

June 1, 2012

To our shareholders

11-3, Shimbashi 5-chome, Minato-ku, Tokyo

Sumitomo Metal Mining Co., Ltd.

Nobumasa Kemori, Representative Director and President

Convocation Notice of the 87th Ordinary General Meeting of Shareholders

Sumitomo Metal Mining Co., Ltd. hereby gives notice of the 87th Ordinary General Meeting of Shareholders as outlined below and requests your attendance.

If you are unable to attend the meeting in person, you are entitled to vote in writing or electronically. In this regard, we cordially request that you study the attached Shareholders' Meeting Reference Documents and exercise your voting rights.

[Exercise of voting rights in writing]

Please indicate whether for or against the proposals on the enclosed voting form and send it to us by 5:40pm (Japan Time) on Friday, June 22, 2012.

[Exercise of voting rights electronically]

Please follow the instructions on page 3 to register your vote either for or against the proposals by 5:40pm (Japan Time) on Friday, June 22, 2012.

1. Date and time: June 25, 2012 (Monday) at 10:00am

2. Location: Shinagawa Prince Hotel, Prince Hall (Annex Tower, 5F)
10-30, Takanawa 4-chome, Minato-ku, Tokyo

3. Agenda

Matters to be reported Reporting of the business report, consolidated financial statements and non-consolidated financial statements for the 87th business year (April 1, 2011 – March 31, 2012) and the results of audits of the consolidated financial statements for the 87th business year (April 1, 2011 – March 31, 2012) by the accounting auditor and the Board of Corporate Auditors

Matters to be resolved

Proposal No.1: Appropriation of surplus

Proposal No.2: Election of eight (8) directors

Proposal No.3: Election of three (3) corporate auditors

Proposal No.4: Election of one (1) substitute corporate auditor

Proposal No.5: Payment of bonuses to directors

4. Matters concerning the exercise of voting rights

- (1) In the event of having voted multiple times electronically (via the Internet, etc.) or both by PC and by cell phone and the content of the vote, whether for or against, with respect to one proposal differs, the last vote exercised shall prevail.
- (2) In the event of having voted both in writing and electronically (via the Internet, etc.) and the content of the vote, whether for or against, with respect to one proposal differs, the vote exercised electronically shall prevail.

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\* When you attend the meeting, you are kindly requested to present the enclosed voting form to the receptionist. Shareholders may attend the meeting by proxy; provided, however, the proxy is just one person who is another shareholder with voting rights. When a proxy votes on behalf of a shareholder, the proxy must submit a document evidencing the authority of proxy together with the voting form of the shareholder voting by proxy.

\* If any amendments to the Shareholders' Meeting Reference Documents, the business report, the consolidated financial statements or non-consolidated financial statements are made, notification of the details shall be provided on the Company's website (<http://www.smm.co.jp/>).

## **Instructions for Exercising Voting Rights**

### **1. Exercise of voting rights electronically**

#### **(1) Exercise of voting rights via the Internet**

- (i) Please access the voting rights exercise site (<http://webdk.net>), enter your voting rights exercise code and password appearing on the enclosed voting form and follow the instructions to register your vote either for or against the proposals. The voting rights exercise site can also be accessed on the Internet from a cell phone.
  - (ii) The deadline for the exercise of voting rights via the Internet is 5:40pm (Japan Time), Friday, June 22, 2012.
  - (iii) Any connection fees to providers or telephone charges, etc. for accessing the voting rights exercise site shall be borne by the shareholders.
  - (iv) The following system environments are necessary to access the voting rights exercise site.
    - a. The Internet browser software necessary to access the voting rights exercise site using a PC is Microsoft® Internet Explorer version 6.0 or newer.
    - b. In order to ensure security when accessing the voting rights exercise site using a cell phone, a model enabling 128 bit SSL encrypted communication is necessary. You may also exercise your voting rights using the full browser function of cell phones, including smartphones; however, please understand that depending on the model of your cell phone, in some cases this method may not work.
- (Microsoft is a registered trademark of Microsoft Corporation used in the United States and other countries.)

Please contact the direct number below if you have any questions concerning the exercise of voting rights via the Internet.

Registrar of Shareholders :

Stock Transfer Agency Business Planning Department

Sumitomo Mitsui Trust Bank, Limited

0120-186-417 (toll-free within Japan only; open from 9:00am to 9:00pm [Japan Time])

### **2. Voting rights exercise platform for institutional investors**

Institutional investors may use voting rights exercise platform operated by ICJ (Investor Communications Japan Inc.) for institutional investors if having made an application for its use in advance.

## Shareholders' Meeting Reference Documents

### Proposals and Reference Matters

#### Proposal No.1: Appropriation of surplus

The Company proposes that the appropriation of surplus be made in the following manner.

1. Matters regarding year-end dividend

The Company considers the appropriate return of profits to shareholders as one of the most important management issues.

Regarding the year-end dividend of surplus for the 87<sup>th</sup> business year, based on the Company's policy of aiming to achieve a consolidated dividend payout ratio of 20% or more, and in comprehensive consideration of future business development, financial soundness, and financial performance in the 87<sup>th</sup> business year, the Company proposes to pay a year-end dividend of 12 yen per share as described below. As a result, the total dividend for the business year under review, including an interim dividend of 16 yen, will amount to 28 yen per share.

(1) The kind of the dividend property

Cash

(2) The matters regarding the allotment of the dividend property to shareholders and the total amount thereof

12 yen per share of common stock of the Company

Total amount: 6,743,478,108 yen

(3) The day on which the distribution of dividend of surplus will take affect

June 26, 2012

2. Matters regarding appropriation of other surplus

The company proposes provision of general reserve for future business deployment as indicated below.

(1) The item of surplus showing a decrease, and the amount thereof

Retained earnings brought forward: 30,000,000,000 yen

(2) The item of surplus showing an increase, and the amount thereof

General reserve: 30,000,000,000 yen

**Proposal No.2: Election of eight (8) directors**

All directors (eight directors) will have finished their term of office at the conclusion of this Meeting. Therefore, the Company proposes the election of eight (8) directors.

The candidates for director are as follows.

(\* indicates new candidates)

| Candidate No. | Name<br>D.O.B.                    | Brief history, position and area of responsibility at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Shareholding in the Company |
|---------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1             | Nobumasa Kemori<br>April 12, 1951 | <p>September 1980<br/>Joined the Company</p> <p>July 1998<br/>General Manager of Nickel Refinery, Besshi-Niihama District Div.</p> <p>July 2002<br/>General Manager of Nickel Business Unit, Non-Ferrous Metals Div.</p> <p>June 2004<br/>Executive Officer<br/>Senior Deputy General Manager of Non-Ferrous Metals Div.</p> <p>June 2006<br/>Director<br/>Managing Executive Officer<br/>General Manager of Non-Ferrous Metals Div.</p> <p>June 2007<br/>Representative Director (current)<br/>President and Director (current)<br/>President (current)</p>                                                                                                                                 | 31,000 shares               |
| 2             | Yoshiaki Nakazato<br>May 13, 1953 | <p>April 1976<br/>Joined the Company</p> <p>December 1997<br/>General Manager of Administration Dept., Electronics Div.</p> <p>June 2004<br/>General Manager of Corporate Planning Dept.</p> <p>June 2005<br/>Executive Officer</p> <p>June 2006<br/>Director (current)</p> <p>June 2007<br/>General Manager of Affiliated Business Administration Dept.</p> <p>June 2008<br/>Managing Executive Officer<br/>General Manager of Advanced Materials Div.</p> <p>October 2008<br/>General Manager of Semiconductor Materials Div.</p> <p>June 2009<br/>Executive Officer<br/>General Manager of Advanced Materials Div.(current)</p> <p>June 2010<br/>Managing Executive Officer (current)</p> | 14,000 shares               |

| Candidate No. | Name<br>D.O.B.                     | Brief history, position and area of responsibility at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Shareholding in the Company |
|---------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 3             | Takeshi Kubota<br>August 26, 1954  | <p>April 1977<br/>Joined the Company</p> <p>June 2004<br/>General Manager of Nickel Business Unit, Non-Ferrous Metal Div.</p> <p>October 2005<br/>General Manager of Nickel Sales &amp; Raw Materials Dept., Non-Ferrous Metals Div.</p> <p>June 2006<br/>Executive Officer<br/>Senior Deputy General Manager of Non-Ferrous Metals Div.</p> <p>June 2007<br/>General Manager of Non-Ferrous Metals Div. (current)</p> <p>June 2009<br/>Managing Executive Officer (current)</p> <p>June 2010<br/>Director (current)</p> <p>Significant concurrent occupations or positions at other organizations</p> <p>Director of Mitsui Sumitomo Metal Mining Brass &amp; Copper Co., Ltd.</p> <p>Director of NICKEL ASIA CORPORATION</p> <p>Director of MS Zinc Co., Ltd.</p> <p>Director of Teck Resources Limited</p> | 9,000 shares                |
| 4             | *Yukio Kawaguchi<br>August 8, 1951 | <p>April 1975<br/>Entered Ministry of International Trade and Industry</p> <p>July 2002<br/>Director-General, Business Support Department of Small and Medium Enterprise Agency</p> <p>August 2003<br/>Joined the Company</p> <p>April 2004<br/>General Manager of Engineering Dept., Mineral Resources Div.</p> <p>June 2005<br/>Executive Officer<br/>Senior Deputy General Manager of Mineral Resources Div.</p> <p>June 2007<br/>President of Sumitomo Metal Mining America Inc.</p> <p>June 2009<br/>Managing Executive Officer (current)</p> <p>April 2010<br/>Senior Deputy General Manager of Mineral Resources Div.</p> <p>June 2011<br/>General Manager of Mineral Resources Div. (current)</p>                                                                                                     | 9,000 shares                |

| Candidate No. | Name<br>D.O.B.                        | Brief history, position and area of responsibility at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Shareholding in the Company |
|---------------|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 5             | *Naoyuki Tsuchida<br>December 6, 1954 | <p>August 1985<br/>Joined the Company</p> <p>April 2004<br/>Executive Vice President and Director of Coral Bay Nickel Corporation</p> <p>June 2006<br/>General Manager of Overseas Projects Dept., Non-Ferrous Metals Div.</p> <p>June 2007<br/>Executive Officer<br/>Senior Deputy General Manager of Non-Ferrous Metals Div.</p> <p>October 2009<br/>Senior Deputy General Manager of Taganito Project Div.</p> <p>June 2010<br/>Managing Executive Officer (current)<br/>General Manager of Taganito Project Div. (current)</p>                                                                                                           | 5,000 shares                |
| 6             | *Mikinobu Ogata<br>July 8, 1954       | <p>April 1978<br/>Joined the Company</p> <p>October 2005<br/>General Manager of Copper Sales &amp; Raw Materials Dept., Non-Ferrous Metals Div.</p> <p>April 2006<br/>General Manager of Copper &amp; Precious Metals Sales Dept., Non-Ferrous Metals Div.</p> <p>June 2008<br/>Executive Officer (current)<br/>Senior Deputy General Manager of Non-Ferrous Metals Div. (current)<br/>General Manager of Metal By-products Sales Dept., Non-Ferrous Metals Div. (current)</p> <p>Significant concurrent occupations or positions at other organizations<br/>Director of PT Vale Indonesia Tbk<br/>Director of DAIICHI CHUO KISEN KAISHA</p> | 4,000 shares                |
| 7             | *Hajime Sato<br>May 11, 1955          | <p>April 1979<br/>Joined the Company</p> <p>June 2006<br/>General Manager of Administration Dept., Electronics Div.</p> <p>August 2008<br/>Deputy General Manager of Corporate Planning Dept.</p> <p>June 2010<br/>General Manager of Public Relations &amp; Investor Relations Dept. (current)</p>                                                                                                                                                                                                                                                                                                                                          | 11,000 shares               |

| Candidate No. | Name<br>D.O.B.                    | Brief history, position and area of responsibility at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Shareholding in the Company |
|---------------|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 8             | Tsutomu Ushijima<br>July 16, 1950 | <p>April 1976<br/>Registered as a lawyer</p> <p>April 1982<br/>Established Ushijima Law and Tax Accountant Firm</p> <p>June 1982<br/>Registered as a Certified Public Tax Accountant</p> <p>January 1994<br/>Established Ushijima Teramae Law Firm (current Ushijima, Teramae &amp; Wada Law Firm)</p> <p>June 2003<br/>Corporate Auditor of the Company</p> <p>June 2007<br/>Director of the Company (current)</p> <p>Significant concurrent occupations or positions at other organizations<br/>Lawyer and Certified Public Tax Accountant of Ushijima, Teramae &amp; Wada Law Firm<br/>Outside Corporate Auditor of Kobunsha Co., Ltd.</p> | 0 shares                    |

- (Notes)
1. Mr. Tsutomu Ushijima is a candidate for outside director as set out in Article 2.3 (7) of the Enforcement Regulations of the Company Law of Japan.
  2. The following are items pertaining to the candidate for outside director.
    - (1) Reasons for his candidacy as outside director  
Mr. Tsutomu Ushijima has special knowledge and a wealth of experience as a lawyer and a Certified Public Tax Accountant. He has been presented as a candidate for outside director because he is expected to strengthen corporate governance by providing suggestions on overall management of the Company particularly from the perspective of compliance based on his knowledge and experience.  
He has not participated in corporate management in any form other than as outside director or outside corporate auditor; however, for the above reasons, we determined that he is able to appropriately serve as outside director.
    - (2) Number of years since assuming the position of outside director  
Mr. Tsutomu Ushijima is currently an outside director of the Company and will have served as outside director for five (5) years at the conclusion of this Meeting.
    - (3) Limited liability agreement with outside director  
The Company has entered into a limited liability agreement with Mr. Tsutomu Ushijima limiting his maximum liability to 10 million yen or the minimum liability amount prescribed by applicable laws and regulations, whichever is higher. If this proposal is approved in its original version, the Company shall continue the agreement with him.
    - (4) Registration of appointment as an independent officer  
The Company has appointed Mr. Tsutomu Ushijima as an independent officer who is unlikely to have a conflict of interest with general shareholders as specified by the Tokyo Stock Exchange and the Osaka Securities Exchange and submitted registration of his appointment to the Exchanges.



**Proposal No. 3: Election of three (3) corporate auditors**

Corporate auditor Toshikazu Yakushiji died on November 2, 2011, and corporate auditors Naoki Tajiri and Takayuki Kurata will have finished their term of office at the conclusion of this Meeting. Therefore, the Company proposes the election of three (3) corporate auditors.

The Company has obtained consent for this proposal from the Board of Corporate Auditors.

The candidates for corporate auditors are as follows.

(\* indicates new candidates)

| Candidate No. | Name<br>D.O.B.                        | Brief history, position at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Shareholding in the Company |
|---------------|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1             | Naoki Tajiri<br>March 10, 1949        | April 1972<br>Joined the Company<br>July 1995<br>General Manager of Administration & Marketing Dept., Energy & Environment Business Div.<br>June 2001<br>General Manager of Finance & Accounting Dept.<br>June 2003<br>Executive Officer<br>July 2004<br>General Manager of Management Service Center<br>June 2005<br>General Manager of Information Systems Dept.<br>June 2006<br>Managing Executive Officer<br>June 2008<br>Director<br>Senior Managing Executive Officer<br>General Manager of Corporate Planning Dept.<br>General Manager of Information Systems Dept.<br>General Manager of Affiliated Business Administration Dept.<br>June 2010<br>Senior Corporate Auditor (Standing) (current) | 17,000 shares               |
| 2             | *Kazuo Nakashige<br>September 3, 1954 | April 1977<br>Joined the Company<br>December 2006<br>General Manager of Internal Audit Dept.<br>October 2008<br>General Manager of Internal Audit Dept. (current)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5,000 shares                |

| Candidate No. | Name<br>D.O.B.                     | Brief history, position at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Shareholding in the Company |
|---------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 3             | *Shigeru Nozaki<br>August 13, 1948 | <p>April 1972<br/>Joined Export-Import Bank of Japan</p> <p>January 1998<br/>Director General, Planning Office of Export-Import Bank of Japan</p> <p>June 1999<br/>Director General, Loan Department IV of Export-Import Bank of Japan</p> <p>October 1999<br/>Director General, Energy and Natural Resources Finance Department of Japan Bank for International Cooperation (JBIC)<br/>(Merger between former Export-Import Bank of Japan and former Overseas Economic Cooperation Fund, Japan)</p> <p>October 2000<br/>Director General, International Finance Policy Department of JBIC</p> <p>May 2002<br/>Resident Executive Director, Osaka Branch of JBIC</p> <p>October 2003<br/>Senior Executive Director of JBIC</p> <p>March 2007<br/>Retired as Senior Executive Director of JBIC</p> <p>July 2007<br/>Corporate Advisor, Mitsubishi Corporation (current)</p> <p>Significant concurrent occupations or positions at other organizations<br/>Director, The Economic Research Institute for Northeast Asia</p> | 0 shares                    |

- (Notes)
1. Mr. Shigeru Nozaki is a candidate for outside corporate auditor as set out in Article 2.3 (8) of the Enforcement Regulations of the Company Law of Japan.
  2. The following are items pertaining to the candidate for outside corporate auditor.
    - (1) Reasons for his candidacy as outside corporate auditor  
Mr. Shigeru Nozaki has extensive experience gained at financial institutions. He has been presented as a candidate for outside corporate auditor because he is expected to fulfill his role based on his experience. He has not participated in corporate management; however, for this and above mentioned reasons, we determined that he is able to appropriately serve as outside corporate auditor.
    - (2) Limited liability agreement with the outside corporate auditor  
If this proposal is approved in its original version, the Company shall execute a limited liability agreement with Mr. Shigeru Nozaki limiting his maximum liability to 10 million yen or the minimum liability amount prescribed by applicable laws and regulations, whichever is higher.
    - (3) Matters concerning independence of candidates  
As of June 1, 2012, Mr. Shigeru Nozaki serves as a Corporate Advisor to Mitsubishi Corporation, but he plans to retire on June 30, 2012. The Company carries out business trading with Mitsubishi Corporation related to the purchase of raw materials and the sale of products, etc.  
In the 87<sup>th</sup> business year, the Company's total amount of purchases from Mitsubishi Corporation was equivalent to 2.0% of the Company's selling, general and administrative expenses. The Company's total sales to Mitsubishi Corporation was equivalent to less than 0.1% of the Company's net sales in the 87<sup>th</sup> business year.  
Mr. Shigeru Nozaki served as a Senior Executive Director of the Japan Bank for International Cooperation. In the 87<sup>th</sup> business year, the Company's outstanding balance of loans payable to Japan Bank for International Cooperation was equivalent to 1.7% of the Company's total outstanding balance of loans payable.

(4) Registration as independent officer

Pursuant to the provisions of the Tokyo Stock Exchange and the Osaka Securities Exchange, the Company plans to register Mr. Shigeru Nozaki at these exchanges as an independent officer who is unlikely to have a conflict of interest with general shareholders.

**Proposal No. 4: Election of one (1) substitute corporate auditor**

In case the number of corporate auditors falls below the number specified by laws and regulations or the Articles of Incorporation, the Company proposes the election of one (1) substitute corporate auditor as a substitute for Mr. Hikoyuki Miwa, who is an outside corporate auditor, and Mr. Shigeru Nozaki, who would be elected as an outside corporate auditor if the Proposal No. 3 is approved in its original version.

The Company has obtained consent for this proposal from the Board of Corporate Auditors.

The candidate for substitute corporate auditor is as follows.

| Name<br>D.O.B.                        | Brief history, position at the Company, and significant concurrent occupations or positions at other organizations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Shareholding in the Company |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| Hitoshi Taimatsu<br>November 20, 1951 | April 1979<br>Research Associate of the Mining College of Akita University<br>October 1988<br>Lecturer of the Mining College of Akita University<br>April 1990<br>Associate Professor of the Mining College of Akita University<br>April 1994<br>Professor of the Mining College of Akita University<br>April 1998<br>Professor of the Faculty of Engineering and Resource Science of Akita University<br>April 2006<br>Director of the Radioisotope Research Center of Akita University<br>April 2008<br>Member of the Education and Research Council of Akita University<br>Vice Dean of the Faculty of Engineering and Resource Science of Akita University<br>April 2010<br>Professor of the Graduate School of Engineering and Resource Science of Akita University (current)<br>Vice Dean of the Graduate School of Engineering and Resource Science of Akita University | 0 shares                    |

- (Notes)
1. Mr. Hitoshi Taimatsu is a candidate for outside corporate auditor as set out in Article 2.3 (8) of the Enforcement Regulations of the Company Law of Japan.
  2. Mr. Hitoshi Taimatsu has specialized knowledge as a researcher in the field of materials science and engineering, which is an essential discipline for the metals industry. He has been presented as a candidate for substitute outside corporate auditor because he is expected to perform his role as outside corporate auditor by utilizing his knowledge and backed by his learning as a university professor.  
He has not participated in corporate management; however, for the above reasons, we determined that he is able to appropriately serve as outside corporate auditor.
  3. If the election of Mr. Hitoshi Taimatsu is approved, the Company plans to enter into a limited liability agreement with him limiting his maximum liability to 10 million yen or the minimum liability amount prescribed by applicable laws and regulations, whichever is higher.

**Proposal No.5: Payment of bonuses to directors**

The Company proposes the payment of a total of 51 million yen as bonuses to seven (7) directors, excluding outside director Mr. Tsutomu Ushijima, among the eight (8) directors who were in office as of the end of the 87<sup>th</sup> business year in order to reward their distinctive merits. The directors' bonuses of the Company are calculated by considering the performance of the Company and reflecting the job performance of each director.