

This section focuses on Minebea's environmental achievements and objectives in fiscal 2003 and objectives in fiscal 2004. For detailed information and specific examples, please refer to the page(s) indicated in the right column.

■ Products

Objectives for Fiscal 2003	Achievements in Fiscal 2003	Objectives for Fiscal 2004	Page(s)
Reduction or Elimination of Hazardous Chemical Substances in Products <ol style="list-style-type: none"> Eliminate leaded cable insulation and plastic materials Exposed: Achieve by March 2004 Other: Achieve by December 2004 Switch to lead-free solder: Achieve by June 2004 Eliminate hexavalent chromium Achieve by December 2004 for all products except automotive fasteners; Automotive fasteners: achieve by June 2005 Eliminate asbestos from electronic clutches and brakes: Achieve by March 2004 Promote non-PVC coating materials for speaker boxes 	<ol style="list-style-type: none"> Eliminate leaded cable insulation and plastic materials: Achieved Switch to lead-free solder: Ongoing in one area Eliminate hexavalent chromium: Ongoing Eliminate asbestos from electronic clutches and brakes: Achieved Promote non-PVC coating materials for speaker boxes: Ongoing 	<ol style="list-style-type: none"> Switch to lead-free solder: Achieve by June 2004 Eliminate hexavalent chromium compounds: Achieve for all products except automotive fasteners by December 2004 and for automotive fasteners by June 2005 Promote non-PVC coating materials for speaker boxes 	14
Reduction of Energy Consumption/Contribution to Prevention of Global Warming	<ol style="list-style-type: none"> Contribute to environmental improvement by increasing precision of ball bearings Develop and commercialize LCD lighting devices Develop and commercialize backlight inverters for LCDs to facilitate higher resolution and efficiency 	Ongoing	15
Green Procurement	<ol style="list-style-type: none"> Eliminate hazardous substances from all procured parts 	<ol style="list-style-type: none"> Publish <i>Minebea Green Procurement Guidelines</i> Commence full-scale implementation of green procurement 	17
Environmentally Sound Distribution	<ol style="list-style-type: none"> Reduce distribution lead times and switch to transport methods with minimal energy requirements 	Expand use of transport methods with minimal energy requirements	16

Note: The objectives presented herein were formulated based on certain assumptions. Please note that the Company's actual performance may vary significantly from any particular objective, owing to various factors. Persons interested in transactions with Minebea are advised to contact the appropriate person in charge in advance.

Plants

Objectives for Fiscal 2003	Achievements in Fiscal 2003	Objectives for Fiscal 2004	Page(s)
Rehabilitation of Contaminated Soil and Groundwater Observe the environmental laws and regulations of each of the countries in which we have plants	1. Resolve contamination caused by chlorinated organic solvents a. Purify groundwater (Karuizawa and Fujisawa manufacturing units and site of former Ichinoseki Factory): ongoing	1. Observe environmental laws and regulations 2. Continue to implement measures at plant sites found to be contaminated	18
Prevention of Damage to the Ozone Layer Switch to air conditioners that do not use ODSs when installing new or replacing existing units		Switch to air conditioners that do not use ODSs when installing new or replacing existing units	—
Promotion of "3R" Compatibility for Waste Reduce total waste output 15% from the fiscal 2002 level by March 2006 (For detailed information on waste output, please refer to page 7.)	1. Reduce disposal of waste as landfill Fiscal 2003 volume: 4,578 tons	1. Reduce total waste output 15% from the fiscal 2002 level by March 2006 2. Determine total waste output from all plants, including those in the United States and Europe	7 19
Prevention of Water Contamination Observe environmental laws and regulations	1. Japan: All plants have brought contamination below levels stipulated by local laws and regulations 2. Thailand: All plants have brought contamination below levels stipulated by local laws and regulations 3. China: All plants have brought contamination below levels stipulated by local laws and regulations	Observe environmental laws and regulations	8 20
Prevention of Air Pollution Observe environmental laws and regulations	Japan: All plants were below levels stipulated by local laws and regulations	Observe environmental laws and regulations	8
Reduction of Energy Consumption/Contribution to Prevention of Global Warming Lower energy consumption (per unit of production) 1% annually	1. Energy consumption at plants worldwide Fiscal 2003: 857,448 kWh 2. Implement measures to lower energy consumption. Examples: • Switch to compressors with inverters • Switch to light fixtures with inverters	Lower energy consumption (per unit of production) 1% annually	7 19
Management of Chemical Substances	Develop MMDB-II, Minebea Group chemical substance management database	1. Expand use of MMDB-II 2. Produce English-language version of MMDB-II	7 19
Establishment of Pollution Patrol Programs Continue to implement and improve regular patrols	1. Implement environmental patrols covering plants as well as surrounding areas 2. Conduct regular audits of waste processing service providers	1. Continue to implement and improve regular patrols 2. Conduct regular audits of waste processing service providers	20

Other Areas

	Objectives for Fiscal 2003	Achievements in Fiscal 2003	Objectives for Fiscal 2004	Page(s)
Education	New employees Ongoing	Implement environmental education programs for new recruits	Ongoing	22
	In-house training (auditors) Ongoing	Implement training program for in-house environmental auditors: Fiscal 2003: 18 in Japan (cumulative total: 120)	Ongoing	22
	Basic employee education Ongoing	Provide regular environmental education for all employees	Ongoing	—
	Emergency response training Ongoing	Implement fire, oil leak drills	Ongoing	22
Environmental Communications	Present information on environmental protection efforts Publish Minebea Group Environmental Report	1. Present information on environmental protection efforts on the Minebea web site 2. Publish Minebea Group Environmental Report 2003	Ongoing	23
	Communication with local communities Continue to communicate with local communities	Make Minebea Group Environmental Report 2003 available to the public via municipal offices in communities where plants are located	Ongoing	—
Community Activities	Clean-up programs Ongoing	Organize clean-up programs around plant sites	Ongoing	—
	Tree-planting/Greening of plants Ongoing	Implement/participate in programs at plants and sales offices	Ongoing	21
	Support for local environmental protection efforts Provide support for local environmental protection efforts	Implement/participate in programs at plants and sales offices	Ongoing	—
	Environmental protection funds Shanghai–Minebea Environmental Protection Fund (Established April 1, 1996) Increase fund to Rmb 11.0 million (approximately ¥165.0 million) Continue to use fund to assist local environmental protection activities	1. Use fund to support tree-planting programs 2. Use fund to support riparian works near plants	Continue to use fund to assist local environmental protection activities	24