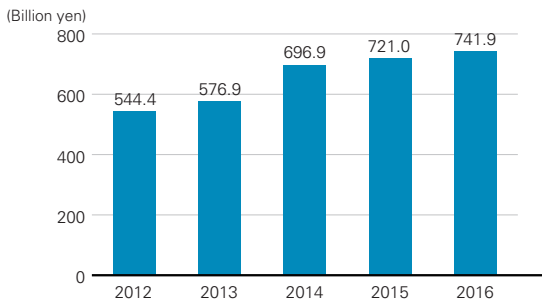
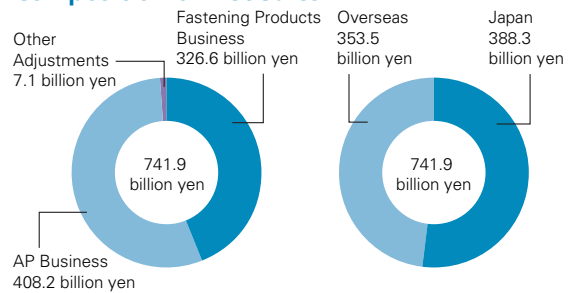


**Net Sales**

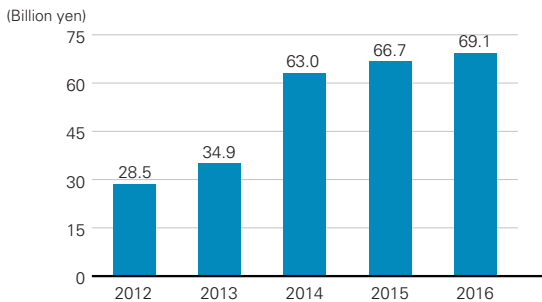


**Composition of Net Sales\***

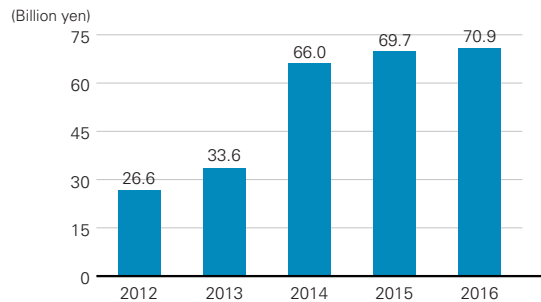


\*Based upon 2016 results

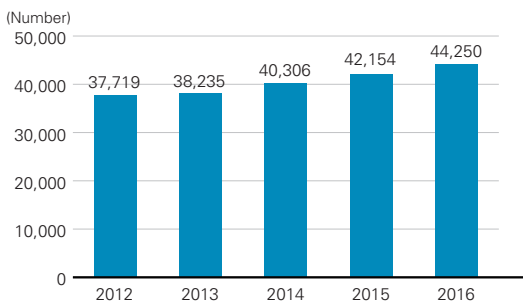
**Operating Income**



**Ordinary Income**

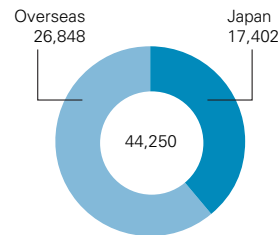


**Number of Employees\***



\*Results from end of each fiscal year (March)

**Distribution of Employees\***



\*As of March 31, 2016

For detailed financial data on the YKK Group, please refer to the company's website. <http://www.ykk.com/english/corporate/financial/index.html>

**Employees, occupational health and safety (YKK Group in Japan)**

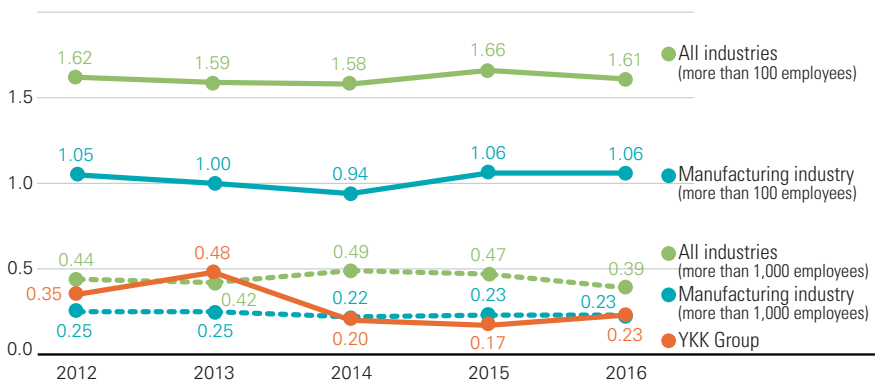
**2016 results**

Average age	43.0 years
Average length of employment	20.5 years
Proportion of men and women*	Men: 71.9% Women: 28.1%
Average working hours	YKK: 2,029 hours YKK AP: 2,025 hours Other businesses: 1,921 hours
Number of early retirees	267
Rate of use of paid holidays	66.3%
Number of employees taking parenting leave	414
Number of employees using the parenting work system	464
Number of employees taking caregiver leave	9
Number of employees using the flex-time system	415
Number of employees using the superannuitant reemployment system	838
Percentage of employees with disabilities	2.31%

\* As of March 31, 2016

**Occupational accident statistics**

(frequency rate\*)



\*Results from end of each fiscal year (March)

\* Frequency rate of all industries (excluding general contractors) and the manufacturing industry: Quoted from *Statistics on Occupational Accidents* (the Ministry of Health, Labour and Welfare)

Frequency of lost work time: Index representing frequency of occupational accidents  

$$\frac{\text{Number of workers suffering lost-work-time injuries} \times 1,000,000}{\text{Total number of actual working hours}}$$