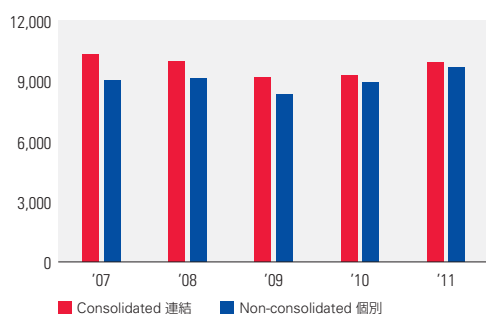
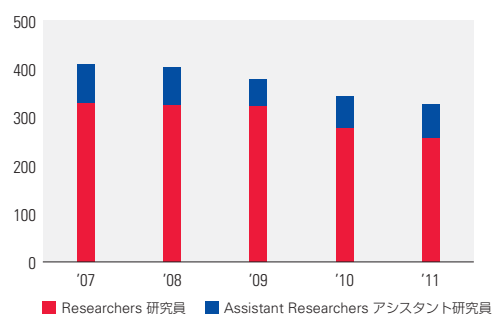


R&D DATA

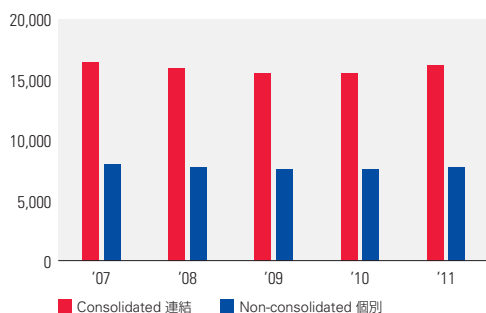
研究開発関連データ

R&D Expenses (¥ million)
研究開発費 (百万円)Number of Researchers (Non-consolidated) (persons)
研究開発人員 (個別) (人)

| For the years ended March 31 | 3月31日に終了した 1年間 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|--|--------------------|--------|--------|--------|-------|-------|--------|-------|-------|-------|--------------|
| R&D Expenses (Consolidated) (¥ million) | 研究開発費 (連結) (百万円) | 12,225 | 11,671 | 11,146 | 9,078 | 9,399 | 10,276 | 9,950 | 9,164 | 9,232 | 9,913 |
| R&D Expenses (Non-consolidated) (¥ million) | 研究開発費 (個別) (百万円) | 11,440 | 10,972 | 10,357 | 8,335 | 8,327 | 9,009 | 9,079 | 8,306 | 8,926 | 9,635 |
| As Percentage of Net Sales (Non-consolidated) (%) | 対売上高比率 (個別) (%) | 1.17 | 1.11 | 1.02 | 0.82 | 0.77 | 0.77 | 0.72 | 0.57 | 0.74 | 0.72 |
| Number of Researchers (Non-consolidated) (persons) | 研究員 (個別) (人) | 390 | 361 | 369 | 336 | 337 | 328 | 324 | 322 | 275 | 255 |
| Number of Assistant Researchers (Non-consolidated) (persons) | アシスタント研究員 (個別) (人) | 23 | 23 | 48 | 83 | 65 | 80 | 78 | 56 | 67 | 71 |

PERSONNEL DATA

人事データ

Number of Employees (persons)
従業員数 (人)Composition by Age and Sex (Non-consolidated)
年代・男女別構成 (個別)

As of March 31, 2011 2011年3月31日時点

| Age 年齢 (才) | Male 男性 (人) | Female 女性 (人) | Total 合計 (人) |
|------------|----------------|----------------|----------------|
| ~29 | 808 (12.3%) | 118 (10.6%) | 926 (12.0%) |
| 30~39 | 1,077 (16.3%) | 323 (29.1%) | 1,400 (18.2%) |
| 40~49 | 1,712 (26.0%) | 446 (40.2%) | 2,158 (28.0%) |
| 50~59 | 2,305 (35.0%) | 204 (18.4%) | 2,509 (32.6%) |
| 60~ | 689 (10.5%) | 18 (1.6%) | 707 (9.2%) |
| Total 合計 | 6,591 (100.0%) | 1,109 (100.0%) | 7,700 (100.0%) |
| | <85.6%> | <14.4%> | <100.0%> |



| As of March 31 | 3月31日時点 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|-------------------------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------|
| Consolidated | 連結 | | | | | | | | | | |
| Number of Employees | 従業員数 (人) | 15,973 | 15,673 | 15,578 | 16,670 | 16,675 | 16,451 | 15,900 | 15,510 | 15,539 | 16,134 |
| Non-consolidated | 個別 | | | | | | | | | | |
| Number of Employees | 従業員数 (人) | 11,967 | 11,338 | 8,753 | 8,447 | 8,200 | 7,968 | 7,714 | 7,579 | 7,540 | 7,700 |

"Employees" refers to full-time staff and does not include part-time workers.
The decrease of 2,585 employees from 2003 to 2004 on a non-consolidated basis is due to the increase of dispatched personnel, on the consignment of customer service operation to Tokyo Gas Customer Service Co., Ltd.

従業員数は常勤の就業人員数を記載しており、出向者および臨時従業員を含みません。
2004年個別の減少(2,585人減)は、東京ガス・カスタマーサービス(株)へのお客さまサービス業務委託による出向者増が原因です。