

# CSR Promotion Activity Goals and Results

## ► Results for FY2017 and Goals for FY2018 and the Medium Term

		FY2017 Goals	FY2017 Results	
Management	CSR Management	Promote construction of a CSR management system for the MinebeaMitsumi Group <b>CSR</b>	Appointed CSR officers at Mitsumi Electric sites in Japan and carried out measures to promote CSR	
	Corporate Governance Compliance Risk Management	Construct systems in China and the Philippines and provide training to promote the permeation of compliance <b>Compliance</b>	<ul style="list-style-type: none"> <li>Built structures and conducted training in China</li> <li>Conducted compliance seminars in Thailand</li> </ul>	
		Conduct employee compliance awareness surveys <b>Compliance</b>	Conducted a compliance awareness survey of 7,600 Japanese employees working for the MinebeaMitsumi Group in Japan and overseas	
		Formulate basic BCP and BCP action plans for Lopburi Plant in Thailand <b>GA</b>	Formulated a basic BCP at the Lopburi Plant in Thailand. BCP action plans are currently being developed (scheduled for adoption in FY2018).	
		Promote BCP drills at Japanese facilities, Thailand, and other sites <b>GA</b>	<ul style="list-style-type: none"> <li>Conducted thrice yearly BCP drills at the Karuizawa Plant</li> <li>Conducted flooding countermeasure simulation training in Thailand</li> </ul>	
Society	Relationships with Customers	Revise, execute, and ensure awareness of Group Quality Management Rules <b>Quality</b>	Revised, enacted, and ensured awareness of quality management regulations	
		Support transition to ISO 9001:2015 certification <b>Quality</b>	Ten of 15 business units transitioned to ISO 9001:2015	
		Promote introduction of unified bar codes for all products <b>Logistics</b>	Introduced unified bar code labels for machined and electronic device products	
		Promote continual acquisition of AEO certification <b>Logistics</b>	Conducted activities for acquisition of AEO certification in Malaysia and Europe	
		Promote visualization to further enhance logistics quality <b>Logistics</b>	Took measures to make delivery dates, logistics, and inventory information visible	
	Relationships with Employees	Continue to strengthen human rights education <b>Human Resources Development</b>	Conducted education on harassment and respect for human rights in rank-based training	
		Strengthen training to nurture next-generation leaders for the MinebeaMitsumi Group <b>Human Resources Development</b>	Conducted next-generation leader training at the Mitsumi Business Headquarters	
		Continue to promote active roles for female employees <b>Human Resources Development</b>	<ul style="list-style-type: none"> <li>Provided opportunities for interaction to boost awareness among managers</li> <li>Conducted training for assistant supervisors to raise their awareness and reconfirm their roles</li> </ul>	
		Meet legally required employment percentages for the handicapped and support their continued employment <b>Personnel</b>	Rate of employees with disabilities was 1.67% (as of June 2017)	
		Promote reform of work environment based on results of stress checks <b>Personnel</b>	Conducted stress checks at domestic business sites and implemented responses at each workplace based on the results	
		Continue to reduce overtime <b>Personnel</b>	Introduced an attendance management system to remind employees in each department about their overtime hours and took other measures	
	Relationships with Suppliers	Promote unified CSR procurement activities for the MinebeaMitsumi Group <b>Procurement</b> <ul style="list-style-type: none"> <li>Establish unified CSR Procurement Guidelines, distribute them to suppliers, and request that they undertake CSR initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Unified CSR procurement guidelines for the MinebeaMitsumi Group</li> <li>Distributed unified CSR Procurement Guidelines to 1,337 domestic and overseas suppliers and requested their cooperation with CSR initiatives</li> </ul>	
	Relationships with Local Communities and Global Society	Promote dialogues with communities at all sites in and outside Japan <b>CSR</b>	<ul style="list-style-type: none"> <li>Conducted ongoing dialogues with communities of the Karuizawa Plant</li> <li>Invited local residents to the Ayutthaya Plant in Thailand to explain CSR activities and engaged in a dialogue with them</li> </ul>	
	Relationships with Shareholders	Continue to promote active information disclosure relating to progress and implementation of business plan <b>IR</b>	Promoted information disclosure on Medium-term Business Plan and policies through general shareholders' meeting, semiannual business report, and website information	
		Continue to promote active communication with domestic and international investors <b>IR</b>	Held four briefings on financial results and conference calls for institutional investors and securities analysts and one tour to visit investors in the U.S., Europe, and Asia	
	Environment	Reduce CO <sub>2</sub> emissions by 6% per basic unit of output compared with FY2015 <b>Environment</b>	Reduced CO <sub>2</sub> emissions per basic unit of output by 1% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 6.3%; total emissions were 771,594 tons)	
		Reduce amount of generated waste by 6% per basic unit of output compared with FY2015 <b>Environment</b>	Reduced waste generated per basic unit of output by 2.9% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 8.4%; total waste was 87,663 tons)	
		Recycling of 97.2% of generated waste <b>Environment</b>	The generated waste recycling rate was 98.1%	
		Reduce use of service water by 6% per basic unit of output compared with FY2015 <b>Environment</b>	Reduced service water consumption per basic unit of output by 2.7% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 7.9%; total service water consumption was 6,570,269 tons)	
		Promote the protection of biodiversity <b>Environment</b>	Promoted 3R, zero emissions, and so on to prevent harmful effects to ecosystems	
		Further promote palletization of product packaging <b>Logistics</b>	Generally completed palletizing for machined and electronic device products	
		Drive improvement of packaging to increase loading efficiency for marine shipping containers <b>Logistics</b>	Developed an overall approach to improving packaging to raise the loading efficiency of marine shipping containers and implemented the road map basic concept	

## CSR Promotion Activity Goals and Results

The MinebeaMitsumi Group believes it is important to manage CSR promotion activities and results appropriately

using the PDCA\* cycle, and sets CSR goals accordingly.

\* A technique for continuously improving management and operations through repeatedly performing Plan, Do, Check, and Act.

	Evaluation	FY2018 Goals	Medium-term Goals (target year of FY2020)
	○	<ul style="list-style-type: none"> <li>Appoint CSR officers at Mitsumi Electric overseas sites and take measures to promote CSR <a href="#">CSR</a></li> <li>Set priority CSR topics for the MinebeaMitsumi Group <a href="#">CSR</a></li> </ul>	<ul style="list-style-type: none"> <li>Promote CSR management based on key CSR issues developed through an understanding of stakeholders' expectations and requests <a href="#">CSR</a></li> </ul>
	△	<ul style="list-style-type: none"> <li>Construct systems in the Philippines and provide training to promote the permeation of compliance <a href="#">Compliance</a></li> <li>Conduct compliance training through e-learning programs <a href="#">Compliance</a></li> <li>Encourage the establishment of BCP at Mitsumi Electric's main production sites <a href="#">GA</a></li> <li>Formulate BCP action plans for Lopburi Plant in Thailand <a href="#">GA</a></li> <li>Promote BCP drills at Japanese facilities, Thailand, and other sites <a href="#">GA</a></li> </ul>	<ul style="list-style-type: none"> <li>Establish and strengthen a global compliance system for the MinebeaMitsumi Group <a href="#">Compliance</a></li> <li>Ensure adherence to BCP at major bases worldwide <a href="#">GA</a></li> </ul>
	○	<ul style="list-style-type: none"> <li>Promote the elimination of phthalates <a href="#">Quality</a></li> <li>Distribute the Supplier Manual for quality management in supply chains <a href="#">Quality</a></li> <li>Continue to support transition to ISO 9001:2015 certification <a href="#">Quality</a></li> <li>Introduce unified bar codes for Mitsumi products <a href="#">Logistics</a></li> <li>Start RFID tag testing <a href="#">Logistics</a></li> <li>Encourage AEO certification acquisition and continuation <a href="#">Logistics</a></li> </ul>	<ul style="list-style-type: none"> <li>Promote construction of a quality management system for the new organization of the MinebeaMitsumi Group <a href="#">Quality</a></li> <li>Start operation of a labor-saving pilot model warehouse that uses robots <a href="#">Logistics</a></li> </ul>
	○	<ul style="list-style-type: none"> <li>Continue to strengthen human rights education <a href="#">Human Resources Development</a></li> <li>Strengthen training to nurture next-generation leaders for the MinebeaMitsumi Group <a href="#">Human Resources Development</a></li> <li>Continue to promote active roles for female employees <a href="#">Human Resources Development</a></li> <li>Meet legally required employment percentages for the handicapped and support their continued employment <a href="#">Personnel</a></li> <li>Continue to reduce overtime <a href="#">Personnel</a></li> </ul>	<ul style="list-style-type: none"> <li>Strengthen the development of human resources in order to support the active expansion and development of global business <a href="#">Human Resources Development</a></li> <li>Raise the ratio of female managers (aim to double the ratio in 2021 compared with 2016) <a href="#">Personnel</a></li> <li>Proactively incorporate demands of society and promote measures to support employee motivation <a href="#">Personnel</a></li> </ul>
	○	<ul style="list-style-type: none"> <li>Confirm status of CSR promotion by Mitsumi Electric's main domestic suppliers using the CSR Procurement Self-assessment Checklist <a href="#">Procurement</a></li> </ul>	<ul style="list-style-type: none"> <li>Confirm status of CSR promotion by Mitsumi Electric suppliers in Asia using the CSR Procurement Self-assessment Checklist <a href="#">Procurement</a></li> </ul>
	○	<ul style="list-style-type: none"> <li>Continue to promote dialogues with communities at all sites in and outside Japan <a href="#">CSR</a></li> </ul>	<ul style="list-style-type: none"> <li>Continually conduct CSR penetration activities in and outside Japan <a href="#">CSR</a></li> </ul>
	○	<ul style="list-style-type: none"> <li>Continue to promote active information disclosure relating to progress and implementation of business plan <a href="#">IR</a></li> <li>Continue to promote active communication with domestic and international investors <a href="#">IR</a></li> <li>Issue an integrated report <a href="#">IR</a></li> </ul>	<ul style="list-style-type: none"> <li>Continue to actively disclose information and promote communication among a wider group of shareholders and investors to deepen their understanding of MinebeaMitsumi <a href="#">IR</a></li> </ul>
	△	<ul style="list-style-type: none"> <li>Reduce CO<sub>2</sub> emissions by 9% per basic unit of output compared with FY2015 <a href="#">Environment</a></li> <li>Reduce amount of generated waste by 9% per basic unit of output compared with FY2015 <a href="#">Environment</a></li> <li>Recycle of 97.3% of generated waste <a href="#">Environment</a></li> <li>Reduce use of service water by 9% per basic unit of output compared with FY2015 <a href="#">Environment</a></li> <li>Promote the protection of biodiversity <a href="#">Environment</a></li> <li>Drive improvement of packaging to increase loading efficiency for marine shipping containers <a href="#">Logistics</a></li> </ul>	<ul style="list-style-type: none"> <li>Reduce CO<sub>2</sub> emissions by 15% per basic unit of output compared with FY2015 by FY2020 <a href="#">Environment</a></li> <li>Reduce amount of generated waste by 15% per basic unit of output compared with FY2015 by FY2020 <a href="#">Environment</a></li> <li>Recycling of 97.5% of generated waste by FY2020 <a href="#">Environment</a></li> <li>Reduce use of service water by 15% per basic unit of output compared with FY2015 by FY2020 <a href="#">Environment</a></li> <li>Promote the protection of biodiversity <a href="#">Environment</a></li> </ul>
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[CSR](#) CSR Promotion Office [Compliance](#) Compliance Promotion Office [GA](#) General Affairs Department [Quality](#) Group Quality Management Department  
[Logistics](#) Logistics Department [Human Resources Development](#) Human Resources Development Department [Personnel](#) Personnel Department  
[Procurement](#) Procurement Department [IR](#) Investors Relations Office [Environment](#) Group Environment Management Department