

MinebeaMitsumi Group Human Rights Policy

The MinebeaMitsumi Group sets a company credo, "The Five Principles": "Be a company where our employees are proud to work", "Earn and preserve the trust of our valued customers", "Respond to our shareholders' expectations", "Work in harmony with the local community", and "Promote and contribute to global society". In addition, we establish "4. Respect for fundamental human rights" in "MinebeaMitsumi Group Officer and Employee Compliance Guidelines" in order for all the directors and employees of the MinebeaMitsumi Group to be conscious of human rights and act for it.

We support Universal Declaration of Human Rights, United Nations "Guiding Principles on Business and Human Rights", ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work, principles on human rights such as "United Nations Global Compact", and other International norms, and set this policy for further enhancement of our effort on respect for human rights within the whole group and as a guideline for fulfilling our duties.

1. Respect for Fundamental Human Rights

The MinebeaMitsumi Group shall respect the fundamental human rights of all the persons concerned on the occasion of performing their duties at work. We shall not discriminate against any persons based on gender, age, birthplace, nationality, race, ethnicity, creed, religion, disease, disability or other personal attributes.

2. Compliance with Applicable Laws and Regulations

The MinebeaMitsumi Group shall confirm, understand and comply with all laws and regulations, internal company rules relevant to our business operations based on the fact that one of the primary management policies of the MinebeaMitsumi Group is to conduct ethical business activities while complying with applicable laws and regulations in each country or region where we conduct the business activities. In addition, we shall not carry out business operations that are contrary to corporate ethics.

3. Respect for International Covenants on Human Rights

The MinebeaMitsumi Group shall support and respect Universal Declaration of Human Rights, United Nations "Guiding Principles on Business and Human Rights", ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work, and "United Nations Global Compact".

4. No Child Labor, Restrictions on Young Workers

The MinebeaMitsumi Group shall ban child labor in any stage of manufacturing.

The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

We support the use of legitimate workplace apprenticeship programs which comply with all laws and regulations. MinebeaMitsumi employees under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

5. No Forced Labor

The MinebeaMitsumi Group shall ban forced, bonded, indentured, or involuntary and inhuman prison labor. All work shall be voluntary, and MinebeaMitsumi employees shall be free to leave upon reasonable notice in compliance with applicable law and regulation in each country or region where we conduct the business activities, and contractual agreement. MinebeaMitsumi employees shall not be required to hand over government-issued identification, passports, or work permits as a condition of employment.

6. No Discrimination

The MinebeaMitsumi Group is committed to a workforce free of harassment and discrimination. We shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training. In addition, employees or potential employees should not be subjected to medical/pregnancy tests that could be used in a discriminatory way.

7. No Harassment

The MinebeaMitsumi Group shall ban any kind of harassment including sexual harassment and power harassment (harassment by supervisors).

8. Freedom of Association and Respect for the Right to Collective Bargaining

The MinebeaMitsumi Group shall respect the rights of its employees to associate freely, join labor unions, join a protest or workers' councils, and engage in collective bargaining in accordance with applicable law and regulation in each country or region where we conduct the business activities. Employees shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

9. Human Rights Due Diligence

The MinebeaMitsumi Group is committed to identifying any negative effects to human rights through our effort on the human rights due diligence, and prohibit or reduce the effects identified.

In case any activities of MinebeaMitsumi Group come out to cause or encourage any negative effects on human rights, we shall take appropriate measures for salvation.

10. Education and Enlightenment

The MinebeaMitsumi Group shall conduct necessary education and training for our directors and employees so that we all act in accordance with this policy, various laws and regulations, and company rules.

11. Request to Suppliers for Agreement and Cooperation

The MinebeaMitsumi Group shall request all the suppliers for agreement and cooperation to this policy.

12. Disclosure of Information

The MinebeaMitsumi Group shall disclose information regarding progress or result of our effort on respect for human rights based on this policy by means of a website or a report.

13. Range of Application

This policy shall be applicable to all the directors and employees of the MinebeaMitsumi Group.

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