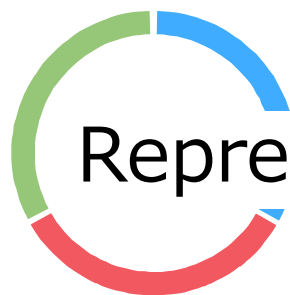




MinebeaMitsumi Group

ESG Initiatives

Sustainability Management Division



Representative Initiatives by ESG Topic

	Page numbers
Environment	3 - 13
Social	14 - 29
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Almost all our products are environmentally friendly products Contribute to saving energy and space

The 17 Goals of SDGs



AFFORDABLE AND CLEAN ENERGY



RESPONSIBLE CONSUMPTION AND PRODUCTION



CLIMATE ACTION

Through our corporate activities, **create products that contribute to energy conservation and global environmental improvement**

To certify the products that are particularly environmentally friendly as MinebeaMitsumi Green Products, **we established the "Green Products Certification Program" in 2019**

⇒ **Set target as an important KPI**



"INTEGRATION" of 8 spear products = "Energy optimization"

When something moving

Electric signal

Convert Power Supplies

Convert efficiently to the optimum power supply

Relay by connectors

High-speed & reduced transmission loss

Motor rotation

Driver IC drives optimum speed with high efficiency

Ultra-precision bearings maximally reduce rotational loss

Reduce power consumption
To the best efficiency

Our high-quality bearings greatly contribute to reducing CO2 emissions

The 17 Goals of SDGs



AFFORDABLE AND CLEAN ENERGY



RESPONSIBLE CONSUMPTION AND PRODUCTION



CLIMATE ACTION

By producing one year's amount of bearings for FAN
reduce more CO2 than our annual emissions !

(Estimated by the Company)

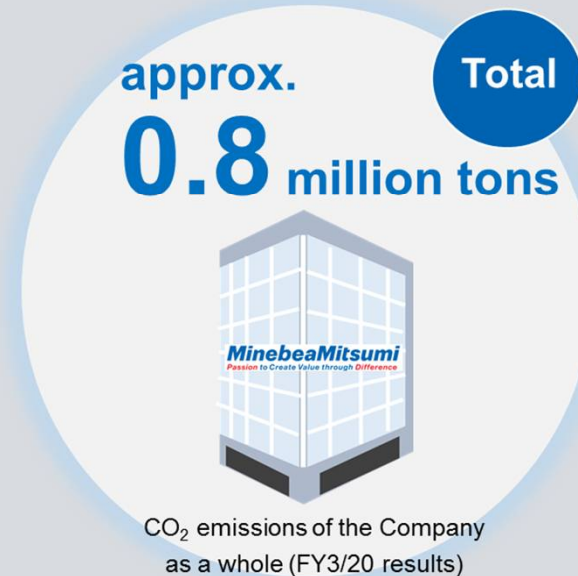
Annual shipment volume of bearings for FAN: 700 million units (expected for FY3/21)

Number of bearings per one FAN: 2

Power consumption reduction per one FAN : 1.23 kWh/year (according to our research, compared with the FAN using bearings made by other company)

FAN Product Life: 5 years (24/7)

CO2 emissions figures: 0.496 kg/kWh (from the Ministry of the Environment)



Almost all of our products are environmentally friendly products, and by developing and selling them, we contribute greatly to the improvement of environmental issues such as global warming and waste reduction.

Smart City Solutions

The 17 Goals of SDGs

7 AFFORDABLE AND CLEAN ENERGY



AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



CLIMATE ACTION

Built a wireless network centered on street lights.

Based on this network, various sensor devices are connected and we provide our solutions.

Smart Lighting

Energy saving

Dimming control of LED street lights utilizing our unique optical technology contributes to a **reduction of power charges by approximately 90%** and also reduce CO2 emissions compared to mercury street lights.

Wireless communication

The lighting status and power consumption can be monitored by wireless communication.

Cambodia

→ **23,000 street lights** in Phnom Penh and Siem Reap, and other places.

Chile

→ **23,000 street lights** in Santiago

60,000 street lights worldwide in the near future



Smart City Solutions



Street light in Phnom Penh

Smart City Solutions

The 17 Goals of SDGs

7 AFFORDABLE AND CLEAN ENERGY



AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



CLIMATE ACTION

Using smart LED streetlights and environmental sensor, **started demonstration experiment of Smart City Solution.**

- Suginami-ku** Smart Lighting + Environmental Sensor
By combining the environmental sensor, various data such as temperature, humidity, atmospheric pressure, wind speed, etc. can be acquired and provided to the residents.
- Osaka** Smart Lighting + Environmental Sensor + Camera
By combining the environmental sensor and a camera, we aim to grasp the environmental data as well as a traffic volume and flooding status etc. on the road.
- Japan Weather Association** Smart Lighting + Environmental Sensor
Working together to improve the accuracy of solar radiation/photovoltaic output forecast by utilizing the data.

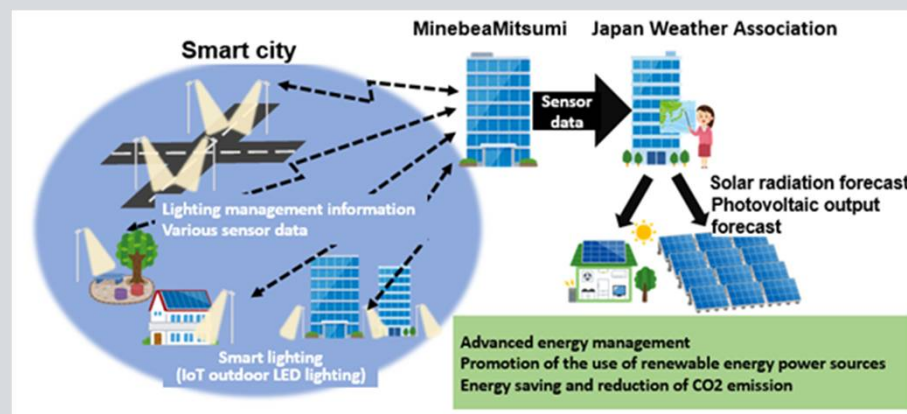


Smart LED Street light

Environmental Sensor
This is a sensor that can detect wind speed and direction, temperature and humidity, atmospheric pressure, presence or absence of rainfall, illuminance, UV, and acceleration



Image of cooperation with the Japan Meteorological Association
Sophistication of solar radiation / photovoltaic output forecast



CLEANE-BOOST (the Power storage and voltage boost circuit technology)

The 17 Goals of SDGs



CLIMATE ACTION



LIFE BELOW WATER



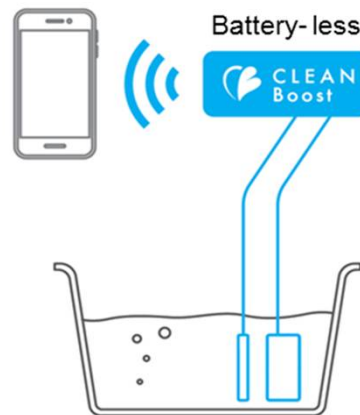
LIFE ON LAND

CLEAN-Boost® technology

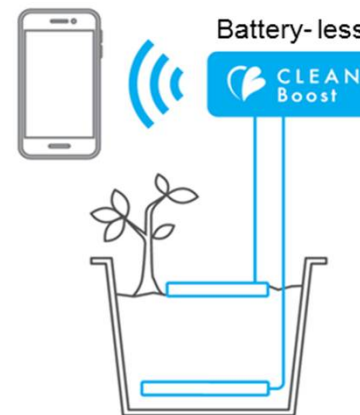
Clean-Boost® technology announced by ABLIC in October 2017 is the world's first technology to support energy harvesting (environmental power generation) that stores and boosts minute energy that could not be used as electricity until now, and enables wireless transmission.

The Power storage and voltage boost circuit technology, the core of CLEAN-Boost® technology, has been developed through joint research with Ritsumeikan University.

Wireless power generation is possible with only a drop of moisture and a very small amount of power from the bacteria living in the soil, so a battery-less wireless sensor can be realized.



Electricity-producing fluid sensor



Electricity-producing soil microbial sensor

Benefits of battery-less sensors

No wiring required as no power supply is required.

You can also reduce the frequency of maintenance.

No battery replacement required because it doesn't use batteries. No battery waste, and it's environmentally friendly.

CLEANE-BOOST(the Power storage and voltage boost circuit technology)

The 17 Goals of SDGs



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND

<Example> 「Battery-less water leak detection sensor」

CLEAN-Boost®-compliant product that wirelessly sends water leaking signals using self-generating power with leaked water. This product has been created through joint development with TAISEI CORPORATION.

As no power supply is required, no large-scale construction nor battery replacement is necessary.

The device can be easily retrofitted, even to places difficult to access for maintenance. By installing this sensor, water leaks can be detected from the initial stages, allowing a response before trouble occurs or damage spreads.

The device realizes significant cost and time reductions and makes a significant contribution to reducing the environmental burden.



Battery-less water leak detection sensor



【 Installation example】
The installation method is just to wind a leak sensor ribbon with a wireless tag. The usage scene is residential, commercial facilities, infrastructure equipment, factory facilities, server rooms, etc.

Utilization of Renewable Energy

The 17 Goals of SDGs



AFFORDABLE AND CLEAN ENERGY



CLIMATE ACTION

Installed one of the largest scale of solar panels
on the rooftop of plants in Thailand.

For the reduction of environmental impact, CO₂, and costs

Total installation area
⇒ 30,000m²

Power generation capacity
⇒ 5megawatt



Remote Message of Secretary General of BOI (Board of Investment, Thailand) at the Opening Ceremony of the Solar Power Generation System

Lop Buri Plant



Bang Pa-in Plant



Utilization of Renewable Energy

The 17 Goals of SDGs



AFFORDABLE AND CLEAN ENERGY



CLIMATE ACTION

Hiroshima Plant

Solar panels are installed on the roof of the Hiroshima Plant office building, contributing to the reduction of electricity charges and CO2 emissions. The power generation status can be checked on the monitor at the entrance.
(Total installation area : 1,205m2、 Power generation capacity : 182kw)



Solar panels (Hiroshima Plan)

Zhongshan and Wuxi Plants in China

Solar hot water equipment was installed at the Zhongshan and Wuxi Plants in China, contributing to the reduction of electricity charges and CO2 emissions.
(Total installation area:Zhongshan Plant 1,000m2、 Wuxi Plants 46m2)



Solar hot water equipment (Wuxi·China)

Wastewater treatment and energy-saving plant



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND

We introduced the state-of-the-art plant wastewater zero systems that completely recycles and reuses plant wastewater into 4 factories in Asia, and **realized the ultimate energy-saving plant** by utilizing all kinds of technologies such as LED lighting and the use of heat shield paint.



By having LED lighting and heat shield paints at the major plants in Southeast Asia, we reduced the annual electricity charge by 300 million yen and contributed to the reduction of CO2 emissions.



Shanghai Plant Wastewater Treatment Center

Energy-saving activities

The 17 Goals of SDGs

13
CLIMATE ACTION

CLIMATE ACTION

14
LIFE BELOW WATER

LIFE BELOW WATER

15
LIFE ON LAND

LIFE ON LAND

myonic, a German subsidiary

myonic, a German subsidiary, has introduced a central air conditioning system using multiple small brushless DC fan motors with low power consumption and an energy-saving air compressor control system with self-learning function with low pressure fluctuation range, and contributed to the reduction of CO2 emissions.

Central air conditioning system

Introduced in April 2021
(Annual reduction 55,000 kWh)



Old large belt-drive fan



Air compressor control system

Introduced in end of 2018
(Annual reduction 47,000 kWh)



Cascade Controller for several compressor



Pressure Band Controller for several compressor

Planting activities

The 17 Goals of SDGs



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND

Mangrove planting activities in Cebu Island, and tree planting activities in the Siem Reap district where Angkor Wat is located, we also participated in tree planting activities in Thailand, and Malaysia. Mangrove planting activities in Cebu was started in 2011 and 50,000 trees have been planted so far.



Mangrove Planting activities in Cebu Island (Philippines)



Group photo of tree planting activities in Siem Reap district (Cambodia)




Group photo of tree planting activities in wild reserves (Thailand)



Group photo of forest conservation activities (Malaysia)

Plastic waste reduction / Waste sorting and recycling

RESPONSIBLE CONSUMPTION AND PRODUCTION



RESPONSIBLE CONSUMPTION AND PRODUCTION

- Cambodia Plant presented about **plastic waste reduction activities** at the International Forum on December 3, 2019.
- We created an original back in Thailand and reduced waste plastic by 30% by devising ways to earn points when refusing plastic bags at stores in the factory.
- We have been holding annual waste recycling and recycling courses for nearby children in Thailand since 2013.

ESG Activity (UNDP)

Waste Plastic Reduction Program

I. Reusable Plastic Implementation

Plastic Bags Reduction
-137 kg /month
-81,900 pcs/month

II. UNDP Forum on Dec 3, 2019



UNDP(United Nations Development Programme) highly evaluated our activity, therefore we were invited to UNDP Forum and presented about our Plastic Waste Reduction Activity.



Promotion of waste plastic activities at United Nations Development Programme (UNDP)

The 17 Goals of SDGs



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND

Information disclosure · Third-party evaluation · External accreditations

August 2020

We declared support for the TCFD recommendation.

We are going to strengthen our initiatives including information disclosure.



We are awarded "A-" in both of CDP(*) Climate Change 2020 and CDP Water 2020.

(*) Founded in the UK in 2000, the CDP collaborates with institutional investors to ask companies and cities to disclose strategies and data on climate change such as water and forests. The CDP analyzes and evaluates responses, and discloses results for institutional investors.



We acquired ISO14001 certification, an international environmental management standard, at 74 major sites worldwide.

Cooperation with suppliers

New Hampshire Ball Bearings, a U.S. subsidiary

Regular information exchange meeting with major suppliers are held to share environmental initiatives and support the reduction of energy consumption and recycling of resources. (4 times a year)



Information exchange meeting with suppliers (U.S.A.)

Response to COVID-19

The 17 Goals of SDGs



GOOD HEALTH AND WELL-BEING

We supply **bearings, various motors, sensors, power supplies, semiconductors, connectors, etc. to be used for various medical devices** such as ventilators and cardiopulmonary bypass devices.

Donated **220,000 N95 masks** and other medical supplies such as goggles, faceguards, clean suits, hoods, nitrile gloves, gauze, etc. to **150 organizations in 16 countries**.

Started producing In-house high collection efficiency filter use nonwoven masks from April 2020 and conducting through hygiene education etc. to fulfill our supply responsibility of preventing external infection damage and ensuring employees safety. **Started selling these masks externally** from June 2020 in order to be of service to the people who need them amidst Japan's mask supply shortage. We have **produced 29 million and sold 6 million masks** as of January 2021.

Donated 130,000 MinebeaMitsumi masks to the Ministry of Health of Cambodia, Philippine Medical Institutions, Thai BOI, etc.



Donation of N95 masks to German medical institutions



MinebeaMitsumi Masks



Production of MinebeaMitsumi masks

We will continue our efforts to suppress the external damages caused by the virus, ensure the safety of our employees, and fulfill our responsibilities to supply products as a parts manufacturer in all business activities, including production and sales activities.

Diversity · Women's participation

The 17 Goals of SDGs



GENDER EQUALITY

Promotion and strengthening of women's active participation

We launched a project team which intends to empower women. We had a diversity seminar for all the employees of the group companies in Japan and had about 500 attendees including female employees and male superiors.

Current status of women's participation

- 2 female Group executive officers(*).
- 2 female directors (of 12 directors).
- 50,000 female employees (64% of total employees).
- 430 Female managers (15% of total managers).
- Three of the six executives of PARADOX ENGINEERING, a Swiss subsidiary, are female.

(*) We accelerated our globalization and introduced the system of Group Executive Officers in 2010 as one of the goals that local employees can aim at in each country. Two female officers were elected among the local employees of overseas subsidiaries. They participate in the management meeting of the head office.

We expand opportunities for women to play an active role according to the characteristics and abilities of our operations, and provide a stable supply of high-quality products to customers around the world.



Diversity Seminar Keynote Lecture



Ball Bearing Division Succession of skills over three generations



A team that aims to actively recruit women



Round-table discussion by female employees

Diversity • International

The 17 Goals of SDGs



REDUCED INEQUALITIES

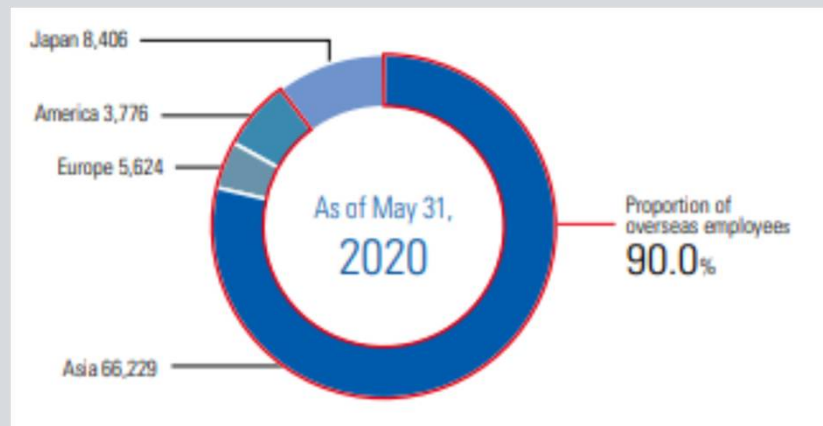
We develop excellent human resources **without regard for gender, nationality, cultural background, or previous company.**

By having the Group Executive Officer system, we have talented foreign nationals we;;-balanced from each region: seven from Asia, three from the Americas, and four from Europe as of March 2021. Even after the business integration, organizational revitalization has been ongoing by allocating people beyond the boundaries of each company.



The Group’s proportion of employees based overseas **90.0%**

Number of employees by region



Team building activities by multinational teams

Rewarding and attractive workplace · In-house incentive systems

The 17 Goals of SDGs



DECENT WORK AND ECONOMIC GROWTH

Established various award systems,
team building awards, president's awards, etc..

Trust-type Employee Shareholding Incentive Plan (E-Ship®) was implemented.

the average distribution per subscribed employee was as follows:.
1st E-Ship (Nov'09-Apr'12): approx. 10,000 yen
2nd E-Ship (May'12-Jan'19): approx. 1 million yen



Excellent Employee Award
(Cambodia)

Participation rate of the employee stock holding partnership system as of December 2020 was 67%.

Based on the idea that "stock prices are the company's performance sheets," we promote the addition of employees to the shareholding association system in order to further enhance their passion for improving business performance while having not only the "employee's point of view" but also the "shareholder's perspective" by owning the company's shares.

Providing many employees with opportunities to work overseas

As of January 2021, the number of people working at overseas was 615.

Dispatching employees to business school in the U.S. to train next-generation leaders

(the period is one year, one person a year has been dispatched every year since 2013)

For overseas local employees, becoming **a group executive officer** is their **career model and a source of motivation.**

Dispatching overseas local employees to Japan for training. In order to improve business skills, acquire Japanese language skills, and build a network with key members of the head office, we conduct one-year training assignment for overseas local employees in Asia, Europe and the United States every year. After the training, he/she will pursue a proactive role aiming to become a local executive at their overseas bases in the future.

Rewarding and attractive workplace · Improving the work environment

The 17 Goals of SDGs



DECENT WORK AND ECONOMIC GROWTH

Hygiene management and enhancement of dormitory facilities at each plant in Asia. (Air conditioning, meals, etc.)

Medical offices and full-time doctors are stationed at each plant in Asia to create an environment where employees can work **in good physical and mental health**. There are 26 medical offices in plants in Asia.

Free use of medical facilities on the premises of the Cebu Factory. A fully specialist clinic with 10 specialists, 18 nurses, 1 dentists, and 1 emergency physicians.



Dormitories in Cambodia



A clinic on the premises of the Cebu plant.

External accreditation

We have obtained **OHSAS18001 certification, an international occupational health and safety management system standard**, at 22 major plants in Thailand, China, Singapore, the Philippines, and Malaysia, which are mass production bases of the Group.

Rewarding and attractive workplace · Third-party evaluation

The 17 Goals of SDGs



DECENT WORK AND ECONOMIC GROWTH

NMB-Minebea Thai Ltd. was awarded the Thailand Labor Management Excellence Award by the Thailand Department of Labour Protection and Welfare for its excellent labor management system. (August 2018)

Minebea Electronic Devices Ltd. (Suzhou) was awarded 5A Level Honorary Certificate (the highest level) for the Fourth consecutive year from 2016 by the Social Security Bureau of Suzhou Industrial Park for its excellent labor management system.

Our German subsidiary, myonic, was selected as one of the 100 best employers in Germany 2020 by Great Place to WorkR, a global awareness research organization. The award is given to companies who appreciate reliable, beneficial and attractive workplace culture for their employees. This was the third time to receive such award after 2016 and 2018.

The governor of Yamagata Prefecture visited Yamagata Business Division in November 2019, and in January of the following year, Yamagata Business Division was certified as a "Yamagata Childcare and Nursing Care Support Lively Company (Excellent Diamond Company)".

Mitsumi Electric Chitose Business Division received Silver Certification Award under the "Hokkaido Work Style Reform Promotion Company Certification Program" (June 2019)



Labor Management Excellence Award Ceremony (Thailand)



5A Level Honorary Certificate (Suzhou, China)



The 100 best employers in Germany 2020 award ceremony (Germany)



Certificate of a "Yamagata Childcare and Nursing Care Support Lively Company (Excellent Diamond Company)"

Responsible procurement

The 17 Goals of SDGs



RESPONSIBLE
CONSUMPTION AND
PRODUCTION

The MinebeaMitsumi Group has adopted "**Basic Procurement Policies**" (*) on which healthy partnerships with suppliers are built.

In march 2012, we **formulated "the MinebeaMitsumi Group CSR Procurement Guidelines"** (*) based on "**the MinebeaMitsumi Group Code of Conduct**" (*) in order to promote CSR throughout the supply chain. In addition to distributing to all suppliers (more than 7,500 companies), the basic transaction agreement also includes compliance with the guidelines, and requests support and cooperation in CSR activities and expansion into the supply chain from suppliers.

Furthermore, with the aim of grasping the CSR promotion status of suppliers, we have formulated "**the MinebeaMitsumi Group CSR Procurement Self Assessment Checklist**". We created 54 questions in five areas: "Overall CSR Promotion", "Labor", "Health and Safety", "Environmental Conservation", and "Ethical Management", and have distributed to about 2,000 major suppliers so far and collected 100% of the responses. We conduct risk assessments in the supply chain.

We have established "**the MinebeaMitsumi Group Responsible Minerals Procurement Policy**"(*) and requested our suppliers to cooperate with us.onses. We conduct risk assessments in the supply chain.

(*) You can see it on our website.

〔Basic Procurement Policies〕 : <https://www.minebeamitsumi.com/english/corp/company/procurements/policy/>

〔MinebeaMitsumi Group Code of Conduct〕 : <https://www.minebeamitsumi.com/english/corp/company/aboutus/conduct/declaration/>

〔MinebeaMitsumi Group CSR Procurement Guidelines〕 : <https://www.minebeamitsumi.com/english/corp/company/procurements/csr/>

〔MinebeaMitsumi Group Responsible Minerals Procurement Policy〕 : <https://www.minebeamitsumi.com/english/corp/company/aboutus/conduct/response/>

Creating jobs · Improving lives

The 17 Goals of SDGs



NO POVERTY



ZERO HUNGER

MinebeaMitsumi **has employed a total of approximately 600,000 employees** since the opening of plants in Singapore, Thailand, China, Cambodia and the Philippines. We created huge amounts of jobs, including business with external partners involved in our company, such as vendors, logistics, security, and cafeterias.

By working at MinebeaMitsumi, **employees become enriched**, and **neighboring residents and relatives** who hear about it also become enriched by working with us, and finally **the entire local community will be enriched**.

In impoverished areas and areas where majority of people are employed in agriculture, we provide employees with not only basic trainings on employment rules and work standards but also pave the way to enhance self-reliance through educational initiatives focused on **the issues of hygiene control as well as food, clothing, and shelter**.

Continuous improvement in wages. Singapore's current average salary, which is the country we entered first in the Asian region, is 13.6 times higher than when it was founded in 1972, and the current average salary in Cambodia, where we entered last in the Asia, is 2.6 times higher than when it was founded in 2011.

Cambodia Plant cooperated in the demonstration experiment of the nutrition improvement project at the request of ILSI (International Life Sciences Institute) and Ridgelinez Limited which are participating in NJPPP (Nutrition Japan Public Private Platform) led by the Japanese government and promoted through public-private partnership.

In Thailand, in order to improve the independence and life of neighboring areas, we held agricultural-related seminars with the cooperation of the faculty of agriculture and technology of the university. Since 2009, activities to support the independence and improvement of life of local residents have continued.



Before: Employee A's home
(Before working at Cambodia factory)



After: Employee A's home
(After working at Cambodia factory)



Before: Employee A's home
(Before working at Cambodia factory)



After: Employee A's home
(After working at Cambodia factory)



Nutrition Improvement Project (Cambodia)

Educational support

The 17 Goals of SDGs



QUALITY EDUCATION

Since 1992, scholarships to science and engineering students and support for education and research institutions has been provided through the Takahashi Foundation of Thailand, which was established to commemorate the 10th anniversary of Thai operations. (Supporting higher education for **a total of approximately 3,000 students**)



Scholarships (Thailand)

Takahashi Industrial and Economic Research Foundation, which finances dividends from the Company's shares, provides support for higher education **through research grants (195 projects in 2019 totaling 336 million yen) to universities and other institutions each year.**

For 138 children who lost their parents in the Great East Japan Earthquake, tuition fees until graduation from junior high school are provided every year without obligation to repay them as funds for education (14 years).



Great East Japan Earthquake Education Fund Graduation Event

Introduced a tuition support recruitment program for students who are in distress due to the coronavirus disaster in Japan. (July 2020)

We have supported "Keio University Junior Doctor Cram School", a next-generation human resource development program for junior high school and the upper grades of elementary school students, to foster scientific thinking since 2019.

Donated to the Furusato Genki Creation Fund established by Akita Prefectural University to support students.

Educational support

The 17 Goals of SDGs



QUALITY EDUCATION



INDUSTRY, INNOVATION AND INFRASTRUCTURE



QUALITY EDUCATION

In areas where the level of primary education has problems, we run education schools in their native language and contribute to improving literacy. Since the start in 2013, 17,000 employees have completed the Khmer language class at the Cambodian Plant.



Khmer Language Classes (Cambodia)

In cooperation with nearby universities in the Philippines, we implemented the Robotics Laboratory Program, which provides advanced and practical education to students. In the Philippines, the lack of proper machinery equipment at universities is a cause of the shortage of engineers, so at the same time as providing machinery equipment on the campus of nearby universities, our employees also use the equipment in our factory to conduct classes. Up until now, 452 students have participated in the program. In addition, we conduct teacher learning programs for university teachers who have no practical experience in the industry. 187 faculty members from 45 universities have participated so far.



Robotics Laboratory Program (Philippines)



teacher learning programs (Philippines)

A Mexican plant collaborates with a nearby vocational school to help students improve their skills. We offer dual programs that allow students to learn at both vocational school and factory. By gaining hands-on experience as well as learning at school, we contribute to self-growth and skill improvement of students to become members of society.



Mexican Vocational Schools

Educational support

The 17 Goals of SDGs



QUALITY EDUCATION

MTCE, a German subsidiary, conducts on-site lectures at two nearby universities (once a year at each university) and accepts junior high school students for work experience learning in the technical department. (5-10 people per year)



On-site lectures at universities (Germany)

We have accepted a total of 13 groups of junior high school and university students for workplace experience learning at the factories, and conducted five on-site lectures at elementary and junior high schools.



Occupational health training for students of University School of Nursing (Karuizawa Factory)

We cooperated in rebuilding and maintaining nearby schools at plants in Thailand, Cambodia, and the Philippines, and donated desks, chairs, libraries, and books.



Painting the exterior walls of a rebuilding nearby school (Thailand)



Donation of desks and chairs to nearby schools (Thailand)



Donated Library (Thailand)

Community Contribution · Dialogue with local communities

The 17 Goals of SDGs



SUSTAINABLE CITIES AND COMMUNITIES

We held meetings with local governments at major plants (Karuzawa, Hamamatsu, Yonago, Yamagata, and Chitose) and exchanged opinions on a wide range of contents, including disaster prevention plans and regional development. (20 times)



Meetings with local governments (Karuzawa Plant)

Disaster response

In October 2013, we concluded a disaster support agreement (Emergency Helipads) with Miyota town in order to make our heliport utilized in the event of a disaster. In October of the following year, a memorandum of understanding on the use of helipads for doctor helicopters was signed with Miyota town Fire Department.



Doctor Helicopter

In Thailand, fire trucks and members of the factory fire brigade were dispatched at the request of neighboring cities to support firefighting efforts. In 2019 and 2020, the number of annual calls was eight.



Fire Trucks of the factory fire brigade (Thailand)

Blood donation activities

In response to its long-standing cooperation in blood donation activities, the Japanese Red Cross Society awarded the Chitose Business Division the Golden Merit Award (July 2017) and the Hiroshima Plant the Silver Merit Award (July 2015).



「Golden Merit Award」



「Silver Merit Award」

Blood donation activities are held twice a year at a plant in Zhuhai, China. There were 300 blood donors in 2020.



Blood donation at Zhuhai Plant in China

Community Contribution · Event and sports support

The 17 Goals of SDGs



SUSTAINABLE CITIES AND COMMUNITIES

Supporting the national football team of Cambodia since June 2019. Football is Cambodia's most popular sport.



The Cambodian national soccer team

We sponsor local events in areas where plants and business divisions are located nationwide. **(11 events)**



"Ryujin festival (Dragon God Festival)" in Miyota town, Kitasaku, Nagano.



Fireworks in Omagari, Akita

We have sponsored the MinebeaMitsumi Cup, a curling tournament since 2009. We have supported Yonago citizen regattas since 2018.



Curling Tournament (MinebeaMitsumi Cup)



Yonago Factory Team Participated in Yonago Citizen Regatta

Community Contribution Traffic safety activities

The 17 Goals of SDGs



GOOD HEALTH AND WELL-BEING

Cooperated in the construction of a overpass on the road in front of the Loburi Plant in Thailand to prevent traffic accidents. (October 2018)

In Thailand, in cooperation with Local Department of Land Transport, we organized a project to reduce traffic accidents involving young two-wheeled vehicle drivers such as university students. Donated 1,000 helmets to students who the training and driving test to support them in wearing a helmet. (August 2019)

Participated in traffic safety activities of traffic safety associations and truck associations in various regions in Japan, and cooperated in raising traffic safety awareness in the region.



Overpass on the road in front of the Loburi Plant (Thailand)



Motorcycle safety driving seminar (Thailand)

Cleanup activities

Yonago Plant participates in cleanup activities in scenic areas such as Lake Shinji and Daisen every year.

Zhuhai Plant in China conducts cleanup activities in the neighborhood of the plant (twice a year) and in scenic spots (once a year).

Fujisawa Plant, Tama Plant, Chitose Business Division, Kyushu Business Division, Takatsuka Business Division, and Akita Business Division conduct cleanup activities around the plant every year.

Atsugi Business Division participates in the Sagami River cleanup and Yamagata Business Division participates in Zao cleanup activities every year.



Cleanup activities of Lake Nakaumi and Lake Shinji registered under the Ramsar Convention



Cleanup Activities (Zhuhai, China)

Community Contribution Enlightenment activities

The 17 Goals of SDGs



GOOD HEALTH AND WELL-BEING

Since 2014 in Thailand, we have been educating drug abuse prevention to elementary school students in the neighborhood every year.



Group Photo of education of drug abuse prevention (Thailand)

Held health classes for elderly people in the neighborhood in Thailand. (May 2018)



Held health classes for elderly people in the neighborhood (Thailand)

Volunteer, donations

Donated 5 million yen over five years from 2015 to Fukuroi Hometown Disaster Prevention Donation Promotion Committee.

New Hampshire Ball Bearings, a subsidiary of the United States, participated in a charity golf tournament organized by United Way, the largest non-profit organization in the United States (one of the largest in the world).

The proceeds from the charity event will be funded by various social contribution activities such as providing meals to poor families and operating food banks.

New Hampshire Ball Bearings, a subsidiary of the United States, We provide donations for volunteer activities. (About 30 cases per year, such as cub scout, girl scout, boy scout, local kindergartens, emergency medical care, firefighting, evacuation shelters in the event of a disaster, and support for the homeless)

The 17 Goals of SDGs



RESPONSIBLE CONSUMPTION AND PRODUCTION



PARTNERSHIPS FOR THE GOALS



PARTNERSHIPS FOR THE GOALS



RESPONSIBLE CONSUMPTION AND PRODUCTION

Reuse of waste materials

When the Akita Business Division was renovated, a concrete crusher was introduced to crush about 2,500 tons of concrete from the demolished foundation, and 1,000 tons, or 40% of it, were reused around the new building and on the base of paved roads.



Crashed Concrete was reused around the new building and on the base of paved roads (Akita Business Division)

Joint experiments with universities

In the COI program(*), a social demonstration experiment of wireless power transfer was conducted at the tunnel in Kyoto Prefecture in collaboration with Kyoto University. (October 2020)

(*) Center of Innovation Program: Innovative Innovation Creation Program supported by the Ministry of Education, Culture, Sports, Science and Technology



Image of wireless power transmission system

Support for initiatives

Continuous Support of the **UN Global Compact**(*) from January 2012.

(*)Initiatives for companies to comply with and implement 10 principles on human rights, labor rights, the environment, and anti-corruption



Third-party evaluation

NMB-Minebea Thai received CSR-DIW Continuous Award from the Ministry of Industry of Thailand for the Twelfth consecutive year from 2009.



CSR-DIW Continuity Award Ceremony (Thailand)

Based on the concept of fulfilling social responsibilities to various stakeholders, including shareholders, business partners, local communities, the international community, and employees, and aiming to continuously increase corporate value, the Company strives to strengthen governance by implementing all the principles of the Corporate Governance Code. The following initiatives are a pick-up of our distinctive activities and recent topics.

※ For compliance with the Corporate Governance Code, please refer to the "Corporate Governance Report" on our website.
https://www.minebeamitsumi.com/english/corp/company/aboutus/governance/basic_policy/



PEACE, JUSTICE AND
STRONG
INSTITUTIONS

To promote in-house awareness of **the corporate philosophy** of MinebeaMitsumi Group **"To contribute to society by "Producing better products with faster speed, in large numbers, at lower cost and by smarter means"'** to employees by fully utilizing our self-developed e-learning program at our domestic and overseas bases. (Approximately 20,000 people watched as of December 31, 2020)

Recognizing that compliance practices are an essential element in promoting CSR, we have established the MinebeaMitsumi Group **Code of Conduct**(*), which is the norm for officers and employees of the Group to choose appropriate actions.

Established the "Anti-Corruption/Anti-Bribery Rules" based on the laws of each country.

(*) You can see it on our website.

[MinebeaMitsumi Group Code of Conduct] : <https://www.minebeamitsumi.com/english/corp/company/aboutus/conduct/declaration/>

Corporate Governance Initiatives



In 2019, we established the Sustainability Management Division to strengthen our **governance structure through the separation of execution and monitoring.**

When the revised Comprehensive Labor Policy Promotion Act (Power Harassment Prevention Act) came into effect, **harassment training** was conducted for all officers and administrative supervisors. (2,575 participants in 2020)

Compliance training is continued at group companies in Japan, mainly for management supervisors. (918 participants and 31 times in 2020)

Conducted an **internal control training** for executives and cadres. (80 participants in September 2020)

In June 2020, we **increased the number of outside directors by one**, and **also increased the number of outside members of the Nomination and Compensation Committee.** (4 external committee members and 1 internal committee member)

We **discontinued Takeover Defense Measures**, and clarified our corporate stance to face proposals from shareholders to increase corporate value head-on. (June 2020)

At the **Group Executive Officers' Meeting** held four times a year every quarter, we introduced a system to disseminate local management issues and share them through the company.



ISO 22301, an international standard for business continuity management systems, was certified at the Bang Pa-in plant in Thailand (January 2017), the Lop-Buri plant (April 2019), and the Rojana and Navanakorn plant (February 2020).



Any statements in this presentation which are not historical are future projections based on certain assumptions and executive judgments drawn from currently available information.

Please note that actual performance may vary significantly from any particular projection due to various factors.

Factors affecting our actual performance include but are not limited to: (i) changes in economic conditions or demand trends related to MinebeaMitsumi's business operations; (ii) fluctuation of foreign exchange rates or interest rates; and (iii) our ability to continue R&D, manufacturing and marketing in a timely manner in the electronics business sector, where technological innovations are rapid and new products are launched continuously.

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