

April 1, 2021
Mitsui Chemicals, Inc.

President's Message to New Employees of 2021 (Summary)

1. Introduction

I would like to congratulate all our new staff on joining Mitsui Chemicals. On behalf of the company, I offer a warm welcome to you all.

Under normal circumstances, I would meet you all in person and talk to you at an initiation ceremony. However, the need to combat the spread of COVID-19 means that I have to speak to you online.

I am sure many of you will have been unable to attend your graduation ceremonies and various other events you had planned. At Mitsui Chemicals too, we have introduced teleworking – primarily for head office staff – along with other measures to limit travel to and from our offices and plants. With the pandemic continuing to drag out globally, the business environment surrounding our company is uncertain.

Still, while initiation ceremonies would usually be held separately at each of our plants and offices, I am very happy to see that all of Mitsui Chemicals' new employees can join together this year thanks to the benefits of being online.

2. A Changing Society and the Role of Mitsui Chemicals

I would like to take some time to talk about the changes currently going on in society, as well as what sort of role we at Mitsui Chemicals should play. As we come into our second year of facing and living with COVID-19, the global environment around us is changing day by day – and so I believe we can say that the world is truly at an historic turning point right now. I am talking here about trends such as industrial digitalization, the evolution of ICT, climate change, efforts to deal with plastic waste and more through a circular economy, and the way in which COVID-19 is serving as an opportunity to drive changes in how we see employment.

Against this backdrop, companies are needing to take up new forms of management that conform to such a changing business environment if they are to achieve sustainable growth. The Mitsui Chemicals Group is looking to respond to this kind of environmental change by working on portfolio reform centered around the three target domains of Mobility, Health Care, and Food & Packaging. At the same time, we are striving to create not only economic value but also social value, with efforts being made here to offer optimal solutions for various industrial and lifestyle issues.

As we now look toward 2030, we are working to redefine just what Mitsui Chemicals should aim to be. I hope to be able to give you all the details on that in the near future.

3. My Key Messages to You

(1) Safety is the top priority

The first thing I want you to remember is that safety is the top priority. I would like for all of you to etch this into your minds, and to aim for zero accidents and incidents not only on the production floor but in all workplace environments. Further, as the health of all our employees is what lets us continue our business operations, I would like for each and every employee of the Mitsui Chemicals Group to be more aware of health management.

(2) Get in the habit of asking about the goals and meaning of your work

My second point is that when you are working, I would like for you all to think about the goals and meaning of your work. While our company's overall reason for existing is represented by our Corporate Mission, all of the work that each of you carries out day-to-day is an important part of achieving that mission. By thinking about how each job provides value to customers and society – as well as how it holds meaning for your own personal growth – I hope you will be able to become more motivated. I feel it is important for all of you to grow alongside the Mitsui Chemicals Group in this manner.

(3) Learning from tough challenges is what makes us competitive

The third thing I would like to highlight is that learning by way of tackling tough challenges – and either succeeding or failing at these challenges – is what fosters competitiveness. Learning does not stop once you leave formal education. Unlike at school, there is no single right answer in the workplace. That is why anyone can fail. But it is fine to fail. I want you to try things, learn from your failures, reflect on them and keep taking on those challenges time and again. What awaits you as a result of that process will undoubtedly be both your own growth and that of the organization.

4. Conclusion

This is the year in which we launch our 2030 Long-Term Business Plan. The flexible ideas and ways of thinking shown by those of you in Generation Z, who have grown up with the internet and digital devices from birth, will be crucial in the growth of Mitsui Chemicals as we look to survive into the era of digital transformation. And that is precisely why you should not feel hesitant about speaking up just because you are a new employee; please voice your own thoughts with pride. Keep taking on challenges and making discoveries every single day; it will allow you to develop outstanding insight, creative imagination and a powerful ability to get things done.

I have high hopes for your achievements, and I will be supporting you.