It is our aim to use creative science to contribute to a safe, secure, and prosperous

society in harmony with our overriding theme of "Protecting and fostering life and nature."



# Gap between the current status and the **Ultimate Goals = Materiality**

We identify the gap between the current status and the Ultimate Goals as materiality (material issues), and intend to achieve the Ultimate Goals and contribute to realization of the desired society through the resolution of the material issues.



- Population growth / Increasing demand for food
- Escalating climate change / Loss of biodiversity
- Greater demand for environmental protection
- More serious energy issues
- Digital technology advancement
- Greater interest in safe and secure daily life

Input

Human capital

Number of employees (Consolidated): 2,124

# **Business model**

We will review management issues and market needs in internal environment in relation to our business activities, enhancement of our business model

response to the ever-changing external and leading to the next round of inputs and the

Major products → P.5

Agricultural Chemicals and

Agriculture-Related Business

· One-shot herbicides for paddy rice

Agricultural chemical

products for Japan

Agricultural chemical products for overseas

AXEEV.

S. Effeeda.

Fine Chemicals Business

Fine chemical products

· Urethane-related products

· Chlorinated derivatives

· Bismaleimide monomers

· Creping control agents, etc.

AXEEV®

EFFEEDA®, etc.

M∆MFTSLIRLI® etc

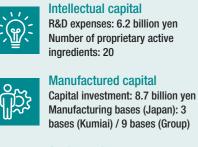
Integrated manufacturing and sales strategy and business model capable of continuing to create new value through overwhelming







R&D capabilities to enable creation of new value





Number of countries where Kumiai products are sold: Over 50 Overseas sales ratio: 60.3%



Financial capital Total assets: 226.9 billion yen



**Natural** capital Raw materials: 71,660 tons Energy consumption: 31,554 kl (crude oil equivalent)\*

Kev seven Kumiai Group companies



# Number of patent applications: 100

Internal and external impact through business activities (2026)

### External

### Social value

### Contribution to smart agriculture

- → Greater lineup of MAMETSUBU® products: 5 products (cumulative total from FY2022)
- Strengthening R&D capabilities

### **Environmental value**

### Reduction of greenhouse gas emissions

→ 30% reduction (Scope 1 and 2) by 2030 compared to 2019 \*Key seven Kumiai Group companies

### **Contribution to biodiversity**

Support for tree-fostering activities / Creation and maintenance of biotope

### Reduction of industrial waste

→ Promoting zero waste emissions: Landfill disposal rate of 1% or less

### Internal

Human capital value

### Promotion of industrial health and safety

Number of accidents with lost time: 0

### Respect for human rights

→ Coverage of human rights education and harassment training: 100% of employees

## Promotion of diversity and inclusion

→ Percentage of female managers: 4.9% Rate of male employees who take childcare leave: 100%

### Promotion of work-life balance

Average rate of employees taking annual paid leave: 70% Certified Health & Productivity Management Outstanding Organization

### **Human capital development**

Training time per employee: 25 hours

### Economic value

**KPIs** 

Net sales: 185.0 billion yen Operating income: 16.0 billion yen ROE: 11.0% or more ROS: 8.5% or more \*ROS: Return on sales

Ultimate Goals

Desired society Kumiai wants to realize



KUMIAI CHEMICAL GROUP Integrated Report 2024