

ESG DATA

Governance

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

Last Updated: March 31, 2025

Independence of the Board of Directors

			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Directors※	Inside	Male	People	10	6	6	6	6	6	
		Female		0	0	0	0	0	0	
		Total		10	6	6	6	6	6	
	Independent Outside	Male		3	3	3	2	2	2	
		Female		0	0	0	1	1	1	
		Total		3	3	3	3	3	3	
	Total			13	9	9	9	9	9	
	Independent Outside Director ratio※			%	23	33	33	33	33	
Board of Directors			Times	13	9	10	10	11		
Board of Directors attendance rate (directors)			%	98	99	100	98	100		
Board of Directors attendance rate (Audit & Supervisory Board Members)			%	97	94	97	97	100		
Evaluating the Effectiveness of the Board of Directors			Times	1	1	1	1	1		

※Data as of the end of the general meeting of shareholders held in January of each fiscal year

Audit & Supervisory Board

			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Audit & Supervisory Board Members※	Inside	Male	People	0	1	1	0	0	0	
		Female		0	0	0	0	0	0	
		Total		0	1	1	0	0	0	
	Outside	Male		0	0	0	1	1	1	
		Female		0	0	0	0	0	0	
		Total		0	0	0	1	1	1	
	Independent Outside	Male		3	2	2	2	2	2	
		Female		1	1	1	1	1	1	
		Total		4	3	3	3	3	3	
	Total			4	4	4	4	4	4	
	Audit & Supervisory Board			Times	10	10	12	12	11	12

※Data as of the end of the general meeting of shareholders held in January of each fiscal year

Nomination and Remuneration Committee

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Inside Directors	People	—	—	2	2	2	5	Established in 2021
Outside Directors and Audit & Supervisory Board Member		—	—	3	3	3	2	
Outside Experts		—	—	0	0	0	3	
Total		—	—	5	5	5	0	

Remunerations for Directors							
		FY2024				Remarks	
		Number of officer (People)	Remuneration (Millions of yen)	Bonus (Millions of yen)	Total payment (Millions of yen)		
Directors	Inside	6	287	—	287	As of October 31, 2024	
	Independent Outside	3	17	—	17		
	Total	9	305	—	305		
Audit & Supervisory Board Member	Inside	—	—	—	—		
	Independent Outside	3	39	—	39		
	Total	3	39	—	39		
Total		12	343	—	343		
		FY2024				Remarks	
		Number of officer (People)	Amounts by type of remuneration				
			Fixed remuneration (Millions of yen)	Performance-based remuneration (Millions of yen)	Non-monetary remuneration, etc. (Millions of yen)		Total (Millions of yen)
Inside Directors		6	261	—	27	287	As of October 31, 2024
Inside Audit & Supervisory Board Member		—	—	—	—	—	
Outside Directors and Audit & Supervisory Board Member		6	56	—	—	56	

Stockholder's right								
	unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Takeover Defense Measures	yes/no	no	no	no	no	no	no	

Briefings for shareholders, investors and analysts								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Annual General Meeting of Shareholders	Times /Year	1	1	1	1	1	1	
Financial Results Briefing for Analysts	Times /Year	2	2	2	2	2	2	

Compliance								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Number of reports and consultations made to the internal reporting system (Helpline)	Case	1	7	2	5	6	6	
Number of disciplinary actions against employees resulting from violations of anti-corruption policies	Case	0	0	0	0	0	1	
Fines and settlement costs related to bribery	Millions of yen	0	0	0	0	0	0	
Fines and settlement costs related to anti-competitive practices	Millions of yen	0	0	0	0	0	0	

Corporate income tax								
	unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Total consolidated accounting	Millions of yen	3,847	2,450	3,884	6,701	5,122	2,836	

Political contributions								
	unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Remarks
Total political contributions	Millions of yen	0.6	0.3	0.2	0.6	0.6	0.5	