

(Act on the Promotion of Female Participation and Career Advancement in the Workplace)
(Act on Advancement of Measures to Support Raising Next-Generation Children)

MinebeaMitsumi Inc. Action Plan

MinebeaMitsumi recognizes that synergies and new value are created through acknowledgement of our diverse employees' abilities, experiences, and ways of thinking, and having the mutual acceptance of each other. Based on this recognition, we promote female's participation and advancement in the workplace and strive to build an organizational culture and environment in which all employees are proud to work and can fully demonstrate their abilities.

1 . Period

1 April, 2021 to 31 March, 2026

2 . Our challenges

- The numbers of female employees and female managers are small.
- The percentage of female hired is low.
- Only a few male employees use a company system for supporting work and childcare balance.

3 . Targets and Action Details

Expanding the number of female hires and building a system to support female employees career development [Female's participation and career advancement in the workplace]

Target 1 : To increase the percentage of female new graduates hiring to 20% and more.

<Action details>

From April 2021-

- We will actively publicize that we are a company where female can play an active role by exhibiting at recruitment events for female science students, having female employees appear on recruitment websites and company briefing sessions.
- Reconfirm the recruitment status of each business unit and consider measures to increase the recruitment of female in technical fields.
- Conduct diversity training aimed at raising awareness and fostering a corporate culture for promoting the active participation of female employees.
- Provide career training for targeted young and mid-career male and female employees.

Creating an environment where both male and female can work comfortably while raising children [Measures to support raising Next-Generation children]

Target 2 : The rate of male employees taking childcare leave and other related leave is set to the following level: During the period, 5 or more male employees take childcare leave and 60% or more take the spouse childbirth leave.

<Action details>

From April 2021

- Thoroughly disseminate childcare-related systems and introduce the voices of those who have experienced childcare leave within the company.
- Conduct management training for the purpose of supporting work-life balance in the workplace.
- Hold an exchange meeting for male and female employees who are raising children.

Target 3 : To create an environment where all employees can work efficiently and autonomously.

<Action details>

From April 2021

While continuing the various systems introduced so far (satellite office work and staggered commuting hours), we will consider improving the system and expanding the scope of its application aiming to have effective work styles according to our business type and job category, such as introducing system of working at home as a more flexible work style option.

END