

# Health and Productivity Management

## 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. In July 2019, we established the Mitsui E&S Group Health Management Declaration to help maintain and improve the physical and mental health of each Group employee, amid major changes in the Group's business structure.



### 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.

July 1, 2019

Mitsui E&S Holdings Co., Ltd.  
President, Representative Director CEO

### Priority Measures

#### Physical Health

- 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

#### Mental Health

- 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

#### Workplace Health

- 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

## Health and Productivity Management

### 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

The Health Attack program is a health improvement support measure that has been conducted for the employees of Group companies and their dependents since 2005. Employees select and work to tackle health issues that suit them, from a diverse range of courses for two months a year.

#### Mental health measures

We systematically conduct mental health training seminars, and stress checks, issue mental health news and hold interviews with counselors. At mental health training seminars, occupational health consultants who are versed in industrial mental health are invited to speak as lecturers, giving lectures at various locations every year on themes tailored to the circumstances of each workplace.

Mitsui E&S Holdings has a collective Employee Support Program (EAP) support agreement utilizing external resources (via outsourcing), with support available to Mitsui E&S Group company employees and their families (around 6,000 persons). This employee support service accepts health, mental and legal consultations via phone, web, fax and interviews 24 hours a day, with strict protection of privacy, and has been in place for over 10 years.



Health Attack program



Mitsui E&S Group counseling hotline



Mental health training session held for Tsukiji head office area while avoiding the Three Cs (three conditions that facilitate the transmission of infectious diseases)