

Implementation Results of CSR Plan for 2022

ISO26000 Core Subject	Topics	2022 Goal	Overall evaluation	
Organizational governance	CSR management	Formulate and implement sustainability activity plan that responds to stakeholder demands	A	
		Disclose sustainability information focusing on ESG	A	
		Re-establish our materialities	A	
	Compliance	Adhere to MinebeaMitsumi Group security control system	— (**)	
		Prepare rules etc. to prevent corruption	A	
		Improve compliance awareness	A	
	Risk management	Enhance risk management system ·Evaluate/identify/formulate response measures for key risks and regularly monitor progress ·Deploy activities coordinated with key materialities	Enhance infection countermeasures	A
			Enhance fire countermeasures	A
			Implement BCP training (earthquake)	A
			Stably operate safety confirmation system	A
			Enhance cyber security countermeasures	A
			Implement IT-BCP training	A
			Improve employees' information security awareness	A
			Human rights	Involvement with employees
Achieve legally-required employment rate for handicapped persons	A			
Prepare internal system to protect human rights	A			
Labor practices	Occupational health and safety	Improve employees' health and safety awareness	C	
		Provide work environments where people can work safely in enhancing infection countermeasures	A	
	Involvement with employees	Improve problems identified in progress survey on employee satisfaction	A	
		Promote workstyle innovation	A	
		Maintain ISO45001 authorization and expand range of authorization (regional offices)	— (**)	
Environment	Environmental conservation	Maintain ISO14001 authorization and appropriately switch activity targets to SDGs taking our materialities into account.	A	
		Get involved in MinebeaMitsumi Group mid-term environmental planning and address common group items	A	
	Contribution to society through products and services	Develop and provide semiconductor products that contribute to energy/space conservation and increased precision/functioning of completed products	A	
		Contribute to society by promoting environmental business through the dissemination of CLEAN-Boost technology	A	
Fair operating practices	Involvement with suppliers	Firmly establish regular implementation of CSR surveys for client demands	A	
		Continuously implement internal training to promote adherence to procurement-related compliance	A	
Consumer issues	Involvement with customers	Develop products matched to the needs of clients/society	A	
		Re-acquire international quality management system certification for automobile industry (IATF16949)	A	
		Continue to achieve zero accidents related to product safety/product liability	A	
		Monitor client satisfaction	A	
Community involvement and development	Involvement with local communities	Cooperate in events related to local revitalization	A	
		Support promotion of regional sports	A	
		Regional cleaning activities	A	
		Hold business PR events for regional residents (including observational tours of plants)	A	
		Offer work experience opportunities for students in areas near offices	A	

*The one item that was evaluated as C were affected by the COVID-19 pandemic.

**Changes to targets during the fiscal year will be implemented in the next fiscal year after reviewing the Group's consolidated response plan.

A: Achievement rate of 80%

B: Achievement rate of 60%

C: Achievement rate of <60%

—: Goal changed during busi