

# Chapter IV Initiatives to Support Value Creation

## MinebeaMitsumi's Sustainability

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

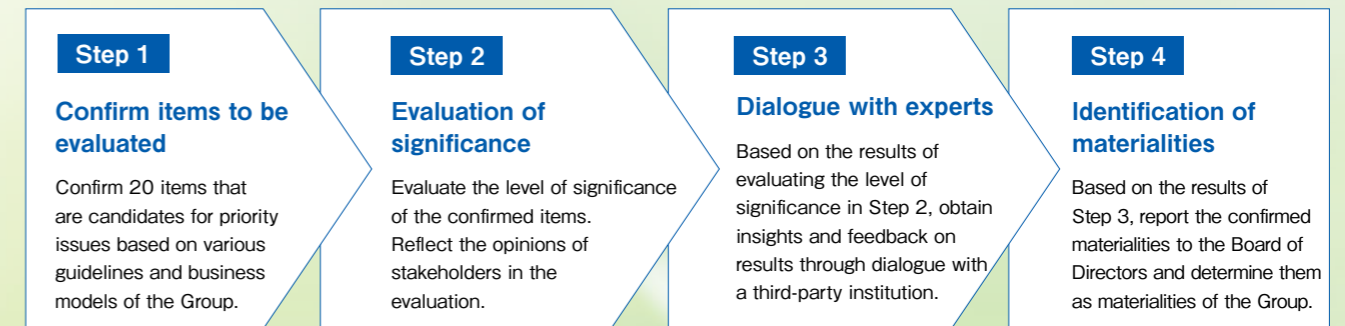
### ESG topics

June 2018	Selected to the MSCI Japan Empowering Women Index (WIN)		2018 Constituent MSCI Japan Empowering Women Index (WIN)
August 2018	Responded to CDP 2018 questionnaire		
December 2018	Established the Nomination and Compensation Committee		
January 2019	CDP score release • 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		

### 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



#### Evaluation result of materialities



#### Materialities and SDGs

Creating environments where all employees can demonstrate their maximum capabilities		
1	Ensuring employee safety and health	S
2	Creating positive and rewarding work environments	S
3	Human resources development worldwide	S
4	Diversity promotion worldwide	S
Creating new value that contributes to the development of society		
5	Creating environmentally friendly products	E
6	Contributing to dialogue with and the development of local communities	S
7	Creating solutions to social issues	S
Ensuring stable supplies of the precision products that support society		
8	Providing safe and reliable products	S
9	Practicing responsible procurement	S
10	Reinforcing risk management	G

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