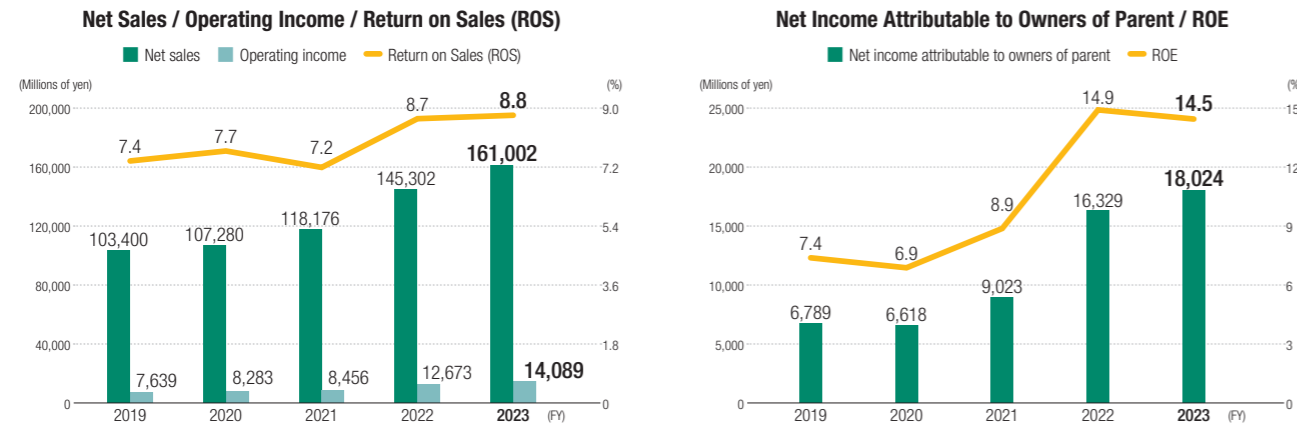


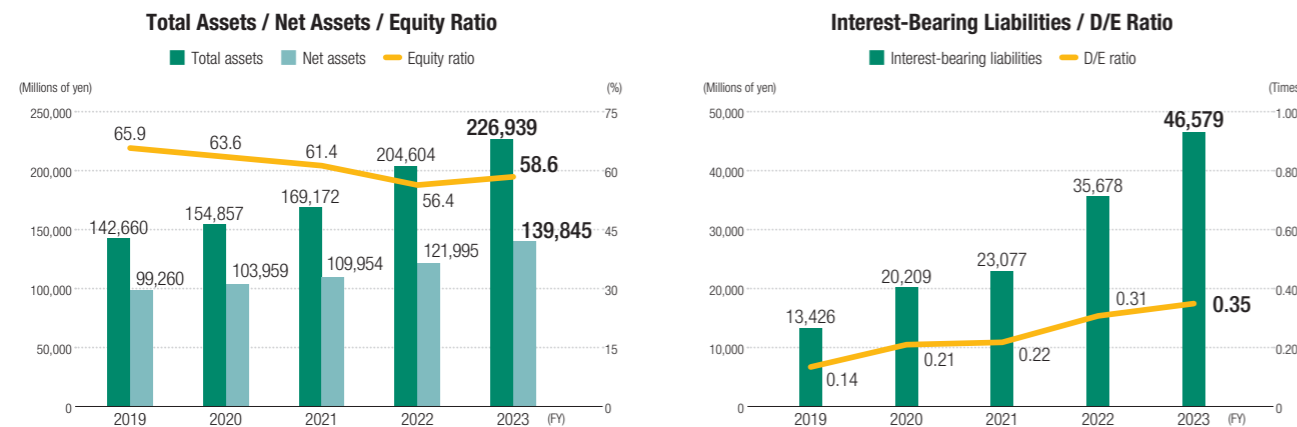
## Earnings

We achieved the net sales and operating income targets of the final year of the Medium-Term Business Plan (FY2021–2023) in the second year and recorded the highest ever earnings in the final year. We also achieved the ROE target by securing profit and steadily implementing capital policies. In FY2023, we maintained a high profit level due to depreciation of the yen and an increase in equity in earnings of affiliates, in addition to strong sales of AXEEV®.



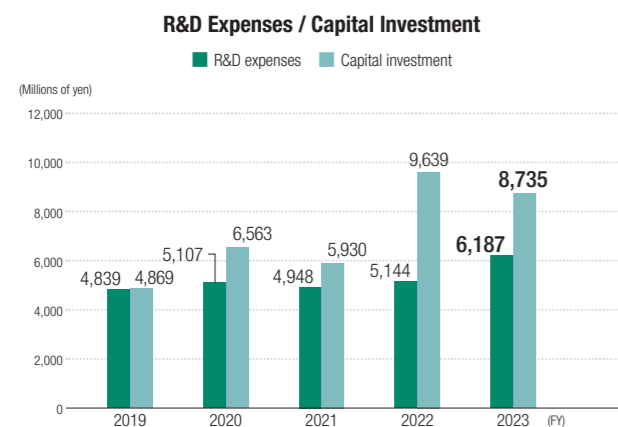
## Assets and Financing

Although interest-bearing liabilities have been increasing owing to increased demand for working capital in line with sales expansion, figures for safety-related items that indicate financial soundness, such as equity ratio and D/E ratio, remained at reasonable levels.



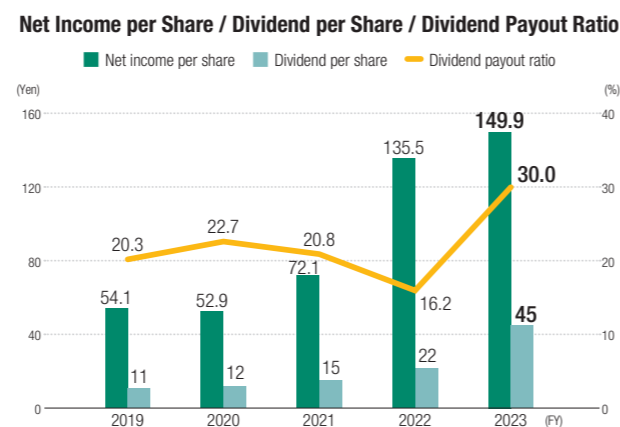
## Investment

We constructed the new Chemical Research Institute (ShIP) and new plants. We are also vigorously investing in R&D to develop new products.



## Shareholder Returns

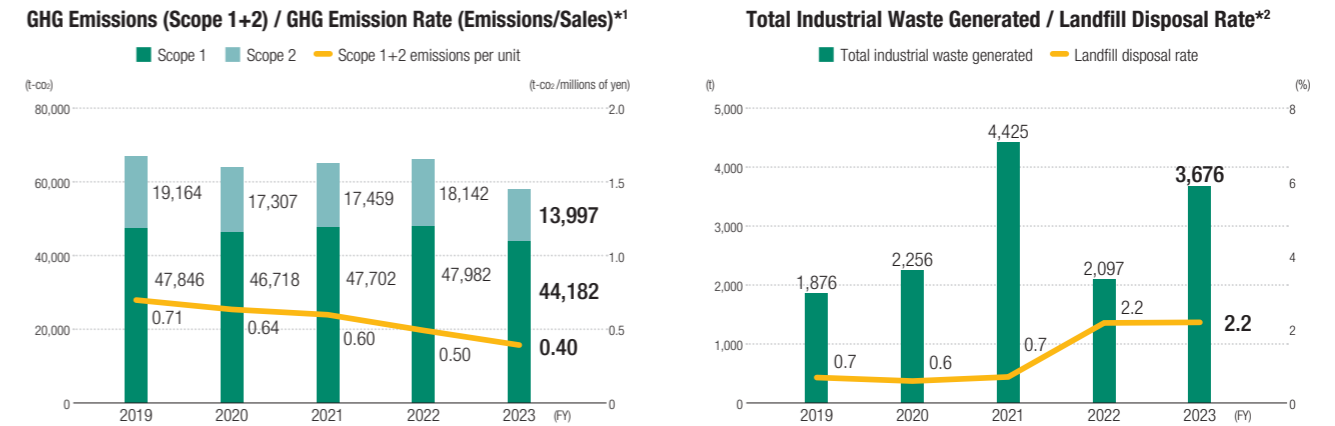
In FY2023, we substantially increased dividends. The new Medium-Term Business Plan (FY2024–2026) sets a goal of achieving a stable dividend payout ratio of 30% or more.



## Environmental Impact

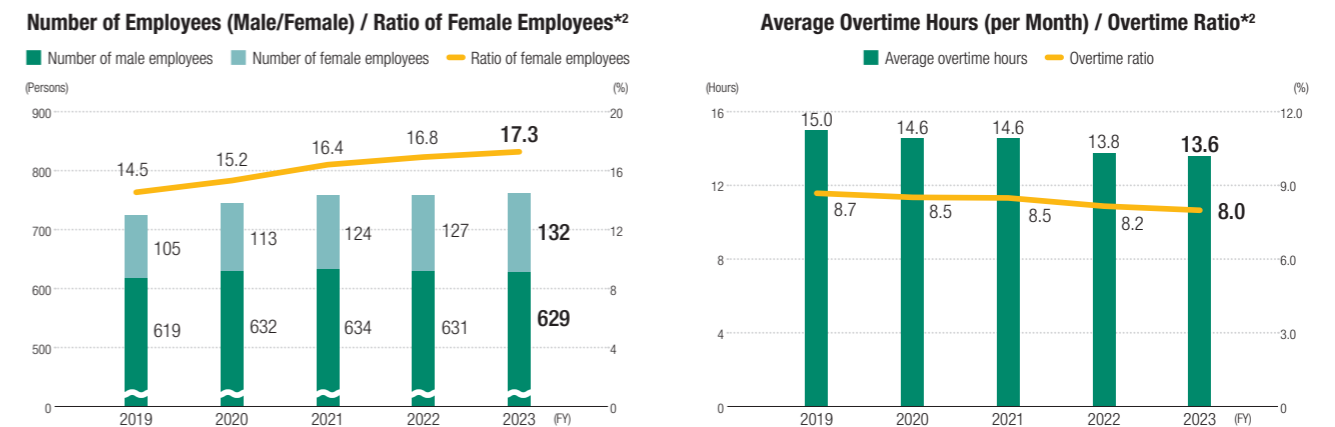
Although net sales for FY2023 were approximately 56% higher than for FY2019, greenhouse gas (GHG) emissions decreased approximately 13% compared to FY2019 levels and we believe that we are on track to achieve our target.

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



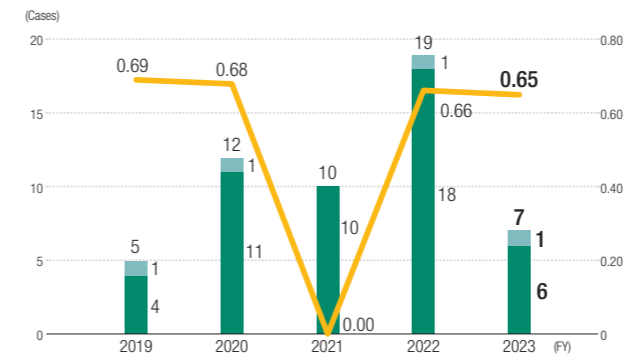
## Vision for the Human Capital Strategy

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.



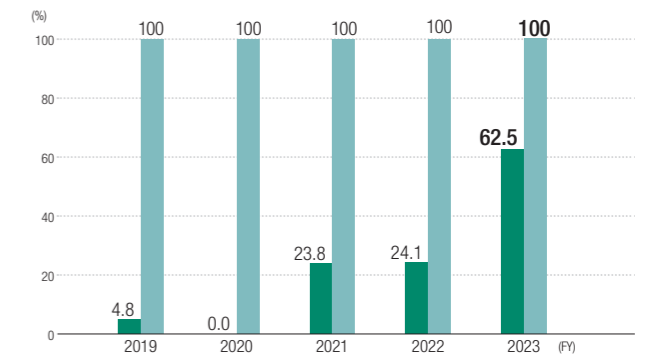
## Number of Occupational Accidents (New) / Lost-Time Injury Frequency Rate\*3

Number of occupational accidents (commuting accidents and work accidents)  
 Number of accidents resulting in lost work time (included in the number of occupational accidents)  
 Lost-time injury frequency rate



## Childcare Leave Usage Rate (Male/Female)\*2

Male Female



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

\*2: KUMIAI CHEMICAL INDUSTRY only

\*3: Direct employees of KUMIAI CHEMICAL INDUSTRY only