

Chapter I Value Creation Story of MinebeaMitsumi

Approach and Future Shape of MinebeaMitsumi

Aiming to realize **sustainable growth** while contributing to solutions for **social issues**

By combining its accumulated non-financial and financial capitals, the Company has strengthened its core businesses, promoted diversification, and created new value through the INTEGRATION of these businesses.

Looking ahead, we will treat ESG issues and business as opportunities and utilize our three strengths as we continue our efforts to achieve sustainable growth. We will strive to attain our quantitative targets of net sales of 1 trillion yen and operating income of 100 billion yen within the next few years, and to take up new challenges beyond that.



Initiatives for sustainable growth

At the heart of our corporate credo, the Five Principles, is a commitment to engaging our stakeholders in dialogue and ensuring management transparency. This spirit is part of our corporate DNA and passing it down to future generations will support sustainable growth.

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
- Promote and contribute to global society

E Environment

- Prevention of global warming
- Effective use of resources
- Reduction of the use of substances having an environmental impact

7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND RESPONSIBLE PRODUCTION 13 CLIMATE ACTION

S Social

- Personnel development worldwide
- Workforce diversity
- Creation of safe and worker-friendly work environments
- Responsible procurement
- Supply of safe and reliable products
- Dialogue with local communities

1 NO POVERTY 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH

G Governance

- Stakeholder engagement
- Appropriate information disclosure, active dialogue with investors
- Formulation of Midterm Business Plan for sustainable growth
- Fair compensation and incentives based on performance
- Strengthening Group governance