Chapter

Achieving Long-term Management Goals

The road to an eco-friendly and prosperous society

Contribute to resolving social issues and the realization of a sustainable society through MinebeaMitsumi's corporate activities themselves

Based on the belief that "sustainability" is a key objective of management, MinebeaMitsumi's corporate philosophy aims to achieve both future further growth for the Company and sustainable development for the earth and society. In terms of management strategies, we have adopted the QCDESS® strategy, which emphasizes "eco and efficiency," as a solid foundation for MinebeaMitsumi's 100th anniversary.

Under the theme of "Materiality," key management issues, we will promote bottom-up activities such as talent development and promotion of diversity under the themes of "contributing to solutions to environmental issues," "creating the high quality precision products that support society," and "maximizing the power of employees." By these measures, and through our corporate activities themselves, we will endeavor to resolve social issues and to develop a sustainable society.

Corporate philosophy (Basic approach to growth and contribution to sustainability)

To contribute to realization of a sustainable, eco-friendly and prosperous society by providing better products, at a faster speed, in larger numbers, at a lower cost and by smarter means.

Basic management policy Action guidelines for employees to realize the corporate philosophy)

Transparent management based on our company credo "The Five Principles"

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

Corporate slogan

Passion to Create Value through Difference Create new value through "difference" that transcends conventional wisdom

Management strategy

- Diversification of core businesses and synergies through INTEGRATION
- Differentiation through INTEGRATION
- Organic growth and M&As, as well as developing products and supplying components that resolve social issues will accelerate corporate growth
- Promote the QCDESS strategy CEO's Message Pages 3 to 8 📀 COO's Message Pages 9 to 10 ()

Material issues (Materiality)

Priority Topic 1 Contributing to solutions to environmental issues

Priority Topic 2 Creating the high quality precision products that support society

Priority Topic 3 Maximizing the power of employees

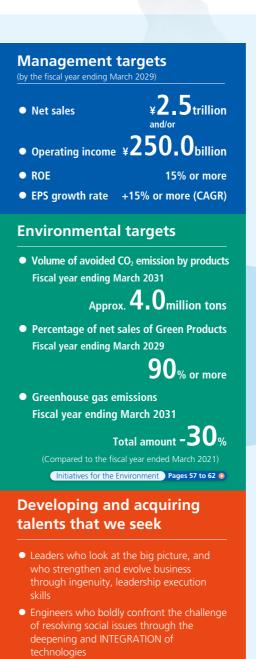
Details of material issues Pages 31 to 32 ()

Talent strategies

- 1. Developing and acquiring leaders
- 2. Developing and acquiring engineers
- 3. Maximizing the power of the organization through the INTEGRATION of talents

Human capital Pages 45 to 48 🧕

Corporate Governance



Corporate Governance Pages 71 to 80 📀



Our approach to sustainability Pages 31 to 32 🧕