

Stock Ownership Guidelines for Directors

Article 1 (Purpose)

The purpose of these Guidelines is to further improve corporate value by having Directors of MinebeaMitsumi Inc. (hereinafter the "Company") to hold company stock, deepening a sustainable shared interests with the interests of shareholders and increasing motivation and morale to improve business performance and increase stock prices from the shareholders' perspective.

Article 2 (Scope)

These Guidelines apply to Directors of the Company. With the exception of Outside Directors.

Article 3 (Guidelines)

Directors (excluding Outside Directors) shall endeavor to hold company stock worth approximately the same amount as their annual basic remuneration within the period of five years from the date of their appointment as officers. Provided that company stock held before becoming a director shall be included in the calculation.

Article 4 (Stock Acquisition)

1. In principle, Directors participate in Officers' Stockholding Association and purchase a certain amount from their monthly payroll to acquire company stock.
2. Under a performance-linked stock remuneration plan (board benefit trust), Directors (excluding Outside Directors) receive company stock as compensation based on their degree of contribution to business performance.

Article 5 (Stock Ownership)

In order to have a view of the medium- to long-term management, Directors shall, in principle, continue to hold acquired company stock during their tenure of office.

Article 6 (Revision and Abolition)

Any revision or abolition of these Guidelines shall be proposed by the Officer in charge of HR and General Affairs Div., and it shall be resolved by the Board of Directors.

(Revision History)

June 1, 2021 Establishment