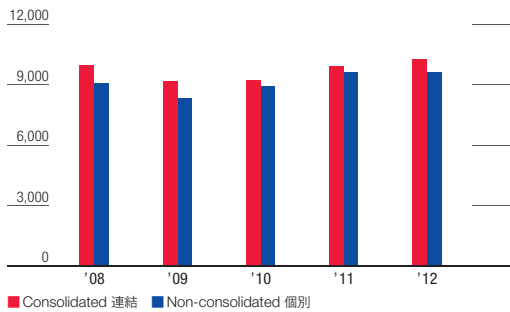
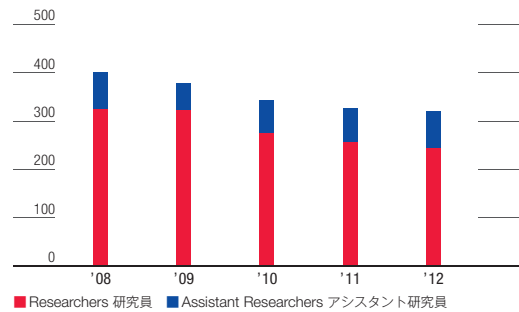


## R&D DATA 研究開発関連データ

R&D Expenses (¥ million)  
研究開発費 (百万円)



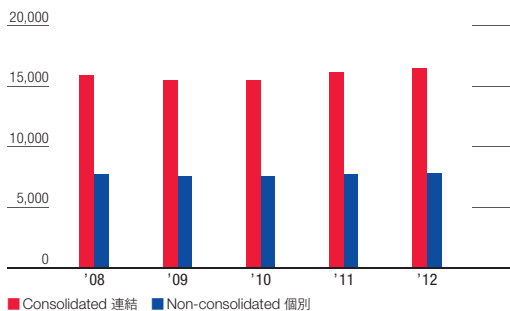
Number of Researchers (Non-consolidated) (persons)  
研究開発人員 (個別) (人)



For the years ended March 31	3月31日に終了した1年間	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
R&D Expenses (Consolidated) (¥ million)	研究開発費 (連結) (百万円)	11,671	11,146	9,078	9,399	10,276	9,950	9,164	9,232	9,913	<b>10,242</b>
R&D Expenses (Non-consolidated) (¥ million)	研究開発費 (個別) (百万円)	10,972	10,357	8,335	8,327	9,009	9,079	8,306	8,926	9,635	<b>9,605</b>
As Percentage of Net Sales (Non-consolidated) (%)	対売上高比率 (個別) (%)	1.11	1.02	0.82	0.77	0.77	0.72	0.57	0.74	0.72	<b>0.62</b>
Number of Researchers (Non-consolidated) (persons)	研究員 (個別) (人)	361	369	336	337	328	324	322	275	255	<b>261</b>
Number of Assistant Researchers (Non-consolidated) (persons)	アシスタント研究員 (個別) (人)	23	48	83	65	80	78	56	67	71	<b>70</b>

## 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, 2012 2012年3月31日時点

Age 年齢(才)	Male 男性(人)	Female 女性(人)	Total 合計(人)
~29	974 (14.8%)	128 (10.8%)	1,102 (14.2%)
30~39	985 (15.0%)	275 (23.1%)	1,260 (16.2%)
40~49	1,750 (26.6%)	544 (45.7%)	2,294 (29.5%)
50~59	2,206 (33.5%)	222 (18.7%)	2,428 (31.2%)
60~	669 (10.2%)	21 (1.8%)	690 (8.9%)
Total 合計	6,584 (100.0%)	1,190 (100.0%)	7,774 (100.0%)
	<84.7%>	<15.3%>	<100.0%>



As of March 31	3月31日時点	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Consolidated</b>	<b>連結</b>										
Number of Employees	従業員数 (人)	15,673	15,578	16,670	16,675	16,451	15,900	15,510	15,539	16,134	<b>16,528</b>
<b>Non-consolidated</b>	<b>個別</b>										
Number of Employees	従業員数 (人)	11,338	8,753	8,447	8,200	7,968	7,714	7,579	7,540	7,700	<b>7,774</b>

"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。