

The METAWATER Group is strengthening the entire group's risk management structure including information security. In addition, we are committed to promoting Business Continuation Management (BCM) as an entire group to continue business operations even in the event of various unforeseen situations.

Corporate governance

Basic concept of corporate governance

So that we can grow sustainably with society, we are committed to improving our internal control based on our corporate mission. We are aiming to be a group trusted by society through our continuous contribution to it while meeting the expectations of our stakeholders including customers, local communities, shareholders and investors. To realize this aim, we are engaged in improving the following aspects of corporate governance.

1. The Board of Directors and the Board of Auditors are arranged and independent directors are designated to reinforce the organization for supervising our business with the purpose of creating corporate management with excellent reliability and transparency.
2. Promotion of compliance and reinforcement of internal control functions are realized to establish an organization that can sustainably enhance corporate value.
3. We disclose information in a fair, objective and appropriate manner and at an appropriate timing. Further, we communicate proactively with our stakeholders.

As a basic policy of the METAWATER Group based on the rules of the "Corporate Governance Code" (hereinafter "CG Code") stipulated by the Tokyo Stock Exchange on June 1, 2015, the Group established the "Basic Policy on Corporate Governance" (hereinafter "CG Basic Policy") on November 27, 2016 (updated November 29, 2018), and disclosed the policy on the corporate website. <https://www.metawater.co.jp/csr/responsibility/pdf/governance.pdf>

Approaches to improve corporate governance

1 Framework of directors

- The majority of the Board of Directors members are outside directors now (5 out of 9 directors are outside directors)

We have five outside directors of nine directors to ensure management transparency and soundness.

- One-third of the Board of Directors are independent directors (outside directors) (3 out of 9 directors are independent directors)

The METAWATER Group stipulates criteria for the independence of outside directors in the Basic Policy on Corporate Governance. The number of outside directors satisfying the criteria is three, and these directors were designated as independent directors together with two outside auditors in the report to the Tokyo Stock Exchange.



47th ordinary general meeting of shareholders

2 Response to Corporate Governance Code

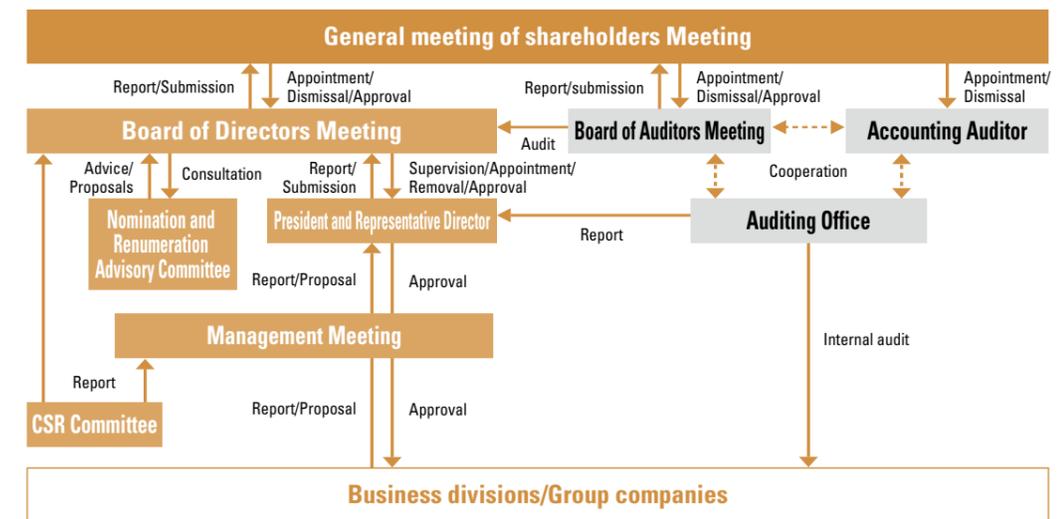
METAWATER was listed on the First Section of the Tokyo Stock Exchange Market in December 2014. As the CG Code was established in June 1, 2015, the group implemented the measures stated on the right. We are committed to moving forward with corporate governance also in future.

*Only (Supplementary Rule 4-2-1) is the Explain Item in the "Report on Corporate Governance" (hereafter "CG report") submitted on June 23, 2020. The reason for non-implementation (Supplementary Rule 4-2-1) (from CG Report) The current remuneration for standing directors is comprised of fixed remuneration based on their post and a bonus linked with the company's performance in the applicable business year. We will continue reviewing the percentage of remuneration linked with mid-term or long-term performance and the appropriate setting of percentage for cash and the company's own stock as remuneration.

November 2015	• Established "Basic Policy on Corporate Governance"
June 2016	• Added one independent director (outside director) *in compliance with CG Code (Rule 4-8) • Disclosed evaluation on effectiveness of the Board of Directors *in compliance with CG Code (Rule 4-11-3)
June 2017	• One independent director (outside director) was added • Held a meeting by independent outside director
November 2018	• "Basic Policy on Corporate Governance" revised in accordance with partial revision of CG code
November 2018	• Established Nomination and Remuneration Advisory Committee

Corporate governance organization

METAWATER Group opts for an arrangement of a Board of Auditors as an organization design based on the Companies Act. The Board of Directors makes important decisions related to management and supervises business execution. At the same time, auditors and the Board of Auditors independent from the Board of Directors audit the status of directors' execution of their duties and the like. For the purpose of strengthening independence, objectivity, and accountability for the function of the Board of Directors related to the nomination of candidates for directors and auditors, determining remuneration for executive officers and directors, etc., a Nomination and Remuneration Advisory Committee has been established under the Board of Directors. Furthermore, METAWATER Group has introduced the Executive Officers System to accelerate management-related decision-making, reinforce functions to monitor business execution, and clarify responsibility. Additionally, a CSR Committee has been arranged as an organization to determine the important activities, systems, organizations, and the like of the Group to ensure compliance with regulatory requirements and corporate ethics. The position and role of each function are mentioned below.



Board of Directors Meeting

The Board of Directors meetings, held on a monthly basis and also as needed, function to supervise management and decision-making. The Board of Directors is comprised of nine members including five outside directors. The status of business execution by directors, including the representative director, is monitored by auditors, where, as a basic rule, three auditors attend the Board of Directors meeting and express their opinions whenever necessary.

Board of Auditors Meeting

The Board of Auditors meetings are held on a monthly basis and function to monitor management. The Board of Auditors is comprised of three members including two outside auditors. Auditors are selected from those with expertise and experience regarding our business as well as in legal and financial affairs. The Board of Auditors determines the audit policies and scope of work for each auditor, as well as specific action plans and schedules, and monitors the status of business execution by directors.

Nomination and Remuneration Advisory Committee Meeting

The Nomination and Remuneration Advisory Committee was established under the Board of Directors as a voluntary advisory body that functions as both a nomination committee and remuneration committee. These meetings are held as necessary, deliberating on matters related to the appointment and dismissal of directors, auditors, and executive officers, as well as remuneration for directors, executive officers, etc., in consultation with the Board of Directors, and also providing advice and proposals to the Board of Directors. The committee is comprised of six members total, including the Director and President, three independent

outside directors, and two independent outside auditors, with an independent outside director selected as the chairperson.

Executive Officers System

The Executive Officers System has been introduced to accelerate management-related decision-making, reinforce functions to monitor business execution, and clarify responsibility. The executive officers are comprised of fifteen members including four directors and executive officers. Their term of office is one year and their appointment, reappointment, and dismissal are determined at Board of Directors meetings.

Management Meeting

The Management meetings consist of fifteen executive officers and, as a general rule, are held twice a month. In these meetings, reports are given and discussions are held regarding important management-related matters stipulated in our official competence rules. Standing auditors attend the meeting and express opinions as necessary, monitoring the status of business execution by the President & Chief Executive Officer as well as those executive officers below him.

CSR Committee Meeting

CSR Committee meetings are held twice a year, with a function of promoting compliance and reinforcing internal control. The CSR Committee has seven subordinate working groups under it. The committee is comprised of fifteen members, including the chairperson and fourteen committee members. Details of the CSR Committee's activities are reported to the Management Meeting and Board of Directors Meeting as needed.

Corporate governance

Outside Director's roles

- 1 Provide advice to promote the Company's sustainable growth and improve medium- and long-term corporate value based on own knowledge and insights, and supervise the execution of business by the Company
- 2 As a position that is independent from the management, receive opinions from stakeholders including minority shareholders, and appropriately reflect those opinions at Board of Directors Meetings
- 3 Appropriately manage risks including conflicts of interest arising from the execution of business by leveraging internal and external knowledge and insights, as well as experience

Reasons for selection by individual

	Corporate title	Reasons for selection
Susumu Sakabe	Outside Director	Mr. Sakabe held important positions at NGK INSULATORS, LTD. and has a wealth of management experience as well as a depth of expertise in the areas of finance and accounting. Considering that he has the required skill set to supervise the execution of the business of the Company by leveraging his management experience and expertise, we appointed him as an Outside Director of the Company.
Motofumi Matsumura	Outside Director	Mr. Matsumura held important positions at Fuji Electric Co., Ltd. and has a wealth of management experience as well as a depth of knowledge in a broad range of business areas. Considering that he has the required skill set to supervise the execution of the business of the Company by leveraging his management experience and expertise, we appointed him as an Outside Director of the Company.
Keiichiro Sue	Outside Director Independent Director	Mr. Sue is a lawyer and is well versed in international legal affairs including international commercial relations. He also held the position as an outside director of another company and has balanced and broad perspectives of industries related to the Company. Although he has no direct management experience in a company except as an outside director, we consider him to have the required skill set to supervise the execution of the business of the Company by leveraging his experience and expertise, and accordingly appointed him as an Outside Director of the Company. Because he meets the standards set by the Company for Criteria for Independency of Outside Directors and also fulfills the requirements of an Independent Director stipulated by the Tokyo Stock Exchange, we consider him to have no potential conflicts of interest with general shareholders, and have designated him as an Independent Director.
Kaoru Aizawa	Outside Director Independent Director	Mr. Aizawa held important positions, including Representative Director of Nitto Denko Corporation. He also has a wealth of management experience gained through his position as an outside director of another company and possesses balanced and broad perspectives of industries related to the Company. We consider that he has the required skill set to supervise the execution of the business of the Company by leveraging his experience and extensive knowledge. Accordingly, we appointed him as an Outside Director of the Company. Because he meets the standards set by the Company for Criteria for Independency of Outside Directors and also fulfills the requirements of an Independent Director stipulated by the Tokyo Stock Exchange, we consider him to have no potential conflicts of interest with general shareholders, and have designated him as an Independent Director.
Fumiko Kosao	Outside Director Independent Director	Ms. Kosao is well versed in corporate accounting with expertise in the area of taxation and has broad perspectives gained through her position as an outside director of another company. Although she has no direct management experience in a company, except as an outside director, we consider that she has the required skill set to supervise the execution of the business of the Company by leveraging her experience and expertise. Accordingly, we appointed her as an Outside Director of the Company. Because she meets the standards set by the Company for Criteria for Independency of Outside Directors and fulfills the requirements of an Independent Director stipulated by the Tokyo Stock Exchange, we consider that she does not have potential conflicts of interest with general shareholders, and have designated her as an Independent Director.
Kimihiko Uemura	Outside Auditor Independent Director	Mr. Uemura is a lawyer and is well versed in corporate legal affairs including the Companies Act. With a wealth of experience gained through his position as an outside director of another corporation, he has balanced and broad perspectives of industries related to the Company. We consider him to have the required skill set to supervise the execution of the business of the Company by leveraging his experience and high level of independence, and accordingly appointed him as an Outside Auditor of the Company. Because he meets the standards set by the Company for Criteria for Independency of Outside Directors and also fulfills the requirements of an Independent Director stipulated by the Tokyo Stock Exchange, we consider him to have no potential conflicts of interest with general shareholders, and have designated him as an Independent Director.
Kazuo Takimoto	Outside Auditor Independent Director	Mr. Takimoto is well versed in corporate taxation as a certified public accountant and tax accountant. With a wealth of experience gained through his position as an outside director of another company, he has balanced and broad perspectives of industries related to the Company. We consider him to have the required skill set to supervise the execution of the business of the Company by leveraging his extensive experience of finance and accounting, as well as high level of independence, and accordingly appointed him as an Outside Auditor of the Company. Because he meets the standards set by the Company for Criteria for Independency of Outside Directors and also fulfills the requirements of an Independent Director stipulated by the Tokyo Stock Exchange, we consider him to have no potential conflicts of interest with general shareholders, and have designated him as an Independent Director.

Interview with Outside Director

We strive to reflect external points of view in our efforts to improve corporate governance and further develop our business.

Outside Director Keiichiro Sue



— What are your overall impressions regarding the management of the Board of Directors, state of discussions, etc.?

Our company's Board of Directors engage in frank and heated discussions on important management decisions. However, no director is married to their own views and opinions. Rather, everyone listens to other opinions and discusses them from a professional perspective. I feel that these discussions are very productive. Participating in such discussions can be trying, but it's an effort everyone is willing to put in. Over the past 5 years, we have not only been actively engaged in PPP projects in Japan, but have also been focusing on expanding our overseas business. However, we are still in the midst of this process, and as we move beyond our 10-year anniversary, we will have to make difficult decisions, including deciding on the direction for further development of our business. I would like to improve myself so that I can more actively participate in such discussions.

— Please tell us about your role as an Outside Director.

I was asked to serve as an Outside Director because I was highly evaluated for my overseas experience, including dealing with WTO disputes involving legal disputes over trade issues in each country's systems and enacting domestic laws when I worked for the Ministry of Economy, Trade and Industry. Since returning to my position as a lawyer, I have dealt with a number of domestic and overseas issues, mainly in the area of personnel and labor relations for both domestic and foreign companies. Since our company has been aggressively entering the water supply and sewage business in Europe and the United States, I thought that I might be able to use my knowledge on how to deal with legal issues in Japan and overseas, and decided to accept the offer of Outside Director.

I believe that the most important aspect of corporate governance is the attitude of management. Things like "pursuing self-interests" and a "lack of compliance" are obviously out of the question, but it is also possible that the internal logic of the company may work to damage the business without anyone even realizing. I believe my role is to participate in discussions from an external perspective so that the company does not fall into such a situation. In studying the water and wastewater business and industry as a whole, I try to reflect that "outside point of view" in the discussions of the Board of Directors.

— What are your thoughts on the governance of the METAWATER Group?

Our company was formed as a result of the merger of NGK and Fuji Electric's water supply and environment subsidiaries. In terms of corporate governance, I feel that the unique tension among the three parties has been working positively. However, I believe that this relationship will change as the company develops, and as we expand our overseas business in anticipation of further globalization, governance will inevitably become more difficult from the perspective of balance as a group company. In order for corporate governance to function in this process, it is important to gain the understanding of our business activities from stakeholders and to ensure the transparency of the business. I would like to gain a complete understanding of our company's business activities and help ensure their transparency.

— What is necessary for the sustainable improvement of corporate value?

I understand that the core of our company's business is to play a vital role in society, equivalent to the kidneys in a human body. In order for the business to survive and develop, it is essential for all employees to have an understanding that "our company underpins the survival of society" and to be aware of "what is most important in doing business". Things such as safety, security, and efficiency are essential for this purpose, and I believe that we should place importance on the perspective of contributing to society through our business.

It is also extremely important to create a comfortable working environment so that employees can work with a sense of duty or purpose. I think the company deserves high marks for its active promotion of human resource strategies and work style reforms.

— What are your future aspirations as an Outside Director?

I would like to do what I can to improve corporate governance and develop our company's businesses, which have social significance.

Management organization (As of end of June 2020)

Directors



Yasushi Nakamura Operation execution control
 President and Representative Director

April 1981 Joined Fuji Electric Co., Ltd.
 April 2008 Director at METAWATER
 April 2012 Executive General Manager, Service Solution Division at METAWATER
 April 2014 Executive General Manager, Corporate Strategy Planning Division at METAWATER
 June 2015 Senior Executive Officer at METAWATER
 June 2016 President and Representative Director at METAWATER (current)
 June 2016 President & Chief Executive Officer at METAWATER (current)
 June 2020 Outside Director, NTT Data Intramart Corporation (current)



Akira Kato
 Assistance to the Chief Executive Officer
 Executive General Manager, Corporate Strategy Planning Division

March 1980 Joined NGK Insulators, Ltd.
 June 2013 Director at METAWATER (current)
 June 2015 Senior Executive Officer at METAWATER
 June 2016 Executive General Manager, Corporate Strategy Planning Division at METAWATER (current)
 Chief of Export Management Office at METAWATER
 April 2017 Senior Executive Officer at METAWATER
 April 2019 Vice President & Executive Officer at METAWATER (current)



Noboru Okuda
 Executive General Manager, Plant Engineering Division

April 1982 Joined Fuji Electric Co., Ltd.
 April 2013 Deputy Executive General Manager, Plant Engineering Division at METAWATER
 April 2014 Executive General Manager, Service Solution Division at METAWATER
 June 2015 Executive Officer at METAWATER
 April 2016 Senior Executive Officer at METAWATER (current)
 Executive General Manager, Plant Engineering Division (current)
 June 2019 Director at METAWATER (current)



Kenji Yamaguchi
 Executive General Manager, Business Strategy Division

April 1987 Joined NGK Insulators, Ltd.
 April 2013 Deputy Executive General Manager, Business Strategy Division at METAWATER
 April 2015 Executive General Manager, Business Strategy Division (current)
 June 2015 Executive Officer at METAWATER (current)
 June 2019 Director at METAWATER (current)



Susumu Sakabe Outside
 Director of NGK INSULATORS, LTD. Senior Executive Officer

March 1981 Joined NGK Insulators, Ltd.
 June 2007 Executive Officer at the company
 June 2010 Director & Executive Officer at the company
 June 2011 Director & Senior Vice President at the company
 June 2014 Outside Director for METAWATER (current)
 June 2015 Director & Senior Vice President at NGK Insulators, Ltd. (current)



Motofumi Matsumura Outside
 Advisor of Fuji Electric Co., Ltd.

April 1978 Joined Fuji Electric Co., Ltd.
 June 2004 Director at Fuji Electric Systems Co., Ltd.
 April 2008 Executive Managing Director at the company
 April 2011 Executive Officer at Fuji Electric Co., Ltd.
 April 2016 Advisor at the company (current)
 June 2016 Outside Director for METAWATER (current)
 June 2016 Director at Fuji Furukawa Engineering & Construction Co., Ltd.



Keiichiro Sue Outside Independent
 Partner of Blakemore & Mitsuki Law Firm

April 1984 Registered as an attorney (Daiichi Tokyo Bar Association)
 Joined Nobuo Takai Law Office
 October 1995 Registered as an attorney in New York state
 June 2003 Outside Auditor for Nippon Signal Co., Ltd.
 June 2009 Partner at Blakemore & Mitsuki (current)
 June 2014 Outside Director for METAWATER (current)
 June 2014 External Audit & Supervisory Board Member for NHK Spring Co., Ltd.
 June 2015 External Director at the company (current)



Kaoru Aizawa Outside Independent
 Independent Director of Nicca Chemical Co., Ltd.

April 1977 Joined Nitto Denko Corporation
 April 2003 Executive Officer at the company
 June 2007 Board Member & Executive Vice President at the company
 June 2010 Board Member & Senior Executive Vice President at the company
 June 2011 Representative Director & Senior Executive Vice President at the company
 September 2014 Advisor at NICCA CHEMICAL CO., LTD.
 March 2016 Outside Director at the company (current)
 June 2016 Outside Director for METAWATER (current)



Fumiko Kosao Outside Independent
 Licensed tax accountant, Kosao Fumiko Accountant Office
 Outside Director of CTI Engineering Co., Ltd.

April 1973 Jointed the National Tax Agency
 July 2011 Director, Gyoda Tax Office, Kanto-Shinetsu Regional Taxation Bureau
 July 2014 Director, Nihonbashi Tax Office, Tokyo Regional Taxation Bureau
 August 2015 Registered as a tax accountant
 Tax accountant, Fumiko Kosao Certified Tax Accountant Office (current)
 June 2016 Outside Auditor for TOBISHIMA CORPORATION
 March 2017 Outside Director for CTI Engineering Co., Ltd. (current)
 June 2017 Outside Director for METAWATER (current)

Auditors



Shigeru Hatsumata
 Audit and Supervisory Board Member

April 1982 Joined Fuji Electric Co., Ltd.
 April 2008 Deputy Executive General Manager, Business Development Division at METAWATER
 April 2014 Deputy Executive General Manager, CSR Division at METAWATER
 April 2015 Executive General Manager, CSR Promotion Office at METAWATER
 June 2015 Executive Officer at METAWATER
 June 2019 Audit and Supervisory Board Member at METAWATER (current)



Kimihiko Uemura Outside Independent
 Partner of Midosuji Legal Profession Corporation

April 1987 Registered as an attorney (Osaka Bar Association)
 Joined Midosuji Law Firm
 (currently Midosuji Legal Profession Corporation) (current)
 June 2007 Outside Auditor for Fudo Tetra Corporation
 June 2013 Outside Auditor at METAWATER (current)



Kazuo Takimoto Outside Independent
 CPA and Tax Accountant of
 Tokyo Kudan Accounting Office

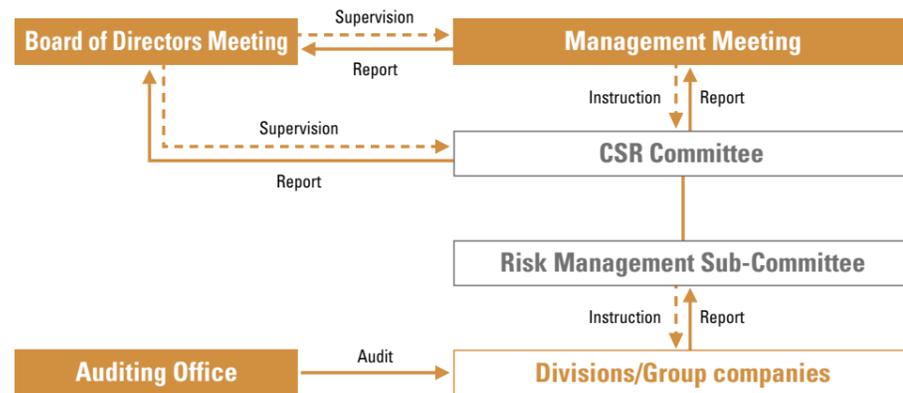
November 1978 Joined Asahi Accounting Co., Ltd.
 October 1988 Opened Takimoto Accounting Office
 (currently Tokyo Kudan Accounting Office) (current)
 June 2007 Outside Director for Vitec Co., Ltd.
 June 2014 Outside Auditor at METAWATER (current)

Executive Officers

President & Chief Executive Officer	Yasushi Nakamura	Operation execution control
Vice President and Executive Officer	Akira Kato	Assistance to the Chief Executive Officer / Executive General Manager, Corporate Strategy Planning Division / Responsible for Corporate Administration Department, Affiliates Coordination Department, and Legal Department, Corporate Strategy Planning Division / Executive General Manager, Export Control Office and Affiliates Coordination Department, Corporate Strategy Planning Division
Senior Executive Officer	Noboru Okuda	Executive General Manager, Plant Engineering Division / Responsible for Product Center / Responsible for Quality Assurance Office
Senior Executive Officer	Makoto Shimizu	Executive General Manager, Service Solution Division / President and Representative Director, METAWATER TECH Co., Ltd.
Senior Executive Officer	Masashi Sakai	Executive General Manager, Public Private Partnership Division
Executive Officer	Eiji Nakamura	President and Representative Director, METAWATER SERVICE Co., Ltd.
Executive Officer	Kenji Yamaguchi	Executive General Manager, Business Strategy Division / Responsible for WBC Center
Executive Officer	Michio Fujii	Deputy Executive General Manager, Corporate Strategy Planning Division / Executive General Manager, HR & General Affairs Planning Office, Corporate Strategy Planning Division / Responsible for CSR Promotion Office, Corporate Strategy Planning Division / Chief of Export Management Office / Responsible for Risk Management / President and Representative Director, METAWATER Research Institute Co., Ltd.
Executive Officer	Masahiro Takagi	Executive General Manager, Sales and Marketing Division
Executive Officer	Masayuki Nakagawa	Executive General Manager, Financial Planning Office, Corporate Strategy Planning Division / Responsible for Information Technology Planning Department, Corporate Strategy Planning Division
Executive Officer	Yoshito Ezure	Deputy Executive General Manager, International Business Division / Director and Deputy President, METAWATER USA, INC. / Chairman of the Board, Aqua-Aerobic Systems, Inc.
Executive Officer	Tsugio Kusano	Executive General Manager, Plant Construction Center / Responsible for Safety and Health Management Office
Executive Officer	Susumu Kadowaki	Deputy Executive General Manager, Sales & Marketing Division
Executive Officer	Koichi Yamaguchi	Executive General Manager, Cost Engineering Center
Executive Officer	Ken Akikawa	Executive General Manager, International Business Division / Director and President, METAWATER USA, INC. / Director and Chairman, Wigen Companies, Inc.
Executive Officer	Tatsuo Kato	Deputy Executive General Manager, Plant Engineering Division

Risk management and compliance

With the “METAWATER Group Risk Management Rules” in place, the METAWATER Group has a systematic awareness of various risks that can affect the Group’s operations, evaluates and manages those risks appropriately, and thereby seeks to prevent their occurrence or to reduce losses associated with them, while striving to improve and expand the corporate value of the Group. Furthermore, the Risk Management Working Group has been established within the CSR Committee in an effort to improve and reinforce the corporate framework so that the Group can appropriately address individual risks in order to meet stakeholders’ expectations.



Furthermore, in order to respond to individual risks, in addition to establishing the “METAWATER Business Continuity Plan (BCP)”, “Compliance Rules”, and “Information Security Policies”, we have also established regulations, standards, and manuals for responding to accidents, the environment, and safety and health, so that we can respond quickly and accurately to various events that may occur.

BCM activities

With a commitment to strengthening Business Continuation Management (BCM), the METAWATER Group has developed the Business Continuation Plan (BCP), which is suitable for its business characteristics.

Furthermore, the Group regularly holds BCM Promotion Working Group meetings in order to improve the effectiveness of the formulated BCP.

In FY2019, we made major revisions to our BCP, including establishing “emergency priority operations”, reviewing BCP (recovery action) procedures, and streamlining documents by consolidating related rules. In FY2020, we plan to further improve effectiveness by promoting greater permeation and familiarization of the BCP through various training and education programs.

Additionally, at the Head Office and Hino Branch, we continue to conduct skill training for our in-house firefighting teams, which are made up of employees, to familiarize them with various skills such as emergency calls, cardiopulmonary resuscitation, and fire extinguisher training.

In response to the spread of novel coronavirus infections, we have established an emergency response division headed by the President and are implementing various measures in a flexible manner.

In light of our social mission to provide water and environmental infrastructure, all of METAWATER is working to prevent the spread of infection in order to ensure business continuity and the safety of employees.



BCM Promotion Working Group



Training for each department walking through the revisions of the BCP

Initiatives for strengthening information security

The utilization of Information and Communications Technology (ICT) is indispensable for promoting work style reforms, improving operational efficiency and convenience, etc. However, the development of an information society is increasing, and with it information security risks are increasing as well, such as leakage of confidential or personal information, cyber-attacks, etc. As such, the METAWATER Group is making various efforts to combat information security risks.

Upgrading security countermeasures at construction and plant operation sites

In addition to strengthening information security in offices, the METAWATER Group is also taking measures to strengthen information security at construction sites and operation and maintenance sites for water and sewage treatment plants. At the same time, we conduct IT internal audits to identify issues and implement countermeasures.

Opportunities for minor improvements were identified in FY2019 audits, and all of those issues were corrected, with continuous improvements being made.



Information security is imperative at construction sites

Information security training for all employees

Collective education and e-learning training is being carried out for all employees to improve their information security knowledge. For new employees in particular, all group companies are holding individual workshops. Easy-to-understand examples are used to raise awareness and strengthen information security.



Information security seminar for new graduates

Compliance

We believe that ensuring proper compliance and being widely trusted by society leads to sustainable growth of the METAWATER Group, as well as fosters a healthy corporate culture. Based on this understanding, we have established Compliance Rules that serve as guidelines for the Corporate Charter of Conduct, the Employees' Code of Conduct, and the compliance issues that the Group could implement and realize. In order to link these to specific action, various internal regulations have been established, ensuring thorough compliance with laws and internal rules.

Compliance Working Group

As a specialized working group under the CSR Committee, we have established the Compliance Working Group, which is comprised of five chief department managers and the Legal Division as the secretariat. They are engaged in activities that include checking on and improving implementation of compliance programs, studying and developing company-wide compliance education and measures, and offering consultation on issues received from the compliance helpline. In response to these matters, we hold emergency and temporary meetings in addition to regular quarterly meetings.

Compliance Education

The METAWATER Group provides lecture-based courses, including company-wide education provided at main bases throughout the country, company-wide e-learning, executive education, and education by rank. From FY2018 to FY2019, we conducted company-wide education on the themes of personal information protection, information security, and harassment prevention. In FY2019, 18 seminars were held at five sites, and a total of 2,570 employees participated over a two year period.

FY2019 e-learning and company-wide education results

Company-wide education	Head Office (5 times), Hino (4 times), Nagoya (3 times), Osaka (3 times), Fukuoka (3 times)
e-learning education	Total of 22,183 people across 8 sessions