

This section focuses on Minebea's environmental achievements and objectives in fiscal 2008 and objectives for fiscal 2009. For detailed information and specific examples, please refer to the page(s) indicated in the right column.

■ Products

Objectives for Fiscal 2008	Achievements in Fiscal 2008	Objectives for Fiscal 2009	Page
1. Lower resource consumption Reduce volume of materials/parts used	1-1. Manufactured world's smallest ultra-small bearing with outer diameter of 1.5 mm	1. Development and manufacturing of products with enhanced life and high weathering resistance	14
2. Promote EuP ⁽¹⁾ directive-compliant LCA ⁽²⁾ -based eco-friendly design system Develop products that consume less electricity	1-2. Developed and commercialized ultra-small permanent magnet (PM) stepping motors (ø3mm, ø6mm), etc. 2. Drew up the draft of "eco-friendly design guideline" Due to gather public comments	2. Development and manufacturing of complex products (Electro Mechanics Solution) that are combination of machines parts and electronic instruments. 3. Promotion of "eco-friendly design"	15

■ Green Procurement

Objectives for Fiscal 2008	Achievements in Fiscal 2008	Objectives for Fiscal 2009	Page
1. Control chemical substances in products Ensure continued RoHS ⁽³⁾ and ELV ⁽⁴⁾ compliance Comply with REACH ⁽⁵⁾ regulation	1-1. Established the green procurement coordinating committee in June, 2008 1-2. Conducted in-house audit for control of chemical substances in products in February, 2009	1. More thorough green procurement including supplier chain	16

■ Distribution

Objectives for Fiscal 2008	Achievements in Fiscal 2008	Objectives for Fiscal 2009	Page
1. Expand use of energy-efficient distribution methods 2. Improve packaging materials and transport methods	1. Continued to promote use of energy-efficient distribution methods 2. Promoted reuse and recycle of packing materials	1. Expand use of energy-efficient distribution methods 2. Improve packaging materials and transport methods	17

Glossary

- (1) **EuP** (Energy-using Products) directive: An EU directive that obliges manufacturers of energy-using products to adopt ecodesign considerations.
- (2) **LCA** (Life cycle assessment): An LCA is used to quantify the "cradle-to-grave" impact of a given product on the environment, that is, the impact throughout the product's life cycle.
- (3) **RoHS** (Restriction of Hazardous Substances) directive: An EU directive banning the use of certain hazardous substances in electrical and electronic equipment.
- (4) **ELV** (End-of-Life Vehicles) directive: An EU directive that sets recycling rates for automobiles and bans the use therein of substances that negatively impact the environment.
- (5) **REACH** (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation: A regulation on chemicals and their safe use compelling manufacturers and importers in EU to register, authorize and gather information on the properties of their chemical substances.

Plants

Objectives for Fiscal 2008	Achievements in Fiscal 2008	Objectives for Fiscal 2009	Page
Reduction of Energy Consumption/Contribution to Prevention of Global Warming Lower electricity consumption (per unit of sales) 1% annually	1. Total electricity consumption at plants worldwide: Fiscal 2008: 824,545 MWh Fiscal 2009: 733,988 MWh 2. Purchased green power 3. Implemented measures to lower energy consumption 4. Promoted greening of plants 5. Changed fuels used Replaced heavy oil A with city gas or electricity	1. Lower energy consumption (per unit of sales) 1% annually	7 18 19
Promotion of "3R"⁽⁶⁾ Compatibility for Waste Reduce the total waste output 10% from the fiscal 2005 level by June 2009	Final disposal volume (landfill) at worldwide plants of the Minebea Group Fiscal 2008 volume: 7,806 tons Fiscal 2009 volume: 5,935 tons	Reduce the total disposal of waste as landfill: Reduce 5,000 tons annually	7
Prevention of Water Contamination Observe environmental laws and self-imposed regulations	All plants have brought contamination below levels stipulated by local laws and self-imposed regulations	Observe environmental laws and self-imposed regulations	8
Prevention of Air Pollution Observe environmental laws and self-imposed regulations	All plants have brought contamination below levels stipulated by local laws and self-imposed regulations	Observe environmental laws and self-imposed regulations	8
Rehabilitation of Contaminated Soil and Groundwater 1. Observe environmental laws and regulations 2. Continue to implement measures at plant sites found to be contaminated	Continued to take steps to resolve contamination caused by chlorinated organic solvents	1. Observe environmental laws and regulations 2. Continue to implement cleanup measures at plant sites found to be contaminated	21
Management of Chemical Substances 1. Expand use of MMDB-II ⁽⁷⁾ 2. Expand use of English-language version of MMDB-II	Continued use of MMDB-II	Expand use of MMDB-II	—
Establishment of Pollution Patrol Programs 1. Continue to implement regular patrols 2. Conduct regular audits of waste processing service providers	1. Implemented environmental patrols covering plants as well as surrounding areas 2. Conducted regular audits of waste processing service providers	1. Implement regular patrols 2. Conduct regular audits of waste processing service providers	21

Glossary

(6) **3R**: "Reduce, reuse, recycle": An initiative that sets priorities for use of waste.

(7) **MMDB-II**: A data base for referring to MSDS of chemicals used in plants of the Minebea Group and for controlling entering and dispatching from warehouse.

Other Areas

Item	Objectives for Fiscal 2008	Achievements in Fiscal 2008	Objectives for Fiscal 2009	Page
Environmental Audits	In-house environmental audits Ongoing	Implemented audits by in-house environmental auditors	Ongoing	5
	External environmental audits Ongoing	Implemented audits by a third-party certification organization	Ongoing	
Environmental Education	New employees Ongoing	Implemented environmental education programs for new recruits Basic employee education	Ongoing	22 23
	Basic employee education Ongoing	Provided regular environmental education for all employees	Ongoing	
	Emergency response training Ongoing	Implemented fire and oil leak drills	Ongoing	
	In-house training (Internal auditors) Ongoing	Put aside in-house training of internal auditors in fiscal year 2009. Refreshment training for qualified in-house auditors was conducted, though.	Ongoing	
Environmental Communications	Present information on environmental protection efforts Publish Minebea Group Environmental Report	1. Published "Minebea Group Environmental Report 2008" and presented information on environmental protection efforts on the Minebea web site. 2. Presented information on environmental protection efforts on the Minebea web site.	Publish Minebea Group Environmental Report 2009	24 25
	Communication with local communities Continue to communicate with local communities	1. Conducted summer festival, etc. with local residents 2. Supported Environmental click fund-raising for Fujisawa city	Ongoing	
Community Activities	Clean-up programs Ongoing	Organized clean-ups around plants, including roads traveled by employees commuting to work	Ongoing	26 27
	Tree-planting/Greening of plants Ongoing	Conducted at plants	Ongoing	
	Support for local environmental protection efforts Ongoing	Voluntary participation, etc.	Ongoing	
	Environmental protection fund Continue to use fund to assist local environmental protection activities Shanghai-Minebea Lake Dianshan-hu Environmental Protection Fund (Established in April, 1996): Rmb 11.6 million (approx. ¥166.0 million)	Examine execution plan of local environmental protection activities using fund	Continue to use fund to assist local environmental protection activities	

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.