August 5, 2026

To whom it may concern:

Company Name:	MINEBEA MITSUMI Inc.
Representative:	Yoshihisa Kainuma Representative Director, Chairman CEO (Code No. 6479, TSE Prime Market)
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Notice Regarding Introduction of Restricted Stock Incentive Plan for the Employee Stock Ownership Association

MINEBEA MITSUMI Inc. (the "Company") hereby announces that, at a meeting of its Board of Directors held on August 5, 2026, it resolved to introduce a restricted stock incentive plan for its employee stock ownership association (the "ESOA RS Plan"). Under this plan, restricted stock will be granted to the Company's employees through the MinebeaMitsumi Employee Stock Ownership Association (the "ESOA"), as detailed below.

1. Purpose of Introducing the ESOA RS Plan

To commemorate the 75th anniversary of the Company's founding, the ESOA RS Plan aims to assist employees of the MinebeaMitsumi Group (the "Employees") in building their personal assets. It provides them with opportunities to acquire common stock of the Company as restricted stock issued or disposed of by the Company through the ESOA. Furthermore, the plan is intended to provide Employees with an incentive to sustainably enhance the Company's corporate value and to foster greater alignment of interests between Employees and shareholders.

2. Overview of the ESOA RS Plan

Among the employees enrolled in the ESOA, those who consent to the ESOA RS Plan (the "Eligible Employees") will be granted monetary claims by the Company to serve as a special allowance for acquiring restricted stock (the "Special Incentive Allowance"). The Eligible Employees will contribute the Special Incentive Allowance to the ESOA, which will, in turn, contribute it in-kind to the Company. The Eligible Employees will thereby acquire the Company’s common stock, issued or disposed of as restricted stock, through the ESOA.
The Company plans to adopt the ‘Restricted Stock Incentive Plan for Employee Stock Ownership Associations’ (ESOA RS) offered by Nomura Securities Co., Ltd., and will announce further details once finalized.

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