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.



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.

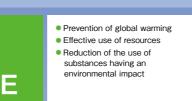
The Five Principles

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



Initiatives for sustainable growth

Environment

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Social

 Appropriate information investors Fair compensation and incentives based on

> performance Strengthening Group governance

% or more

We will continue to take on challenges that go beyond the scope of a components company as an Electro Mechanics Solutions[™] Provider.

Stakeholder engagement disclosure, active dialogue with

Formulation of Midterm Business Plan for sustainable growth