	10,785.8	8,039.7	KOSÉ Group
		Location-based	16,204.0	15,224.2	14,044.4	14,423.3	
	Scope3 TOTAL		668,951.0	720,632.7	668,734.5	763,994.6	KOSÉ Group
	Category 1	Purchased Product/Service	330,047.1	356,114.3	293,772.5	386,756.9	
	Category 2	Capital Goods	25,550.8	11,328.3	17,171.8	16,042.0	
	Category 3	Fuel and energy-related activities not included in SCOPE1&2	4,088.5	3,990.8	3,640.3	3,723.1	
	Category 4	Transportation, distribution (upstream)	57,857.0	87,926.7	99,753.8	79,679.8	
	Category 5	Waste generated in operations	3,760.2	4,193.9	3,468.4	3,225.8	
	Category 6	Business trips	1,854.0	1,978.8	1,873.5	1,698.0	
	Category 7	Commuting of Employees	4,742.0	4,628.2	3,892.2	3,584.1	
	Category 8	Leased asset (upstream)	0	0	0	0	N/A
	Category 9	Transportation, distribution	0	0	0	0	N/A
	Category 10	Processing of sold products	0	0	0	0	N/A
	Category 11	Usage of sold products	232,744.5	243,076.8	237,665.6	260,233.9	
	Category 12	Disposal of sold products	8,676.8	7,395.0	7,496.5	9,051.0	
Category 13	Leased asset (downstream)	0	0	0	0	N/A	
Category 14	Franchise	0	0	0	0	N/A	
Category 15	Investment	0	0	0	0	N/A	
Energy Consumption (MMWh)	Purchased power (electricity)	35,630.2	34,534.1	32,059.0	32,377.5		
	Portion generated using renewable energy	1,992.6	8,436.9	9,358.2	13,575.4	KOSÉ Group	
	Cogeneration (In-house power generation)	2,422.5	2,755.3	2,076.1	1,773.0		
Total Energy Consumption (GJ)		464,334.3	476,556.7	424,559.8	427,624.0	KOSÉ Group	
City gas consumption (km3)		2,071.6	2,150.5	1,808.1	1,612.5	KOSÉ Group	
LP gas consumption (km3)		13.8	14.2	14.1	14.8	KOSÉ Group	
Gasoline consumption (kL)		770.4	726.5	726.2	721.6	KOSÉ Group	
Fuel oil consumption (kL)		280.0	266.0	224.0	210.0	KOSÉ Group	
Diesel oil consumption (kL)		9.3	13.6	18.3	43.2	KOSÉ Group	
Kerosene consumption (kL)		104.7	57.0	50.9	47.6	KOSÉ Group	
Atmospheric Emissions							
NOx emissions (tons)		5.1	7.4	3.5	3.0	KOSÉ Corporation Production Department	
SOx emissions (tons)		0.4	0.6	0.2	0.3	KOSÉ Corporation Production Department	
Waste							
Volume of waste (tons)		3,134	3,026	2,163※	2,100	KOSÉ Group Production Department	
Recycling Rate (%)		99.3	100.0	100.0	100.0	KOSÉ Group Production Department	
Water Resources							
Water intake (1,000m3)	TOTAL		290.2	289.0	303.8	309.0	KOSÉ Group Production Department
		Surface water (rivers, lakes, ponds)	0	0	0	0	
		Brackish water/Sea water	0	0	0	0	
		Well water (recyclable ground water)	207.7	203.9	223.4	223.7	
		Unrecyclable ground water	0	0	0	0	
		Produced water/mixed water	0	0	0	0	
		82.5	85.1	80.3	85.3		
Waste water (1,000m3)	TOTAL		198.9	203.1	187.0	194.9	KOSÉ Group Production Department
		Rivers (Freshwater, surface)	151.8	158.5	143.9	149.2	
		Sea	0	0	0	0	
		Ground water,well water	0	0	0	0	
		Sewage (waste waterto third party)	47.1	44.7	43.1	45.7	
		Other	0	0	0	0	
Water intake intensity (m3/production amount, dozen)		0.01574	0.01509	0.01784	0.01790	KOSÉ Group Production Department	
Water intake intensity (% change YoY)		-1.7%	-4.1%	18.2%	0.3%	KOSÉ Group Production Department	
Pollution load: BOD (tons)		8.6	9.5	7.9	11.2	KOSÉ Corporation Production Department	
Pollution load: SS (tons)		3.1	2.4	1.8	5.7	KOSÉ Corporation Production Department	
Pollution load: n-Hex (tons)		1.2	0.5	0.2	0.6	KOSÉ Corporation Production Department	
Number of Violations of Water Intake/Drainage Laws & Regulations		0	0	0	0	KOSÉ Group Production Department	
Environmental Contribution & Biodiversity Conservation							
SAVE the BLUE project area planted with coral reefs (m2/number of corals planted)		388/636 (Cum. Total up to FY2020: 10,907/17,978)	626/1,027 (Cum. Total up to FY2020: 11,533/19,005)	325/533 (Cum. Total up to FY2020: 11,858/19,538)	411/673 (Cum. Total up to FY2020: 12,270/20,211)	KOSÉ Corporation	
External Environmental Evaluation							
CDP [Climate Change]		A	A	A	A	KOSÉ Group	
CDP [Water Security]		B	A-	A	A	KOSÉ Group	
CDP [Forests (Palm Oil)]		B-	B	B	A-	KOSÉ Group	

* From FY2022, the data categories were reorganized.

[FUNDAMENTAL POLICIES] (Governance) INDEX



	2020	2021	2022	2023	Company
■ Supply Chain					
Risk Assessment (Questionnaire)Number of Suppliers	123	148	157	161	KOSÉ Domestic Group Companies
Number of Suppliers participated inProcurement Policy Briefing	91	99	93	107	KOSÉ Domestic Group Companies
Number of Suppliers Participated in Information Exchange Meetings	6	6	16	24	KOSÉ Domestic Group Companies
Number of Suppliers & Manufacturers Subject to Inspection/Autid	39※1	36※1	89	113	KOSÉ Domestic Group Companies
■ Phylanthropy					
Research/International Exchange Grants by KOSÉ Cosmetology Research Foundation (Project/Million Yen)	43/14,600	37/13,900	30/14,050	44/15,600 (Cum. Total since FY1990: : 957/143,185)	
Donation & Funding (Million Yen)*2	54,513	178,557	27,126	9,705	KOSÉ Group*4
Number of Local Beauty Seminars	12	11	11	29	KOSÉ Domestic Group Companies
■ Compliance					
Number of Participates in Compliance Training	7,917	5,778	7,946	9,700	KOSÉ Domestic Group Companies
Number of Reports/Calls for Compliance-Related Incident	69	93	105	115	KOSÉ Domestic Group Companies
Of reports to the Reporting and Consultation Desk for Compliance, the number judged to be compliance violations (cases)	—	—	5	11	KOSÉ Domestic Group Companies
Fines, surcharges and settlements related to misconduct (10,000 yen)	—	—	0	0	KOSÉ Domestic Group Companies
Disciplinary dismissal and resignation due to compliance violations such as misconduct (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Disciplinary dismissal and resignation due to violation of human rights, harassment, etc. (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Number of Violations of Laws & Regulations (serious incidents with impact on business management)	0	0	0	0	KOSÉ Domestic Group Companies
Number of violations of the Pharmaceuticals and Medical Devices Act or the Act against Unjustifiable Premiums and Representations (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Number of violations due to anti-competitive behavior, anti-trust, monopolistic behavior, etc. (cases)	—	—	—	0	KOSÉ Domestic Group Companies
Number of violations of the Labor Standards Act (cases)	—	—	—	0	KOSÉ Domestic Group Companies
Number of violations of environmental laws and regulations (cases)	—	—	—	0	KOSÉ Domestic Group Companies
Number of Reports to Personal Information Protection Commission for Personal Information Leakage Incidents	5	0	2	0	KOSÉ Domestic Group Companies
■ Quality Assurance					
Number of Customer Calls*3	75,298	74,039	78,853	91,304	KOSÉ Domestic Group Companies
Total number of participants in ability development and skills training (employees in managerial positions and regular, full-time employees)	0	2	0	0	KOSÉ Domestic Group Companies

*1: Visiting activities have been reduced to prevent the spread of the new coronavirus.

*2: Donated products are converted into monetary values.

*3: Customer calls include inquiries, requests, suggestions, and feedbacks

*4: From FY2022, the scope has been expanded to the KOSÉ Group.