

International Special Tooling and Machining Association

- 1. Business Figures and Ratios 2003**
- 2. Wage and Salary Comparison as of May 31, 2004**
- 3. ISTMA Statistics 2003**

February 2, 2005

Definitions

1. Turnover (Sales) Total values of sales (invoices given to customers) per year, but **excluding** sales taxes, value added taxes (VAT), sales returns, and sales from any other source or business not connected with the core business. Work-in progress should not be included.
2. Total Operating Performance Turnover (sales) according to definition for Item #1 **plus** increase (decrease) in finished goods and work in progress **plus** own production capitalized.
3. Other Operating Income All revenues not connected to core business.
4. Other Operating Expenses All expenses not connected to core business.
5. Value added Total operating performance according to definition for Item #2 **plus** other operating income according to definition for Item #3 **minus** material expenses according to definition for Item #10 and other operating expenses according to definition for Item #4.
6. Total Number of Employees All employees of the company, i.e., hourly (including apprentices), salaried, administrative, management, and owners active in the company. Part-time employees are to be converted into full-time employees based on hours worked.
7. Total Number of Hours Worked Total number of actual hours worked **per year for all employees** of the company, i.e., hourly (including apprentices), salaried, administrative, management, and owners active in the company.
8. Standard Parts for Tools Purchased from Outside All standard parts for tools, i.e., mold bases, die sets, ejector pins, guide pillars, punches, springs, machined plates, bushings, shanks, etc., which are purchased from outside.
9. Subcontract Work Parts for tools (but not standard parts according to definition for Item #8) and product related technical services, i.e., heat and surface treatment, machining, and design services purchased from outside.
10. Material Expenses All expenses for: Raw materials plus standard parts for tools purchased from outside according to definition for Item #8 plus subcontract work according to definition for Item #9 plus all other materials.

11. Personnel Expenses	Total wages and salaries per year for all employees (according to definition for Item #6) plus all social service payments and fringe benefits (required by law or voluntary) as well as owners remuneration.
12. Operating Profit	Total operating performance according to definition for Item #2 plus other operating income according to definition for Item #3 minus material expenses according to definition for Item #10, personnel expenses according to definition for Item #11, and other operating expenses according to definition for Item #4. (Value before interest, tax, depreciation/amortization, and extraordinary items).
13. EBITDA	Operating profit according to definition for Item #12 plus extraordinary items. (Earnings before interest, tax, and depreciation/amortization).
14. Investment in Machinery and Equipment	All expenditures per year for machinery and equipment, including software and self-made machinery. Leasing expenditures should be included.
15. Liquidity	Short-term accounts receivable and available funds (quick assets) divided by short-term liabilities on the balance sheet at year end (short-term = up to one year). Not included are other current assets such as inventory.
16. Standard Working Hours Per Full-Time Employee	Total number of standard working hours per year for full-time employees . (365 days minus weekends, entitled paid leave, and other festive days) multiplied by standard working hours per day.
17. Actual Working Hours Per Full-Time Employee	Standard working hours as reported for Item #16 plus overtime and unused entitled paid leave minus hours for sickness, strikes, etc.

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Executive Summary

Fifteen ISTMA member country associations submitted data for the 2003 ISTMA Business Statistics Report.

Total turnover (sales) reported by ISTMA member countries for 2003 was \$22,050,670,934 U.S., which represented an increase from \$20,050,820,155 U.S. in the 2002 survey. At 17,499,279,458 EURO, 2003 sales were down from 19,121,719,561 EURO in 2002.

Average turnover (sales) per employee increased to \$106,316 U.S. in 2003 from \$95,623 U.S. the previous year. Valued at 84,400 EURO, the 2003 average turnover per employee declined from 91,194 EURO in 2002.

Average value added per employee increased to \$61,832 U.S. in 2003 from \$54,068 U.S. in 2002. The 2003 average value added per employee was 49,086 EURO, down from 51,563 EURO one year earlier.

Value added per employee as a percentage of turnover per employee ranged from a low of 41.9% reported by Switzerland to a high of 68.5% for Great Britain. The ISTMA average for 2003 was 58.4%...up from 54.3% reported in 2002.

Average operating profit as a percent of turnover (sales) ranged from a high of 19.0% reported by Switzerland to a low of 3.0% reported by Finland. The ISTMA average for 2003 was 8.7%...down from 10.9% the previous year.

The statistical data contained in this report was compiled by the Mackay Research Group, ISTMA's statistical consultant, based on data submitted by the ISTMA member associations. For additional information concerning figures presented in this report, contact John R. Mackay by e-mail at info@mackayresearchgroup.com.

Thomas H. Garcia
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International Special Tooling & Machining Association (ISTMA)

Currency Rates

ISTMA Members	1 EURO = 2003.12.31	1 EURO = 2004.05.31		1 US\$ = 2003.12.31	1 US\$ = 2004.05.31
Australia	1.67347	1.70588	AUD	1.32806	1.39984
Canada	1.62926	1.66125	CAD	1.29297	1.36322
China					
Chinese Taipei					
Estonia	15.65000	15.65000	EEK	12.46317	12.78281
Finland	1.00000	1.00000	EURO	0.79359	0.82060
France					
Germany	1.00000	1.00000	EURO	0.79359	0.82060
Great Britain	0.70563	0.66534	GBP	0.55998	0.54597
India					
Italy	1.00000	1.00000	EURO	0.79359	0.82060
Japan	134.97500	133.39700	JPY	107.11600	109.46500
Korea	1,501.27000	1,416.53000	KRW	1,191.40000	1,162.40000
Malaysia	1.26009	1.21863	USD	1.00000	1.00000
Philippines					
Portugal	1.00000	1.00000	EURO	0.79359	0.82060
Singapore					
Slovenia	233.83100	236.35400	SIT	186.79000	193.10000
Spain	1.00000	1.00000	EURO	0.79359	0.82060
Sweden					
Switzerland	1.55927	1.52845	CHF	1.23743	1.25424
USA	1.26009	1.21863	USD	1.00000	1.00000

Number of Participating Companies

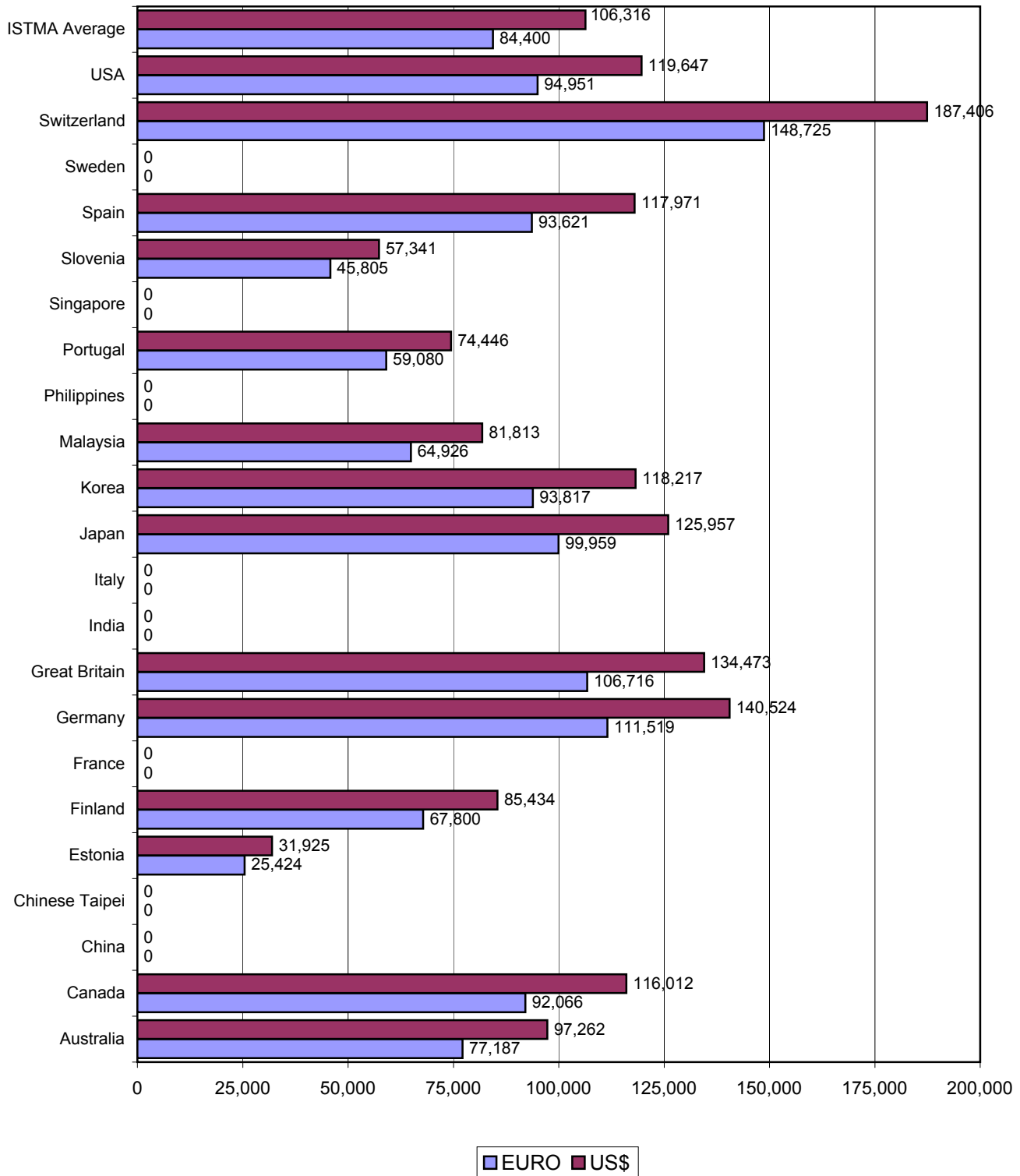
ISTMA Members	# of Cos.
Australia	32
Canada	128
China	N/A
Chinese Taipei	N/A
Estonia	7
Finland	9
France	N/A
Germany	34
Great Britain	7
India	N/A
Italy	20
Japan	39
Korea	26
Malaysia	6
Philippines	N/A
Portugal	32
Singapore	N/A
Slovenia	15
Spain	10
Sweden	N/A
Switzerland	5
USA	438

ISTMA BUSINESS FIGURES AND RATIOS 2003

1. Turnover (Sales) Per Employee

ISTMA Members	National Currency	EURO	US \$
Australia	129,170	77,187	97,262
Canada	150,000	92,066	116,012
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	397,888	25,424	31,925
Finland	67,800	67,800	85,434
France	N/A	N/A	N/A
Germany	111,519	111,519	140,524
Great Britain	75,302	106,716	134,473
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	13,492,000	99,959	125,957
Korea	140,844,000	93,817	118,217
Malaysia	81,813	64,926	81,813
Philippines	N/A	N/A	N/A
Portugal	59,080	59,080	74,446
Singapore	N/A	N/A	N/A
Slovenia	10,710,672	45,805	57,341
Spain	93,621	93,621	117,971
Sweden	N/A	N/A	N/A
Switzerland	231,902	148,725	187,406
USA	119,647	94,951	119,647
ISTMA Average		84,400	106,316

Turnover (Sales) Per Employee

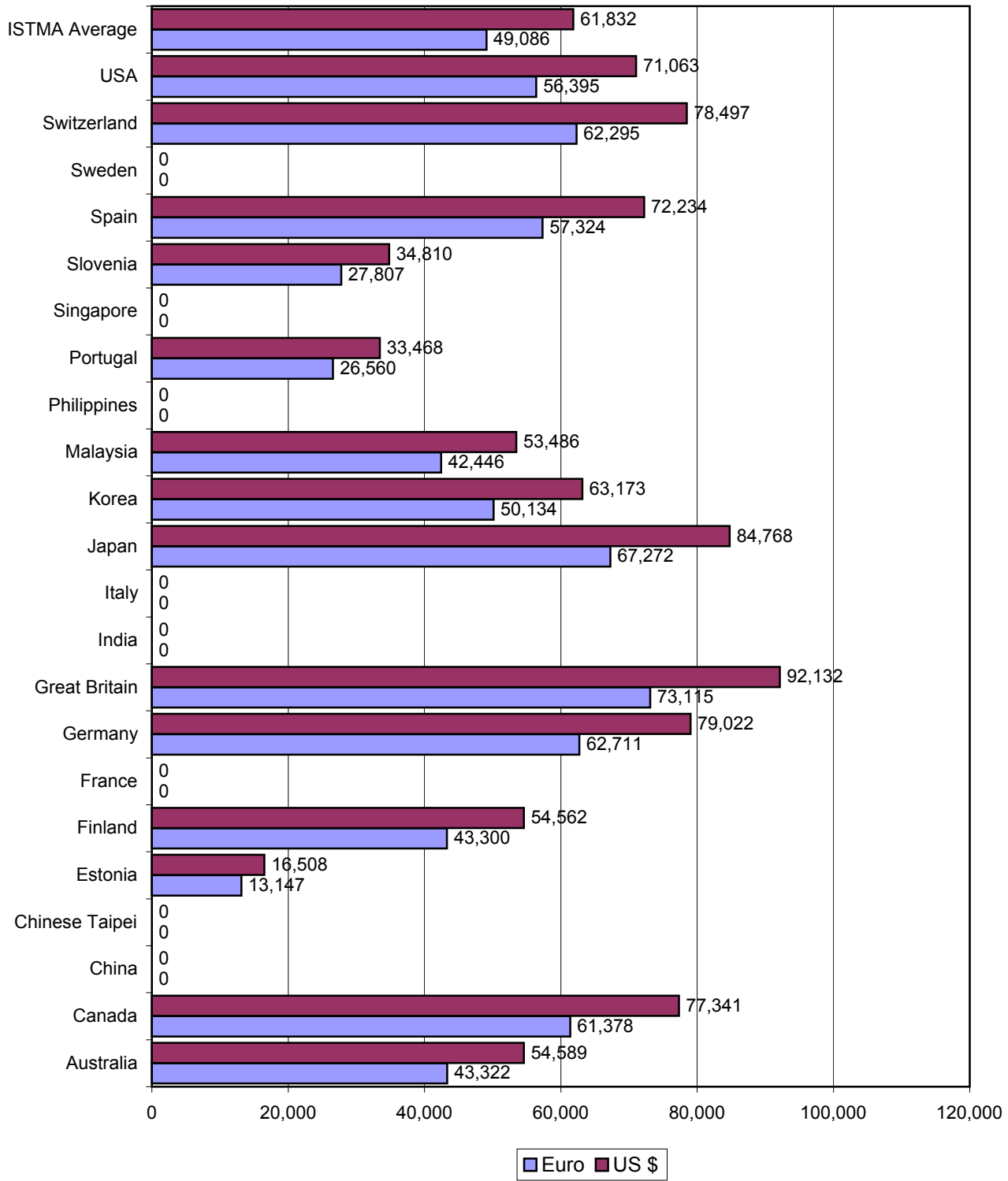


ISTMA BUSINESS FIGURES AND RATIOS 2003

2. Value Added Per Employee

ISTMA Members	National Currency	EURO	US \$
Australia	72,498	43,322	54,589
Canada	100,000	61,378	77,341
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	205,745	13,147	16,508
Finland	43,300	43,300	54,562
France	N/A	N/A	N/A
Germany	62,711	62,711	79,022
Great Britain	51,592	73,115	92,132
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	9,080,000	67,272	84,768
Korea	75,264,000	50,134	63,173
Malaysia	53,486	42,446	53,486
Philippines	N/A	N/A	N/A
Portugal	26,560	26,560	33,468
Singapore	N/A	N/A	N/A
Slovenia	6,502,196	27,807	34,810
Spain	57,324	57,324	72,234
Sweden	N/A	N/A	N/A
Switzerland	97,135	62,295	78,497
USA	71,063	56,395	71,063
ISTMA Average		49,086	61,832

Value Added Per Employee

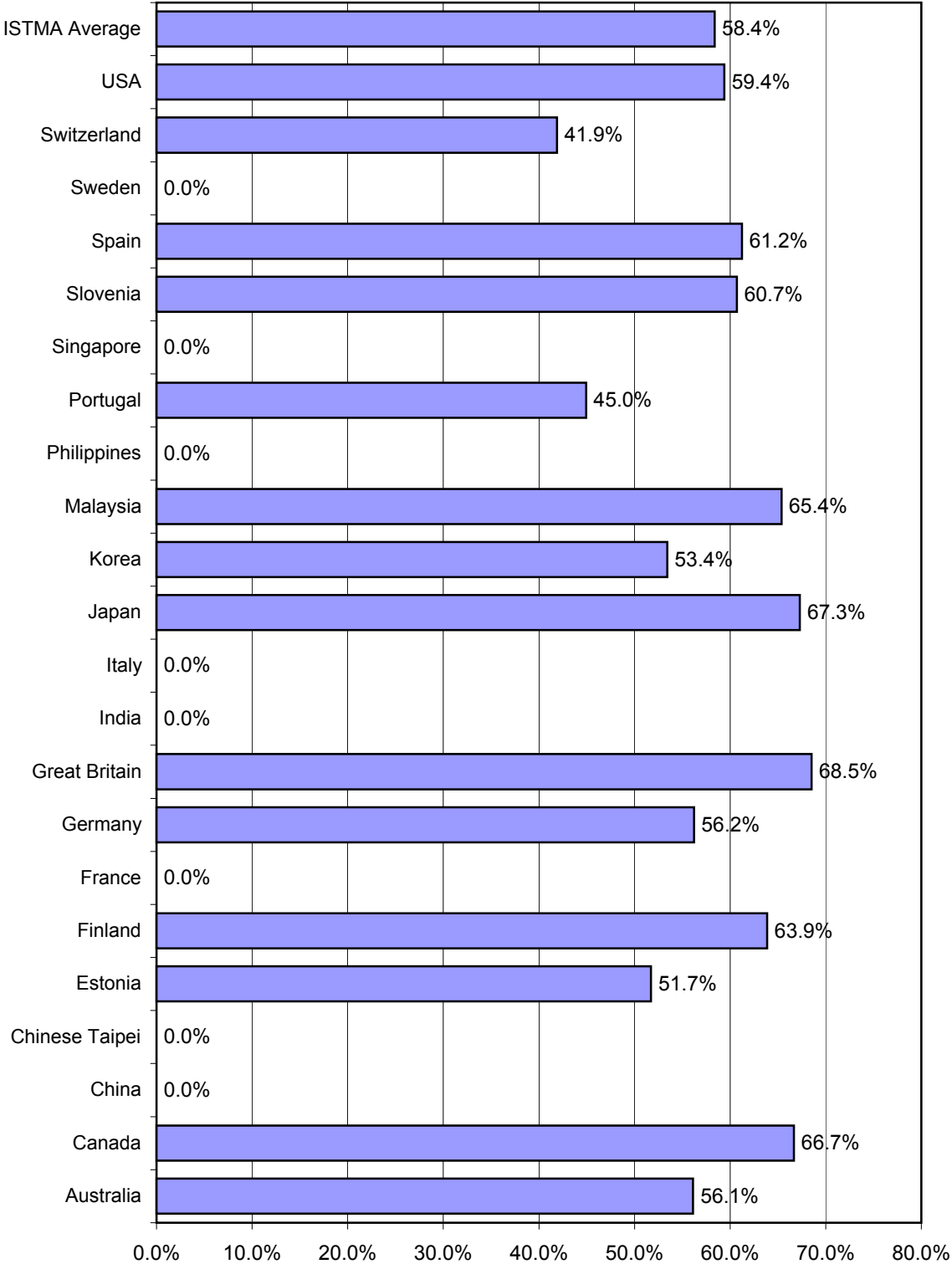


ISTMA BUSINESS FIGURES AND RATIOS 2003

Value Added As % Of Turnover (Sales) Per Employee

ISTMA Members	Value Added Per Employee	Turnover (Sales) Per Employee	%
Australia	72,498	129,170	56.1%
Canada	100,000	150,000	66.7%
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	205,745	397,888	51.7%
Finland	43,300	67,800	63.9%
France	N/A	N/A	N/A
Germany	62,711	111,519	56.2%
Great Britain	51,592	75,302	68.5%
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	9,080,000	13,492,000	67.3%
Korea	75,264,000	140,844,000	53.4%
Malaysia	53,486	81,813	65.4%
Philippines	N/A	N/A	N/A
Portugal	26,560	59,080	45.0%
Singapore	N/A	N/A	N/A
Slovenia	6,502,196	10,710,672	60.7%
Spain	57,324	93,621	61.2%
Sweden	N/A	N/A	N/A
Switzerland	97,135	231,902	41.9%
USA	71,063	119,647	59.4%
ISTMA Average			58.4%

Value Added As % of Turnover Per Employee



ISTMA BUSINESS FIGURES AND RATIOS 2003

3. Total Operating Performance Per Employee

ISTMA Members	National Currency	EURO	US \$
Australia	129,259	77,240	97,329
Canada	N/A	N/A	N/A
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	403,041	25,753	32,339
Finland	68,100	68,100	85,812
France	N/A	N/A	N/A
Germany	101,157	101,157	127,467
Great Britain	71,474	101,291	127,637
India	N/A	N/A	N/A
Italy	102	102	129
Japan	13,492,000	99,959	125,957
Korea	137,554,000	91,625	115,456
Malaysia	88,360	70,122	88,360
Philippines	N/A	N/A	N/A
Portugal	57,062	57,062	71,903
Singapore	N/A	N/A	N/A
Slovenia	15,206,850	65,034	81,411
Spain	93,936	93,936	118,368
Sweden	N/A	N/A	N/A
Switzerland	231,208	148,280	186,845
USA	129,865	103,060	129,865
ISTMA Average		78,766	99,206

ISTMA BUSINESS FIGURES AND RATIOS 2003

4. Turnover (Sales) Per Hour Worked

ISTMA Members	National Currency	EURO	US \$
Australia	72	43	55
Canada	78	48	60
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	216	14	17
Finland	40	40	50
France	N/A	N/A	N/A
Germany	73	73	92
Great Britain	37	53	67
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	5,729	42	53
Korea	49,000	33	41
Malaysia	27	22	27
Philippines	N/A	N/A	N/A
Portugal	31	31	39
Singapore	N/A	N/A	N/A
Slovenia	8,386	36	45
Spain	54	54	67
Sweden	N/A	N/A	N/A
Switzerland	143	92	116
USA	61	48	61
ISTMA Average		45	56

ISTMA BUSINESS FIGURES AND RATIOS 2003

5. Value Added Per Hour Worked

ISTMA Members	National Currency	EURO	US \$
Australia	41	24	31
Canada	52	32	40
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	112	7	9
Finland	22	22	27
France	N/A	N/A	N/A
Germany	39	39	50
Great Britain	26	36	46
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	3,856	29	36
Korea	24,000	16	20
Malaysia	18	14	18
Philippines	N/A	N/A	N/A
Portugal	13	13	16
Singapore	N/A	N/A	N/A
Slovenia	5,373	23	29
Spain	33	33	41
Sweden	N/A	N/A	N/A
Switzerland	62	40	50
USA	36	29	36
ISTMA Average		25	32

ISTMA BUSINESS FIGURES AND RATIOS 2003

6. Total Operating Performance Per Hour Worked

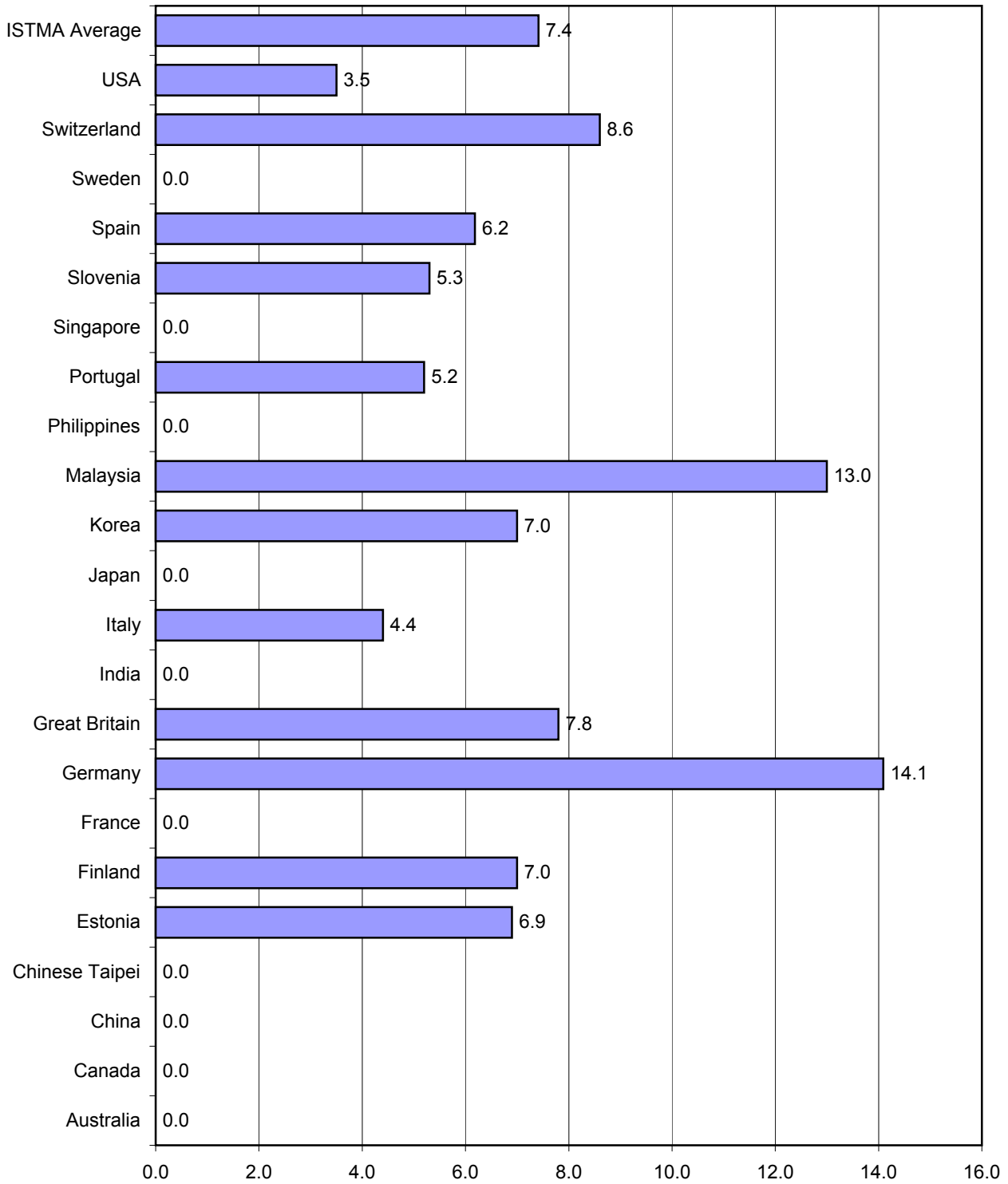
ISTMA Members	National Currency	EURO	US \$
Australia	73	43	55
Canada	N/A	N/A	N/A
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	219	14	18
Finland	38	38	48
France	N/A	N/A	N/A
Germany	66	66	83
Great Britain	36	50	64
India	N/A	N/A	N/A
Italy	N/A	N/A	N/A
Japan	5,729	42	53
Korea	48,000	32	40
Malaysia	29	23	29
Philippines	N/A	N/A	N/A
Portugal	30	30	38
Singapore	N/A	N/A	N/A
Slovenia	11,205	48	60
Spain	45	45	56
Sweden	N/A	N/A	N/A
Switzerland	143	92	116
USA	66	52	66
ISTMA Average		44	56

ISTMA BUSINESS FIGURES AND RATIOS 2003

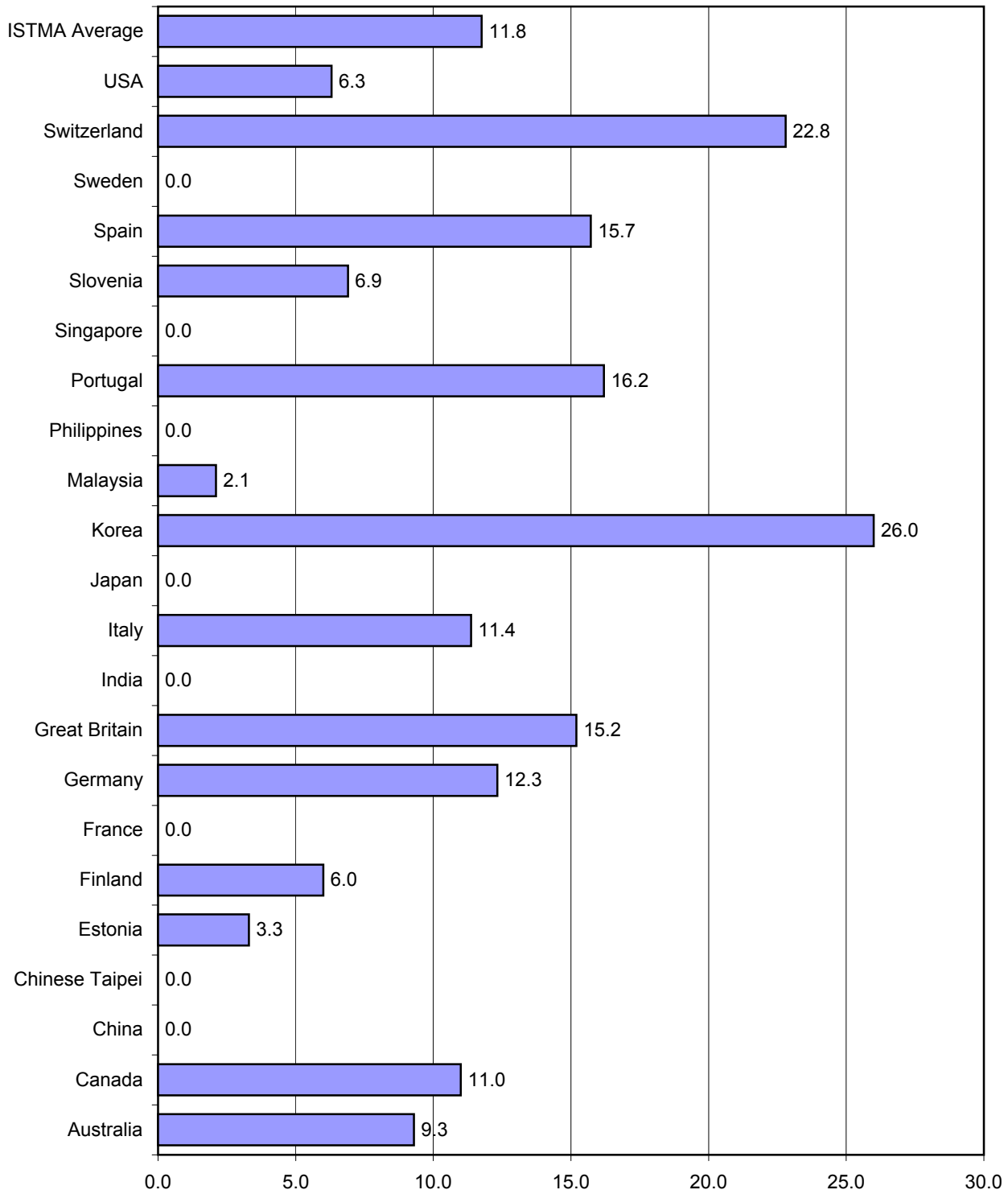
Factory Costs As % Of Turnover (Sales)

ISTMA Members	7. Standard Parts for Tools	8. Value of Subcontracting	9. Material Expenses
Australia	N/A	9.3	43.9
Canada	N/A	11.0	17.5
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	6.9	3.3	34.5
Finland	7.0	6.0	13.0
France	N/A	N/A	N/A
Germany	14.1	12.3	32.3
Great Britain	7.8	15.2	32.6
India	N/A	N/A	N/A
Italy	4.4	11.4	22.8
Japan	N/A	N/A	N/A
Korea	7.0	26.0	32.0
Malaysia	13.0	2.1	50.3
Philippines	N/A	N/A	N/A
Portugal	5.2	16.2	38.5
Singapore	N/A	N/A	N/A
Slovenia	5.3	6.9	18.5
Spain	6.2	15.7	29.5
Sweden	N/A	N/A	N/A
Switzerland	8.6	22.8	31.5
USA	3.5	6.3	28.5
ISTMA Average	7.4	11.8	30.4

Standard Parts For Tools Purchased Outside As % Of Turnover



Value Of Subcontracting Work As % Of Turnover

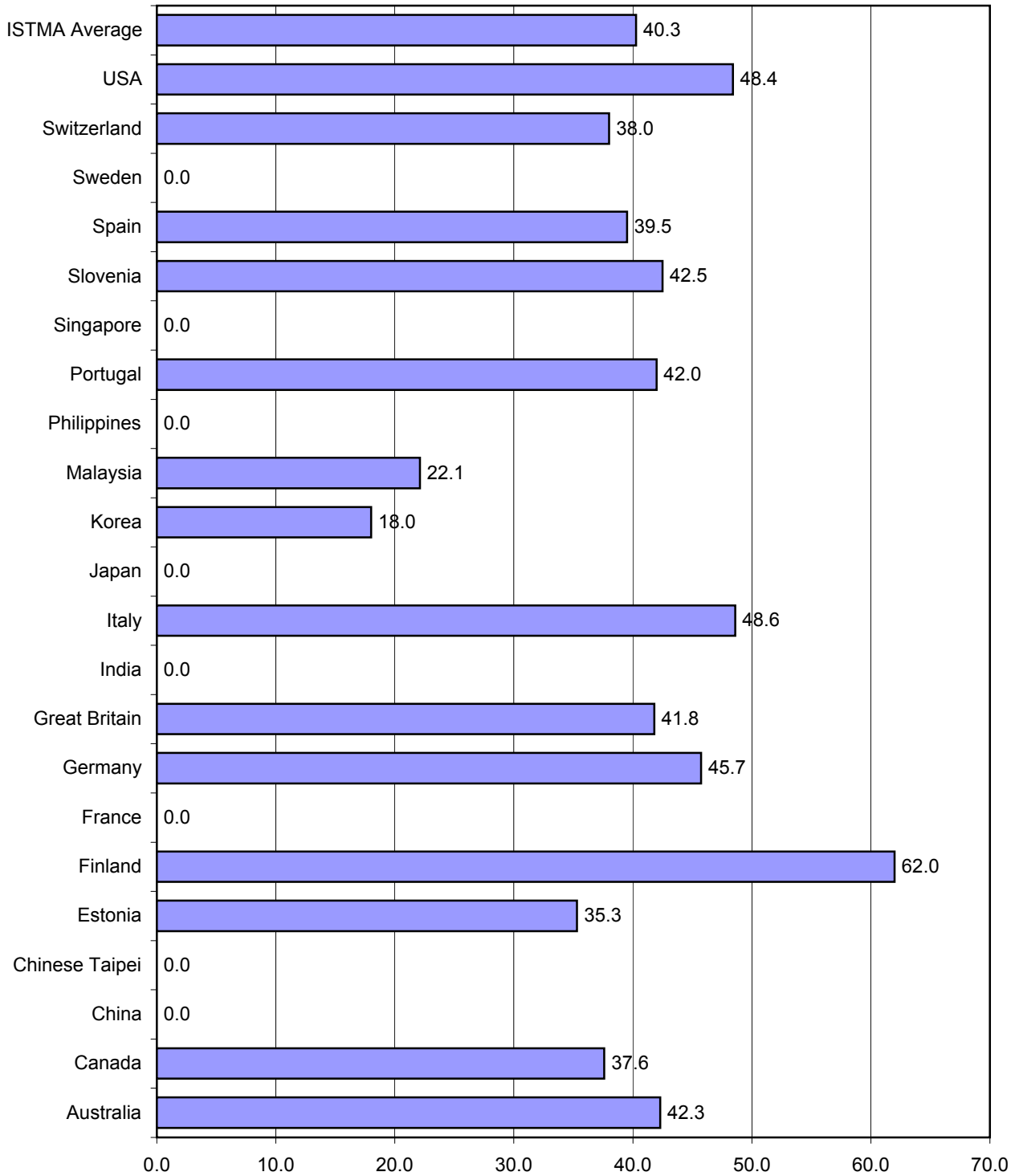


ISTMA BUSINESS FIGURES AND RATIOS 2003

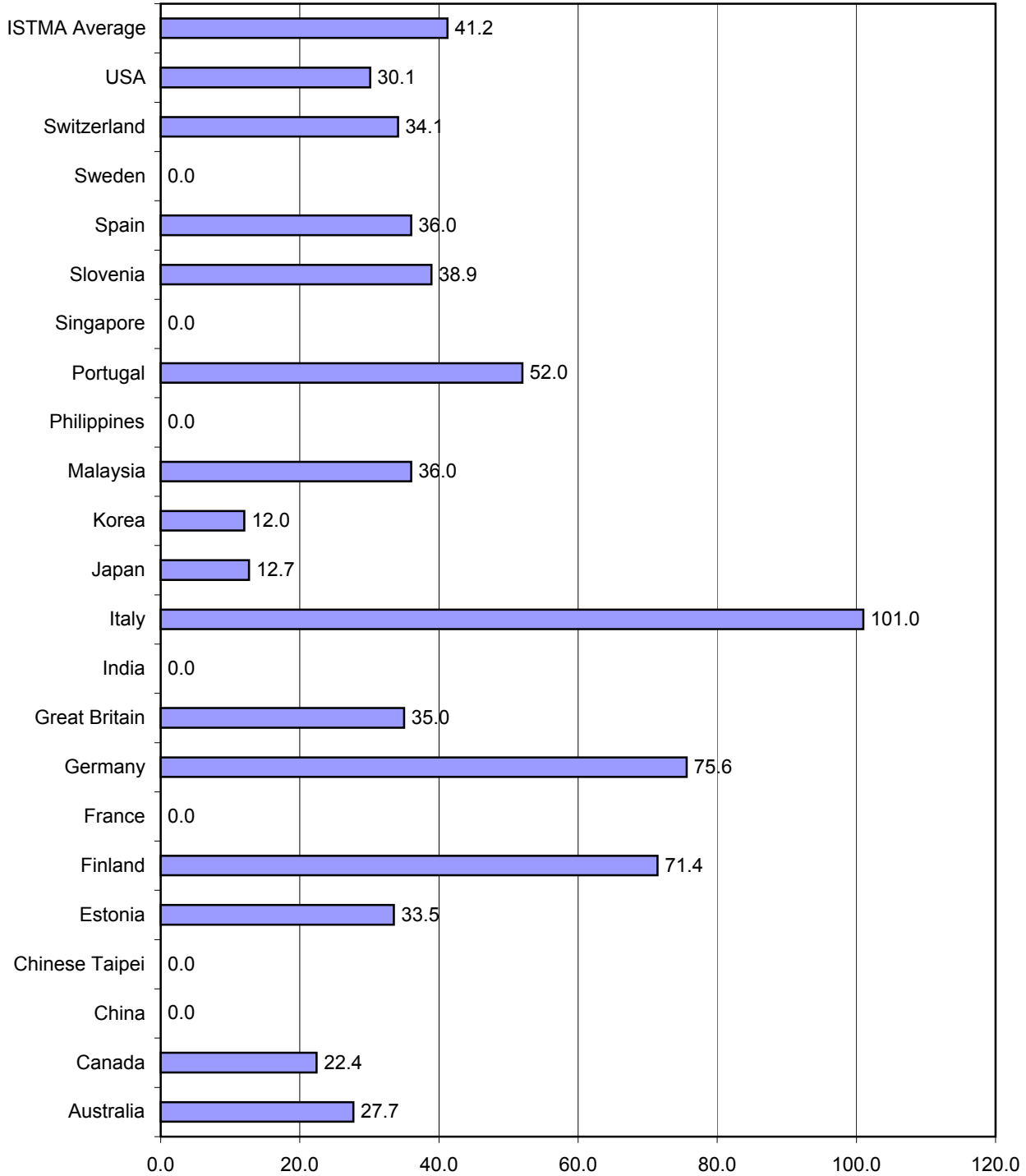
10. Total Personnel Costs As % Of Turnover (Sales)

ISTMA Members	Personnel Costs As % Of Turnover	Benefits As % Of Wages & Salaries
Australia	42.3	27.7
Canada	37.6	22.4
China	N/A	N/A
Chinese Taipei	N/A	N/A
Estonia	35.3	33.5
Finland	62.0	71.4
France	N/A	N/A
Germany	45.7	75.6
Great Britain	41.8	35.0
India	N/A	N/A
Italy	48.6	101.0
Japan	N/A	12.7
Korea	18.0	12.0
Malaysia	22.1	36.0
Philippines	N/A	N/A
Portugal	42.0	52.0
Singapore	N/A	N/A
Slovenia	42.5	38.9
Spain	39.5	36.0
Sweden	N/A	N/A
Switzerland	38.0	34.1
USA	48.4	30.1
ISTMA Average	40.3	41.2

Personnel Costs As % Of Turnover



Additional Benefits & Special Compensation As % Of Wages & Salaries

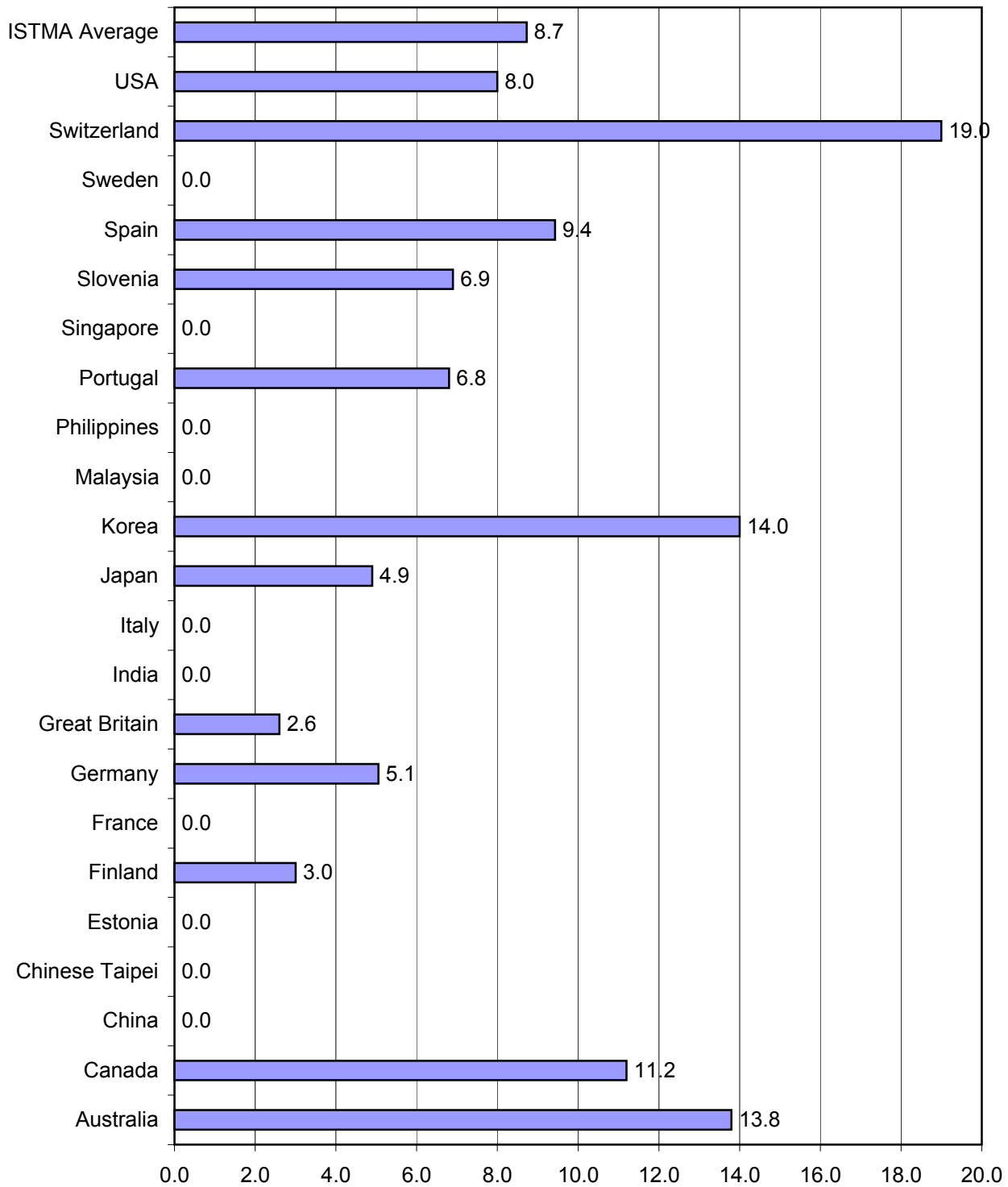


ISTMA BUSINESS FIGURES AND RATIOS 2003

Profit As % Of Turnover (Sales)

ISTMA Members	Operating Profit%	EBITDA %
Australia	13.8	13.8
Canada	11.2	11.2
China	N/A	N/A
Chinese Taipei	N/A	N/A
Estonia	N/A	N/A
Finland	3.0	3.0
France	N/A	N/A
Germany	5.1	5.5
Great Britain	2.6	N/A
India	N/A	N/A
Italy	N/A	N/A
Japan	4.9	31.6
Korea	14.0	13.0
Malaysia	N/A	N/A
Philippines	N/A	N/A
Portugal	6.8	10.9
Singapore	N/A	N/A
Slovenia	6.9	N/A
Spain	9.4	10.7
Sweden	N/A	N/A
Switzerland	19.0	20.6
USA	8.0	7.5
ISTMA Average	8.7	12.8

Operating Profit As % of Turnover (Sales)

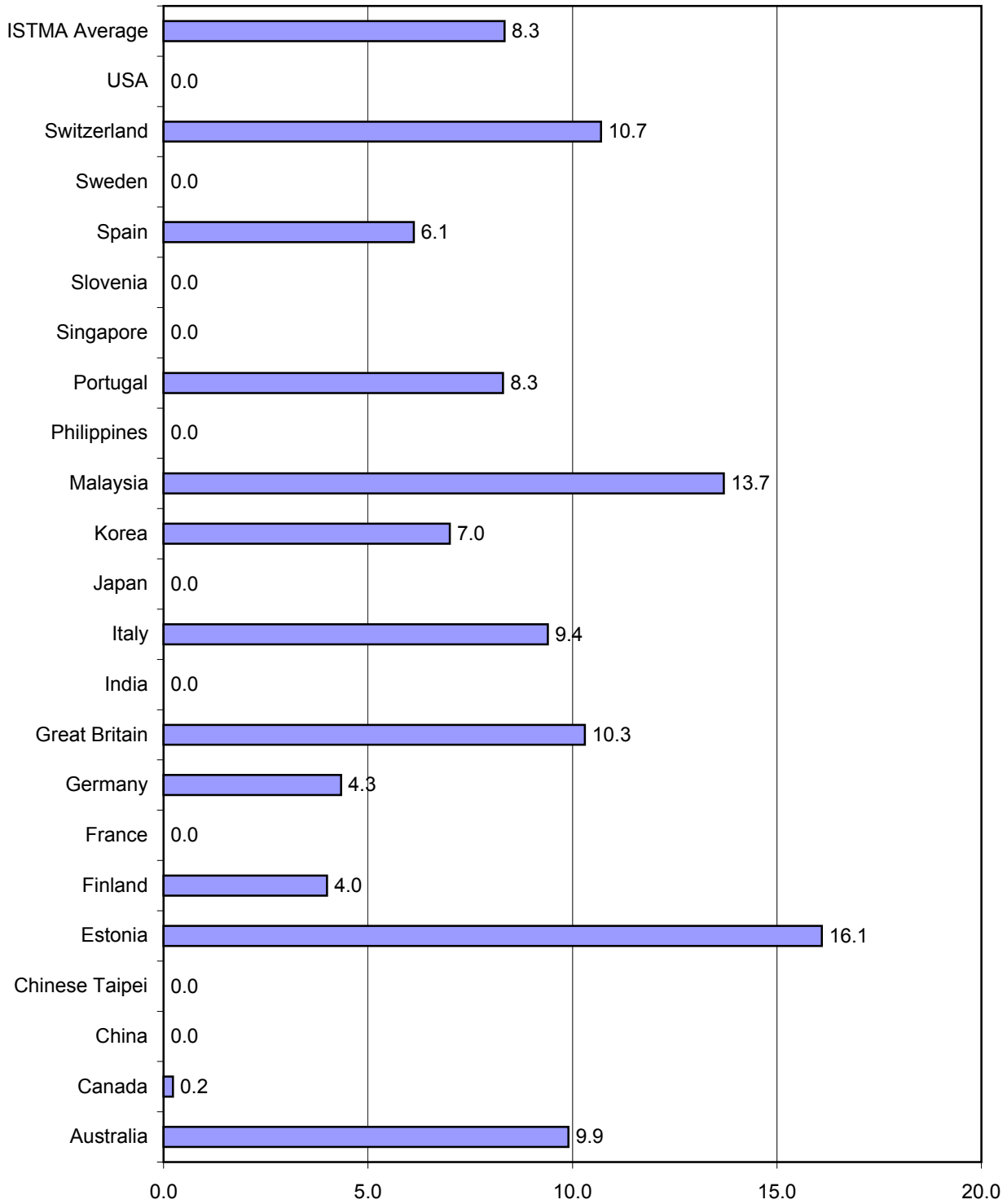


ISTMA BUSINESS FIGURES AND RATIOS 2003

13. Investment In Machinery & Equipment As % Of Turnover (Sales)

ISTMA Members	Percent
Australia	9.9
Canada	0.2
China	N/A
Chinese Taipei	N/A
Estonia	16.1
Finland	4.0
France	N/A
Germany	4.3
Great Britain	10.3
India	N/A
Italy	9.4
Japan	N/A
Korea	7.0
Malaysia	13.7
Philippines	N/A
Portugal	8.3
Singapore	N/A
Slovenia	N/A
Spain	6.1
Sweden	N/A
Switzerland	10.7
USA	N/A
ISTMA Average	8.3

Investment In Machinery & Equipment As % Of Turnover

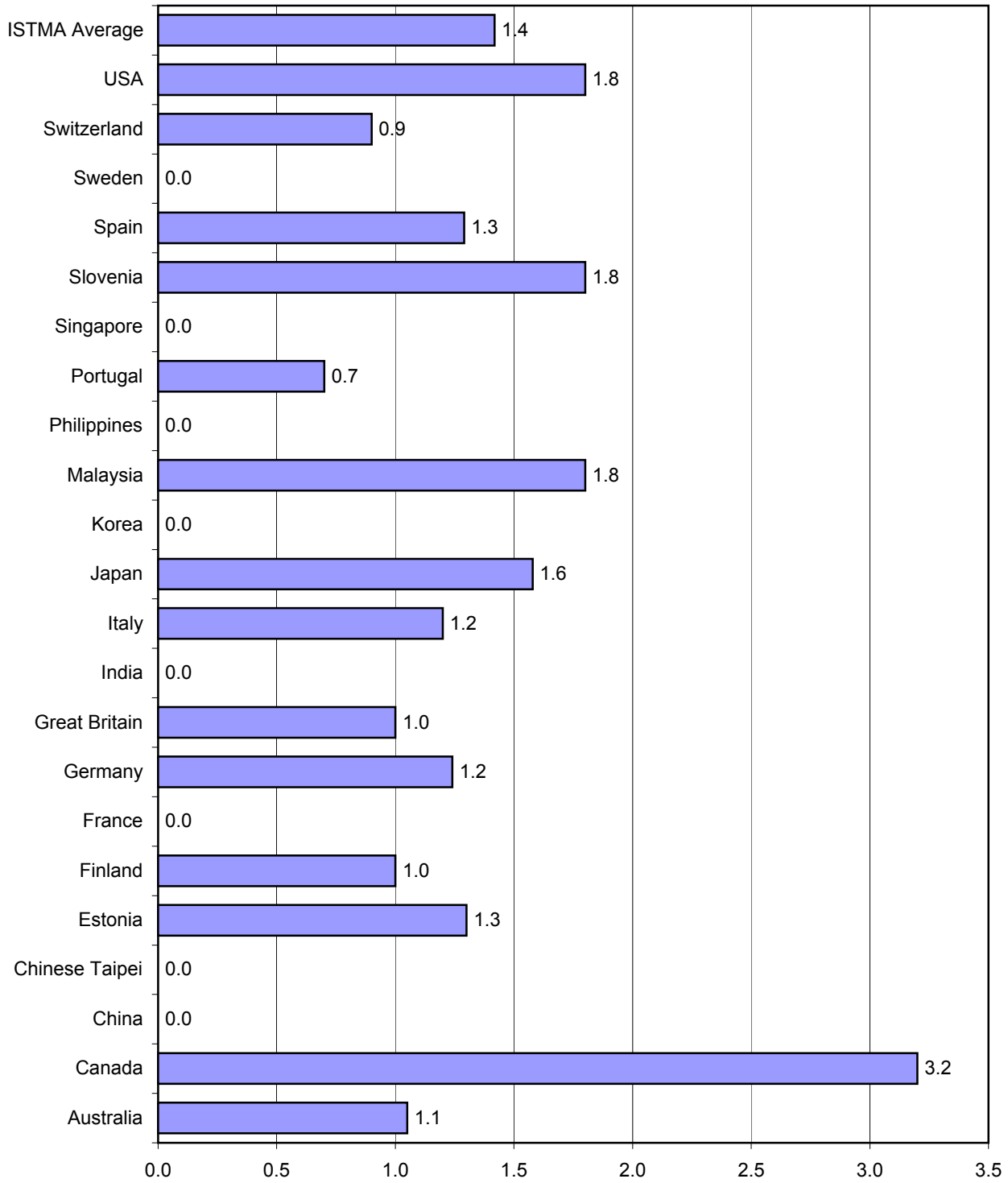


ISTMA BUSINESS FIGURES AND RATIOS 2003

14. Liquidity = Quick Assets ÷ Short Term Liabilities

ISTMA Members	Ratio
Australia	1.1
Canada	3.2
China	N/A
Chinese Taipei	N/A
Estonia	1.3
Finland	1.0
France	N/A
Germany	1.2
Great Britain	1.0
India	N/A
Italy	1.2
Japan	1.6
Korea	N/A
Malaysia	1.8
Philippines	N/A
Portugal	0.7
Singapore	N/A
Slovenia	1.8
Spain	1.3
Sweden	N/A
Switzerland	0.9
USA	1.8
ISTMA Average	1.4

Liquidity

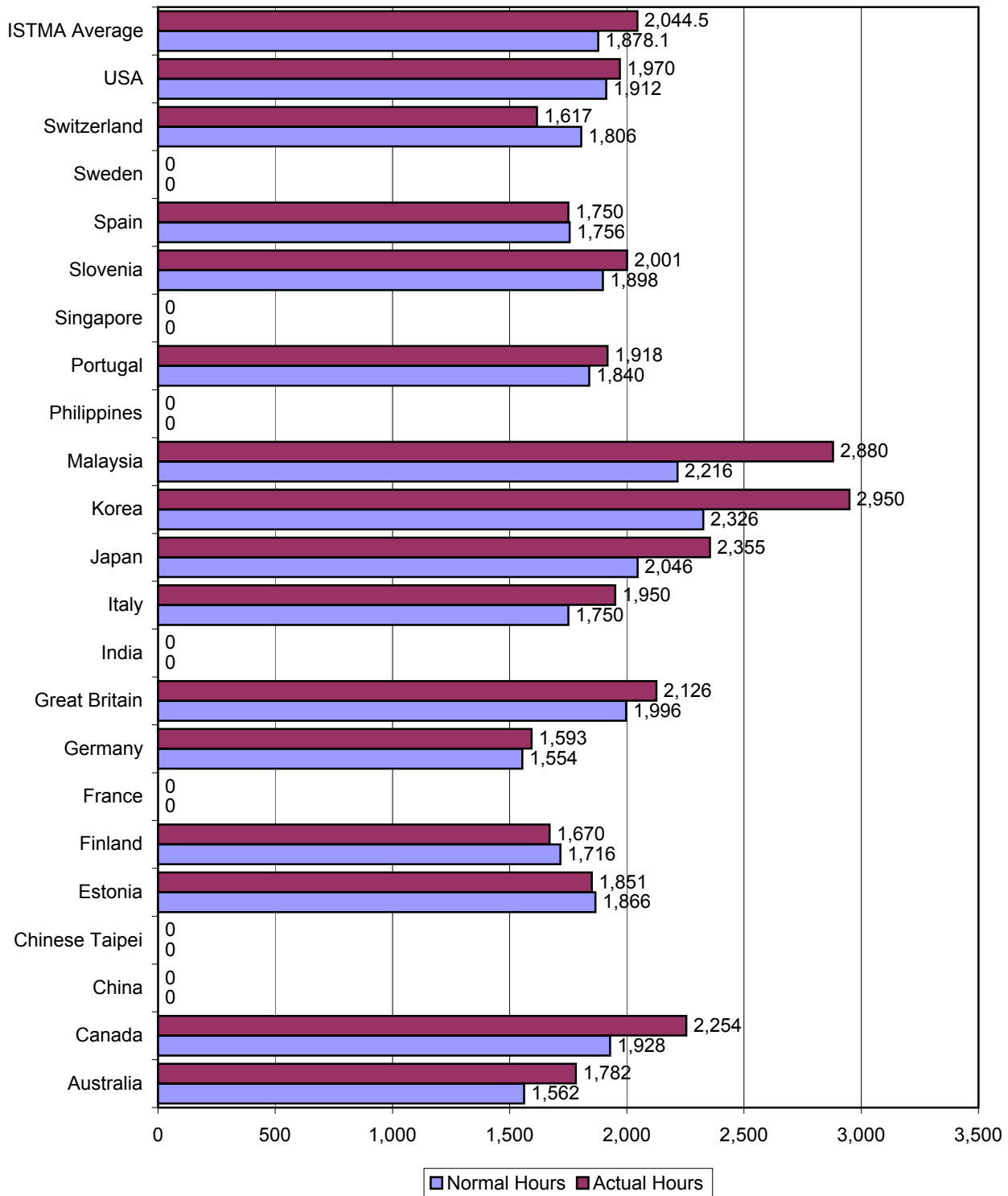


ISTMA BUSINESS FIGURES AND RATIOS 2003

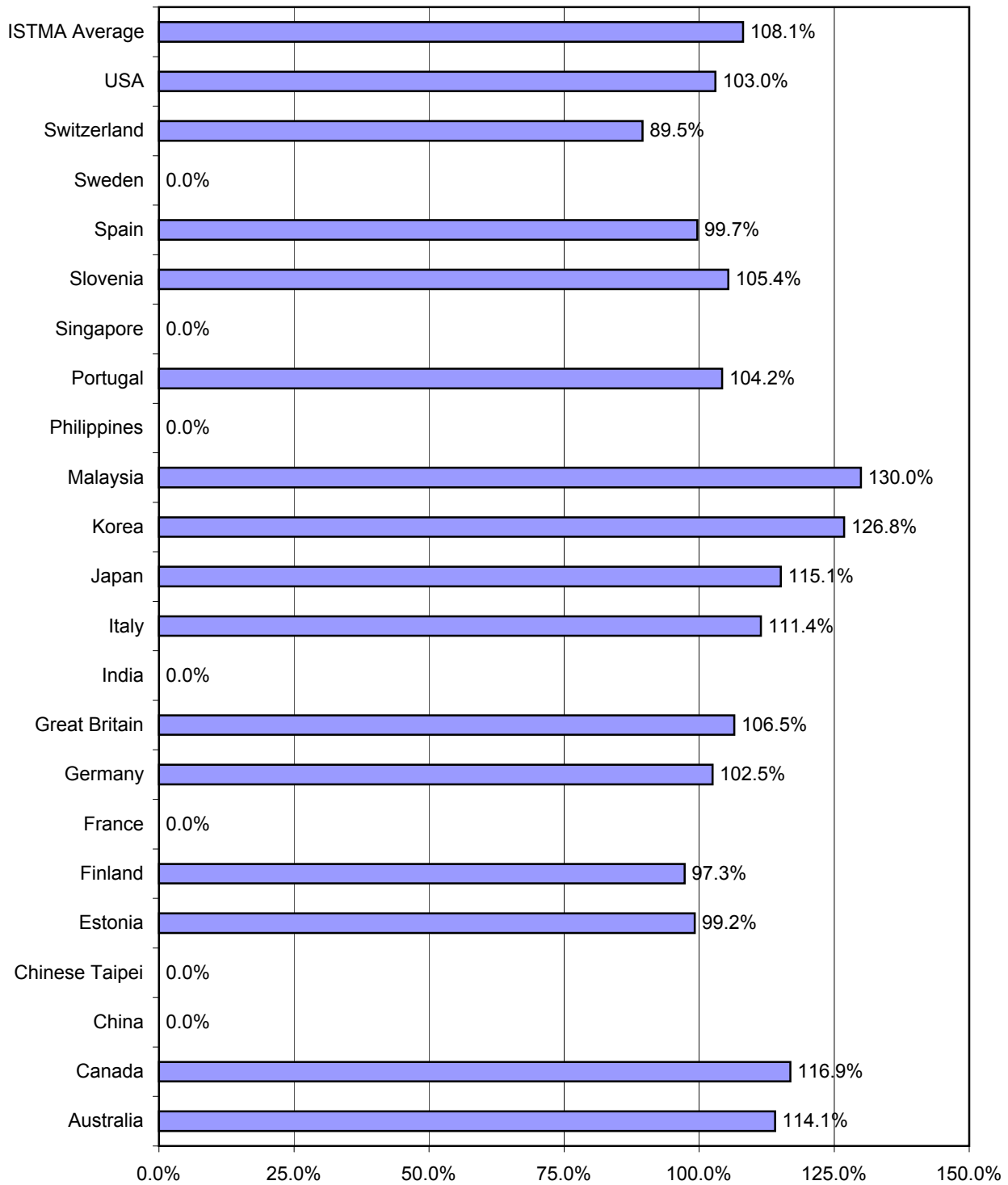
15. Total Number Of Working Hours Per Year For Full-Time Employees

ISTMA Members	Normal Working Hours Per Year	Actual Working Hours Per Year	Actual Hrs as % of Normal Hours
Australia	1,562	1,782	114.1%
Canada	1,928	2,254	116.9%
China	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A
Estonia	1,866	1,851	99.2%
Finland	1,716	1,670	97.3%
France	N/A	N/A	N/A
Germany	1,554	1,593	102.5%
Great Britain	1,996	2,126	106.5%
India	N/A	N/A	N/A
Italy	1,750	1,950	111.4%
Japan	2,046	2,355	115.1%
Korea	2,326	2,950	126.8%
Malaysia	2,216	2,880	130.0%
Philippines	N/A	N/A	N/A
Portugal	1,840	1,918	104.2%
Singapore	N/A	N/A	N/A
Slovenia	1,898	2,001	105.4%
Spain	1,756	1,750	99.7%
Sweden	N/A	N/A	N/A
Switzerland	1,806	1,617	89.5%
USA	1,912	1,970	103.0%
ISTMA Average	1,878.1	2,044.5	108.1%

Normal Vs. Actual Working Hours Per Year



Actual Working Hours As % Of Normal Hours



WAGE AND SALARY COMPARISON (EURO as of May 31, 2004)

Wages (EURO)

ISTMA Members	Skilled Moldmaker Wages Per Hour			Skilled Tool & Die Maker Wages Per Hour		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	9.97	15.47	12.16	9.97	15.47	12.16
Canada	9.93	22.57	15.46	10.53	22.57	16.97
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	1.92	4.15	3.51	1.92	4.15	3.90
Finland	10.90	14.20	12.80	10.90	14.20	12.80
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	12.64	19.22	15.85	12.64	19.22	15.85
Great Britain	15.33	18.04	16.91	15.05	16.91	15.99
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	10.79	14.10	12.32	10.79	14.10	12.32
Japan	11.01	19.02	13.90	N/A	N/A	N/A
Korea	4.89	6.46	5.76	3.76	5.49	4.67
Malaysia	12.31	16.41	14.77	12.31	16.41	14.77
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	6.00	15.00	9.62	N/A	N/A	N/A
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	10.58	16.65	N/A	11.38	18.02	N/A
Spain	12.50	16.95	14.73	12.50	16.95	14.73
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	15.18	33.76	23.49	15.18	28.13	22.83
USA	15.59	20.51	18.05	14.77	18.07	16.41

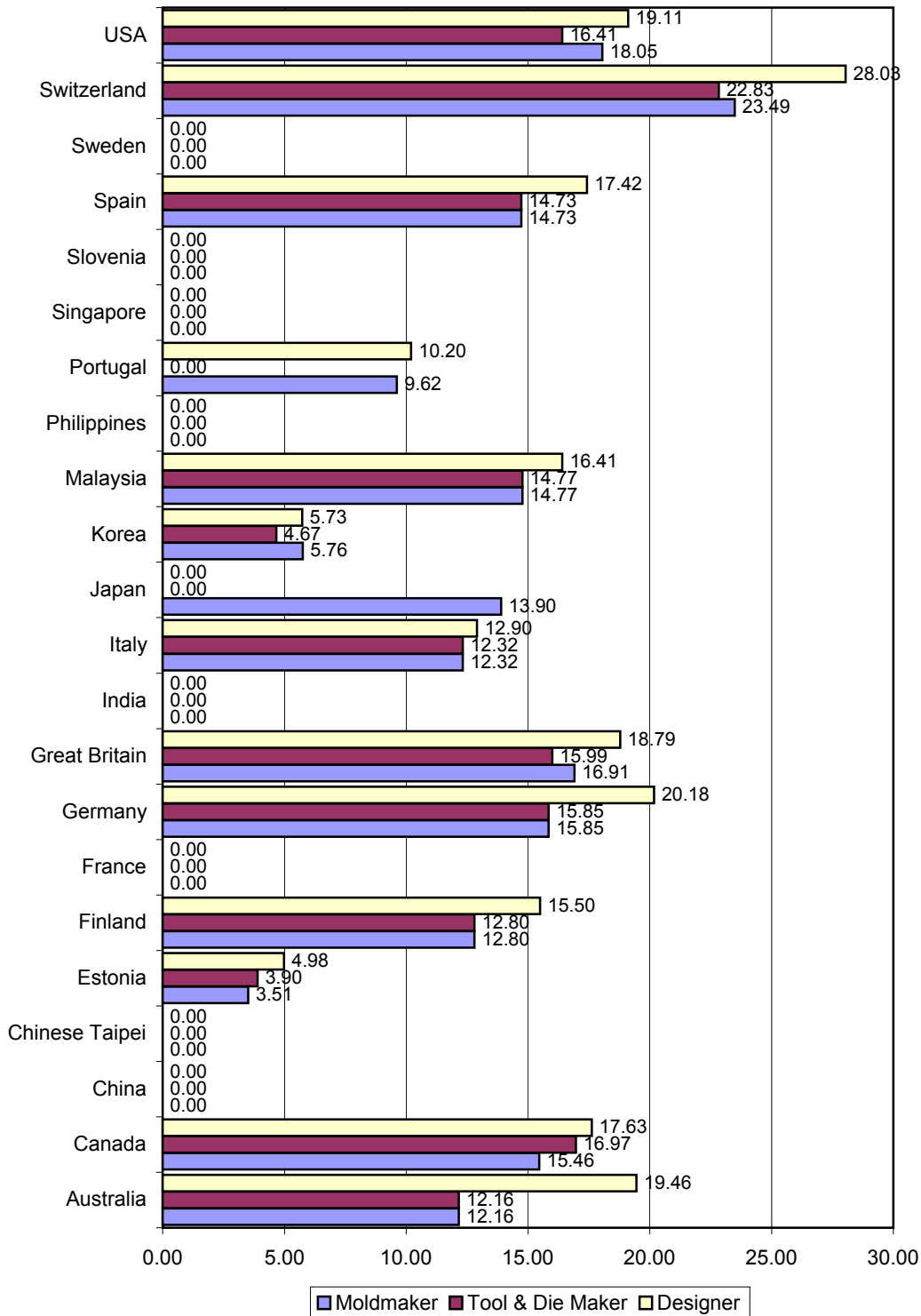
WAGE AND SAL**Wages (EURO)**

ISTMA Members	Skilled Designer Wages Per Hour			Machine Operator/Programmer Wages Per Hour		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	16.28	22.39	19.46	9.97	15.47	12.16
Canada	10.30	27.16	17.63	8.13	20.17	13.99
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	2.56	6.71	4.98	4.15	6.71	4.98
Finland	14.90	17.90	15.50	14.90	17.90	15.50
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	16.06	26.22	20.18	N/A	N/A	N/A
Great Britain	16.80	21.79	18.79	15.86	16.91	16.47
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	9.13	17.53	12.90	8.69	12.29	10.54
Japan	N/A	N/A	N/A	N/A	N/A	N/A
Korea	4.90	6.61	5.73	4.96	6.68	5.83
Malaysia	12.31	20.51	16.41	9.85	14.77	13.95
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	6.00	15.00	10.20	6.00	15.00	10.70
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	16.75	22.80	N/A	13.90	18.66	N/A
Spain	13.52	21.32	17.42	12.50	16.95	14.73
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	15.18	40.56	28.03	N/A	N/A	N/A
USA	16.82	21.54	19.11	15.93	20.24	17.95

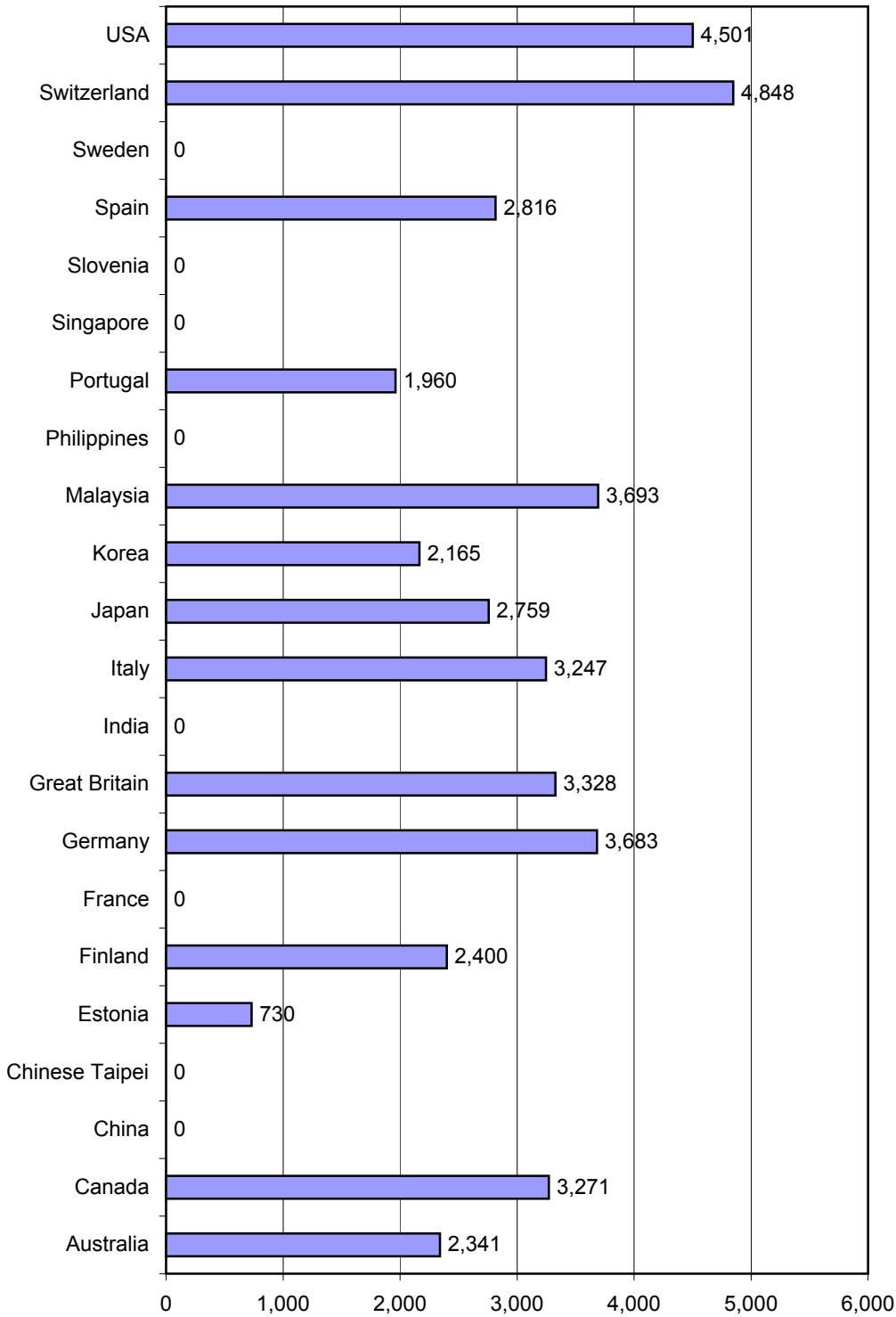
WAGE AND SAL
Wages (EURO)

ISTMA Members	Machine Loader/Unloader Wages Per Hour			Foreman Salary Per Month		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	9.97	15.47	12.16	1,555	3,404	2,341
Canada	6.32	11.14	9.50	2,466	4,400	3,271
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	1.60	3.83	3.19	319	978	730
Finland	10.90	14.20	12.80	2,210	2,620	2,400
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	N/A	N/A	N/A	3,389	4,206	3,683
Great Britain	12.02	15.03	13.53	2,678	3,757	3,328
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	7.41	8.80	8.04	2,941	3,510	3,247
Japan	N/A	N/A	N/A	2,196	3,568	2,759
Korea	N/A	N/A	N/A	2,115	6,488	2,165
Malaysia	8.21	12.31	10.67	3,282	4,924	3,693
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	6.00	15.00	16.10	1,600	2,600	1,960
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	8.17	10.09	N/A	2,161	2,643	N/A
Spain	8.97	11.50	10.23	2,730	2,903	2,816
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	N/A	N/A	N/A	3,860	5,888	4,848
USA	11.89	14.73	13.66	3,648	5,565	4,501

Average Wages Per Hour in EURO



Average Foreman Salary Per Month in Euro



WAGE AND SALARY COMPARISON (US \$ as of May 31, 2004)

Wages (\$US)

ISTMA Members	Skilled Moldmaker Wages Per Hour			Skilled Tool & Die Maker Wages Per Hour		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	12.14	18.85	14.82	12.14	18.85	14.82
Canada	12.10	27.51	18.85	12.84	27.51	20.68
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	2.35	5.08	4.30	2.35	5.08	4.77
Finland	13.28	17.30	15.60	13.28	17.30	15.60
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	15.40	23.42	19.32	15.40	23.42	19.32
Great Britain	18.68	21.98	20.61	18.33	20.61	19.49
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	13.15	17.18	15.01	13.15	17.18	15.01
Japan	13.42	23.18	16.94	N/A	N/A	N/A
Korea	5.95	7.88	7.02	4.59	6.69	5.69
Malaysia	15.00	20.00	18.00	15.00	20.00	18.00
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	7.31	18.28	11.72	N/A	N/A	N/A
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	12.95	20.38	N/A	13.93	22.05	N/A
Spain	15.23	20.66	17.95	15.23	20.66	17.95
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	18.50	41.14	28.62	18.50	34.28	27.83
USA	19.00	25.00	22.00	18.00	22.02	20.00

WAGE AND SAL

Wages (\$US)

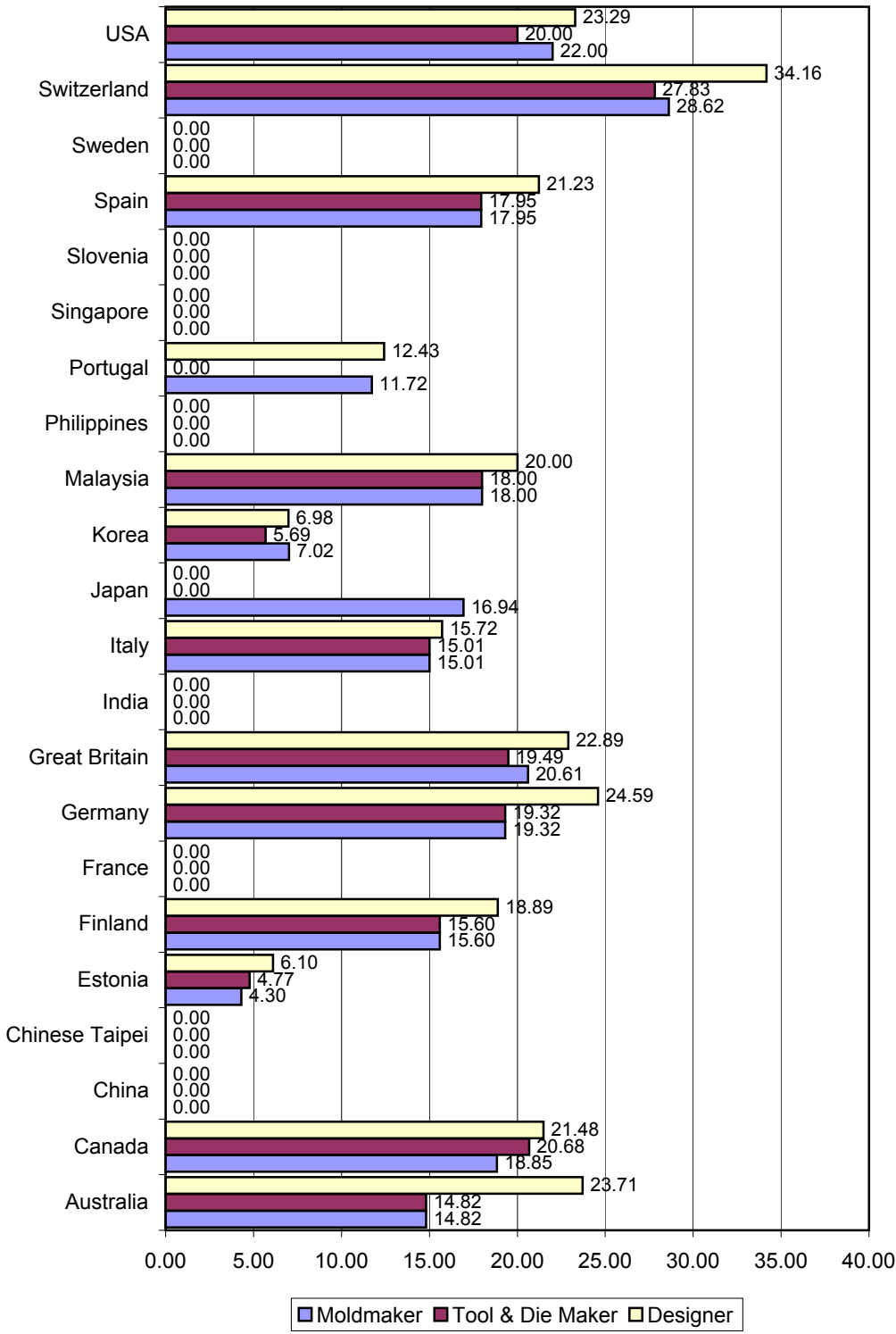
ISTMA Members	Skilled Designer Wages Per Hour			Machine Operator/Programmer Salary Per Month		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	19.85	27.28	23.71	12.14	18.85	14.82
Canada	12.55	33.10	21.48	9.90	24.57	17.05
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	3.13	8.21	6.10	5.08	8.21	6.10
Finland	18.16	21.81	18.89	18.16	21.81	18.89
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	19.57	31.95	24.59	N/A	N/A	N/A
Great Britain	20.48	26.56	22.89	19.32	20.61	20.07
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	11.13	21.36	15.72	10.59	14.98	12.84
Japan	N/A	N/A	N/A	N/A	N/A	N/A
Korea	5.97	8.05	6.98	6.05	8.14	7.11
Malaysia	15.00	25.00	20.00	12.00	18.00	17.00
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	7.31	18.28	12.43	7.31	18.28	13.04
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	20.51	27.91	N/A	17.01	22.84	N/A
Spain	16.48	25.98	21.23	15.23	20.66	17.95
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	18.50	49.43	34.16	N/A	N/A	N/A
USA	20.50	26.25	23.29	19.41	24.66	21.88

WAGE AND SAL

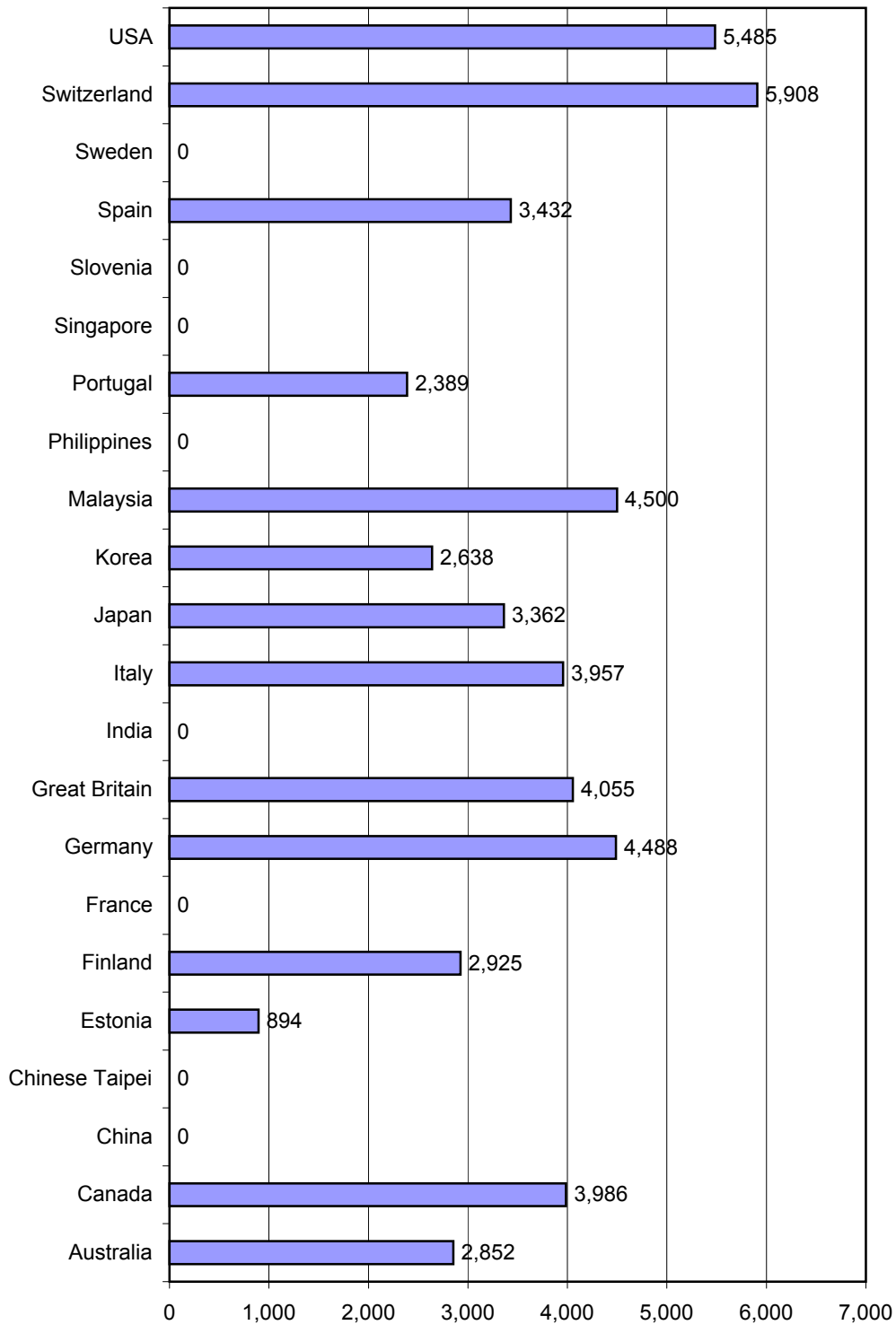
Wages (\$US)

ISTMA Members	Machine Loader/Unloader Wages Per Hour			Foreman Salary Per Month		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Australia	12.14	18.85	14.82	1,895	4,148	2,852
Canada	7.70	13.57	11.58	3,005	5,362	3,986
China	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	1.96	4.69	3.91	391	1,197	894
Finland	13.28	17.30	15.60	2,693	3,193	2,925
France	N/A	N/A	N/A	N/A	N/A	N/A
Germany	N/A	N/A	N/A	4,130	5,126	4,488
Great Britain	14.65	18.32	16.48	3,264	4,579	4,055
India	N/A	N/A	N/A	N/A	N/A	N/A
Italy	9.03	10.72	9.80	3,584	4,277	3,957
Japan	N/A	N/A	N/A	2,677	4,348	3,362
Korea	N/A	N/A	N/A	2,577	7,906	2,638
Malaysia	10.00	15.00	13.00	4,000	6,000	4,500
Philippines	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	7.31	18.28	19.62	1,950	3,168	2,389
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	9.99	12.35	N/A	2,646	3,235	N/A
Spain	10.93	14.01	12.47	3,327	3,538	3,432
Sweden	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	N/A	N/A	N/A	4,704	7,176	5,908
USA	14.49	17.95	16.65	4,446	6,782	5,485

Average Wages Per Hour in US \$



Average Foreman Salary Per Month In US\$



ISTMA STATISTICS 2003 in Euro

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code	CN codes	CN codes	CN code			
ISTMA Members	8207 30 10	8480 71 00 8480 79 00	8480 41 00 8480 49 00	8466 20 10			
Turnover (Sales) in Euro							
Australia	187,364,768	186,964,373	35,592,059	14,677,107	47,935,843	N/A	472,534,151
Canada	164,583,922	828,597,032	18,075,691	17,646,048	N/A	N/A	1,028,902,692
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Finland	11,760,000	14,520,000	8,450,000	18,600,000	2,470,000	1,400,000	57,200,000
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	2,010,903,000	1,535,762,000	229,249,000	287,013,000	206,160,000	N/A	4,269,087,000
Great Britain	254,526,825	93,804,517	49,371,694	N/A	N/A	N/A	397,703,036
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	N/A	N/A	N/A	N/A	N/A	N/A	2,221,000,000
Japan	1,136,610,483	1,195,739,952	296,714,206	N/A	53,395,073	163,156,140	2,845,615,855
Korea	N/A	N/A	N/A	N/A	N/A	N/A	112,793,243
Malaysia	302,048,266	496,678,809	70,114,039	31,031,117	N/A	N/A	899,872,231
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	10,000,000	317,000,000	12,000,000	900,000	N/A	N/A	339,900,000
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	419,661,000	269,956,000	136,513,000	N/A	N/A	N/A	826,130,000
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	180,340,801	235,815,478	10,389,477	24,691,041	N/A	N/A	451,236,797
USA	1,304,204,091	1,062,971,243	241,291,796	521,681,636	447,155,687	N/A	3,577,304,454
Total							17,499,279,458

ISTMA STATISTICS 2003 in Euro

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code	CN codes	CN codes	CN code			
ISTMA Members	8207 30 10	8480 71 00 8480 79 00	8480 41 00 8480 49 00	8466 20 10			

Exports in Euro							
Australia	8,053,430	37,057,589	9,656,805	N/A	3,438,280	N/A	58,206,103
Canada	160,671,102	682,199,281	17,116,973	13,657,734	N/A	N/A	873,645,090
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	739,777	7,694,726	87,269	2,644	N/A	N/A	8,524,416
Finland	470,000	2,860,000	450,000	550,000	0	0	4,330,000
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	391,793,000	673,734,000	88,967,000	82,468,000	53,924,000	N/A	1,290,886,000
Great Britain	48,330,067	52,934,482	N/A	N/A	N/A	N/A	101,264,549
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	133,781,629	526,218,496	210,250,624	4,941,482	N/A	N/A	N/A
Japan	235,665,864	247,186,516	99,929,617	N/A	8,660,863	N/A	591,442,860
Korea	18,580,328	12,850,453	N/A	N/A	199,831	N/A	31,630,612
Malaysia	94,390,083	165,559,603	22,617,432	7,840,710	N/A	N/A	290,407,828
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	8,119,952	284,216,704	10,592,104	494,015	N/A	N/A	303,422,775
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	236,153,000	76,923,000	7,178,000	N/A	N/A	N/A	320,254,000
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	63,106,454	223,437,891	9,363,356	18,534,314	N/A	N/A	314,442,015
USA	290,425,874	379,358,689	68,158,997	117,266,740	37,821,583	N/A	893,031,883
Total							5,081,488,131

ISTMA STATISTICS 2003 in Euro

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code	CN codes	CN codes	CN code			
ISTMA Members	8207 30 10	8480 71 00 8480 79 00	8480 41 00 8480 49 00	8466 20 10			

Imports in Euro							
Australia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Canada	211,481,286	222,335,293	25,008,286	27,723,629	N/A	N/A	486,548,494
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	1,007,669	8,819,367	19,053	64,892	N/A	N/A	9,910,981
Finland	2,520,000	9,750,000	2,730,000	2,640,000	3,150,000	7,450,000	28,240,000
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	234,572,000	416,456,000	63,716,000	21,206,000	16,560,000	N/A	752,510,000
Great Britain	23,336,692	35,970,846	12,585,970	N/A	N/A	N/A	71,893,507
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	56,724,741	208,163,748	44,148,181	6,239,013	N/A	N/A	N/A
Japan	9,809,224	61,270,606	11,439,155	N/A	1,585,479	N/A	84,104,464
Korea	133,221	4,540,397	N/A	N/A	N/A	N/A	4,673,618
Malaysia	372,989,231	479,187,995	36,791,023	25,379,140	N/A	N/A	914,347,388
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	9,549,325	38,788,405	3,881,697	433,111	N/A	N/A	52,652,538
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	44,835,000	80,793,000	14,184,000	N/A	N/A	N/A	139,812,000
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	42,968,825	125,379,184	11,800,394	13,403,708	N/A	N/A	193,552,111
USA	294,131,968	909,328,855	157,953,600	76,039,294	33,862,027	N/A	1,471,315,745
Total							4,209,560,847

ISTMA STATISTICS 2003 in US \$

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code	CN codes	CN codes	CN code			
ISTMA Members	8207 30 10	8480 71 00 8480 79 00	8480 41 00 8480 49 00	8466 20 10			
Turnover (Sales) in \$US							
Australia	236,095,748	235,591,215	44,849,060	18,494,419	60,403,292	N/A	595,433,734
Canada	207,390,736	1,044,107,752	22,777,017	22,235,628	N/A	N/A	1,296,511,133
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Finland	14,818,698	18,296,555	10,647,789	23,437,736	3,112,431	1,764,131	72,077,339
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	2,533,925,493	1,935,203,480	288,875,140	361,663,172	259,780,845	N/A	5,379,448,130
Great Britain	320,727,526	118,202,436	62,212,936	N/A	N/A	N/A	501,142,898
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	N/A	N/A	N/A	N/A	N/A	N/A	2,798,667,325
Japan	1,432,223,011	1,506,731,021	373,884,387	N/A	67,282,199	205,590,201	3,585,710,818
Korea	N/A	N/A	N/A	N/A	N/A	N/A	142,129,522
Malaysia	380,608,000	625,860,000	88,350,000	39,102,000	N/A	N/A	1,133,920,000
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	12,600,933	399,449,591	15,121,120	1,134,084	N/A	N/A	428,305,729
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	528,812,034	340,169,760	172,019,123	N/A	N/A	N/A	1,041,000,917
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	227,245,178	297,148,122	13,091,650	31,112,871	N/A	N/A	568,597,820
USA	1,643,414,533	1,339,439,434	304,049,379	657,365,813	563,456,410	N/A	4,507,725,569
Total							22,050,670,934

ISTMA STATISTICS 2003 in US \$

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code	CN codes	CN codes	CN code			
ISTMA Members	8207 30 10	8480 71 00 8480 79 00	8480 41 00 8480 49 00	8466 20 10			

Exports in \$US							
Australia	10,148,016	46,695,754	12,168,406	N/A	4,332,529	N/A	73,344,704
Canada	202,460,227	859,633,247	21,568,946	17,209,989	N/A	N/A	1,100,872,410
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	928,937	9,662,266	109,583	3,321	N/A	N/A	10,704,107
Finland	592,244	3,603,867	567,042	693,051	0	0	5,456,204
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	493,695,753	848,967,732	112,106,725	103,917,378	67,949,274	N/A	1,626,636,861
Great Britain	60,900,389	66,702,382	N/A	N/A	N/A	N/A	127,602,772
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	168,577,341	663,084,426	264,935,413	6,226,729	N/A	N/A	N/A
Japan	296,958,438	311,475,410	125,919,564	N/A	10,913,402	N/A	745,266,814
Korea	23,412,866	16,192,714	N/A	N/A	251,805	N/A	39,857,385
Malaysia	118,940,000	208,620,000	28,500,000	9,880,000	N/A	N/A	365,940,000
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	10,231,897	358,139,578	13,347,040	622,505	N/A	N/A	382,341,020
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	297,574,824	96,930,161	9,044,950	N/A	N/A	N/A	403,549,935
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	79,519,650	281,551,280	11,798,647	23,354,856	N/A	N/A	396,224,433
USA	365,962,739	478,026,091	85,886,470	147,766,646	47,658,599	N/A	1,125,300,545
Total							6,403,097,191

ISTMA STATISTICS 2003 in US \$

	Tools for pressing, stamping or punching for metal working	Molds for plastic and rubber	Molds for metal or metal carbides	Jigs and fixtures for specific applications; sets of standard jig and fixture components	Standard Tooling Components	Precision Machined Parts	Total
	CN code 8207 30 10	CN codes 8480 71 00 8480 79 00	CN codes 8480 41 00 8480 49 00	CN code 8466 20 10			
ISTMA Members							

Imports in \$US							
Australia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Canada	266,485,688	280,162,726	31,512,719	34,934,299	N/A	N/A	613,095,431
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	1,265,329	11,074,478	23,925	81,485	N/A	N/A	12,445,217
Finland	3,175,435	12,285,910	3,440,055	3,326,646	3,969,294	9,387,695	35,585,036
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	295,582,617	524,773,435	80,288,108	26,721,540	20,867,146	N/A	948,232,845
Great Britain	29,406,407	45,326,619	15,859,495	N/A	N/A	N/A	90,592,521
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	71,478,469	262,305,754	55,630,829	7,861,739	N/A	N/A	N/A
Japan	12,360,432	77,206,020	14,414,280	N/A	1,997,834	N/A	105,978,565
Korea	167,870	5,721,304	N/A	N/A	N/A	N/A	5,889,174
Malaysia	470,000,000	603,820,000	46,360,000	31,980,000	N/A	N/A	1,152,160,000
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	12,033,041	48,877,011	4,891,301	545,760	N/A	N/A	66,347,113
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	56,496,285	101,806,722	17,873,164	N/A	N/A	N/A	176,176,171
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	54,144,477	157,988,735	14,869,528	16,889,844	N/A	N/A	243,892,584
USA	370,632,752	1,145,836,197	199,035,752	95,816,354	42,669,202	N/A	1,853,990,257
Total							5,304,384,915

PRIMARY PRODUCTION OF PARTICIPATING COMPANIES

Number Of Companies

ISTMA Members	Total	Press Tool Mfrs.	Mold Mfrs.	Jigs & Fixtures Mfrs.	Body Dies Mfrs.	Precision Machining	Mixed Production Programs	Integrated (Captive) Shops
Australia	32	10	15	0	0	2	5	8
Canada	128	31	51	7	N/A	19	20	10
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	7	0	2	1	0	0	4	0
Finland	9	N/A	N/A	N/A	N/A	N/A	7	7
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	34	6	4	6	2	4	12	7
Great Britain	7	2	5	0	1	1	0	1
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	20	6	13	N/A	N/A	N/A	1	N/A
Japan	143	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Korea	26	8	15	0	1	0	2	N/A
Malaysia	6	1	4	0	0	1	2	1
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	32	0	32	0	0	0	0	N/A
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	15	3	9	1	1	1	N/A	N/A
Spain	10	2	6	0	2	0	0	N/A
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	5	1	3	N/A	N/A	N/A	2	3
USA	438	81	38	N/A	N/A	136	65	0

**Products Or Services Primarily Bought From Outside Suppliers
Number Of Companies**

ISTMA Members	Total	Complete Tools	Parts of Tools	Other Products	Grinding Work	Milling Work	EDM Work	Design Work	Other
Australia	32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Canada	128	38	62	19	31	33	46	30	29
China	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Estonia	7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Finland	9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
France	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	34	6	71	35	35	71	53	71	29
Great Britain	7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
India	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Japan	143	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Korea	26	14	7	N/A	15	17	10	18	N/A
Malaysia	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Philippines	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Singapore	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Slovenia	15	11	5	N/A	N/A	N/A	N/A	N/A	N/A
Spain	10	0	4	4	4	4	4	4	4
Sweden	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	5	1	4	1	2	2	3	3	2
USA	438	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Number Of Employees
Number Of Companies

ISTMA Members	Total	Less than 50	50 to 99	100-299	300 or More
Australia	32	4	23	5	0
Canada	128	71	23	27	7
China	N/A	N/A	N/A	N/A	N/A
Chinese Taipei	N/A	N/A	N/A	N/A	N/A
Estonia	7	3	3	1	0
Finland	9	5	3	1	0
France	N/A	N/A	N/A	N/A	N/A
Germany	34	4	8	20	2
Great Britain	7	5	2	0	0
India	N/A	N/A	N/A	N/A	N/A
Italy	20	14	2	4	0
Japan	143	N/A	N/A	N/A	N/A
Korea	26	17	5	3	1
Malaysia	6	4	0	1	1
Philippines	N/A	N/A	N/A	N/A	N/A
Portugal	32	16	13	3	0
Singapore	N/A	N/A	N/A	N/A	N/A
Slovenia	15	15	0	0	0
Spain	10	7	2	1	0
Sweden	N/A	N/A	N/A	N/A	N/A
Switzerland	5	1	1	3	0
USA	438	262	115	58	3