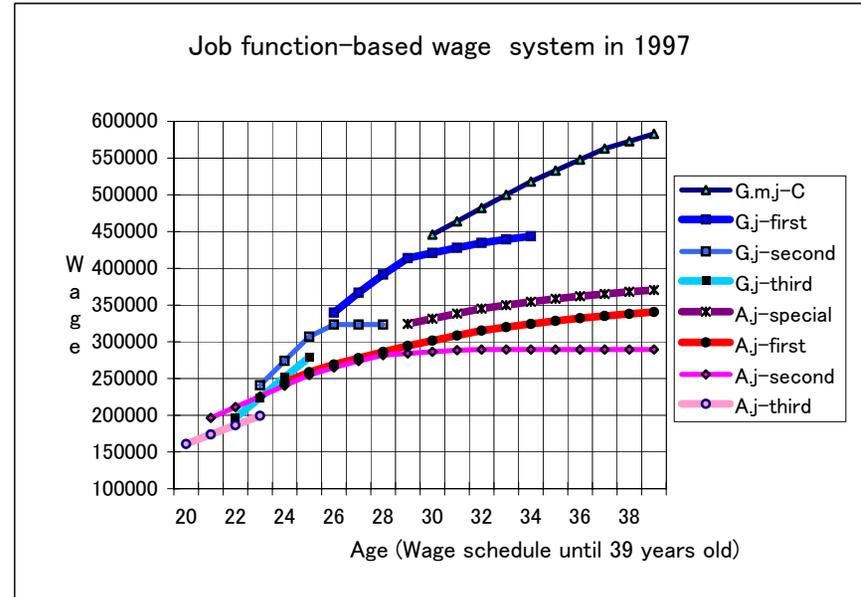
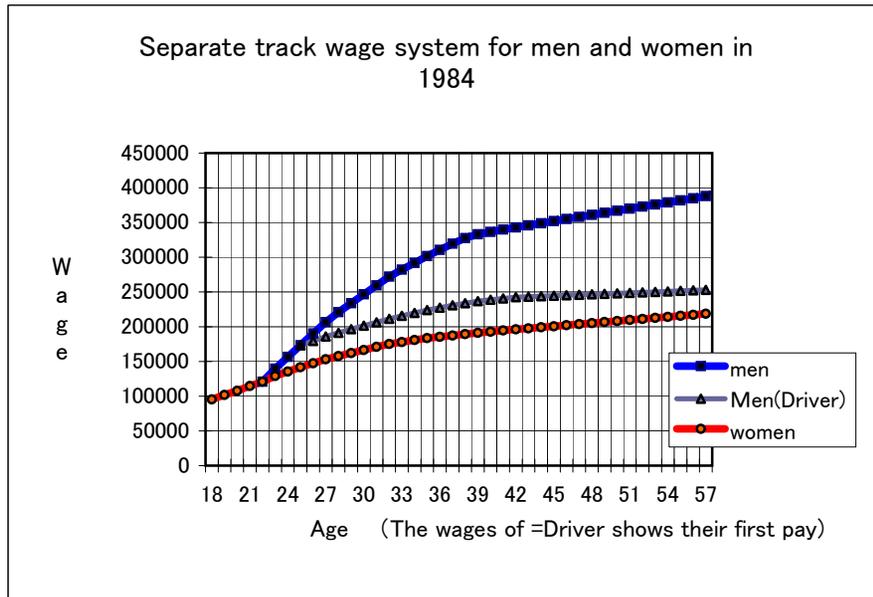


Wage system of Kanematsu Corporation, Japan



Year		Total of Employees	Average age	Average length of service	Average monthly wage
1984	men	1'578	40.6	16.3	¥395'979
	women	740	30.6	9.8	¥181'639
1992	men	2'107	42.1	18.2	¥570'309
	women	709	32.4	11.0	¥283'181
1998	men	1'655	41.1	17.5	¥591'392
	women	493	36.9	16.0	¥343'243

Source: Report on marketable securities

Present number of persons (at the end of February 2007)	men	women
General management job	324	9
General job-first grade		
General job-second grade	76	28
General job-third grade men (Recruit)		
Administrative job-special grade women		
Administrative job-first grade women	1	121
Administrative job-second grade women		
Administrative job-third grade women (Recruit)		
Total:	401	158