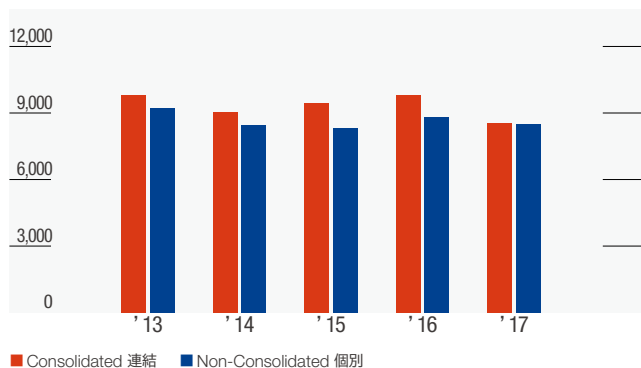
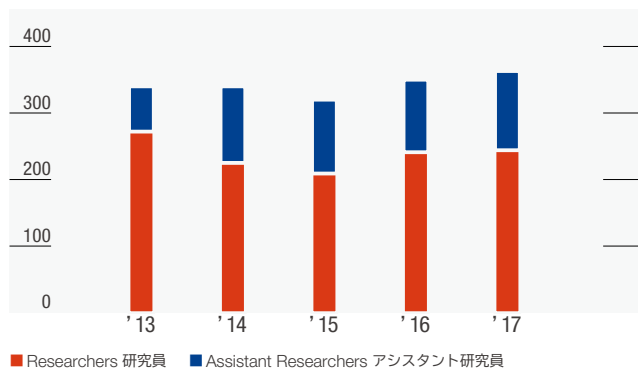


R&D Data 研究開発関連データ

R&D Expense (¥ million) 研究開発費(百万円)



Number of Researchers (Non-Consolidated) (persons) 研究開発人員(個別)(人)

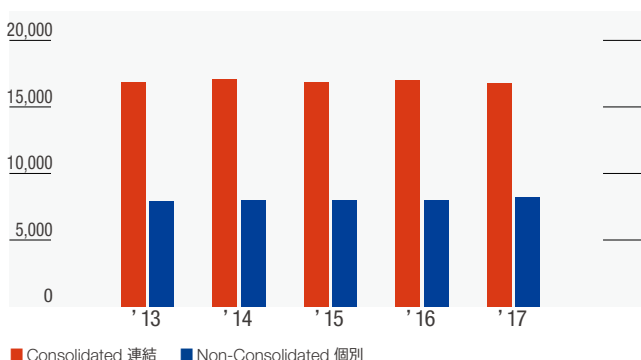


For the years ended March 31	3月31日に終了した1年間	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
R&D Expense (Consolidated) (¥ million)	研究開発費(連結)(百万円)	9,950	9,164	9,232	9,913	10,242	9,809	9,056	9,432	9,809	8,554
R&D Expense (Non-Consolidated) (¥ million)	研究開発費(個別)(百万円)	9,079	8,306	8,926	9,635	9,605	9,204	8,474	8,303	8,794	8,489
As Percentage of Net Sales (Non-Consolidated) (%)	対売上高比率(個別)(%)	0.72	0.57	0.74	0.72	0.62	0.54	0.44	0.40	0.52	0.60
Number of Researchers* (Non-Consolidated) (persons)	研究員*(個別)(人)	256	287	257	238	266	272	225	209	241	244
Number of Assistant Researchers* (Non-Consolidated) (persons)	アシスタント*研究員(個別)(人)	78	56	67	68	71	68	115	111	109	119

* The way of counting persons have been changed retroactively.
* 今回の開示より集計方法を見直しています

Personnel Data 人事データ

Number of Employees (persons) 従業員数(人)



Composition by Age and Sex (Non-Consolidated) 年代・男女別構成(個別)

As of March 31, 2017
2017年3月31日現在

Age 年齢(才)	Male 男性(人)	Female 女性(人)	Total 合計(人)
~29	1,654 (24.7%)	265 (17.3%)	1,919 (22.4%)
30~39	729 (10.9%)	198 (12.9%)	927 (10.6%)
40~49	1,645 (24.6%)	625 (40.9%)	2,270 (29.1%)
50~59	1,550 (23.2%)	386 (25.2%)	1,936 (24.4%)
60~	1,112 (16.6%)	55 (3.6%)	1,167 (13.5%)
Total 合計	6,690 (100.0%)	1,529 (100.0%)	8,219 (100.0%)
	<81.4%>	<18.6%>	<100.0%>



As of March 31	3月31日時点	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Consolidated Number of Employees	連結 従業員数(人)	15,900	15,510	15,539	16,134	16,528	16,832	17,076	16,835	16,998	16,823
Non-Consolidated Number of Employees	個別 従業員数(人)	7,714	7,579	7,540	7,700	7,774	7,926	8,002	7,979	7,973	8,219

"Employees" refers to full-time staff and does not include part-time workers.
従業員数は常勤の就業人員数を記載しており、出向者および臨時従業員を含みません。