

CSR Plan for 2023

ISO26000 Core Subject	Topics	2023 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 <ul style="list-style-type: none"> • 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
		Strengthen cybersecurity measures
		Conduct IT-BCP training
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
		Prepare internal system to protect human rights
Labor practices	occupational health and safety	Improve employees' health and safety awareness
		Provide work environments where employees can work with peace of mind by being thorough in measures against infectious diseases
	Involvement with employees	Improve problems identified in progress survey on employee satisfaction
		Promote workstyle innovation
		Maintain ISO45001 authorization
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
	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
		Maintain international quality management system standard certification for automotive industry (IATF 16949)
		Continue to achieve zero accidents related to product safety/product liability
		Monitor client 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