

Forced Labour Report for NMB Technologies Corporation, a MinebeaMitsumi Group Company

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by NMB Technologies Corporation, (“NMB”) a California company and American sales arm for ultimate parent company MinebeaMitsumi, Inc. (“MMI”).

We recognize that risks of forced labour and child labour (also referred to as modern slavery) exist and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our workforce, and other external stakeholders.

This report has been prepared for the calendar year ending on December 31, 2023.

This report is made pursuant to the Act and was approved by NMB’s Board of Directors (the Board) on May 24, 2024.

Our Corporate Structure and Business Activities

NMB is headquartered in Novi, Michigan, United States, and is a MinebeaMitsumi Group company; MMI is a global leader in the design and production of miniature ball bearings, precision components, electromechanical components, and semiconductor components. MMI’s precision manufacturing expertise also includes backlights, lighting products, advanced technology components for smart cities, medical devices, automotive manufacturers, and industrial manufacturers.

Our Supply Chains

NMB is MMI’s American sales arm and purchases components, manufactured by MMI and other MMI group companies, from MMI and resells them within the Americas.

While NMB has only one supplier (MMI), MMI itself works with many suppliers to provide goods to support our customers. MMI has hundreds of suppliers, both to supply materials and components used in the manufacturing of its own products for sale, as well as service providers to support general operations.

Risks of Forced Labour or Child Labour in Our Supply Chain

NMB is committed to the safety and health of its employees and conducts its operations in compliance with all applicable laws and regulations. Like with many global businesses, risks in our supply chain arise because of our limited visibility into our suppliers’ supply chains. Although NMB’s exposure to forced labour and child labour risks is considered low, the nature of business requires our parent company and its affiliates to procure a large number of supplies and materials. Our supply chain includes raw metals, plastics, stainless steel components and other component parts, sourced from around the world.

To reduce this risk and other risks, MMI’s [Supplier Quality Assurance Manual](#) requires its suppliers to establish traceability systems that track part/material lot numbers to the finished product, including traceability to inspection records. MMI also requires suppliers to self-audit compliance in addition to submitting to audits by MMI. As such, MMI’s ability to trace the origin of specific materials and components is high despite its role as a purchaser of various materials and components.

How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

NMB, though MMI, is committed to supporting responsible sourcing of its materials and components from suppliers that share our values around human rights and ethics.

1. Our Policies and Due Diligence Processes

MMI's requires suppliers to adhere to its [Corporate Social Responsibility Procurement Guidelines](#) ("Procurement Guidelines"), which lay out obligations of its suppliers. The Procurement Guidelines formalize MMI's expectation that its suppliers be good corporate citizens and comply with all applicable laws and regulations, including those governing safety, child labour, labour and employment, and the environment. Suppliers are expected to be familiar with the business practices of their sub-suppliers, including prohibiting the engagement in or support of the use of child labour or forced or involuntary labour. MMI views the Procurement Guidelines as foundational to each supplier relationship.

As part of the Procurement Guidelines, MMI requires its suppliers to comply with its various policies and procedures.

As a MinebeaMitsumi group company, the policies and procedures of MMI also apply to NMB. This includes the [MMI Group Code of Conduct](#), which formalizes MMI's requirement that all MMI group companies pursue profits through free and fair competition and ensure compliance all applicable laws and regulations.

2. Employee Training on Forced Labour and Child Labour

MMI provides training to procurement personal on its Procurement Guidelines. All procurement personal in all of MMI's domestic group companies are required to take the training every year.

Additionally, MMI publishes relevant policies on its website, including its [Group Officer and Employee Compliance Guidelines](#) ("Compliance Guidelines"). MMI requires that all officers and employees of MMI Group Companies read, understand, and comply with the Compliance Guidelines. The Compliance Guidelines require immediate reporting of any violation or suspected violation.

3. How We Monitor Ourselves and Our Suppliers

Pursuant to the Procurement Guidelines, we maintain internal accountability standards and procedures to address employees, contractors or suppliers who fail to meet company standards, including labour law violations regarding slavery and human trafficking.

Credible information regarding a potential violation of MMI's Guidelines, whether discovered by NMB, MMI, employees, agents, or suppliers, must be promptly reported to the relevant local Human Resources Department or Legal Department.

NMB and MMI policies prohibit retaliation against anyone who reports a concern in good faith.

How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains

As of December 31, 2023, NMB has not faced situations of forced labour or child labour and has therefore not had to remedy or rectify such situations.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Richard LaPlace
President
May 28th 2024

I have the authority to bind NMB Technologies Corporation