

7. Employee Retirement Benefit

(1) Balance of the retirement benefit liability

<Non-consolidated>

(Millions of yen)

	Mar. 31, 2002	Change		April 2001 (after merger)
Balance of the retirement benefit liability (A)	1,070,564	70,338		1,000,226
<Discount rate>	<3.0%>	<(0.5%)>		<3.5%>
Market value of pension assets (B)	730,307	(22,008)		752,315
Reserve for employee retirement benefit (C)	116,854	(48,011)		164,865
Prepaid pension cost (D)	---	---		---
Unrecognized net obligation from change of accounting method (E)	60,502	(20,168)		80,670
Unrecognized prior service cost (deductable from the obligation) (F)	(59,055)	(11,930)		(47,125)
Unrecognized actuarial net gain(loss) (A-B-C+D-E-F)	221,954	172,454		49,500

(Reference) <Consolidated>

(Millions of yen)

	Mar. 31, 2002	Change		April 2001 (after merger)
Balance of the retirement benefit liability (A)	1,175,959	82,413		1,093,546
Market value of pension assets (B)	777,088	(23,802)		800,890
Reserve for employee retirement benefit (C)	147,972	(42,757)		190,729
Prepaid pension cost (D)	27	(244)		271
Unrecognized net obligation from change of accounting method (E)	70,280	(23,939)		94,219
Unrecognized prior service cost (deductable from the obligation) (F)	(60,707)	(11,918)		(48,789)
Unrecognized actuarial net gain(loss) (A-B-C+D-E-F)	241,353	184,586		56,767

(2) Cost for employee retirement benefit

<Non-consolidated>

(Millions of yen)

	FY2001		FY2000
		Change	
Cost for employee retirement benefit	51,722	(35,949)	87,671
Service cost	21,127	(5,138)	26,265
Interest cost	35,007	(494)	35,501
Expected returns on pension assets	(32,968)	1,786	(34,754)
Amortization of net obligation from change of accounting method (amortized using the straight-line method over 5	20,167	(36,361)	56,528
Amortization of prior service cost	(4,852)	(4,852)	---
Amortization of actuarial net gain(loss)	4,950	4,950	---
Other	8,290	4,162	4,128

(Reference) <Consolidated>

(Millions of yen)

	FY2001		FY2000
		Change	
Cost for employee retirement benefit	64,553	(30,758)	95,311