

Identification of Materialities

The MinebeaMitsumi Group identified materialities (priority issues) relating to sustainability in May 2019. Below, we present those materialities and the process of identifying them.

In FY2019, the MinebeaMitsumi Group established the Sustainability Management Division to fulfill the Group's social responsibility as a global enterprise and enhance the sustainability of our business. In conjunction with that,

we identified as materialities priority sustainability issues that the Group is addressing. Going forward, we will apply the PDCA cycle to the materialities and take further action to address them.

Identification Process

Step 1 Organization of Topics Subject to Evaluation

We organized 20 topics as candidate materialities while making reference to the GRI Standards, Sustainability Development Goals (SDGs), ISO 26000, and the standards of the U.S. Sustainability Accounting Standards Board (SASB), which are international frameworks relating to CSR and ESG, as well as the Group's business models.

Step 2 Evaluation of Significance

We evaluated the 20 organized topics for their significance. When conducting the evaluation, we conducted a questionnaire survey of directors, CSR Officers at domestic and overseas sites, and relevant divisions to gain views from the perspective of the Group. With regard to the perspectives of stakeholders, we conducted questionnaire surveys of investors, suppliers, and employees and reflected the results of past dialogues with local communities and customers.

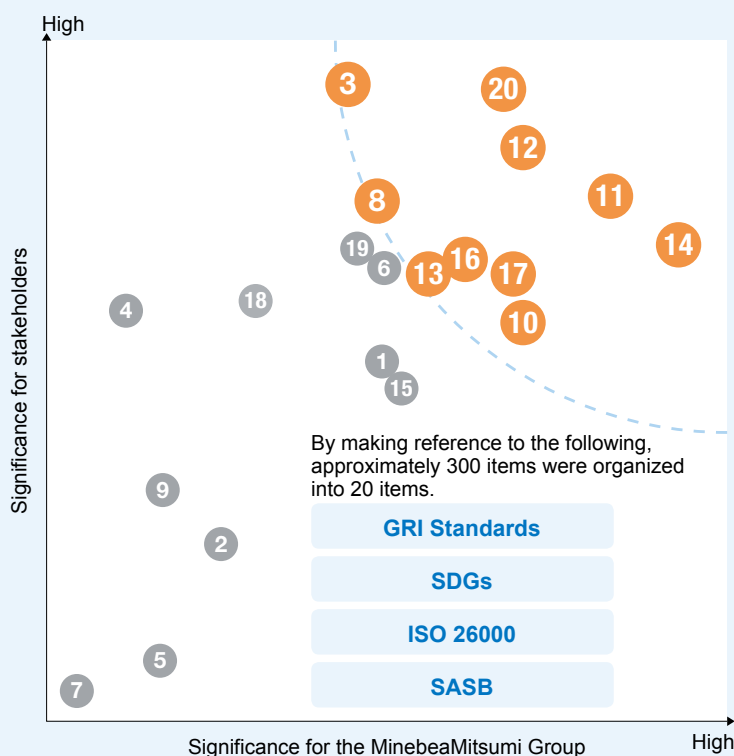
Step 3 Dialogue with an Expert

Based on the results of the evaluations in Step 2, we conducted a dialogue with Mr. Keisuke Takegahara, Executive Officer, Deputy Chief Research Officer, and Chief Manager of Sustainability Management Office, Corporate Planning & Coordination Department at the Development Bank of Japan Inc. to obtain feedback on our approaches and results.

Step 4 Identification of Materialities

Based on the results of Step 3, the organized materialities were reported to the Board of Directors, which made the final decision on Group materialities.

Topics Investigated and Extracted and Evaluation Results



- 1 Increasing the efficiency of energy use
- 2 Expanding the use of renewable energy
- 3 Creating environmentally friendly products
- 4 Reducing materials harmful to the environment
- 5 Effectively using resources
- 6 Adapting to climate change
- 7 Preserving biodiversity
- 8 Contributing to dialogue with and the development of local communities
- 9 Respecting human rights
- 10 Ensuring employee safety and health
- 11 Creating positive and rewarding work environments
- 12 Human resources development worldwide
- 13 Diversity promotion worldwide
- 14 Providing safe and reliable products
- 15 Raising customer satisfaction
- 16 Practicing responsible procurement
- 17 Creating solutions to social issues
- 18 Establishing sound corporate governance
- 19 Maintaining strict compliance
- 20 Reinforcing risk management

Priority Topics and Materialities

Priority Topic 1

Creating environments where all employees can demonstrate their maximum capabilities



	Materiality	Reasons why it was determined to be significant	Scope	Related GRI Standards	Main SDGs that it contributes to
1	10 Ensuring employee safety and health	<ul style="list-style-type: none"> Ensures the safety and raises the productivity of employees, the Group's most important management resource 	MinebeaMitsumi Group	403	
2	11 Creating positive and rewarding work environments	<ul style="list-style-type: none"> Raises the motivation, satisfaction, and productivity of employees, the Group's most important management resource 	MinebeaMitsumi Group	401, 402, 407	
3	12 Human resources development worldwide	<ul style="list-style-type: none"> Achieves growth of employees, the Group's most important management resource Secures human resources as a global enterprise 	MinebeaMitsumi Group	404	
4	13 Diversity promotion worldwide	<ul style="list-style-type: none"> Secures employees, the Group's most important management resource Promotes respect for human rights and unity among employees 	MinebeaMitsumi Group	405	

Priority Topic 2

Creating new value that contributes to the development of society



	Materiality	Reasons why it was determined to be significant	Scope	Related GRI Standards	Main SDGs that it contributes to
5	3 Creating environmentally friendly products	<ul style="list-style-type: none"> Contributes to solutions to increasingly severe environmental issues Responds to increasing calls from customers to enhance environmental performance 	MinebeaMitsumi Group	302	
6	8 Contributing to dialogue with and the development of local communities	<ul style="list-style-type: none"> Gains trust at business sites around the world Maintains business continuity through regional development 	MinebeaMitsumi Group, local communities	202, 203, 303, 413	
7	17 Creating solutions to solving social issues	<ul style="list-style-type: none"> Responds to increasing calls from customers to solve social problems Raises productivity through technological advances 	MinebeaMitsumi Group	—	

Priority Topic 3

Ensuring stable supplies of the precision products that support society



	Materiality	Reasons why it was determined to be significant	Scope	Related GRI Standards	Main SDGs that it contributes to
8	14 Providing safe and reliable products	<ul style="list-style-type: none"> As a manufacturer of parts used in all types of products, ensures improvement and reliability of product performance 	MinebeaMitsumi Group, suppliers	416	
9	16 Practicing responsible procurement	<ul style="list-style-type: none"> Ensures the continuity of the entire supply chain Reduces reputation risks 	MinebeaMitsumi Group, suppliers	308, 414	
10	20 Reinforcing risk management	<ul style="list-style-type: none"> Ensures business continuity amidst heightening environmental and information risks 	MinebeaMitsumi Group	418	