



(2) Initiatives to Support Business Strategies

I. Human capital strategy



Changes in Business Environment

- It is necessary to secure and nurture human resources who can take key roles in medium- to long-term business strategies including new market entries. Technological innovation toward decarbonization is also needed.
- Increasing interest in “business and human rights” related to the prevention and mitigation of human rights risks throughout the supply chain

Efforts to raise awareness of human rights and solve environmental issues as a global marine transportation service provider enhance our corporate value



Improve employee engagement by creating pleasant working environment where they can concentrate on strategic works

Human Capital-Oriented Management



Nurture and Mobilize Human Resources

- Aim to maximize the value of human capital by developing the system for nurturing and training human resources
- Operate a HR system to evaluate challenging spirit and achievements
- Enhance the training system for employees to materialize their career development
- Human resource planning for achieving business strategies
- Promote active engagement by female and senior employees



Fulfill Social Responsibilities

- Raise awareness for respecting human rights by promoting human rights DD and achieving employee well-being
- Thoroughly cultivate the awareness of respect for human rights throughout the supply chain in efforts to prevent and mitigate human rights violations, and provide remedies for victims thereof.
- Improvement of working environment and promotion of health and productive management