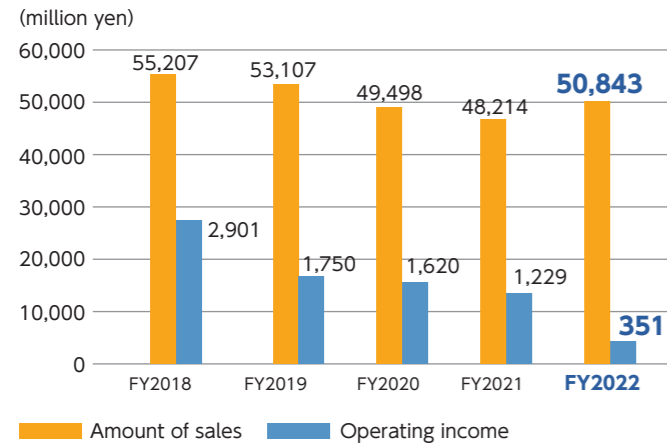


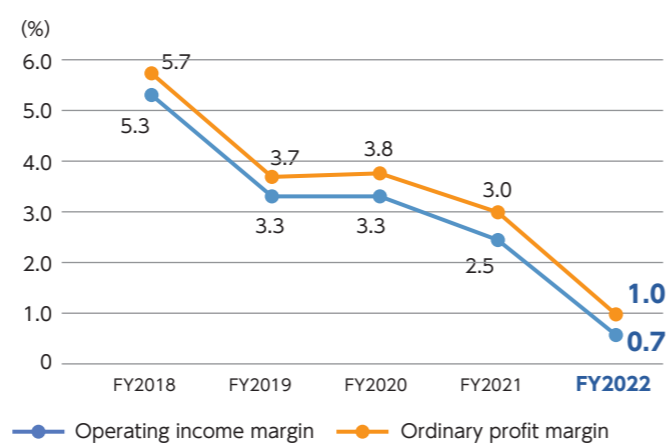
# Financial and Non-financial Highlights

## Financial Highlights

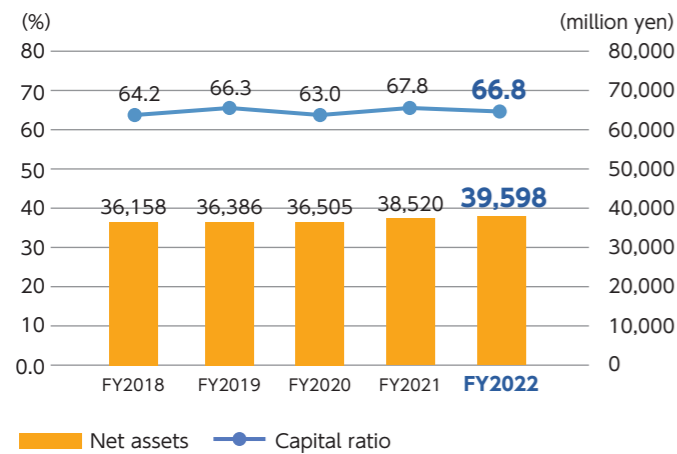
### Amount of sales & Operating income



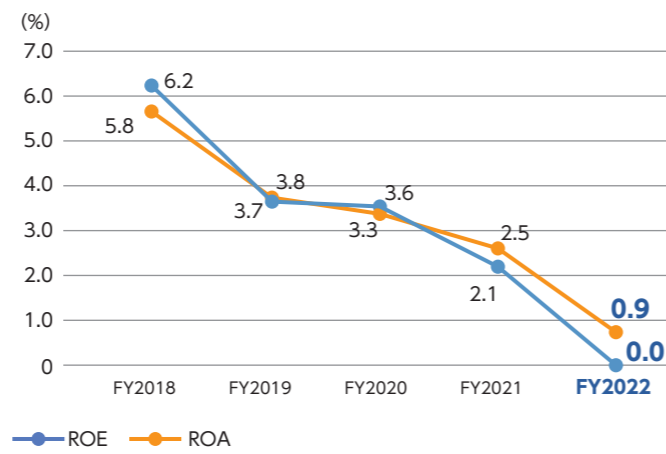
### Operating income margin & ordinary profit margin



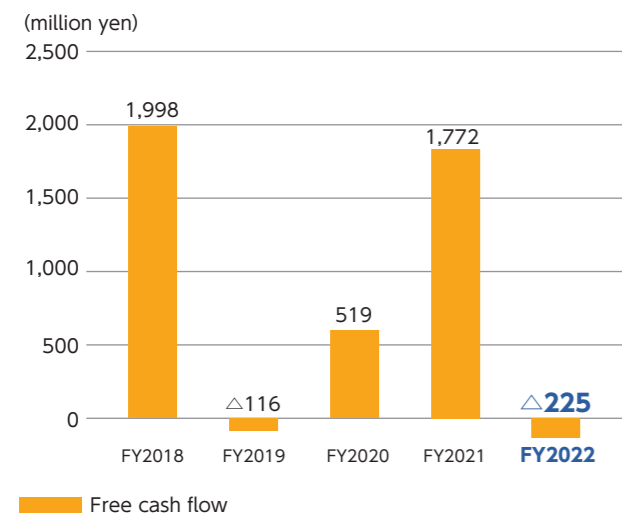
### Capital ratio & net assets



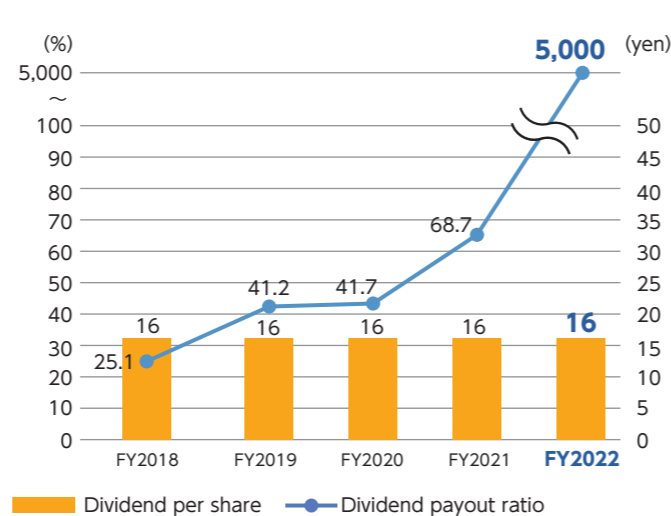
### Owned capital Return on equity (ROE) & Total assets business Return on Assets (ROA)



### Free cash flow

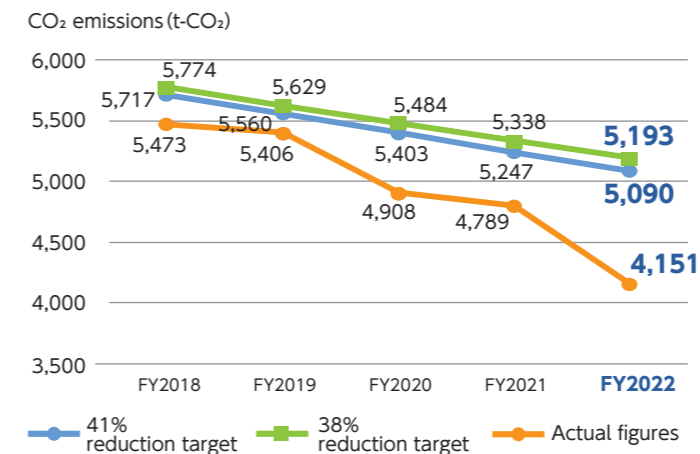


### Dividend payout ratio & dividend per share

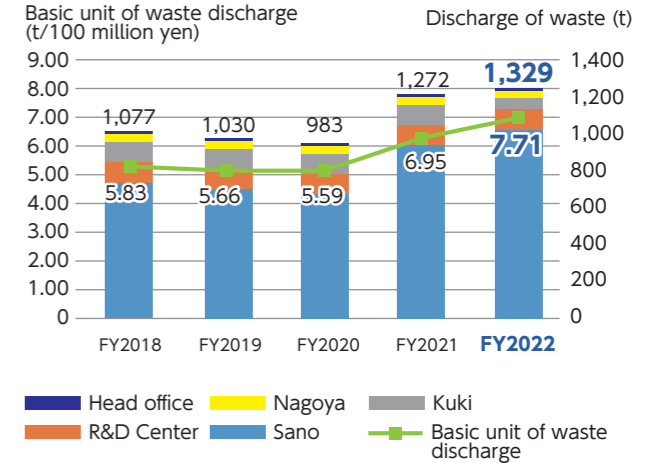


## Non-financial Highlights

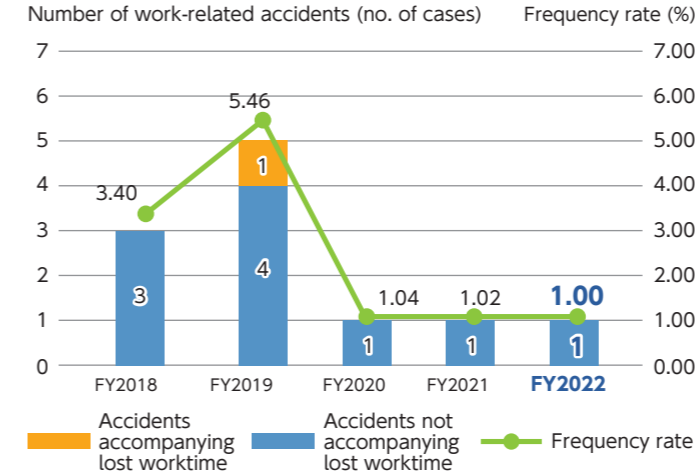
### Trends in CO<sub>2</sub> emissions



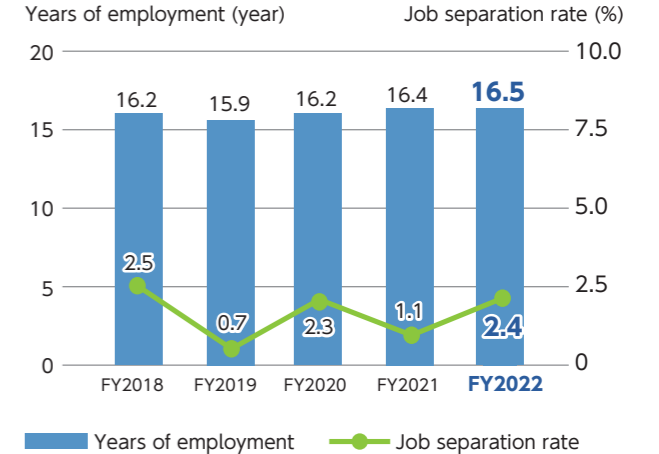
### Trends in the discharge of waste and the basic unit of waste discharge



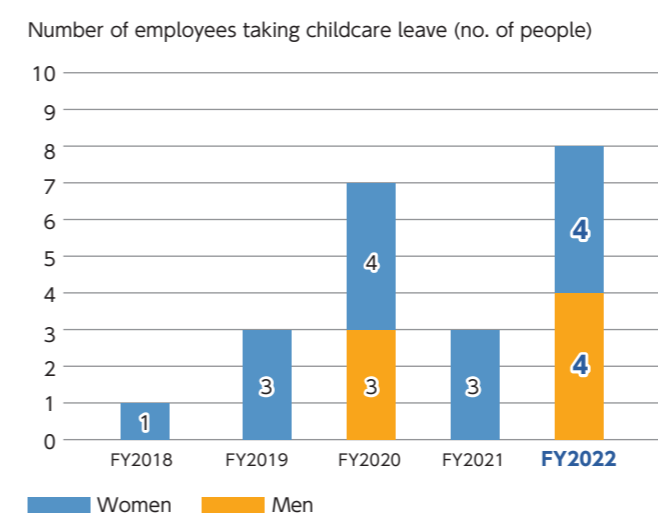
### Number of work-related accidents and their frequency rate



### Average years of employment and employee job separation rate



### Number of employees taking childcare leave



### Ratio of female employees and new female graduate recruits

