

# GRI Content Index

GRI Items	GRI Index	Page to Refer
<b>GENERAL STANDARD DISCLOSURES</b>		
<b>Strategy and Analysis</b>		
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	[p.3-4] Commitment from the CEO
G4-2	Provide a description of key impacts, risks, and opportunities.	[p.3-4] Commitment from the CEO [p.19] MinebeaMitsumi Group CSR
<b>Organizational Profile</b>		
G4-3	Report the name of the organization.	[p.2] Corporate Profile
G4-4	Report the primary brands, products, and services	[p.2] Corporate Profile [p.7-8] MinebeaMitsumi Products in Society
G4-5	Report the location of the organization's headquarters	[p.2] Corporate Profile
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	[WEB] Plants
G4-7	Report the nature of ownership and legal form.	[p.2] Corporate Profile
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	[p.2] Corporate Profile [p.7-8] MinebeaMitsumi Products in Society
G4-9	Report the scale of the organization, including: Total number of employees Total number of operations Net sales (for private sector organizations) or net revenues (for public sector organizations) Total capitalization broken down in terms of debt and equity (for private sector organizations) Quantity of products or services provided	[p.2] Corporate Profile [p.25] Relationships with Employees > Basic Approach
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	[p.25] Relationships with Employees > Basic Approach
G4-11	Report the percentage of total employees covered by collective bargaining agreements	-
G4-12	Describe the organization's supply chain.	-
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	[p.1] Editorial Policy
<b>COMMITMENTS TO EXTERNAL INITIATIVES</b>		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	[p.21] Compliance [p.22] Risk Management [p.28] Relationships with Suppliers > CSR Procurement [p.32] Environmental Management > Environmental Education [WEB] Corporate Governance
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	[p.19] MinebeaMitsumi Group CSR > Basic Approach
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: Holds a position on the governance body Participates in projects or committees Provides substantive funding beyond routine membership dues Views membership as strategic	[p.19] MinebeaMitsumi Group CSR > Basic Approach
<b>Identified Material Aspects and Boundaries</b>		
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	[WEB] Business
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	[p.1] Editorial Policy [p.19] MinebeaMitsumi Group CSR
G4-19	List all the material Aspects identified in the process for defining report content.	-
G4-20	a. For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: ---The list of entities or groups of entities included in G4-17 for which the Aspect is not material or ---The list of entities or groups of entities included in G4-17 for which the Aspects is material Report any specific limitation regarding the Aspect Boundary within the organization	-
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside the organization	-
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	[p.1] Editorial Policy
<b>Stakeholder Engagement</b>		
G4-24	Provide a list of stakeholder groups engaged by the organization.	[p.19-20] MinebeaMitsumi Group CSR
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	[p.19-20] MinebeaMitsumi Group CSR

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G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	[p.13-16] Special Feature 2 "Contributing to Educating the Next Generation as a Manufacturing Company" [p.19-20] MinebeaMitsumi Group CSR [p.24] Relationships with Customers>Communication with Customers [p.26] Relationships with Employees>Initiatives for Creating Environments Conducive to Working [p.28] Relationships with Suppliers [p.29-30] Relationships with Local Communities and Global Society [p.31] Relationships with Shareholders>Communication with Shareholders [WEB] Relationships with Suppliers>Communication with Suppliers
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	[p.13-16] Special Feature 2 "Contributing to Educating the Next Generation as a Manufacturing Company" [p.17-18] CSR Promotion Activity Goals and Results [p.24] Relationships with Customers>Future Issues and Goals [p.27] Relationships with Employees>Future Issues and Goals [p.28] Relationships with Suppliers>Future Issues and Goals [p.30] Relationships with Local Communities and Global Society>Future Issues and Goals [p.31] Relationships with Shareholders>Future Issues and Goals [p.34] Initiatives for Preventing Global Warming>Future Issues and Goals [p.35] Initiatives for Effective Use of Resources>Future Issues and Goals [p.36] Initiatives for Reducing Impacts on the Environment >Future Issues and Goals [p.37] Product-related Initiatives for the Environment >Future Issues and Goals
<b>Report Profile</b>		
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	[p.1] Editorial Policy
G4-29	Date of most recent previous report (if any).	[p.1] Editorial Policy
G4-30	Reporting cycle (such as annual, biennial)	[p.1] Editorial Policy
G4-31	Provide the contact point for questions regarding the report or its contents.	[p.1] Editorial Policy
<b>GRI CONTENT INDEX</b>		
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	[WEB] GRI Content Index
<b>ASSURANCE</b>		
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	[p.38] Third-party Opinion
<b>Governance</b>		
<b>GOVERNANCE STRUCTURE AND COMPOSITION</b>		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	[WEB] Corporate Governance
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	-
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	-
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	[p.31] Relationships with Shareholders>Communication with Shareholders [WEB] Corporate Governance>Basic Policy and System
G4-38	Report the composition of the highest governance body and its committees by: Executive or non-executive Independence Tenure on the governance body Number of each individual's other significant positions and commitments, and the nature of the commitments Gender Membership of under-represented social groups Competences relating to economic, environmental and social impacts Stakeholder representation	[WEB] Corporate Governance
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	[WEB] Corporate Governance
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: -Whether and how diversity is considered -Whether and how independence is considered -Whether and how expertise and experience relating to economic, environmental and social topics are considered -Whether and how stakeholders (including shareholders) are involved	[WEB] Corporate Governance>Basic Policy and System
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: -Cross-board membership -Cross-shareholding with suppliers and other stakeholders -Existence of controlling shareholder -Related party disclosures	[WEB] Corporate Governance
<b>HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY</b>		
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	-
<b>HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION</b>		
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	-

GRI Items	GRI Index	Page to Refer
G4-44	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	[p.17-18] CSR Promotion Activity Goals and Results [WEB] Corporate Governance>Basic Policy and System
<b>HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT</b>		
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	[p.19-20] MinebeaMitsumi Group CSR [p.21] Compliance [p.22] Risk Management [p.23] Relationships with Customers>Quality Management [p.32] Environmental Management>Environmental Management System [WEB] Corporate Governance>Basic Policy and System
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	-
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	[p.19-20] MinebeaMitsumi Group CSR [p.21] Compliance [p.22] Risk Management [p.23] Relationships with Customers>Quality Management [p.32] Environmental Management>Environmental Management System [WEB] Corporate Governance>Basic Policy and System
<b>HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING</b>		
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	-
<b>HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE</b>		
G4-49	Report the process for communicating critical concerns to the highest governance body.	[p.31] Relationships with Shareholders>Communication with Shareholders [WEB] Corporate Governance>Basic Policy and System
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	-
<b>REMUNERATION AND INCENTIVES</b>		
G4-51	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: Fixed pay and variable pay: ---Performance-based pay ---Equity-based pay ---Bonuses ---Deferred or vested shares Sign-on bonuses or recruitment incentive payments Termination payments Clawbacks Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	[WEB] Corporate Governance>>Independent Directors, Compensation for Directors, etc
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	[WEB] Corporate Governance>>Independent Directors, Compensation for Directors, etc
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	[p.31] Relationships with Shareholders>Communication with Shareholders [WEB] Corporate Governance>Basic Policy and System
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
<b>Ethics and Integrity</b>		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	[p.19] MinebeaMitsumi Group CSR [WEB] Environmental Management>Basic Approach> MinebeaMitsumi's Environmental Impact [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	-
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	[p.21] Compliance>Internal Reporting System
<b>SPECIFIC STANDARD DISCLOSURES</b>		
<b>Disclosures on Management Approach</b>		
GM-DMA	Disclosure on Management Approach	-
<b>CATEGORY: ECONOMIC</b>		
<b>Aspect: Economic Performance</b>		
G4-EC1	Direct economic value generated and distributed	[p.2] Corporate Profile [p.29-30] Relationships with Local Communities and Global Society [p.31] Relationships with Shareholders>Shareholder Returns [WEB] Environmental Management>MinebeaMitsumi's Environmental Accounting [WEB] Environmental Management>Environmental
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	[p.34] Initiatives for Preventing Global Warming>Basic Approach
G4-EC3	Coverage of the organization's defined benefit plan obligations	-
G4-EC4	Financial assistance received from government	-
<b>Aspect: Market Presence</b>		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	-

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<b>Aspect: Indirect Economic Impacts</b>		
G4-EC7	Development and impact of infrastructure investments and services supported	[p.29-30] Relationships with Local Communities and Global Society
G4-EC8	Significant indirect economic impacts, including the extent of impacts	-
<b>Aspect: Procurement Practices</b>		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	-
<b>CATEGORY: ENVIRONMENTAL</b>		
<b>Aspect: Materials</b>		
G4-EN1	Materials used by weight or volume	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
G4-EN2	Percentage of materials used that are recycled input materials	[p.35] Initiatives for Effective Use of Resources>Results of FY2016 Initiatives
<b>Aspect: Energy</b>		
G4-EN3	Energy consumption within the organization	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
G4-EN4	Energy consumption outside of the organization	-
G4-EN5	Energy intensity	-
G4-EN6	Reduction of energy consumption	[p.34] Initiatives for Preventing Global Warming
G4-EN7	Reductions in energy requirements of products and services	[p.37] Product-related Initiatives for the Environment
<b>Aspect: Water</b>		
G4-EN8	Total water withdrawal by source	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
G4-EN9	Water sources significantly affected by withdrawal of water	-
G4-EN10	Percentage and total volume of water recycled and reused	[WEB] Initiatives for Effective Use of Resources>Results of FY2016 Initiatives
<b>Aspect: Biodiversity</b>		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected	-
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	-
G4-EN13	Habitats protected or restored	-
G4-EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	-
<b>Aspect: Emissions</b>		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact [p.34] Initiatives for Preventing Global Warming>Results of FY2016 Initiatives
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact [p.34] Initiatives for Preventing Global Warming>Results of FY2016 Initiatives
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	-
G4-EN18	Greenhouse gas (GHG) emissions intensity	-
G4-EN19	Reduction of greenhouse gas (GHG) emissions	[p.17-18] CSR Promotion Activity Goals and Results [p.34] Initiatives for Preventing Global Warming
G4-EN20	Emissions of ozone-depleting substances (ODS)	Not applicable
G4-EN21	NOx, SOx, and other significant air emissions	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
<b>Aspect: Effluents and Waste</b>		
G4-EN22	Total water discharge by quality and destination	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
G4-EN23	Total weight of waste by type and disposal method	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact [p.35] Initiatives for Effective Use of Resources>Results of FY2016 Initiatives
G4-EN24	Total number and volume of significant spills	-
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention <sup>2</sup> Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	-
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	-
<b>Aspect: Products and Services</b>		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	[p.37] Product-related Initiatives for the Environment
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	[WEB] Initiatives for Effective Use of Resources>Results of FY2016 Initiatives
<b>Aspect: Compliance</b>		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	[WEB] Environmental Management>>Environmental Management System>Strict Adherence to Laws and
<b>Aspect: Transport</b>		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	[p.33] Environmental Management>MinebeaMitsumi's Environmental Impact
<b>Aspect: Overall</b>		
G4-EN31	Total environmental protection expenditures and investments by type	[p.32] Environmental Management>MinebeaMitsumi's Environmental Accounting
<b>Aspect: Supplier Environmental Assessment</b>		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	-
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	-
<b>Aspect: Environmental Grievance Mechanisms</b>		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	-
<b>CATEGORY: SOCIAL</b>		
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>		
<b>Aspect: Employment</b>		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	[p.25] Relationships with Employees>Basic Approach
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	[p.26] Relationships with Employees>Initiatives for Creating Environments Conducive to Working
G4-LA3	Return to work and retention rates after parental leave, by gender	-
<b>Aspect: Labor/Management Relations</b>		
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-
<b>Aspect: Occupational Health and Safety</b>		

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G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	-
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	[p.27] Relationships with Employees>Health and Occupational Safety Management
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	[p.27] Relationships with Employees>Health and Occupational Safety Management>Promoting Health Management
G4-LA8	Health and safety topics covered in formal agreements with trade unions	-
Aspect: Training and Education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	-
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	[p.25][WEB] Relationships with Employees>Human Resources Development
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-
Aspect: Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	[p.25] Relationships with Employees>Workforce Diversity
Aspect: Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	-
Aspect: Supplier Assessment for Labor Practices		
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	-
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	-
Aspect: Labor Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	-
<b>SUB-CATEGORY: HUMAN RIGHTS</b>		
Aspect: Investment		
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	-
Aspect: Non-discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	-
Aspect: Freedom of Association and Collective Bargaining		
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	[p.28] Relationships with Suppliers [p.26] Relationships with Employees>Initiatives for Creating Environments Conducive to Working>Fair and Balanced Evaluation [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
Aspect: Child Labor		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	[p.30] Relationships with Suppliers [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
Aspect: Forced or Compulsory Labor		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	[p.28] Relationships with Suppliers [WEB] Minebea Group Code of Conduct Minebea Group Officer and Employee Compliance Guidelines
Aspect: Security Practices		
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	-
Aspect: Indigenous Rights		
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-
Aspect: Assessment		
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	-
Aspect: Supplier Human Rights Assessment		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	[p.28] Relationships with Suppliers [WEB] Minebea Group CSR Procurement Guidelines
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	-
Aspect: Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	-
<b>SUB-CATEGORY: SOCIETY</b>		
Aspect: Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	-
G4-SO2	Operations with significant actual and potential negative impacts on local communities	-
Aspect: Anti-corruption		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	-
G4-SO4	Communication and training on anti-corruption policies and procedures	[p.21] Compliance>Compliance Education
G4-SO5	Confirmed incidents of corruption and actions taken	-
Aspect: Public Policy		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	-
Aspect: Anti-competitive Behavior		
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	-
Aspect: Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-
Aspect: Supplier Assessment for Impacts on Society		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	-
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	-
Aspect: Grievance Mechanisms for Impacts on Society		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	-
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>		
Aspect: Customer Health and Safety		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	[p.23] Relationships with Customers>Quality Management
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Not applicable
Aspect: Product and Service Labeling		
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	[p.24] Relationships with Customers>Disclosure of Product-related Information
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Not applicable
G4-PR5	Results of surveys measuring customer satisfaction	[p.24] Relationships with Customers>Communication with Customers
Aspect: Marketing Communications		
G4-PR6	Sale of banned or disputed products	-
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	-
Aspect: Customer Privacy		

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G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	-
Aspect: Compliance		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and	Not applicable