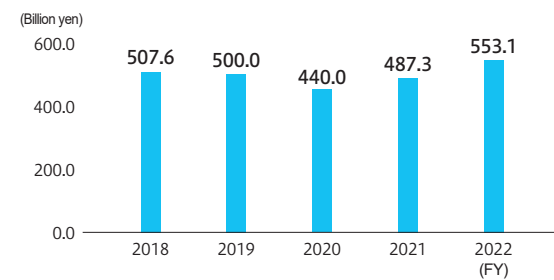


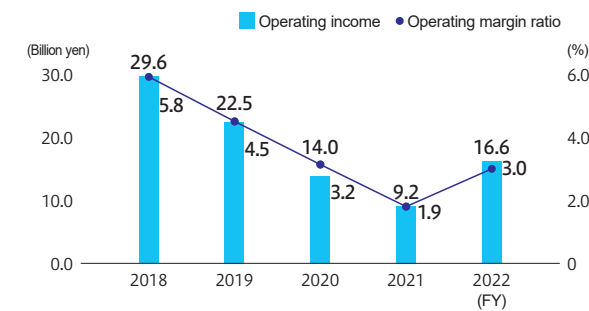
Financial and Non-financial Highlights

Financial Highlights

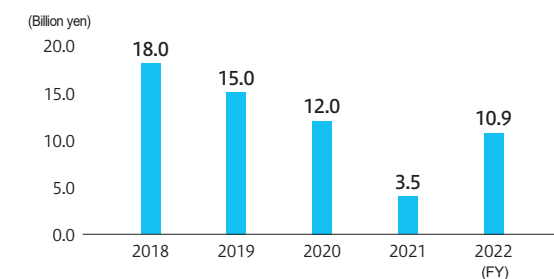
Net sales



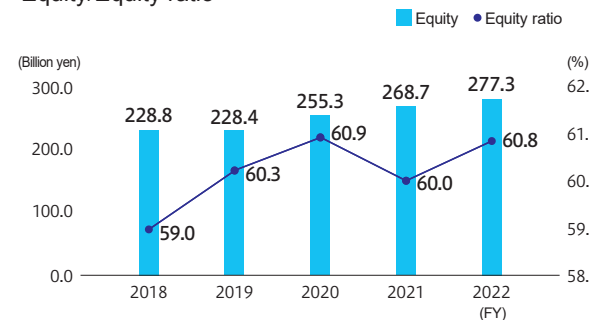
Operating income / Operating margin ratio



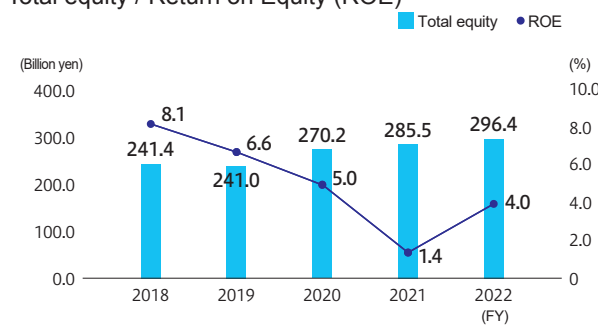
Profit attributable to owners of parent



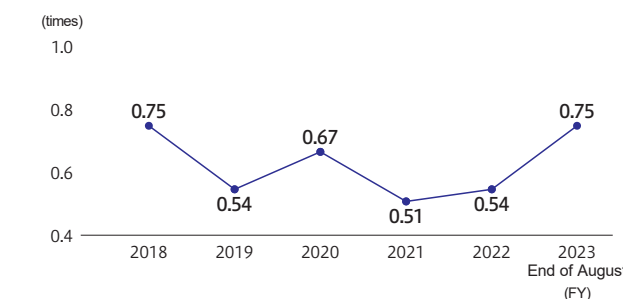
Equity/Equity ratio



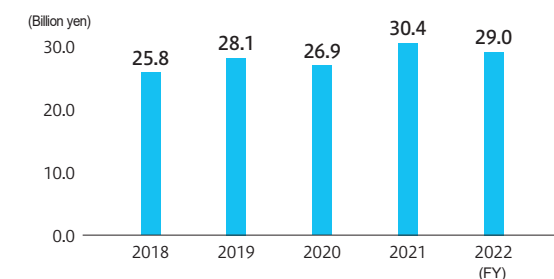
Total equity / Return on Equity (ROE)



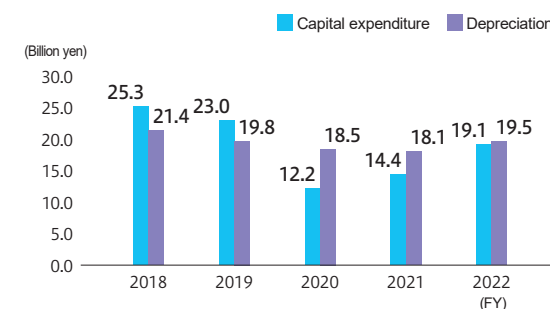
Price-book value ratio (PBR)



R&D expenses

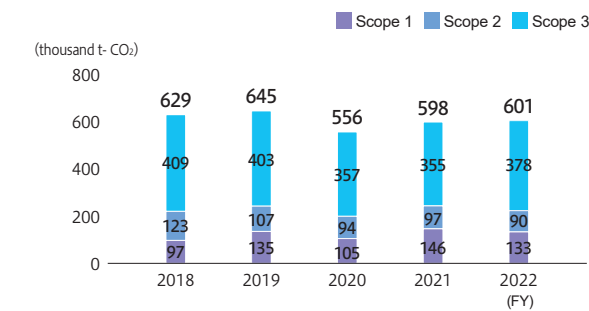


Capital expenditure / Depreciation

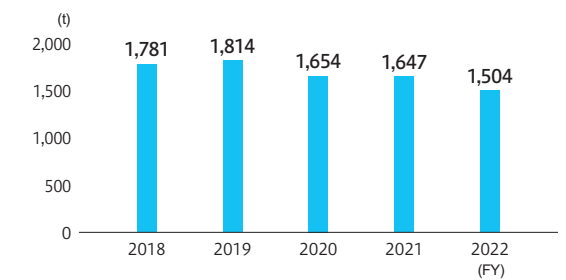


Non-financial Highlights

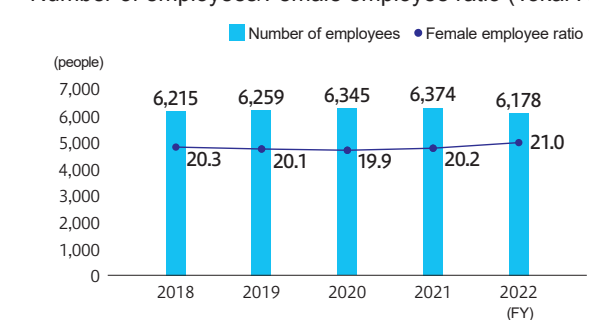
GHG discharge (Tokai Rika Group)



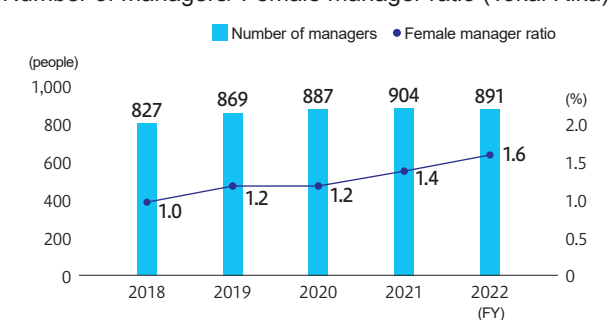
Discharge of waste materials (Tokai Rika)



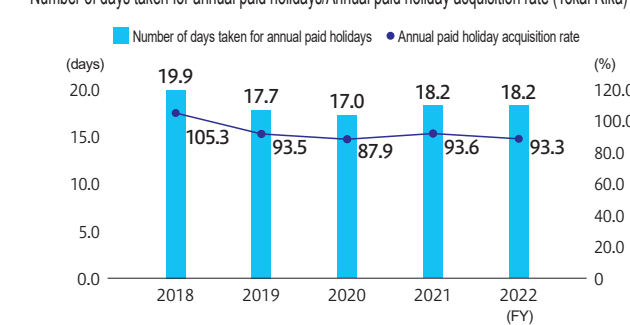
Number of employees/Female employee ratio (Tokai Rika)



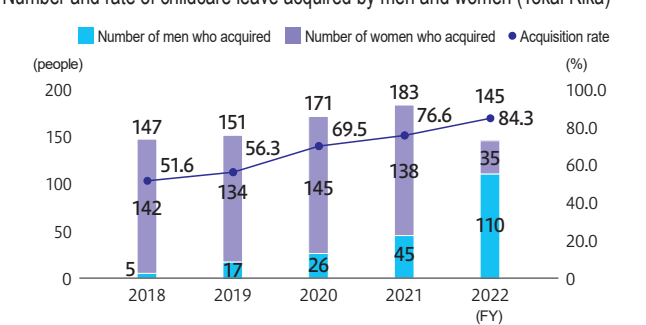
Number of managers/ Female manager ratio (Tokai Rika)



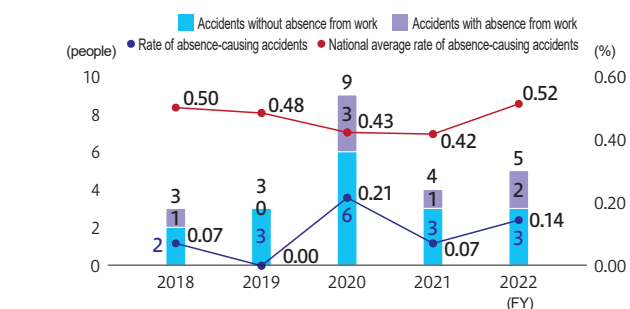
Number of days taken for annual paid holidays/Annual paid holiday acquisition rate (Tokai Rika)



Number and rate of childcare leave acquired by men and women (Tokai Rika)



Rate of absence-causing accidents/ National average rate of absence-causing accidents (Tokai Rika)



Social contribution expenditure (Tokai Rika)

