

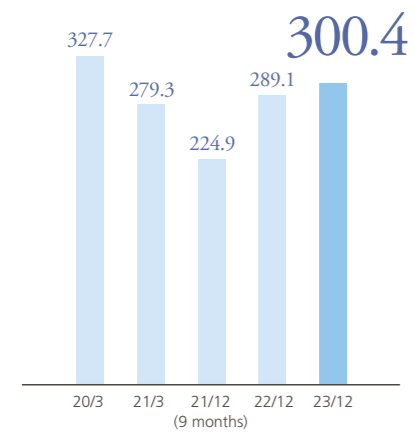
Financial and Non-Financial Highlights

KOSÉ Corporation and Consolidated Subsidiaries
Years ended December 31, unless otherwise noted¹

Financial

Net Sales

(Billions of yen)



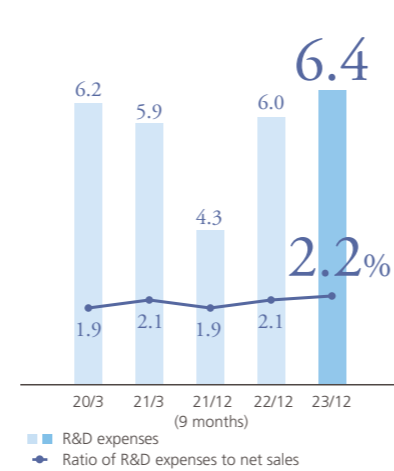
Operating Profit/ Operating Margin

(Billions of yen)



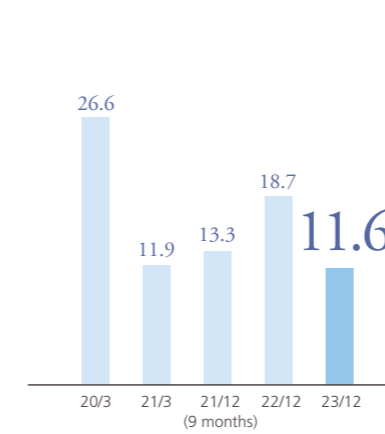
R&D Expenses/Ratio of R&D Expenses to Net Sales

(Billions of yen)



Profit Attributable to Owners of Parent

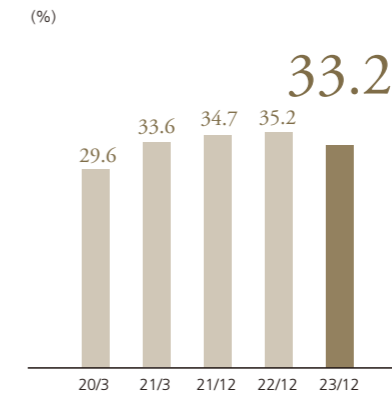
(Billions of yen)



Non-Financial

Ratio of Female Employees in Leadership Positions

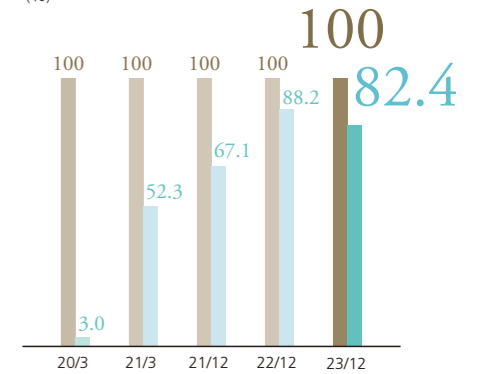
We are striving to create a work environment that fulfills women's desire to succeed by enabling them to balance their work with private life while fully leveraging their individuality and capabilities.



Note: Female employees with subordinates, or equivalent positions. Figures are for KOSÉ Corporation and consolidated subsidiaries.

Proportion of Employees Who Took Childcare Leave

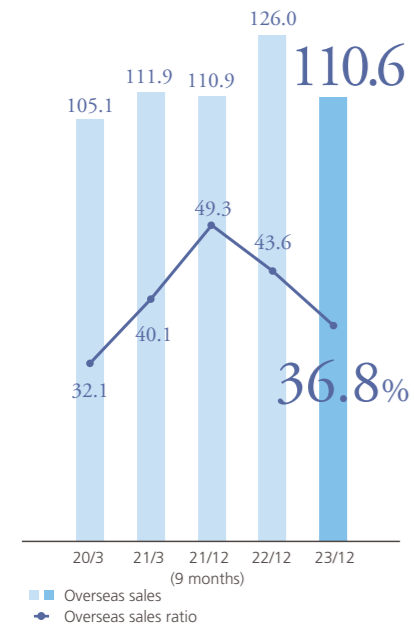
We encourage employees to take maternity leave and childcare leave, and we are striving to enhance our systems and carry out work environment improvements that support work-life balance, including shortened working hours and remote work.



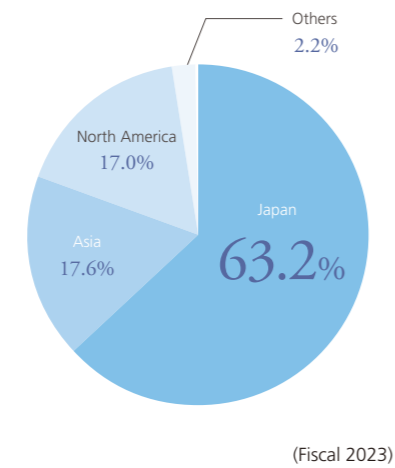
Note: Up to fiscal 2019 (2020/3), proportion of employees in KOSÉ Corporation and KOSÉ SALES CO., LTD. From fiscal 2020 (2021/3), all domestic Group companies.

Overseas Sales/ Overseas Sales Ratio

(Billions of yen)

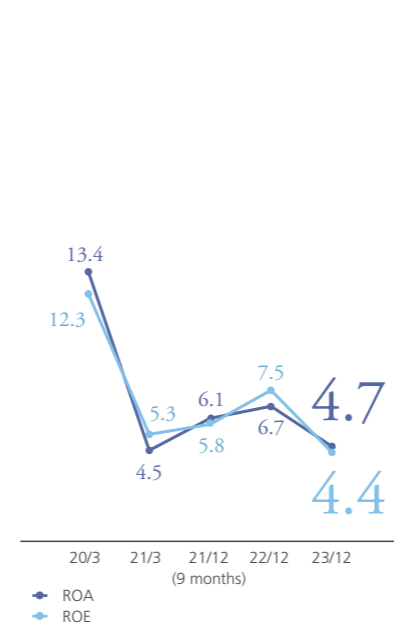


Share of Net Sales by Region



ROA²/ROE³

(%)



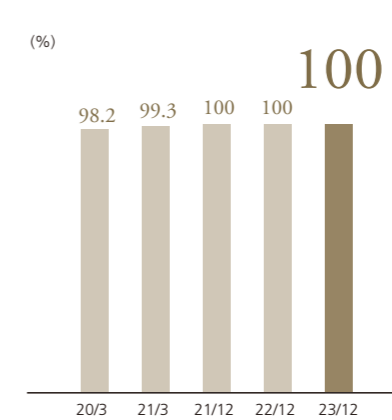
Net Income per Share (Basic)

(Yen)



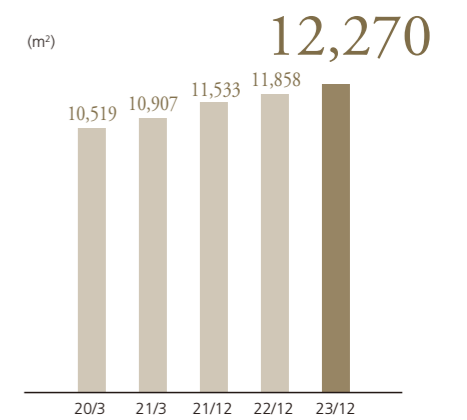
Waste Recycling Rate at Factories

Achieved zero emissions (recycling rate of 99.5%) at Gunma Factory and Sayama Factory in 2005. Currently, all factories have achieved zero emissions.



Area Planted with Coral Reefs

We started the SEKKISEI/SAVE the BLUE project in 2009 to protect coral reefs in Okinawa that are in danger of extinction. Every year, we plant an area of coral equivalent to the total area of the bases of all the SEKKISEI bottles sold during the campaign.



1. From fiscal 2021, the fiscal year-end changed from March 31 to December 31. Please note that for the fiscal year ended December 31, 2021, as a transitional period, financial information covers the nine months from April 1, 2021 to December 31, 2021 and non-financial information covers the 12 months from January 1, 2021 to December 31, 2021.
2. ROA = (Operating profit + Interest and dividends) / Total assets (average at beginning and end of year) X 100

3. ROE = Profit attributable to owners of parent / Shareholders' equity (average at beginning and end of year) X 100

10-Year Summary of Selected Financial Data

KOSÉ Corporation and Consolidated Subsidiaries¹

	2023/12	2022/12	2021/12 (9M) (Apr.-Dec.)	2021/3	2020/3	2019/3	2018/3	2017/3	2016/3	2015/3	Thousands of U.S. dollars ²
Millions of yen											
Performance:											
Net sales	300,406	289,136	224,983	279,389	327,724	332,995	303,399	266,762	243,390	207,821	2,118,519
Gross profit	211,197	205,515	156,905	201,923	239,020	244,387	221,852	199,735	183,920	157,057	1,489,400
Selling, general and administrative expenses	195,211	183,395	138,052	188,629	198,789	191,979	173,443	160,574	149,286	134,410	1,376,664
Operating profit	15,985	22,120	18,852	13,294	40,231	52,408	48,408	39,160	34,634	22,647	112,729
Interest and dividend income	1,355	792	405	456	662	651	271	294	347	315	9,555
Profit before income taxes	19,506	27,867	21,335	19,508	40,365	54,949	48,242	39,425	33,862	23,694	137,559
Profit attributable to owners of parent	11,663	18,771	13,341	11,986	26,682	37,004	30,611	21,657	18,655	12,057	82,249
Comprehensive income	16,046	28,866	20,234	15,228	26,703	36,427	36,908	24,643	13,197	19,688	113,159
Cash and cash equivalents at end of period	105,669	94,063	81,876	80,051	70,284	64,264	63,883	55,622	52,997	50,754	745,197
Current assets	256,732	244,481	217,324	205,031	204,438	205,241	193,164	172,074	161,351	134,476	1,810,521
Total assets	371,657	359,600	320,018	308,386	308,606	300,162	270,370	247,191	233,275	205,006	2,620,994
Current liabilities	70,224	67,580	59,136	61,608	59,676	66,107	62,821	56,033	57,766	45,207	495,232
Non-current liabilities	18,395	16,671	6,614	5,478	8,727	9,213	10,116	14,027	16,965	10,160	129,724
Shareholders' equity	239,721	235,975	224,576	218,107	219,425	203,566	176,263	159,348	143,626	129,203	1,690,557
Interest-bearing debt	10,215	10,178	1,711	8,533	1,654	1,666	1,311	1,629	1,704	1,248	72,038
Depreciation	9,557	9,743	7,827	10,379	8,838	8,018	6,977	5,821	5,744	5,293	67,397
Capital expenditures	5,815	6,847	4,517	10,188	19,286	18,500	10,065	10,770	10,445	21,143	41,015
Per-Share Data (Yen):											
Net income (basic)	204.43	329.03	233.86	210.11	467.76	648.71	536.63	379.66	327.04	211.37	1.44
Net assets	4,664.70	4,539.45	4,178.06	3,952.94	3,920.41	3,660.77	3,227.07	2,871.60	2,583.76	2,455.34	32.90
Cash dividends	140.00	140.00	120.00	120.00	190.00	180.00	148.00	110.00	94.00	64.00	0.99
Financial Ratios (%):											
Equity ratio	71.6	72.0	74.5	73.1	72.5	69.6	68.1	66.3	63.2	68.3	
ROA ³	4.7	6.7	6.1	4.5	13.4	18.6	18.8	16.4	16.0	11.7	
ROE ⁴	4.4	7.5	5.8	5.3	12.3	18.8	17.6	13.9	13.0	9.1	
Gross profit margin	70.3	71.1	69.7	72.3	72.9	73.4	73.1	74.9	75.6	75.6	
Operating margin	5.3	7.7	8.4	4.8	12.3	15.7	16.0	14.7	14.2	10.9	
Profit attributable to owners of parent to net sales	3.9	6.5	5.9	4.3	8.1	11.1	10.1	8.1	7.7	5.8	
Payout ratio	68.5	42.5	51.3	57.1	40.6	27.7	27.6	29.0	28.7	30.3	

1. From fiscal 2021, the fiscal year-end changed from March 31 to December 31. Data for fiscal 2021 covers the nine months from April 1, 2021 to December 31, 2021.

2. The U.S. dollar amounts are translated, for convenience only, at the rate of JPY 141.8 to USD 1.00, the approximate rate of exchange on December 30, 2023.

3. ROA = (Operating profit + Interest and dividends) / Total assets (average at beginning and end of year) X 100

4. ROE = Profit attributable to owners of parent / Shareholders' equity (average at beginning and end of year) X 100

3-Year Summary of Selected Non-Financial Data

For People: Social KPIs

Human Capital	2021/12	2022/12	2023/12	Scope ¹³
Basic Information				
Number of employees (female/male)	11,726/2,257	10,997/2,182	10,703/2,113	KOSÉ Group ¹
Average length of service (years)	11.4	12.1	12.7	Domestic Group companies ⁴
Number of new graduates hired to regular full-time positions (female/male) as of April 1 of each year	40/24	22/14	27/20	Domestic Group companies ⁴
Employee turnover among new graduates within 3 years (%)	7.3	10.0	10.9	Domestic Group companies ⁴
Turnover rate for all employees (%)	6.9	8.7	8.5	Domestic Group companies
Diversity, Equity and Inclusion				
Ratio of female employees on the Board of Directors (%)	28.6	28.6	37.5	KOSÉ Corporation <small>(as of the conclusion of the General Meeting of Shareholders for that year)</small>
Ratio of female employees in managerial/leadership positions ² (%)	28.8/34.7	28.9/35.2	30.8/33.2	KOSÉ Group
Gender wage gap ⁹ (% of women to men) (management positions)	-	99.9	96.2	Domestic Group companies ¹¹
Gender wage gap (% of women to men) (non-management positions/beauty consultants)	-	89.0/90.0	82.1/87.6	Domestic Group companies ¹¹
Gender wage gap (% of women to men) (total) ¹⁰	-	70.1	54.2	Domestic Group companies ¹¹
Proportion of employees who took childcare leave (female/male) (%)	100.0/67.1	100.0/88.2	100.0/82.4	Domestic Group companies ⁴
Return rate following childcare leave (female/male) (%)	96.9/100.0	96.7/100.0	97.2/100.0	Domestic Group companies ⁴
Number of employees working shortened hours for childcare/family care	501/5	623/3	643/3	Domestic Group companies ⁴
Number of employees taking extended leave for family care	11	5	6	Domestic Group companies
Number of employees taking paid leave for family care	15	12	15	Domestic Group companies ⁴
Total number of participants in ability development and skills training (employees in managerial positions and non-management positions/beauty consultants)	1,135/-	2,893/-	3,996/75,177	Domestic Group companies ⁸
Time spent on ability development and skills training (total hours) (employees in managerial positions and non-management positions/beauty consultants)	20,624.5/-	50,386.0/-	38,289/542,905	Domestic Group companies ⁸
Time spent on ability development and skills training (average hours/employee) (employees in managerial positions and non-management positions/beauty consultants)	13.1/-	17.8/-	11.6/107.6	Domestic Group companies ⁸
Time spent on ability development and skills training (average hours/employee)(total)	-	-	69.6	Domestic Group companies
Ratio of employees with disabilities (%)	2.22	2.41	2.39	Domestic Group companies ⁶
Number of rehired employees	261	317	337	Domestic Group companies ⁴
Health and Safety				
Annual working hours/Annual overtime (average hours per employee)	1,637.4/53.9	1,709.4/70.2	1,697.0/74.1	Domestic Group companies ⁵
Ratio of paid leave taken (%)	66.9	69.2	62.6	Domestic Group companies ⁴
Number of occupational accidents resulting in a leave of absence/death	31/0	33/0	19/0	Domestic Group companies ⁴
Quality of Life Improvement				
Number of general participants in sports events	0 ⁷	2,448	15,471	KOSÉ Corporation
Support for cutaneous porphyria patients (people/number of products provided)	4/14	6/35	5/20	KOSÉ Corporation
Support for Women and Education				
Number of schools accepted for company tours ³ (schools/students)	2/6 ⁷	7/114	23/316	KOSÉ Corporation ALBION CO., LTD. ¹²
Number of students provided with tuition support at girls' junior high school in Tanzania (cumulative total since FY2017)	30	39	51	KOSÉ Corporation

Notes: 1. KOSÉ Group: KOSÉ Corporation and its subsidiaries (38 companies), 39 companies total.
 2. Leadership position: A position with subordinates, or equivalent.
 3. Company tours: Tours given in response to requests from junior high schools and high schools as part of social learning.
 4. Scope expanded to all domestic Group companies as of the fiscal year ended December 31, 2021.
 5. Working hours include paid leave, maternity leave, childcare leave, injury and sick leave, etc.
 6. From the fiscal year ended December 31, 2021, figures for six companies that are required to hire people with disabilities.
 7. In the fiscal year ended December 31, 2021, events were canceled and the number of participants was reduced in order to prevent the spread of COVID-19.
 8. For managerial and non-managerial positions, scope expanded to all domestic Group companies as of the fiscal year ended December 31, 2022.
 9. Calculated based only on base salary. Excludes employees working shorter hours, those on leave, and those who joined or retired during the period.
 10. There is no difference in the salary paid to male and female employees for the same work. Overall differences can be accounted for by differences in salary levels, gender ratio, years of service and roles/grades by employment type.
 11. Only KOSÉ Corporation in the fiscal year ended December 31, 2022. Scope expanded to all domestic Group companies in the fiscal year ended December 31, 2023.
 12. ALBION CO., LTD. was included in the calculation from the fiscal year ended December 31, 2023.
 13. Scope is as of December 31 of each year (excluding items with separate annotations)

Database on Promotion of Women's Participation and Advancement in the Workplace [More details](#)

Note: The database contains disclosure information for each company. The information shown on this page is comprised of domestic Group totals. Data has been categorized under main domestic affiliated companies. Individual company data can be found using the 'Company Name Search' function on the database.

For the Earth: Environmental KPIs

Energy	2021/12	2022/12	2023/12	Scope	
CO ₂ (greenhouse gas) emissions (t-CO ₂) ¹	7,270.0	6,405.8	5,978.7 ²	KOSÉ Group	
CO ₂ (greenhouse gas) emissions (t-CO ₂) ¹	Scope 1	7,270.0	6,405.8	KOSÉ Group	
	Scope 2	Market-based	12,508.6	10,770.0	KOSÉ Group
CO ₂ (greenhouse gas) emissions (t-CO ₂) ¹	Scope 2	Location-based	15,224.2	14,492.9 ²	KOSÉ Group
	Scope 3		720,632.7	668,982.9	KOSÉ Group
Electricity consumption (MWh)	34,534.1	32,059.0	32,377.5 ²	KOSÉ Group	
Portion generated using renewable energy (MWh)	8,436.9	9,358.2	13,575.4 ²	KOSÉ Group	
Total energy consumption (GJ)	476,556.7	435,424.1	427,624.0 ²	KOSÉ Group	
City gas consumption (km ³)	2,150.5	1,808.1	1,612.5 ²	KOSÉ Group	
LP gas consumption (km ³)	14.2	14.1	14.8 ²	KOSÉ Group	
Gasoline consumption (kL)	726.5	726.2	721.6 ²	KOSÉ Group	
Fuel oil consumption (kL)	266.0	224.0	210.0 ²	KOSÉ Group	
Diesel oil consumption (kL)	13.6	18.3	43.2 ²	KOSÉ Group	
Kerosene consumption (kL)	57.0	50.9	47.6 ²	KOSÉ Group	

Atmospheric Emissions	2021/12	2022/12	2023/12	Scope
NOx emissions (tons)	7.4	3.5	3.0	KOSÉ Corporation Production Department
SOx emissions (tons)	0.6	0.2	0.3	KOSÉ Corporation Production Department

Waste	2021/12	2022/12	2023/12	Scope
Volume of waste (tons)	3,026	2,163 ³	2,100	KOSÉ Group Production Departments
Recycling rate (%)	100	100	100	KOSÉ Group Production Departments

Water Resources	2021/12	2022/12	2023/12	Scope
Water intake (1,000 m ³)	289.0	303.8	309.0 ²	KOSÉ Group Production Departments
Wastewater (1,000 m ³)	203.1	187.0	194.9 ²	KOSÉ Group Production Departments
Water intake intensity (m ³ /production volume in dozens)	0.01509	0.01784	0.01790 ²	KOSÉ Group Production Departments
Water intake intensity (% change YoY)	-4.1	18.2	0.3 ²	KOSÉ Group Production Departments
Pollution load: BOD (tons)	9.5	7.9	11.2	KOSÉ Corporation Production Department
Pollution load: SS (tons)	2.4	1.8	5.7	KOSÉ Corporation Production Department
Pollution load: n-Hex (tons)	0.5	0.2	0.6	KOSÉ Corporation Production Department
Number of violations of water intake/drainage laws and regulations	0	0	0	KOSÉ Group Production Departments

Environmental Contribution and Biodiversity Conservation	2021/12	2022/12	2023/12	Scope
SAVE the BLUE project area planted with coral reefs (m ² /number of corals planted)	626/1,027	325/533	411/673	KOSÉ Corporation

(Totals as of FY2023: 12,270/20,211)

1. CO₂ is the only greenhouse gas that the KOSÉ Group emits in relation to its business activities.
 2. Figures are scheduled to be updated in August 2024, following third-party verification.
 3. Acquired data categories were adjusted as of fiscal 2022.

Note: CO₂ (greenhouse gas) emissions (Scope 1, 2 and 3) and water-related data (usage and waste) for 2021 and 2022 have been verified by a third party.

See the KOSÉ website for other non-financial information and data. [More details](#)

Principal Group Companies (As of December 31, 2023)

Production-related Subsidiaries

Company Name	Country/Region	Paid-in Capital	Ownership
ADVANCE CO., LTD.	Japan	JPY 90 million	100.0%
KOSÉ INDUSTRIES CO., LTD.	Japan	JPY 100 million	100.0%
ALBION CO., LTD.	Japan	JPY 760 million	79.5%
TAIWAN KOSÉ CO., LTD.	Taiwan	TWD 180 million	100.0%

Marketing and Services-related Subsidiaries

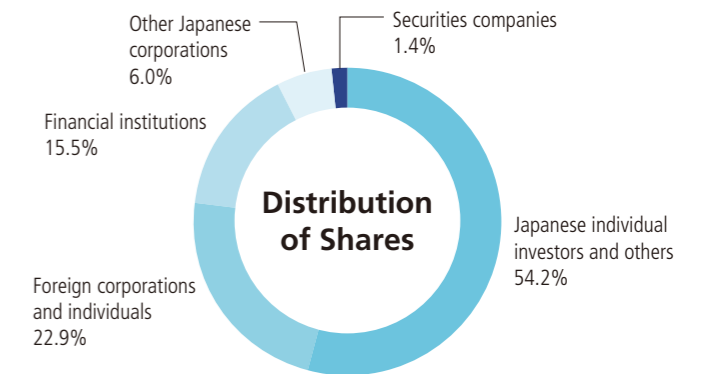
Company Name	Country/Region	Paid-in Capital	Ownership
KOSÉ SALES CO., LTD.	Japan	JPY 300 million	100.0%
KOSÉ COSMENIENCE CO., LTD.	Japan	JPY 30 million	100.0%
KOSÉ Cosmeport Corp.	Japan	JPY 30 million	100.0%
KOSÉ PROFESSIONAL CO., LTD.	Japan	JPY 10 million	100.0%
Dr. PHIL COSMETICS INC.	Japan	JPY 40 million	100.0%
KOSÉ PROVISION CO., LTD.	Japan	JPY 30 million	100.0%
KOSÉ Travel Retail Co., Ltd.	Japan	JPY 10 million	100.0%
KOSÉ INSURANCE SERVICE CO., LTD.	Japan	JPY 10 million	100.0%
COSME LABO CO., LTD.	Japan	JPY 10 million	100.0%
KOSÉ Maruho Pharma Co., Ltd.	Japan	JPY 100 million	51.0%
KOSÉ (HONG KONG) CO., LTD.	Hong Kong	HKD 15 million	100.0%
KOSÉ COSMETICS SALES (CHINA) CO., LTD.	China	CNY 235 million	100.0%
KOSÉ SINGAPORE PTE. LTD.	Singapore	SGD 1 million	100.0%
KOSÉ KOREA CO., LTD.	South Korea	KRW 25,000 million	100.0%
KOSÉ (THAILAND) CO., LTD.	Thailand	THB 5 million	49.0%
KOSÉ (MALAYSIA) SDN. BHD.	Malaysia	MYR 1 million	100.0%
KOSÉ Corporation INDIA Pvt. Ltd.	India	INR 1,300 million	100.0%
PT. INDONESIA KOSÉ	Indonesia	IDR 10,000 million	100.0%
KOSÉ AMERICA, INC.	U.S.A.	USD 2 million	100.0%
Tarte, Inc.	U.S.A.	USD 159	100.0%
ALBION COSMETICS (AMERICA), INC.	U.S.A.	USD 2 million	79.5%
ALBION COSMETICS (HK) LIMITED.	Hong Kong	HKD 71 million	79.5%
ALBION COSMETICS (SHANGHAI) CO., LTD.	China	CNY 37 million	79.5%

Corporate Information (As of December 31, 2023)

Corporate Name: KOSÉ Corporation	IR Website: https://corp.kose.co.jp/en/ir/
Founding: March 1946	Sustainability Section: https://corp.kose.co.jp/en/sustainability/
Incorporation: June 1948	Number of Employees (Consolidated): 12,816
Head Office: 3-6-2, Nihonbashi, Chuo-ku, Tokyo 103-8251, Japan Tel: +81-3-3273-1511	Fiscal Year-End: December 31
Website: https://corp.kose.co.jp/en/	

Stock Information (As of December 31, 2023)

Common Stock (Authorized): 200,000,000 shares
Common Stock (Issued): 60,592,541 shares
Capital: JPY 4,848 million
Number of Shareholders: 24,754
Stock Listing: Tokyo Stock Exchange Prime Market (Code: 4922)
Transfer Agent: Mitsubishi UFJ Trust and Banking Corporation



Stock Data

