

Our Approach to Sustainability

Sustainability at MinebeaMitsumi



① Sustainability as a company

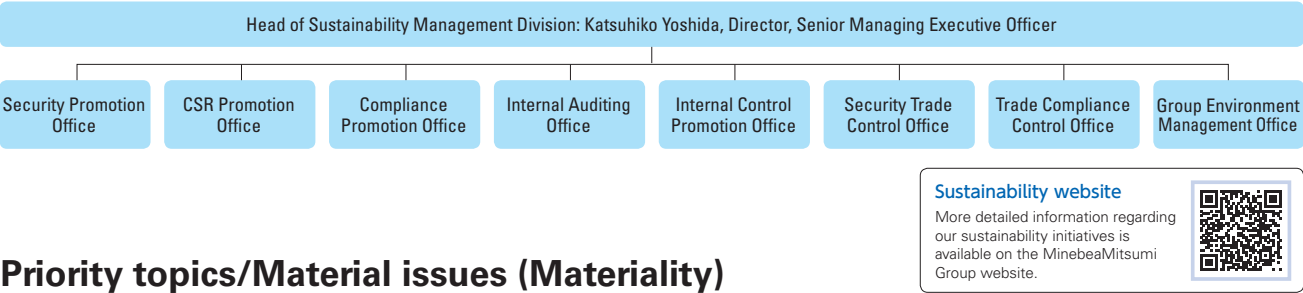
We believe that diversity among things that can be combined organically is the essence of sustainability, premised on the notion that sustainability acts as the starting point of business management. The Company builds and refines multifaceted and decentralized frameworks, including those for products as well as for manufacturing sites, markets and technological development, that act as a source of the Company's competitiveness. Our policy is to boldly invest our business resources in a manner that strengthens our efforts relating to the environment, society and

corporate governance in order to facilitate sustainable growth.

② Sustainability for the earth and society

At the same time, as a manufacturer of precision products that supports society, we are "working towards providing a stable supply of reliable products with low energy consumption that are widely available" to be a company that contributes 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 in recent years, we revised the material issues from the standpoint of CSR as important "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 high-quality precision components that support society | Maximizing the power of employees |

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

Initiatives for material issues

| Priority Topic 1                                  | Material issues   | Primary medium-term targets (with an approximate timetable of fiscal year 2025)  |
|---|---|--|
| Contributing to solutions to environmental issues | 1 Reduction of global CO <sub>2</sub> emissions through environmentally friendly products | <ul style="list-style-type: none"><li>● Volume of avoided CO<sub>2</sub> emissions by products: Approx. 2.3 million tons (fiscal year ending March 2031)*</li><li>● Percentage of net sales of Green Products: 90% or more (fiscal year ending March 2029)*</li></ul>  |
|   | 2 Minimizing the environmental impact of business activities                              | <ul style="list-style-type: none"><li>● 10% reduction of greenhouse gas emissions per unit sales compared to the fiscal year ended March 2020 (fiscal year ending March 2026)</li><li>● 30% reduction of total greenhouse gas emissions compared to the fiscal year ended March 2021 (fiscal year ending March 2031)</li></ul> |

\* | Progress achieved toward targets for volume of reduced CO<sub>2</sub> emission by our products and increased sales ratios of Green Products Pages 59 to 60

| Priority Topic 2  | Material issues  | Primary medium-term targets (with an approximate timetable of fiscal year 2025)   |
|---|--|---|
| Creating high-quality precision components that support society | 3 Strengthening the mass and stable supply system for ultra-precision components | <ul style="list-style-type: none"><li>● Development of mass production system for ultra-high-performance bearings and other products through substantial improvement in precision</li><li>● Strengthen product safety management system capable of supporting products in new fields through business expansion</li></ul> |
|   | 4 Practicing responsible procurement   | <ul style="list-style-type: none"><li>● Enhancement of CSR procurement guidelines considering environmental and human rights issues (introduction of Responsible Business Alliance (RBA) standards in guidelines and implementation of self-audits based on them)</li></ul>   |
|   | 5 Coexistence with local communities   | <ul style="list-style-type: none"><li>● Ongoing communication with local communities</li></ul>  |

4 Practicing responsible procurement Page 64 | 5 Coexistence with local communities Page 66

| Priority Topic 3                  | Material issues                                      | Primary medium-term targets (with an approximate timetable of fiscal year 2025)  |
|-----------------------------------|--|--|
| Maximizing the power of employees | 6 Global talent development                          | <ul style="list-style-type: none"><li>● Strengthen talent development to actively promote expansion and development of business operations worldwide by leveraging benefits of the integration synergy of the MinebeaMitsumi Group</li></ul> |
|                                   | 7 Global promotion of diversity                      | <ul style="list-style-type: none"><li>● Increased percentage of diversity in the workplace: 20% or more</li></ul>  |
|                                   | 8 Creating a positive and rewarding work environment | <ul style="list-style-type: none"><li>● Achieve diverse work styles that enable employees to work enthusiastically</li></ul>   |
|                                   | 9 Employee health and safety                         | <ul style="list-style-type: none"><li>● 0 incidents of serious workplace injuries (fatal accidents)</li><li>● 100% compliance with regular health checkups</li></ul>   |

| Maximizing the power of employees (Material issues 4 to 9) Page 48

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

