

CSR Promotion Activity Goals and Results

● Results for FY2016 and Goals for FY2017 and the Medium Term

		FY2016 Goals	FY2016 Results	
Management	CSR Management	Promote global PDCA management through communication with overseas sites CSR	Communicated with overseas bases to share the state of CSR activities and the FY2017 plan	
		Conduct CSR awareness initiatives and discussions with CSR Officers and CSR sub-staff in and outside Japan CSR	Shared state of CSR activities through hearings with CSR officers and CSR sub-staff in Japan and overseas. Promoted CSR awareness through public relations activities	
	Corporate Governance Compliance Risk Management	Continue to build a compliance structure in China and Southeast Asia Compliance	Established compliance committee in Thailand	
		Conduct compliance training for local managers in China Compliance	Conducted compliance training for local managers in China	
		Conduct compliance training through e-learning programs for all Japanese employees working for Minebea Compliance	Conducted compliance training through e-learning programs for all Japanese employees working for Minebea	
Risk Management	Formulate basic BCP for Thailand; formulate basic BCP and action plans for Malaysia; formulate BCP action plans for Shanghai, Suzhou, and Zhuhai GA	<ul style="list-style-type: none"> Formulated basic BCP and BCP action plans for Bang Pa-in Plant in Thailand Formulated basic BCP and BCP action plans in Malaysia Formulated BCP action plans for Shanghai, Suzhou, and Zhuhai 		
	Promote BCP drills at Japanese facilities, Thailand, and other sites GA	<ul style="list-style-type: none"> Conducted thrice yearly BCP drills at Karuizawa Acquired ISO 22301 in Thailand and planned the implementation of BCP drills. Conducted flooding countermeasure simulation training 		
Society	Relationships with Customers	Continue to promote quality assurance agreement among suppliers Quality	<ul style="list-style-type: none"> Continued to expand quality assurance agreement among suppliers for automotive products Prepared quality assurance agreement for general components 	
		Prepare for transition to ISO 9001:2015 Quality	Conducted briefings for all business divisions and training for internal auditors in preparation for transition to ISO 9001:2015	
		Unify bar code labels for Thai measuring products, PMA products, PM motor products, and micro actuators Logistics	Unified bar code labels for Thai PM motor products and micro actuators, etc.	
		Unify bar code labels for bearings Logistics	Unified bar code labels for bearings	
		Promote acquisition of AEO certification in South Korea Logistics	Promoted preparation of application for acquisition of AEO certification in South Korea	
Relationships with Local Communities and Global Society	Promote dialogues with communities at all sites in and outside Japan CSR	Conducted ongoing dialogues with communities of the Karuizawa, Yonago, and Hamamatsu plants		
Society	Relationships with Employees	Continue to strengthen human rights education Human Resources Development	Provided anti-harassment training in rank-based training, and education on human rights prior to overseas assignment	
		Continue to strengthen development and utilization of personnel suited for global development Human Resources Development <ul style="list-style-type: none"> Strengthen training to nurture next-generation leaders Nurturing of local management leaders overseas 	<ul style="list-style-type: none"> Deliberated training to nurture next-generation leaders for the integration of MinebeaMitsumi Conducted local manager training in Thailand, China, and Cambodia 	
		Continue to promote active roles for female employees Human Resources Development	<ul style="list-style-type: none"> Provided opportunities for interaction to boost awareness among managers Conducted training for assistant supervisors to raise their awareness and reconfirm their roles 	
		Continue to promote initiatives relating to work-life balance Personnel	Allowed family care leave and childcare leave to be taken in half-day units	
		Meet legally required rate of employees with disabilities and support their continued employment Personnel	Rate of employees with disabilities was 1.75% (as of June 2016)	
		Promote mental health support measures Personnel	Conducted stress checks for all employees	
Relationships with Suppliers	Confirm status of CSR promotion at Malaysian and Singaporean suppliers using the CSR Procurement Self-assessment Checklist Procurement	Distributed the CSR Procurement Self-assessment Checklist to Malaysian and Singaporean suppliers, received responses, and analyzed status		
Relationships with Shareholders	Continue to promote active information disclosure relating to progress and implementation of business plan IR	Promoted information disclosure on Medium-term Business Plan and policies through general shareholders' meeting, semiannual business report, and website information		
	Continue to promote active communication with domestic and international investors IR	Held four briefings on financial results and conference calls for institutional investors and securities analysts and one tour to visit investors in the U.S., Europe, and Asia		
Environment	Environment	Start operations based on ISO 14001:2015 Environment	Started operations based on ISO 14001:2015 from April 2016	
		Set CO ₂ emissions reduction targets for period through FY2020 Environment	Established targets to reduce CO ₂ emissions per basic unit of output by 15% compared with FY2015 by FY2020	
		Reduce CO ₂ emissions per basic unit of output by 1% compared with FY2015 Environment	Increased CO ₂ emissions per basic unit of output by about 3% compared with FY2015 (actual emissions of 737,211 tons)	
		Reduce amount of generated waste by 1% per basic unit of output compared with FY2015 Environment	Increased amount of generated waste by 8.5% per basic unit of output compared with FY2015 (actual amount of waste ultimately disposed of as landfill totaled 2,133 tons)	
		Continue to promote palletization of product packaging Logistics	Deliberated preparations for palletization of product packaging and undertook necessary arrangements	



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The MinebeaMitsumi Group believes it is important to manage CSR promotion activities and results appropriately using the

Plan-Do-Check-Act (PDCA) cycle, and sets CSR goals accordingly. In order to systematically promote CSR activities, we have set medium-term goals to accomplish by FY2020.

Evaluation	FY2017 Goals	Medium-term Goals (target year of FY2020)
○	<ul style="list-style-type: none"> Promote construction of a CSR management system for the MinebeaMitsumi Group CSR 	<ul style="list-style-type: none"> Promote CSR management based on key CSR issues developed through an understanding of stakeholders' expectations and requests CSR
△	<ul style="list-style-type: none"> Construct systems in China and the Philippines and provide training to promote the permeation of compliance Compliance Conduct employee compliance awareness surveys Compliance Formulate basic BCP and BCP action plans for Lop Buri Plant in Thailand GA Promote BCP drills at Japanese facilities, Thailand, and other sites GA 	<ul style="list-style-type: none"> Establish and strengthen a global compliance system for the MinebeaMitsumi Group Compliance Ensure adherence to BCP at major bases worldwide GA
○	<ul style="list-style-type: none"> Revise, execute, and ensure awareness of quality management regulations Quality Support transition to ISO 9001:2015 certification Quality Promote introduction of unified bar codes for all products Logistics Promote continual acquisition of AEO certification Logistics Promote visualization to further enhance logistics quality Logistics 	<ul style="list-style-type: none"> Promote construction of a quality management system for the new organization of the MinebeaMitsumi Group Quality Unify bar code labels and promote visualization Logistics
○	<ul style="list-style-type: none"> Promote dialogues with communities at all sites in and outside Japan CSR 	<ul style="list-style-type: none"> Continually conduct CSR penetration activities in and outside Japan CSR
○	<ul style="list-style-type: none"> Continue to strengthen human rights education Human Resources Development Strengthen training to nurture next-generation leaders for the MinebeaMitsumi Group Human Resources Development Continue to promote active roles for female employees Human Resources Development Meet legally required employment percentages for the handicapped and support their continued employment Personnel Promote reform of work environment based on results of stress checks Personnel Continue to reduce overtime Personnel 	<ul style="list-style-type: none"> Leverage the synergy of an integrated MinebeaMitsumi Group, and strengthen the development of human resources in order to support the active expansion and development of global business Human Resources Development Raise the ratio of female managers (aim to double the ratio in 2021 compared with 2016) Human Resources Development Proactively incorporate demands of society and promote measures to support employee motivation Personnel
○	<p>Promote unified CSR procurement activities for the MinebeaMitsumi Group</p> <ul style="list-style-type: none"> Establish unified CSR guidelines, distribute them to suppliers, and request that they undertake CSR initiatives Procurement 	<p>Promote activities to boost awareness of the CSR Procurement Guidelines of the MinebeaMitsumi Group and confirm the progress of CSR using the CSR Procurement Self-assessment Checklist Procurement</p>
○	<ul style="list-style-type: none"> Continue to promote active information disclosure relating to progress and implementation of business plan IR Continue to promote active communication with domestic and international investors IR 	<p>Continue to actively disclose information and promote communication among a wider group of shareholders and investors to deepen their understanding of MinebeaMitsumi IR</p>
○	<ul style="list-style-type: none"> Reduce CO₂ emissions by 6% per basic unit of output compared with FY2015 Environment Reduce amount of generated waste by 6% per basic unit of output compared with FY2015 Environment Recycling of 97.2% of generated waste Environment Reduce use of service water by 6% per basic unit of output compared with FY2015 Environment Promote the protection of biodiversity Environment Drive improvement of packaging to increase loading efficiency for marine shipping containers Logistics Further promote palletization of product packaging Logistics 	<ul style="list-style-type: none"> Reduce CO₂ emissions by 15% per basic unit of output compared with FY2015 by FY2020 Environment Reduce amount of generated waste by 15% per basic unit of output compared with FY2015 by FY2020 Environment Recycling of 97.5% of generated waste by FY2020 Environment Reduce use of service water by 15% per basic unit of output compared with FY2015 by FY2020 Environment Promote the protection of biodiversity Environment Improve the quality and efficiency of logistics through palletization of product packaging, etc. Logistics

CSR CSR Promotion Office **Compliance** Compliance Promotion Office **GA** General Affairs Department **Quality** Group Quality Management Department **Logistics** Logistics Department **Human Resources Development** Human Resources Development Department **Personnel** Personnel Department **Procurement** Procurement Department **IR** Investors Relations Office **Environment** Group Environment Management Department

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