"Create the future with ${\cal N}$ "

₿пікко

Fiscal Year 2023 (Ending March 31, 2024) 3rd Quarter Financial Results Briefing Session Materials

Tokyo Stock Exchange Code: 6306

Nikko Co., Ltd.

Hiroshi Fujii, Representative Director and Vice President March 5, 2024

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	* The last digit of the figures of changes in this document may differ from those in the Quarterly Report due to the treatment of fractions less than unit.
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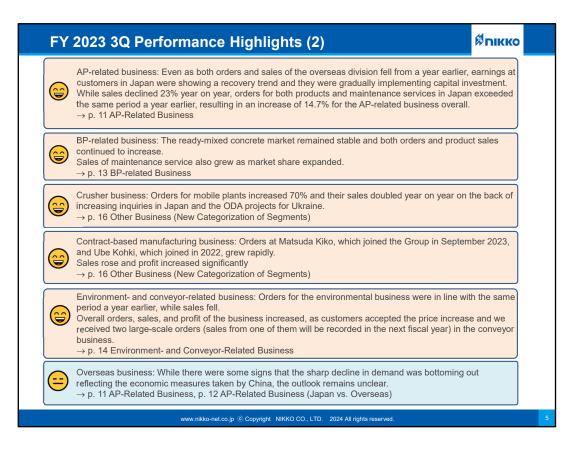
Y 2023 3Q Performa	ince Highligh	nts (1)		Пікко
Y 2023 9-month results				
			(million yen)	
3Q (Apr–Dec)	Results Yo	(change (amount)	YoY change (%)	
Net sales	27,619	+490	+1.8%	
Operating income	718	+351	+95.6%	
Quarterly net income attributable to owners of parent	594	+370	+165.0%	
New orders received	35,605	+6,388	+21.9%	
 Sales of BP-related business: Sales of Sales of New orders received: Up 14.7% at the 	of the overall segment incre ne AP-related business, up	enance services grew co eased 18.7%. 23.1% at the BP-related	business, up 34.8% at the enviro	
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Sales of BP-related business: Sales i Sales i New orders received: Up 14.7% at th conveyor-relat business, and Business climate AP-related business FY 2023 3Q (Apr–Dec) Mixture output Virgin mixture Recycled mixture	of both products and maint of the overall segment inorr te AP-related business, up ed business, up 70.0% at tl up 1.5% at the other busine Results (10,000 tons 2,579 631	enance services grew co eased 18.7%. 23.1% at the BP-related he crusher business, up ess, rising from a year ease y YoY change (5.2%) (9.4%)	business, up 34.8% at the enviro 59.0% at the contract-based mar arlier at all businesses.	75.5%

In the results for the third quarter, we achieved significant increases in profit compared with the previous fiscal year. Nevertheless, profit has declined compared to the fiscal year before last and we are in a tough situation.

We will strive to improve profitability in the future.

FY 2023 30		mance	підіші	jiits (T)				ПІККО
YoY change o	f results							
Net sales:Operating income:	AP-related busines business (up 140 530 mil. yen, othe Rose owing to inc despite the declin	mil. yen), othe er: up 190 mil. y creased profit a	r business (up 2 /en]) t the BP-related	,100 mil. yen [cr business, crusł	rushers: up 1,370 ner business, and) mil. yen, contra	ct-based manuf	acturing: up
 New orders received: Order backlog: 		ess (up 1,870 m mil. yen), other her: up 50 mil.	nil. yen), BP-rela r business (up 2 yen])	ated business (u ,010 mil. yen [cr	p 1,830 mil. yen) rushers: up 940 r	nil. yen, contract	-based manufac	turing: up
	(up 190 mil. yen), other: up 290 mil.		s (up 790 mil. ye	n [crushers: dov	vn 310 mil. yen, o	contract-based n	nanufacturing: u	o 820 mil. yen,
	FY 2 ()22			FY 2	2023		(million yen)
	3Q actual	3Q (9-month) actual	3Q actual	YoY change	3Q (9-month) actual	YoY change	Progress in full year forecast	Full-year forecast
Net sales	8,369	27,129	10,637	+2,268 +27.1%		+490 +1.8%	62.8%	44,000
Operating income	(32)	367	449	+481 -	718	+351 +95.6%	37.8%	1,900
Operating margin	(0.4%)	1.4%	4.2%	+4.6pt	2.6%	+1.2pt	_	4.3%
Ordinary income	(19)	529	520	+539 -	975	+446 +84.3%	51.3%	1,900
Net income attributable to owners of parent	(35)	224	246	+281 -	594	+370 +165.2%	49.5%	1,200
New orders received	10,268	29,217	10,477	+209 +2.0%	35,605	+6,388 +21.9%	82.7%	43,038
Order backlog	18.560	18,560	25.642	+7,082 +38.2%		+7,082 +38.2%	_	16,694

The rate of progress for the full year as of the end of the third quarter is shown here. The rate of progress of net sales is 62.7%, that of operating income is 37.7%, that of profit is 49.5%, and that of new orders received us 82.7%. The progress through the third quarter is in line with the plan, and especially in the current fiscal year, sales will be concentrated in the fourth quarter. Orders increased 6.3 billion yen year on year. While output of asphalt mixture and ready-mixed concrete is showing a declining trend, appetite for capital investment is high due to stable ready-mixed concrete price. The business in Japan is reasonably good but China has slowed down and the Thailand business continues to be in the red. The figures for the overseas business are worse than expected.



I have already talked about this quite a bit. These are the highlights of the results.

The AP-related business in Japan is doing well but the business overseas is facing a worse-than-expected situation. On the other hand, our BP-related business expanded its market share and its maintenance service sales have also been increasing. In particular, the crusher and contract-based manufacturing businesses have been strong and they are contributing to increased sales and profits. The environmentand conveyor-related business also has been posting strong profits.

The businesses in China and Thailand continue to face tough situations but we are expecting their profitability to improve in the next fiscal year. Orders in Japan have been good and we are expecting both sales and profits to rise in the next fiscal year. We are expecting higher profits and higher sales overall in the next fiscal year.

			FY 2022				FY 2023		(million yen)
		3Q actual	3Q (9-month) actual	Full year actual	3Q actual	YoY change	3Q (9-month) actual	YoY change	Full-year forecast
	Net sales	4,433	13,085	17,341	2,965	(1,468) (33.1%)	10,080	(3,005) (23.0%)	18,00
AP-related business	Operating income	107	239	49	(366)	(473)	(337)	(576)	15
	Operating margin	2.4%	1.8%	0.3%	_	_	_	_	0.8
	Net sales	1,330	6,644	11,111	2,837	+1,507 +113.3%	7,886	+1,242 +18.7%	12,20
BP-related business	Operating income	2	507	1017	401	+399 +19950.0%	905	+398 +78.5%	1,35
	Operating margin	0.2%	7.6%	9.2%	14.1%	+14.0pt	11.5%	+3.8pt	11.1
	Net sales	916	2,138	2,888	836	(80) (8.7%)	2,286	+148 +6.9%	3,10
Environment- and · conveyor-related business	Operating income	82	318	522	208	+126 +153.7%	540	+222 +69.8%	70
business .	Operating margin	9.0%	14.9%	18.1%	24.9%	+15.9pt	23.6%	+8.7pt	22.6
	Net sales	1,688	5,259	8,325	3,999	+2,311 +136.9%	7,366	+2,107 +40,1%	10,70
Other business see the next page for breakdown)	Operating income	163	416	1042	622	+459 +281.6%	837	+421 +101.2%	1,35
	Operating margin	9.7%	7.9%	12.5%	15.6%	+5.9pt	11.4%	+3.5pt	12.6
Net sales of AF		declined 63						while overseas i	net sales

In the account settlement for the third quarter, the mainstay AP-related business regrettably posted a loss. The overseas business in particular posted a large loss, which was too big to be offset by the profits in Japan. In the full-year forecast, operating income of the AP-related business is expected to be 150 million yen with approx. 8,000 million yen in sales and approx. 500 million yen in profit for the fourth quarter.

On the other hand, the BP-related business is strong and sales are up about 20% year on year, while profit grew and almost doubled. Operating margin also has been robust and the full-year profit forecast is 1,350 million yen.

In the environment- and conveyor-related business, profit is expected to increase reflecting conveyor-related price increases and full-year profit is forecast to be 700 million yen. Both sales and profit also grew at the other business and it expects 10,700 million yen in sales and 1,350 million yen in operating income.

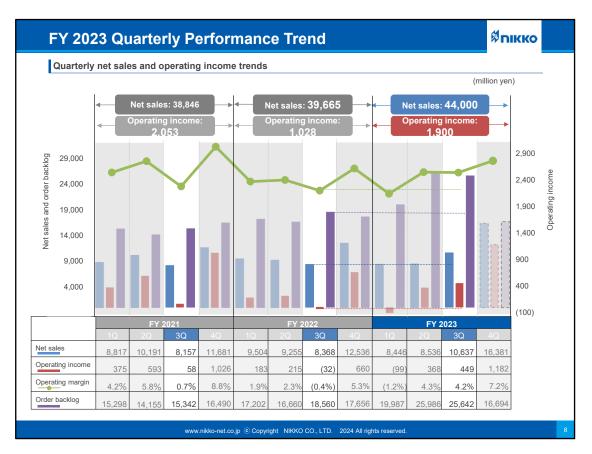
			FY 2022				FY 2023		
		3Q actual	3Q (9-month) actual	Full year actual	3Q actual	YoY change	3Q (9-month) actual	YoY change	Full-year forecast
1	Net sales	366	1,371	2,217	1,667	+1,301 +355.5%	2,745	+1,374 +100.2%	3,55
Crusher husiness	Operating income	(12)	35	175	244	+256	300	+265 +757.1%	35
(Operating margin	(3.3%)	2.6%	7.9%	14.6%	+17.9pt	10.9%	+8.4pt	9.9
1	Vet sales	286	1,128	2,216	1,297	+1,011 +353.5%	1,667	+539 +47.8%	3,00
	Operating income	(11)	10	156	239	+250	207	+197	30
(Operating margin	(3.8%)	0.9%	7.0%	18.4%	+22.3pt	12.4%	+11.5pt	10.0
1	Vet sales	1,035	2,760	3,892	1,034	(1) (0.1%)	2,953	+193 +7.0%	4,15
Other	Operating income	186	370	711	138	(48)	329	(41) (11.1%)	70
(Operating margin	18.0%	13.4%	18.3%	13.3%	(4.6pt)	11.1%	(2.3pt)	16.9
 Net sales of crush Net sales of contra Other: Up 7.0% Yo 	er business: act-based ma	Up 100.2% Yo	Y (mobile plants	s: up 103.4%, N				(2.00)	

The figures for the two businesses that have been carved out of the other business are as follows.

Sales of the crusher business were 2,700 million yen and operating income was 300 million yen. Compared with a year earlier, sales and profit have been growing smoothly.

The contract-based manufacturing business had 1,667 million yen in sales and 207 million yen in profit for the current fiscal year. In particular, the consolidation of Matsuda Kiko has significantly contributed to profits.

Sales of the other business, after these businesses were separated, were 2,900 million yen with operating income of 329 million. Sales grew marginally compared to a year earlier, but profits have fallen slightly.

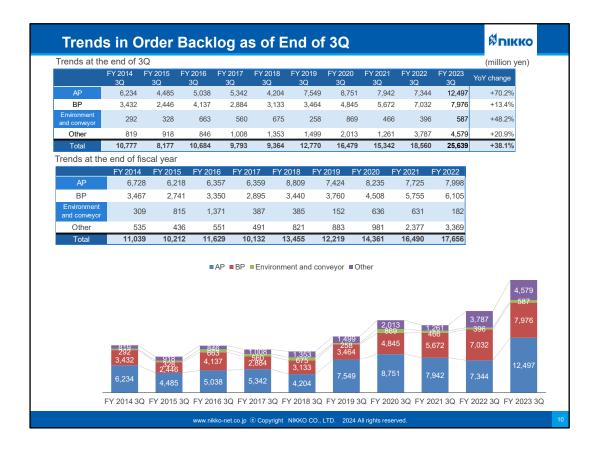


The trend per quarterly business performance is as described below.

As of the end of the third quarter, the rate of progress has been tepid compared with the full-year forecast, but the full-year outlook is favorable. Sales for the fourth quarter are expected to be 16,300 million yen, which will be a significant increase compared with the 12,500 million yen for the previous year and the 11,600 million yen for the year before. Specifically, sales of AP and BP are expected to grow significantly. We are expecting 1,182 million yen in profit, which is almost double that of last year. However, the overall profitability has declined slightly to 7.2% compared with 8.8% two years ago.

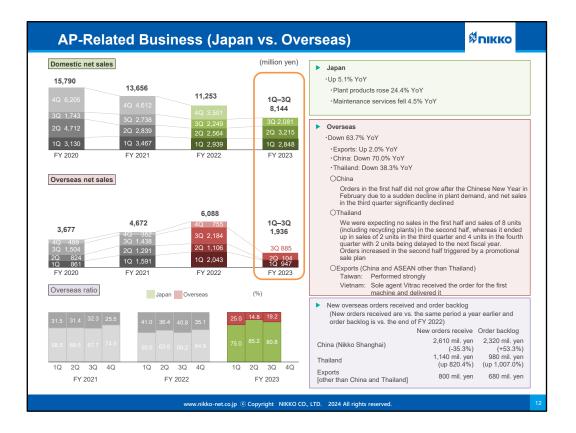
3Q trend (9 r	nonths)									(millio	n ven)
	FY 2014 3Q	FY 2015 3Q	FY 2016 3Q	FY 2017 3Q	FY 2018 3Q	FY 2019 3Q	FY 2020 3Q	FY 2021 3Q	FY 2022 3Q	FY 2023 3Q	YoY change
AP	12,480	9,315	9,507	10,572	8,137	11,197	14,102	13,072	12,705	14,578	+14.7
BP	7,594	6,627	8,000	6,430	5,720	6,315	7,279	8,442	7,921	9,757	+23.2
Environment and conveyor	1,896	1,715	1,762	2,162	1,987	1,787	2,290	2,025	1,921	2,591	+34.9
Other	3,564	3,264	3,217	3,145	3,805	4,578	5,223	4,606	6,669	8,676	+30.1
Total	25,533	20,920	22,486	22,309	19,650	23,877	28,894	28,146	29,217	35,602	+21.9
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 full-year forecast	YoY change
AP	17,114	16,553	16,718	17,182	18,884	16,133	20,279	18,180	17,614	18,149	+3.0
BP	10,069	9,517	9,966	9,066	8,438	9,478	9,961	12,086	11,461	11,228	(2.0%
Environment and conveyor	2,711	2,796	3,203	2,948	2,773	2,402	2,875	3,014	2,556	2,872	+12.4
Other	4,606	4,203	4,248	4,420	5,008	5,903	6,894	8,056	9,216	10,789	+17.1
Total	34,501	33,069	34,134	33,617	35,104	33,916	40,009	41,337	40,847	43,038	+5.49
	3,564 1,896 7,594	3,264 1,715 6,627	3,217 1,762 8,000	3,14 2,16 6,43	2 3,8 0 1,9	305	4,578 1,787 5,315	5,223 2,290 7,279	4,606 2,025 8,442	6,669 1,921 7,921	8,676 2,591 9,757 14,578
	12,480	9,315	9,507	10,5	72 8,7	137 1	1,197	14,102	13,072	12,705	14,576

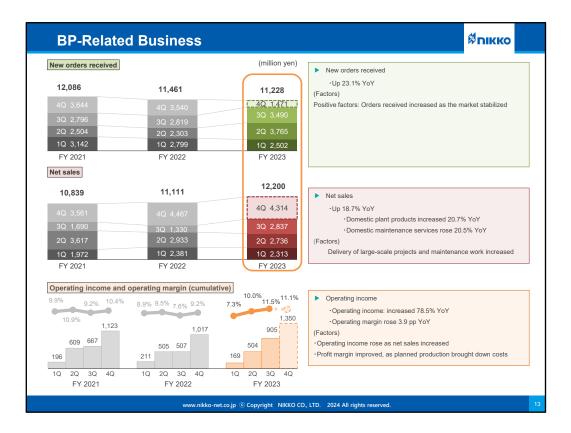
This table and graph show the trend of new orders received. The table on the top is the results through the third quarter of the current fiscal year and the one in the bottom is the full-year forecast and estimate for the current fiscal year. Compared with 10 years ago, we can see that new orders received increased by approx. 10 billion yen. It is apparent that orders for the other business in particular have increased.

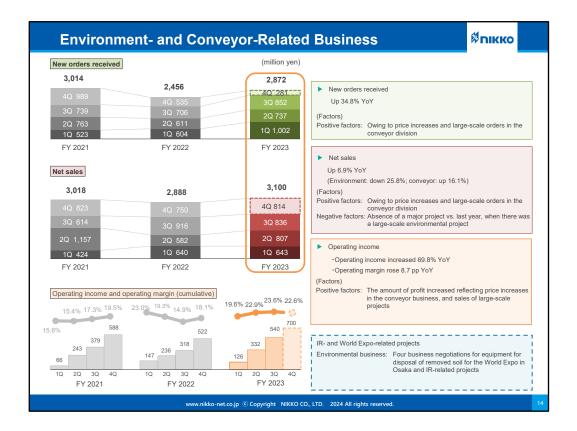


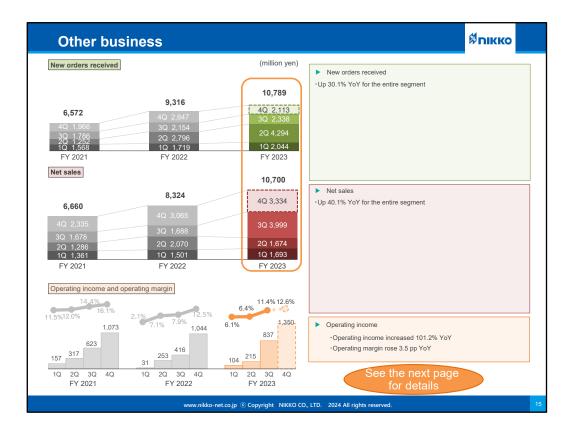
This table and graph show the trend in order backlog. The figure for the current fiscal year does not include the forecast for the end of fiscal year, and order backlog as of the third quarter was 25.6 billion yen, which is a very high level. Considering that last year's order backlog was 18.5 billion yen, it increased by approx. 7 billion yen. Based on this, you can see that sales for the fourth quarter will likely rise a lot more than last year.

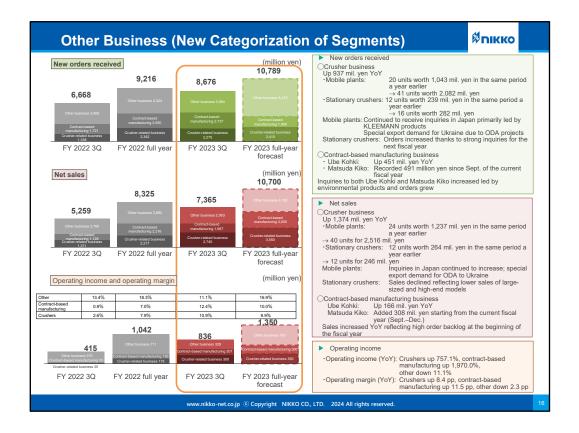
New orders received		(million yen)	New orders received
18,180	17,614	18.149	New orders received Up 14.7% YoY
		4Q 3,571	(Factors)
4Q 5,108	4Q 4,909	3Q 3,795	Positive factors: [Japan] Profitability of the industry is showing a recovery trend and companies are moving
3Q 4,024	3Q 4,590	2Q 5.556	toward implementing capital investment which they had postponed earlier
2Q 4,529	2Q 3,021		[Thailand] Orders increased thanks to the promotion sale strategy
1Q 4,519	1Q 5,094	1Q 5,227	Exports: Strong, led by Taiwan Negative factors: [China] While there are some signs that the sharp
FY 2021 Net sales	FY 2022	FY 2023	decline in demand was bottoming out reflectin the economic measures taken by the government, the outlook remains unclear.
18,328	17.341	18,000	Recovery is likely to take time
4Q 4.963			 Net sales Down 23.0% YoY
	4Q 4,255	4Q 7,921	Positive factors:
3Q 4,176	3Q 4,433	3Q 2,965	[Japan] Sales of foamed equipment for reducing CO2 emissions hav been strong (43 units)
2Q 4,131	2Q 3,670	2Q 3,319	Up 24.4% YoY [Exports] Up 2.0% YoY. Taiwan has been solid. One unit for Vietnam.
1Q 5,058	1Q 4,982	1Q 3,795	Negative factors:
FY 2021	FY 2022	FY 2023	[Overseas (China)] Businesses are taking a cautious approach to capita investment due to the completion of a cycle of large
Operating income and op	erating margin (cumulative)		scale road works coupled with the uncertain outlook
4.2% 2.4% 3.1%	1.5% 1.8% 0.3%	(2.4%) 0.4% 0.8%	Operating income
3.9% 562	2.8%	(2.470) (3.3%)	Negative factors:
199 388 327 JOL	139 132 ²³⁹ 49	29 150	·[Japan] Sales are concentrated in the fourth quarter Passing on the soaring raw material prices to selling prices
		(92) (337)	is still halfway [China] Posted operating loss due to a significant decline in sales caused by a fall in demand and delays in purchase in
1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q	addition to intensified selling-price competition [Thailand] Investment for improving factory facilities and measures for
FY 2021	FY 2022	FY 2023	[Taiwan] reducing costs are in progress [Taiwan] Passing on of soaring raw material prices is still halfway

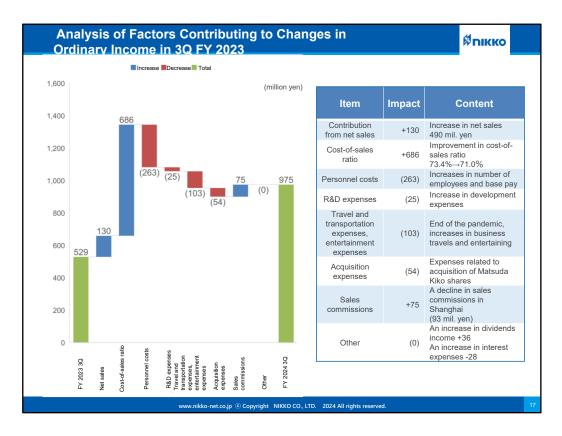






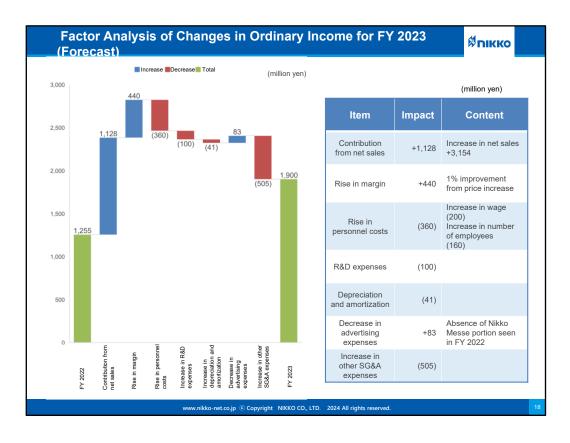






Page 17 is the analysis of factors contributing to the changes in ordinary income.

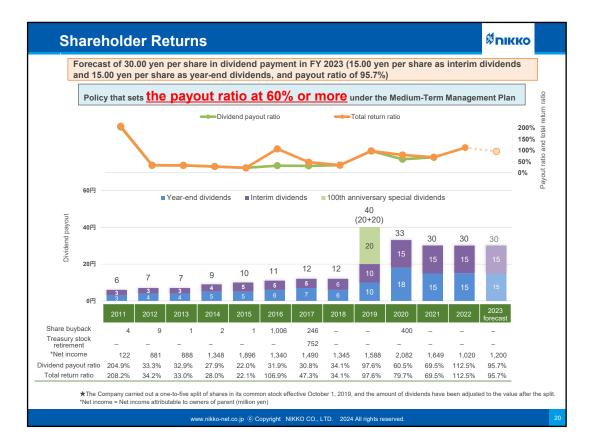
When comparing the nine months through to the third quarter in the previous and current fiscal year, ordinary income has almost doubled. The impact from sales increase is 130 million yen and the most significant factor was an improvement in cost-of-sales ratio, which rose by about 2.4 pp. At the same time, investment in human resources, R&D expenses, capital investment, and depreciation have increased, affecting profit negatively.



While the impact of improving the profit margin was 686 million yen in the analysis of factors contributing to the changes for full year, the improvement in gross profit margin is limited to 440 million yen on a full-year basis due to low-profitability asphalt plant projects in Japan. The sales increase has an impact exceeding 1 billion yen on profit, but increases in personnel costs, R&D expenses, and depreciation and amortization are negative factors.

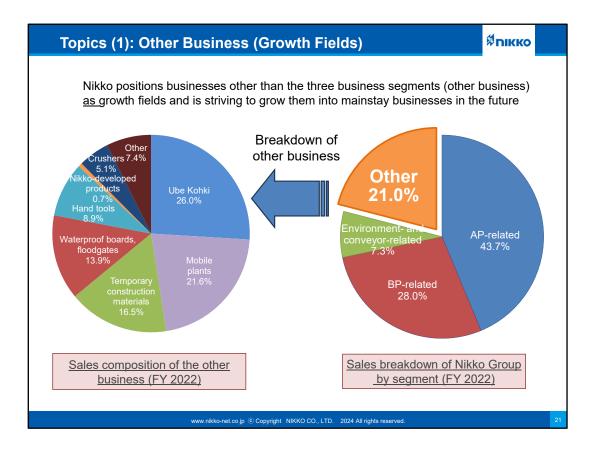
rrent assets operty and quipment ntangible	End of FY 2022 33,723 11,839	FY 2023 3Q 38,883	Change +5,159	Main factors in year-on-ye Increase: Cash and cash equivalents Merchandise and finished goods Work in process Decrease: Notes and accounts	illion yen) ar change +3,173 mil. ye +1,111 mil. ye +2,764 mil. ye (1,478 mil. yer
operty and quipment	33,723			Increase: Cash and cash equivalents Merchandise and finished goods Work in process Decrease: Notes and accounts	+3,173 mil. ye +1,111 mil. ye +2,764 mil. ye
operty and quipment	, , , , , , , , , , , , , , , , , , ,	38,883	+5,159	Merchandise and finished goods Work in process Decrease: Notes and accounts	+1,111 mil. ye
quipment	11,839			receivable-trade	(1,470 mil. yei
ntangible	,	13,230	+1,391	Other Increase: Buildings and structures	(277 mil. yer +125 mil. ye
assets	1,020	1,193	+173	Tools, furniture and fixtures Land Construction in progress	+102 mil. ye +319 mil. ye +959 mil. ye
vestments and other assets	5,544	6,332	+788	Software in progress Investment securities Decrease: Machinery, equipment and	+168 mil. ye +1,350 mil. ye (108 mil. yer
sets	52,127	59,640	+7,513	vehicles Deferred tax assets	(425 mil. yer
				Increase: Notes and accounts payable	(235 mil. yer +565 mil. ye
Current liabilities	15,338	19,886	+4,547	Electronically recorded obligations	+393 mil. ye
.ong-term liabilities	5,184	7,717	+2,532	Short-term loans payable Contract liabilities Other	+362 mil. ye +740 mil. ye +2,521 mil. ye +266 mil. ye +2,414 mil. ye
assets	31,604	32,036	+432	Decrease: Provision for bonuses Increase: Valuation difference on	+2,414 mil. ye +126 mil. ye (240 mil. ye +955 mil. ye
per share)	826.73			available-for-sale securities Decrease: Retained earnings	(554 mil. yer
C lia a	Current abilities ong-term abilities ssets	sets52,127Current abilities15,338ong-term abilities5,184ssets31,604or share826.73	sets 52,127 59,640 Current abilities 15,338 19,886 ong-term abilities 5,184 7,717 ssets 31,604 32,036 or share 826.73 5	sets 52,127 59,640 +7,513 Current abilities 15,338 19,886 +4,547 ong-term abilities 5,184 7,717 +2,532 ssets 31,604 32,036 +432 or share 826.73	vets 52,127 59,640 +7,513 Current abilities 15,338 19,886 +4,547 Increase: Notes and accounts payable trade Sets 5,184 7,717 Stats 31,604 32,036 Increase: Valuation difference on available-for-sale securities Decrease: Retained earnings

On the balance sheet, total assets increased 7,500 million yen from the end of the previous fiscal year and net income rose 430 million yen. However, equity ratio declined slightly.



Next is shareholder returns.

In the Medium-Term Management Plan, we have set forth a policy to maintain dividend payout ratio of 60% or higher. In the previous fiscal year, profit was lower than dividends and payout ratio exceeded 100%. The payout ratio is again expected to exceed 90% in the current fiscal year, and we are planning to pay a dividend of 30 yen per share as announced at the beginning of the fiscal year.

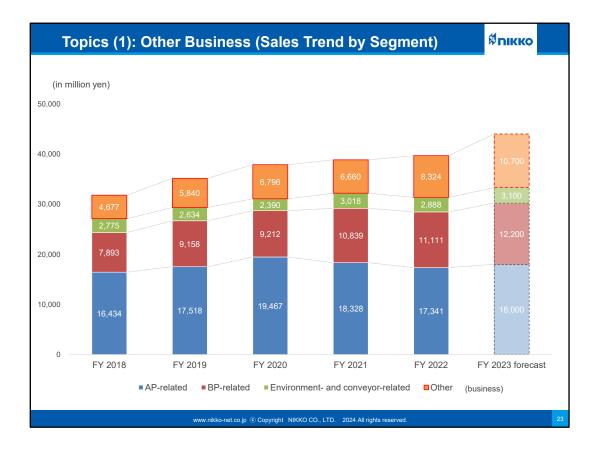


From here on, we will look at the topics. This is about the other business.

At Nikko, AP used to account for around 50% and BP around 25%, and the remaining 25% was the conveyor/environment and other businesses. However, the ratio of the other business has grown and the share of BP is also expanding. The ratio of BP is nearing 30% and the ratio of AP-related sales has declined to 43%. The other business's 21% includes Ube Kohki, which we purchased, and sales of mobile crushers and other products increased considerably.

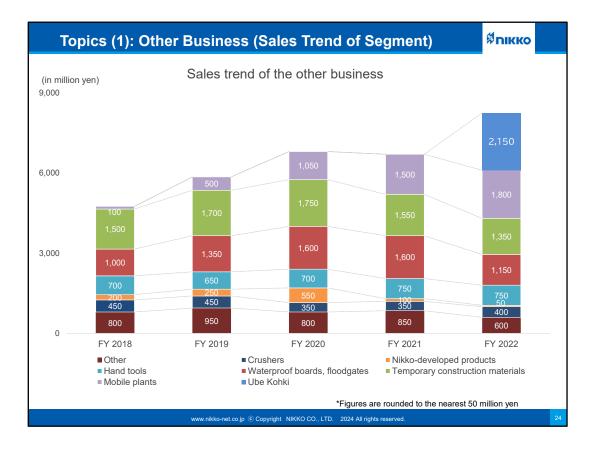


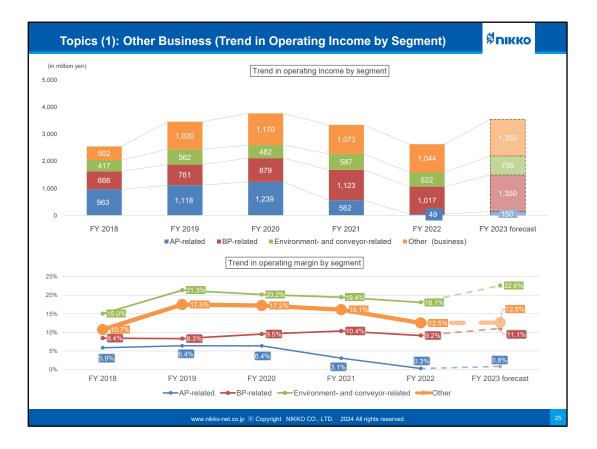
This shows businesses that are in the growth field on a graph, making it easy to understand.

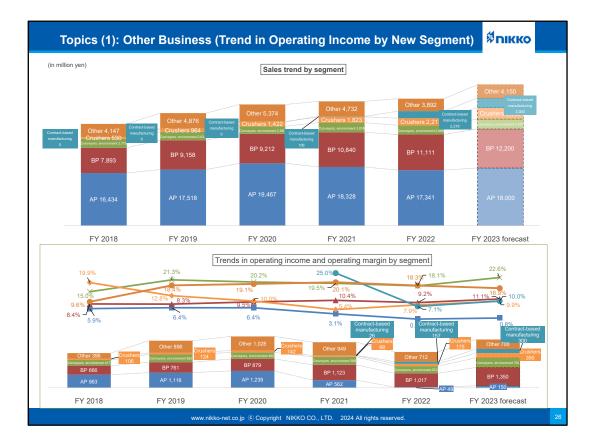


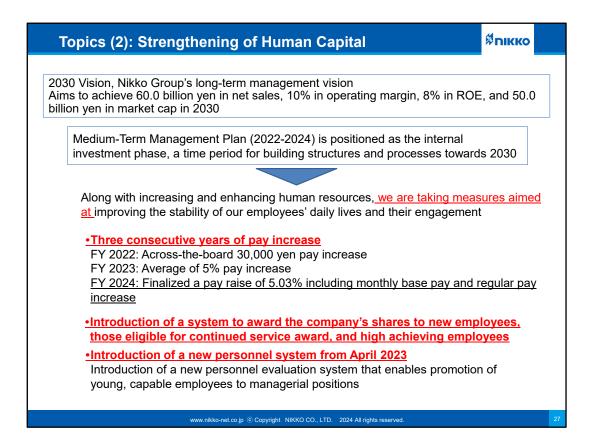
This is sales trend by segment. The bottom is AP, one above that is BP, and the one above that is environment/conveyors, with the one on top being other.

Sales of the other business are expected to exceed 10 billion yen in the current fiscal year. Comparing the five years since FY 2018, sales grew in all segments and the businesses have been continuing to grow in a balanced manner.









I am going to explain the recent pay raises. In FY 2022, we raised pay by around 10% across the board and implemented a pay increase of 5% in FY 2023. In the next fiscal year, we are planning to implement a 5.03% pay raise combining monthly wage and regular pay increase. Furthermore, we have introduced a system to grant shares in the company to all employees to raise their awareness as shareholders from the time they join the company and to encourage them to participate in management.

In April of last year, we carried out a major reform of the personnel system to remove seniority-based aspects and have been working to improve employee engagement.

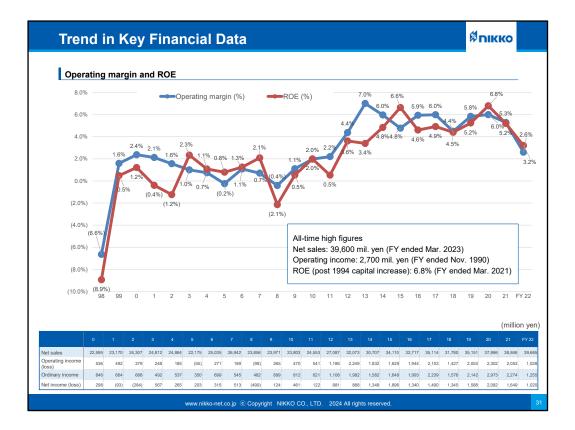
											(mi	lion yen
		FY2	21			FY:	22			FY2	23	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Net sales	8,817	10,191	8,157	11,681	9,504	9,256	8,369	12,536	8,446	8,536	10,637	
AP-Related Business	5,058	4,131	4,176	4,963	4,982	3,670	4,433	4,256	3,795	3,319	2,965	
BP-Related Business	1,972	3,617	1,690	3,561	2,381	2,933	1,330	4,467	2,313	2,736	2,837	
Environment- and conveyor- related business	424	1,157	614	823	640	582	916	750	643	807	836	
Other business	1,361	1,286	1,678	2,335	1,501	2,070	1,688	3,065	1,693	1,674	3,999	
Operating income	375	593	59	1,026	183	216	(32)	661	(99)	368	449	
AP-Related Business	199	189	(61)	235	139	(7)	107	(190)	(92)	121	(366)	
BP-Related Business	196	413	58	456	211	294	2	510	169	335	401	
Environment- and conveyor- related business	66	177	136	209	147	89	82	204	126	206	208	
Other business	157	160	306	450	31	222	163	628	104	111	622	
Corporate expenses	(244)	(345)	(382)	(322)	(345)	(382)	(388)	(490)	(407)	(405)	(415)	
Ordinary income	519	586	89	1,079	326	222	(19)	726	67	388	520	
Net income attributable to owners of parent	378	489	16	766	140	119	(35)	796	27	321	246	
Cash flow from operating activities		2,22	4			(1,6	44)			-		
Cash flow from investing activities		(2,16	5)			(1,2	26)			-		
Total dividend	687	-	573	-	573	-	574	-	574	-	574	-

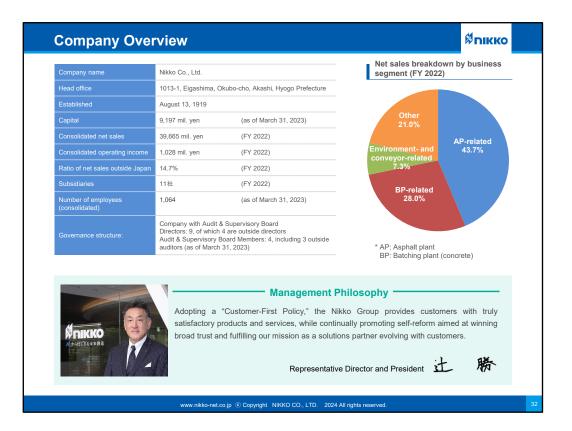
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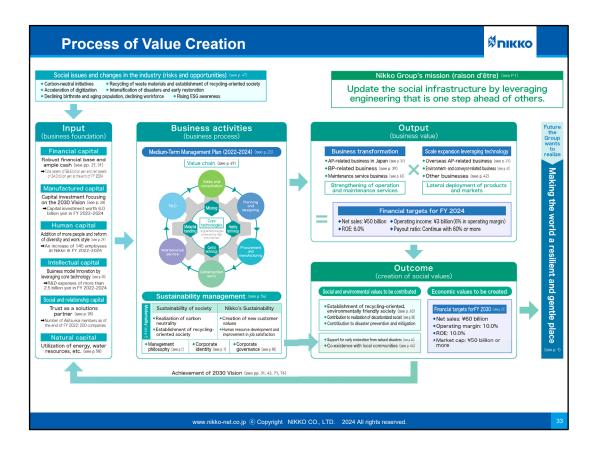
											(mil	lion yen)
New orders received		FY:	21			FY2	22			FY:	23	
(cumulative)	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
AP-Related Business	4,519	9,048	13,072	18,180	5,094	8,115	12,705	17,614	5,227	10,853	14,578	
BP-Related Business	3,142	5,646	8,442	12,086	2,799	5,102	7,921	11,461	2,502	6,267	9,757	
Environment- and conveyor- related business	523	1,286	2,025	3,014	604	1,215	1,921	2,456	1,002	1,739	2,591	
Other	1,568	2,820	4,606	6,572	1,719	4,515	6,669	9,316	2,044	6,338	8,676	
Total	9,753	18,802	28,146	39,853	10,217	18,949	29,217	40,849	10,777	25,197	35,602	
End-of-term order		FY	21	[FY2	22			FY	23	
backlog	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
AP-Related Business	7,696	8,094	7,942	7,725	7,837	7,188	7,344	7,998	9,430	11,666	12,497	
BP-Related Business	5,678	4,565	5,672	5,755	6,173	5,544	7,032	6,105	6,295	7,456	7,976	
Environment- and conveyor-related business	734	341	466	631	596	606	396	182	540	570	587	
Other	1,187	1,154	1,261	2,377	2,595	3,321	3,787	3,369	3,720	6,292	4,579	
Total	15,298	14,155	15,342	16,490	17,202	16,660	18,560	17,656	19,987	25,986	25,642	

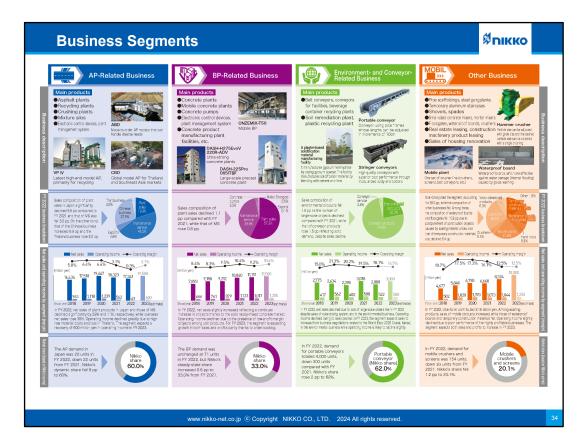
Trends in Cap R&D Expense									in ∾	кко
									(millio	on yen)
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Capital investment	844	815	877	1,261	550	1,889	1,483	2,748	1,907	2,214
Depreciation and amortization	395	422	487	482	472	508	611	677	759	990
R&D expenses	295	276	227	271	291	211	379	392	449	576
								(pers	ons, years old	d, or years)
Number of employees (consolidated)	767	796	803	797	807	799	838	861	1,038	1,064
Average age of employees (non-consolidated)	43.3	43.1	42.2	42.3	42.2	40.9	41.1	41.1	40.8	40.3
Average years of service (non-consolidated)	20	19.3	18.2	18.5	18.3	16.0	15.8	15.4	15.3	14.7
Female employees (non- consolidated)	31	33	39	42	42	45	51	55	59	69
Number of new-graduate hires (non-consolidated)	21	21	30	17	19	15	14	13	29	32
Number of female new-graduate hires (non-consolidated)	1	3	1	2	0	0	0	0	3	6
Percentage of female hires (non-consolidated)	4.7%	14.2%	3.3%	11.7%	0%	0%	0%	0%	10.3%	18.8%
Number of foreign-national hires (non-consolidated)	6	0	0	0	1	1	0	1	0	8
Number of foreign-national employees (non-consolidated)	8	6	6	6	7	8	5	5	6	13
Foreign national employees (consolidated)	91	95	94	93	101	98	116	116	194	205
Overseas employees (consolidated)	91	95	92	91	101	98	123	121	197	214
New products for reducing e		impact								
FY 2013	FY 2014		FY 2015	FY	2016	FY 2017	F	Y 2018	FY	2022
[Sand dryer] [High- New products temperature preheating burner]	[NTB-II burn	er] [New	ly designed bag filter]	VP Ser	ries APs]	-		ned asphalt ring equipment	[Powdered	I fuel burner]
	Energy saving Higher combus efficiency in	stion • Ener	e saving gy saving ust gas reductio	recycled r				or manufacture nix asphalt		biomass fuels

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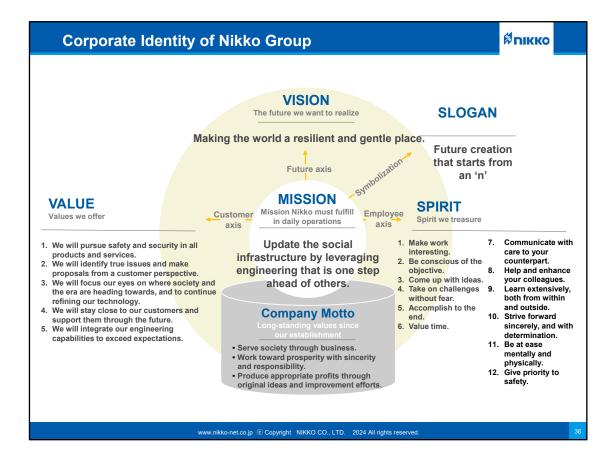








History			₿пікко
Products	Production Sites	Overseas Expansion	Group Expansion in Japan (including acquisitions and transfer of business)
1919 Established TOMBO brand farming tools	1919 Head Office Plant	1994 Nikko Baumaschinen (Germany)	1968 Ichiishi Kogyosho (M&A)
1951 Concrete mixers and winches	1938 Industrial machinery factory	1997 Taipei branch (Taiwan)	1971 Nikko Electronics Co., Ltd. established
1956 Ready-mixed concrete plant	1968 Tokyo factory	2001 Nikko (Shanghai) Construction Machinery	1983 Nikko Machinery Co., Ltd. established
1958 Asphalt plants	1994 Satte factory	2020 Nikko Asia (Thailand) Co., Ltd.	1994 Tombo Industry Co., Ltd. established
1962 Telescopic steel props	2004 Shanghai Jiading factory	2020 Nikko Nilkhosol Co., Ltd. (Thailand)	1995 Nikko Sec Co., Ltd. established
1963 Pipe scaffolding	2014 Kakogawa factory		2002 Niigata Engineering (transfer or business)
1966 Conveyor system	2016 Fukusaki factory		2006 Mitsubishi Heavy Industries, Ltd. (transfer of business)
1983 Floodgates			2008 Maekawa Kogyosho (M&A)
2000 System for cleaning oil-pollute soil	ed		2022 Ube Kohki (M&A)
2001 Waste plastic treatment syste	m		2023 Matsuda Kiko (M&A)
2007 Concrete pumps			
2015 Crusher (import and sales)			







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