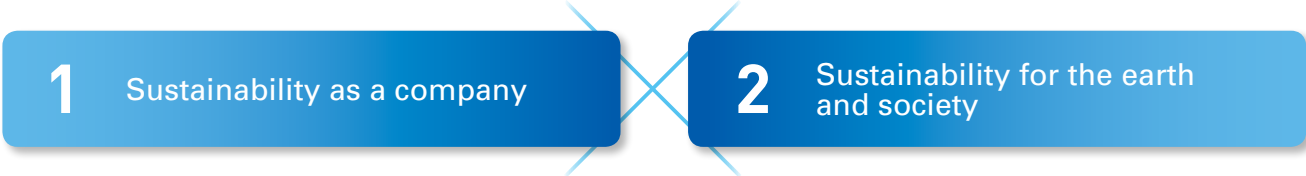


Sustainability at MinebeaMitsumi

Our approach to sustainability



We are taking a two-pronged approach consisting of ① sustainability as a company and ② sustainability for the earth and society

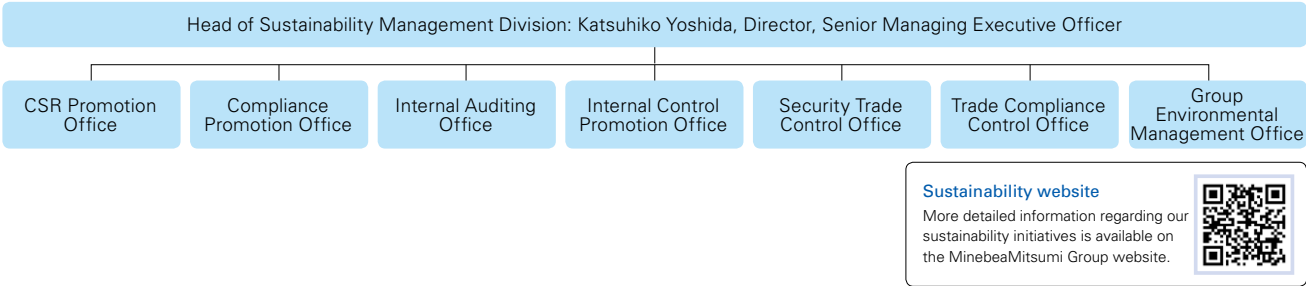
- ① Sustainability as a company

We believe that diversity of things that can be combined organically is the essence of sustainability, premised on the notion that sustainability acts as the starting point of business management. (See page 24 for an illustration of the SPA model within our business portfolio.) The Company builds and refines multifaceted and decentralized frameworks across areas that include manufacturing sites, markets, and 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
- ② Sustainability for the earth and society

resources in a manner that reinforces our efforts relating to the environment, society and corporate governance, encompassing execution of such business activities in order to facilitate sustainable growth.

At the same time, as a manufacturer of precision products supporting society, we are "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.

System for promoting sustainability



Priority topics/Material issues (Materiality)

In 2019, the Company identified material issues focused on fulfillment of corporate social responsibility (CSR). Due to changes in the external environment, including heightened interest in environmental issues, we revised the material issues that had been put together from the standpoint of CSR as "management issues" for implementing strategies from a company-wide perspective.

| Priority Topic 1 | Priority Topic 2 | Priority Topic 3 |
|---|---|-----------------------------------|
| Contributing to solutions to environmental issues | Creating the high quality precision products that support society | Maximizing the power of employees |

1. "Contributing to solutions to environmental issues" refers to "reduction of global CO₂ emissions through environmentally friendly products" leveraging INTEGRATION and the ultra-precision machining technology that is our biggest strength. We are working on this together with "minimizing the environmental impact of business activities."
2. "To create the high quality precision products that support society," thereby contributing to the environment, we work on "strengthening the system for mass and stable supply of ultra-precision components" and "practicing responsible procurement" while also promoting "coexistence with local communities" at manufacturing and other business sites, including job creation and collaboration with local residents.
3. The source of this value creation is our human resources. Aiming to "maximize the potential of our employees," we seek to "train human resources and promote diversity on a global scale" while working to "create positive and rewarding work environments" for employees and promote "employee health and safety."

Initiatives for material issues

| Priority Topic 1 | Contributing to solutions to environmental issues | |
|---|--|---|
| Material issues | Primary medium-term targets (aiming for around fiscal 2025) | Main SDGs that it contributes to |
| ① Reduction of global CO ₂ emissions through environmentally friendly products | <ul style="list-style-type: none">● Volume of avoided CO₂ emissions by products: Approx. 2.3 million tons (fiscal year ending March 2031)*● Percentage of net sales attributable to Green Products: 90% or more (fiscal year ending March 2029) | <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> |
| ② Minimizing the environmental impact of business activities | <ul style="list-style-type: none">● 10% reduction of CO₂ emissions per unit sales compared to the fiscal year ended March 2020 (fiscal year ending March 2026)● 30% reduction of total CO₂ emissions compared to the fiscal year ended March 2021 (fiscal year ending March 2031) | |
| Priority Topic 2 | Creating the high quality precision products that support society | |
| Material issues | Primary medium-term targets (aiming for around fiscal 2025) | Main SDGs that it contributes to |
| ③ Strengthening the system for mass and stable supply of ultra-precision components | <ul style="list-style-type: none">● Development of mass production system for ultra-high-performance bearings and other products through substantial improvement in precision● Strengthen product safety management system capable of supporting products in new fields through business expansion | <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> |
| ④ Practicing responsible procurement | <ul style="list-style-type: none">● Enhancement of CSR procurement guidelines considering environmental and human rights issues (introduction of RBA standards in guidelines and implementation of self-audits based on them) | |
| ⑤ Coexistence with local communities | <ul style="list-style-type: none">● Ongoing communication with local communities | |
| Priority Topic 3 | Maximizing the power of employees | |
| Material issues | Primary medium-term targets (aiming for around fiscal 2025) | Main SDGs that it contributes to |
| ⑥ Global human resources development | <ul style="list-style-type: none">● Strengthen human resources development to actively promote expansion and development of business operations worldwide by leveraging benefits of the integration synergy of the MinebeaMitsumi Group | <div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div> |
| ⑦ Global promotion of diversity | <ul style="list-style-type: none">● Percentage of women among new graduate hires: 20% or more | |
| ⑧ Creating positive and rewarding work environments | <ul style="list-style-type: none">● Achieve diverse styles of work that enable employees to work enthusiastically | |
| ⑨ Employee health and safety | <ul style="list-style-type: none">● 0 incidents of serious workplace injuries (fatal accidents)● 100% compliance with regular health checkups | |

* Details of the volume of avoided CO₂ emissions by products Pages 55 to 56

Results vs. targets, short-term targets, and all medium-term targets can be viewed from here.

