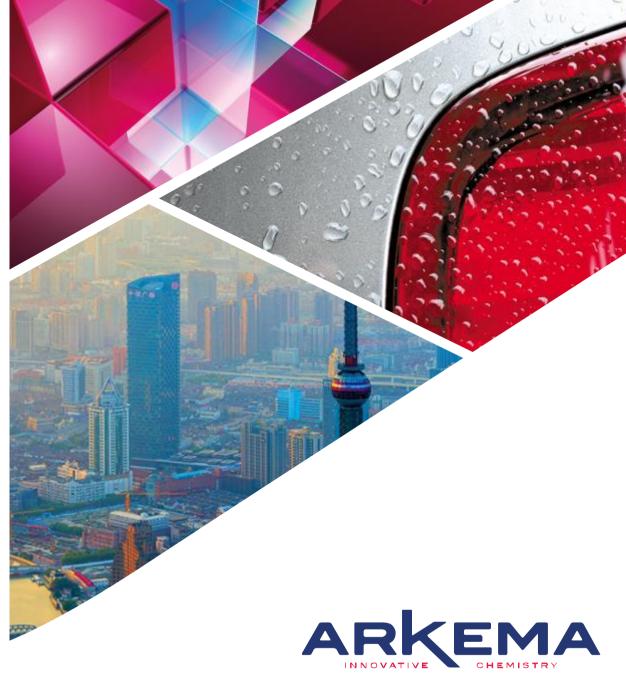
## **ARKEMA**

## **ROADSHOW PRESENTATION**





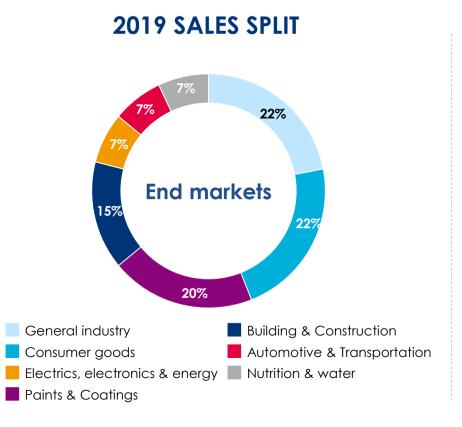


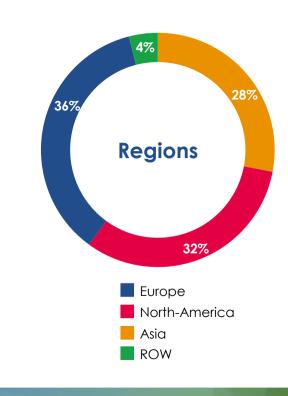
# **ARKEMA IN A SNAPSHOT**



## **ARKEMA AT A GLANCE**









€8.7b sales



**20,500** employees



Present in **55** countries



**144** plants operated



**2.8%** of revenues invested in R&D



## A HIGH-LEVEL FINANCIAL PERFORMANCE





## **RECORD CASH FLOW GENERATION IN 2019**



#### EBITDA to cash conversion rate

**52%** 

above the target of 35%

Working capital (% of annual sales)

13.8%

close to the very good level of 2018

## Recurring and exceptional capital expenditure €607 m

acceleration of major organic growth projects

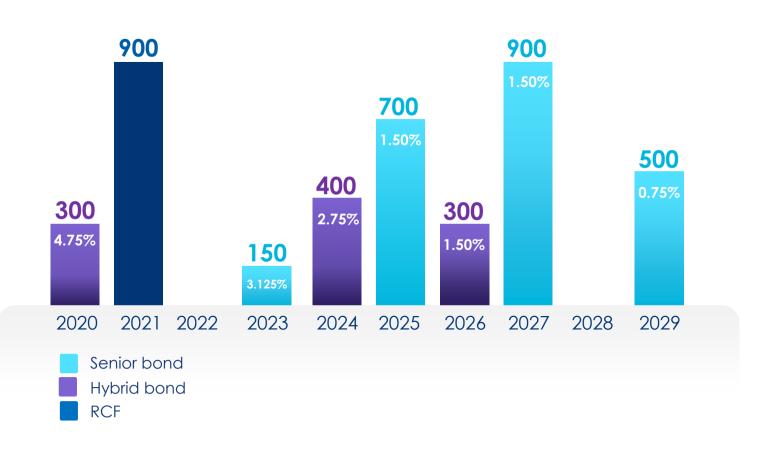
Tax rate (as a % of REBIT)

19%

stable relative to 2018



## A VERY SOLID BALANCE SHEET



### Gearing

(net debt excluding hybrids divided by shareholders' equity)

31%

Net debt (excl. hybrids) / EBITDA
1.1x

## **Hybrid bonds**

(booked as shareholders' equity)

€1,000 m\*

<sup>\* €300</sup>m new hybrid bond in January 2020 with a first call option exercisable after 6 years giving Arkema the possibility to refinance the 2020 hybrid of €300m should the reimbursement option be exercised

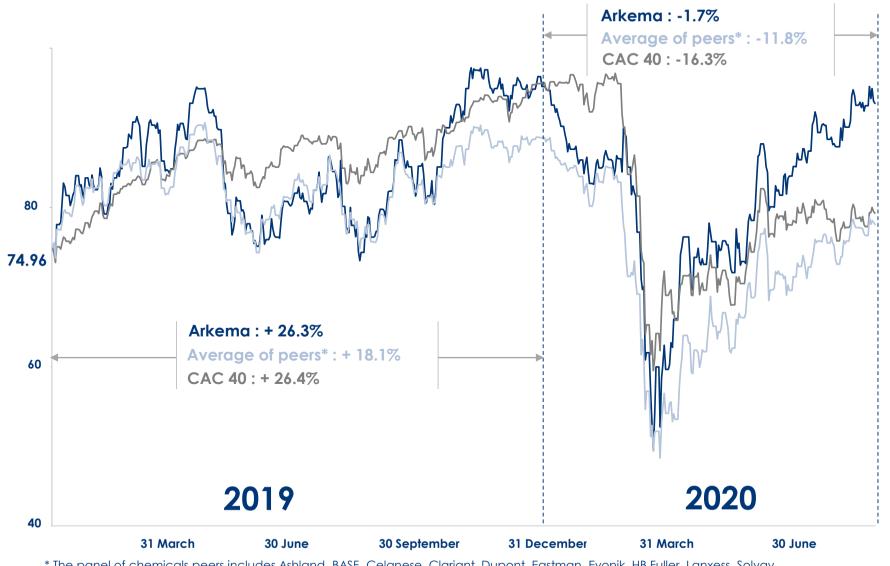


## STRONG CSR REQUIREMENTS

#### **NON-FINANCIAL RATINGS OUR AMBITION** 2015 2019 (SAM 42 65 Now a Part of S&P Global MSCI BB 44-CDP Rank among the ecovadis 2019 ecovadis Top 1% best perfoming ecovadis companies **EURONEXT** Global n.a.1 Inclusion in the DJSI chemist vigeoeiris **EUROPE 120 INDICES EUROZONE 120 INDICES**

<sup>1.</sup> Not disclosed

## **EVOLUTION OF THE SHARE PRICE SINCE 1st JANUARY 2019**





<sup>\*</sup> The panel of chemicals peers includes Ashland, BASF, Celanese, Clariant, Dupont, Eastman, Evonik, HB Fuller, Lanxess, Solvay



# **OUR LONG TERM AMBITION**



### **OUR VISION**



Be the **Specialty Materials leader** offering the most **innovative** and **sustainable solutions** to address our customers' current and future challenges

## ARKEMA HAS UNIQUE MATERIALS CAPABILITIES TO ADDRESS THESE CHALLENGES

**Structuring** materials



**Composite** materials

**Bonding** materials



**Recyclable** materials

Protecting surfaces





**Bio-based** resources

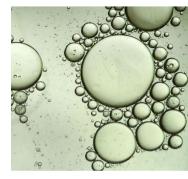
**Additive** technology





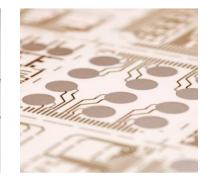
**Rheology** modifications

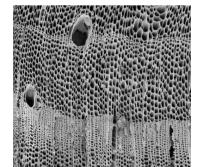
**Surface** science



**UV curing** technology

**Piezoelectric** materials

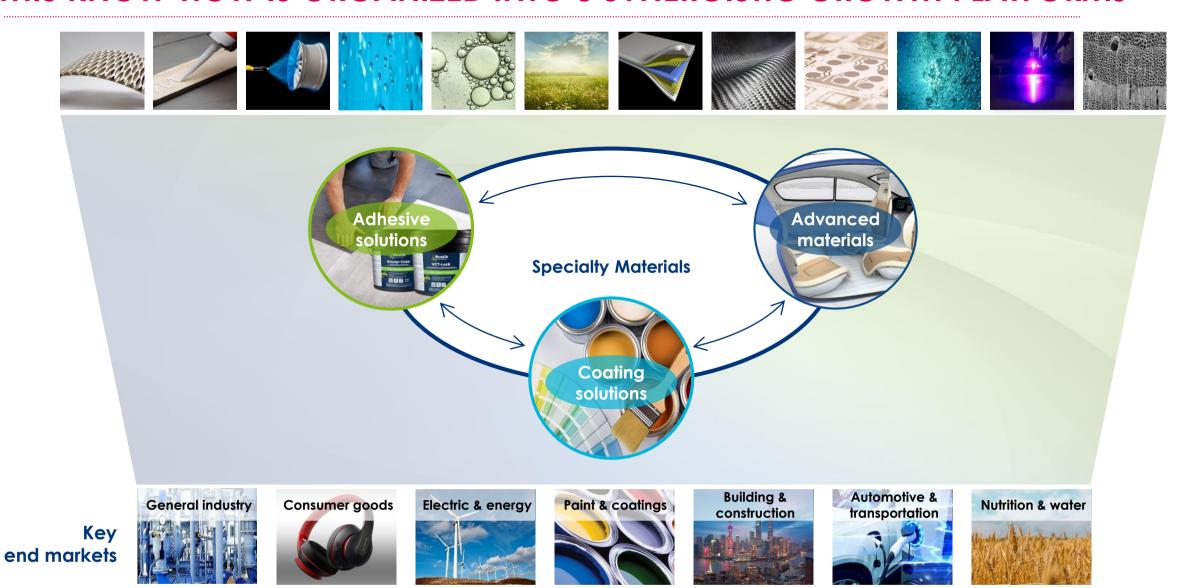




**Nanoscience** 



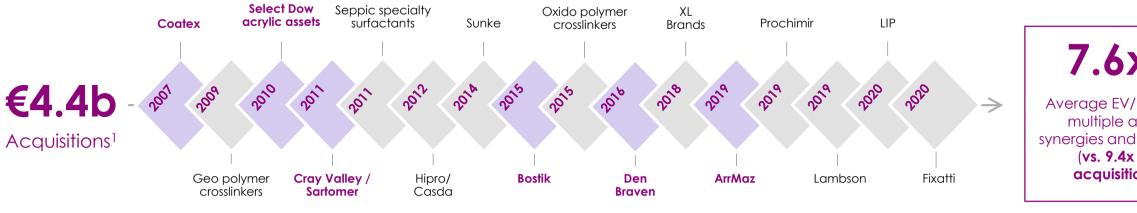
## THIS KNOW-HOW IS ORGANIZED INTO 3 SYNERGISTIC GROWTH PLATFORMS





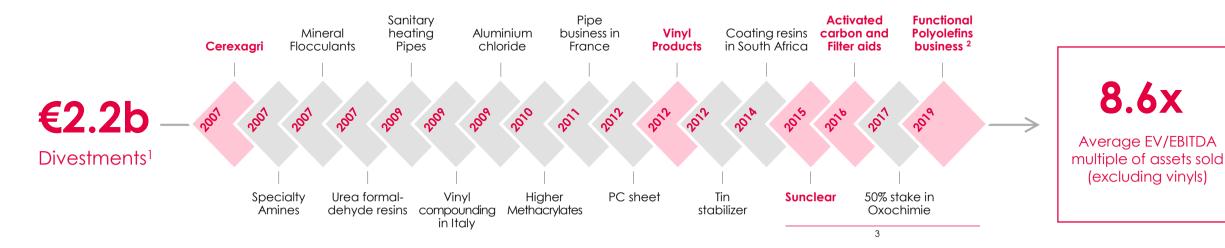
## THESE 3 PLATFORMS ARE DEVELOPED SINCE 2005 THROUGH A PROFOUND PORTFOLIO SHIFT

Colored boxes represent the largest acquisitions and divestments over the period



7.6x

Average EV/EBITDA multiple after syneraies and arowth (vs. 9.4x at acauisition)



1. Sales acquired / divested over 2005-2019 (full year impact)

2. Finalized on 1 June 2020

3. Initial plan was ~€300m EV for € 700m sales but achieved ~€650m EV for €550m sales



## WE HAVE ALIGNED OUR BUSINESS STRUCTURE WITH OUR VISION

2019 FINANCIALS	Specialty Materials			
		2%		
	Adhesive Solutions	Advanced Materials	Coating Solutions	Intermediates
	Construction Industrial & Consumer Assembly	High- Performance Polymers Performance Additives	Coating Coating Resins Additives	PMMA Fluorogases Asia Acrylics
Sales, €b	2.1	2.7	2.1	1.8
EBITDA margin <sup>1</sup>	12.9%	21.7%	14.4%	21.0%
	15.8% net of corporate			20% net of corporate
ROCE <sup>1</sup>	7.8%	13.3%	13.8%	26.5%
	Separate reporting of Adhesives (Bostik)	Now including Thiochemicals and Hydrogen peroxide	Now including UV cure resins (Sartomer) but excluding Asia Acrylics	Now including Asia Acrylics which does not benefit yet from integration

<sup>1.</sup> Excluding corporate, corresponding to ~1% of sales



## OUR VISION IS TO BECOME A PURE SPECIALTY MATERIALS PLAYER

#### **OUR 2024 AMBITION**

- €10-11b sales
- GDP+ organic growth
- High group profitability
   of ~17% EBITDA margin
- Strong cashflow generation
- Superior resilience

#### **SPECIALTY MATERIALS**



**3-3.5% p.a.** average annual organic revenue growth



M&A to more than double organic growth



Increase EBITDA margin from 15.8% to ~17%<sup>1</sup>



>40% cash generation<sup>2</sup>

#### **INTERMEDIATES**

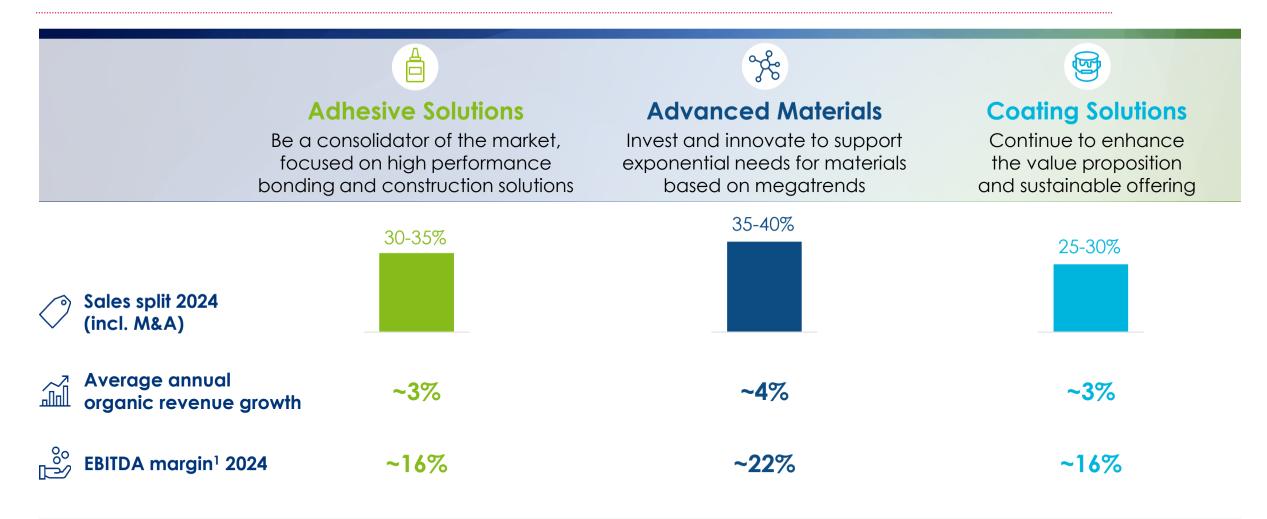


Develop differentiated strategies across businesses



<sup>1.</sup> Net of corporate costs, corresponding to ~1% of sales 2. Free cash flow excluding exceptional CAPEX divided by EBITDA

## EACH PLATFORM HAS SET GROWTH AND PROFITABILITY AMBITIONS



While keeping strict financial discipline at group level: including a ROCE > 10% and normative CAPEX ~5.5% of sales



<sup>1.</sup> Excluding corporate, corresponding to ~1% of sales

## ADHESIVE SOLUTIONS STRATEGY AT A GLANCE

#### **2019 KEY FINANCIALS**

€2.1b sales

12.9% EBITDA margin

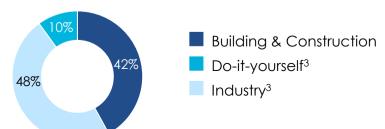


3% CAPEX intensity<sup>1</sup>



2.7% R&D intensity<sup>1</sup>

#### **2019 REVENUE SPLIT**





#### 2024 AMBITION



**High single-digit**Annual sales growth

incl M&A2



+300 bps

EBITDA margin increase

#### **Growth levers**



Accelerate organic growth through presence in Asia as well as key technologies (high-performance adhesives for industrial assembly and waterproofing & flooring in construction)



Launch phase 2 of our operational excellence program



Grow through bolt-on M&A in a fragmented market

1. As % of sales 2. Organic growth of ~3%

3. Separate market definitions as used by Adhesive solutions



## ADVANCED MATERIALS STRATEGY AT A GLANCE

#### **2019 KEY FINANCIALS**



€2.7b

sales



21.7%

EBITDA margin

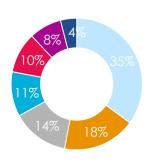


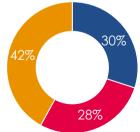
7-8%

CAPEX intensity<sup>1</sup>



3.4% R&D intensity<sup>1</sup>





#### **2019 REVENUE SPLIT**

- Buildina & Construction
- Consumer goods
- General industry
- Electrics, electronics & energy
- Automotive & Transportation
- Paint & coatings
- Nutrition & Water



#### **2024 AMBITION**



4%

Annual organic sales growth



Stable at 22%

EBITDA margin

#### **Growth levers**



Support growth with high-return expansion projects (polyamides in Asia, PVDF globally, PEKK in US,...)



Innovate with a focus on sustainability (bio-sourced materials, new energy, lightweight,...)



Be the **preferred partner** to solve our customers materials challenges





## COATING SOLUTIONS STRATEGY AT A GLANCE

#### **2019 KEY FINANCIALS**





14.4%

EBITDA margin



5-6%

CAPEX intensity<sup>1</sup>

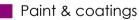


2.3%

R&D intensity<sup>1</sup>



#### **2019 REVENUE SPLIT**



- Consumer goods
- Nutrition & Water
- General industry

Europe

North America

Asia & Rest of the World

- Building & Construction
- Electrics, electronics & energy



#### 2024 AMBITION



3%

Annual organic sales growth





+150bps

EBITDA margin increase

#### **Growth levers**



**Increase capacity** in our existing platforms in fast growing geographies (e.g. photocurable resins in China, powder coatings India,...)



Optimize operating model incl. closer integration with other platforms and downstream acrylics



Further strengthen our **Sustainable technology** offering (Low-VOC formulations, bio-sourced, energy efficient products)

1. As % of sales



## INVESTIGATING DIFFERENTIATED STRATEGY ACROSS INTERMEDIATES BUSINESSES

Sales 2019, €b

MMA/ PMMA



0.61

Explore **potential disposal** of MMA/ PMMA

**FLUOROGASES** 



0.7

Focus on **specialty segment** (~€0.2b) high-value intermediates for fluoropolymers, as well as fluoroderivatives for electronics & batteries

Investigate **strategic alternatives** for emissive applications (air conditioning and refrigeration), including partnerships (~€0.5b)

**ASIA ACRYLICS** 



0.3

Balance acrylic monomer capacity in Asia through upstream partnerships and downstream growth (organic or bolt-on acquisitions) Once these strategies are executed these segments will be integrated in Specialty Materials

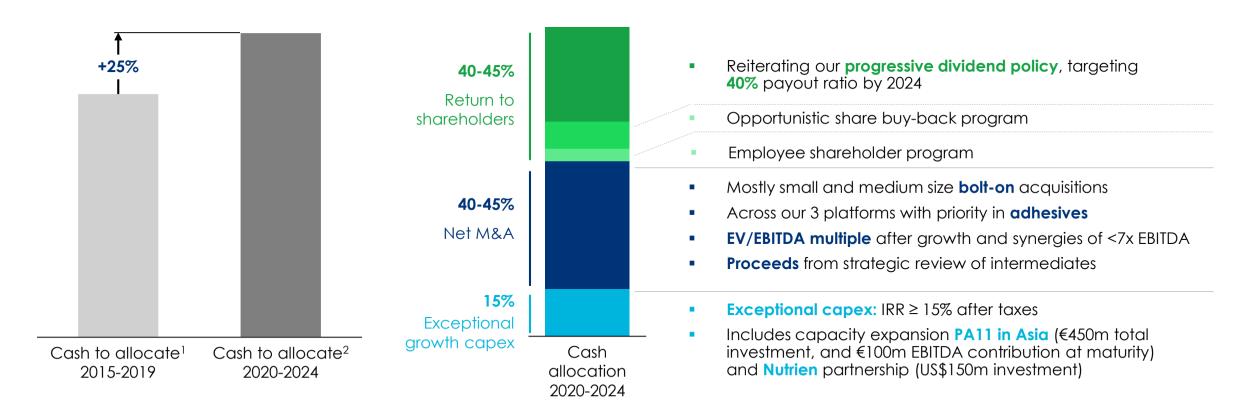
Strategic review in progress to assess the best path for each component – pending appropriate market conditions

1. Excludes €0.2b from Functional Polyolefins business – closing of disposal expected in Q2 2020

## **CASH ALLOCATION PRIORITIES**

Estimated cash to allocate over the 5 year plan ~€3.5b at constant leverage <sup>3</sup> (~1.6x)

#### SUBJECT TO MARKET CONDITIONS



<sup>1.</sup> Cash from operations minus recurring CAPEX 2. Cash from operations minus recurring CAPEX plus additional net debt available at constant leverage 3. 1.6x net debt to EBITDA ratio incl. €700m hybrid bonds



## MAINTAIN STRICT FINANCIAL DISCIPLINE



\*\*ROCE >10%



Net debt to EBITDA ratio



Incl. hybrid bonds



Solid investment grade rating



**Recurring Capex** 

~5.5% of sales



Controlled working capital

~14%

of sales

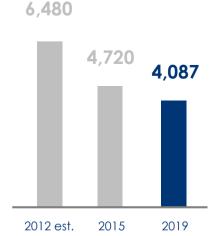


## STRONG COMMITMENT ON CLIMATE AND ENVIRONMENT

#### **CLIMATE**



**GHG EMISSIONS** in kt eq. CO<sub>2</sub>



#### **CLIMATE PLAN**

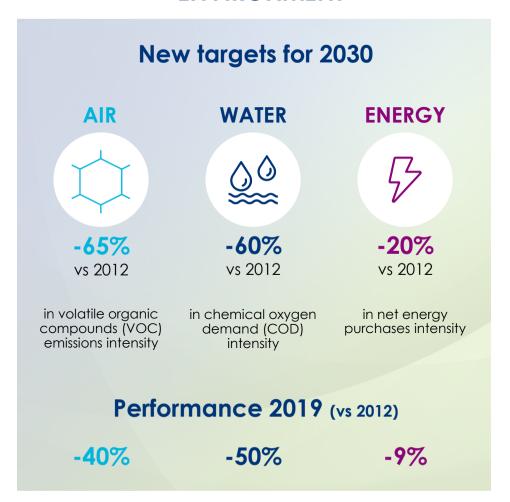
Commitment to Paris agreement and Science-Based Target trajectory well below 2°C



Greenhouse gas emissions (GHG) new target for 2030

≤ 2,950 kt eq. CO<sub>2</sub> (-38% vs 2015)

#### **ENVIRONMENT**



## INNOVATION TO SUPPORT SUSTAINABLE DEVELOPMENT



Industry leading range of **bio- based** specialty polyamides



Large range of **VOC-free** coating solutions



**Lightweight composites** to reduce GHG emissions



**Circular economy** initiatives (e.g. recyclable resins)



#### PORTFOLIO SUSTAINABILITY ASSESSMENT

44% of products portfolio assessed at end 2019, 46% of which is significantly contributing to UN Sustainable Development Goals

Objective to achieve **100%** portfolio sustainability assessment

#### **RESEARCH & INNOVATION**

In 2019, **149** patent applications linked to sustainable development, representing **67%** of the total number of patent applications.



## CULTIVATE AN OPEN DIALOGUE WITH OUR STAKEHOLDERS



#### **EMPLOYEES**

80% are actively engaged



## COMMON GROUND®

Nearly 1000 initiatives taken

From 23% to 25% in 2025



women in senior management

#### **DIVERSITY**

Promotion of women and international talents in senior management



#### **PHILANTHROPY**

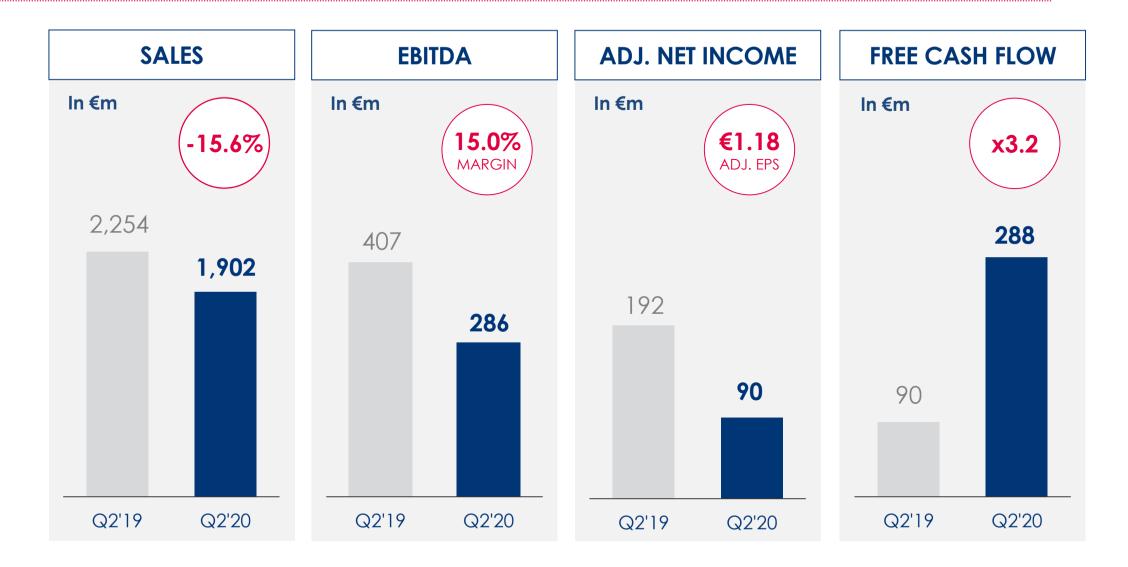
Funds for education, salary rounding, sponsoring



# Q2 AND H1 2020 RESULTS



## **ROBUST Q2'20 PERFORMANCE IN THE CONTEXT OF COVID-19**



## OVERALL ROBUST Q2'20 PERFORMANCE IN THE EXCEPTIONAL COVID-19 CONTEXT

<b>€1,902m</b> sales	<ul> <li>Global economy strongly impacted by Covid-19 pandemic</li> <li>Down 15.6% YoY (-10.7% in H1'20)</li> <li>Significant slowdown in the construction, transportation and industrial sectors</li> <li>Good demand in the nutrition, packaging and hygiene markets</li> <li>Sequential improvement in June, supported by the progress in the construction market</li> </ul>
€286m EBITDA  15.0% EBITDA margin	<ul> <li>Resilient performance in view of the context</li> <li>Solid performance of Advanced Materials (20% EBITDA margin)</li> <li>Sharp rebound for Bostik in June</li> <li>Benefits of rapidly implemented interim fixed cost reduction initiatives</li> </ul>
€90m adj. net income	
€288m free cash flow	<ul> <li>Description : Description : Excellent FCF for a second quarter (€90m in Q2'19)</li> <li>Strict management of working capital and capital expenditure</li> </ul>
<b>€2,134m</b> net debt (incl. €1bn hybrid bonds)	<ul> <li>⇒ Sharp decrease compared to 31 March 2020 (€2,481m)</li> <li>⇒ €168m dividend payment</li> <li>⇒ €246m net proceeds from Functional Polyolefins' divestment</li> </ul>



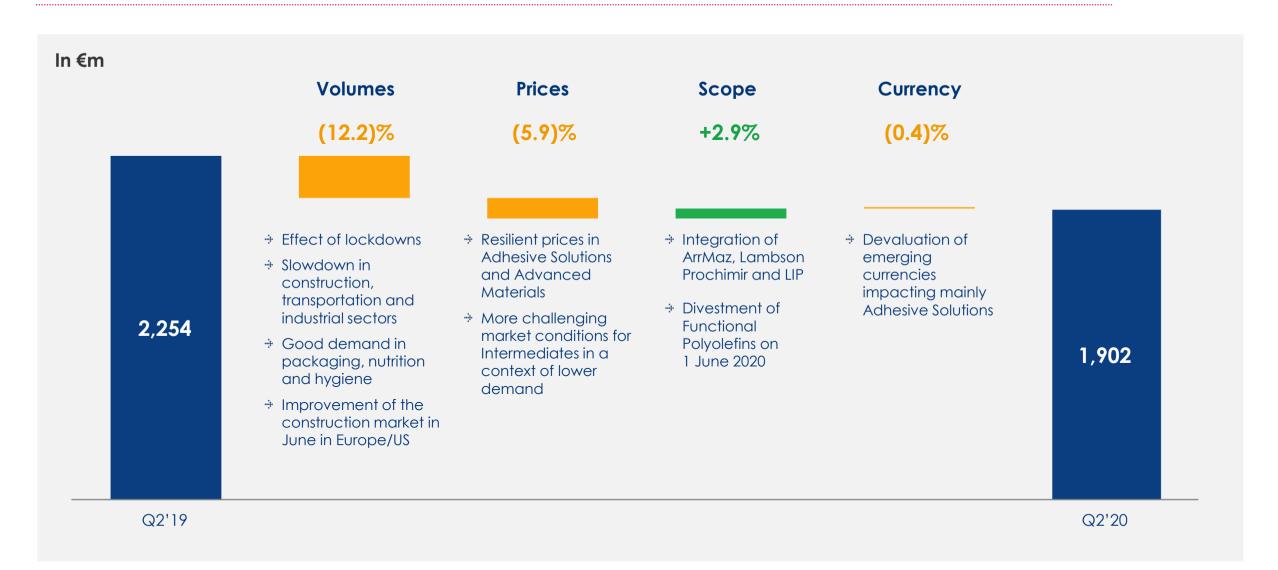
## **Q2'20 KEY FIGURES**

ln €m		Q2'19	Q2'20	Change
Sales		2,254	1,902	(15.6)%
EBITDA	Specialty Materials <sup>1</sup> Intermediates Corporate	407 304 127 -24	<b>286</b> 233 66 -13	(29.7)% (23.4)% (48.0)%
EBITDA margin		18.1%	15.0%	
Recurring operating income (REBIT)		278	144	(48.2)%
REBIT margin		12.3%	7.6%	
Adjusted net income		192	90	(53.1)%
<b>Net debt</b> (incl hybrid bon €2,331m as of 31/12/2019	ds)	2,008	2,134	



<sup>1.</sup> Specialty Materials include the three following segments: Adhesive Solutions, Advanced Materials and Coating Solutions

## **Q2'20 SALES BRIDGE**





## ADHESIVE SOLUTIONS (24% OF GROUP SALES)



Q2'20 KEY FIGURES			
	0.0110		
In €m	Q2'19	Q2'20	Change
Sales	520	453	(12.9)%
EBITDA	71	50	(29.6)%
EBITDA margin	13.7%	11.0%	
Rec. operating income	55	35	(36.4)%

Q2'20 SALES DEVELOPMENT			
Volumes	(13.2)%		
Prices	(0.9)%		
Currency	(1.5)%		
Scope	+2.7%		



#### Q2'20 HIGHLIGHTS

#### 

- Despite packaging and hygiene markets holding firm, volumes down 13.2%, impacted by the sharp slowdown in the construction, transportation and industrial sectors
- Price -0.9% held up well, reflecting the optimization of the product mix in 2019
- +2.7% scope effect, on LIP and Prochimir integration

#### **⇒ €50m EBITDA**

- EBITDA down 29.6% YoY on sharp volume contraction in construction in April and May, and weak demand in industrial assembly sector
- Performance picked up sharply in June thanks to the rebound seen in the construction and DIY markets, industrial markets remaining mixed
- Benefits from the operational excellence and fixed cost savings initiatives, as well as favorable impact of certain raw materials
- EBITDA margin at 11.0%, temporarily down versus last year

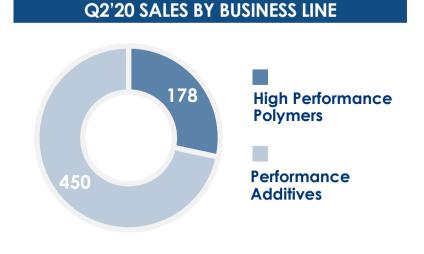


## **ADVANCED MATERIALS (33% OF GROUP SALES)**



Q2'20 KEY FIGURES			
	0.0110		
In €m	Q2'19	Q2'20	Change
Sales	650	628	(3.4)%
EBITDA	142	124	(12.7)%
EBITDA margin	21.8%	19.7%	
Rec. operating income	87	61	(29.9)%

Q2'20 SALES DEVELOPMENT			
Volumes	(11.5)%		
Prices	(2.0)%		
Currency	0.0%		
Scope	+10.1%		



#### Q2'20 HIGHLIGHTS

#### → €628m sales, slightly down 3.4% YoY

- Volumes down 11.5%, with Covid-19 weighing strongly on demand for High Performance Polymers
  - o significant decline in the transportation, consumer electronics, oil & gas and sports sectors
  - o good performance of the nutrition market and certain niche applications used in the fight against the virus
- Limited price effect of -2.0%
- 10.1% positive scope effect relating to ArrMaz consolidation, driven by favorable end-markets such as crop nutrition

#### → Resilient performance with €124m EBITDA and 19.7% EBITDA margin

- EBITDA down 12.7% YoY, reflecting sharp drop in volumes, notably for High Performance Polymers, partly offset by the good resistance of Performance Additives
- EBITDA margin at a high level, benefitting from a good product mix, the favorable evolution of certain raw materials and fixed costs reduction

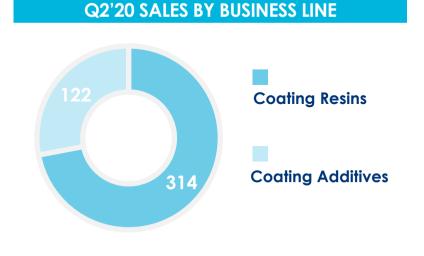


## **COATING SOLUTIONS (23% OF GROUP SALES)**



Q2'20 KEY FIGURES			
In €m	Q2'19	Q2'20	Change
Sales	575	436	(24.2)%
EBITDA	91	59	(35.2)%
EBITDA margin	15.8%	13.5%	
Rec. operating income	62	28	(54.8)%

Q2'20 SALES DEVELOPMENT			
Volumes	(15.8)%		
Prices	(9.5)%		
Currency	(0.1)%		
Scope	+1.2%		



#### Q2'20 HIGHLIGHTS

#### 

- Volumes down 15.8%, due to weak demand in construction, paints and in some industrial markets
- -9.5% price effect, stemming mainly from lower propylene prices
- Scope effect +1.2% reflecting the integration of Lambson

#### **♦ €59m EBITDA and 13.5% EBITDA margin**

- EBITDA down 35.2% YoY compared to Q2'19 excellent performance (€91m)
- Benefit from the improvement of the decorative paints market in June
- EBITDA margin held up well, thanks in particular to the benefits of the integration between upstream and downstream activities



## **INTERMEDIATES (20% OF GROUP SALES)**



Q2'20 KEY FIGURES			
In €m	Q2'19	Q2'20	Change
Sales	502	379	(24.5)%
EBITDA	127	66	(48.0)%
EBITDA margin	25.3%	17.4%	
Rec. operating income	99	35	(64.6)%

Q2'20 SALES DEVELOPMENT			
Volumes	(8.1)%		
Prices	(12.3)%		
Currency	+0.1%		
Scope	(4.2)%		

#### Q2'20 HIGHLIGHTS

#### 

- -12.3% price effect mainly reflecting challenging market conditions in Fluorogases and lower propylene prices
- Volumes down 8.1%
  - o slowdown in the construction and automotive sectors
  - o strong demand in the niche market for PMMA protective sheets, as in the first quarter
- Scope effect -4.2% corresponding to the Functional Polyolefins divestment finalized on 1 June 2020

#### → €66m EBITDA and 17.4% EBITDA margin

- EBITDA down -48.0% YoY in a context of strong declines in volumes and prices
- Performance of Fluorogases impacted by illegal HFC imports into Europe, easing towards the end of the period



#### PORTFOLIO MANAGEMENT HIGHLIGHTS SINCE 1 JANUARY 2020





**Bolt-on acquisitions in Adhesive Solutions** 



LIP

**Danish leader** in tile adhesives, water proofing systems and floor preparation solutions

Extended range of high value-added solutions, while **boosting presence in Nordic countries** 

Revenue of ~€30m per year

Finalized on 3 January 2020

#### **FIXATTI**

Leading global manufacturer of high-performance thermobonding adhesive powders

**Excellent complementarity** in terms of product offering and geographic exposure

Revenue of **~€55m per year**, with two production sites in Europe and one in China

Markets: construction, technical coatings, batteries, automotive, and textile printing

Closing expected in Q4'20\*

#### **FUNCTIONAL POLYOLEFINS**

Sale of Arkema's Functional Polyolefins business, part of PMMA activity, to SK Global Chemical

Revenue of ~€250m per year in food packaging, cable, electronics and coating markets

Enterprise value of €335 million (net proceeds of €246 million)

Finalized on 1 June 2020



## MAIN ORGANIC CAPEX SINCE 1 JANUARY 2020



#### **KERTEH 2**

**Doubling of the methyl mercaptan** production capacity at Kerteh site in Malaysia

Supporting the strong growth of the animal feed, petrochemical and refining markets in Asia

Strengthening the Group's world leading position in high value added sulfur derivative

Start-up in Q1 2020



Innovative partnership for the supply of anhydrous hydrogen fluoride (AHF)

#### **NUTRIEN**

**Long term stable and competitive AHF supply** for Calvert City site (US)

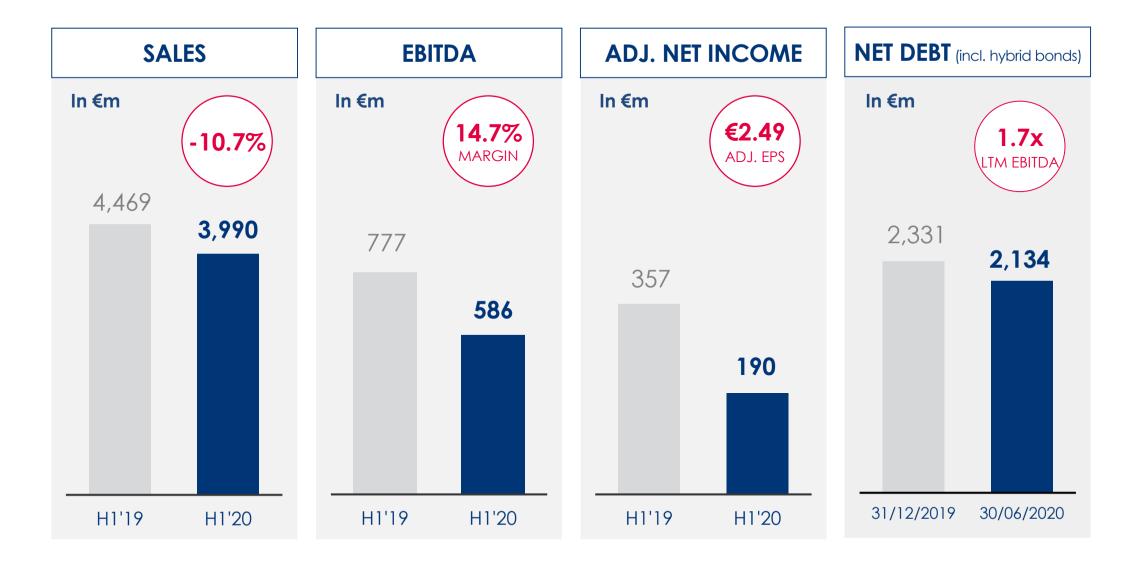
~50% for high added value fluoropolymers and fluoroderivatives, ~50% for low-GWP fluorogases

**Greater environmental protection** than more traditional production processes

**US\$150 million investment** in a 40 kt/year AHF production plant at Nutrien's site in North Carolina (start-up expected **first half 2022**)



## H1'20 PERFORMANCE





## H1'20 KEY FIGURES

In €m	H1'19	H1'20	Change
Sales	4,469	3,990	(10.7)%
EBITDA  Specialty Materials  Intermediates Corporate	777 596 230 -49	586 489 134 -37	(24.6)% (18.0)% (41.7)%
EBITDA margin	17.4%	14.7%	
Recurring operating income (REBIT)	525	304	(42.1)%
REBIT margin	11.7%	7.6%	
Adjusted net income	357	190	(46.8)%



<sup>1.</sup> Specialty Materials include the three following segments: Adhesive Solutions, Advanced Materials and Coating Solutions

### H1'20 CASH FLOW

### **RECONCILIATION OF EBITDA TO NET CASH FLOW**

In €m	H1'19	H1'20
EBITDA	777	586
Current taxes	(96)1	(55)
Cost of debt	(49)	(42)
Change in working capital and fixed assets payables <sup>2</sup>	(229)	(78)
Recurring capital expenditure	(187)	(157)
Exceptional capital expenditure	(38)	(57)
Non-recurring items and others	(15) <sup>1</sup>	53
FREE CASH FLOW	163	250
Impact of portfolio management	(25)	147
NET CASH FLOW	138	397

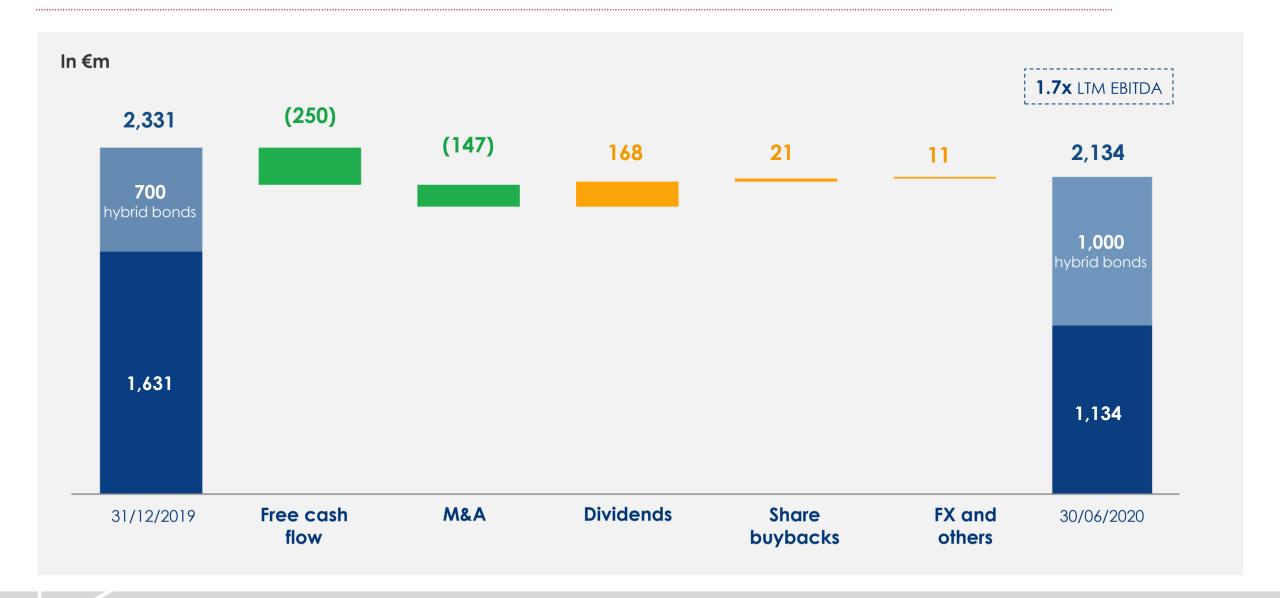
#### H1'20 HIGHLIGHTS

- Tax rate H1'20: ~22% of REBIT (excl. exceptional items)
- Strict working capital management
  - 16.5% working capital on annualized sales (16.0% end of June 2019)
- Non-recurring items include tax savings linked to the use of tax losses for an amount of €55m in Q2'20
- Portfolio management mainly corresponding to LIP acquisition and Functional Polyolefins divestment

<sup>1.</sup> Restated for tax impact on non-recurring items

<sup>2.</sup> Excluding non-recurring items and impact of portfolio management

## H1'20 NET DEBT BRIDGE (INCLUDING HYBRID BONDS)



### **2020 OUTLOOK**

- Based on the progressive lifting of lockdown measures in some important countries for the Group, Arkema expects that demand will continue to improve gradually in the second part of the year, while remaining below last year's level
- The pace and strength of this improvement are still uncertain, dependent on the evolution of the pandemic, and will vary between end-markets and geographies
- Arkema estimates at this stage that sales in the third quarter will decline by around 10% year-on-year at constant scope and currency, representing a clear improvement compared to the decline of around 20% recorded in the second quarter
- The Group confirms it is on track to **reduce in 2020 its fixed costs by €50 million** compared to 2019 and to **reduce capital expenditure by €100 million** compared to the level originally planned
- Arkema will continue its acquisition strategy, the roll-out of its major organic growth projects, as well as its strategic review for Intermediates, in line with its ambition to become a pure Specialty Materials player by 2024

#### **DISCLAIMER**

The information disclosed in this document may contain forward-looking statements with respect to the financial condition, results of operations, business and strategy of Arkema.

In the current context, where the Covid-19 epidemic continues to rapidly spread across the world, and the evolution of the situation as well as the magnitude of its impacts on the global economy are highly uncertain, the retained assumptions and forward looking statements could ultimately prove inaccurate.

Such statements are based on management's current views and assumptions that could ultimately prove inaccurate and are subject to material risk factors such as among others, changes in raw material prices, currency fluctuations, implementation pace of cost-reduction projects, developments in the Covid-19 situation, and changes in general economic and business conditions. These risk factors are further developed in the 2019 Universal Registration Document.

Arkema does not assume any liability to update such forward-looking statements whether as a result of any new information or any unexpected event or otherwise.

Further information on factors which could affect Arkema's financial results is provided in the documents filed with the French Autorité des marchés financiers.

Financial information since 2005 is extracted from the consolidated financial statements of Arkema. Quarterly financial information is not audited.

The business segment information is presented in accordance with Arkema's internal reporting system used by the management.

The main performance indicators used by the Group are defined in the 2019 Universal Registration Document. As part of the analysis of its results or to define its objectives, the Group uses in particular the following indicators:

**EBITDA margin**: corresponds to EBITDA as a percentage of sales, EBITDA equaling recurring operating income (REBIT) plus recurring depreciation and amortization of tangible and intangible assets

**REBIT margin:** corresponds to the recurring operating income (REBIT) as a percentage of sales

Free cash flow: corresponds to cash flow from operations and investments excluding the impact of portfolio management

EBITDA to cash conversion rate: corresponds to the free cash flow excluding exceptional capital expenditure divided by EBITDA

**Return on average capital employed (ROACE):** corresponds to the REBIT divided by the average of capital employed at the end of years Y and Y-1.

