

## 5 Personnel and Labor Management

### (1) Changes in the number of employees (non-consolidated)

#### ① The number of employees in the whole company

(Persons at the end of March of each fiscal year) (Unit : person)

	FY2006	FY2007	FY2008	FY2009	FY2010
Management group	1,254	1,223	1,233	1,167	1,151
General	5,598	5,727	5,851	5,912	5,953
Total	6,852	6,950	7,084	7,079	7,104
Reemployed persons (not included in the total above)	(142)	(268)	(418)	(493)	(632)
Seconded employees (not included in the total above)	(136)	(131)	(125)	(133)	(125)

#### ② The number of employees per the business fields

(Persons at the end of March 2011) (Unit : person)

Organization	Number of employees
Head Office Division	334
Corporate Research & Development Laboratories	572
Steel Sheet, Plate, Titanium & Structural Steel Company	3,230
Pipe & Tube Company	1,948
Railway, Automotive & Machinery Parts Company	1,020
Total	7,104

### (2) Changes in the number of new employees

#### ① Regular recruitment (※1)

(Unit: person)

		FY2007	FY2008	FY2009	FY2010	FY2011
General work group	Male	87	86	82	92	87
	Female	6	5	5	8	9
	Subtotal	93	91	87	100	96
Basic work group	Male	159	152	195	169	192
	Female	23	15	32	27	21
	Subtotal	182	167	227	196	213
Total		275	258	314	296	309

※1 The total of Sumitomo Metal Industries, Ltd, Sumikin Iron & Steel Corporation, Sumitomo Metals (Kokura), Ltd, and Sumitomo Metals (Noetsu), Ltd.

#### ② Mid-career recruitment (※2)

(Unit: person)

	FY2006	FY2007	FY2008	FY2009	FY2010
Basic work group	301	217	309	156	85

※2 The total of Sumitomo Metal Industries, Ltd, and Sumikin Iron & Steel Corporation.

### (3) Changes in the number of reemployed persons (non-consolidated)

(Unit: person)

	FY2006	FY2007	FY2008	FY2009	FY2010
Total	129	146	199	212	239

### (4) Changes in the number of annual holidays and working hours

		FY1990	FY1991	FY1992	FY1993- FY1998	FY1999-
Annual holidays	Daytime/2-shift workers	111days	113days	115days	117days	118days
	3-shift workers	93days	96days	99days	102days	103days
Annual working hours scheduled	Daytime/2-shift workers	1,971Hr	1,952Hr	1,939Hr	1,924Hr	1,916Hr
	3-shift workers			1,928Hr	1,906Hr	1,899Hr

### (5) Changes in starting salary

(Unit: Thousand Yen)

	FY2002-2005	FY2006	FY2007	FY2008	FY2009
General work group (University graduate)	200	201	202	202	203
Basic work group (High school graduate)	156.5	156.5	160	160	160

### (6) Wage increase/decrease

(Unit: Yen)

		FY2007	FY2008	FY2009	FY2010	FY2011
Wage-level raise	Demand	—	3,000Yen level	—	—	—
	Agreed	Basic wage is to be raised during two years of FY2006 and FY2007	Performance-based pay is to be raised during two years of FY2008 and FY2009	Performance-based pay is to be raised during two years of FY2008 and FY2009	0	0
Promotional increase		3,700	3,700	3,700	3,700	3,700

Note

\* Union negotiations are held biennially since FY1998.

\* Wage improvement was demanded in FY2008.

### (7) Changes in bonus and incentive payment

(Unit: Thousand Yen)

	FY2007	FY2008	FY2009	FY2010	FY2011
Demand	2,400	2,400	2,260	1,750	1,860
Agreed	2,260	2,260	1,980	1,710	1,500
Summer	1,130	1,130	990	855	750
Year-end	1,130	1,130	990	855	750

Note

\* Life-plan support incentive payment of 200 thousand yen was provided as well as wage of the agreed amount from FY2006.