

CSR Promotion Activity Goals and Results

Results for FY2018 and Goals for FY2019 and the Medium Term

		FY2018 Goals	FY2018 Results	
Management	CSR Management	Appoint CSR officers at Mitsumi Electric overseas sites and take measures to promote CSR CSR	Appointed CSR Officers at Mitsumi Electric overseas sites and conducted a questionnaire survey on priority issues	
		Identify materialities for the MinebeaMitsumi Group CSR	Identified materialities for the MinebeaMitsumi Group	
	Corporate Governance Compliance Risk Management	Construct systems in the Philippines and provide training to promote the permeation of compliance Compliance	<ul style="list-style-type: none"> In the Philippines, appointed a compliance officer and staff and sub-staff in charge of compliance Conducted e-learning-based training and conducted tests to check levels of understanding 	
		Conduct compliance training through e-learning programs Compliance	Conducted e-learning-based training that included explanations of compliance and tests to confirm levels of understanding for all employees who previously worked for Mitsumi Electric	
		Encourage the establishment of BCP at Mitsumi Electric's main production sites GA	Confirmed the action plan at the Mitsumi Electric Chitose Plant and the basic plan at the Cebu Plant in the Philippines	
		Formulate BCP action plans for Lopburi Plant in Thailand GA	Formulated BCP action plans for Lopburi Plant in Thailand	
		Promote BCP drills at Japanese facilities, Thailand, and other sites GA	<ul style="list-style-type: none"> Conducted thrice yearly BCP drills at the Karuizawa Plant Conducted flooding countermeasure simulation training in Thailand 	
Society	Relationships with Customers	Promote the elimination of phthalates Quality	Expressly stated in supplementary documents to the Green Procurement Standard the prohibition on the use of phthalates and held briefing sessions	
		Distribute the Supplier Manual for quality management in supply chains Quality	Prepared a quality assurance manual for suppliers	
		Continue to support transition to ISO 9001:2015 certification Quality	Completed the transition to ISO 9001:2015 certification at all business sites	
		Introduce unified bar codes for Mitsumi products Logistics	Conducted briefings on objectives for all divisions in charge of Mitsumi Electric products	
		Start RFID tag testing Logistics	Implemented RFID tag trials in maritime transport from Thailand to Hong Kong	
		Encourage AEO certification acquisition and continuation Logistics	Conducted activities for acquisition of AEO certification in Malaysia	
	Relationships with Employees	Continue to strengthen human rights education Human Resources Development	Conducted education on harassment and respect for human rights in rank-based training	
		Strengthen training to nurture next-generation leaders for the MinebeaMitsumi Group Human Resources Development	Conducted next-generation leader training specific to management, technical, and other fields	
		Continue to promote active roles for female employees Human Resources Development	Continued to promote active roles for female employees	
		Meet legally required employment percentages for the handicapped and support their continued employment Personnel	Rate of employees with disabilities was 1.61% (as of June 2018)	
		Continue to reduce overtime Personnel	Reminded employees about continuous work and reinforced attendance management systems in each department	
	Relationships with Suppliers	Confirm status of CSR promotion by Mitsumi Electric's main domestic suppliers using the CSR Procurement Self-assessment Checklist Procurement	Distributed the CSR Procurement Self-assessment Checklist to confirm the status of CSR implementation by Mitsumi Electric's main domestic suppliers and received responses from 630 companies	
	Relationships with Local Communities and Global Society	Continue to promote dialogues with communities at all sites in and outside Japan CSR	<ul style="list-style-type: none"> Conducted ongoing dialogues with local communities at the Karuizawa Plant and Yonago Plant Conducted dialogues with local communities at overseas sites in Thailand, the Philippines, and other locations to promote initiatives 	
	Relationships with Shareholders	Continue to promote active information disclosure relating to progress and implementation of business plan IR	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 IR	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	
		Issue an integrated report IR	Issued the MinebeaMitsumi Group integrated report and conducted dialogues with about 10 institutional investors	
	Environment	Reduce CO ₂ emissions by 9% per basic unit of output compared with FY2015 Environment	Reduced CO ₂ emissions per basic unit of output by 1.5% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 7.1%)	
		Reduce amount of generated waste by 9% per basic unit of output compared with FY2015 Environment	Reduced waste generated per basic unit of output by 1.0% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 6.6%)	
		Recycling of 97.3% of generated waste Environment	The generated waste recycling rate was 98.1%	
		Reduce use of service water by 9% per basic unit of output compared with FY2015 Environment	Reduced service water consumption per basic unit of output by 6.0% compared with FY2015 as the baseline year (the reduction excluding currency exchange effects was 11.4%)	
		Promote the protection of biodiversity Environment	Implemented 3R to prevent harmful effects to ecosystems	
		Drive improvement of packaging to increase loading efficiency for marine shipping containers Logistics	Improved loading efficiency by switching from flat stacking to block stacking and other means	



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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.

Commitment from the CEO

MinebeaMitsumi Products in Society

Special Feature 1

Special Feature 2

Hot Topics

Management Report

Social Report

Environmental Report

	Evaluation	FY2019 Goals	Medium-term Goals (target year of FY2020)
	○	<ul style="list-style-type: none"> Reinforce Group CSR management CSR Implement CSR management based on materialities developed through an understanding of stakeholders' expectations and requests CSR 	<ul style="list-style-type: none"> Promote CSR management based on materialities developed through an understanding of stakeholders' expectations and requests CSR
	○	<ul style="list-style-type: none"> Conduct compliance training as a part of rank-based training Compliance Conduct the Compliance Awareness Survey throughout the Group Compliance Acquire third-party certification registration system for internal reporting systems Compliance Rojana and Navanakorn plants in Thailand to acquire ISO 22301 certification GA Expand BCP at the Mitsumi Electric Cebu Plant in the Philippines GA Place satellite phones in major plants in Japan as a means of communication during emergencies GA 	<ul style="list-style-type: none"> Establish and strengthen a global compliance system for the MinebeaMitsumi Group Compliance Ensure adherence to BCP at major bases worldwide GA
	○	<ul style="list-style-type: none"> Support quality management system (QMS) activities in new businesses Quality Perform bottom-up management with the aim of improving product quality Quality Introduce unified bar codes for Mitsumi products Logistics Start RFID tag test implementation Logistics Encourage AEO certification acquisition and continuation Logistics Start construction of a system for a labor-saving pilot model warehouse that uses robots Logistics 	<ul style="list-style-type: none"> Promote construction of a quality management system for the new organization of the MinebeaMitsumi Group Quality Start construction of a system for a labor-saving pilot model warehouse that uses robots Logistics Create a high-precision shipping process that applies image recognition technology using AI Logistics
	○	<ul style="list-style-type: none"> Continue to strengthen human rights education Human Resources Development Strengthen training to nurture next-generation leaders for the MinebeaMitsumi Group Human Resources Development Continue to promote active roles for female employees Human Resources Development Meet the statutory employment rate of persons with disabilities and maintain employment Personnel Continue to reduce overtime Personnel 	<ul style="list-style-type: none"> Leverage the effects from integration of the MinebeaMitsumi Group and strengthen the development of human resources to actively expand and develop business globally Human Resources Development Raise the ratio of female managers (aim to double the ratio in 2021 compared with 2016) Personnel Proactively incorporate demands of society and promote measures to support employee motivation Personnel
	○	<ul style="list-style-type: none"> Confirm the status of CSR implementation by Mitsumi Electric's main suppliers in China using the CSR Procurement Self-assessment Checklist Procurement 	<ul style="list-style-type: none"> Confirm status of CSR promotion by Mitsumi Electric's suppliers in Asia using the CSR Procurement Guidelines Procurement
	○	<ul style="list-style-type: none"> Continue to promote dialogues with communities at all sites in and outside Japan CSR 	<ul style="list-style-type: none"> Continue to conduct CSR penetration activities in and outside Japan CSR
	○	<ul style="list-style-type: none"> Continue to promote active information disclosure relating to progress and implementation of business plan IR Continue to promote active communication with domestic and international investors IR 	<ul style="list-style-type: none"> Continue to actively disclose information and promote communication among a wider group of shareholders and investors to deepen their understanding of MinebeaMitsumi IR
	△	<ul style="list-style-type: none"> Reduce CO₂ emissions by 12% per basic unit of output compared with FY2015 Environment Reduce amount of generated waste by 12% per basic unit of output compared with FY2015 Environment Recycling of 97.3% of generated waste Environment Reduce use of service water by 12% per basic unit of output compared with FY2015 Environment Promote the protection of biodiversity Environment Establish the MinebeaMitsumi Group Environmentally Friendly Products Certification Program Environment Drive improvement of packaging to increase loading efficiency for marine shipping containers Logistics 	<ul style="list-style-type: none"> Reduce CO₂ emissions by 15% per basic unit of output compared with FY2015 by FY2020 Environment Reduce amount of generated waste by 15% per basic unit of output compared with FY2015 by FY2020 Environment Recycling of 97.5% of generated waste by FY2020 Environment Reduce use of service water by 15% per basic unit of output compared with FY2015 by FY2020 Environment Promote the protection of biodiversity Environment

CSR CSR Promotion Office **Compliance** Compliance Promotion Office **GA** General Affairs Department **Quality** Quality Assurance Headquarters
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