

MinebeaMitsumi Inc. Action Plan

The following action plan is created for the purpose of realizing a good balance of work and childcare and making an environment where all employees can work comfortably and fully demonstrate their abilities.

1. Period: Three years from 1 April, 2018 to 31 March, 2021

2. Details

Target 1 : Clarification of staggered commuting hours and expansion of operations

<Actions>

- From April 2018- Examine the details of operation including case studies of other companies.
- Until March 2021 Internal notification and widespread the recognition.

Target 2 : Achieve the following number of childcare leave and related holiday acquisition during the planned period.

Male employees • • • 1 or more male employee to take the childcare leave within the planned period. At the same time, make the rate of male employees taking a holiday for parenting purpose to be 15% or more.

Female employees • • • Make the acquisition rate to be 80% or more.

<Actions>

- From April 2018- Through the company intranet/newsletters, promote the awareness of the holiday system and acquisition.
- From April 2018- Make this plan known again to management at the training etc. and create an environment that will allow easy acquisition of the leave.

Target 3 : To set up opportunities to exchange information and talk among employees raising children.

<Actions>

- From April 2018- Using lunchtime etc, conduct an informal gathering inviting employees who are raising children to provide opportunities to exchange information and share problems or concerns.

- From April 2018- From the topics discussed at the gathering, collect the needs and requests from employees and consider the company's system reform.

END