



Diversity, Equity, Inclusion & Belonging Statement

At Mitsui, our vision extends beyond the boundaries of our organization. We are committed to building our global community where diversity is celebrated, equity is a given, inclusion is integral, and every individual feels empowered to shape a future filled with promise and potential.

Mitsui thrives on inclusivity, driving innovation for a better tomorrow. Our global network includes over 5,000 employees. Diversity is in our DNA. We're committed to an inclusive culture where everyone feels they belong. We believe that a sustainable future is achieved through inclusion & diversity.

Our core values emphasize open-mindedness and growth opportunities for all. We prioritize an inclusive culture, ensuring everyone feels connected and valued. This isn't just about numbers; it's about creating an environment where every individual's unique perspective is cherished. Mitsui is not just a global enterprise but a community that believes in the power of diverse backgrounds and experiences.

Our policies, ranging from Equal Employment Opportunity to Family and Domestic Violence Support, reflect our dedication to ensuring a safe and supportive workplace for all. Our values emphasize the importance of mutual respect and the belief that our collective aspirations lead to a sustainable future. At Mitsui, we're not just aiming for diversity; we're striving for a world where everyone feels they belong and can contribute to shaping a brighter, more inclusive tomorrow.

We recognize that our strength and resilience come from the rich tapestry of cultures, backgrounds, and experiences that our employees bring. Our commitment to diversity is not just a corporate responsibility; it's a strategic imperative that drives our global success. We understand that in today's interconnected world, embracing diversity is not just morally right but also business smart.

Our initiatives, such as the Diversity & Inclusion Committee, are active platforms that drive change from within. We're not just looking to tick boxes; we're aiming to weave diversity, equity, and inclusion into the very fabric of our organizational culture. This means fostering an environment where employees from all walks of life can thrive, innovate, and lead.

Our commitment to human rights and gender equity further underscores our dedication to creating a workplace that is free from discrimination and bias. We actively strive for equality of opportunity for everyone, regardless of their gender, race, religion, or background. The well-being of our employees remains a top priority.

We understand that physical safety is paramount, but we also recognize the importance of psychological safety. A psychologically safe environment is one where employees feel valued, heard, and empowered to share their ideas without fear of retribution.



Our commitment to diversity, equity, and inclusion is rooted in mutual respect and valuing individual aspirations, and our dedication is unwavering. Through our actions, we aim to inspire positive change, fostering a world where every individual is valued and empowered.