



# Minebea Group CSR

## Basic Approach

The Minebea Group believes that enterprises have a mission to contribute to the sustainable development of the global environment and of humanity, not only through strict adherence to laws and regulations, but also through fair and proper management of our business in accordance with business ethics. To fulfill this mission, The Minebea Group established the Five Principles. On the basis of the Five Principles, the Minebea Group Basic CSR Policy and the Minebea Group's CSR Implementation Principles were established as platforms for promoting CSR initiatives.

## Minebea Group Stakeholders

The Five Principles focus on employees, customers, shareholders, local communities, global society, suppliers, and the environment that supports our society. The Minebea Group considers each of these groups to be separate stakeholders. In carrying out CSR activities, the Group believes that it is essential to maintain communication with each stakeholder group and meet their expectations.

### The Five Principles

- ⊙ Be a company where our employees are proud to work
- ⊙ Earn and preserve the trust of our valued customers
- ⊙ Respond to our shareholders' expectations
- ⊙ Work in harmony with the local community
- ⊙ Promote and contribute to global society

### Minebea Group Basic CSR Policy

As a manufacturer of precision products supporting society, the Minebea Group is working toward stable supply and making reliable products with low energy consumption widely available, to contribute to the sustainable development of the global environment and of humanity.

### The Minebea Group's CSR Implementation Principles

#### 1 The Five Principles and our Code of Conduct

In promoting CSR activities, the Minebea Group will appropriately manage the organization in accordance with the Five Principles, and adhere to its Code of Conduct.

#### 2 Continuous improvement and raising of awareness

We will put forth goals to be achieved, based on understanding the Minebea Group's social responsibilities and the key problems that need to be addressed, and continue to improve our CSR activities through implementation and continual review. We will also strive to raise awareness of CSR among all employees through CSR activities.

#### 3 Dialogue with stakeholders

Constructive dialogue with stakeholders (employees, customers, shareholders, local communities, global society, suppliers, and the environment) allows us to meet expectations and respond to requests, and we will improve transparency and accountability in our corporate activities.

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