

Work Environment

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

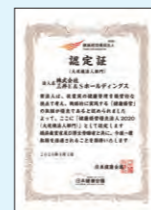
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|---------------------------|---|
| 1 Physical Health | <ul style="list-style-type: none"> • Have health checks and based on their results take measures to prevent the onset of and not progress lifestyle-related diseases • Implement the Health Attack 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 |

Topics

Announcement of recognition under the "2020 Certified Health and Productivity Management Organization Recognition Program (Large Enterprise Category)"

On March 2, 2020 the five Mitsui E&S Group companies (Mitsui E&S Holdings Co., Ltd., Mitsui E&S Shipbuilding Co., Ltd., Mitsui E&S Machinery Co., Ltd., Mitsui E&S Engineering Co., Ltd., Mitsui E&S Business Service Co., Ltd.) were certified by the Ministry of Economy, Trade and Industry and NIPPON KENKO KAIGI under the large enterprise category of the 2020 Certified Health and Productivity Management Organization Recognition Program. Following certification in 2018 and 2019, this is the third consecutive year for our group to achieve certification.

Under the management policy, "Provide safe and effective workplace environment for employees", Mitsui E&S Group has been working to focus on the prevention of lifestyle-related diseases and their aggravation based on the collaborative health promotion project with the health insurance society as a solid foundation for health management. In July 2019, we established the Health Management Declaration, and are actively working on health management measures from a group management perspective as well as making further efforts to promote the mental and physical health of employees.



Initiatives to create a healthy workplace

Promoting collaboration between Group companies and health insurance society

To promote health management across the entire Mitsui E&S Group, the company (as the employer) is working together with the health insurance society to develop a variety of health promotion measures.

Utilization of periodic health checkup results

Based on the results of periodic health checkups, the five Mitsui E&S Group companies provide specific health guidance to employees at risk of any lifestyle-related diseases (with the approach and advice tailored to the support level of the individual), and personal guidance to those individuals at high risk to prevent any increase in severity.

Workplace support for individual goals in Health Attack program

Since 2005, the Health Attack program has provided all Mitsui E&S Group company employees and their dependents with health support by having them select health challenges that are right for them from among a wide variety of courses once a year, and then they work on their selected course for a period of three months prior to their periodic health checkup.

Mental health measures

We systematically hold job-class-specific training programs, carry out stress checks, publish news on mental health issues, and provide counseling, among other measures. As an example of one of these workshops, a solution-oriented communication training program (Solution Focus) has been implemented at the Tamano Machinery Factory of Mitsui E&S Machinery from FYE Mar. 2013 ('12/4-'13/3) to improve human relations in the workplace and employees' state of mind, thereby helping to improve productivity in the factory.

Mitsui E&S Holdings has also 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



Mitsui E&S Group counseling hotline

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.



2019 Mitsui E&S Family Festival at Chiba Works



2019 Mitsui E&S sports day at Tamano Works



2019 Autumn Festival at Oita Works