

ISO26000 Core Subject	Topics	2021 Goal
Organizational governance	CSR management	Formulate and implement sustainability activity plan that responds to stakeholder demands
		Disclose sustainability information focusing on ESG
		Re-establish our materialities
	Compliance	Adhere to MinebeaMitsumi Group security control system
		Prepare rules etc. to prevent corruption
		Improve compliance awareness
	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
		Enhance fire countermeasures
		Implement BCP training (earthquake)
		Stably operate safety confirmation system
		Improve employees' information security awareness
Human rights	Involvement with employees	Open up occupational fields for handicapped persons
		Achieve legally-required employment rate for handicapped persons
		Thoroughly enforce infection countermeasures to create secure workplaces
		Prepare internal system to protect human rights
Labor practices	Involvement with employees	Improve problems identified in progress survey on employee satisfaction
		Promote workstyle innovation
		Cultivate global human resources
		Basic understanding and promotion of diversity
		Maintain ISO45001 authorization and expand range of authorization (Mita Head Office and regional offices)
Environment	Environmental conservation	Maintain ISO14001 authorization and appropriately switch activity targets to SDGs taking our materialities into account.
		Get involved in MinebeaMitsumi Group mid-term environmental planning and address common group items
		Effectively utilize water resources
	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
		Contribute to society by promoting environmental business through the dissemination of CLEAN-Boost technology
Fair operating practices	Involvement with suppliers	Firmly establish regular implementation of CSR surveys for client demands
		Continuously implement internal training to promote adherence to procurement-related compliance
Consumer issues	Involvement with customers	Develop products matched to the needs of clients/society
		Re-acquire international quality management system certification for automobile industry (IATF16949)
		Continue to achieve zero accidents related to product safety/product liability
		Monitor client satisfaction
		Continue to endeavor to improve customer satisfaction
Community involvement and development	Involvement with local communities	Cooperate in events related to local revitalization
		Support promotion of regional sports
		Regional cleaning activities
		Hold business PR events for regional residents (including observational tours of plants)
		Offer work experience opportunities for students in areas near offices