

# **CORPORATE BROCHURE 2025**

**360°**  
business  
innovation.



**MITSUI & CO.**

# Message from the President

The world situation and the economic environment are changing dramatically. In step with the ever-increasing complexity of global issues, expectations placed upon Mitsui have also been diversified and elevated.

Throughout its long history, Mitsui has always embraced a spirit of “Challenge and Innovation”. We have constantly updated our unique capabilities as a global trading and investment company and responded with integrity to customer needs by leveraging the power of extensive worldwide partner networks. We are committed to proactively addressing global issues as a responsible member of the global business community. To that end, we will work earnestly to build a track record of success in providing practical solutions, while letting our aspirations guide us to even greater heights.

This fiscal year will be the final year of Medium-term Management Plan 2026. Drawing on our accumulated achievements and ongoing priorities from the past two years, we will make steady strides toward contributing to a sustainable and environmentally harmonious future. At the same time, in this fiscal year, we will further turn our attention to the creation of promising new projects with the potential to become next-generation business pillars.

**Kenichi Hori**  
President and Chief Executive Officer



# The Foundation of Our Business

## Management Philosophy of Mitsui

We aim to serve the needs and expectations of stakeholders and society through the pursuit of our corporate mission and vision, guided by our values which form the foundation of our daily decisions and actions.

### Mission

# Build brighter futures, everywhere

### Vision

# 360° business innovators

### Values

Our core values as challengers and innovators

## Seize the initiative

## Thrive on diversity

## Embrace growth

## Act with integrity



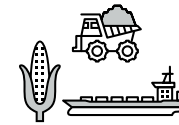
Corporate Mission Vision Values  
<https://www.mitsui.com/jp/en/company/outline/idea/>



MITSUI & CO.

## Mitsui's Materiality

We will continue to respond seriously and sincerely to the trust and expectations of our stakeholders, and to contribute through our wide-ranging business activities both to sustainable global social development, and to the solution of global-scale issues.



### Secure sustainable supply of essential products

Ensure the sustainable and stable supply of resources, materials, food and manufactured products that are vital for the development of society.



### Enhance quality of life

Contribute to the betterment of living standards and the development of local industries to realize sustainable societies globally.



### Create an eco-friendly society

Accelerate initiatives towards environmental issues, such as responding to climate change and water resource problems, and contributing to a circular economy.



### Develop talent leading to value creation

Respect diversity and develop human resources with the competence to create innovation and new value.



### Build an organization with integrity

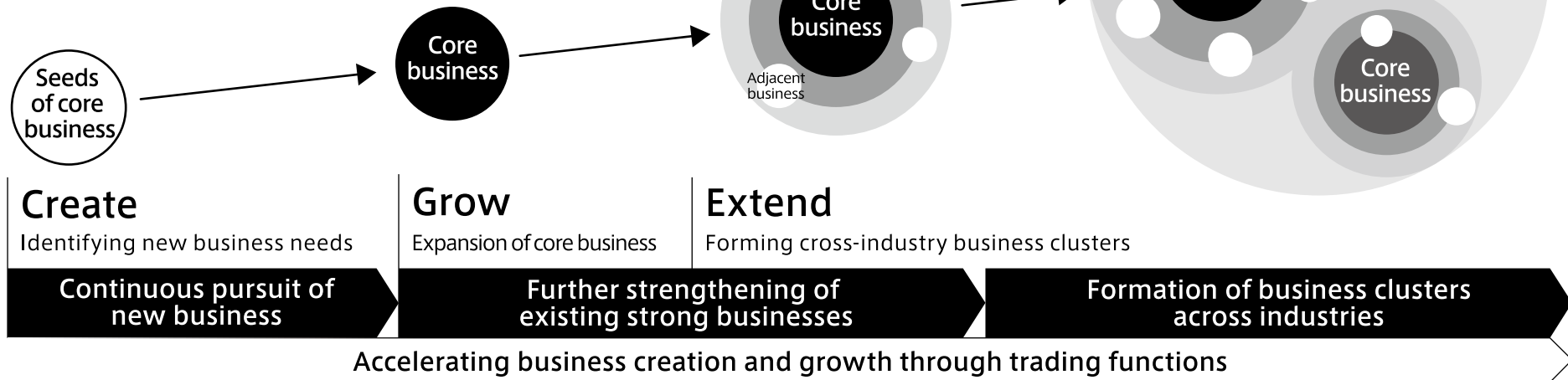
Strengthen our governance and compliance as a corporate group trusted by society.

# Business Model and Functions

Working together with global customers and partners to build and grow businesses in a diverse range of fields.

## Business Model

We build and grow new businesses by leveraging our business expertise across a broad range of global sectors. We constantly transform our business portfolio, forming new business clusters through expansion into adjacent businesses. By combining our diverse functions and global network with the expertise accumulated in each of our business clusters, we create new value across multiple industries and contribute to solving complex issues in society.



## Functions

Our ever-evolving core business functions.

Marketing	Logistics	Finance	Risk Management	Corporate Management	Digital Transformation
We utilize research and analysis capabilities across our global network to generate demand and ensure stable supply.	We deliver logistics solutions tailored to diverse needs, backed by our expertise in global trends and trade rules.	We provide a range of financial functions, from financing and financial structuring, to trade finance.	We work to accurately identify business risks and propose and implement methods to minimize their impact.	We enhance our Group's corporate value by strengthening management structures and business competitiveness.	We utilize AI and IoT to optimize business processes and transform business models.

# Global Network

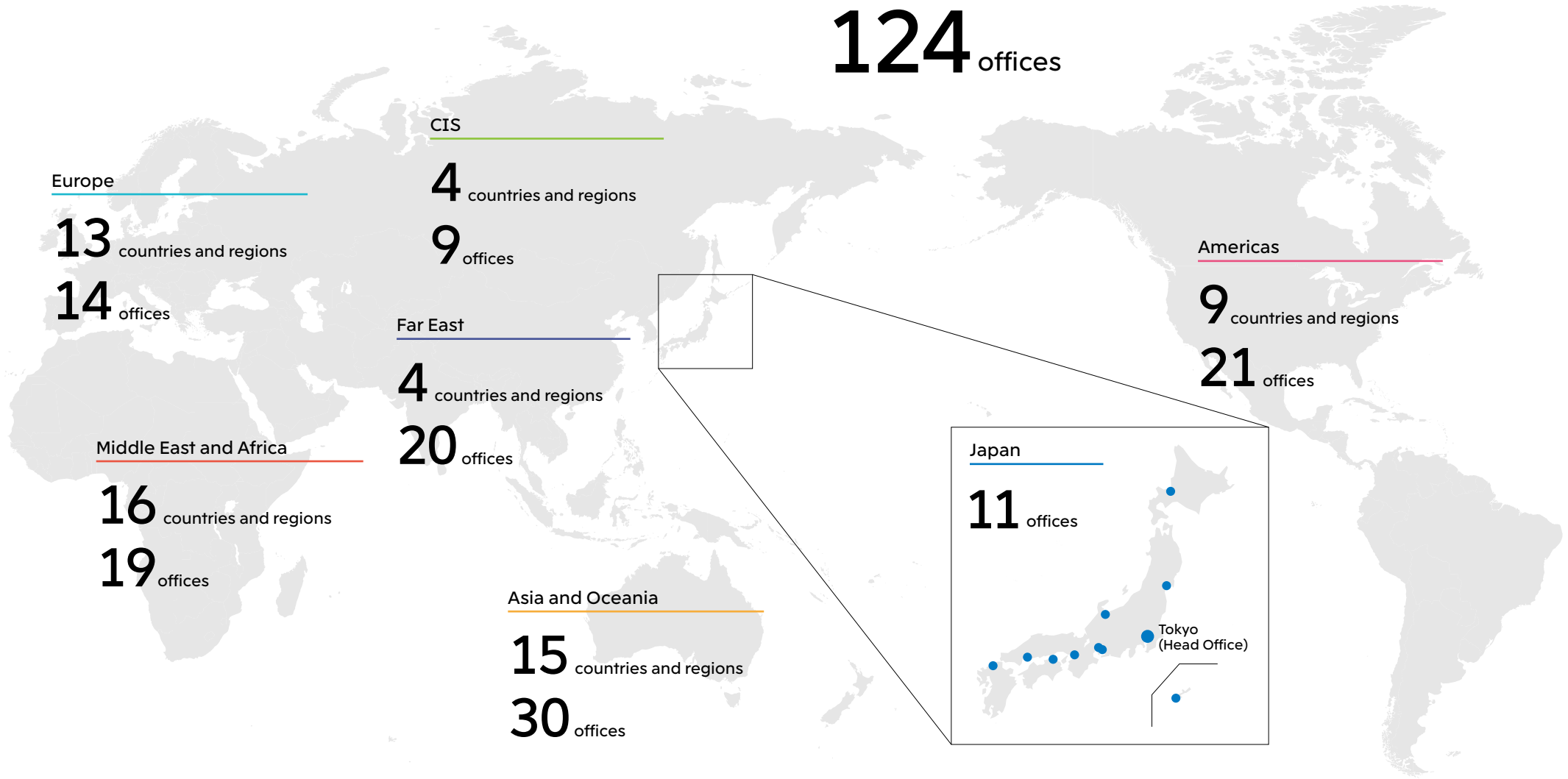
We work to build brighter futures, utilizing the networks we have developed through our diverse business across the world.



Office Locations

**62** countries and regions

**124** offices



(As of April 1, 2025)

 Worldwide Network  
<https://www.mitsui.com/jp/en/company/outline/worldwide/>



# Our Business

Our 16 business units cover a diverse range of needs, leveraging Mitsui's comprehensive strengths while remaining highly responsive to changes in the business and social environment.



- Mineral & Metal Resources
- Energy
- Machinery & Infrastructure
- Chemicals
- Iron & Steel Products
- Lifestyle
- Innovation & Corporate Development

## Mineral & Metal Resources Business Unit



Collahuasi Copper Mine

We ensure a secure and stable supply of mineral and metal resources through global trading and business investments. We develop environmentally conscious businesses that contribute to local regions, and are expanding our metal and raw material recycling businesses and environmental solutions businesses, including initiatives for the battery value chain.

## Energy Business Unit II



Cameron LNG

Our core business domain is LNG which contributes to stable and affordable energy supply and supports the global response to climate change. We are globally engaged in LNG development, trading and logistics projects. Our strategy is to establish a competitive LNG upstream asset portfolio and optimize LNG trading by utilizing our own LNG fleet.

## Energy Business Unit I



Waitisia Gas Project

Through upstream development and trading of energy resources such as oil, natural gas, coal and biomass fuels, we contribute to the stable supply of energy vital to both industry and society. We also leverage our expertise for new business initiatives, including biofuels and carbon credit trading, with the aim of contributing to the realization of a low-carbon society.

## Energy Solutions Business Unit



Stationary Storage Business Tokai2

Using our agility and unique knowledge from multiple business domains, we strive to deliver decarbonization solutions and create new business relating to power (distributed solar power, storage batteries, energy management, EV infrastructure, green mobility), next-generation energy (hydrogen, biofuels, etc.), and carbon credits.

## Infrastructure Projects Business Unit



Bii Stinu Wind Project

Our unit serves infrastructure demand across the world, covering energy (renewable energy and thermal power), natural resources infrastructure, social & environmental infrastructure, digital infrastructure and new innovative business, etc.

## Mobility Business Unit II



Marvel Falcon

In the marine, aviation, aerospace and railway fields, we promote the development of transport infrastructure in harmony with the global environment by utilizing new technologies and networks with global business partners.

## Mobility Business Unit I



Penske Truck Leasing

We aim to strengthen and develop business models, and add value in the automobile, construction & mining machinery, and railway sectors by anticipating and responding to new trends in mobility services, including fleet management, decarbonization technology innovation, and railway businesses.

## Basic Materials Business Unit



Fairway Methanol

We contribute to the creation of a sustainable society and improvement in the quality of life of people across the world through (a) the stable supply of basic materials derived from natural gas, petroleum and bio/renewable materials, (b) the provision of robust support for industrial infrastructure, and (c) value creation via solutions that meet the needs of clients and consumers.

## Performance Materials Business Unit



Forests Managed by New Forests (Australia)

We are engaged in a wide range of solution-oriented businesses for global challenges such as climate change, carbon neutrality, and circular economy. We are pursuing new business in a variety of industries such as mobility, electronics, beauty and personal care, forestry, and hydrogen to meet the needs of markets and consumers in diverse industries with chemicals and materials perspectives.

## Iron & Steel Products Business Unit



Global Energy Group

We operate our business across a wide range of areas, from steel manufacturing and sale of steel products to steel processing, parts manufacturing, maintenance, and recycling. We are committed to realizing a sustainable society by building value chains that contribute to the transition toward becoming a low-carbon emitting society, de-carbonization and circularity, based on our diverse connections with the market and industry.

## Nutrition & Agriculture Business Unit



Animal Health Business at Bussan Animal Health

We see global population growth and demand for added value, including for health, as a business opportunity, and strive to meet social needs through our wide-ranging business in the food and chemicals areas, including agri-inputs, seeds, veterinary pharmaceutical, feed additives, food ingredients and preventative healthcare.

## Food Business Unit



United Grain Corporation

Engaged in production, accumulation, marketing, manufacturing and processing of food resources and products, we are working to develop our global business base and provide safe and reliable foods to the world.



## Retail Business Unit



Mitsui & Co. Retail Group, Ltd. Distribution Center

We operate businesses in distribution, food manufacturing and brand & retail, delivering quality, convenience and wellness to consumers across the world. We add value to products and services, including developing new B2C brands, and propose new sales strategies to customers based on analysis of consumption trends.

## Wellness Business Unit



Hospital and Clinic Business

We create businesses in the Medical, Pharma and Employee Experience fields. Through our high valued-added business, we promote initiatives to create new wealth in the form of wellness for people around the world.

## IT & Communication Business Unit



©QVC Japan, Inc.

TV Shopping Business

We develop and promote information and communications technology businesses in areas including IT services, cyber-security, video commerce, digital media, BPO, digital marketing, Healthcare DX, BtoC platform and digital infrastructure.

## Corporate Development Business Unit



©MBK Real Estate LLC

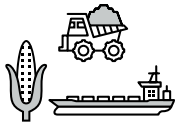
Rental living properties in the U.S.A.

We are engaged in logistics, real estate, and finance related businesses, including real estate development, asset management, buyouts and commodity derivatives. Our expertise in these areas is utilized to cultivate business in new areas, leading to the further evolution of Mitsui's business.



# Contributing to the Achievement of the SDGs Through Our Materiality

Mitsui is contributing to the achievement of the SDGs by tackling five material issues that lead to solutions for social issues.



## Secure sustainable supply of essential products



### Providing a stable supply of resources and energy

We are extensively involved in entire value chains, spanning from development and production to marketing, in order to secure and supply the energy resources essential for social development. Looking ahead toward the realization of a low/de-carbonized society, we are also working to further popularize clean energy, including renewable energy, next-generation fuels, hydrogen, and ammonia.



Calera Solar Power Generation Business in Mexico

### Food safety and reliability

We recognize the importance of natural capital and promote sustainable procurement in partnership with suppliers throughout the world. We work actively to obtain environment-related certifications in Japan and overseas and procure safe and reliable products in a way that takes sustainability into account.



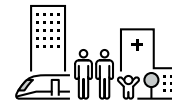
Mitsui & Co. Seafoods Ltd. ASC-C-01859



Check our progress at [rspo.org](http://rspo.org)



Find out more at [ra.org](http://ra.org).



## Enhance quality of life



### Enhancing quality of life

We help to enhance people's quality of life by developing social infrastructure that is essential for the advancement of countries worldwide. Specifically, we create businesses in the Medical, Pharma and Employee Experience fields. Though our high value-added business, we promote initiatives to create new wealth in the form of wellness for people around the world.



Telemedicine Services Provided by IHH Healthcare

### Business & human rights and supply chain management initiatives

Through the development of worldwide businesses that span from upstream to downstream, we have built a diverse network of supply chains. As a Group that is responsible for global supply chains, we share our approach to human rights and environmental issues not only within the Group, but also with our suppliers. Accordingly, we work to keep on top of any issues concerning relevant supply chains so we can realize a stable supply of sustainable raw materials and products.



Collaborating with ETC Group Limited to Build Sustainable Supply Chains in Africa

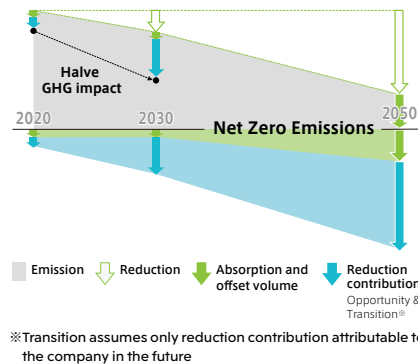


## Create an eco-friendly society



### Tackling climate change

We have set a goal to achieve net-zero emissions in our Vision for 2050, and as a path to achieve this goal, by 2030 we aim to reduce GHG impact to half of what it was in the fiscal year ended March 2020. Our approach encompasses three initiatives: "Reduction," which involves reducing GHG emissions through portfolio improvement and emissions-cutting measures; "Transition," which promotes conversion to alternative, cleaner fuels in society; and "Opportunity," which aims to expand business through opportunities that address climate change.



### Natural Capital

We contribute to the Nature-Positive goal through our business activities by understanding and analyzing how our business activities depend on and impact nature, enhancing our environmental and social risk assessment process from a natural capital perspective, and promoting businesses that can reduce our dependence and impact on nature. For example, one of our affiliated companies, RRG Nature Based Solutions LLC, works to promote regenerative agricultural projects, contributing to the stabilization of world food production and the conservation of natural capital.



Regenerative Agriculture Projects



## Develop talent leading to value creation



### Mitsui's Commitment to Employee Well-being

In 2023, we formulated "Mitsui's Commitment to Employee Well-being".

We consider "well-being" to be a state in which everyone can embody our long-standing ethos of "Challenge & Innovation" with vigor and vitality.

We promote employee well-being by fostering a working environment where people can work with a sense of purpose, and where both employees and the organization can grow together.

### Diversity & Inclusion

The Mitsui & Co. Group brings together employees from diverse backgrounds who are actively engaged in business across the globe. By embracing individual uniqueness, we can fully unleash each other's potential, and create greater value in our business. We work to realize our value - to thrive on diversity - by building an organization that empowers through inclusion and actively supports the development of diverse talent, including female leaders and talent outside Japan.



Women Leadership Initiative Program for Young Female Managers



## Build an organization with integrity



### Corporate governance and internal controls

We work to realize highly effective corporate governance by placing an emphasis on “improved transparency and accountability” and “the clarification of the division of roles between the oversight activities and the executive activities of management.” This enhances the supervision and monitoring of management in a way that incorporates the viewpoints of External Directors and External Audit & Supervisory Board Members. The execution of business is largely delegated to managing officers under the supervision of the Board of Directors, enabling the consolidated group to engage in business operations in a responsive and flexible manner.

### Mitsui & Co. Group\* Conduct Guidelines—With Integrity—

To remain a corporate group that is genuinely trusted by society, we are taking steps on a global group basis to build an organization that exemplifies integrity. Our business conduct guidelines the “Mitsui & Co. Group Conduct Guidelines—With Integrity” serve as the foundation for this effort. Going forward, the Guidelines are to be reflected in the management philosophy and business conduct guidelines of each group company. We will continue to honor the trust placed in us by society with good faith and sincerity, with each group employee putting the Guidelines into practice in their day-to-day work.

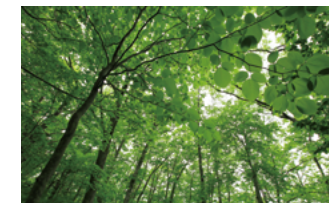
\*Mitsui & Co., Ltd. and its subsidiaries



Mitsui & Co. Group Conduct Guidelines  
—With Integrity—

### Mitsui’s Forests

Mitsui’s Forests are company-owned forests in 75 locations across Japan, covering a total area of approximately 45,000 hectares, which is equivalent to about 0.1% of Japan. Our purpose for owning these forests is to not only secure wood resources, but also the various other functions they offer that are beneficial to the public, such as protecting the water resources that are crucial to livelihoods, preventing water damage, conserving biodiversity, supporting the development of culture, and providing a space for education and relaxation. We continue to manage and maintain our forests in an appropriate manner so that they can fully demonstrate these functions. We will leverage our unique functions and expertise as a general trading company to create diverse value from Mitsui’s forests.



Ishii Forest (Hokkaido)

### Social Contribution Activities

We aim to achieve sustainable growth for both Mitsui and society by working to solve social challenges through both business and social contribution activities while building trust with our diverse stakeholders. We have set the priority areas of “community contribution,” “environmental conservation,” and “human resources development” in accordance with our Management Philosophy and Materiality, and carry out a variety of activities at business sites around the world. It is important to us that each and every employee contributes to society and their community.



Mitsui & Co. Co-creation Fund Grants  
Pirika, Inc., To Prevent Litter From  
Contaminating the Natural Environment



Sustainability

<https://www.mitsui.com/jp/en/sustainability/>



# Financial Highlights (The year ended March 31, 2024)



## Total Assets

US\$ **111.9** bil

## Revenue

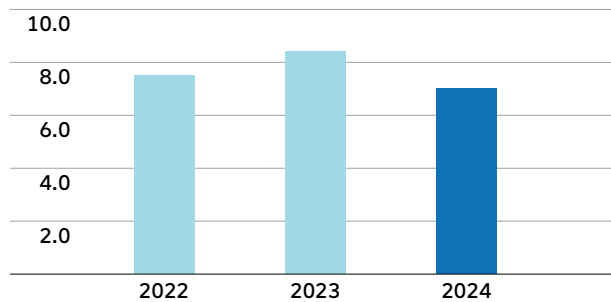
US\$ **88.2** bil

## Gross Profit

US\$ **8.7** bil

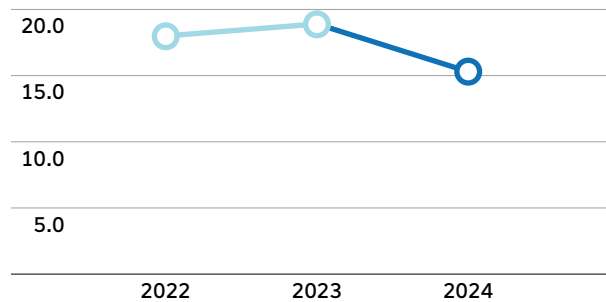
## Profit for the Year <sup>\*1</sup>

US\$ **7.0** bil



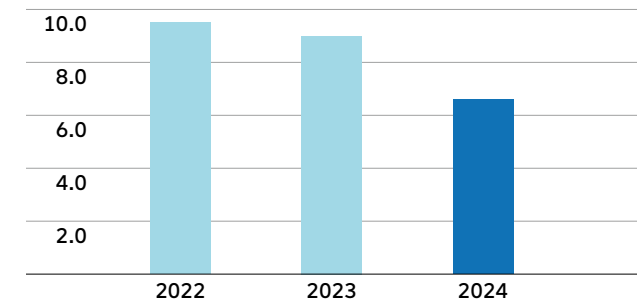
## Return on Equity (ROE) <sup>\*2</sup>

**15.3%**



## Core Operating Cash Flow <sup>\*3</sup>

US\$ **6.6** bil



Based on International Financial Reporting Standard

The conversions of Japanese yen amounts into U.S. dollar amounts are included solely for the convenience of readers outside Japan. These conversions are done using the yen-dollar exchange rate at the end of each fiscal year. For the fiscal year ended March 31, 2024, the U.S. dollar amounts represent conversions of the Japanese yen amounts at the rate of ¥151.00 = US\$1, which was the approximate rate of exchange on March 31, 2024.

\*1: Attributable to Owners of the Parent

\*2: Ratio of Net Profit to Shareholders' Equity

\*3: [Cash flow from operating activities] - [Cash flow from changes in working capital] - [outflows for Repayments of lease liability]



Investors

<https://www.mitsui.com/jp/en/ir/>



# Corporate Profile

Company Name	MITSUI & CO., LTD.
Date of Establishment	July 25, 1947
Common Stock	¥343,062,380,506
Number of Employees	5,419 (53,602 on consolidated basis)
Number of Offices and Overseas Trading Affiliates (As of April 1, 2025)	124 offices in 62 countries/regions Japan: 11 offices Overseas: 113 offices
Head Office	2-1, Otemachi 1-chome, Chiyoda-ku, Tokyo 100-8631, Japan TEL: 81(3)3285-1111 URL: <a href="https://www.mitsui.com">https://www.mitsui.com</a>
Number of Affiliated Companies for Consolidation	Subsidiaries: Japan 84 Overseas 212 Equity Accounted Investees: Japan 36 Overseas 159 Total: 491
Stock Information	Stock Exchange Listings: Tokyo, Nagoya, Sapporo, Fukuoka Number of Shares Authorized: 2,500,000,000 shares Number of Shares Issued: 1,513,589,168 shares Number of Shareholders: 317,422 shareholders

(As of March 31, 2024)

## Evaluation by Society

Our selection for inclusion in major ESG investment indices in and outside Japan indicates that we are highly evaluated by society for our sustainability initiatives.



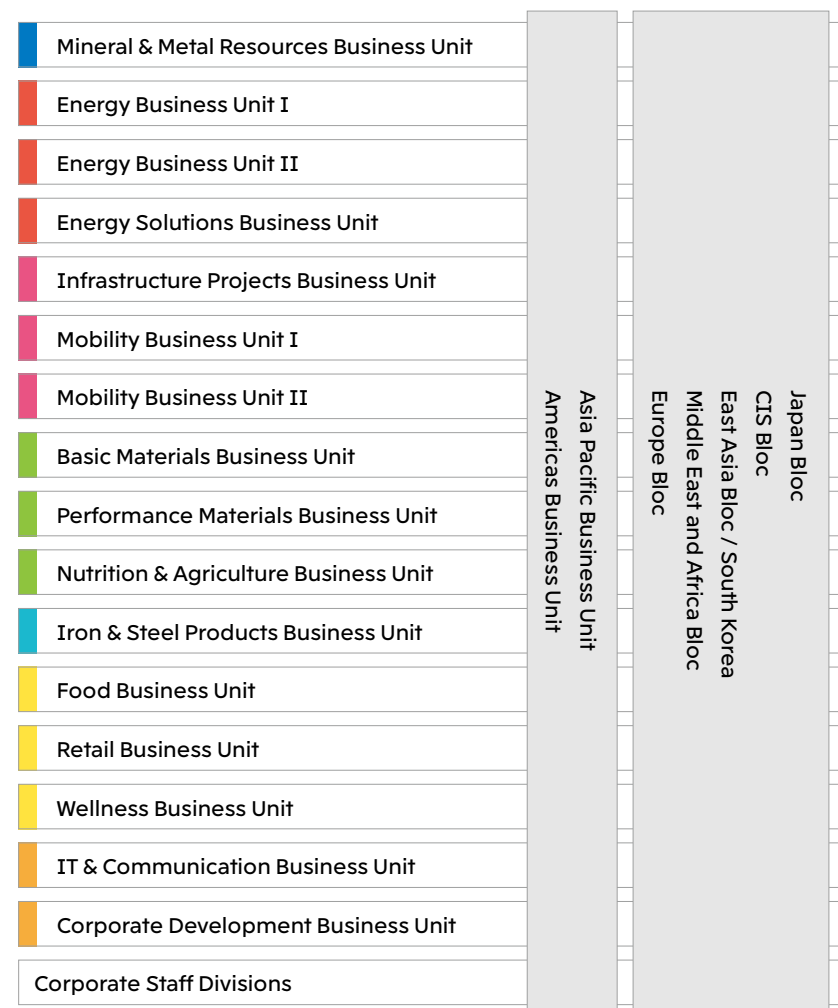
2024 CONSTITUENT MSCI Nihonkabu  
ESG SELECT LEADERS INDEX

Member of  
**Dow Jones**  
Sustainability Indices  
Powered by the S&P Global CSA



MITSUI & CO.

## Headquarters Business Units and Regional Organizations (As of April 1, 2025)



Organization

<https://www.mitsui.com/jp/en/company/outline/organization/>



**mitsui**  
**MITSUI & CO., LTD.**