

October 1, 2015

Press Release

Sumitomo Metal Mining Co., Ltd.

Human Resources Development Department Newly Established

Effective October 1, Sumitomo Metal Mining Co., Ltd. (SMM) has established a new “Human Resources Development Department.” Strengthening its capabilities in developing human resources has been one of the issues integral to the enhancement of SMM’s management base, a key element to implementing the Company’s medium-to-long-range growth strategies.

Until now, the Personnel Department has been in charge of creating and operating companywide human resources development systems, and it has continuously strived to improve training and other development programs. Now, to further strengthen the Company’s human resources development functions, a Human Resources Development Department has been newly established as an independent entity subordinate to the Head Office. The new department will target the establishment and organized development of structures enabling more effective, planned development and allocation of human resources. Off-the-job training programs formerly handled by the Personnel Department, on-the-job training undertaken independently for each area of business and job type, and their various human resources development systems will be reorganized for greater mutual relevancy.

In addition, a new “Diversity Promotion Section” has been founded subordinate to the new Human Resources Development Department. The new section will strive to promote the creation of environments enabling diverse human resources, including female and disabled employees, to manifest their full capabilities, and also promote respect for the human rights.

The Human Resources Development Department will encompass a broad palette of company staff members: not only members in personnel-related positions but also staff members drawn from sales and Head Office ranks as well. In this way, the new department will strive for cross-segmental integration of job training programs and collective initiatives to improve their content. By promoting the development of human resources matching the Company’s needs – particularly individuals who will lead in carrying out SMM’s growth strategies, such as next-generation management staff, project leaders, and human resources with a global perspective and globally applicable

capabilities; and staff who will sustain manufacturing strengths at the workplaces – SMM now looks to strengthen its management base and solidly carry out its strategies for future growth.

Outline of Human Resources Development Department

Scope of operations: Human resources development, evaluation and planned allocation; organizational development; tasks relating to promotion of diversity

Staff: 11 full-time specialized employees; 12 concurrent employees from other departments or sections

Address inquiries concerning this Press Release to:

Sumitomo Metal Mining Co., Ltd.

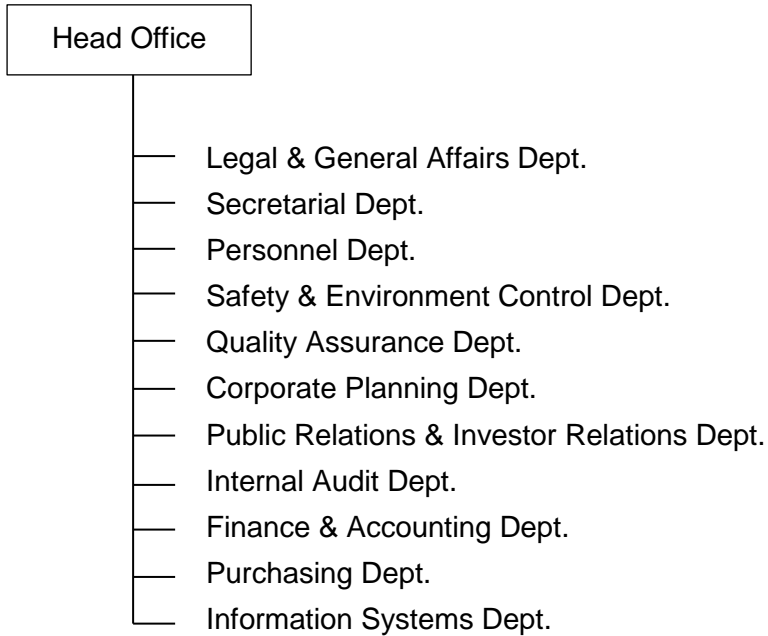
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Reference: Overview of Head Office Reorganization

Organization in place through September 30, 2015



Organization in place from October 1, 2015

