## FY2019 First Half Results Summary and Progress of Medium-Term Management Plan 2020

November 25,2019 President Yasumitsu Saeki

## NIPPON STEEL TRADING

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## 1. FY2019 First Half Results \& FY2019 Forecast

## Highlight: FY2019/H1 Results

- Ordinary Profit $¥ 17.4$ billion, Net Profit ${ }^{*} ¥ 11.3$ billion in First Half
- Revised Full-Year Forecast in Sales and OP, Maintained NP Forecast



## Ordinary Profit Variance Analysis [FY2018/H1 vs. FY2019/H1]



## Ordinary Profit Variance Analysis [Steel Div.]




ASP


## Ordinary Profit Variance Analysis [I \& I / Textiles / Foodstuffs Div.]




## FY2019 Forecast

- Aiming to Achieve Record Highs in Both Sales and Profit.
- Maintained Forecast in NP and Dividend.

| ¥ billion | FY2018 |  |
| :---: | ---: | ---: |
|  | H2 |  |
| Steel | $1,114.6$ | $2,162.9$ |
| I \& I | 46.8 | 92.3 |
| Textiles | 76.7 | 150.8 |
| Foodstuffs | 71.5 | 142.4 |
| Sales | $1,311.0$ | $2,550.6$ |


| H1 | H2(e) | $\left(\begin{array}{c} \text { vs } \\ \text { Previous } \\ \text { Forecast } \end{array}\right)$ | FY2019 <br> Forecast | Change 19-18 |
| :---: | :---: | :---: | :---: | :---: |
| 1,082.7 | 1,127.3 | [-90] | 2,210 | 47.1 |
| 43.9 | 56.0 |  | 100 | 7.7 |
| 64.8 | 75.2 | [-10] | 140 | -10.8 |
| 72.3 | 77.6 |  | 150 | 7.6 |
| 1,264.4 | 1,335.6 | [-100] | 2,600 | 49.4 |


| Steel | 12.6 | 26.4 |
| :---: | ---: | ---: |
| I \& I | 1.3 | 2.7 |
| Textiles | 2.7 | 4.4 |
| Foodstuffs | 1.4 | 2.8 |
| Ordinary Profit | 18.4 | 36.4 |
| Net Profit | 10.2 | 23.2 |
| EPS ( $¥$ ) | 319.3 | 720.7 |
| Divided $(\neq)$ | 110 | 220 |
| Payment Ratio |  | $30.5 \%$ |


| 12.0 14.4 $[-2.5]$ $\mathbf{2 6 . 5}$ $\bigcirc$ <br> 1.7 1.2 $[\mathbf{0 . 5 ]}$ $\mathbf{3 . 0}$ $\bigcirc$ <br> 2.1 2.3  0.3  <br> 1.3 1.6  $\mathbf{4 . 5}$ $\bigcirc$ <br> 0.1     <br> 17.4 19.5 $[-2.0]$ $\mathbf{3 7 . 0}$ $\bigcirc$ <br> 11.3 12.7  0.6  <br> 351.5 392.5  $\mathbf{2 4 . 0}$ $\bigcirc$ <br> 115 115  0.8  |
| :--- |
| \begin{tabular}{\|r|r|r|r|}
\hline
\end{tabular} |

## Ordinary Profit Variance Analysis [FY2018 vs. FY2019 Forecast]

¥ billion


## Ordinary Profit Variance Analysis [FY2019/H1 vs. FY2019/H2 Forecast]



Consolidated Sales Volume Plan (million tons)

| Million tons | 2019/H1 | 2019/H2 (e) | Change |
| :---: | ---: | ---: | :---: |
| Consolidated | $\mathbf{1 0 . 2 4}$ | Approx.11.5 | Approx. +1.3 |
| NST | 8.04 | 9.0 | +0.9 |
| Subsidiaries | 2.11 | 2.5 | +0.4 |

Domestic: Seasonal difference in steel demand,
Progress in inventory adjustments
Export : Increase for the Foreign Infrastructural projects

## Return to Shareholders

Policy of Cash Dividend

NST's most important management goal is to improve profit returns to our shareholders. Our basic dividend policy is to realize dividends that are in line with business results while balancing profit trends and financial conditions. The targeted payout ratio in this Medium-Term Management Plan is over $30 \%$.

FY2018 Dividend
Full Year Dividend $¥ 220$ (Payout Ratio 30.5\%)

FY2019 Forecast of Dividend

## Full Year Dividend $¥ \mathbf{2 3 0}$ (Payout Ratio 30.9\%)



## Balance Sheets

- Improving in Financial Indicator
- Total Assets Decreased Mainly due to a Decrease in Accounts Receivable.
$¥$ billion



## Cash Flow

| $¥$ billion | 2018/H1 | 2019/H2 |
| :---: | :---: | :---: |
| Income before income taxes | 18.9 | 17.3 |
| Depreciation and amortization | 2.5 | 2.7 |
| Equity in earnings of associated companies | (1.1) | (1.1) |
| Others | (6.2) | (9.1) |
| Basic Operating Cash Flow | 14.1 | 9.8 |
| Increase in working capital by growth in sales | (2.5) | 8.4 |
| Operating CFs | 11.6 | 18.3 |
| Business transfer from Mitsui | (66.8) |  |
| Other Investment | (4.0) | (3.1) |
| Investment CFs | (70.9) | (3.1) |
| Free CF | (59.3) | 15.1 |
| Financing CFs | 55.1 | (15.7) |
| Changes in cash \& cash equivalents | (4.7) | (0.8) |

## 2. Progress of Medium-Term Management Plan 2020

## Outline of Medium-Term Management Plan 2020

## Medium-Term Management Plan 2020 Four Business, One Success.

Uniting power of four business divisions to become an excellent company which contributes to the success of clients and enrichment of society.

- Shifting Power to Growth Strategies.
- Providing Services and Solutions That Address Changes in Society and Industry.

|  | MTMP 2020 |
| :---: | :---: |
| Sales | $\pm 2,800$ billion |
| Ordinary Profit | $¥ 44$ billion |
| Net Profit | $¥ 28$ billion |

- Pursuing Safety, Reliability and Quality, and Ensuring Legal Compliance.
- Recruiting and Training the Next Generation of Employees Responsible for Our Corporate Future, and Ensuring Pleasant Workplaces and Rewarding Jobs.

| Net D/E ratio | Approx. 1.0 times |
| :---: | :---: |
| ROE | Approx. 10\% |
| Investment | FY2018~FY2020 |
|  | Approx. $¥ 50$ billion |
|  | FY2018~ |
| Payout Ratio | Over 30 \% |

## Footprint of NST's Growth

NST's Earnings Are Steadily Expanding Due to Growth in the Steel Business and Stable Earnings in Other Businesses


## Steel Business

## Major Initiatives Toward

 MTMP 2020 Target
## Ordinary Profit Variance Analysis [FY2018 $\rightarrow$ FY2020]



| Consolidated Sales Volume Plan (million tons) |  |  |  | H1 10.24H2 11.50$\frac{\downarrow}{\text { On an annual }}$basis $\mathbf{2 3 . 0}$ |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
| Million tons | FY2018 | $\begin{aligned} & \text { FY2019 } \\ & \text { Target } \end{aligned}$ | Change |  |
| Consolidated | 20.32 | Approx. 21.7 | +1.4 | basis 23.0 |
| NST | 16.47 | 17.0 | +0.5 | Increase in exports |
| Subsidiaries | 3.85 | 4.7 | +0.9 | Contribution of new subsidia |

$$
\begin{gathered}
\text { FY2020MTP } \\
24.0
\end{gathered}
$$

## Steel Business

## Major Initiatives Toward MTMP 2020 Target

## a Expanding Sales

- By Strengthening Our Value Chain, Procurement, Logistics and Processing Systems
- By Developing in New Demand Fields
- By the Synchronizing with Nippon Steel's Global Expanding Strategies

| Million tons | FY2017 | FY2018 | FY2019 target |
| :---: | :---: | :---: | :---: | | (2019/H2 on an |
| :---: |
| annual basis) |
| 23.0 |

$\checkmark \quad$ New steel service center in Huston will ramp up by early 2020.
$\checkmark$ Investing QH-PLUS, a major local distributor in Vietnam.
$\checkmark \quad$ Further localizing our global network of sales and service bases.

```
\(\checkmark\) Combined sales of high-end steel, aluminum and carbon fiber
\(\checkmark\) Strengthen sales of EV-related materials.
```


## $\beta$ Enhancing the Synergy Effects

- To Be Created Between Mitsui
- To Be Created Between NST Nihon Teppan
$\checkmark \quad$ Developing India, MENA and US markets.

| $\not \approx$ billion | FY2018 | $18 \rightarrow 19$ | FY2019 |
| :---: | :---: | :---: | :---: |
| Synergy | 0.4 | +0.5 | 0.9 |

$\checkmark$ Expanding sales in Mitsui's overseas projects.
$\checkmark$ Reducing logistics costs, etc., with utilizing Mitsui's assets.
$\checkmark \quad$ Reducing cost in the business bases and service centers.

## y Cost Cut, etc.

- Immediate Improvements of Low Profitability, Low Profit, Deficit Subsidiaries or Trading Field

|  | 2014 | 2015 | 2016 | 2017 | 2018 | $\mathrm{H} 1 / 19$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Number of Subsidiaries in red | 17 | 16 | 11 | 10 | 9 | 13 |

Major Initiatives Toward MTMP 2020 Target

| Ordinary Profit Variance Analysis [FY2018 $\rightarrow$ FY2020] |  |  |  |  |  | Industrial Park, etc.$\because Y$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¥ billion | Ordinary Improvement $\qquad$ | Extraordinary Factors 0 |  | Materials <br> Oa | Auto Parts $O \beta$ |  |  |
| 2.7 |  |  | 3.0 |  | O0.5 |  | 3.5 |
| FY2018 |  |  | FY2019 forecas |  |  |  | $\begin{aligned} & \text { FY2020 } \\ & \text { MTP } \end{aligned}$ |

a Expand Sales in Functional Materials (Aluminum, Carbon Fiber, Resin, etc.)

- Sales Expansion of Aluminum for North America.

$\beta$ Improve Profitability in Automotive Parts Business
- Established New Headrest Stay JV in India.
- Development of the industrial park business in Mexico and Vietnam.
- Expand Export in Automation Facilities for Industrial / Commercial-Use Kitchens.


## Expansion in Headrest Stay Business

- Established New Headrest Stay JV in India

Established Swastik Arai Tubular to produce headrest stays in a joint venture with Swastik AutoMech, a manufacturer of automotive parts in India.


## Textiles Business

## Major Initiatives Toward MTMP 2020 Target

## Ordinary Profit Variance Analysis [FY2018 $\rightarrow$ FY2020]


<Change in Consumer Behavior in Fashion Retailing>

| Change in the Consumer |
| :---: | :---: | :--- | :--- | :--- | :--- |
| Buying Behavior |$\checkmark \checkmark \begin{aligned} & \text { From Ownership to Use }\end{aligned} \checkmark \quad$ From Readymade to Tailored Clothing

Apparel Market in Japan

|  | 1990 | 2015 | 2018 |
| :---: | :---: | :---: | :---: |
| Sales ( $¥$ trillion) | 15 | 10 | 9 |
| Pairs (billion) | 2 | 4 |  |

E-commerce in Apparel Retailing

$$
\text { (2015) 8~9\% } \rightarrow \text { (2018) Approx. 12\% }
$$

## Textiles Business

## Major Initiatives Toward MTMP 2020 Target

## Sales and OP Trend in Textiles Business

$\checkmark$ Sales decreased gradually because of the dissolution of an unprofitable field and severe environment.

$\checkmark$ Profit margin declined sharply in FY2017, when small lots and short delivery progressed rapidly.
$\checkmark$ Currently margin is recovering gradually due to efforts such as loss reduction.
Sales Margin
Ratio
$2.3 \%$
$2.1 \%$


## a Development of New Customers (Expanding Sales)

- Expansion of overseas sales
- Develop new customers by promoting our environmentally friendly production system
$\beta$ Improvement of Productivity (Enhancing Sales Margin)
- Strengthening the supply chain by increasing process efficiency
- Utilizing digital technologies
- Partnering with Star-Up Companies
- Improving Order Entry Operation


## Foodstuff Business

Major Initiatives Toward MTMP 2020 Target


## a Strengthening Sales to Market-end Retailers

$\beta$ Enhancing Domestic Sales

Expand sales using close-relationship-suppliers such as Canada / Mexico (TPP11) and the Netherlands (Japan-Europe EPA)

Acquisition of Cosmo Foods, a food processing fabless company
y Expanding Overseas Sales

Food prices climb to two-year high in China due to African swine fever
$\rightarrow$ Expand sales of Austrian beef / Brazilian broilers to China

+ Development of Environmentally Friendly Products

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| Meat Consumer Prices |
| :--- |
| Indicator in China |
| (YoY) |
| Jan Mar May Jul Sep Nov Jan Mar May Jul Sep <br> 18 |

## Acquisition of Cosmo Foods

- Cosmo Foods is a Food Processing Fabless Company in Osaka
- Entry into a New Domain That Directly Meets Consumer Needs

| Overview of Acquisition |  |
| :---: | :--- |
| Business | Development and Trade of <br> Processed Foods |
| Sales | $¥ 1.65$ billion (FY2018) |
| Share <br> Holding | NST Group 100\% |
| Date of <br> Acquisition | Oct. 31, 2019 |



## Development of Environmentally Friendly Products

- Commercialization Proposal to a Major Meat Producer of the Feeding System Using Feed Additives Based on Intestinal Microflora Studies for Preventing Overuse of Antibiotics.

- Expand Sales of $100 \%$ Plant-based Vegan Products.



## Creating Growth Engines into the Next Stage

## Digital Transformation

- Reforming our trading companies' functions through digital technologies.
- Remodeling our steel processing plant and sewing factory to SmartFactory.
- Creating new valued solutions and services for upcoming "Society 5.0."



## Further Globalization

- Expanding our steel value chain to growth regions.
- Strengthening regional development in headrest stay business.
- Developing overseas sales network in the Textile and Foodstuff business.



## Initiatives for SDGs and Environmental Issues

- Expanding sales of eco-products that meet customer needs.
- Pioneering new businesses to reduce global environmental impact.
- Continuous improvement of employee work-life balance.



## Aiming for Sustained Growth

- Enhancing Corporate Value Through Growth with Controlled Downside Earning Risk in Four Core Businesses.



## 3.Appendix

## FY2019/H1 Results

| ¥ billion |  |  | FY2018 |  |  | $\begin{gathered} \text { FY2019 } \\ \text { H1 } \end{gathered}$ | Change 19/H1 vs $18 / \mathrm{H} 1$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | H1 | H2 |  | Q1 | Q2 |  |  |
| Sales | 1,239.5 | 1,311.0 | 2,550.6 | 628.7 | 635.6 | 1,264.4 | 24.8 |
| (ratio) | (27.4\%) | (26.1\%) | (26.7\%) | (28.1\%) | (28.2\%) | (28.2\%) | (0.8\%) |
| Overseas Sales | 339.6 | 341.9 | 681.6 | 176.7 | 179.1 | 355.9 | 16.3 |
| (ratio) | (5.9\%) | (5.7\%) | (5.8\%) | (5.6\%) | (5.8\%) | (5.7\%) | (-0.2\%) |
| Gross Profit | 72.7 | 74.9 | 147.6 | 34.9 | 36.9 | 71.9 | -0.7 |
| Operating Profit | 17.7 | 18.4 | 36.1 | 8.0 | 9.3 | 17.4 | -0.3 |
| Equity Method Income | 1.1 | 0.9 | 2.1 | 0.4 | 0.6 | 1.1 | 0.0 |
| Ordinary Profit | 18.0 | 18.4 | 36.4 | 8.1 | 9.2 | 17.4 | -0.5 |
| Extraordinary Income (Loss) | 0.9 | (4.0) | (3.1) | (0.1) | 0 | (0.1) | -1.0 |
| Total Income Taxes | 5.4 | 3.5 | 8.9 | 2.4 | 2.8 | 5.2 | -0.1 |
| Profit Attributable to Non-Controlling Interests | 0.5 | 0.5 | 1.0 | 0.3 | 0.3 | 0.6 | 0.1 |
| Net Income | 12.9 | 10.2 | 23.2 | 5.2 | 6.0 | 11.3 | -1.6 |
| EPS ( 7 ) | 401.41 | 319.27 | 720.68 | 162.98 | 188.47 | 351.45 | -49.96 |
| Dividend( $\ddagger$ ) | 110 | 110 | 220 |  |  | 115 | 5 |

## Extraordinary Income (Loss)

| ¥ billion | H1 | FY2018 |  |  | $\begin{gathered} \text { FY2019 } \\ \text { H1 } \end{gathered}$ | Change 19/H1 vs 18/H1 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Q1 | Q2 |  |  |
| Gain on sales of investment securities | 0.11 | 1.01 | 0.03 | 0.01 | 0.04 | -0.06 |
| Gain on bargain purchase | 1.32 | 2.05 |  |  |  | -1.32 |
| Total Extraordinary Income | 1.43 | 3.06 | 0.03 | 0.01 | 0.04 | -1.38 |
| Loss on sales of non-current assets | 0.06 | 0.06 |  |  |  | 0.06 |
| Impairment loss |  | 0.21 | 0.13 |  | 0.13 | -0.13 |
| Loss on sales of investment securities |  | 3.68 | 0.03 |  | 0.03 | -0.03 |
| Loss on valuation of investment securities |  | 0.04 |  |  |  |  |
| Loss on valuation of investments in capital | 0.17 | 0.36 |  |  |  | 0.17 |
| Loss on liquidation of subsidiaries and associates | 0.27 | 0.37 |  |  |  | 0.27 |
| Loss on business of subsidiaries and associates |  | 1.49 |  |  |  |  |
| Total Extraordinary Losses | 0.50 | 6.20 | 0.16 | 0 | 0.16 | 0.34 |
| Extraordinary Income (Loss) | 0.92 | (3.14) | (0.13) | 0.01 | (0.12) | -1.04 |

## Sales and Ordinary Profit by Quarter

| $¥$ billion | FY2017 |  |  |  | FY2018 |  |  |  | FY2019 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Q1 | Q2 | 3Q | 4Q | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 |
| Steel | 389.6 | 413.8 | 435.1 | 436.3 | 519.4 | 528.9 | 561.3 | 553.2 | 543.3 | 539.3 |
| $1 \& 1$ | 22.1 | 22.2 | 22.3 | 22.2 | 22.4 | 23.0 | 24.3 | 22.5 | 21.9 | 22.0 |
| Textiles | 36.1 | 36.6 | 39.3 | 41.5 | 35.3 | 38.8 | 37.3 | 39.3 | 27.8 | 36.9 |
| Foodstuffs | 34.6 | 35.0 | 38.4 | 35.0 | 34.8 | 36.0 | 39.4 | 32.1 | 35.3 | 36.9 |
| Others | 0.4 | 0.4 | 0.3 | 0.3 | 0.3 | 0.4 | 0.3 | 0.8 | 0.2 | 0.2 |
| Sales | 483.0 | 508.1 | 535.6 | 535.5 | 612.3 | 627.2 | 662.8 | 648.1 | 628.7 | 635.6 |
| Steel | 6.3 | 6.3 | 6.7 | 5.9 | 7.4 | 6.3 | 7.0 | 5.5 | 6.0 | 6.0 |
| $1 \& 1$ | 1.4 | 0.7 | 0.7 | 0.7 | 0.7 | 0.6 | 0.8 | 0.4 | 0.7 | 1.0 |
| Textiles | 0.9 | 0.0 | 0.7 | 1.7 | 0.9 | 0.7 | 0.5 | 2.1 | 0.6 | 1.5 |
| Foodstuffs | 0.7 | 0.4 | 0.6 | 0.5 | 0.5 | 0.7 | 0.7 | 0.6 | 0.7 | 0.5 |
| Others | 0.0 | 0.0 | 0.0 | 0.0 | (0.6) | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 |
| Ordinary Profit | 9.5 | 7.5 | 8.9 | 9 | 9.1 | 8.8 | 9.4 | 8.9 | 8.1 | 9.2 |

## Overseas Sales

## Overseas Sales by Region



## Non-Consolidated Sales Volume and ASP of Steel by Quarter



## Domestic Demand Trend for Steel



## Steel Demand in Japan



## Steel Scrap Price / Imported Steel Volume and Price



Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov 2017 2018

2019
Thousand tons Volume \& Price of Import HRC $\quad$ * thousands per ton


## Steel Inventory and Market Price in Japan

(Million tons)
Rolled Steel Inventory and HRC Market Price
( $¥$ thousands per ton)



## Steel Market in China



## Crude Steel Production by Country



## Indicators Related to Textiles and I \& I Business

| Impor | rend | App |  | th | Acc | ories |  | Cust |  |  |  | $¥$ billion |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | 3,248 | 3,260 | 3,415 |  | 3,109 | 3,307 |  |  |
| 2,796 | 2,643 | 2 |  | 2,598 | 2,680 | 859 | 867 | 852 | 2,998 | 805 | 880 |  | Q4 |
| 705 | 682 |  |  | 663 | 705 |  |  |  |  |  |  |  |  |
| 805 |  |  | 626 |  |  | 967 | 943 | 1,025 | 866 | 880 | 952 | 938 | Q3 |
| 631 | 570 | 524 | 524 | 569 | 578 | 723 | 682 | 706 | 632 | 645 | 705 | 675 | Q2 |
| 655 | 607 | 588 | 526 | 595 | 626 | 699 | 768 | 833 | 800 | 779 | 770 | 791 | Q1 |
| 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |  |

$¥$ thousands per ton


## Import Price and Volume Trend of Meats (1)



## Import Price and Volume Trend of Meats (2)

Estimated Marketing Quantity of Beef (Thousand tons)


[^0]| 847 | 852 | 875 | 858 | 867 | 846 | 829 | 861 | 904 | 930 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Domestic | 359 | 353 | 360 | 351 | 353 | 329 | 322 | 328 | $\begin{aligned} & 330 \\ & 65 \% \end{aligned}$ |
| $\begin{gathered} 56 \% \\ \text { Imported } \end{gathered}$ | 493 | 522 | 499 | 515 | 493 | 501 | 539 | 576 | 601 |
| 09 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |

Estimated Marketing Quantity of Pork (Thousand tons)
1,637 1,661 1,688 1,675 1,674 1,674 1,722 1,7631,812 1,827


Estimated Marketing Quantity of (Thousand tons)
Broilers 1, $_{1,781^{1,829} 1,894^{1,9151,9832,0432,0922,1402,172 ~}}$
$1,7861_{1,82} 1^{1,829}{ }_{1,894^{1,915}}{ }^{1,9832,0432,0922,1402,172}$
Domestic
$1,4051,3871,3881,4651,4791,5071,5251,5451,5831,604$

| $\begin{aligned} & 22 \% \\ & \text { Imported } 382 \end{aligned}$ | 434 | 441 | 430 | 436 | 476 | 518 | 546 | 558 | $5686$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |

(Source: Agriculture \& Livestock Industries Corporation)

## Corporate Philosophy

1. Continuing to be a corporate group driven by the aspiration of providing goods and services that offer new value to the larger society.
2. Putting trust and reliability first, and by doing so developing together with our customers.
3. Aiming to become the kind of organization that increasingly cultivates, utilizes, and values human resources and their talents.

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[^0]:    (Source: Customs)

