

## ESG DATA

### Society

Unless otherwise stated, Kumiai Chemical Industry Co., Ltd. on a stand-alone basis.

Last Updated: March 31, 2025

Human resources									
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Number of employees (By age group)	Under 29	People	215	216	206	184	165	167	
	30~39	People	172	191	212	232	246	263	
	40~49	People	188	174	162	163	160	156	
	50~59	People	142	158	171	171	182	197	
	Over 60	People	7	6	7	8	8	10	
Total		People	724	745	758	758	761	793	
Number of employees (Male / Female )	Male	People	619	632	634	631	629	640	
	Female	People	105	113	124	127	132	153	
	Total	People	724	745	758	758	761	793	
Ratio of female employees		%	14.5	15.2	16.4	16.8	17.3	19.3	
Number of temporary employees		People	92	100	90	92	106	101	
Ratio of temporary employees		%	11.7	12.3	11.0	11.2	12.7	11.7	
Average years of attendance	Male	Year	14.0	13.8	14.2	15.0	14.4	14.6	
	Female	Year	13.6	13.1	12.3	13.0	13.5	11.7	
	Total	Year	13.9	13.7	13.9	14.7	14.3	14.0	
Average age	Male	Year	38.7	38.6	38.9	39.7	39.2	40.0	
	Female	Year	40.9	41.1	40.0	40.2	43.5	40.3	
	Total	Year	39.0	39.0	39.1	39.8	39.9	40.0	
Employee turnover rate		%	5.3	3.9	4.5	2.9	2.9	2.5	
Number of new graduate hires	Male	People	22	28	22	11	9	15	
	Female	People	2	7	12	5	3	8	
	Total	People	24	35	34	16	12	23	
Ratio of female new graduate hires		%	8.3	20.0	35.3	31.3	25.0	34.8	
Number of mid-career hires		People	10	12	6	4	22	17	
Ratio of female mid-career hires		People	0	25	33.3	0	27.3	29.4	
Total hires		People	34	47	40	20	34	40	
Ratio of mid-career hires		%	29.4	25.5	15.0	20.0	64.7	42.5	
Ratio of female executives		%	5.9	7.7	7.7	15.4	15.4	15.4	
Percentage of female employees on management board		%	0	0	0	0	0	0	
Ratio of female managers		%	1.6	1.6	1.5	1.6	2.3	2.2	
Number of female managers		People	2	2	2	2	3	3	
Ratio of female to male earnings (The gender pay gap)	All employees	%	-	-	-	72.5	72.9	71.4	Reasons for the earning differences between men and women: There are no gender differences in the personnel system. The high percentage of male employees in the higher ranks, including managers, and the difference in working hours (men work more overtime hours, while women have a higher utilization rate of shorter working hours) are factors contributing to the pay gap between men and women.
	full-time employees	%	-	-	-	80.5	80.1	79.0	
	Temporary employees	%	-	-	-	62.5	82.9	65.0	
Employees training costs		Millions of yen	52	25	32	27	42	57	
Training hours per employee		Hour	9.94	12.24	14.24	12.8	24.6	41.7	
Employment rate of people with disabilities		%	2.8	2.7	2.2	1.9	2.1	2.2	
Number of retirees who wish to be rehired		People	15	12	8	8	9	14	
Retirement reemployment rate		%(%)	100 (100)	92 (100)	100 (100)	100 (100)	100 (100)	100 (100)	Applicants reemployment rate is in parentheses

Work									
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Average monthly hours of overtime work (per employee)		Hour/ Month	15.0	9.3	10.2	9.7	9.6	10.0	
Average usage for annual paid leave		Days	11.0	9.9	10.9	10.7	10.6	12.2	
Average usage rate for annual paid leave		%	64.3	57.6	57.5	60.6	60.4	69.2	
Number of employees who take childcare leave	Male	People	1	0	5	7	20	14	
	Female	People	4	4	3	2	5	4	
	Total	People	5	4	8	9	25	18	
Rate of employees who take childcare leave	Male	%	4.8	0.0	23.8	24.1	62.5	63.6	
	Female	%	100.0	100.0	100.0	100.0	100.0	100.0	
	Total	%	20.0	12.5	33.3	29.0	80.6	81.8	
Number of employees with shortened working hours for childcare	Male	People	0	0	1	0	0	0	
	Female	People	6	11	10	8	11	9	
	Total	People	6	11	11	8	11	9	
Rate of return to work from childcare leave		%	66.7	100.0	90.0	100.0	100.0	100.0	
Number of employees using nursing care leave		People	0	0	0	0	0	2	
Number of employees using nursing care leaves		People	0	0	0	0	0	0	
Number of occupational accidents (direct employees)		Case	5(0)	12(0)	10(0)	19(0)	7(0)	23 (0)	Figures in parentheses ( ) indicate the number of fatalities.
Number of occupational accidents (Temporary workers)		Case	1(0)	2(0)	1(0)	1(0)	2(0)	4 (0)	
Total number of occupational accidents		Case	6 (0)	14 (0)	11 (0)	20 (0)	9(0)	27 (0)	
Accidents requiring time off from work (direct employees)		Case	1	1	0	1	1	8	
Ratio of work-related accidents resulting in injury leave (direct employees)		—	0.688	0.675	0.000	0.656	0.648	5.163	
Severity rate of accidents resulting in injury leave (direct employees)		—	0.024	0.004	0.001	0.001	0.002	0.002	
Number of employees trained in occupational health and safety		People	147	119	122	176	199	218	

Research and Development								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Number of patent applications (Total)	Case	-	107	80	93	101	83	
Number of patent applications (Japan)	Case	-	32	29	21	15	23	
Number of patent applications (Overseas)	Case	-	75	51	72	86	60	
Number of patents held (Total)	Case	-	1,079	1,088	1,026	993	998	
Number of patents held (Japan)	Case	-	209	151	147	145	143	
Number of patents held (Overseas)	Case	-	870	937	879	848	855	
Percentage of researchers with master's degrees	%	88.9	88.7	89.9	91.5	90.1	90.1	
Percentage of researchers with doctor's degrees	%	15.1	12.0	8.7	7.0	7.1	7.7	