

June 26, 2020

To whom it may concern:

Company Name: MINEBEA MITSUMI Inc.
 Representative: Yoshihisa Kainuma
 Representative Director, CEO&COO
 (Code No. 6479, TSE Div.No.1)
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 Officer in charge of Personnel & General Affairs Div.
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**Notice Regarding Determination of Details for
 Performance-Linked Stock Remuneration Plan**

MINEBEA MITSUMI Inc. (the “Company”) hereby announces that a resolution was made at a meeting of the Board of Directors held today concerning the details of the performance-linked stock remuneration plan (hereinafter the “Plan”) which a meeting of the Board of Directors held on May 8, 2020 resolved to introduce for the Company’s directors (excluding outside directors; hereinafter the same) and which was approved at the 74th Ordinary General Meeting of Shareholders held today on June 26, 2020. The detail of the Plan is as follows;

1. Outline of the Trust

(1) Name	Board Benefit Trust
(2) Entrustor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trusted to Japan Trustee Services Bank, Ltd.)
(4) Beneficiaries	Directors who meet the requirements
(5) Trust administrator	To be selected from third parties having no conflict of interests
(6) Exercise of voting rights	No voting rights will be exercised for the shares in the Trust during the Trust period
(7) Type of trust	Money trust other than cash trusts (third-party-benefit trust)
(8) Date of conclusion of the Trust Agreement	July 13, 2020
(9) Date on which money will be trusted	July 13, 2020
(10) Trust termination date	End of July, 2023

2. The Company’s Shares to be acquired for the trust

(1) The type of shares to be acquired	Common shares
(2) The amount of funds the Company entrusts for acquiring the shares	239,951,200 yen

(3) The method of acquiring the shares	122,800 shares
(4) The method of acquiring the shares	Disposition of the Company's treasury stock
(5) Date on which the shares are to be acquired	July 13, 2020

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