

Human Assets

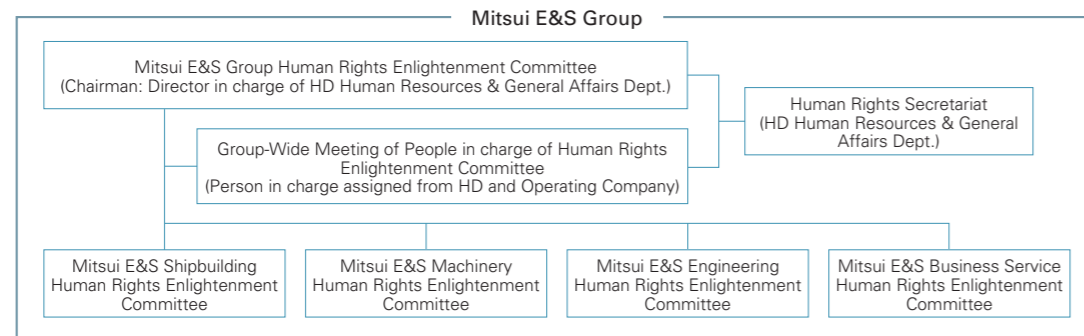
Initiatives for creating workplaces where every single employee is respected

Initiatives for reducing our environmental impact through business activities

Mitsui E&S Holdings Co., Ltd., Mitsui E&S Shipbuilding Co., Ltd., Mitsui E&S Machinery Co., Ltd., Mitsui E&S Engineering Co., Ltd. and Mitsui E&S Business Service Co., Ltd. (hereinafter, the "Mitsui E&S Group") aim to create a corporate culture that is truly free of discrimination, together with the affiliated companies, as a corporate entity that demonstrates social responsibility. For this purpose, the Mitsui E&S Group positions the solution of human rights problems, including problems related to discriminated communities, gender discrimination and racial discrimination, as an important task, and strives to solve these problems through daily business activities under the principle of respect for human rights.

Organizational structure (organizations and systems for promoting training)

We have appointed the director in charge of the Human Resources & General Affairs Department of Mitsui E&S Holdings Co., Ltd. as the head of the Mitsui E&S Group Committee for Promoting Human Rights Awareness. Under the head of the committee, we have established the Committee for Promoting Human Rights Awareness in each Mitsui E&S Group company. To coordinate between group companies, we have also established the Mitsui E&S Group Meeting of People in Charge of Promoting Human Rights Awareness as the advisory body.



In corporate activities, each and every employee in the workplace is absolutely essential, and the work environment in which human rights are respected not only creates purpose and job satisfaction, but also maximizes what employees can do, thereby improving productivity. Based on this idea, the Group has established the Basic Policy for Enlightening People about Human Rights. By carrying out various activities on human rights awareness at every level of the Company, including training on human rights for all executives, we are striving to create an equal and non-discriminatory workplace environment that respects human rights.

TOPICS

To increase employee motivation and strengthen engagement

The Mitsui E&S Group carried out motivation surveys for employees regarding the attractiveness of the Company, the workplace, the job and treatment, etc., with the aim of visualizing the state of the organization and its employees, leading to action for reform. (January 2019 survey for administrative and technical employees. 2,359 respondents with a 95% response rate). Based on these results, we are working on various measures that lead to further motivate employees.

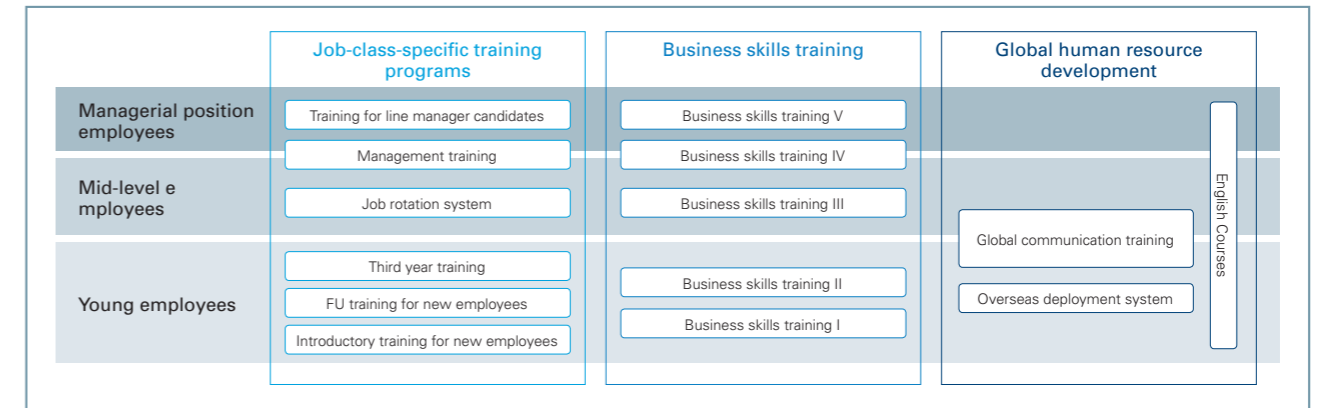
- Passing on of business strategies through dialogues and round-table discussions held by Mitsui E&S Holdings and operating company presidents
- Training for managers at the heart of improving motivation and strengthening engagement
- Recommended activities for boosting motivation and improvement activities promoted by employees as a whole

As the Mitsui E&S Group continues to carry out and monitor motivation surveys, with human resources as the source of its competitiveness, we will work on various measures to enable employees to demonstrate their highly motivated strengths.

Initiatives for developing human resources

We have set "making them full-fledged in five years" as the goal for training young employees. We provide them with group training in their first and third years at the company, training on basic skills for specific types of job, and other training programs. We also provide job-class-specific training programs, including one for mid-level employees and one for those in managerial positions. In addition, from the viewpoint of fostering global human resources, we offer English courses and training programs related to cross-cultural communications and deploy young employees to overseas business locations.

● Training System



Overseas deployment system

[Overview of the system]

We established this system in 2015 in accordance with the following objectives and began operating it.

[Objectives]

Developing the international sensibility of trainees by having them experience working and living overseas as the groundwork for developing human resources who will manage overseas bases (including local subsidiaries) and projects in the future.

The opportunities are provided to young employees (in their third to fifth year at the company) whose current jobs do not give them many opportunities to gain overseas experience.

[Required achievement/goal]

The achievement as the target of this system is to develop a comprehensive mindset and skills for fulfilling duties overseas by experiencing operations (including legal affairs, accounting, tax affairs, general affairs, and personnel affairs) and daily life in an overseas country, broadly and shallowly.

Initiatives for promoting work-life balance

Introduction of Telecommuting System

In March 2018, we introduced a Telecommuting System in addition to the existing Flexible Working Hours System without core time and hourly annual leave. In April 2019, the system was relaxed so that it could be used by any employee for working from home, not just for those with childcare or nursing care needs. The system aims to maximize individual abilities through flexible and diverse work styles not restricted by working place or time.

Telecommuting promotion days

From July 22 to September 6, 2019, telecommuting days were promoted to all employees of Mitsui E&S Holdings and Mitsui E&S Business Service with 30% of eligible employees having used the system (including those who plan to use the system).

TOPICS

Acquisition of Kurumin Logo certification, which is granted to companies supporting the development of the next generation

On August 22, 2017, Mitsui E&S Holdings Co., Ltd. (formerly known as Mitsui Engineering & Shipbuilding Co., Ltd.) was certified as a company supporting childcare pursuant to the Act on Advancement of Measures to Support Raising Next-Generation Children by the Ministry of Health, Labour and Welfare and acquired the Kurumin Logo, which is granted to companies supporting the development of the next generation. We promote initiatives including the improvement of labor conditions for helping employees to balance work and family life and review their workstyles. These initiatives are aimed at creating a workplace that enables employees to balance work and family and show their abilities to the fullest in manners that are appropriate for various life events. In response to the Company split-up by moving to a holding company structure, each Mitsui E&S Group company has formulated, and is working towards implementing, an action plan.



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Establishment of the Mitsui E&S Group Health Management Declaration

The Mitsui E&S Group shifted to a holding company structure in April 2018, taking a new step forward. While each Group company is required to have a spirit of independence and reform to develop its business further, many issues remain, and all companies must work together as a group to solve these problems.

Under these circumstances, the health of our employees is the source of corporate vitality, and so we would like to make the most of a corporate culture that values people, a culture referred to as "Mitsui is People".


In line with the management stance of realizing a safe and rewarding workplace, the Company established the Mitsui E&S Group Health Management Declaration to further promote the maintenance and improvement of the mental and physical health of each and every employee.

Mitsui E&S Group Health Management Declaration

The Mitsui E&S Group aims to be a company that contributes to the development of society and the preservation of the global environment through the power of manufacturing, based on its corporate philosophy "to continue to be a manufacturing company trusted by people and by society".

"Safety first, health first" is the top priority and an important management issue for continuing to be a manufacturing company.

The Company and health insurance society actively supports the maintenance and promotion of the health of employees and their families, and actively engages in health management with the aim of creating a safe, comfortable and healthy work environment.


 Ryoichi Oka
 President
 Mitsui E&S Holdings Co., Ltd.
 July 1, 2019

Priority Measures

1 Physical Health	<ul style="list-style-type: none"> Have health checks and based on their results take measures to prevent the onset of and not progress lifestyle-related diseases Implement the Health Attack program and health seminars in collaboration with health insurance societies Sports days, softball tournaments, family festivals, etc. at works
2 Mental Health	<ul style="list-style-type: none"> Self-care: stress checks, mental health training Line-care: Line-care training, solution-oriented communication training Care by occupational health staff: interviews with occupational physicians, support for returning to work after a leave of absence
3 Workplace Health	<ul style="list-style-type: none"> Thorough health management through physician interviews for those who work long hours Ensuring holidays are reliably taken through the annual leave promotion month, recommended days for taking annual leave, and designating memorial holidays Efforts to improve the workplace environment for high-stress workplaces based on stress checks

Initiatives to create a healthy workplace

Each Mitsui E&S Group company's basic policy on the safety and health management plan is to create a comfortable workplace by proactively managing the physical and mental health of its employees.

Periodic health checkup results are compiled into a database with occupational health staff and health insurance societies thoroughly managing everyone's health. To provide specific examples, the risks of visceral fat accumulation from the results of special health checkups are determined with specific health guidance (approach and advice tailored to the support level of the individual) given to employees at risk of any lifestyle-related diseases, and personal guidance is given to those individuals at high-risk to prevent it from progressing. Furthermore, the Health Attack program, for all Mitsui E&S Group company employees and their dependents, provides health support by having them select health challenges which are right for them from among a wide variety of courses and working on their selected course for a period of three months. As measures on mental health, we systematically hold job-class-specific training programs, carry out stress checks, publish news on mental health issues, and provide counseling, etc. As an example of one of these workshops, a solution-oriented communication training program (solution focus) was implemented at the Tamano Machinery Factory of Mitsui E&S Machinery from FY2013 ('12/4-'13/3) to improve human relations in the workplace and employee's state of mind, thereby helping to improve productivity in the factory.

Furthermore, Mitsui E&S Holdings has concluded a blanket contract so that employees from all Mitsui E&S Group companies (approx. 9,000 employees) and their families can utilize an employee assistance program (EAP) provided by an external resource (outsourced). This service provides consultations on physical and mental health and legal consultations via telephone, web, fax, or in one-on-one meetings, in strict privacy 24 hours a day. This EAP service has been continuously provided for more than ten years.



Solution-oriented communication training



Health Attack program

TOPICS

Being recognized under the 2018 Certified Health and Productivity Management Organization Recognition Program (White 500)

On February 21, 2019 the five Mitsui E&S Group companies (Mitsui E&S Holdings, Mitsui E&S Shipbuilding, Mitsui E&S Machinery, Mitsui E&S Engineering, and Mitsui E&S Business Service) were certified by the Ministry of Economy, Trade and Industry and NIPPON KENKO KAIGI as part of Organizations Recognized under the 2019 Certified Health and Productivity Management Organization Recognition Program 235 organizations for the large enterprise category (White 500), a group of large companies showing outstanding health and productivity management in 2019.

In February 2018, the Group was certified as a 2018 White 500 company as Mitsui Engineering & Shipbuilding, and the five Mitsui E&S Group companies, with Mitsui E&S Holdings as the holding company, inherited the same certification. The 2019 certification was the first for the five Mitsui E&S Group companies after the transition to a holding company structure.



Labor and management co-sponsored softball tournaments, sports days, and family festivals, etc. are held at each works with the aim of revitalizing the workplace and fostering friendships.



Chiba Works 2018 Softball Tournament winning team



Mitsui E&S sports day at Tamano Works



2018 Autumn Festival at Oita Works