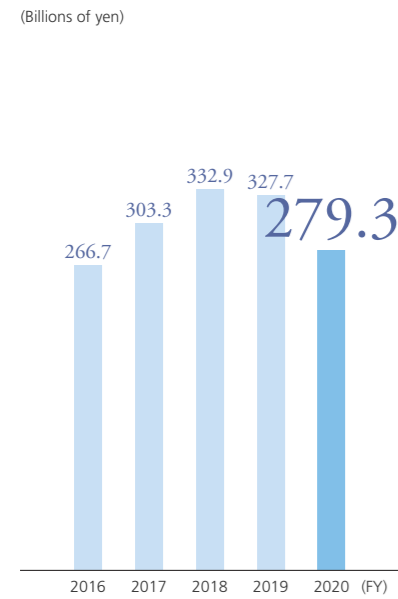


Financial and Non-Financial Highlights

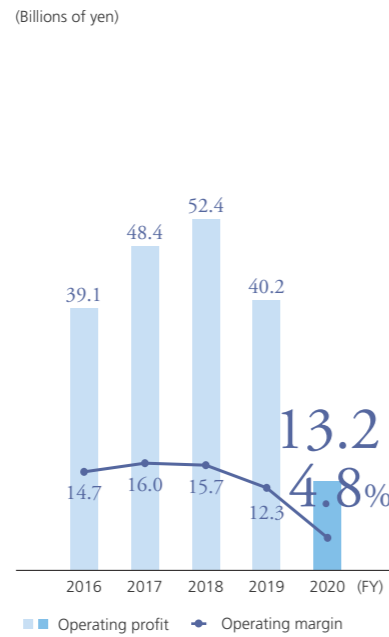
KOSÉ Corporation and Consolidated Subsidiaries (Years Ended March 31)

Financial

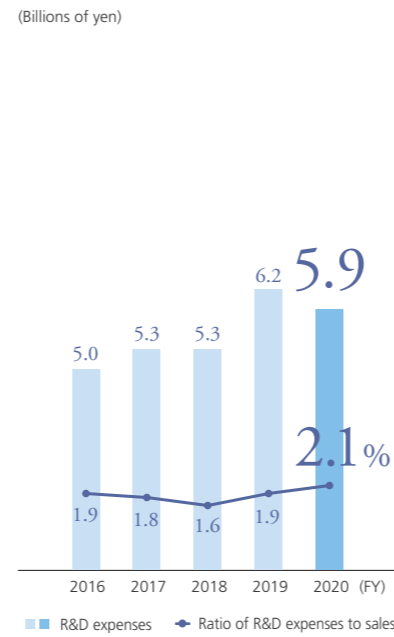
Net Sales



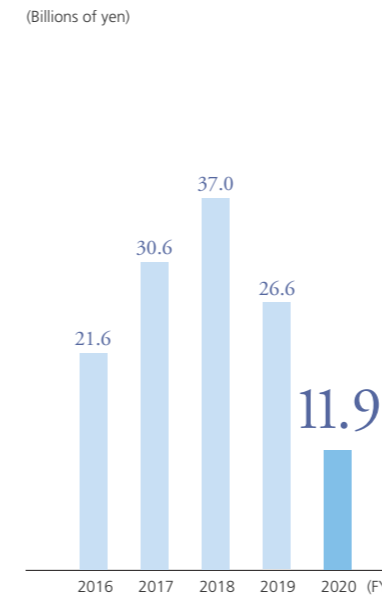
Operating Profit/ Operating Margin



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



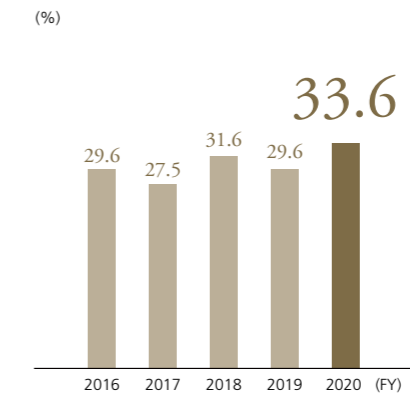
Profit Attributable to Owners of Parent



Non-Financial

Ratio of Female Employees in Leadership Positions

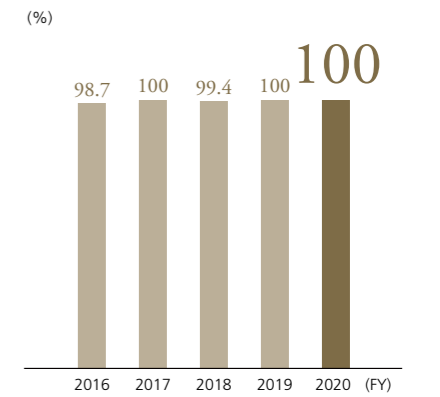
We are striving to create a work environment that fulfills women's desire to succeed by enabling them to balance their work with private life while fully leveraging their individuality and capabilities.



Note: Female employees with subordinates, or equivalent positions. Figures are for KOSÉ Corporation and KOSÉ SALES CO., LTD. up to fiscal 2017 and for KOSÉ Corporation and its consolidated subsidiaries from fiscal 2018.

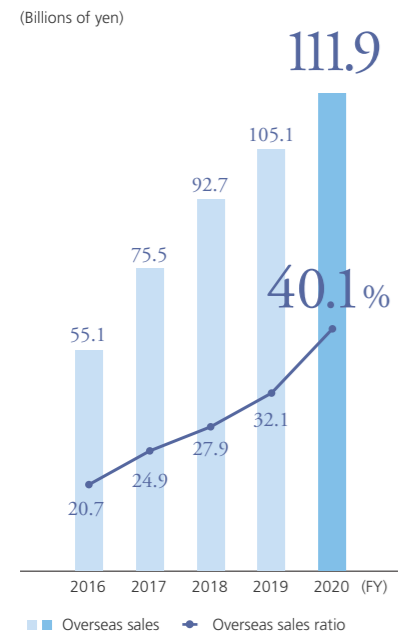
Proportion of Female Employees Who Took Childcare Leave

We encourage female 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.

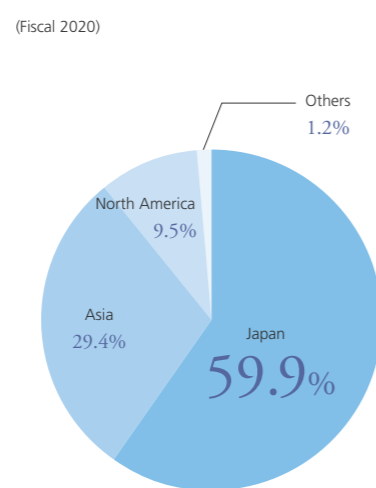


Note: Up to fiscal 2019, proportion of employees in KOSÉ Corporation and KOSÉ SALES CO., LTD. From fiscal 2020, all domestic Group companies.

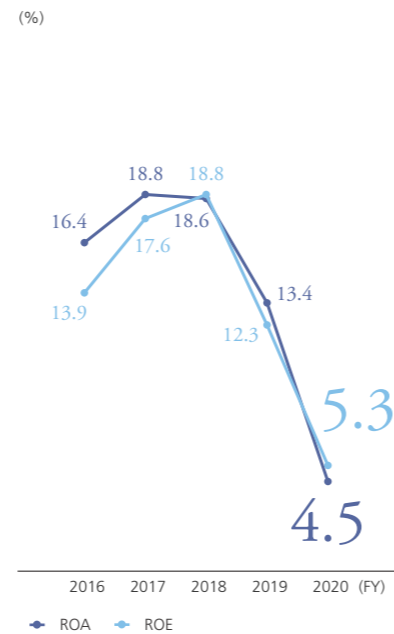
Overseas Sales/ Overseas Sales Ratio



Share of Net Sales by Region



ROA/ROE

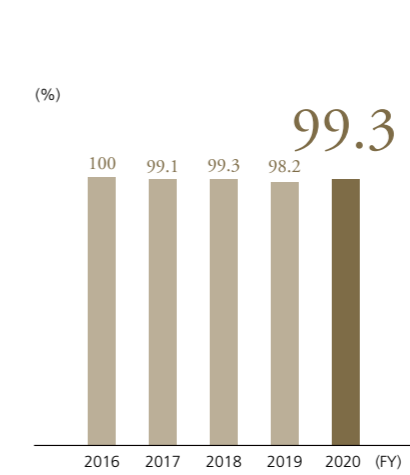


Net Income per Share (Basic)



Recycling Rate

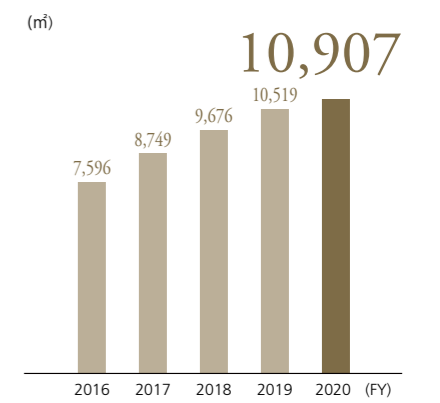
Achieved zero emissions (recycling rate of 99.5%) at Gunma Factory and Sayama Factory in 2005. Currently, all factories in Japan have achieved zero emissions.



Note: Includes Hsinchu Factory in Taiwan from FY2017.

Total 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.



Notes:

- ROA = (Operating profit + Interest and dividend income) / Yearly average of total assets × 100
- ROE = Profit attributable to owners of parent / (Yearly average of total shareholders' equity + Yearly average of total valuation, translation adjustments and other) × 100

10-Year Summary of Selected Financial Data

Fiscal years ended March 31	Millions of yen										Thousands of U.S. dollars ¹
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2021
Performance:											
Net sales	279,389	327,724	332,995	303,399	266,762	243,390	207,821	190,049	170,685	166,508	2,546,613
Gross profit	201,923	239,020	244,387	221,852	199,735	183,920	157,057	143,390	128,587	124,481	1,840,515
Selling, general and administrative expenses	188,629	198,789	191,979	173,443	160,574	149,286	134,410	124,456	116,722	113,053	1,719,341
Operating profit	13,294	40,231	52,408	48,408	39,160	34,634	22,647	18,934	11,864	11,427	121,174
Interest and dividend income	455	662	651	271	294	347	315	432	342	387	4,156
Profit before income taxes	19,508	40,365	54,949	48,242	39,425	33,862	23,694	20,757	12,813	11,728	177,814
Profit attributable to owners of parent	11,986	26,682	37,004	30,611	21,657	18,655	12,057	11,132	6,720	5,021	109,251
Comprehensive income	15,228	26,703	36,427	36,908	24,643	13,197	19,688	13,756	8,656	5,484	138,802
Cash and cash equivalents at end of period	80,051	70,284	64,264	63,883	55,622	52,997	50,754	52,755	32,121	34,090	729,660
Current assets	205,031	204,438	205,241	193,164	172,074	161,351	134,476	130,391	115,067	108,051	1,868,845
Total assets	308,386	308,606	300,162	271,545	247,191	233,275	205,006	186,274	173,014	169,316	2,810,919
Current liabilities	61,608	59,676	66,107	62,821	56,033	57,766	45,207	39,877	35,206	34,261	561,553
Non-current liabilities	5,478	8,727	9,213	10,116	14,027	16,965	10,160	13,585	18,497	20,187	49,931
Shareholders' equity	218,107	219,425	203,566	176,263	159,348	143,626	129,203	120,229	111,495	108,923	1,988,032
Interest-bearing debt	8,533	1,654	1,666	1,311	1,629	1,704	1,248	1,386	5,006	5,071	30,890
Depreciation	10,379	8,838	8,018	6,977	5,821	5,744	5,293	4,679	4,607	4,882	69,273
Capital expenditures	10,188	19,286	18,500	10,065	10,770	10,445	21,143	5,750	5,599	3,821	2,105
Per-Share Data (Yen):											
Net income (basic)	210.11	467.76	648.71	536.63	379.66	327.04	211.37	195.15	117.22	86.51	1
Net assets	3,952.94	3,920.41	3,660.77	3,227.07	2,871.60	2,583.76	2,455.34	2,188.59	1,964.85	1,858.91	36
Cash dividends	120.00	190.00	180.00	148.00	110.00	94.00	64.00	48.00	41.00	40.00	1
Financial Ratios (%):											
Shareholders' equity ratio	73.1	72.5	69.6	68.1	66.3	63.2	68.3	67.0	64.8	63.7	
ROA ²	4.5	13.4	18.6	18.8	16.4	16.0	11.7	10.8	7.1	7.0	
ROE ³	5.3	12.3	18.8	17.6	13.9	13.0	9.1	9.4	6.1	4.7	
Gross profit margin	72.3	72.9	73.4	73.1	74.9	75.6	75.6	75.4	75.3	74.8	
Operating margin	4.8	12.3	15.7	16.0	14.7	14.2	10.9	10.0	7.0	6.9	
Profit attributable to owners of parent to net sales	4.3	8.1	11.1	10.1	8.1	7.7	5.8	5.9	3.9	3.0	
Payout ratio	57.1	40.6	27.7	27.6	29.0	28.7	30.3	24.6	35.0	46.2	

Notes: 1. The U.S. dollar amounts are translated, for convenience only, at the rate of ¥109.7 to US\$1.00, the approximate rate of exchange on March 31, 2021.

2. ROA = (Operating profit + Interest and dividend income) / Yearly average of total assets × 100

3. ROE = Profit attributable to owners of parent / (Yearly average of total shareholders' equity + Yearly average of total valuation, translation adjustments and other) × 100

3-Year Summary of Selected Non-Financial Data

KOSÉ Corporation and Consolidated Subsidiaries (Years Ended March 31)

For People: Social KPIs

Diversity and Inclusion	FY2018	FY2019	FY2020	Scope
Number of employees (female/male)	14,066	11,760/2,300	11,889/2,332	KOSÉ Group ¹
Ratio of female employees in administrative positions (%)	24.2	24.7	26.6	KOSÉ Group
Ratio of female employees in leadership positions ² (%)	31.6	29.6	33.6	KOSÉ Group
Average length of service (years)	13.2	13.0	11.9	Domestic Group companies ⁴
Number of new graduates hired to regular full-time positions (female/male)	45/28	31/22	71/47	Domestic Group companies ⁴
Employee turnover among new graduates within 3 years (%)	0	4.7	10.0	Domestic Group companies ⁴
Turnover rate for administrative and non-administrative employees (%)	—	—	2.3	Domestic Group companies
Turnover rate for Beauty Consultants (%)	—	—	8.5	Domestic Group companies
Turnover rate for regular, full-time employees (%)	—	—	6.3	Domestic Group companies
Annual working hours (average hours/employee)	—	—	1,643.5	Domestic Group companies ⁵
Annual overtime (average hours/employee)	—	—	44.6	Domestic Group companies
Ratio of paid leave taken (%)	56.3	63.7	64.4	Domestic Group companies ⁴
Proportion of employees who took childcare leave (female/male) (%)	99.4/0	100.0/3.0	100.0/52.3	Domestic Group companies ⁴
Return rate following childcare leave (female/male) (%)	83.3/0	93.0/100.0	98.7/100.0	Domestic Group companies ⁴
Number of employees working shortened hours for childcare	139	189	475	Domestic Group companies ⁴
Number of employees taking extended leave for family care	—	—	4	Domestic Group companies
Number of employees taking paid leave for family care	2	0	5	Domestic Group companies ⁴
Number of employees working shortened hours for family care	0	1	5	Domestic Group companies ⁴
Ratio of employees with disabilities (%)	2.28	2.29	2.21	Domestic Group companies ⁶
Number of rehired employees	189	207	251	Domestic Group companies ⁴
Number of occupational accidents resulting in a leave of absence	11	11	19	Domestic Group companies ⁴
Number of occupational accidents resulting in death	0	0	0	Domestic Group companies ⁴
Quality of Life Improvement	FY2018	FY2019	FY2020	Scope
Number of general participants in sports events	61,605	24,678	470 ⁷	KOSÉ Corporation
Support for cutaneous porphyria patients (people/number of products provided)	8/92	8/71	4/20	KOSÉ Corporation
Support for Women and Education	FY2018	FY2019	FY2020	Scope
Number of schools accepted for company tours ³ (schools/students)	22/162	11/107	0 ⁷	KOSÉ Corporation
Number of students provided with tuition support at girls' junior high school in Tanzania (cumulative total)	7	14	21	KOSÉ Corporation

Notes: 1. KOSÉ Group: 41 consolidated companies including KOSÉ Corporation 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 FY2020 5. Including paid leave, maternity leave, injury and sick leave, etc.
 6. From fiscal 2020, figures for six consolidated companies that are required to hire people with disabilities.
 7. In FY2020, events were reduced or suspended to prevent the spread of COVID-19.



For the Earth: Environmental KPIs

Energy	FY2018	FY2019	FY2020	Scope	
SCOPE 1	7,793.7	7,237.1	7,375.1	KOSÉ Group	
SCOPE 2	Market-based	17,875.6	16,770.8	16,185.0	KOSÉ Group
	Location-based	17,283.5	15,691.8	16,204.0	KOSÉ Group
SCOPE 3	977,588.6	858,259.2	668,951.0	KOSÉ Group	
Electricity consumption (MWh)	36,587.2	35,021.2	35,630.2	KOSÉ Group	
Portion generated using renewable energy (MWh)	0	0	1,992.6	KOSÉ Group	
Total energy consumption (GJ)	483,351.4	461,189.0	488,544.9	KOSÉ Group	
City gas consumption (1,000 m ³)	2,113.7	1,921.3	2,071.6	KOSÉ Group	
LP gas consumption (1,000 m ³)	17.9	11.6	13.8	KOSÉ Group	
Gasoline consumption (kL)	973.8	871.3	770.4	KOSÉ Group	
Fuel oil consumption (kL)	210.0	238.0	280.0	KOSÉ Group	
Diesel oil consumption (kL)	4.9	13.1	9.3	KOSÉ Group	
Kerosene consumption (kL)	143.7	135.6	104.7	KOSÉ Group	
Atmospheric Emissions	FY2018	FY2019	FY2020	Scope	
NO _x emissions (tons)	3.0	5.2	5.1	KOSÉ Corporation Production Department	
SO _x emissions (tons)	2.0	0.1	0.4	KOSÉ Corporation Production Department	
Waste	FY2018	FY2019	FY2020	Scope	
Volume of waste (tons)	3,177	2,950	3,134	KOSÉ Group production departments	
Recycling rate (%)	99.3	98.2	99.3	KOSÉ Group production departments	
Water Resources	FY2018	FY2019	FY2020	Scope	
Water intake (1,000 m ³)	356.9	305.0	290.2	KOSÉ Group production departments	
Wastewater (1,000 m ³)	218.1	199.2	198.9	KOSÉ Group production departments	
Water intake intensity (m ³ /production volume in dozens)	0.01685	0.01639	0.01574	KOSÉ Group production departments	
Water intake intensity (% change YoY)	(base year)	-2.7	-4.0	KOSÉ Group production departments	
Pollution load: BOD (tons)	0	8.5	8.6	KOSÉ Corporation Production Department	
Pollution load: SS (tons)	0	5.4	3.1	KOSÉ Corporation Production Department	
Pollution load: n-Hex (tons)	0	0.5	1.2	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	FY2018	FY2019	FY2020	Scope	
SAVE the BLUE project area planted with coral reefs (m ² /number of corals planted)	926/1,519	843/1,383	388/636	KOSÉ Corporation Cumulative to FY2020: 10,907/17,978	

▶ See the KOSÉ website for other non-financial information and data. <https://www.kose.co.jp/company/en/sustainability/data/>

Principal Group Companies (As of March 31, 2021)

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 MILBON COSMETICS CO., LTD.	Japan	JPY 10 million	51.0%
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 700 million	100.0%
PT. INDONESIA KOSÉ	Indonesia	IDR 10,000 million	100.0%
KOSÉ AMERICA, INC.	U.S.A.	USD 2 million	100.0%
KOSÉ BRASIL COMÉRCIO DE COSMÉTICOS LTDA.	Brazil	USD 1 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) LTD.	Hong Kong	HKD 71 million	79.5%
ALBION COSMETICS (SHANGHAI) CO., LTD.	China	CNY 37 million	79.5%
ALBION COSMETICS (TAIWAN) CO., LTD.	Taiwan	TWD 60 million	79.5%

* KOSÉ acquired all remaining outstanding shares of Tarte, Inc. in June 2020, making it a wholly owned subsidiary.

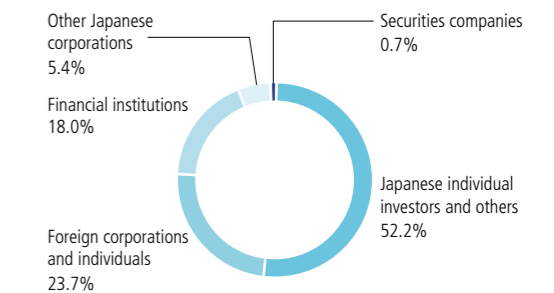
Corporate Information (As of March 31, 2021)

Corporate Name:	KOSÉ Corporation	Website:	https://www.kose.co.jp
Founding:	March 1946	IR Section:	https://www.kose.co.jp/company/en/ir/
Incorporation:	June 1948	Sustainability Section:	https://www.kose.co.jp/company/en/sustainability/
Head Office:	3-6-2, Nihonbashi, Chuo-ku, Tokyo 103-8251, Japan Tel: +81-3-3273-1511	Number of Employees (Consolidated):	14,403
		Fiscal Year-End:	March 31

Stock Information (As of March 31, 2021)

Common Stock (Authorized):	200,000,000 shares
Common Stock (Issued):	60,592,541 shares
Capital:	¥4,848 million
Number of Shareholders:	13,179
Stock Listing:	Tokyo Stock Exchange, First Section (Code: 4922)
Transfer Agent:	Mitsubishi UFJ Trust and Banking Corporation

Distribution of Shares



Stock Data

