

Message from the CHRO



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Unleashing potential: Fostering an empowering environment throughout the MCG Group

Human capital strategy aimed at driving Company growth and achieving our Purpose

The Mitsubishi Chemical Group believes that our people are the source of value creation and the driver of Company growth and achieving our Purpose.

Every single employee has limitless potential. My mission is to cultivate an environment within the MCG Group that unlocks this vast potential, inspiring motivated individuals to further their personal and professional development.

In our pursuit of becoming a speciality materials group, as outlined in the MCG Group's "Forging the future" management policy, we recognize the imperative of shifting away from a traditional product-centric focus to a market-oriented organizational approach. A pivotal aspect of our human capital strategy is developing the next generation of leaders who will drive this transformation. These emerging leaders must possess the capacity to take the initiative in identifying problems and make agile decisions, unburdened by conventional thinking. We are actively engaged in implementing programs dedicated to fostering these essential capabilities, while also refining our human resource recruitment processes.

Furthermore, it is imperative that we continually innovate if we are to achieve our Purpose. This imperative extends beyond merely achieving diversity in terms of attributes such as gender and nationality; it also hinges on cultivating a rich diversity of thought within our organization. To realize this vision, we are diligently constructing an organizational framework and fostering a culture that empowers individuals with varying perspectives and capabilities to harness their strengths and confront challenges, irrespective of their background. Moreover, we are creating an environment that optimizes

the utilization of this diverse range of perspectives. As part of our commitment to this goal, we are providing employees with comprehensive training sessions on a variety of human rights topics. These initiatives are designed to nurture a corporate culture deeply rooted in respect for every individual and a profound appreciation for the unique differences that make us all valuable contributors to our shared Purpose.

We are working tirelessly to create a company where every employee has access to these programs, enabling them to unleash their full potential and sustain their high levels of engagement.

Building a strong foundation for total optimization

In our pursuit of the "One Company, One Team" concept and our overarching goal to enhance corporate value across the entire Group, we recognize the necessity of achieving total optimization that transcends individual companies and geographical regions. This same principle extends to our human capital strategy. Aligned with this approach, we are actively fostering a unified foundation throughout the Group, encompassing human resource policies and the standardization of HR systems, methods, and initiatives.

Moreover, we are dedicated to advancing the implementation and adoption of the "One Company, One Team" concept through the lens of human resource capital. Our ongoing efforts include the strengthening of HR governance to ensure the effective operation of our HR policies and methods, thus reinforcing our commitment to achieving total optimization. These endeavors will result in streamlined and consistent high-level HR management, characterized by efficiency and excellence.

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