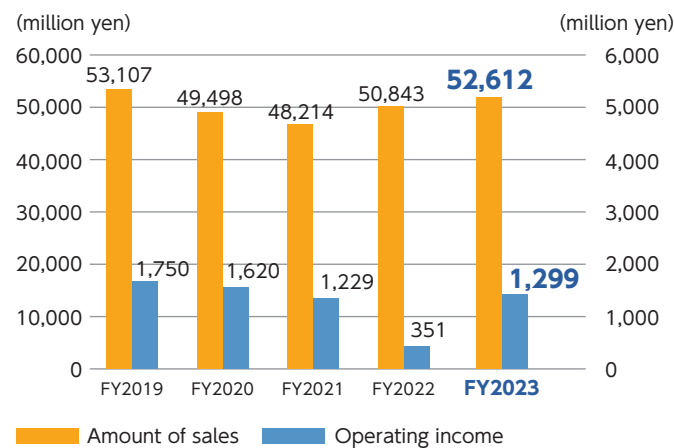


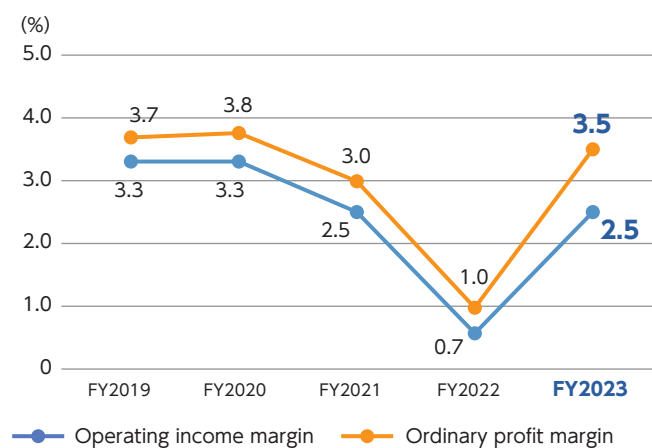
Financial and Non-financial Highlights

Financial Highlights

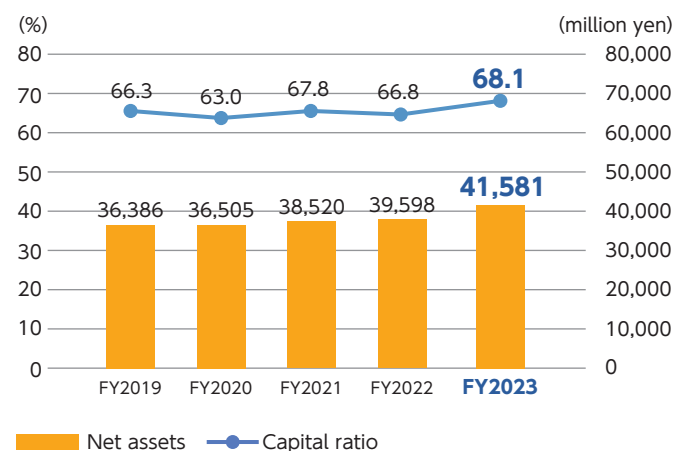
Amount of sales & Operating income



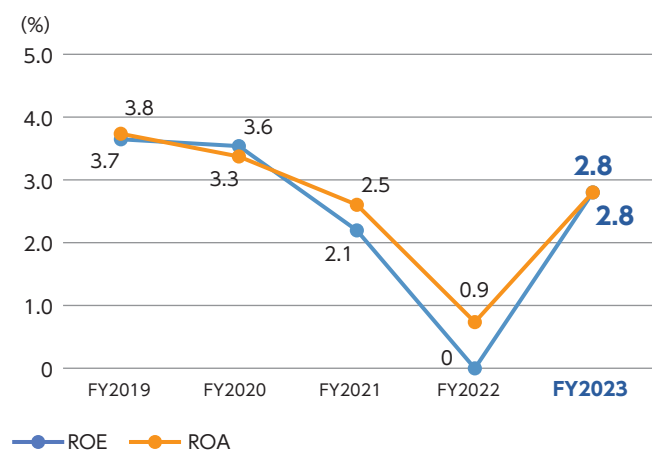
Operating income margin & ordinary profit margin



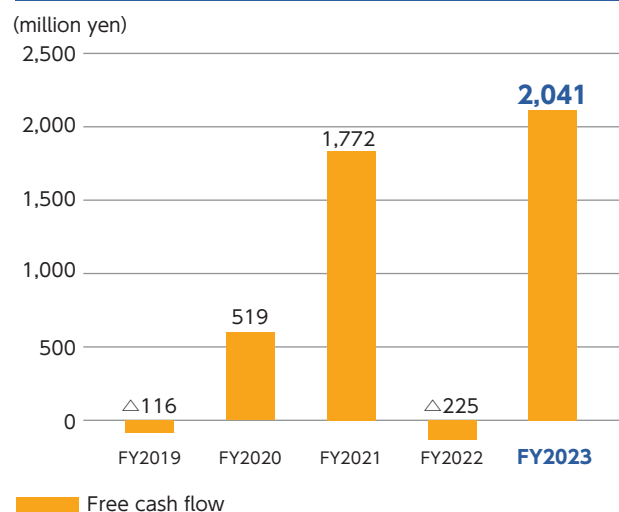
Capital ratio & net assets



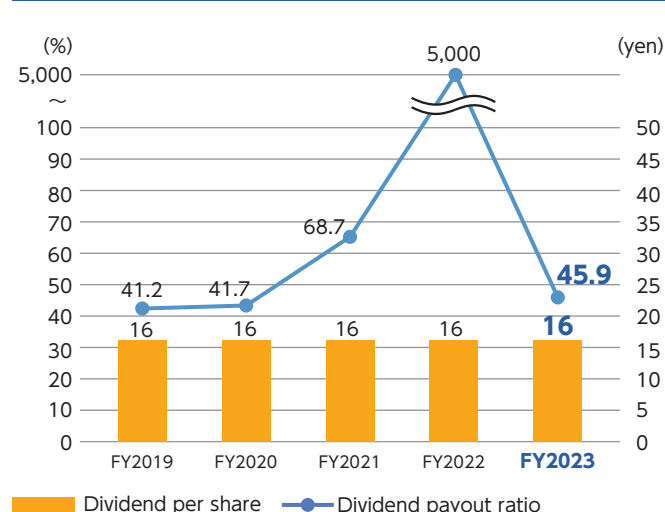
Owned capital Return on equity (ROE) & Total assets business Return on Assets (ROA)



Free cash flow

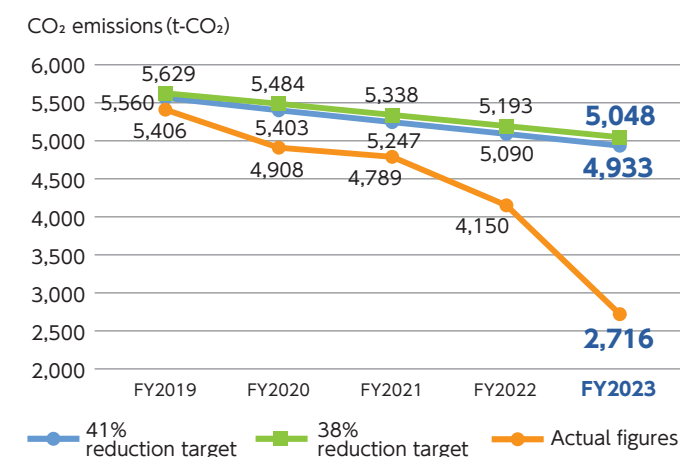


Dividend payout ratio & dividend per share

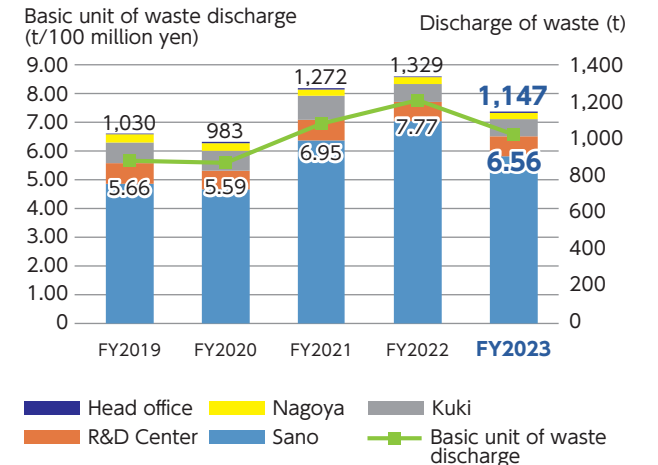


Non-financial Highlights

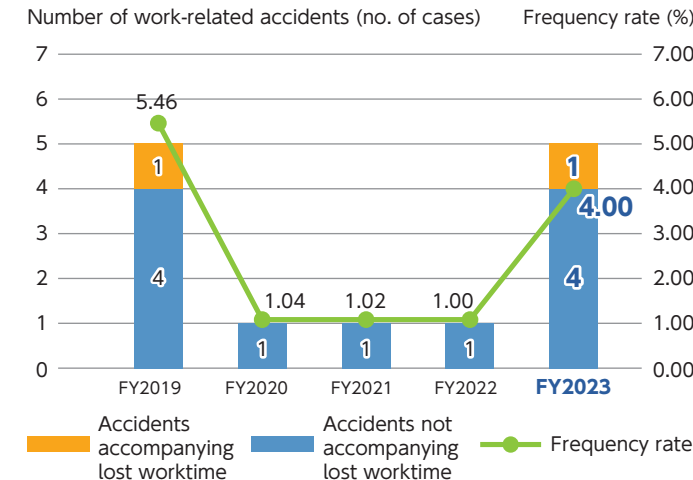
Trends in CO₂ emissions



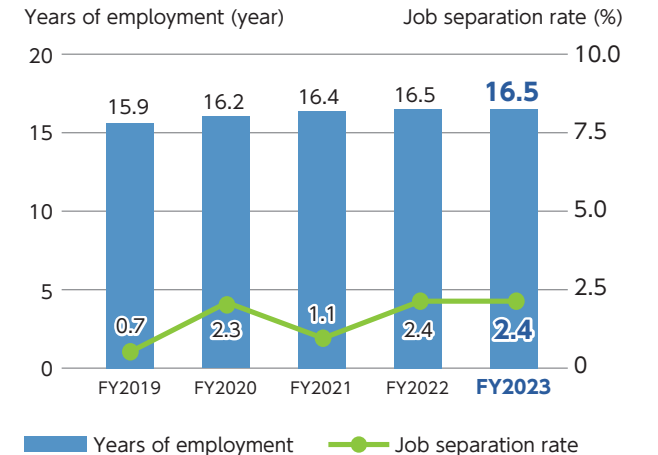
Trends in the discharge of waste and the basic unit of waste discharge



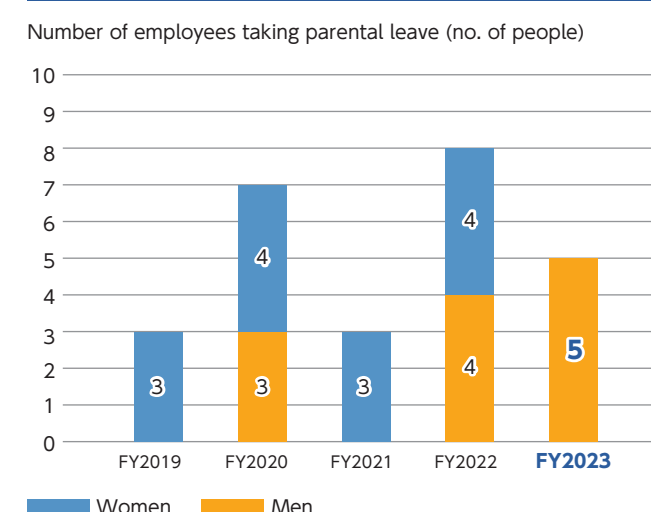
Number of work-related accidents and their frequency rate



Average years of employment and employee job separation rate



Number of employees taking parental leave



Ratio of female employees and new female graduate recruits

