

# Efforts to Respect Humanity

## Work Style Reform

As an advanced company in Work Style Reform and Productivity Improvement, we are accelerating our company-wide effort, including in our overseas branches. We established the Work Style Reform Promotion Committee at the headquarters, branches, and international Business Unit to conduct our Work Style Reform, which aim to provide workers with two days off per week, and to initiate productivity improvement needed for the Work Style Reform.

Due to the amendment of the Labor Standards Act, the penalties related to violating the overtime work limit will be applied to the construction industry from April 2024. We strive to reduce overtime work through productivity improvement so that our employees' overtime work will meet the upper limit regulations by the end of FY 3/24.

### Objectives of Workstyle Reform Promotion

- To reduce overtime work and encourage employees' planned holiday acquisition
- To promote Productivity Improvement backed by advanced technologies
- Through these actions, we will create a comfortable workplace environment to secure future workforce

### Penta-Ocean Construction Group Goals

1. By the end of FY 3/24  
(Site closures) Establishment of 8 site closures per 4 weeks, thorough implementation of site closures on weekends (Establishment of 8 days off per 4 weeks: For sites with construction period deadline, etc.)  
(Overtime) To reduce overtime hours to 720 hours/year or less
2. To establish a flexible workstyle system
3. A turnover rate of 5% or less for young employees within their first three years after joining the company
4. Support work style reform for skilled workers

### Workstyle Reform Promotion Committee

The Workstyle Reform Promotion Committee, composed of workers and management, promotes the reform of workstyle to realize a rewarding working environment which motivates employees to demonstrate their willingness and ability, to perform their respective duties in a fully productive manner. The Committee formulates measures and policies to promote workstyle reforms both at the headquarters and all branches offices, or those that need to be implemented company-wide, including at subcontractors, and provides guidance and advice towards their implementation. In addition, the committee members periodically visit branch offices to grasp the actual situation and discuss individual solutions in cooperation with workers, management, the headquarters and branch offices.

### Achieving a New Way of Working

By the end of FY 3/24, as we aim to reduce overtime work hours per year to 720 hours or less, we strive to improve work efficiency and productivity, and visualize work schedules. Concretely, to save labor onsite, we strive to improve work efficiency by adopting ICT in construction, encouraging clients to digitalize structures, promoting web conferencing and utilizing iPad apps and WIZDOM (Construction Information Sharing System), etc. In addition, in order to raise each worker's awareness, we implement a campaign for reducing overtime work by 1 hour per day per person, etc.

### Work Style Reform Support for Subcontractors

We support the work style reforms of Subcontractors and skilled workers, for example, by promoting the provision of incentives for skilled workers who achieve two days off per week (increasing the labor costs when the holiday acquisition target is achieved).

We also improve payment conditions for subcontractors (payment in 100% cash), provide allowances under the Excellent Foreman System (for CCUS members), and promote and support enrollment in the Construction Career Upgrade System (CCUS).

\*Construction Career Up System

The system registers working record or qualifications of each skilled worker, enabling fair evaluation, quality improvement as well as productivity improvement at sites.

### Mental Health

We strive to improve the employees' mental and physical wellness. We perform yearly stress assessments for employees as part of our mental health care system and provide counseling and personalized coaching by a psychiatrist (in the medical office at the headquarters) in addition to interviews with industrial physicians for employees who work numerous extra hours.

		2021	2022	2023	2024 (Upper-limit regulation)
Site closures and holidays	Site closures on Saturdays and Sundays	Promotion	Thorough implementation		Establishment
	8 site closures per 4 weeks*	Thorough implementation		Establishment	
	8 days off per 4 weeks	Thorough implementation		Establishment	
Overtime	720 hours or less per year		Thorough implementation	Establishment	
	6 times a year or more 45 hours or less per month	Promotion	Thorough implementation		Establishment
Subcontractors	2 days off per week (Sat. and Sun.)	7 days off per 4 weeks	8 days off per 4 weeks	2 days off per week	(Upper-limit regulation)

\* For sites with construction period deadline, etc.: 8 days off per 4 weeks

## Promoting Diversity & Inclusion

As an advanced company in D&I, we actively hire women and non-Japanese employees. We strive to create a working environment where diverse human resources recognize each other's abilities and respect one another. We have established systems in which diverse human resources can play an active role through recognizing the diversity of nationality, religion, disability, gender, age, sexual orientation, work styles and values.

As specific numerical targets for D&I, we aim to achieve a female manager ratio of 5% or more (doubling the number of female managers in domestic offices), and a female graduate employment ratio of at least 20% by FY 3/23.

### Respect for Human Rights

The Diversity Promotion Center established within the CSR Promotion Division is promoting the creation of a pleasant workplace where each individual respect human rights, building a basis for promoting diversity.

We advocate human rights by recruiting slogans for respecting human rights and creating posters and leaflets.

In FY 3/22, a total of 8,228 employees received human rights training, including e-learning programs, on such themes as discrimination issues, sexual harassment, power harassment, employment of people with disabilities and mental health. In addition, we have been promoting a better understanding of human rights by soliciting human rights slogans from group companies and family members, and by creating posters and leaflets.

### Promotion of Women's Empowerment

To create a work environment where women can work comfortably, we conduct inspections of the conditions of the sites where female engineers are assigned, based on a checklist that includes the installation status of changing rooms, break rooms, toilets, safety supplies, etc. We also carry out harassment training for onsite workers and subcontractors.

Senior female staff members regularly conduct interviews with young female staff members to understand their current situation and provide consultations. In addition, we carry out training for young women in career-track positions, to share career experiences and to provide information on balancing childcare and work.



Female staff working outside Japan

### Empowerment of Non-Japanese Employees

Every year, we hire about five excellent non-Japanese students, from universities and graduate schools in Japan and ASEAN, who do not speak Japanese as their mother tongue. We are developing human assets who can play an active role in our company both in Japan and overseas, by providing Japanese language education and training for non-Japanese employees after their joining, in a hope that these students will gain engineering expertise while solving onsite issues, serve to bridge Japanese employees and local staff, and take on managerial positions in the future.

We also established a new personnel system, Global Career-track Position in April 2020, which allows non-Japanese employees to play more active roles.

### Global Personnel System

In FY 3/18, we adopted a personnel evaluation system for non-Japanese workers in Singapore and Hong Kong, which are the major footholds of our International Business Unit. In July 2018, we introduced a grading and remuneration system.

The objective of the personal evaluation system is to motivate employees to attain their goals, promote personal development, and facilitate communication between their superiors and subordinates. The grading and remuneration system motivates them to perform well and achieve goals by reflecting performance and evaluation in the international division in remuneration, and enhances employee's engagement in efforts to achieve their individual targets.



Meeting at our office in Singapore

### Respecting the Human Rights of Seniors

Based on the revised Act on Stabilization of Employment of Elderly Persons, we offer new jobs and new working conditions to all career-track employees and officers who wish to continue working after reaching retirement age.

We also create opportunities for active participation of senior employees, for example, by offering senior employees with abundant knowledge and experience positions as instructors to train young employees at the Safety and Quality Education Center.

### Employment of Persons with Disabilities

The employment rate of persons with disabilities among all employees is 2.69% as of June 1, 2021. Following the spirit of the Act for Promotion of Employment of Persons with Disabilities, we are making efforts to expand the employment of persons with disabilities using satellite offices. We have set up workrooms in Tokyo (Mitaka) and Kanagawa (Yokohama) to create an environment where persons with disabilities can work comfortably.

# Efforts to Respect Humanity

## Promotion of Work-life Balance

In FY 3/22, we formulated the Fifth Action Plan for Supporting the Development of the Next Generation, and we are implementing a three-year plan to flexibly balance work and personal life such as childcare and nursing care.

As specific initiatives, we produce handbooks to support the balance between work and childcare and nursing care and consultation sheets for those taking childcare leave. These efforts aim to create an open atmosphere to take childcare and nursing care leaves and enhance mutual understanding with the company and managers on working styles and their careers after returning to work. Also, we have systems that allow employees to continue working during childcare and nursing care. These systems include promoting active use of the childcare leave system, the nursing care leave system, and other childcare support systems, and holding discussion meetings among those taking childcare leave.

In 2020, we expanded the system for balancing childcare and work, and established a new system for returning to work (promoting reemployment of retired employees due to childcare, nursing care, transfer of the spouse, etc.).

We are creating an open atmosphere to take paid leave, as we require our employees to take five days off in a planned manner annually. We also hold work-life balance seminars to raise awareness of the balance between employees' work and personal lives.

### Childcare Leave

We have a childcare leave system which enables employees to continue to work even when they have a life event such as childbirth or childcare.

As part of our childcare support system, we have a system that allows shortened working hours and adjusting starting and ending time of the workday (until the eldest child graduates from elementary school) to provide an environment where both men and women can easily balance work and childcare.

### Nursing Care Leave and Days-off to Care for a Sick Family Member

We offer a long-term nursing care leave system enabling employees who need to take care of their families to continue their work.

Also, if an employee has a family member requiring nursing care or has a young child going to elementary school, needs to care for a family member or a child, the employee can take 6 to 12 days of leave in addition to the annual paid holidays.

### Rate of Taking Annual Paid Holidays

In FY 3/22, the average rate of taking annual paid holidays per employee was 54.1%, and the average number of days of annual paid holidays taken was 10.5 days. In FY 3/18, a half-day paid leave system became newly available. In FY 3/22, we introduced an hourly paid-leave system. As a result, employees who live away from home are now able to take holidays flexibly, for example, from noon on Friday to noon on Monday, according to their lifestyles, to lead a fulfilling private life.

## Personnel Data

\* Non-consolidated As of March 31, 2022

	FY3/19	FY3/20	FY3/21	FY3/22
Number of employees (Women in career-track position) (Female technical staff among women in career-track position)	2,793 (79) (66)	2,893 (89) (76)	3,046 (122) (107)	3,136 (144) (128)
Number of new employees (Women in career-track position) (Female technical staff among women in career-track position)	190 (30) (24)	192 (18) (16)	197 (30) (28)	197 (27) (22)
Number of locally hired employees (Women)	1,781 (408)	1,600 (363)	1,604 (371)	1,506 (331)
Number of employees in managerial positions (domestic + overseas) Number of female employees in managerial positions (domestic + overseas) Ratio of female employees in managerial positions (domestic + overseas) (%)	1,458 (31) (2.1)	1,438 (47) (3.3)	1,413 (49) (3.5)	1,396 (53) (3.8)
Turnover rate within 3 years of joining the company (%)	11.2	15.9	16.8	14.1
Employment rate for persons with disabilities (%)	2.25	2.29	2.66	2.69
Rate of taking paid holidays (%)	53.1	61.9	51.8	54.1
Rate of taking childcare leave (for women) (%)	100	100	100	100
Number of cases received by the Harassment Consultation Desk	7	11	10	10

# Occupational Safety and Health

Practice with the Highest Priority on Safety and Quality

## Health & Safety Activities Guidelines

1. Strive to prevent all accidents as well as industrial accidents, including those involving the public.
2. Prevent occupational diseases and the spread of COVID-19, promote mental and physical health and create a comfortable working environment.
3. Build an open workplace culture, implement safety and health activities in cooperation with employees and subcontractors, and aim to improve standards.

## Promotion of Occupational Safety and Health Activities

Penta-Ocean Construction gives top priority to safety in construction work, with the basic policy of respecting each person. We have built an occupational health and safety management system to eliminate and reduce potential accident factors in our business, to promote the health of workers and creating comfortable workplaces, and to improve corporate safety and health standards. We obtained COHSMS Certification from the Japan Construction Occupational Safety and Health Association in 2008, earlier among the construction industry, and are updating the certificate every three years. We have named the certified system as PENTA-COHSMS and have been implementing continuous safety and health management. Several overseas offices have acquired the international standard for occupational safety and health management systems (ISO45001) overseas and are working to continuously improve occupational safety and health performance through this system.



COHSMS certificate (Domestic)



ISO45001 certificate (Singapore)

## Central Safety and Health Environment Committee

Under the CSR Committee chaired by the President and Representative Director, we have established the Central Safety and Health Environment Committee as a central organization for safety and health environment conservation activities. This Committee deliberates and decides on basic policies and measures to effectively promote health and safety environment activities. Additionally, based on an annual plan, we regularly carry out the Central Safety and Health Environment Committee patrol to all branches.

## Efforts to Enhance Communication

Since 1998, we have been promoting a Compassionate and Friendly Greeting Campaign that aims to achieve no accidents and no illnesses, and creating a safe, healthy, and lively workplace culture based on the stronger harmony among people. In particular, we make every construction staff to call each other by name for deepening the sense of fellowship.

## Efforts for Preventing Specific Accidents

We have designated crash and fall accidents and heavy machinery and crane accidents as Specific Accidents to focus our efforts for preventing accidents especially on these accidents. Regarding the prevention of crash and fall accidents, we introduced a Direct Red Card System for Workers Who Do Not Use Safety Belt\*1, which suspend a worker from the construction site when he/she is found not using a fall prevention equipment (hereinafter referred to as a safety belt) in a place where safety belt is mandatory. As for the prevention of heavy machinery and crane accidents, we enforced the Zero Heavy Machinery Accident Declaration to reconfirm prohibition of entering a working radius, and to assign guards to prevent any entry. Also, we enforced the Zero Crane Accident Declaration, and for actual measure, we implemented the Exercise 333\*2.

- \*1 Workers who were suspended will return to the site after undertaking the safety training again.
- \*2 Exercise 333: (1) 3 m away from the suspended load when slinging. (2) Stop hoisting the lifted load at 30 cm. (3) Roll up after 3 seconds after hoisting the lifted load.

## Efforts to Thoroughly Coordinate and Communicate During Work

We are making efforts to stop unscheduled work by thoroughly contacting and meeting when changing the work schedule. When it is unavoidable, we order to prepare a Record of Meeting for Unscheduled Work and make it known to our staff and subcontracting companies.



# Occupational Safety and Health

## Efforts for Safety and Health in Collaboration with Subcontractors

To ensure quality and safety together with subcontracting companies, we have established the Penta-Ocean Construction Labor Safety Council Association and Labor Safety Councils at all branch offices, and 1,086 subcontracting companies have joined. The Labor Safety Councils are engaged in various activities to improve knowledge and skills related to labor safety, to eradicate accidents, and to build a smooth cooperation between our company and subcontracting companies.

### Examples of Penta-Ocean Construction Labor Safety Council's Activity

#### (1) Safety and health patrol

Based on an annual plan, the headquarters, branches, and subcontracting companies carry out patrols regularly and the President patrols twice a year.



President Patrol (November 2021)

(2) Safety and Health Environment Promotion Contest The headquarters, branch offices, and the Labor Safety Councils are co-sponsoring a Safety and Health Environment Promotion Contest in June, which is the preparation period for National Safety Week held in July every year. The President and Representative Director attends several Safety and Health Environment Promotion Contests nationwide every year to strengthen efforts for safety and health activities.

#### (3) Implementation of various educational seminars and trainings

Types of educational seminars	Number of seminars conducted	Number of participants
Education of foremen and safety and health managers	7	66
Skill improvement education for foremen and safety and health managers	8	115
Training for Safety officers	3	210

#### (4) Other educational seminars/trainings

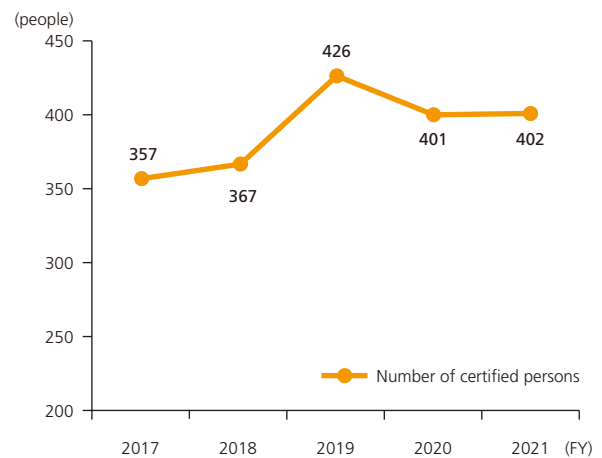
Seminars for association seniors, business owner education, risk sensitivity education, etc.

### Foremen's Associations

We organize foremen's associations (organizations consisting of foremen and safety and health managers of multiple subcontracting companies) at each site to raise awareness of safety and health among all workers.

### Implementation of the Excellent Foreman Certification System

Since FY 3/14, we have an Excellent Foreman Certification System to further secure and train future leaders and improve the treatment of construction engineers. In FY 3/21, 402 foremen were certified, and we provided an additional 2,000 yen per day for certified foreman, 1,000 yen per day for foreman who worked more than 100 days a year, and social insurance premiums for the allowance borne by the business owner are paid separately.



## Safety Results

### <Domestic: 4 or more days lost>

\* Non-consolidated

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Number of accidents	17	21	19	11	9
Number of fatal accidents	1	1	1	0	1
Frequency rate	0.77	0.89	0.70	0.59	0.47
Severity rate	0.39	0.44	0.31	0.03	0.42
Total working hours (Thousand hours)	22,033	23,630	27,132	18,589	19,206

### <Overseas: 4 or more days lost>

\* Non-consolidated

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Number of accidents	15	11	3	11	9
Number of fatal accidents	2	0	0	0	2
Frequency rate	0.29	0.23	0.07	0.35	0.30
Severity rate	0.30	0.01	0.00	0.00	0.46
Total working hours (Thousand hours)	51,203	48,349	44,598	31,002	32,995

## Applying the Penta-Ocean Construction Standards in Japan and Overseas

We have been implementing an occupational accident prevention and quality management activities that prioritize safety and quality in Japan and overseas, and named it as the Penta-Ocean Construction Standards. We are diffusing these standards in Japan and overseas and carry out occupational accident prevention activities in collaboration with subcontracting companies.

### <Specific efforts>

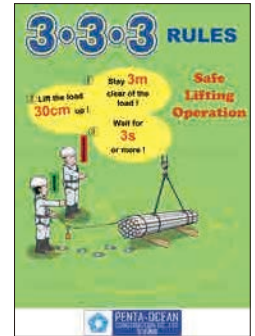
- Holding Special Safety Day (March 30), Safety Contest (1st day of every month), Safety Week (preparation period: June 1-30, the actual safety week: July 1-7) in overseas
- Implementing Penta-Ocean Construction self-regulation and accident prevention activities (Exercise 333, etc.) in overseas



Safety Week disclosure overseas version



Overseas safety patrol



Exercise 333 poster English version

## Designating a Special Day to Pledge Safety

### • Special Safety Day (March 30)

On March 30, 2014, a major accident occurred in the Okinotorishima port construction site, taking precious lives of seven people. Every year on March 30, a memorial service is held with the bereaved families and the client's attendance.

In addition, to not forget this accident, March 30 is designated as a Special Safety Day, where we conduct simultaneous onsite inspections to reconfirm safety.

### • Fire Prevention Day (April 20)

On April 20, 1998, a major fire occurred at our construction site, with one deceased, 16 people mildly/seriously injured, and one building completely burned down. Taking this accident as a lesson, we designated April 20 as Fire Prevention Day to reconfirm fire prevention measures.

## Safety and Quality Education Center

In April 2018, we established the Safety and Quality Education Center. The Center provides individual education and group education for young staff.

Experienced employees who are familiar with civil engineering, construction, safety, quality, and laws and regulations, provide guidance as an instructor to young employees (from the 2nd to 8th year after joining the company), which number is increasing year by year due to more new graduates hired in recent years. The purpose is to pass on veteran employees' knowledge and experiences to train young employees.

### One-on-one education (individual education)

Tailor-made education customized for each student's needs



As part of the education that supplements on-the-job training in the field, we assess each student's current status and provide education customized for each student's needs and raise their awareness to improve the current situation. By explaining the students' education results to their onsite bosses, on-the-job training will be made more efficient.

### First-Timer series (group education)

Education for conducting an unexperienced work without trouble



We train young employees to make them familiar with types of constructions with no experience from a student perspective. We will provide practical education that can be applied in the field, focusing on showing the field (including photos and videos) instead of relying on classroom lectures.

# Social Contribution Activities

## “Tamagawa Sky Bridge” Construction Site Tour and New Road Drawing Session

In the Tokyo Civil Engineering Branch's construction of the Tonomachi Haneda Airport Line urban planning road and other roads (named “Tamagawa Sky Bridge”), we held a construction site tour and a drawing session on the new road for local elementary school children.

The event, co-sponsored by Kawasaki City, which awarded the order of the project, and a joint venture sponsored by POC, aimed to provide the participating children an occasion to witness the site of development first-hand while creating fun memories before the bridge was completed. The event was attended by a total of about 220 people in both the morning and afternoon sessions, and their feedback exceeded our expectations by far.

Participants crossed the bridge under construction while enjoying the scenery, and after touring the site, they drew their own pictures of bridges, airplanes, and other objects of their choice on the asphalt pavement base. Eventually, the pavement will be covered with bitumen over the drawings, and they will no longer be visible, but their drawings will remain forever under the pavement even after the bridge opens for public use.

The participating children commented, “It was a lot of fun. I definitely want to

## Participation in the Kinki Prefectural Joint Disaster Prevention Drill

We participated in a wide-area comprehensive disaster drill aimed at improving disaster response efforts through cooperation among governments and various disaster prevention organizations, raising awareness of disaster prevention and promoting self-help and mutual aid in the event of a disaster.

We participated in the drill as a member of the Japan Dredging and Reclamation Engineering Association. We were responsible for the supply and transportation of emergency relief supplies in the event of an emergency and confirmed our cooperation procedures.

We reconfirmed the actions and skills required in the event of an emergency, leading to the improvement of our disaster response capabilities.



## Vocational Lecture during “Integrated Learning Time”

In response to a request from Yamashiro Junior High School in Imari City, Saga Prefecture, we conducted a vocational lecture in an online format for the students’ occupational experience amid the spread of COVID-19.

In addition to explaining the construction industry and Penta-Ocean’s work, the students watched a video of reconstruction work after the Great East Japan Earthquake to understand the role and the mission of construction companies as builders and protectors of infrastructure.

Students commented, “We were able to deepen our understanding of the construction industry and Penta-Ocean’s work”



come see the bridge when it opens, and “It is a memory I will never forget.” This event was a great opportunity for the public to learn more about our technology, construction achievements and the significance of infrastructure development.



## Donation of Food and Infectious Disease Prevention Supplies to Prefectures Near the Site

In the Toamasina Port Expansion Project in Madagascar, we donated foodstuffs (rice, food, oil and noodles) and infectious disease prevention items (masks, disinfectants and soap) to residents living near the site, who are having difficulty in getting these items due to the prolonged impact of COVID-19.

A donation ceremony was held to mark the occasion, and we received words of gratitude from the residents.



## Cleanup Activities at Ishinomaki Port

As a “Smile Supporter” certified by the Ishinomaki Port Office of the Miyagi Prefectural Government, we helped clean up the Sendai-Shiogama Port (Ishinomaki Port Area) Harbor Road.

Smile Supporter is a system under which Miyagi Prefecture certifies companies and organizations that volunteer to clean up roads, rivers, beaches, parks and other prefecture-managed facilities, as well as to plant trees. We have been certified as a Smile Supporter and have been involved in cleanup and other activities. This fiscal year, we picked up trash along the Sendai-Shiogama Port Harbor Road three times.

We will continue these activities to contribute to the creation of a beautiful local environment.



# External Awards

## Received the Director-General's Commendation of New Technology Awards

The "Multi-purpose Self-propelled Hoist Vessel CP-5001" developed and built by POC received the "New Technology Grand Prix Award," which recognizes new technology that has had a particularly significant effect.

The award was given in recognition of the high effectiveness of the technology in the restoration of the Port of Yokohama Minami-Honmoku Hama Road, where removal work was completed in less than half the time required by conventional technology and removal costs were significantly reduced.

Amid requests for early restoration from related parties, we made a significant contribution to the reopen for service within a short period of approximately eight months after the disaster, for which the Director of the Keihin Port Office expressed his gratitude.

This is the first time that the New Technology Award Director-General's Commendation has been awarded since the establishment of the Award.



## Won the Excellence Award at the 23rd National Land Technology Development Awards

The Excellence Award of the National Land Technology Development Award was given to the "Technology for loosening and granulation of soft mud by using water-absorbent mud modification material and Watoru, a technology for utilizing the modified soil" which modifies soft construction generated soil and can be used as backfilling material.

The developers of this technology are Naruki Wakuri, Head of the Engineering Planning Group of the Environmental Business Division, and Hiromoto Yamauchi, director of JAIWAT Corporation, and the co-developer is Professor Kimitoshi Hayano of Yokohama National University Graduate School.

The National Land Technology Development Award is presented to outstanding new technologies in the construction industry in order to motivate engineers and raise the level of construction technology.

In an online ceremony, Mr. Akaba, Minister of Land, Infrastructure, Transport and Tourism, presented certificates and commemorative gifts to Mr. Noguchi, Director and Senior Managing Executive Officer, and Mr. Yamauchi, Director, JAIWAT.



## Received the 5th JAPAN Construction International Award

The "Ground Improvement Project for the Third Runway of Hong Kong International Airport," which was constructed by a joint venture (Penta-Ocean - China State - Dong Ah Joint Venture) led by POC using the Cement Deep Mixing (CDM) method, won the JAPAN Construction International Award (Construction Project Category) sponsored by the Ministry of Land, Infrastructure, Transport and Tourism.

This award is given to international projects for delivering "High quality infrastructure" which contributed to local human resource development and international technology transfer. This is the third commendation for POC, following the first award for "485 Expressway in Marina District, Singapore" and the second award for "Zone A Development in Thilawa Special Economic Zone, Myanmar."

This was the first large-scale seabed ground improvement project using Japan's Cement Deep Mixing (CDM) method. We contributed greatly to the project by leveraging our track record in airport construction in Japan. Our advanced construction technologies as well as our considerations for safety and environment were the additional reasons for the award.



## Received the Minister's Award and Encouragement Award of the Minister of Land, Infrastructure, Transport and Tourism for Overseas Infrastructure Projects

The 2021 Minister's Award for Overseas Infrastructure Projects by the Minister of Land, Infrastructure, Transport and Tourism was held online. Keiji Uchida, Executive General Manager, Deputy Head of International Civil Engineering Divisions Group, received the Minister Award from the Minister of Land, Infrastructure, Transport and Tourism, and Yamato Haraguchi, Senior Staff Manager of the project, received the Minister Encouragement Award.

The Ministry of Land, Infrastructure, Transport and Tourism's "Overseas Infrastructure Project Engineer Certification and Award Program" recognizes the achievements of engineers from Japanese companies who have worked on overseas infrastructure projects, and awards particularly outstanding individuals.

This year, 695 engineers (901 projects) were certified, including 60 engineers (71 projects) from POC. On the day of the award ceremony, 24 engineers (15 received the Minister of Land, Infrastructure, Transport and Tourism Award and 9 received the Minister of Land, Infrastructure, Transport and Tourism Encouragement Award) were honored for their outstanding achievements.

Mr. Haraguchi made a speech on behalf of the award winners and expressed his joy and aspirations for receiving the award, saying, "We were able to overcome the problems peculiar to construction work on remote islands and contributed to improving the working environment for local fishermen and the sanitary conditions of fresh marine products. We will continue to work hard to improve our abilities as civil engineers and contribute to the maintenance and development of social infrastructure in civil engineering projects both in Japan and overseas."

