

## MinebeaMitsumi's Sustainability

### Our approach to sustainability

We believe that diversification serves as the essence of sustainability, premised on the notion that sustainability acts as the starting point of business management. The Company builds and refines multifaceted and decentralized frameworks across areas that include manufacturing sites, markets, technological development, in addition to products, in a manner whereby such frameworks act as a source of the Company's competitiveness.

Our policy is to boldly invest our business resources in a manner that reinforces our efforts relating to the environment, society and corporate governance, encompassing execution of such business activities.

### Philosophical profile: Instilling the corporate philosophy

The MinebeaMitsumi Group believes that the mission of a company is to contribute to the sustainable development of the global environment and of humanity, not only through strict adherence to laws and regulations, but also through fair and proper business management in accordance with business ethics. To achieve this mission, we have established our company credo "The Five Principles" which is our basic management policy based on our corporate philosophy, "to contribute to society by 'Producing better products, with faster speed, in larger numbers, at lower cost and by smarter means,'" and on the basis of this credo, we have formulated the "MinebeaMitsumi Group Basic CSR Policy" and the "MinebeaMitsumi Group's CSR Implementation Principles" to guide our CSR activities.

### Corporate philosophy

To contribute to society by "Producing better products, with faster speed, in larger numbers, at lower cost and by smarter means."

### Basic Management Policy: Our Company Credo "The Five Principles"

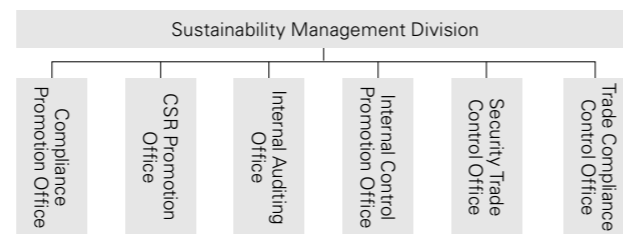
- Be a company where our employees are proud to work
- Earn and preserve the trust of our valued customers
- Respond to our shareholders' expectations
- Work in harmony with the local community
- Promote and contribute to global society

### MinebeaMitsumi Group Basic CSR Policy

As a manufacturer of precision products supporting society, the MinebeaMitsumi Group is "working toward stable supply and making reliable products with low energy consumption widely available," to contribute to the sustainable development of the global environment and of humanity.

### Approach to sustainability and framework for its promotion

The Sustainability Management Division was established in April 2019 for the purposes of contributing to the development of a sustainable society and separating auditing functions from executive functions to reinforce governance within the MinebeaMitsumi Group.



### Sustainability website

More detailed information regarding our sustainability initiatives is available on the MinebeaMitsumi Group website.



### The MinebeaMitsumi Group's CSR Implementation Principles

#### 1. "The Five Principles" and Our "Code of Conduct"

In promoting CSR activities, the MinebeaMitsumi Group will appropriately manage the organization in accordance with "The Five Principles," and adhere to its "Code of Conduct."

#### 2. Creation of Social Value through Products

As a manufacturer of precision products supporting society, the MinebeaMitsumi Group is actively developing "reliable products which reduce energy consumption," and making them widely available.

#### 3. Continuous Improvement and Raising of Awareness

We will put forth goals to be achieved, based on understanding the MinebeaMitsumi Group's social responsibilities and the key problems that need to be addressed, and continue to improve our CSR activities through implementation and continual review.

We will also strive to raise awareness of CSR among all employees through CSR activities.

#### 4. Dialogue with Stakeholders

Constructive dialogue with stakeholders (employees, customers, shareholders, local communities, global society, suppliers, and the environment) allows us to meet expectations and respond to requests, and we will improve transparency and accountability in our corporate activities.

### Initiatives for material issues (Materiality)

We have set goals to be achieved with respect to material issues identified in 2019, with the aims of fulfilling our social responsibilities as a global enterprise and improving sustainability of our operations. Going forward, we will continue to promote initiatives in a manner that involves implementing the cyclical plan-do-check-act (PDCA) management approach.

#### Priority Topic 1

#### Creating environments where all employees can demonstrate their maximum capabilities

Material issues	Reasons why it was determined to be significant	Targets for the fiscal year	Medium-term targets	Main SDGs that it contributes to
1 Ensuring employee safety and health	Ensure the safety and raises the productivity of employees, the Group's most important management resource	Reduce workplace injuries: 0 incidents of workplace injuries Encourage employees to undergo health checkups: 100% compliance	• 0 incidents of workplace injuries • Employee health maintenance	3
2 Creating positive and rewarding work environments	Raise the motivation, satisfaction, and productivity of employees, the Group's most important management resource	Examine and introduce systems for achieving diverse styles of work Reduce extended working hours: Achieve 5% reduction in average amount of overtime worked per employee	• Achieve diverse styles of work that enable employees to work enthusiastically	8
3 Human resources development worldwide	Achieve growth of employees, the Group's most important management resource Secure human resources as a global enterprise	Strengthen training to nurture next generation of executive leaders Develop locally-based leaders overseas	Strengthen human resources development to actively promote expansion and development of business operations worldwide leveraging benefits of the integration serving as the MinebeaMitsumi Group	8
4 Diversity promotion worldwide	Secure employees, the Group's most important management resource Promote respect for human rights and INTEGRATION among employees	Continuously promote empowerment of our female employees Achieve statutory rate of employment with respect to hiring people with disabilities and retain such employees: More than 2.2% employment of people with disabilities	• Develop an environment that empowers employees irrespective of their nationality, cultural background, origins, etc. • Increase the proportion of female managers (aim to achieve double the number in 2021 relative to 2016)	5 10

#### Priority Topic 2

#### Creating new value that contributes to the development of society

Material issues	Reasons why it was determined to be significant	Targets for the fiscal year	Medium-term targets	Main SDGs that it contributes to
5 Creating environmentally friendly products	Contribute to solutions to increasingly severe environmental issues Respond to increasing calls from customers to enhance environmental performance	Green Products to account for 81% of net sales	Increase the proportion of net sales attributable to Green Products (at least 90% in the fiscal year ending March 2029)	7
6 Contributing to dialogue with and the development of local communities	Gain trust at business sites around the world Maintain business continuity through regional development	Develop and reinforce the Group's sustainability management framework in line with the business integration Set goals for each relevant division in relation to material issues Continue to promote dialogue with communities at our domestic and overseas locations Engage in public relations through the media in a manner that enables our stakeholders to gain a deeper understanding of the Company's business operations Continue to actively disclose information regarding business plan progress and measures Continue to actively communicate with domestic and overseas investors	• Promote CSR management based on material issues relating to sustainability through an understanding of stakeholder expectations and requests • Continue initiatives that instill the notion of sustainability at our domestic and overseas locations Contribute to improving corporate value over the medium to long term and furthermore gain the understanding and trust of our stakeholders by promoting information disclosure and communications	1 4 6
7 Creating solutions to social issues	Respond to increasing calls from customers to solve social problems Raise productivity through technological advances	Incorporate a social issue perspective into processes for evaluating technology development	Develop key components and technologies in fields that include labor savings and automation in factories	8 9 10

#### Priority Topic 3

#### Ensuring stable supplies of the precision products that support society

Material issues	Reasons why it was determined to be significant	Targets for the fiscal year	Medium-term targets	Main SDGs that it contributes to
8 Providing safe and reliable products	As a manufacturer of parts used in all types of products, ensure improvement and reliability of product performance	Create mechanisms tailored to improving skills of employees Introduce and develop unified bar code labels for MITSUMI products Improve packing for marine shipping containers to improve loading efficiency and quality	Build and standardize a unified quality management system to support expansion and development of business operations worldwide Improve loading efficiency by introducing unified bar code labels across the Minebea Group	9
9 Practicing responsible procurement	Ensure the continuity of the entire supply chain Reduce reputation risks	Confirm status of efforts to promote CSR achieved by MITSUMI ELECTRIC's suppliers in Malaysia, Thailand, and the Philippines by using the "CSR Procurement Self-assessment Checklist"	Confirm U-Shin's status of CSR procurement, confirm status of efforts to promote CSR achieved by its suppliers based on the "CSR Procurement Guidelines," and promote initiatives in that regard	12
10 Reinforcing risk management	Avert crises and minimize loss incurred at times of crisis by pre-identifying risks facing the enterprise	Implement compliance training as part of rank-based training: 100% enrollment Implement e-learning drawing on awareness survey findings: Enrollment of more than 90% Reinforce training on power harassment Strengthen the framework for gathering information on compliance worldwide Reinforce training on trade compliance Upgrade BCP relating to epidemics at the Shanghai Plant in China, and extend it to the Group's major locations Acquire certification under the ISO 22301 international standard for business continuity management systems at the Ayutthaya Plant and Ban Wa Plant in Thailand Confirm and coordinate with the risk management framework of ABLC	Build and reinforce the global compliance framework in a manner that supports expansion and development of business operations worldwide Sufficiently reinforce trade compliance as a global enterprise Develop BCP at locations of the MinebeaMitsumi Group upon its expansion due to the business integration	13

