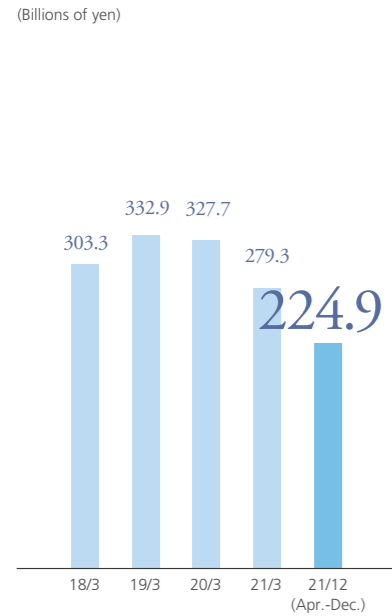


# Financial and Non-Financial Highlights

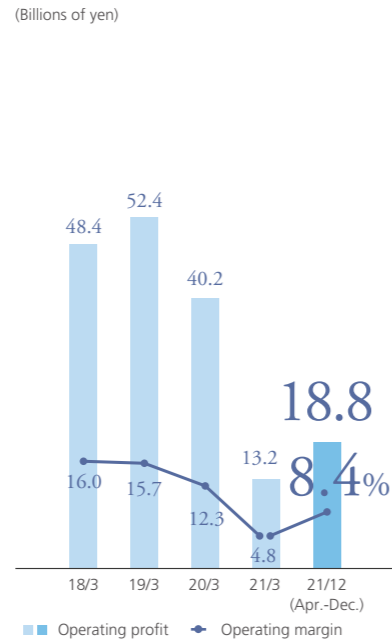
KOSÉ Corporation and Consolidated Subsidiaries<sup>1</sup>

## Financial

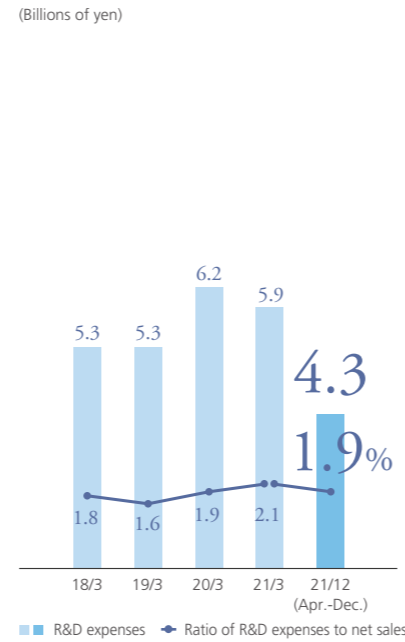
### Net Sales



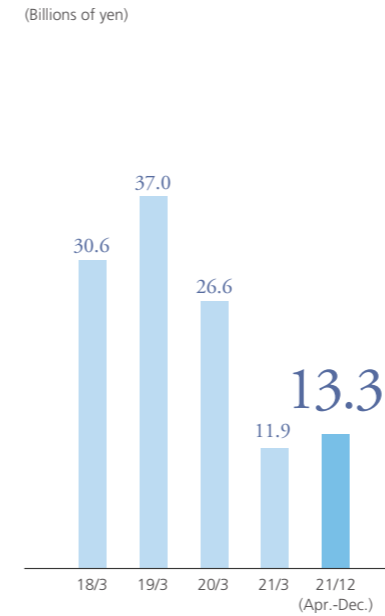
### Operating Profit/ Operating Margin



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



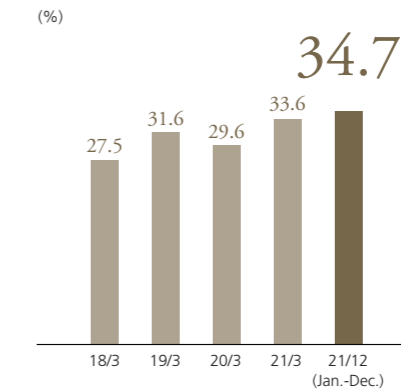
### Profit Attributable to Owners of Parent



## Non-Financial

### Ratio of Female Employees in Leadership Positions

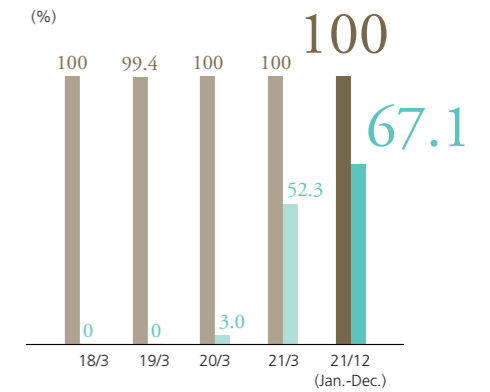
We are striving to create a work environment that fulfills women's desire to succeed by enabling them to balance their work with private life while fully leveraging their individuality and capabilities.



Note: Female employees with subordinates, or equivalent positions. Figures are for KOSÉ Corporation and KOSÉ SALES CO., LTD. in fiscal 2017 (2018/3) and for KOSÉ Corporation and its consolidated subsidiaries from fiscal 2018 (2019/3).

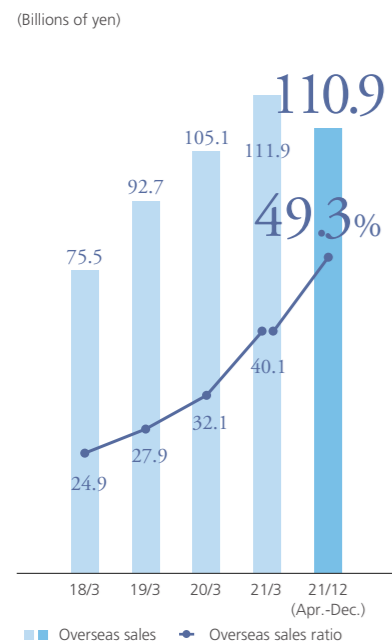
### Proportion of Employees Who Took Childcare Leave

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.

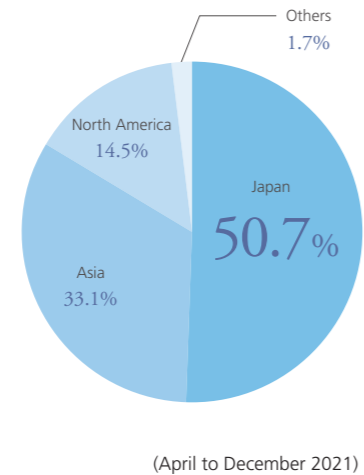


Note: Up to fiscal 2019 (2020/3), proportion of employees in KOSÉ Corporation and KOSÉ SALES CO., LTD. From fiscal 2020 (2021/3), all domestic Group companies.

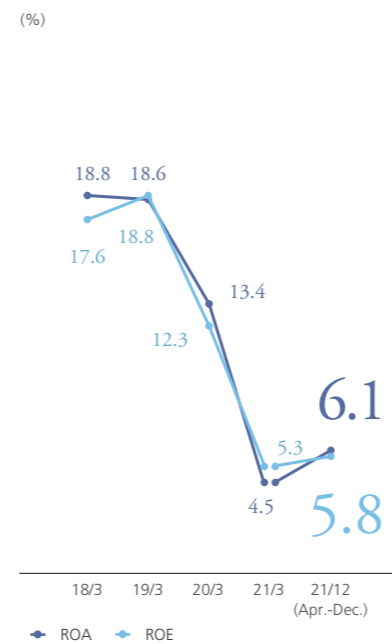
### Overseas Sales/ Overseas Sales Ratio



### Share of Net Sales by Region



### ROA/ROE

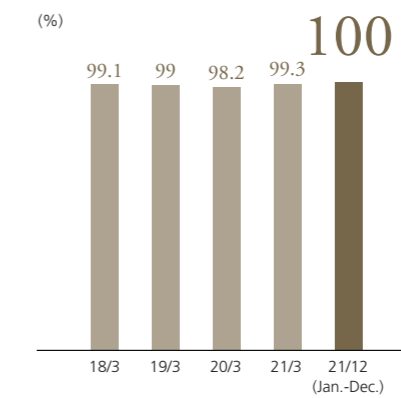


### Net Income per Share (Basic)



### Recycling Rate

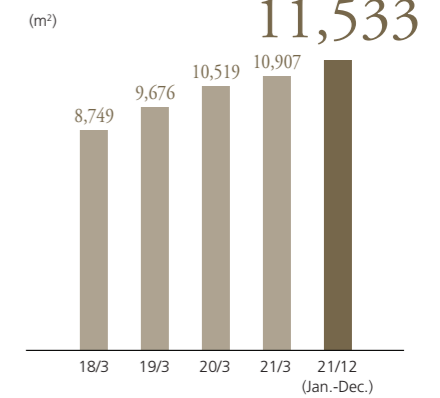
Achieved zero emissions (recycling rate of 99.5%) at Gunma Factory and Sayama Factory in 2005. Currently, all factories have achieved zero emissions.



Note: Includes Hsinchu Factory in Taiwan from fiscal 2017 (2018/3).

### 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:

1. From fiscal 2021, the fiscal year-end has changed from March 31 to December 31. Fiscal 2021 is a transitional period and financial information covers the nine months from April 1, 2021 to December 31, 2021. Non-financial information covers the 12 months from January 1, 2021 to December 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

# 10-Year Summary of Selected Financial Data

KOSÉ Corporation and Consolidated Subsidiaries<sup>1</sup>

	2021/12 (Apr.-Dec.)	2021/3	2020/3	2019/3	2018/3	2017/3	2016/3	2015/3	2014/3	Millions of yen 2013/3	Thousands of U.S. dollars <sup>2</sup> 2021/12 (Apr.-Dec.)
<b>Performance:</b>											
Net sales	224,983	279,389	327,724	332,995	303,399	266,762	243,390	207,821	190,049	170,685	1,956,033
Gross profit	156,905	201,923	239,020	244,387	221,852	199,735	183,920	157,057	143,390	128,587	1,364,154
Selling, general and administrative expenses	138,052	188,629	198,789	191,979	173,443	160,574	149,286	134,410	124,456	116,722	1,200,243
Operating profit	18,852	13,294	40,231	52,408	48,408	39,160	34,634	22,647	18,934	11,864	163,901
Interest and dividend income	405	456	662	651	271	294	347	315	432	342	3,521
Profit before income taxes	21,335	19,508	40,365	54,949	48,242	39,425	33,862	23,694	20,757	12,813	185,489
Profit attributable to owners of parent	13,341	11,986	26,682	37,004	30,611	21,657	18,655	12,057	11,132	6,720	115,988
Comprehensive income	20,234	15,228	26,703	36,427	36,908	24,643	13,197	19,688	13,756	8,656	175,917
Cash and cash equivalents at end of period	81,876	80,051	70,284	64,264	63,883	55,622	52,997	50,754	52,755	32,121	711,841
Current assets	217,324	205,031	204,438	205,241	193,164	172,074	161,351	134,476	130,391	115,067	1,889,445
Total assets	320,018	308,386	308,606	300,162	271,545	247,191	233,275	205,006	186,274	173,014	2,782,281
Current liabilities	59,136	61,608	59,676	66,107	62,821	56,033	57,766	45,207	39,877	35,206	514,136
Non-current liabilities	6,614	5,478	8,727	9,213	10,116	14,027	16,965	10,160	13,585	18,497	57,503
Shareholders' equity	224,576	218,107	219,425	203,566	176,263	159,348	143,626	129,203	120,229	111,495	1,952,495
Interest-bearing debt	1,711	8,533	1,654	1,666	1,311	1,629	1,704	1,248	1,386	5,006	14,875
Depreciation	7,827	10,379	8,838	8,018	6,977	5,821	5,744	5,293	4,679	4,607	68,049
Capital expenditures	4,517	10,188	19,286	18,500	10,065	10,770	10,445	21,143	5,750	5,599	39,271
<b>Per-Share Data (Yen):</b>											
Net income (basic)	233.86	210.11	467.76	648.71	536.63	379.66	327.04	211.37	195.15	117.22	2.03
Net assets	4,178.06	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	36.33
Cash dividends	120.00	120.00	190.00	180.00	148.00	110.00	94.00	64.00	48.00	41.00	1.04
<b>Financial Ratios (%):</b>											
Equity ratio	74.5	73.1	72.5	69.6	68.1	66.3	63.2	68.3	67.0	64.8	
ROA <sup>3</sup>	6.1	4.5	13.4	18.6	18.8	16.4	16.0	11.7	10.8	7.1	
ROE <sup>4</sup>	5.8	5.2	12.3	18.8	17.6	13.9	13.0	9.1	9.4	6.1	
Gross profit margin	69.7	72.3	72.9	73.4	73.1	74.9	75.6	75.6	75.4	75.3	
Operating margin	8.4	4.8	12.3	15.7	16.0	14.7	14.2	10.9	10.0	7.0	
Profit attributable to owners of parent to net sales	5.9	4.3	8.1	11.1	10.1	8.1	7.7	5.8	5.9	3.9	
Payout ratio	51.3	57.1	40.6	27.7	27.6	29.0	28.7	30.3	24.6	35.0	

Notes: 1. From fiscal 2021, the fiscal year-end has changed from March 31 to December 31. 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 ¥115.0 to US\$1.00, the approximate rate of exchange on December 30, 2021.

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

4. 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

Note: Due to a change in the accounting period, information for 2021/12 covers the period from January 1, 2021 to December 31, 2021.



## For People: Social KPIs

Diversity and Inclusion	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope
Number of employees (female/male)	11,760/2,300	12,053/2,350	11,755/2,260	KOSÉ Group <sup>1</sup>
Ratio of female employees in managerial positions (%)	24.7	26.6	28.8	KOSÉ Group
Ratio of female employees in leadership positions <sup>2</sup> (%)	29.6	33.6	34.7	KOSÉ Group
Average length of service (years)	13.0	11.9	11.4	Domestic Group companies <sup>3</sup>
Number of new graduates hired to regular full-time positions (female/male)	31/22	71/47	40/24	Domestic Group companies <sup>3</sup>
Employee turnover among new graduates within 3 years (%)	4.7	10.0	7.3	Domestic Group companies <sup>3</sup>
Turnover rate for employees in managerial positions and regular, full-time employees (%)	—	2.3	3.4	Domestic Group companies
Turnover rate for Beauty Consultants (%)	—	8.5	8.3	Domestic Group companies
Turnover rate for all employees (%)	—	6.3	6.9	Domestic Group companies
Annual working hours (average hours/employee)	—	1,643.5	1,637.4	Domestic Group companies <sup>4</sup>
Annual overtime (average hours/employee)	—	44.6	53.9	Domestic Group companies
Ratio of paid leave taken (%)	63.7	64.4	66.9	Domestic Group companies <sup>3</sup>
Proportion of employees who took childcare leave (female/male) (%)	100.0/3.0	100.0/52.3	100.0/67.1	Domestic Group companies <sup>3</sup>
Return rate following childcare leave (female/male) (%)	93.0/100.0	98.7/100.0	96.9/100.0	Domestic Group companies <sup>3</sup>
Number of employees working shortened hours for childcare	189	475	501	Domestic Group companies <sup>3</sup>
Number of employees taking extended leave for family care	—	4	11	Domestic Group companies
Number of employees taking paid leave for family care	0	5	15	Domestic Group companies <sup>3</sup>
Number of employees working shortened hours for family care	1	5	5	Domestic Group companies <sup>3</sup>
Time spent on education and training (total hours) (employees in managerial positions and regular, full-time employees)	—	—	23,401.2	KOSÉ SALES CO., LTD.
Time spent on education and training (average hours/employee) (employees in managerial positions and regular, full-time employees)	—	—	14.9	KOSÉ SALES CO., LTD.
Ratio of employees with disabilities (%)	2.29	2.21	2.22	Domestic Group companies <sup>5</sup>
Number of rehired employees	207	251	261	Domestic Group companies <sup>3</sup>
Number of occupational accidents resulting in a leave of absence	11	52	31	Domestic Group companies <sup>3</sup>
Number of occupational accidents resulting in death	0	0	0	Domestic Group companies <sup>3</sup>
Quality of Life Improvement	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope
Number of general participants in sports events	24,678	470 <sup>6</sup>	0 <sup>6</sup>	KOSÉ Corporation
Support for cutaneous porphyria patients (people/number of products provided)	8/71	4/20	4/14	KOSÉ Corporation
Support for Women and Education	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope
Number of schools accepted for company tours <sup>7</sup> (schools/students)	11/107	1/4 <sup>6</sup>	2/6 <sup>6</sup>	KOSÉ Corporation
Number of students provided with tuition support at girls' junior high school in Tanzania (cumulative total)	14	21	30	KOSÉ Corporation

Notes: 1. KOSÉ Group: 41 consolidated companies including KOSÉ Corporation 2. Leadership position: A position with subordinates, or equivalent  
3. Scope expanded to all domestic Group companies as of fiscal 2020 (2021/3) 4. Including paid leave, maternity leave, injury and sick leave, etc.  
5. From fiscal 2020 (2021/3), figures for six companies (KOSÉ Corporation, KOSÉ SALES CO., LTD., ALBION CO., LTD., KOSÉ Cosmeport Corp., KOSÉ INDUSTRIES CO., LTD. and ADVANCE CO., LTD.) that are required to hire people with disabilities.  
6. In fiscal 2020 (2021/3) and 2021/12, events were reduced or suspended to prevent the spread of COVID-19.  
7. Company tours: Tours given in response to requests from junior high schools and high schools as part of social learning



## For the Earth: Environmental KPIs

Energy	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope	
CO <sub>2</sub> (greenhouse gas) emissions (t-CO <sub>2</sub> ) <sup>1</sup>	7,237.1 <sup>2</sup>	7,375.1	7,299.9	KOSÉ Group	
CO <sub>2</sub> (greenhouse gas) emissions (t-CO <sub>2</sub> ) <sup>1</sup>	SCOPE 1	7,237.1 <sup>2</sup>	7,375.1	KOSÉ Group	
	SCOPE 2	Market-based	16,770.8 <sup>2</sup>	16,185.0	12,733.1
	Location-based	15,691.8 <sup>2</sup>	16,204.0	15,386.2	KOSÉ Group
	SCOPE 3	858,259.2 <sup>2</sup>	668,951.0	716,124.0	KOSÉ Group
Electricity consumption (MWh)	33,252.5	35,630.2	34,783.9	KOSÉ Group	
Portion generated using renewable energy (MWh)	0	1,992.6	8,436.9	KOSÉ Group	
Total energy consumption (GJ)	436,699.8	464,334.3	457,169.9	KOSÉ Group	
City gas consumption (1,000 m <sup>3</sup> )	1,921.3	2,071.6	2,150.5	KOSÉ Group	
LP gas consumption (1,000 m <sup>3</sup> )	11.6	13.8	14.2	KOSÉ Group	
Gasoline consumption (kL)	871.3	770.4	726.5	KOSÉ Group	
Fuel oil consumption (kL)	238.0	280.0	266.0	KOSÉ Group	
Diesel oil consumption (kL)	12.9	9.3	13.6	KOSÉ Group	
Kerosene consumption (kL)	135.6	104.7	57.0	KOSÉ Group	
Atmospheric Emissions	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope	
NOx emissions (tons)	5.2	5.1	7.4	KOSÉ Corporation Production Department	
SOx emissions (tons)	0.1	0.4	0.6	KOSÉ Corporation Production Department	
Waste	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope	
Volume of waste (tons)	2,950	3,134	3,026	KOSÉ Group production departments	
Recycling rate (%)	98.2	99.3	100	KOSÉ Group production departments	
Water Resources	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope	
Water intake (1,000 m <sup>3</sup> )	298.2 <sup>2</sup>	290.2	283.1	KOSÉ Group production departments	
Wastewater (1,000 m <sup>3</sup> )	199.2 <sup>2</sup>	198.9	203.1	KOSÉ Group production departments	
Water intake intensity (m <sup>3</sup> /production volume in dozens)	0.01602	0.01574	0.01479	KOSÉ Group production departments	
Water intake intensity (% change YoY)	-4.9	-1.7	-6.1	KOSÉ Group production departments	
Pollution load: BOD (tons)	8.5	8.6	9.5	KOSÉ Corporation Production Department	
Pollution load: SS (tons)	5.4	3.1	2.4	KOSÉ Corporation Production Department	
Pollution load: n-Hex (tons)	0.5	1.2	0.5	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	2020/3	2021/3	2021/12 (Jan.-Dec.)	Scope	
SAVE the BLUE project area planted with coral reefs (m <sup>2</sup> /number of corals planted)	843/1,383	388/636	626/1,027	KOSÉ Corporation	
			Cumulative to fiscal 2021 (2021/12): 11,533/19,005		

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

1. CO<sub>2</sub> is the only greenhouse gas that the KOSÉ Group emits in its business activities.  
2. Third-party verification

# Principal Group Companies (As of December 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 1,000 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%

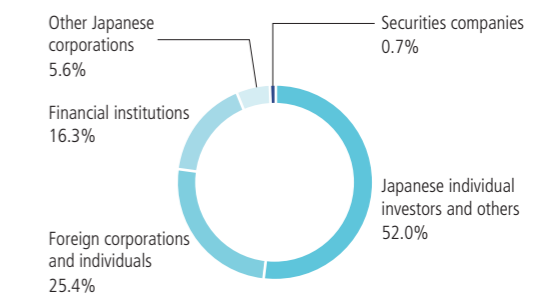
# Corporate Information (As of December 31, 2021)

<b>Corporate Name:</b>	KOSÉ Corporation	<b>IR Section:</b>	<a href="https://www.kose.co.jp/company/en/ir/">https://www.kose.co.jp/company/en/ir/</a>
<b>Founding:</b>	March 1946	<b>Sustainability Section:</b>	<a href="https://www.kose.co.jp/company/en/sustainability/">https://www.kose.co.jp/company/en/sustainability/</a>
<b>Incorporation:</b>	June 1948	<b>Number of Employees (Consolidated):</b>	14,015
<b>Head Office:</b>	3-6-2, Nihonbashi, Chuo-ku, Tokyo 103-8251, Japan Tel: +81-3-3273-1511	<b>Fiscal Year-End:</b>	December 31
<b>Website:</b>	<a href="https://www.kose.co.jp/company/en/">https://www.kose.co.jp/company/en/</a>		

# Stock Information (As of December 31, 2021)

<b>Common Stock (Authorized):</b>	200,000,000 shares
<b>Common Stock (Issued):</b>	60,592,541 shares
<b>Capital:</b>	¥4,848 million
<b>Number of Shareholders:</b>	13,683
<b>Stock Listing:</b>	Tokyo Stock Exchange, First Section (Code: 4922)
<b>Transfer Agent:</b>	Mitsubishi UFJ Trust and Banking Corporation

## Distribution of Shares



## Stock Data

