

Sustainability Data

[FOR PEOPLE] Social KPIs



Values marked with a have been third-party guaranteed.

	2021	2022	2023	2024	Company
Human Capital					
Basic Information					
Number of employees (female/male)	11,726/2,257	10,997/2,182	10,703/2,113	10,780/2,233	KOSÉ Group*1 (as of 31 December)
Average length of service (years)	11.4	12.1	12.7	12.4	KOSÉ Domestic Group Companies (as of 31 December)
Number of new graduates hired to regular full-time positions (female/male)	40/24	22/14	27/20	40/34	KOSÉ Domestic Group Companies (as at 1 April)
Employee turnover among new graduates within 3 years (%)	7.3	10.0	10.9	5.6	KOSÉ Domestic Group Companies (as of 31 December)
Turnover rate <management and non-management positions (excluding beauty experts)> (%)	3.4	3.7	3.5	4.2	KOSÉ Domestic Group Companies (as of 31 December)
Turnover rate for Beauty Consultants (%)	8.3	11.4	11.3	10.8	KOSÉ Domestic Group Companies (as of 31 December)
Total turnover rate (%)	6.9	8.7	8.5	8.4	KOSÉ Domestic Group Companies (as of 31 December)
Turnover rate due to personal reasons <management and non-management positions (excluding beauty experts)> (%)	3.2	3.6	3.4	4.0	KOSÉ Domestic Group Companies (as of 31 December)
Turnover due to personal reasons for Beauty Consultants (%)	8.3	10.3	11.3	10.8	KOSÉ Domestic Group Companies (as of 31 December)
Total turnover rate due to personal reasons (%)	6.8	8.6	8.5	8.3	KOSÉ Domestic Group Companies (as of 31 December)
Diversity & Inclusion					
Ratio of outside directors (%)	35.7	35.7	37.5	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	37.5	37.5	KOSÉ Corporation (At the end of each annual general meeting of shareholders)
Ratio of female employees in managerial positions (%)	28.8	28.9	<input checked="" type="checkbox"/> 31.1	32.8	KOSÉ Group (as of 31 December)
Ratio of female employees in leadership positions*2 (%)	34.7	35.2	33.2	34.4	KOSÉ Group (as of 31 December)
Gender Wage Gap*3(% of women to men) <Management positions>	—	99.9	96.2	96.8	KOSÉ Domestic Group Companies*4 (as of 31 December)
Gender Wage Gap (% of women to men) <non-management positions>*5	—	89.0	82.1	86.9	KOSÉ Domestic Group Companies*4 (as of 31 December)
Gender Wage Gap (% of women to men) <Beauty experts>	—	90.0	87.6	83.9	KOSÉ Domestic Group Companies*4 (as of 31 December)
Gender Wage Gap (% of women to men) <Total above>*6	—	70.1	54.2	59.1	KOSÉ Domestic Group Companies*4 (as of 31 December)
Proportion of employees who took childcare leave (female/male) (%)	100.0/67.1	100.0/88.2	<input checked="" type="checkbox"/> 100.0/ <input checked="" type="checkbox"/> 82.4	99.8/85.7	KOSÉ Domestic Group Companies
Return rate following childcare leave (female/male) (%)	96.9/100.0	96.7/100.0	97.2/100.0	95.7/100.0	KOSÉ Domestic Group Companies
Number of employees working shortened hours for childcare	501	623	643	700	KOSÉ Domestic Group Companies (as of 31 December)
Number of employees taking extended leave for family care	11	5	6	9	KOSÉ Domestic Group Companies (as of 31 December)
Number of employees taking paid leave for family care	15	12	15	26	KOSÉ Domestic Group Companies (as of 31 December)
Number of employees working shortened hours for family care	5	3	3	4	KOSÉ Domestic Group Companies (as of 31 December)
Total number of participants in skill development & improvement training (persons) <management and non-management positions>	1,135	2,893	3,996	5,353	KOSÉ Domestic Group Companies*7
Total number of participants in skill development & improvement training (persons) <Beauty experts>	—	—	75,177	79,995	KOSÉ Domestic Group Companies
Total number of participants in skill development & improvement training (persons) <Total above>	—	—	79,173	85,348	KOSÉ Domestic Group Companies
Total hours of skill development & improvement training (total) <management and non-management positions>	20,624.5	50,386.0	38,289.0	55,109.0	KOSÉ Domestic Group Companies*7
Total hours of skill development & improvement training (total) <Beauty experts>	—	—	542,905.0	636,571.0	KOSÉ Domestic Group Companies
Total hours of skill development & improvement training (total) <Total above >	—	—	581,194.0	691,680.0	KOSÉ Domestic Group Companies
Total hours of skill development & improvement training (average per person/hour) <management and non-management positions>	13.1	17.8	11.6	18.4	KOSÉ Domestic Group Companies*7
Total hours of skill development & improvement training (average per person/hour) < Beauty experts >	—	—	107.6	128.9	KOSÉ Domestic Group Companies
Total hours of skill development & improvement training (average per person/hour) < Total above >	—	—	69.6	87.1	KOSÉ Domestic Group Companies
Total skill development & improvement training cost (average per person/yen) <management and non-management positions>	—	29,984	38,068	44,965	KOSÉ Corporation-KOSÉ SALES CO., LTD.
Ratio of employees with disabilities (%)	2.22	2.41	2.39	2.35	KOSÉ Domestic Group Companies*8 (as of 31 December)
Number of rehired employees	261	317	337	318	KOSÉ Domestic Group Companies (as of 31 December)
Health and Safety					
Annual working hours (average hours/employee)	1,637.4	1,709.4	1,697.0	1,707.5	KOSÉ Domestic Group Companies*9
Annual overtime (average hours/employee)	53.9	70.2	74.1	77.9	KOSÉ Domestic Group Companies
Ratio of paid leave taken (%)	66.9	69.2	62.6	74.6	KOSÉ Domestic Group Companies (as of 31 December)
Number of occupational accidents resulting in a leave of absence	31	33	19	24	KOSÉ Domestic Group Companies
Number of occupational accidents resulting in death	0	0	0	0	KOSÉ Domestic Group Companies
Ratio of employees participating in health checks (%)	100.0	100.0	100.0	100.0	KOSÉ Domestic Group Companies (as of 31 December)
Ratio of employees participating in stress checks (%)	92.3	90.9	95.7	94.8	KOSÉ Domestic Group Companies*10 (as of 31 December)
Quality of Life Improvement					
Number of general participants in sports events	0*11	2,448	15,471	41,129	KOSÉ Corporation
Support for cutaneous porphyria patients (people/number of products provided)	4/14	6/35	5/20	4/25	KOSÉ Corporation
Support for Women and Education					
Number of schools accepted for company tours*12 (schools/students)	2/6*11	7/114	23/316	61/763	KOSÉ Corporation, ALBION CO., LTD.*13
Number of students provided with tuition support at girls' junior high school in Tanzania (cumulative total since FY2017)	30	39	51	63	KOSÉ Corporation
Implementing education assistance in Madagascar.(Students)	220	150	165	0*14	ALBION CO., LTD.

*1: KOSÉ Group: KOSÉ Corporation and its 42 subsidiary companies, for a total of 43 companies. *2: Leadership Position - Person(s) in a position with subordinate(s), or equivalent positions.

*3: Calculated only on base salary. Excludes employees working shorter hours, those on leave, and those who joined or retired during the period.

*4: Scope expanded to domestic group companies in FY2023; Only KOSÉ Corporation was covered in FY2023.

*5: Non-management positions include regular employees and permanent contract employees.

*6: 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.

*7: From FY2022, the scope has been expanded to Group companies in Japan. *8: Six companies that are obligated to employ people with disabilities will be covered.

*9: Includes paid leave, maternity leave, childcare leave, personal injury and illness leave, etc. *10: Voluntary checkups

*11: In FY2021, activities were suspended due to the prevention of new coronavirus infections. *12: Company Tour - A social tour for high school/junior high school students.

*13: Albion was added in FY2023 *14: Not implemented in 2024

○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-ryouritsu.mhlw.go.jp/positivedb/detail?id=16851>)

		2021	2022	2023	2024	Company		
ENERGY								
CO2(GHG)Emissions (t-CO2) * Total Emission	Scope1	7,270.0	6,405.8	5,991.2	5,457.9	KOSÉ Group		
	Scope2	Market-based	12,508.6	10,785.8	8,039.7	8,630.2	KOSÉ Group	
		Location-based	15,224.2	14,044.4	14,423.3	13,788.5		
	Scope3	TOTAL	720,632.7	668,734.5	763,994.6	789,148.4	KOSÉ Group	
		Category 1	Purchased Product/Service	356,114.3	293,772.5	386,756.9	358,968.1	
		Category 2	Capital Goods	11,328.3	17,171.8	16,042.0	87,655.7	
		Category 3	Fuel and energy-related activities not included in SCOPE1&2	3,990.8	3,640.3	3,723.1	3,612.4	
		Category 4	Transportation, distribution (upstream)	87,926.7	99,753.8	79,679.8	63,070.8	
		Category 5	Waste generated in operations	4,193.9	3,468.4	3,225.8	3,190.9	
		Category 6	Business trips	1,978.8	1,873.5	1,698.0	1,691.3	
		Category 7	Commuting of Employees	4,628.2	3,892.2	3,584.1	3,486.0	
		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	243,076.8	237,665.6	260,233.9	257,946.9	
Category 12		Disposal of sold products	7,395.0	7,496.5	9,051.0	9,526.3		
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 (MWh)	Purchased power (electricity)	34,534.1	32,059.0	32,314.3	31,941.6	KOSÉ Group		
	Portion generated using renewable energy	8,436.9	9,358.2	13,575.4	13,873.7			
	Cogeneration (In-house power generation)	2,755.3	2,076.1	1,773.0	1,367.8			
Total Energy Consumption (GJ)		474,631.6	443,498.4	481,829.7	418,959.7	KOSÉ Group		
City gas consumption (km3)		2,150.5	1,808.1	1,612.5	1,555.9	KOSÉ Group		
LP gas consumption (km3)		14.2	14.1	14.8	12.9	KOSÉ Group		
Gasoline consumption (kL)		726.5	726.2	721.6	674.1	KOSÉ Group		
Fuel oil consumption (kL)		266.0	224.0	210.0	182.0	KOSÉ Group		
Diesel oil consumption (kL)		13.6	18.3	43.2	19.9	KOSÉ Group		
Kerosene consumption (kL)		57.0	50.9	47.6	44.0	KOSÉ Group		
Atmospheric Emissions								
NOx emissions (tons)		7.4	3.5	3.0	2.9	KOSÉ Corporation Production Department		
SOx emissions (tons)		0.6	0.2	0.3	0.2	KOSÉ Corporation Production Department		
Waste								
Volume of waste (tons)		3,026	2,163※	2,100	2,055	KOSÉ Group Production Department		
Recycling Rate (%)		100.0	100.0	100.0	100.0	KOSÉ Group Production Department		
Water Resources								
Water intake (1,000m3)	TOTAL	289.0	303.8	309.0	294.9	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)	203.9	223.4	223.7	211.4			
	Unrecyclable ground water	0	0	0	0			
	Produced water/mixed water	0	0	0	0			
Tap water (third party water source)	85.1	80.3	85.3	83.5				
Waste water (1,000m3)	TOTAL	203.1	187.0	194.9	192.2	KOSÉ Group Production Department		
	Rivers (Freshwater, surface)	158.5	143.9	149.2	150.3			
	Sea	0	0	0	0			
	Ground water,well water	0	0	0	0			
	Sewage (waste waterto third party)	44.7	43.1	45.7	41.9			
Other	0	0	0	0				
Water intake intensity (m3/production amount, dozen)		0.01509	0.01784	0.01790	0.01768	KOSÉ Group Production Department		
Water intake intensity (% change YoY)		-4.1%	18.2%	0.3%	-1.2%	KOSÉ Group Production Department		
Pollution load: BOD (tons)		9.5	7.9	11.2	7.2	KOSÉ Corporation Production Department		
Pollution load: SS (tons)		2.4	1.8	5.7	3.3	KOSÉ Corporation Production Department		
Pollution load: n-Hex (tons)		0.5	0.2	0.6	0.3	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)		Cum. Total : 11,533/19,005	Cum. Total : 11,858/19,538	Cum. Total : 12,270/20,211	Cum. Total : 12,736/20,976	KOSÉ Corporation		
External Environmental Evaluation								
CDP [Climate Change]		A	A	A	A	KOSÉ Group		
CDP [Water Security]		A-	A	A	A	KOSÉ Group		
CDP [Forests (Palm Oil)]		B	B	A-	B	KOSÉ Group		

※13: Albion was added in FY2023 ※14: Not implemented in 2024

[FUNDAMENTAL POLICIES] (Governance) INDEX



	2021	2022	2023	2024	Company
■ Supply Chain					
Risk Assessment (Questionnaire)Number of Suppliers	148	157	161	159	KOSÉ Domestic Group Companies
Number of Suppliers participated inProcurement Policy Briefing	99	93	107	96	KOSÉ Domestic Group Companies
Number of Suppliers Participated in Information Exchange Meetings	6	16	24	13	KOSÉ Domestic Group Companies
Number of Suppliers & Manufacturers Subject to Inspection/Autid	36※1	89	113	85	KOSÉ Domestic Group Companies
■ Phylanthropy					
Research/International Exchange Grants by KOSÉ Cosmetology Research Foundation (Project/Million Yen)	37/13,900	30/14,050	44/15,600	49/10,900 (Cum. Total since FY1990: 1,006/154,085)	
Donation & Funding (Million Yen)※2	178,557	27,126	9,705	31,915	KOSÉ Group※3
Number of beauty workshops conducted by region (sessions/participants)	11	11	29/1,460	26/1,810	KOSÉ Domestic Group Companies
■ Compliance					
Number of Participates in Compliance Training	5,778	7,946	9,700	7,206	KOSÉ Domestic Group Companies
Number of Reports/Calls for Compliance-Related Incident	93	105	115	104	KOSÉ Domestic Group Companies
Of reports to the Reporting and Consultation Desk for Compliance, the number judged to be compliance violations (cases)	—	5	11	11	KOSÉ Domestic Group Companies
Fines, surcharges and settlements related to misconduct (10,000 yen)	—	0	0	0	KOSÉ Domestic Group Companies
Disciplinary dismissal and resignation due to compliance violations such as misconduct (cases)	—	0	0	0	KOSÉ Domestic Group Companies
Disciplinary dismissal and resignation due to violation of human rights, harassment, etc. (cases)	—	0	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	0	KOSÉ Domestic Group Companies
Number of violations due to anti-competitive behavior, anti-trust, monopolistic behavior, etc. (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Number of violations of the Labor Standards Act (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Number of violations of environmental laws and regulations (cases)	—	—	0	0	KOSÉ Domestic Group Companies
Number of Reports to Personal Information Protection Commission for Personal Information Leakage Incidents	0	2	0	0	KOSÉ Domestic Group Companies
■ Quality Assurance					
Number of Customer Calls※4	74,039	78,853	91,304	91,225	KOSÉ Domestic Group Companies
Total number of participants in ability development and skills training (employees in managerial positions and regular, full-time employees)	2	0	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:From FY2022, the scope has been expanded to the KOSÉ Group.

※4:Customer calls include inquiries, requests, suggestions, and feedbacks