

Summary of 2012 Employee Stock Ownership Plan

2013/10/9

Tokyo Stock Exchange, Inc.

1 Employee Stock Ownership Plan

Survey Year		2011	2012	Change	[% Change]
No. of Companies		1,998	2,109	111	
Total Market Capitalization of Companies with ESOP	(A) ¥100 mil.	2,750,291	3,392,817	642,526	[23.4]
Total Market Value Owned by ESOP	(B) ¥100 mil.	29,972	37,226	7,254	[24.2]
Ratio	(B)/(A) %	1.09	1.10	0.01	
Average Market Value Owned by Members in ESOP	(B)/(D) 10 thous	137.1	165.6	28.4	[20.7]
Total No. of Employees of Companies with ESOP	(C) 10 thous. persons	500.2	542.1	41.8	[8.4]
Total No. of Members in ESOP	(D) 10 thous. persons	218.5	224.7	6.2	[2.9]
Ratio	(D)/(C) %	43.68	41.46	-2.22	
(Reference)					
No. of Share Units Issued by Companies with ESOP	(E) 10 thous. units	188,949.8	189,098.2	148.3	[0.1]
No. of Share Units Owned by ESOP	(F) 10 thous. units	1,838.0	1,960.3	122.3	[6.7]
Ratio	(F)/(E) %	0.97	1.04	0.07	
Average No. of Share Units Owned by Members in ESOP	(F)/(D) units	8.41	8.72	0.31	

Notes: 1. Total Market Value of ESOP was calculated, multiply the closing price of the last business day of March, 2013 and the number of share owned by ESOP.

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

2 Incentive Subsidy

Survey Year	The amount of incentive subsidy(yen)	0	less than 20	more than 20 ~ less than 40	40~60	60~80	80~100	100~150	150~200	more than 200	total
2011	No. of Companies	86	5	85	821	161	59	670	41	70	1,998
	Ratio (%)	4.3	0.3	4.3	41.1	8.1	3.0	33.5	2.1	3.5	100.0
2012	No. of Companies	87	4	90	874	165	63	708	42	76	2,109
	Ratio (%)	4.1	0.2	4.3	41.4	7.8	3.0	33.6	2.0	3.6	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 78.66yen for the year 2011 and 78.86yen for the year 2012.

3. The incentive subsidy, in 2011, 50 JPY was paid by 794 companies and 100 JPY was paid by 647 companies, in 2012, 50 JPY was paid by 848 companies and 100 JPY was paid by 687 companies.

3 Employee Stock Ownership Plan by Types of Industry

Sector	No. of Companies	Total Market Capitalization of Companies with ESOP	Total Market Value Owned by ESOP	(B)/(A)	Total No. of Employees of Companies with ESOP	Total No. of Members in ESOP	(D)/(C)	Incentive Subsidy		(Reference)		
		(A)	(B)		(C)	(D)		No. of Companies	Average Incentive Subsidy	No. of Share Units Issued by Companies with ESOP	No. of Share Units Owned by ESOP	(F)/(E)
		¥ mil.	¥ mil.	%	persons	persons	%		¥	units	units	%
All Industries	2,109	339,281,789	3,722,669	1.10	5,421,053	2,247,836	41.46	2,022	78.86	1,890,982,732	19,603,549	1.04
Fishery, Agriculture & Forestry	6	287,973	1,895	0.66	16,580	1,972	11.89	6	61.67	4,582,522	25,784	0.56
Mining	5	2,202,661	2,689	0.12	3,047	1,664	54.61	5	74.00	4,629,557	5,603	0.12
Construction	109	8,070,642	175,420	2.17	242,446	133,020	54.87	106	79.03	54,160,308	925,496	1.71
Foods	93	14,446,216	157,090	1.09	220,402	74,893	33.98	91	75.71	41,766,679	443,699	1.06
Textiles & pparels	45	2,660,936	25,166	0.95	64,738	20,403	31.52	44	87.02	10,791,748	125,679	1.16
Pulp & Paper	14	847,820	15,254	1.80	42,684	13,866	32.49	14	76.43	3,044,835	55,270	1.82
Chemicals	151	19,997,960	250,466	1.25	332,761	121,333	36.46	147	81.63	69,214,766	946,451	1.37
Pharmaceutical	41	18,825,896	253,296	1.35	107,121	55,662	51.96	41	86.99	56,896,569	799,174	1.40
Oil & Coal Products	10	2,152,457	29,044	1.35	34,802	11,498	33.04	10	98.32	30,991,468	251,176	0.81
Rubber Products	16	3,802,770	18,746	0.49	41,149	13,683	33.25	14	70.00	14,113,740	76,255	0.54
Glass & Ceramics Products	37	3,144,833	27,243	0.87	49,519	17,761	35.87	37	71.88	9,471,012	76,268	0.81
Iron & Steel	39	5,544,475	36,863	0.66	129,732	42,494	32.76	39	87.55	28,120,012	188,097	0.67
Nonferrous Metals	28	3,336,496	26,677	0.80	53,142	23,031	43.34	25	78.85	25,000,389	178,511	0.71
Metal Products	48	2,689,921	43,429	1.61	106,674	28,452	26.67	46	71.63	18,990,352	289,431	1.52
Machinery	150	17,422,651	200,009	1.15	233,657	112,910	48.32	142	74.57	64,743,167	832,774	1.29
Electric Appliances	184	37,230,944	482,209	1.30	606,864	322,074	53.07	167	81.92	144,540,961	2,133,367	1.48
Transportation Equipment	76	44,276,347	295,305	0.67	403,988	127,877	31.65	71	66.58	157,890,945	971,079	0.62
Precision instruments	33	4,393,853	43,690	0.99	73,422	24,642	33.56	32	69.99	24,151,577	229,702	0.95
Other Products	57	3,737,482	74,953	2.01	89,807	44,842	49.93	54	74.57	20,379,584	353,999	1.74
Electric Power & Gas	22	7,428,222	169,964	2.29	145,640	143,417	98.47	22	71.14	61,536,610	1,568,096	2.55
Land Transportation	41	11,639,835	189,189	1.63	408,575	170,005	41.61	38	59.95	24,851,070	516,293	2.08
Marine Transportation	11	1,154,564	4,301	0.37	3,699	2,750	74.34	10	166.32	5,848,100	20,207	0.35
Air Transportation	5	1,506,495	7,121	0.47	26,529	6,664	25.12	5	78.00	5,451,066	36,104	0.66
Warehousing & Harbor Transportation Services	27	1,203,185	19,370	1.61	17,488	10,629	60.78	26	83.85	3,727,362	51,047	1.37
infimation & Communication	156	18,515,883	180,422	0.97	448,327	127,312	28.40	149	95.87	80,250,796	1,017,807	1.27
Wholesale Trade	170	16,590,813	198,035	1.19	177,645	92,153	51.87	167	86.74	120,398,536	1,372,795	1.14
Retail Trade	195	19,593,058	210,076	1.07	477,999	153,067	32.02	191	69.78	103,369,535	1,458,622	1.41
Banks	85	32,605,551	278,565	0.85	400,305	181,630	45.37	83	56.26	476,383,761	2,562,001	0.54
Securities & commodity Futures	16	4,336,357	35,671	0.82	48,853	20,464	41.89	15	90.67	51,731,012	400,299	0.77
Insurance	8	4,838,939	64,898	1.34	113,478	49,702	43.80	8	56.25	32,447,046	384,881	1.19
Other Financing Business	22	3,636,662	19,567	0.54	23,547	12,947	54.98	20	82.00	36,503,346	115,632	0.32
Real Estate	56	11,901,571	48,695	0.41	33,703	17,497	51.92	51	76.86	50,024,549	271,483	0.54
Services	153	9,258,305	137,338	1.48	242,730	67,522	27.82	146	83.62	54,979,735	920,467	1.67

Notes: The category of industry is classified as of March 31, 2013.

Reference – Historical Data

Survey Year	No. of Companies	Total Market Capitalization of Companies with ESOP	Total Market Value Owned by ESOP	(B)/(A)	Average Market Value Owned by Members in ESOP	Total No. of Employees of Companies with ESOP	Total No. of Members in ESOP	(D)/(C)	Average Incentive Subsidy	(Reference)			
										No. of Share Units Issued by Companies with ESOP	No. of Share Units Owned by ESOP	(F)/(E)	Average No. of Share Units Owned by Members in ESOP
		(A)	(B)		(B)/(D)	(C)	(D)			(E)	(F)		(F)/(D)
		¥100 mil.	¥100 mil.	%	¥10 thous.	10 thous. persons	10 thous. persons	%	¥	10 thous. units	10 thous. units	%	units
1989	1,178	3,198,962	28,190	0.88	174.3	342.6	161.7	47.20	–	24,443.4	219.0	0.90	1.35
1990	1,210	2,992,631	26,195	0.88	153.9	361.3	170.2	47.11	–	25,335.7	233.5	0.92	1.37
1991	1,222	2,208,453	20,517	0.93	118.5	368.9	173.2	46.95	–	26,113.0	255.0	0.98	1.47
1992	1,241	2,252,406	22,470	1.00	126.5	381.7	177.6	46.53	–	26,826.9	290.6	1.08	1.64
1993	1,265	2,523,399	25,650	1.02	143.9	387.4	178.2	46.00	–	27,520.2	305.4	1.11	1.71
1994	1,296	2,150,049	22,390	1.04	124.5	388.8	179.8	46.24	–	29,209.2	329.5	1.13	1.83
1995	1,330	2,752,599	29,454	1.07	165.6	384.3	177.9	46.29	–	30,380.5	359.2	1.18	2.02
1996	1,368	2,458,620	25,456	1.04	139.9	380.0	182.0	47.89	–	31,982.0	388.6	1.22	2.14
1997	1,400	2,312,978	23,375	1.01	127.1	381.4	183.9	48.22	–	33,494.7	434.2	1.30	2.36
1998	1,443	2,412,840	25,835	1.07	142.0	376.7	181.9	48.29	–	34,788.8	477.6	1.37	2.63
1999	1,499	3,249,773	28,008	0.86	157.8	361.7	177.5	49.07	64.53	37,904.4	485.6	1.28	2.74
2000	1,600	2,612,147	25,300	0.97	140.9	352.3	179.6	50.98	65.06	46,250.9	565.6	1.22	3.15
2001	1,648	2,378,607	23,360	0.98	129.3	356.5	180.6	50.66	66.24	54,696.1	642.9	1.18	3.56
2002	1,667	1,833,763	19,155	1.04	106.8	349.3	179.2	51.32	66.47	67,163.6	761.2	1.13	4.25
2003	1,715	2,936,417	29,534	1.01	164.0	370.5	180.0	48.61	67.48	81,931.0	807.5	0.99	4.48
2004	1,755	3,062,673	30,216	0.99	169.9	369.0	177.7	48.17	67.92	154,668.1	885.5	0.57	4.98
2005	1,834	4,594,843	40,843	0.89	224.4	389.5	181.9	46.71	70.97	206,975.5	932.1	0.45	5.12
2006	1,857	4,650,713	38,727	0.83	209.7	389.7	184.6	47.38	73.09	115,133.3	974.4	0.85	5.28
2007	1,844	3,276,454	27,903	0.85	145.9	417.1	191.2	45.84	76.23	115,081.2	990.8	0.86	5.18
2008	2,032	2,256,598	21,455	0.95	104.1	458.9	205.9	44.88	77.97	150,395.7	1,293.7	0.86	6.28
2009	2,006	2,985,891	28,540	0.96	136.9	462.7	208.3	45.03	76.47	168,092.4	1,462.6	0.87	7.02
2010	1,976	2,747,885	28,224	1.03	129.5	499.1	217.8	43.63	77.53	180,803.4	1,657.8	0.92	7.61
2011	1,998	2,750,291	29,972	1.09	137.2	500.2	218.5	43.68	78.66	188,949.8	1,838.0	0.97	8.41
2012	2,109	3,392,817	37,226	1.10	165.6	542.1	224.7	41.46	78.86	189,098.2	1,960.3	1.04	8.72