

## Results of 2005 Spring Wage Raise Negotiations

(as of 8 June, 2005)

Major companies, weighted arithmetic average

Industry	2005			2004		
	Number of Companies	Amount of wage increase(yen)	Rate of increase (%)	Number of Companies	Amount of wage increase(yen)	Rate of increase (%)
Non-ferrous metals	6	4,996	1.67	6	5,371	1.75
Foods	17	5,931	1.85	18	5,708	1.72
Textiles	9	5,523	1.76	17	5,278	1.76
Paper and pulp	11	4,602	1.47	11	4,482	1.44
Printing	3	4,286	1.72	3	4,019	1.65
Chemicals(including ammonium sulfate)	23	5,392	1.59	22	5,636	1.72
Chemicals	[18]	[5,559]	[1.61]	[19]	[5,657]	[1.71]
Ammonium sulfate	[5]	[4,748]	[1.52]	[3]	[5,323]	[1.83]
Rubber	2	5,068	1.63	4	4,387	1.50
Petroleum	3	—	—	3	—	—
Cement	4	6,225	2.01	5	5,676	1.88
Iron and steel	13	3,722	1.09	13	3,705	1.10
Machinery	3	5,810	1.91	3	5,604	1.86
Automobiles	19	6,262	1.90	18	6,127	1.87
Railway equipment	2	5,700	1.85	2	5,411	1.76
Shipbuilding	12	5,930	1.85	12	5,885	1.84
Commerce and distribution	2	5,677	1.48	4	4,449	1.19
Railways	5	—	—	6	—	—
Transportation	1	—	—	1	—	—
Hotels	2	—	—	2	—	—
Information and communications	4	—	—	4	—	—
Gross Average	141	5,504 (5,109)	1.67 (1.63)	154	5,378 (4,871)	1.64 (1.57)

Gross Average of Manufacturing industries	127	5,649 (5,182)	1.73 (1.66)	137	5,526 (4,940)	1.71 (1.61)
Gross Average of Non-manufacturing industries	14	5,007 (4,443)	1.47 (1.34)	17	4,917 (4,316)	1.44 (1.29)

Note: (1) The survey covered 288 major companies in 22 industries, but 111 companies without average figures were excluded from the aggregate calculation.

(2) The wage raise figures include both base salary increases and annual increments.

(3) Figures in parenthesis are simple average.