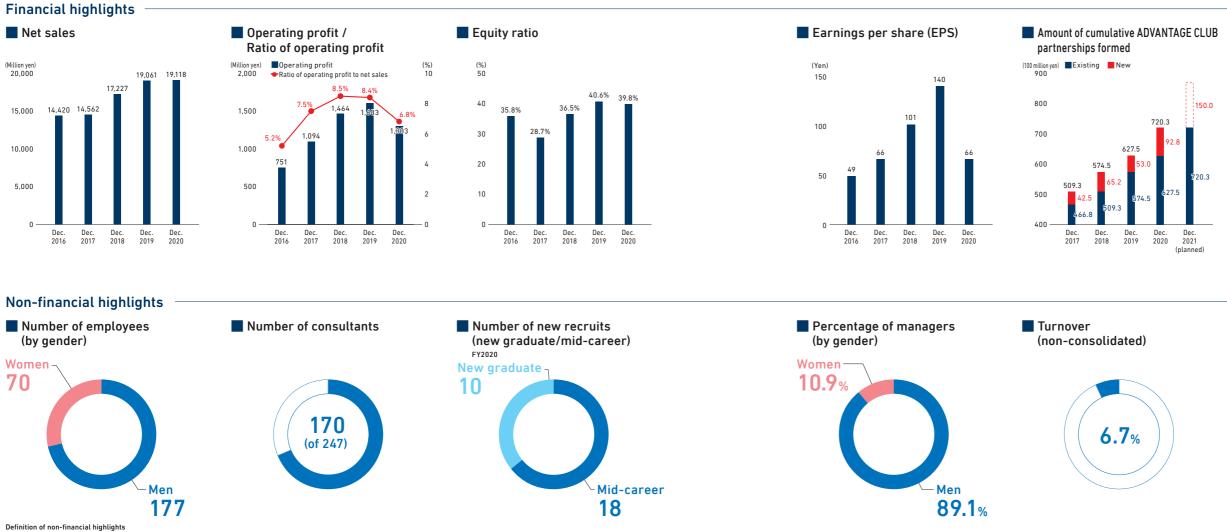
Financial / Non-financial data (summary)

(As at end of December 2020; groupwide data unless otherwise noted)



< >< Scope> Unless otherwise noted, groupwide full-time employees and temporary employees (excl. Directors and part-timers), including those who left the Company during the year.

<Method of calculation> Number of employees as of December 31 of the applicable year (including those who resigned on December 31).

Financial Indicators

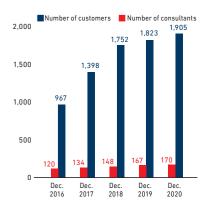
	Unit	Dec. 2008	Dec. 2009	Dec. 2010	Dec. 2011	Dec. 2012	Dec. 2013	Dec. 2014	Dec. 2015	Dec. 2016	Dec. 2017	Dec. 2018	Dec. 2019	Dec. 2020
Financial data														
Net sales	(Million yen)	15,269	5,408	5,227	7,627	5,839	6,369	9,305	14,275	14,420	14,562	17,227	19,061	19,1
Operating profit	(Million yen)	1,785	-3,686	200	186	98	160	445	485	751	1,094	1,464	1,603	1,3
Ordinary profit	(Million yen)	947	-4,245	160	166	91	142	467	471	628	943	1,358	1,503	1,1
Profit attributable to owners of parent	(Million yen)	47	-4,820	82	218	92	201	362	518	587	768	1,162	1,676	8
Total assets	(Million yen)	17,102	6,442	4,498	3,698	4,769	4,698	5,930	7,220	9,258	12,587	12,353	15,492	16,0
Net assets	(Million yen)	5,950	1,187	1,222	1,224	1,941	2,151	2,447	2,909	3,329	3,624	4,518	6,390	6,5
Cash flows from operating activities	(Million yen)	2,238	708	1,890	579	227	368	197	801	1,177	-1,277	272	2,300	1,9
Cash flows from investing activities	(Million yen)	-2,174	2,153	282	122	-1,203	1,886	43	-162	-1,061	-840	332	723	-7
Cash flows from financing activities	(Million yen)	-2,534	-5,339	-1,745	-602	247	-425	253	370	1,116	2,174	-1,787	1,215	-2
EPS	(Yen)	4	-456	7	20	8	18	30	44	49	66	101	140	
BPS	(Yen)	562	112	115	115	119	183	207	245	279	316	395	518	5
Dividends per share	(Yen)	15	7.5	5	6.5	7.5	10	15	18	23	30	39	50	
ROA	(%)	2.4%	-36.1%	2.9%	4.1%	2.2%	3.0%	8.8%	7.2%	7.6%	8.6%	10.9%	10.8%	7.6
ROE	(%)	0.8%	-135.0%	6.8%	17.8%	7.4%	11.8%	15.9%	19.5%	18.9%	22.2%	28.6%	31.1%	12.7
ROIC	(%)	9.9%	-	2.2%	6.9%	3.4%	4.4%	10.1%	11.4%	11.9%	11.5%	13.4%	13.0%	8.0
Adjusted ROIC	(%)	8.0%	-	3.7%	4.9%	2.3%	3.3%	8.3%	7.3%	8.7%	9.0%	10.5%	10.3%	7.3
Equity ratio	(%)	34.8%	18.4%	27.2%	33.1%	26.5%	45.7%	40.9%	40.0%	35.8%	28.7%	36.5%	40.6%	39.8

*For adjusted ROIC, NOPAT is calculated by subtracting the amount of income tax at the effective statutory tax rate (30.62%) from operating profit.

Invested capital is calculated as the average of two fiscal years.

*The 100-for-1 stock split of common shares was executed effective January 1, 2014. The amounts for 2013 and earlier are converted after considering the split.

Numbers of customers/consultants



Average salary (non-consolidated)

