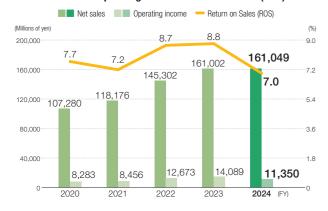
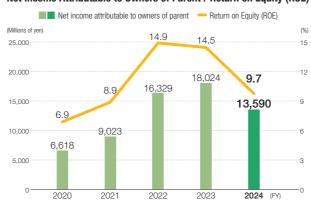
▶ Earnings

Net sales in FY2024 were on par with the previous year, marking the 14th consecutive year of revenue increase, but operating income, which had been steady in the past, has decreased. In addition, return on sales (ROS) and return on equity (ROE) for FY2024 were only 7.0% and 9.7%, respectively, compared to targets of 8.5% or more and 11.0% or more.

Net Sales / Operating Income / Return on Sales (ROS)



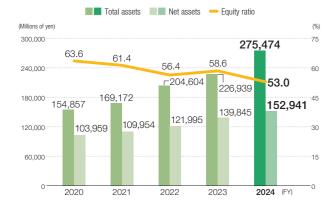
Net Income Attributable to Owners of Parent / Return on Equity (ROE)



▶ Assets and Financing

Although equity ratio and D/E ratio are at a reasonable safety level, interest-bearing liabilities are on the rise as inventories increase due to global inventory adjustments of agricultural chemicals and the entry of generic products of AXEEV®.

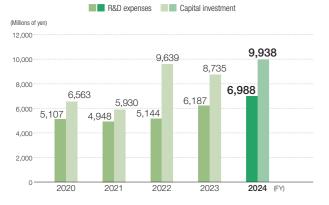
Total Assets / Net Assets / Equity Ratio



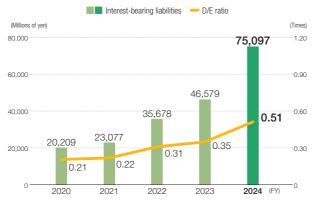
▶ Investments

We constructed new factory plants and conducted the development of Institutes. We are also vigorously investing in R&D to develop new products.

R&D Expenses / Capital Investments



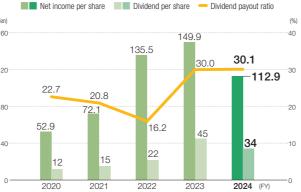
Interest-Bearing Liabilities / D/E Ratio



▶ Shareholder Returns

We are implementing based on the policy of "achieving a stable dividend payout ratio of 30% or more" set in the current Medium-Term Business Plan.

Net Income per Share / Dividend per Share / Dividend Payout Ratio

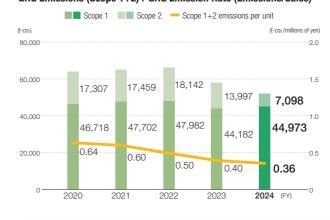


▶ Environmental Impact

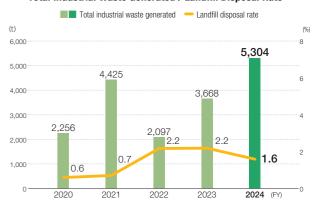
Although net sales for FY2024 were approximately 56% higher than for FY2019, greenhouse gas (GHG) emissions decreased approximately 22% compared to FY2019 levels (67,009t-CO₂) and at this point, we are on track to achieve our numerical target for FY2030.

Note: The target is to achieve 30% reductions in Scope 1 and 2 GHG emissions from seven group companies by FY2030 compared to FY2019.

GHG Emissions (Scope 1+2) / GHG Emission Rate (Emissions/Sales)*



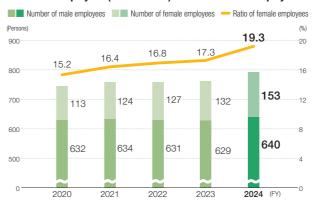
Total Industrial Waste Generated / Landfill Disposal Rate*2



▶ Vision for the Human Capital Strategy

In accordance with the Kumiai Chemical Group Basic Policy on Human Capital Management, we promote diversity and inclusion and work-life balance as mentioned in the vision for the human capital strategy of the Medium-Term Business Plan.

Number of Employees (Male/Female) / Ratio of Female Employees*2

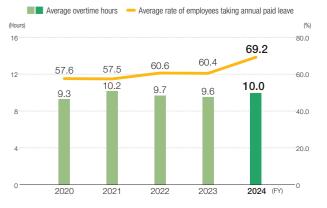


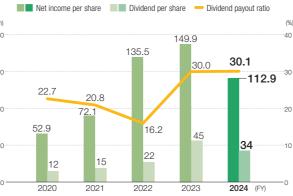
Number of Occupational Accidents (New) / Lost-Time Injury Frequency Rate*3

Number of accidents resulting in lost work time (included in the number of occupational accidents)

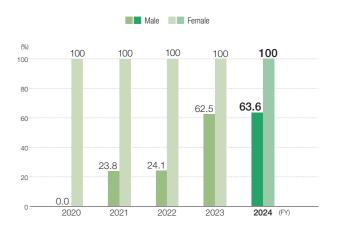
Number of occupational accidents (commuting accidents and work accidents)

Average Overtime Hours (per Month) / Average rate of employees taking annual paid leave²





Childcare Leave Usage Rate (Male/Female)*2



*1: Seven group companies (KUMIAI CHEMICAL INDUSTRY, RIKENGREEN, IHARANIKKEI CHEMICAL INDUSTRY, K-I CHEMICAL INDUSTRY, Ihara Construction Industry, ONOMICHI KUMIKA INDUSTRY, and KUMIKA LOGISTICS)

---6 OC

5.16 23

2024 (FY)

*2: KUMIAI CHEMICAL INDUSTRY only

0.68

Lost-time injury frequency rate (Cases)

*3: Direct employees of KUMIAI CHEMICAL INDUSTRY only

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