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Corporate Human Resources Group
Mitsubishi Electric Corporation

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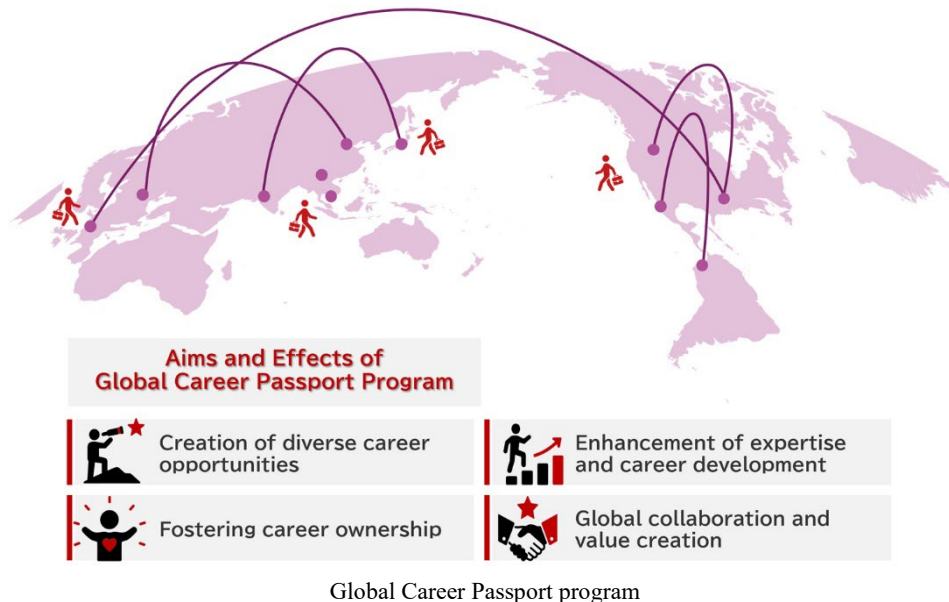
Mitsubishi Electric Corporation

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Mitsubishi Electric to Launch “Global Career Passport,” A Groupwide Internal Career Recruitment Program

Will introduce career opportunities worldwide to support realization of employees’ career aspiration



TOKYO, August 5, 2026 – [Mitsubishi Electric Corporation](https://www.mitsubishielectric.com/en) (TOKYO: 6503) announced today the upcoming launch of Global Career Passport, an internal career recruitment program that will enable employees of Mitsubishi Electric and its overseas group companies to realize their career aspirations by applying for job opportunities across the group. The program will launch in October and adoption will be encouraged groupwide. The goal is to realize 20 internal matches worldwide by the fiscal year ending in March 2028.

The Mitsubishi Electric Group promotes talent management that supports employees in pursuing and realizing their career aspirations across the group under its fundamental philosophy of human capital management: “Innovating the Future through developing the Power of our employees.” The group is advancing global mobility initiatives that deploy, develop and utilize personnel across national, regional and organizational boundaries. Mitsubishi Electric fosters collaboration among employees with diverse cultural backgrounds and professional expertise, and encourages the sharing of knowledge and experience throughout the group. The aim is to create an environment in which both employees and the organization can grow together.

The Global Career Passport program will introduce job openings worldwide by sharing and publishing them across participating companies. Employees will be able to apply based on their career aspirations, expertise and professional experience. Those who are successfully matched will be employed by the company to which they applied.

Through this program, Mitsubishi Electric aims to support each employee's career development and self-realization. In addition, by accelerating the global circulation of talent with diverse insights and expertise, Mitsubishi Electric expects to continue transforming as an "Innovative Company" that creates value through new ideas without fearing the risks of taking on challenges.

Global Career Passport Overview

Since the fiscal year that ended in March 2002, Mitsubishi Electric has been implementing the Job-Net system for internal job postings, which enables employees to apply for positions of their choice within the company, thereby realizing their career aspiration while creating organizational synergies through internal talent mobility.

Global Career Passport is an initiative to expand the Job-Net concept to group companies outside Japan. Employees will be able to choose and apply for positions according to their career aspirations and expertise from a diverse range of job openings across countries, regions and locations within the global group. Through the program, Mitsubishi Electric aims to support realization of employees' career aspiration, promote the global mobility of talent, and stimulate the exchange knowledge and experience cultivated across different regions, businesses and cultures. By integrating diverse values, the aim is to foster innovation and enhance the competitiveness of the entire Mitsubishi Electric Group.

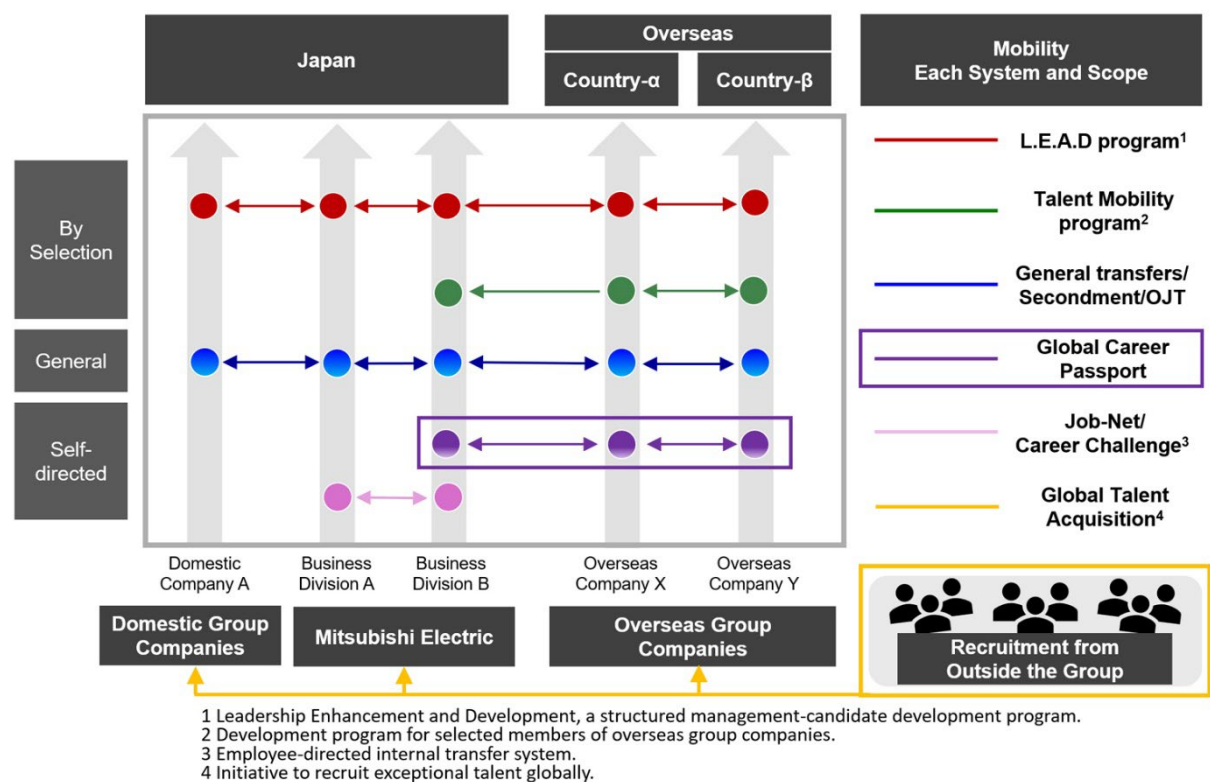
Program Launch	October 2026
Eligible Companies	Mitsubishi Electric and some 100 consolidated companies overseas
Eligible Employees	Employees of eligible companies, excluding certain categories, such as employees with less than one year of service after joining as new graduates
Employment Arrangement	Successful applicants will be employed by the company to which they applied.
Objectives and Expected Benefits	• Expand access to diverse career opportunities across businesses, countries and regions. • Strengthen career ownership by making one's own career choices. • Broaden employees' knowledge, skills and perspectives through experience across different businesses, regions and organizations, and enhance professional expertise and open new career pathways. • Foster innovation by encouraging collaboration among employees with diverse cultural and professional backgrounds. • Promote the mutual growth of employees and the organization by sharing knowledge and experiences across the group.

Mitsubishi Electric Group's Global Mobility Initiatives

The Mitsubishi Electric Group employs approximately 150,000 people across more than 200 group companies worldwide. To maximize the value of its diverse global talent, the group is advancing initiatives to strategically develop, deploy and leverage human resources across countries, regions and business locations.

To accelerate the development of next-generation talent at overseas group companies, Mitsubishi Electric introduced [the Talent Mobility program](#) in April 2026. This program matches employees with career opportunities across the group’s global operations, enabling participants to gain diverse experiences early in their careers, accelerating their professional development and enhancing their motivation.

Employees selected through the Talent Mobility program also participate in the Global Vanguard Program, which provides online training designed to strengthen leadership, management and innovation from a global perspective. It also helps participants establish a clear career vision prior to their new assignments, maximizing learning and growth.



Mitsubishi Electric Group’s mobility initiatives

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About Mitsubishi Electric Corporation

Guided by its [corporate philosophy](#), Mitsubishi Electric Corporation (TOKYO: 6503) places sustainability at the core of its operations and values stakeholder trust—encompassing society, customers, shareholders and employees. In pursuing profitability, capital efficiency and growth, Mitsubishi Electric works closely alongside customers to develop value-added solutions that address today’s complex challenges while enhancing the company’s sustainable corporate value.

Founded in 1921, Mitsubishi Electric has over a century of experience in delivering reliable, high-quality products and solutions. With over 200 group companies and approximately 150,000 employees worldwide, the company is a recognized global leader in manufacturing, marketing and selling electrical and electronic equipment and systems across a broad range of sectors, including public utility systems, energy systems, defense and space systems, factory automation systems, automotive equipment, building systems, air conditioning systems & home products, digital innovations, and semiconductor & devices.

Mitsubishi Electric recorded consolidated revenue of 5,894.7 billion yen (U.S.\$ 36.8 billion*) in the fiscal year that ended on March 31, 2026. For more information, please visit www.MitsubishiElectric.com

*JPY 160=USD 1, the approximate rate on the Tokyo Foreign Exchange Market on March 31, 2026