

Initiatives for the Society



Highlights of social initiatives

Creating positive and rewarding work environments

Reinforcement of quality control systems

Response to COVID-19

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 and works continuously on social issues.

Ensuring employee safety and health

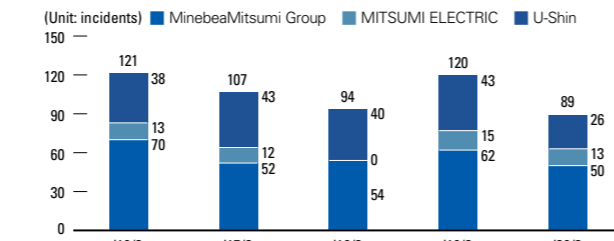
Given that the Group has regarded employees as its most valuable resource since its founding, we accordingly state that we are to "be a company where our employees are proud to work" as the first of "The Five Principles" of our company credo which is our basic management policy.

We encourage employees to undergo health checkups and take steps to reduce workplace injuries underpinned by our target of zero such incidents—with the aim of ensuring that each of our employees can work safely and in good health, and fully exercise his or her abilities.

The details on our relationship with employees can be viewed from here.



Workplace injuries and other accidents in the MinebeaMitsumi Group



*1 The results for FY3/16 and FY3/17 are the combined results for the Minebea Group and MITSUMI ELECTRIC from before the business integration.
*2 MITSUMI ELECTRIC only refers to production sites in Japan

Creating positive and rewarding work environments

We have made it possible for our employees to enlist various styles of work thereby enabling them to work enthusiastically, with the aims of increasing the motivation, satisfaction, and

productivity of our employees. Accordingly to such ends, we have been reducing extended working hours while also evaluating and introducing programs that give rise to diverse styles of work.

MITSUMI ELECTRIC's Yamagata Business Division certified as an excellent (Diamond) company under the "Yamagata Childcare and Nursing Care Support Lively Company" program

The Yamagata Business Division of MITSUMI ELECTRIC CO., LTD. has been certified as an excellent (Diamond) company under the "Yamagata Childcare and Nursing Care Support Lively Company" program implemented by Yamagata Prefecture. The excellent (Diamond) company certification constitutes the top ranking granted to companies working on more than four of the five certification criteria.

Under the program, Yamagata Prefecture registers and certifies companies that meet certain criteria in terms of undertaking initiatives in areas such as working to promote women's empowerment and furnishing support for balancing work and family life. Companies that have gained the certification receive support that includes grants and public relations initiatives enlisting various types of public relations media.

The details on other CSR initiatives can be viewed from here.



Providing safe and reliable products

We strive to improve performance of our products and ensure their reliability serving as a manufacturer of parts used in all types of products. To such ends, we have been building and standardizing a unified quality management system, while also taking steps to enhance loading efficiency and quality by introducing unified bar code labels across the Group and improving packing for marine shipping containers.

The details on our relationship with customers can be viewed from here.



Practicing responsible procurement

We confirm the status of initiatives undertaken by our suppliers to promote CSR pursuant to the "MinebeaMitsumi Group CSR Procurement Guidelines," with the aims of ensuring continuity of the entire supply chain and reducing reputation risk.

The details on our relationship with suppliers can be viewed from here.



Response to COVID-19

Amid facing a worldwide crisis, we will continue to fulfill our responsibilities as a parts manufacturer to supply products for all business activities, including production and sales, as well as work to prevent the spread of the disease outside the Group and to ensure the safety of our employees.

Actions taken by MinebeaMitsumi

From January 29, 2020
Established an ad hoc committee headed by Representative Director, CEO & COO Yoshihisa Kainuma

Sessions of the ad hoc committee held three times a week; sharing of specific details, and stringent implementation of measures in China
→ Our efforts have been profiled in the media which portrayed our plants as model factories in Shanghai and Zhuhai Cities.

Best practices from China carried out in a consistent manner worldwide
→ We safeguard the health of our employees, but furthermore carry out our responsibility to furnish products in a manner that results in consistent supply of components used in medical products and other such items.

Launched production of masks in-house on April 1
Donated items to more than 150 medical institutions worldwide, including N95 masks that had been stored for use in the event of an epidemic, volcanic eruption or other such natural disaster
→ Contributed to relieving shortages of medical supplies



April 30, 2020
Business integration with ABLIC
→ Integration successfully achieved ahead of schedule despite adversities

May 8, 2020
Announcement of financial results
→ Posted record-high net sales, and released a range of profit and loss forecasts

June 26, 2020
Launched sales of masks on Amazon.co.jp
→ We have been manufacturing the masks in a domestic clean-room environment enlisting our knowhow in ultra-precision machining technology. Received a 99% filter trapping efficiency rating performance evaluation in a Viral Filtration Efficiency (VFE) test performed by Nelson Laboratories, LLC!

Further details can be viewed from here.



Note: Masks do not completely safeguard against the possibility of infection and viral infiltration.
* 99% of VFE, PFE, BFE. Tested by Nelson Laboratories, LLC.

June 29, 2020
Joined "IP Open Access Declaration Against COVID-19"



July 17, 2020
Introduced recruitment program offering tuition support

Newsworthy developments

January 2020
COVID-19 begins to spread

February 2020
Epidemic hits its peak in China

March to April 2020
Infection spreads to other countries worldwide
Global shortage of medical supplies

May 2020
COVID-19 hits the economy
Companies are increasingly postponing earnings announcements

June 2020
Cumulative total number of people infected by COVID-19 worldwide tops 10 million