

## Minebea Co., Ltd. Action Plan

Minebea follows a key strategy to a sustainable growing company by developing and motivating diverse human resources for new values and competitive advantages.

In order for women employees to work effectively, Minebea creates comfortable working environment for them. Moving forward, Minebea sets up a new action plan to increase the number of women managers and to create suitable working environment for them.

### 1. Planning period

April 1, 2016 - March 31, 2021

### 2. Issues

- (1) The ratio of women employees and hiring of women employees is low.  
(16% as of March 1, 2016)
- (2) The ratio of women managers is low.  
(1.2% as of March 1, 2016)

### 3. Goals

Double the ratio of women managers in 2016 before 2021.

### 4. Initiatives and implementation period

< Initiative 1> Enhance women employee recruitment

#### ■ Policy continued from fiscal year 2015

Reconfirm the recruitment situation of each business unit and consider measures to increase women recruits with a technical background.

Clarify the percentage of men and women of each business unit, and encourage improvement during manpower planning.

#### ■ Policy implemented from fiscal year 2016

Promote hiring opportunities for women students by factory tours and round-table discussions.

< Initiative 2> Conduct a career training program for women employees for managerial positions.

■ April, 2016            Plan the training program.

■ September, 2016    Conduct the career training program.

■ Second half of 2017 Plan/Conduct diversity training programs for existing managers.

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