

# **Summary of 2009 Employee Stock Ownership Plan**

2010/10/18  
Tokyo Stock Exchange, Inc.

Fiscal Year			2008	2009	Change [% Change]
No. of Companies			2,032	2,006	-26
Total Market Value by companies with ESOP	(A)	100mil. yen	2,256,598	2,985,891	729,292 [ 32.3 ]
Total Market Value owned by ESOP	(B)	100mil. yen	21,455	28,540	7,084 [ 33.0 ]
Percentage	(B)/(A)	%	0.95	0.96	0.01
Total No.of Employees in ESOP	(C)	10thous. persons	458.9	462.7	3.7 [ 0.8 ]
Total No.of members in ESOP	(D)	10thous. persons	205.9	208.3	2.3 [ 1.2 ]
Percentage	(D)/(C)	%	44.88	45.03	0.15
Average Market Value of members in ESOP	(B)/(D)	10 thous yen	104.1	136.9	32.8 [ 31.5 ]
(Reference)					
No. of Unit Issued by Companies with ESOP	(E)	10 thous units	150,395.7	168,092.4	17,696.7 [ 11.8 ]
No.of Unit owned by ESOP	(F)	10 thous units	1,293.7	1,462.6	168.9 [ 13.1 ]
Percentage	(F)/(E)	%	0.86	0.87	0.01
Average No.of Unit of member	(F)/(D)	units	6.28	7.02	0.74

Notes : 1. Total Market Value of ESOP was calculated, multiply the closing price of the last business day of March, 2010 and the number of share owned by ESOP.

2. Data are offered by Daiwa Securities, Daiwa Securities Capital Markets, Nikko Cordial Securities, Nomura Securities, Mizuho Securities and Mitsubishi UFJ Morgan Stanley Securities.

Fiscal Year	The amount of incentive wages(yen)	0	less than 20	more than20 ~less than40	40~60	60~80	80~100	100~150	150~200	more than200	total
2008	No.of Companies	120	4	89	853	167	64	626	42	67	2,032
	(%)	5.9	0.2	4.4	42.0	8.2	3.1	30.8	2.1	3.3	100.0
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

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

2. Average cash allowance was 77.97yen for the year2008and 76.47yen for the year2009 .

3. The incentive wage, in2008 , 50 JPY was paid by 832 companies and 100 JPY was paid by 604 companies, in 2009, 50 JPY was paid by 829 companies and 100 JPY was paid by 609 companies.

Types of Industry	No. of Companies	Total Market Value by companies with the Plans	Total Market Value owned by the Plans	(B)/(A)	Total No. of Employees of Cos. With the Plans	Total No. of Participants in the Plans	(D)/(C)	Incentive wages		(Reference)		
		(A)	(B)		(C)	(D)		No. of Companies	Average allowance of the company	No. of Unit Issued by Companies with the Plans (E)	No. of Unit owned by the Plans (F)	(F)/(E)
	No. of Cos.	yen mil.	yen mil.	%	persons	persons	%	No. of Cos.	yen	units	units	%
All Industries	2,006	298,589,102	2,854,055	0.96	4,627,587	2,083,851	45.03	1,883	76.47	1,680,924,467	14,626,947	0.87
Fishery, Agriculture & Forestry	6	310,049	1,688	0.54	18,322	1,517	8.28	6	55.00	4,621,558	19,126	0.41
Mining	4	1,949,209	1,760	0.09	2,692	1,494	55.50	4	85.00	3,152,156	3,227	0.10
Construction	107	6,434,795	126,485	1.97	228,332	125,386	54.91	101	78.56	47,542,302	723,453	1.52
Foods	85	10,082,636	102,160	1.01	147,503	68,433	46.39	82	76.41	31,719,263	326,326	1.03
Textiles & pparels	46	2,489,401	21,477	0.86	59,032	21,564	36.53	45	87.08	9,123,906	97,558	1.07
Pulp & Paper	13	1,140,855	20,159	1.77	32,856	20,313	61.82	13	78.27	3,687,123	69,033	1.87
Chemicals	136	18,923,997	196,329	1.04	302,776	116,898	38.61	131	81.60	60,510,551	703,732	1.16
Pharmaceutical	35	13,157,019	110,370	0.84	74,331	43,332	58.30	35	79.29	43,662,389	376,950	0.86
Oil & Coal Products	8	766,005	19,136	2.50	9,343	8,269	88.50	8	98.34	5,426,909	56,038	1.03
Rubber Products	15	2,011,169	10,046	0.50	39,823	12,842	32.25	13	67.69	13,840,982	62,289	0.45
Glass & Ceramics Products	35	4,196,422	28,188	0.67	46,736	17,046	36.47	34	73.83	8,094,652	65,327	0.81
Iron & Steel	40	9,138,981	44,799	0.49	116,926	40,642	34.76	36	88.29	30,449,208	142,227	0.47
Nonferrous Metals	26	3,782,120	24,828	0.66	41,531	23,092	55.60	22	76.85	19,073,217	128,350	0.67
Metal Products	48	2,737,429	38,625	1.41	102,027	29,804	29.21	46	70.43	16,012,267	266,979	1.67
Machinery	152	14,955,509	152,657	1.02	227,462	109,829	48.28	143	72.41	62,899,903	703,194	1.12
Electric Appliances	182	46,504,981	483,466	1.04	600,318	329,284	54.85	164	82.00	144,717,679	1,680,716	1.16
Transportation Equipment	74	35,194,773	213,036	0.61	425,204	129,278	30.40	68	64.46	154,854,155	888,945	0.57
Precision instruments	33	4,941,316	40,956	0.83	75,111	25,903	34.49	33	72.09	22,519,625	191,462	0.85
Other Products	56	3,696,529	63,545	1.72	88,320	46,380	52.51	53	73.46	18,561,558	297,365	1.60
Electric Power & Gas	21	14,214,350	239,683	1.69	144,650	135,654	93.78	21	71.43	58,902,064	990,796	1.68
Land Transportation	40	8,725,285	123,825	1.42	367,830	152,276	41.40	35	61.27	23,562,407	413,443	1.75
Marine Transportation	11	1,960,741	4,086	0.21	4,155	2,414	58.10	10	172.50	5,605,333	12,006	0.21
Air Transportation	4	700,284	8,793	1.26	17,063	5,793	33.95	4	92.50	2,652,147	33,187	1.25
Warehousing & Harbor Transportation Services	25	827,400	13,016	1.57	15,270	9,697	63.50	24	78.33	3,328,373	42,561	1.28
infimation & Communication	134	11,655,648	87,831	0.75	191,008	72,765	38.10	124	84.94	79,262,855	729,965	0.92
Wholesale Trade	162	14,977,163	150,894	1.01	166,853	82,370	49.37	155	81.08	99,422,256	1,039,400	1.05
Retail Trade	184	13,788,034	144,094	1.05	404,720	141,080	34.86	177	69.27	96,991,453	1,205,162	1.24
Banks	79	26,951,144	196,617	0.73	319,240	168,653	52.83	71	54.36	375,100,108	1,590,683	0.42
Securities & commodity Futures	15	4,428,424	25,970	0.59	50,202	23,360	46.53	14	81.65	48,168,406	252,880	0.52
Insurance	5	2,587,559	33,730	1.30	43,399	21,205	48.86	4	62.50	13,804,121	155,040	1.12
Other Financing Business	23	2,789,025	10,412	0.37	30,021	14,515	48.35	20	80.99	75,669,376	217,914	0.29
Real Estate	57	6,429,317	25,497	0.40	33,461	17,696	52.89	52	75.04	42,610,661	236,029	0.55
Services	145	6,141,518	89,881	1.46	201,070	65,067	32.36	135	75.71	55,375,504	905,584	1.64

Notes : The category of industry is classified as of March 31, 2010.

## Reference - Historical Data

Fiscal Year		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
No. of Companies		1,499	1,600	1,648	1,667	1,715	1,755	1,834	1,857	1,844	2,032	2,006
Total Market Value by companies with ESOP	(A) 100mil. yen	3,249,773	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
Total Market Value owned by ESOP	(B) 100mil. yen	28,008	25,300	23,360	19,155	29,534	30,216	40,843	38,727	27,903	21,455	28,540
Percentage	(B)/(A) %	0.86	0.97	0.98	1.04	1.01	0.99	0.89	0.83	0.85	0.95	0.96
Total No.of Employees in ESOP	(C) 10thous. persons	361.7	352.3	356.5	349.3	370.5	369.0	389.5	389.7	417.1	458.9	462.7
Total No.of members in ESOP	(D) 10thous. persons	177.5	179.6	180.6	179.2	180.0	177.7	181.9	184.6	191.2	205.9	208.3
Percentage	(D)/(C) %	49.07	50.98	50.66	51.32	48.61	48.17	46.71	47.38	45.84	44.88	45.03
Average Market Value of members in ESOP	(B)/(D) 10 thous. yen	157.8	140.9	129.3	106.8	164.0	169.9	224.4	209.7	145.9	104.1	136.9
Average cash allowance	yen	64.53	65.06	66.24	66.47	67.48	67.92	70.97	73.09	76.23	77.97	76.47
(Reference)												
No. of Unit Issued by Companies with ESOP	(E) 10 thous. units	37,904.4	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	168,092.4
No.of Unit owned by ESOP	(F) 10 thous. units	485.6	565.6	642.9	761.2	807.5	885.5	932.1	974.4	990.8	1,293.7	1,462.6
Percentage	(F)/(E) %	1.28	1.22	1.18	1.13	0.99	0.57	0.45	0.85	0.86	0.86	0.87
Average No.of Unit of member	(F)/(D) units	2.74	3.15	3.56	4.25	4.48	4.98	5.12	5.28	5.18	6.28	7.02