

Summary of 2010 Employee Stock Ownership Plan

2011/10/20
Tokyo Stock Exchange, Inc.

1 Employee Stock Ownership Plan

Fiscal Year			2009	2010	Change	[% Change]
No. of Companies			2,006	1,976	-30	
Total Market Capitalization of Companies with ESOP	(A)	100mil. yen	2,985,891	2,747,885	-238,005	[-8.0]
Total Market Value Owned by ESOP	(B)	100mil. yen	28,540	28,224	-316	[-1.1]
Percentage	(B)/(A)	%	0.96	1.03	0.07	
Total No. of Employees of Companies with ESOP	(C)	10thous. persons	462.7	499.1	36.4	[7.9]
Total No. of Members in ESOP	(D)	10thous. persons	208.3	217.8	9.4	[4.5]
Percentage	(D)/(C)	%	45.03	43.63	-1.40	
Average Market Value Owned by Members in ESOP	(B)/(D)	10 thous yen	136.9	129.5	-7.3	[-5.4]
(Reference)						
No. of Share Units Issued by Companies with ESOP	(E)	10 thous units	167,853.5	180,400.6	12,547.1	[7.5]
No. of Share Units Owned by ESOP	(F)	10 thous units	1,462.6	1,657.8	195.1	[13.3]
Percentage	(F)/(E)	%	0.87	0.92	0.05	
Average No. of Share Units Owned by Members in ESOP	(F)/(D)	units	7.02	7.61	0.59	

Notes : 1. Total Market Value of ESOP was calculated, multiply the closing price of the last business day of March, 2011 and the number of share owned by ESOP.

2. The companies with the plans above, listed on the TSE, agree to allow Daiwa Securities, Daiwa Securities Capital Markets, Nikko Cordial Securities, Nomura Securities, Mizuho Securities or Mitsubishi UFJ Morgan Stanley Securities to handle business concerning the plans.

2 Incentive subsidy

Fiscal Year	The amount of incentive subsidy(yen)	0	less than 20	more than20 ~less than40	40~60	60~80	80~100	100~150	150~200	more than200	total
2009	No.of Companies	123	4	87	851	163	56	631	33	58	2,006
	(%)	6.1	0.2	4.3	42.4	8.1	2.8	31.5	1.6	2.9	100.0
2010	No.of Companies	86	4	84	826	157	59	662	36	62	1,976
	(%)	4.4	0.2	4.3	41.8	7.9	3.0	33.5	1.8	3.1	100.0

Notes: 1. "The amount of incentive subsidy" shows the value per 1,000 yen which is paid as company match contribution.

2. Average incentive subsidy was 76.47yen for the year2009and 77.53yen for the year2010 .

3. The incentive subsidy, in2009 , 50 JPY was paid by 829 companies and 100 JPY was paid by 609 companies, in 2010, 50 JPY was paid by 805 companies and 100 JPY was paid by 645 companies.

3 Employee Stock Ownership Plan by Types of Industry

Types of Industry	No. of Companies	Total Market Capitalization of Companies with ESOP (A)	Total Market Value Owned by ESOP (B)	(B)/(A)	Total No. of Employees of Companies with ESOP (C)	Total No. of Members in ESOP (D)	(D)/(C)	Incentive subsidy		(Reference)		
								No. of Companies	average incentive subsidy	No. of Share Units Issued by Companies with ESOP (E)	No. of Share Units Owned by ESOP (F)	(F)/(E)
	No. of Cos.	yen mil.	yen mil.	%	persons	persons	%	No. of Cos.	yen	units	units	%
All Industries	1,976	274,788,561	2,822,406	1.03	4,991,864	2,178,081	43.63	1,890	77.53	1,804,006,462	16,578,309	0.92
Fishery, Agriculture & Forestry	6	287,055	1,702	0.59	17,417	1,635	9.39	6	58.33	4,574,694	20,449	0.45
Mining	5	2,669,221	2,272	0.09	2,882	1,620	56.21	5	74.00	4,628,852	4,678	0.10
Construction	102	6,304,929	132,152	2.10	239,746	124,365	51.87	99	79.45	47,984,055	805,960	1.68
Foods	85	8,653,187	97,462	1.13	183,965	71,446	38.84	84	75.00	31,919,668	371,597	1.16
Textiles & pparels	44	2,426,873	21,857	0.90	54,777	20,304	37.07	43	88.11	9,132,443	99,210	1.09
Pulp & Paper	13	1,017,322	18,942	1.86	32,270	19,302	59.81	13	82.31	3,656,625	72,605	1.99
Chemicals	136	16,266,998	178,848	1.10	307,144	111,978	36.46	132	81.89	61,841,445	732,126	1.18
Pharmaceutical	36	13,356,432	172,468	1.29	125,535	52,688	41.97	36	84.58	54,887,262	764,163	1.39
Oil & Coal Products	9	2,392,706	35,166	1.47	33,877	12,561	37.08	9	103.98	30,329,888	247,179	0.81
Rubber Products	15	2,105,975	10,672	0.51	40,148	12,810	31.91	13	67.69	13,825,684	66,391	0.48
Glass & Ceramics Products	34	3,967,844	28,056	0.71	47,942	17,483	36.47	33	72.73	8,253,472	65,523	0.79
Iron & Steel	40	7,108,460	37,828	0.53	121,148	41,292	34.08	39	89.54	30,350,070	151,698	0.50
Nonferrous Metals	27	3,706,575	26,836	0.72	45,703	24,489	53.58	24	78.87	19,037,691	148,483	0.78
Metal Products	47	2,712,212	34,334	1.27	106,096	26,857	25.31	45	72.00	18,322,927	247,493	1.35
Machinery	145	15,305,117	164,853	1.08	223,787	108,237	48.37	138	73.22	64,061,410	755,643	1.18
Electric Appliances	179	39,391,595	443,601	1.13	618,110	317,373	51.35	165	76.85	142,723,047	1,751,818	1.23
Transportation Equipment	74	33,078,303	215,002	0.65	420,491	128,679	30.60	68	65.21	155,553,913	918,340	0.59
Precision instruments	32	4,108,984	37,187	0.91	77,869	25,554	32.82	31	68.03	22,348,874	199,916	0.89
Other Products	54	3,195,916	58,037	1.82	91,119	45,381	49.80	52	74.69	18,170,405	312,237	1.72
Electric Power & Gas	21	9,786,143	179,741	1.84	144,310	139,657	96.78	21	71.43	60,738,161	1,086,501	1.79
Land Transportation	39	7,746,207	121,250	1.57	393,105	162,201	41.26	35	61.60	23,918,600	449,133	1.88
Marine Transportation	11	1,535,627	3,770	0.25	30,959	2,680	8.66	10	172.50	5,650,093	13,558	0.24
Air Transportation	4	668,203	8,207	1.23	17,298	5,607	32.41	4	92.50	2,638,570	32,533	1.23
Warehousing & Harbor Transportation Services	23	744,756	11,975	1.61	14,751	9,463	64.15	22	80.91	2,972,465	37,982	1.28
infimation & Communication	136	15,573,576	131,937	0.85	196,326	123,583	62.95	130	88.00	78,300,410	906,431	1.16
Wholesale Trade	163	15,315,136	146,843	0.96	174,187	82,935	47.61	161	84.65	115,689,616	1,166,948	1.01
Retail Trade	180	12,144,774	134,206	1.11	416,065	141,589	34.03	178	70.32	96,024,489	1,250,403	1.30
Banks	79	22,092,323	175,176	0.79	393,857	171,374	43.51	76	56.32	451,107,004	1,976,680	0.44
Securities & commodity Futures	14	3,040,152	21,039	0.69	50,011	24,059	48.11	13	89.23	49,941,471	301,409	0.60
Insurance	6	4,063,669	51,466	1.27	99,443	55,151	55.46	6	58.33	26,988,825	231,202	0.86
Other Financing Business	21	2,393,903	10,933	0.46	24,583	13,281	54.03	18	83.89	51,432,457	200,309	0.39
Real Estate	57	5,730,768	23,403	0.41	33,078	17,899	54.11	51	71.96	41,732,690	251,315	0.60
Services	139	5,897,603	85,170	1.44	213,865	64,548	30.18	130	83.00	55,269,186	938,396	1.70

Notes : The category of industry is classified as of March 31, 2011.

Reference - Historical Data

Fiscal Year			2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
No. of Companies			1,600	1,648	1,667	1,715	1,755	1,834	1,857	1,844	2,032	2,006	1,976
Total Market Capitalization of Companies with ESOP	(A)	100mil. yen	2,612,147	2,378,607	1,833,763	2,936,417	3,062,673	4,594,843	4,650,713	3,276,454	2,256,598	2,985,891	2,747,885
Total Market Value Owned by ESOP	(B)	100mil. yen	25,300	23,360	19,155	29,534	30,216	40,843	38,727	27,903	21,455	28,540	28,224
Percentage	(B)/(A)	%	0.97	0.98	1.04	1.01	0.99	0.89	0.83	0.85	0.95	0.96	1.03
Total No. of Employees of Companies with ESOP	(C)	10thous. persons	352.3	356.5	349.3	370.5	369.0	389.5	389.7	417.1	458.9	462.7	499.1
Total No. of Members in ESOP	(D)	10thous. persons	179.6	180.6	179.2	180.0	177.7	181.9	184.6	191.2	205.9	208.3	217.8
Percentage	(D)/(C)	%	50.98	50.66	51.32	48.61	48.17	46.71	47.38	45.84	44.88	45.03	43.63
Average Market Value Owned by Members in ESOP	(B)/(D)	10thous. yen	140.9	129.3	106.8	164.0	169.9	224.4	209.7	145.9	104.1	136.9	129.5
average incentive subsidy		yen	65.06	66.24	66.47	67.48	67.92	70.97	73.09	76.23	77.97	76.47	77.53
(Reference)													
No. of Share Units Issued by Companies with ESOP	(E)	10thous. units	46,250.9	54,696.1	67,163.6	81,931.0	154,668.1	206,975.5	115,133.3	115,081.2	150,395.7	167,853.5	180,400.6
No. of Share Units Owned by ESOP	(F)	10thous. units	565.6	642.9	761.2	807.5	885.5	932.1	974.4	990.8	1293.7	1,462.6	1,657.8
Percentage	(F)/(E)	%	1.22	1.18	1.13	0.99	0.57	0.45	0.85	0.86	0.86	0.87	0.92
Average No. of Share Units Owned by Members in ESOP	(F)/(D)	units	3.15	3.56	4.25	4.48	4.98	5.12	5.28	5.18	6.28	7.02	7.61