

**Highly regards "individuality" and creates a free and  
vibrant organization**

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2020: Graduated from Kyoto University, with bachelor's degree in  
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2020: Joined MITSUI & CO. (CHINA) Ltd., Mineral & Metal Resources  
Department

2022: Transferred to Corporate Planning Administrative Department

2023: Transferred to East Asia Bloc Corporate Planning & Strategy  
Department (current position).



**Q:** What do you think has been the best part about joining Mitsui & Co.?

**A:** This year marks my fifth year with the company, and I feel that I have grown significantly through the learning opportunities and experience I accumulated from various departments.

When I first joined the company as a fresh graduate in 2020, I was put in charge of domestic trade of nonferrous metals in the company's Mineral & Metal Resources Department. Thereafter, I was transferred to the Corporate Planning & Administrative Department, where I was involved in handling all procedures with government agencies, including the closure of branch offices, managing meetings, and making business proposals. I was then transferred during my fourth year with the company to my current department, the East Asia Bloc Corporate Planning & Strategy Department, where I oversee business planning, strategic proposals, and public relations.

When I took my first step into the workforce, I had no clear idea on what I wanted to do and that left me feeling uneasy about my future. However, I was blessed with various opportunities at the company, and while there certainly were new challenges and pressures, these were also opportunities for growth. For me, the feeling of joy that came with growing alongside my teammates while working together with them—from the stomach-churning memories to the sense of accomplishment that we felt when we overcame difficulties—is something that I will forever cherish in my heart. I believe that gaining such a wide variety of experiences has allowed the breadth of my skills and career possibilities to expand greatly.

**Q:** What do you see in the company that makes you think, "That's characteristic of Mitsui & Co."?

**A:** I feel that would be the company's corporate culture, which highly regards "individuality" and creates a free and vibrant organization.

I also think that the company's domestic transfer system, which allows all employees to move from one department to another, is a result of our mutual understanding and respect for different working styles that suit the aptitudes of each individual. Mitsui & Co. is known for "Mitsui is People," as many of the people here are rich in individuality and full of human appeal. I believe this has been the result of Mitsui's efforts in ensuring that all individuals are valued above all else, recognizing diverse personalities and valuing their thoughts and feelings. For example, there are many in-house activities that respect the individual, such as Active Talk events (where employees can share their work experiences with their

colleagues), language training sessions (Japanese and English), overseas dispatches, and Work-X arrangements (a system to accommodate employees who would like to work remotely or adopt a non-permanent address).

**Q:** How is the office environment and work atmosphere at the company?

**A:** There is a very friendly atmosphere in the office, and the Human Resources & General Affairs Department is always present to hear out all employees' inquiries while striving to improve the company's work environment and enhance internal activities.

For example, staggered working hours, remote work, and non-permanent address systems have increased the flexibility in the way we work. In addition, there are also various company events, such as company trips (to Yunnan Province, China, and Nagoya City/Mie Prefecture in Japan in 2023), the aforementioned Active Talk events (where participants are also served delicious afternoon tea), Family Days (i.e., certain designated days when employees' family members are invited to the workplace), sports activities (e.g., yoga, badminton, boxing, soccer, etc.), and more.

**Q:** Which among Mitsui & Co.'s four Values ("Seize the initiative," "Thrive on diversity," "Embrace growth," and "Act with integrity") that support its spirit of "Challenge and Innovation" do you value the most?

**A:** For me, it would be "Embrace growth."

The message behind "Embrace growth" is "to always continue to improve oneself professionally and to link one's individual growth with the growth of the whole organization." We all remember the global turmoil that occurred due to the unexpected emergence of the COVID-19 pandemic at the end of 2019, but we must keep in mind that our surrounding environment is always changing, and we need to always be prepared to respond to these changes and take it as an opportunity to grow ourselves. At the company, we have people from diverse backgrounds, so we can bounce diverse opinions off each other, recognize each other, and engage in friendly competition to realize what we are lacking so that we can maximize our potential. Each "individual" in our company becomes a professional, and this group of professionals makes up a united, larger group that is Mitsui & Co.

I deeply connect with the notion that we are not bound by industry or framework, but we can help in growing the organization through our own individual growth.

