

## 6. Achieving Long-term Management Goals

## The road to an eco-friendly and prosperous society

Contribute to solving social issues and the realization of a sustainable society through MinebeaMitsumi's corporate activities themselves

Based on the belief that "sustainability" is a key objective of management, MinebeaMitsumi's corporate philosophy aims to achieve both future further growth for the Company and sustainable development for the earth and society. In terms of management strategies, we have adopted the QCDESS<sup>®</sup> strategy, which emphasizes "eco and efficiency," as a solid foundation for MinebeaMitsumi's 100th anniversary.

Under the theme of "Materiality," key management issues, we will promote bottom-up activities such as talent development and promotion of diversity under the themes of "contribution to solving global environmental issues," "creation of high-quality precision parts that support society," and "maximization of employees' strengths." By these measures, and through our corporate activities themselves, we will endeavor to solve social issues and to develop a sustainable society.

## Corporate philosophy

(Basic approach to growth and contribution to sustainability)

To contribute to realization of a sustainable, eco-friendly and prosperous society by providing better products, at a faster speed, in larger numbers, at a lower cost and by smarter means.

## Basic management policy

(Action guidelines for employees to realize the corporate philosophy)

Transparent management based on our company credo "The Five Principles"

1. Be a company where our employees are proud to work
2. Earn and preserve the trust of our valued customers
3. Respond to our shareholders' expectations
4. Work in harmony with the local community
5. Promote and contribute to global society

## Corporate slogan

(Measures to achieve growth and sustainability)

Passion to Create Value through Difference  
Create new value through "difference" that transcends conventional wisdom

## Management strategy

Diversification of core businesses and synergies through INTEGRATION

Differentiation through INTEGRATION

Organic growth and M&As, as well as developing products and supplying components that resolve social issues will accelerate the corporate growth

Promote the QCDESS strategy

CEO's Message

Pages 3 to 8

CFO's Message

Pages 11 to 16

## Material issues (Materiality)

Priority Topic 1

Contributing to solutions to environmental issues

Priority Topic 2

Creating high-quality precision products that support society

Priority Topic 3

Maximizing the power of employees

Details of material issues

Pages 31 to 32

## Talent strategies

1. Developing and acquiring leaders

2. Developing and acquiring engineers

3. Maximizing the power of the organization through the INTEGRATION of talents

Message from Officer in Charge of Human Resources Development

Pages 9 to 10

Human Capital

Pages 47 to 50

## Management targets

(by the fiscal year ending March 2029)

Net sales **¥2.5** trillion and/or

Operating income **¥250.0** billion

EPS growth rate +15% or more

CAGR ROE 15% or more

## Environmental targets

- Volume of avoided CO<sub>2</sub> emission by products  
Fiscal year ending March 2031

Approx. **2.3** million tons

(Compared to the fiscal year ended March 2021)

- Percentage of net sales of Green Products  
Fiscal year ending March 2029

**90% or more**

- Greenhouse gas emissions  
Fiscal year ending March 2031

Total amount **-30%**

(Compared to the fiscal year ended March 2021)

Initiatives for the Environment

Pages 57 to 62

## Developing and acquiring talents that we seek

- Leaders who look at the big picture, and who strengthen and evolve business through ingenuity, leadership execution skills
- Engineers who boldly confront the challenge of solving social issues through the deepening and INTEGRATION of technologies

Sustainability as a company

Sustainability for the earth and society

Our approach to sustainability

Page 31

## Corporate Governance

Corporate Governance

Pages 71 to 80