# **Chapter IV Initiatives to Support Value Creation**

# MinebeaMitsumi's Sustainability

The Minebea Mitsumi Group has been producing small, light, precise components since its beginning. We are proud to have products that contribute greatly to energy saving activities through downsizing. In addition to the daily corporate activities, we are working to promote sustainability for the global environment and sustainable development of society. In addition to contributing to the SDGs (Sustainable Development Goals) set by the United Nations in 2015, we will tackle the materialities listed here for the Company's sustainable growth. Going forward, we will set KPIs for materialities and manage them through PDCA cycles.

# MinebeaMitsumi Group's stakeholders

The MinebeaMitsumi Group's stakeholders are defined as employees, customers, shareholders, local communities, and global society, which are affirmed in our company credo, The Five Principles, as well as suppliers and the environment that supports our society.



#### Sustainability website

https://www.minebeamitsumi.com/english/corp/environment/

More detailed information regarding our sustainability initiatives, including the MinebeaMitsumi

### **ESG** topics

Selected to the MSCI Japan June 2018 **Empowering Women Index (WIN)**  MSCI

2018 Constituent MSCI Japan Empowering Women Index (WIN)

August 2018 Responded to CDP 2018 questionnaire

December 2018 Established the Nomination and Compensation Committee CDP score release

January 2019

· Climate change: B · Water security: B

March 2019

Formulated Supplier Quality Assurance Manual

April 2019

**Established Sustainability Management Division** Introduced the "MinebeaMitsumi Green Products Certification Program"

June 2019

Concluded sponsorship agreement as the official partner of Cambodia National Football Team



Group's CSR report, is available on the MinebeaMitsumi Group website

Minebea**Mit**sumi

# Identification of the materialities

The Group identified the materialities related to sustainability in May 2019. Identified materialities and identification process are as follows.

# Identification process

### Step 1

## Confirm items to be evaluated

Confirm 20 items that are candidates for priority issues based on various guidelines and business models of the Group.

# Step 2

#### **Evaluation of** significance

Evaluate the level of significance of the confirmed items. Reflect the opinions of stakeholders in the evaluation.

# Step 3

# Dialogue with experts

Based on the results of evaluating the level of significance in Step 2, obtain insights and feedback on results through dialogue with/ a third-party institution.

# Step 4

## Identification of materialities

Based on the results of Step 3, report the confirmed materialities to the Board of Directors and determine them as materialities of the Group.

## Evaluation result of materialities



- I Ensuring employee safety and health
- 2 Creating positive and rewarding work environments
- 3 Human resources development worldwide

5 Creating environmentally friendly products

- 4 Diversity promotion worldwide
- 6 Contributing to dialogue with and the development of local communities
- 7 Creating solutions to social issues
- 8 Providing safe and reliable products
- 9 Practicing responsible procurement
- 10 Reinforcing risk management

Significance for MinebeaMitsum



# Materialities and SDGs

# Creating environments where all employees can demonstrate their maximum capabilities

1		Ensuring employee safety and health			
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5 Creating environmentally friendly products

Creating solutions to social issues

# Ensuring stable supplies of the precision products that support society

9 Practicing responsible procurement



Please refer to the marks (1 to 10) for detailed explanations about materialities.