

Initiatives for Society

To ensure management sustainability, the MinebeaMitsumi Group is working on the material issues (Materiality), "3 Strengthening the system for mass and stable supply of ultra-precision components," "4 Practicing responsible procurement," and "5 Coexisting with local communities." Here, as initiatives for society, we provide information on "Reinforcement of quality control systems," "4 Practicing responsible procurement," "Policies and initiatives related to human rights," and "5 Coexisting with local communities."



Material issues (Materiality) Pages 31 to 32

Reinforcement of quality control systems

Material Issues

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Quality management framework

The Group has created "Group Quality Management Rules" covering the entire Group as part of our measures to ensure the safety of its products & services and to prevent accidents. We have also prepared "Group Product Safety Management Manual," "Group Conflict Material Management Manual," "Group Responsible Conflict Minerals Procurement Management Manual," and "Significant Quality Issue Handling Manual" to go with the "Group Quality Management Rules," and share them across the Group.

Final responsibility for the quality management framework lies with the President, and the "Quality Management Committee" has been established as an advisory body. As a subordinate organization, the "Quality Assurance Managers Council," comprised of managers

responsible for quality in each business unit, holds meetings where managers regularly share information on specific quality issues and work to implement internal measures to ensure similar problems do not reoccur. In addition, the "Safety Regulation Council" ensures compliance with the Electrical Appliance and Material Safety Act (in Japan) and shares information on safety regulations in each region of the world to strengthen the Group's response.

Going forward, as we shift from simple parts to more complex ones that are closer to final products or even final products themselves, which will see higher demand, we will establish a "Product Safety Council," which will select members from each business unit, share information, and hold workshops.

Risk management

The Group takes steps to mitigate the risk involving end products in which the Group's parts are commonly used and which could have a serious impact on society in the event of a problem. Accordingly, headquarters and the respective business units perform collaborative risk assessments to such ends.

Promoting quality management system certification

We have obtained certification of the necessary quality management systems at each business unit. We are also gradually working on obtaining certification in relation to the standards required for new products. In addition, the Quality Assurance Headquarters provides training for internal auditors to train internal auditors continuously to maintain and improve the system.

Cooperating with suppliers

In order to meet the quality requirements of our customers throughout the supply chain, we clearly indicate MinebeaMitsumi's quality policy to our suppliers, and request their understanding and cooperation.

Disclosing information on products

Most of the products supplied by the Group are parts that are built into the final products that are used by consumers. For that reason, we provide safety information and information on the chemical substances contained in our products, based on customer request.

Material issue target

During the fiscal year ending March 2024, we will promote the acquisition of certification of new standards, including VDA6.3 and IATF16949, and expand education for auditing personnel. We will also strengthen our product safety management system so that it is capable of supporting products in new fields through business expansion to be achieved around March 2025.

Practicing responsible procurement

Material Issues

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CSR procurement

Considering the global scope of our business activities, we believe it is important to promote CSR throughout our supply chain. In March 2012, we took steps to establish a framework for CSR procurement with the formulation of the "MinebeaMitsumi Group CSR Procurement Guidelines,"* which is based on the "MinebeaMitsumi Group Code of Conduct."* The basic transaction contracts we sign with our suppliers require observance of these guidelines and make violations cause for termination.

In addition, to assess the status of CSR promotion by our suppliers, we established the "MinebeaMitsumi Group CSR Procurement Self-assessment Checklist*" and have asked our suppliers to complete it. Questions on the checklist are divided into the five categories of "general promotion of CSR," "human rights and labor," "health and safety," "environmental conservation," and "ethical management" to assess risks in the supply chain. We provide feedback to our suppliers and, when some problems are seen in their answers, check the state thereafter in detail by communicating individually with the suppliers.

We implemented the following measures in fiscal 2022:

- 1) Revision of "MinebeaMitsumi Group CSR Procurement Self-assessment Checklist"
To grasp in detail the state of promoting CSR, we reviewed and revised questions about "general promotion of CSR."
- 2) Monitoring the status using the CSR Procurement Self-assessment Checklist
We conducted a survey of U-Shin's 118 main suppliers in China (representing 87% of its purchase amount) and received responses to it from all of them.

- 3) In-house education in CSR procurement
All the employees (271) of the procurement and logistics divisions of Group companies in Japan completed the course using an education tool, and all of them passed a comprehension test.
- 4) Obtained human rights pledges
To promote our policy of "responsible procurement," regarding three suppliers integrated into us, a total of 584 companies (252 Minebea Connect companies, 213 HONDA TSUSHIN KOGYO companies, and 119 Minebea AccessSolutions companies), we had those companies submit written pledges for human rights.

These pledges contain the following promises:

- 1) A promise to comply with the requirements set forth under MinebeaMitsumi's "CSR Procurement Guidelines": (1) employment autonomy, (2) prohibition of child labor, (3) prohibition of discrimination, (4) prohibition of inhumane treatment, (5) minimum wage, (6) working hours, and (7) freedom of association.
- 2) A promise to request that others in the supplier's supply chain also comply with MinebeaMitsumi's "CSR Procurement Guidelines."
- 3) A promise that there are no current violations by the supplier or others in the supplier's supply chain; moreover, that if any violation is discovered, the supplier will immediately report it to the Company and correct it, or ensure that it is corrected.

Moreover, we make the submission of this pledge a condition of business with any new suppliers.

We also have audits conducted by third-party agencies as necessary when human rights violations are suspected.

Promoting "responsible mineral procurement"

In August 2012, the U.S. Securities and Exchange Commission adopted a disclosure rule mandated by "U.S. financial reform legislation" requiring companies to disclose the use of conflict minerals. We responded by formulating a "MinebeaMitsumi Group Policy on Conflict Minerals*" in October 2012, in which we summarized the Company's approach regarding "conflict minerals" from the Democratic Republic of the Congo and its neighboring countries.

We also added "conflict minerals" to the "CSR Procurement Guidelines." Later, we have asked our suppliers to promote initiatives to ensure that no tantalum, tin, tungsten, gold, cobalt, or other minerals that are related to conflicts or CSR risk are used as part of our efforts to ensure responsible mineral procurement. We will continue to respond to requests from customers using our database.

Material issue target

In the fiscal year ending March 2024, we will assess the status of CSR promotion in the three suppliers integrated into us based on the "CSR Procurement Guidelines," using the "CSR Procurement Self-assessment Checklist." Moreover, toward SBT certification, we will conduct a questionnaire survey of our suppliers regarding greenhouse gas emissions.

* These names were changed from "Minebea Group Code of Conduct," "Minebea Group CSR Procurement Guidelines," "Minebea Group CSR Procurement Self-assessment Checklist," and "Minebea Group Policy on Conflict Minerals" in January 2017.

Policies and initiatives related to human rights

With the global expansion of business in recent years, we face an increasing need as a corporation to address human rights issues in our supply chain. In this context, the Group regards respect for human rights of all stakeholders concerned in our corporate activities as a key issue of the basic management policy. As a global corporation, the

Group has built a human rights due diligence system and focuses on initiatives to prevent the violation of human rights of stakeholders based on the MinebeaMitsumi Group Human Rights Policy, shown below.

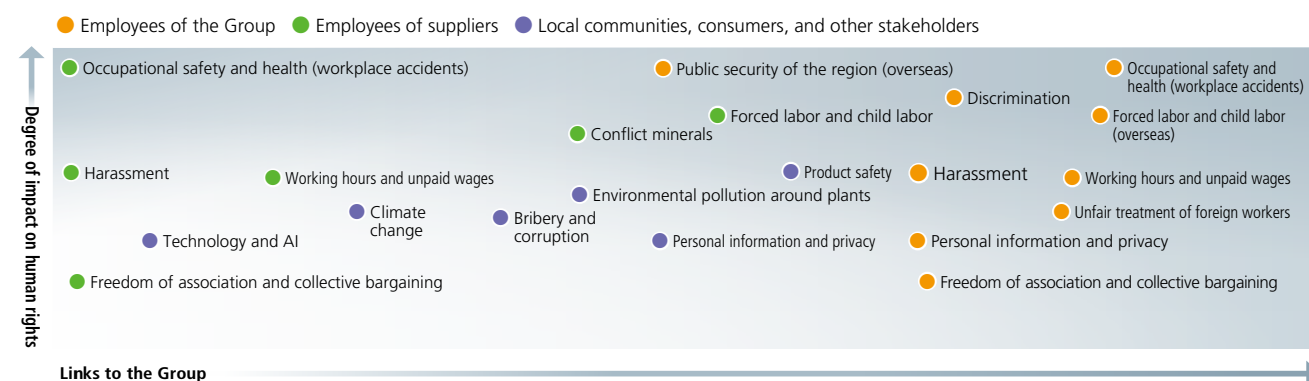


The human rights policy can be found here.

Human rights risk map

We have identified and mapped the human rights risks that could negatively impact the Group's business activities. Moreover,

we have organized the human rights risk by value chain and analyzed important issues to address.



Human rights risk by value chain



Education and Training

We provide a full range of training programs for Group employees, to deepen our employee's understanding of our basic management policy including respect for human rights, including training for new recruits, training by employee rank, which uses the "MinebeaMitsumi Group Officer and Employee Compliance Guidelines," harassment prevention, and inter-cultural communication for overseas assignment. Since fiscal

2023 we have provided e-learning for the purpose of promoting an understanding of business and human rights, mainly for Group employees in Japan.



Initiatives related to the human rights of employees

Initiatives focused on occupational safety and health

The Group assures the health and safety of its employees. We provide safe and hygienic working environments, prevent overwork, and consider employee health and safety in all our business activities. We design the Group's human resources systems not only for compliance with local laws and regulations, but also to improve labor management and create a better workplace. These include systems that provide employees with benefits exceeding those mandated by law.

Initiatives at overseas sites

In view of the potential risk of forced labor and child labor at our largest site in Thailand, we have clearly stated the prohibition of forced labor and child labor and restrictions on the employment of young laborers in the Group's independently-established "Policy on Worker Protection and Social Accountability." In addition to preventative measures, such as checking workers' official identification documents to ensure that they are above the legal minimum age, we have implemented penalties for

any violation of this policy. We have also obtained certification under Thailand's worker protection standard, TLS 8001.

Moreover, at our mass-production sites in Thailand, China, the Philippines, Cambodia and elsewhere, which are mass-production sites, we have obtained certification under ISO 45001, the international standard for occupational safety and health management systems.

Promotion of diversity & inclusion

We are engaged in initiatives such as organizational reform, promoting women's advancement, and team-building initiatives to advance the diversity of our talent.

Human Capital Pages 45 to 48

Relief measures

We take appropriate measures to provide relief wherever the Group's activities have caused or clearly exacerbated a negative impact on human rights. We have established a whistle-blowing system and consultation point to enable the Group's employees and former employees to report and consult on issues or trouble related to human rights. We have made this system and consultation point widely known through the Group.

Whistle-blowing Page 78

Initiatives related to human rights in our supply chain

At the Group, we implement risk assessments in our supply chain in accordance with the "MinebeaMitsumi Group CSR Procurement Guidelines," by actively communicating with our suppliers all over the world and requiring that they regularly submit the self-assessment

checklist and a pledge concerning the observance of human rights. We continuously monitor compliance with the Guidelines, including respect for human rights.

Responsible procurement Page 64

Coexistence with local communities

Material Issues

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For past activities, see "Social Contribution Activities" on our website.

You can view them from here.



Minebea AccessSolutions contributes Strawberries cultivated by it to Kodomo shokudo (children's cafeterias)

Minebea AccessSolutions contributed Strawberries cultivated by it to *Fureai Shokudo* and *Omiya Kodomo Shokudo*, children's cafeterias in Miyazaki City, Miyazaki Prefecture.

The company feels sympathy for children's cafeterias, which are a place of exchanges among several generations in communities all over Japan, and continues contribution activities in the hope that strawberries it provides as foodstuffs will help exchanges among local people.

Every year, during the harvest from December to May of the next year, Minebea AccessSolutions carries out the contribution activities every other week, and is conducting the ninth round of activities this season.

The company cultivates the strawberries by using part of the premises of the Miyazaki Plant. It started cultivating strawberries in a greenhouse with an area of 16 m² in 2018 and started their contribution to

children's cafeterias, etc. in 2019. From 2021, the company cultivates about 1,000 strawberries with roots in a greenhouse with an area of about 100 m² for the purpose of expanding philanthropy for communities.

The crops in a season are 317 kg (equivalent to 1,174 general packs) and are contributed about 20 times to 15 facilities and groups.



Strawberries contributed

The company continues the cultivation according to the standards for specially cultivated agricultural products* as specified by the Ministry of Agriculture, Forestry and Fisheries.

The MinebeaMitsumi Group continues efforts in the future too so that it will become a company welcomed by building close relations with communities through such philanthropy.

* Specially cultivated agricultural products: Agricultural products for which nitrogen constituents originating from chemical fertilizer and agrochemicals to be reduced (e.g. chemosynthetic agrochemicals) are reduced by 50% or more in light of customary cultivation standards in the cultivation area (Miyazaki Prefecture)



Contribution to Fureai Shokudo



Contribution to Omiya Kodomo Shokudo

Material issue target

We will strengthen our relationships with our local communities by promoting open communications.