

Implementation Results of CSR Plan for 2021

ISO26000 Core Subject	Topics	2021 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	B
		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	A
		Enhance infection countermeasures	A
		Enhance fire countermeasures	A
		Implement BCP training (earthquake)	A
		Stably operate safety confirmation system	A
		Improve employees' information security awareness	A
	Human rights	Involvement with employees	Open up occupational fields for handicapped persons
Achieve legally-required employment rate for handicapped persons			A
Thoroughly enforce infection countermeasures to create secure workplaces			A
Prepare internal system to protect human rights			A
Labor practices	Involvement with employees	Improve problems identified in progress survey on employee satisfaction	A
		Promote workstyle innovation	A
		Cultivate global human resources	A
		Basic understanding and promotion of diversity	A
		Maintain ISO45001 authorization and expand range of authorization (Mita Head Office and regional offices)	A
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
		Effectively utilize water resources	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
		Continue to endeavor to improve customer satisfaction	A
Community involvement and development	Involvement with local communities	Cooperate in events related to local revitalization	— (*)
		Support promotion of regional sports	A
		Regional cleaning activities	A
		Hold business PR events for regional residents (including observational tours of plants)	— (*)
		Offer work experience opportunities for students in areas near offices	A

*The two items that were evaluated as C were affected by the COVID-19 pandemic.

**Goals were changed during the business period because doubts arose regarding the validity of the planned

A: Achievement rate of 80%
B: Achievement rate of 60%
C: Achievement rate of <60%
—: Goal changed during busi