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Mitsubishi Electric Announces Next-Stage Support Program for Employees

TOKYO, September 8, 2025 – [Mitsubishi Electric Corporation](https://www.mitsubishielectric.com/en/pr/) (TOKYO: 6503) announced today that, following an earlier Executive Officers’ meeting, a decision has been made to implement a special program in Japan aimed at supporting employees’ onward career progression. Employees aged 53 or higher who have worked for the company for three or more years that apply to participate in the program will receive increased retirement settlements and re-employment support.

With both consolidated revenue and operating profit having reached record highs in the fiscal year ended March 2025, the Mitsubishi Electric Group is endeavoring to transform itself into an “Innovative Company” that creates value with new ideas, unafraid of risks, for further business development and contributions to society and the environment. To achieve this transformation, the company has been implementing group-wide changes to its business model and strengthening its management structure. However, to improve corporate value in the mid- to long term, the company needs to improve the balance of its human resource structure and offer its younger staff greater opportunities for advancement.

Mitsubishi Electric is also encouraging employees to take ownership of their own careers as a key human capital management initiative, providing them with appropriate training and support. The company will accordingly provide a temporary program that builds upon such current employee support provisions. The decision to implement this was made from two aspects: to acknowledge the contribution already made by employees who are intending to move on to the next stage of their careers, and to push forward the company’s corporate transformation strategy.

The special program will be open for applications from December 15, 2025 through January 9, 2026, to contracted Mitsubishi Electric employees in Japan who are aged 53 or higher and have worked for the company for three or more years as of March 15, 2026.

Going forward, Mitsubishi Electric plans to promptly announce the number of applications made to the temporary support program after it is finalized. Since no limit on the number of applications has been set, the

overall impact on Mitsubishi Electric's consolidated financial results cannot be determined at this time. Therefore, the company's financial forecast for the current fiscal year ending March 2026 currently remains unchanged. Updates will be announced promptly after the financial impact of the program becomes clear.

Separately, Mitsubishi Electric Group companies will streamline their organizational structures in human resources taking account of their individual circumstances, such as their business environment and regulatory environment.

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About Mitsubishi Electric Corporation

With more than 100 years of experience in providing reliable, high-quality products, Mitsubishi Electric Corporation (TOKYO: 6503) is a recognized world leader in the manufacture, marketing and sales of electrical and electronic equipment used in information processing and communications, space development and satellite communications, consumer electronics, industrial technology, energy, transportation and building equipment. Mitsubishi Electric enriches society with technology in the spirit of its "Changes for the Better." The company recorded a revenue of 5,521.7 billion yen (U.S.\$ 36.8 billion*) in the fiscal year ended March 31, 2025. For more information, please visit www.MitsubishiElectric.com

*U.S. dollar amounts are translated from yen at the rate of ¥150=U.S.\$1, the approximate rate on the Tokyo Foreign Exchange Market on March 31, 2025