

➤ [FOR PEOPLE] (Social) INDEX

	2016	2017	2018	2019	Company
■ Diversity & Inclusion					
No. of Employees	13,381	13,502	14,066	14,060	KOSÉ Group ¹
Average Tenure (years)	14.0	13.8	13.2	13.0	KOSÉ Corporation, KOSÉ Sales
New Grads Hired (Regular Full-Time Position) – F/M	29/14	37/25	45/28	31/22	KOSÉ Corporation, KOSÉ Sales
Turnover of New Grads within 3 yrs (%)	11.4	3.3	0	4.7	KOSÉ Corporation, KOSÉ Sales
Ratio of Female in the Board of Directors (%)	6.3	6.3	14.3	14.3	KOSÉ Corporation
Ratio of Female in Administrative Positions (%)	-	-	24.2	24.7	KOSÉ Group
Ratio of Female in Leadership Positions ² (%)	-	-	31.6	29.6	KOSÉ Group
Ratio of Outside Directors (%)	8.3	8.3	20.0	30.0	KOSÉ Corporation
Ratio of Paid Leave Taken by Employees (%)	46.8	51.7	56.3	63.7	KOSÉ Corporation, KOSÉ Sales
Ratio of Maternity/Paternity Leave Taken by Employees (%)	98.7	100	99.4	100.0	KOSÉ Corporation, KOSÉ Sales
Ratio of Reinstatement from Maternity/Paternity Leave (%)	94.7	96.3	83.3	93.0	KOSÉ Corporation, KOSÉ Sales
Number of Short-Time Work Employees for Childcare	64	114	139	189	KOSÉ Corporation, KOSÉ Sales
Number of Employees with Paid Family Leave	0	1	2	0	KOSÉ Corporation, KOSÉ Sales
Number of Short-Time Work Employees for Family Care	0	0	0	1	KOSÉ Corporation, KOSÉ Sales
Employment Ratio of Persons with Disabilities (%)	2.2	2.2	2.3	2.3	Domestic Group Companies <exc. ALBION>
Number of Rehired Employees	115	143	189	207	KOSÉ Corporation
■ QOL Improvement					
Number of General Participants in Sports Events	-	54,169	61,605	24,678	KOSÉ Corporation
■ Support for Women & Children					
Number of Schools KOSÉ Accepts Company Tour (Schools/Students) ³	-	14/114	22/162	11/107	KOSÉ Corporation
Number of Tanzanian Junior High School Students Accepted	-	-	2	9(Cum.)	KOSÉ Corporation

¹: KOSÉ Group = 41 Consolidated companies including KOSÉ Corporation 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.

➤ 【FOR THE EARTH】 (Environment) INDEX

		2017	2018	2019	Company	
ENERGY						
CO ₂ (GHG) Emissions (t-CO ₂) Total Emission	Scope1	8,554.1	7,793.7	7,276.0	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.	
	Scope2	Market-base		17,875.6	16,859.6	
		Location-base	13,411.1	17,283.5	15,772.3	
	Scope3 TOTAL	3,693.2	977,588.6	851,869.1	*The scope has been expanded to the whole group (15 categories) since FY2018	
	Category 1	Purchased Product/Service		501,099.5	410,043.5	
	Category 2	Capital Goods	-	46,396.7	48,367.9	
	Category3	Fuel and energy-related activities not included in SCOPE1&2	-	4,101.7	3,899.4	
	Category 4	Transportation, distribution (upstream)	3,693.2	44,847.9	46,583.6	FY2017: As part of distribution process
	Category 5	Waste generated in operations	-	3,971.8	4,253.3	
	Category 6	Business trips	-	1,828.6	1,827.8	
	Category 7	Commuting of Employees	-	4,708.3	4,654.7	
	Category 8	Leased asset (upstream)	-	0	0	N/A
	Category 9	Transportation, distribution (downstream)	-	0	0	N/A
	Category 10	Processing of sold products	-	0	0	N/A
	Category 11	Usage of sold products	-	360,499.3	323,028.0	
	Category 12	Disposal of sold products	-	10,134.9	9,210.9	
	Category 13	Leased asset (downstream)	-	0	0	N/A
Category 14	Franchise	-	0	0	N/A	
Category 15	Investment	-	0	0	N/A	
Energy Consumption (MWh)	TOTAL	22,282.3	36,587.2	35,172.0		
	Purchased power (electricity)	19,882.0	34,507.6	33,403.3	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.	
	Cogeneration (In-house power generation)	2,400.3	2,079.6	1,768.7		
	Renewable energy	0.0	0.0	0.0		

➤ 【FOR THE EARTH】 (Environment) INDEX

	2017	2018	2019	Company
■ ENERGY				
Total Energy Consumption (GJ)	393,455.3	483,351.4	462,702.4	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
Town Gas Consumption (km ³)	2,388.0	2,113.7	1,921.3	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
LPG Consumption (km ³)	3.0	17.9	11.6	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
Usage of Gasoline (kL)	964.8	973.8	871.3	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
Usage of Fuel Oil (kL)	219.5	210.0	238.0	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
Usage of Diesel Oil (kL)	-	4.9	13.1	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
Usage of Kerosene (kL)	141.4	143.7	135.6	KOSÉ Group *FY2017: Production facilities and some offices only. The data scope has been expanded to the whole group since FY2018.
■ Air Emission				
NOx Emission (ton)	6.0	3.0	5.2	KOSÉ Corporation, Production Department
Sox Emission (ton)	0.0	2.0	0.1	KOSÉ Corporation, Production Department
■ Waste				
Amount of Waste (ton)	2,924	3,177	2,950	KOSÉ Group, Production Department
Recycling Rate (%)	99.1	99.3	99.0	KOSÉ Group, Production Department

➤ 【FOR THE EARTH】 (Environment) INDEX

		2017	2018	2019	Company
■ Water Resources					
Quantity of water intake (1,000m ³)	TOTAL	354.3	349.4	284.1	KOSÉ Group, Production Department
	Surface water (rivers, lakes, ponds)	0	0	0	
	Brackish water/Sea water	0	0	0	
	Well water (recyclable ground water)	269.1	270.4	223.9	
	Unrecyclable ground water	0	0	0	
	Produced water/mixed water	0	0	0	
	Tap water (third party water source)	85.2	79.0	60.1	
Amount of waste water by destination (1,000m ³)	TOTAL	221.5	218.0	193.6	KOSÉ Group, Production Department
	Rivers (Freshwater, surface)	-	177.8	146.9	
	Sea	0	0	0	
	Ground water, well water	0	0	0	
	Sewage (waste water to third party)	-	40.2	46.8	
	Other	0	0	0	
Water Consumption (1,000m ³)		132.8	131.4	90.4	KOSÉ Group, Production Department
Water Consumption Primary Unit (m ³ /production amount, dozen)		0.0071	0.0062	0.0049	KOSÉ Group, Production Department
Water Consumption Primary Unit (YOY rate of change)		-	-12.9%	-21.6%	KOSÉ Corporation, Production Department
Trends in Pollution Load 【BOD】 (ton)		4.0	0	8.5	KOSÉ Corporation, Production Department
Trends in Pollution Load 【SS】 (ton)		0	0	5.4	KOSÉ Corporation, Production Department
Trends in Pollution Load【n-HEX】 (ton)		1.0	0	0.5	KOSÉ Corporation, Production Department
Number of Violations of Water Intake/Drainage Laws & Regulations		0	0	0	KOSÉ Group, Production Department
■ Environmental Contribution & Biodiversity Conservation					
SAVE the BLUE – Coral Planting Area (m ² /coral)		1,153/1,890	926/1,519	843/1,383 (Cum. Total up to FY2019: 10,519/17,342)	KOSÉ Corporation
■ External Environmental Evaluation					
CDP【Climatic Change】	Non- Participation	F	B		KOSÉ Group
CDP 【Water Security】	Non- Participation	F	B		KOSÉ Group
CDP 【Forrest (Palm Oil)】	Non- Participation	F	B-		KOSÉ Group

➤ [FUNDAMENTAL POLICIES] (Governance) INDEX

	2017	2018	2019	Company
■ Supply Chain				
Risk Assessment (Questionnaire) Number of Suppliers	142	151	138	KOSÉ Group <exc. ALBION & Tarte>
Number of Suppliers participated in Procurement Policy Briefing	85	99	105	KOSÉ Group <exc. ALBION & Tarte>
Number of Suppliers Participated in Information Exchange Meetings	28	21	15	KOSÉ Group <exc. ALBION & Tarte>
Number of Suppliers & Manufacturers Subject to Inspection/Autid	64	75	80	KOSÉ Group <exc. ALBION & Tarte>
■ Philanthropy				
Research/International Exchange Grants by KOSÉ Cosmetology Research Foundation (Project/Million Yen)	37/4,200	46/4,700	40/5,250 (Cum. Total since FY1990: 71/833.35)	-
Donation & Funding (Million Yen)	14,783	4,752	3,103	KOSÉ Corporation
Number of Local Beauty Seminars	-	-	29	KOSÉ Corporation, KOSÉ Sales
■ Compliance				
Number of Participates in Compliance Training	3,249	3,618	3,184	KOSÉ Group <exc. ALBION & Tarte>
Number of Reports/Calls for Compliance-Related Incident	19	25	29	KOSÉ Group <exc. ALBION & Tarte>
Number of Violations of Laws & Regulations (serious incidents with impact on business management)	0	0	0	KOSÉ Group <exc. ALBION & Tarte>
Number of Reports to Personal Information Protection Commission for Personal Information Leakage Incidents	3	0	0	KOSÉ Group <exc. ALBION & Tarte>
■ 品質保証				
Number of Customer Calls*	69,320	74,893	73,681	Domestic Group Companies
Number of Voluntary Recalls	0	0	2	KOSÉ Group <exc. ALBION & Tarte>

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