

Relationships with Local Communities and Global Society

► Basic Approach

As an enterprise operating on a global scale, the Minebea Group believes in the importance of building sound partnerships with local communities through good communication. To establish firm roots in those communities, we carry out social contribution activities meeting local needs based upon our “Five Principles.”

► Contributing to Global Society

Initiatives in North America

Accepting High School Students for Vocational Experience Program

The Peterborough Plant of U.S. manufacturing subsidiary New Hampshire Ball Bearings, Inc. (NHBB) accepted nine students from nearby Conval High School as part of a four-month vocational experience program lasting from February through June 2016.

The program was planned jointly by the high school and NHBB to complement the high school curriculum with technical education at the plant. The students gained practical experience engaging in various tasks, from working with materials to making the finished products, while also learning about how to make improvements and use teamwork to solve problems.



Students participate in the vocational education program

Initiatives in Europe

Contributing to Local Community Events

German subsidiary myonic GmbH supports the annual “Old town Summer Festival” in its hometown of Leutkirch.

The summer festival was started 13 years ago as a way to provide entertainment to local residents during the summer vacation. myonic supports the festival each year by fielding an employee team in the sports competition and through other activities.



Employees participate in a volleyball competition

Initiatives in China

Support for Social Welfare by Employees

At the Zhuhai Plant in China, employee volunteers participate in a program to deliver donated goods to the elderly in senior citizen homes and children in welfare facilities. Employee volunteers deliver traditional Chinese cakes and other food supplies as well as stationery and

other goods needed by the facilities. They also take part in recreational and other activities to deepen friendships with people at the facilities. In addition, plant employees take part in blood donation drives, tree-planting activities, and a variety of other social contribution activities to support their local community.

At the Shanghai Plant, employee volunteers are taking the lead in collecting and donating bags, books, and other necessities to victims living in regions struck by earthquakes. The plant also donates to musical concerts sponsored by local business associations, and plant employees participate in various other activities to support the development of the local community.



Employees volunteer for tree-planting activities

Initiatives in Thailand

Contributing through Dialogues with Local Communities

NMB-Minebea Thai conducts activities to support higher standards of living in local communities.

In March 2015, the company invited 20 senior citizens living in the Chiang Rak Noi Municipal District, Ayutthaya Province, to participate in a stakeholder dialogue. Senior citizens voiced their need for higher incomes and standards of living. After receiving input from the community, NMB-Minebea Thai will continue considering ways to support the community.

In June 2015, the company also donated chicken feed and chickens to 95 impoverished households in Chiang Rak Noi, near the Bang Pa-in Plant, as part of a program to help local households with inadequate income to become self-sufficient.



NMB-Minebea Thai holds a dialogue with members of the local community



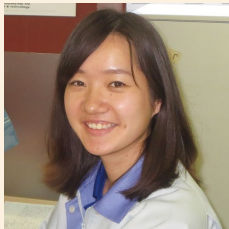
▶ Contributing to Local Communities

Support for Earthquake Recovery

Minebea established the “Charitable Trust—Minebea Scholarship Fund for Orphans of the Great East Japan Earthquake” as an endowment for children orphaned by the Great East Japan Earthquake. The scholarship fund provides annual grants of 100,000 yen to orphans of elementary school and junior high age. Every March, third-year junior high school children receiving support from the trust are invited to Tokyo to celebrate their graduation alongside employee supporters.

» Voice

Participating as an Employee Supporter



Ms. Miku Maruyama
Business Section
Special Device Business Unit
Fujisawa Plant

The students were somewhat nervous when we first met, but as they opened up about their dreams after finishing high school, they relaxed a bit and by the end of our talk they were smiling brightly. It was wonderful to be a part of this memorable experience for the students, and to be able to support them as they enter high school and start a new chapter of their lives. In the future I want to take part in more activities like this while continuing to support these students as they aim for their dreams.

Donating to Fukuroi City's Disaster-preparedness Fund

In September 2015, the Hamamatsu Plant donated 1 million yen to Fukuroi City's disaster-preparedness fund. The donation will support the city's disaster-preparedness measures, including the construction of a seawall aimed at ensuring zero casualties from tsunami. The plant will continue providing an annual donation over a five-year period from 2015 through 2019.



Left: Mr. Hideyuki Harada, Mayor of Fukuroi City
Right: Mr. Hirotaka Fujita, Director, Senior Managing Executive Officer

Support for NPO Asama Highland Sports Club

As part of its amateur sports promotion, the Karuizawa Plant supports curling through donations to the Asama Highland Sports Club, an incorporated nonprofit organization. The monetary donations assist the club in holding curling competitions and support junior and wheelchair teams.



The Minebea Cup curling tournament

Career Support for Local Youth

Minebea provides career support for youths by dispatching employees to schools as guest teachers and offering work experience programs.

In FY2015, the Fujisawa Plant invited four first-year students from nearby Katase Junior High School to a plant tour as part of the school's Katase-Enoshima fieldwork program aimed at raising disaster-preparedness awareness. Younger employees from the plant also delivered a lecture to some 80 students at Fujisawa Daiichi Junior High School about the meaning of work.

The Yonago Plant welcomed two second-year students from nearby Minokaya Junior High School as part of the school's work experience program. The students commented that it was their first experience on a manufacturing plant floor, and though they had a hard time adjusting to the new environment, they realized the importance of work along with its enjoyable and challenging aspects. Additionally, plant employees acted as guest teachers for special science lessons at Minokaya Elementary School.



Students enjoy a work experience program at the Yonago Plant

Regular Discussions with the Community

The Karuizawa and Yonago plants hold regular discussions with members of their local communities to facilitate continual dialogue.

The Karuizawa Plant holds semiannual discussions with local community members. At the sixth regular meeting held in November 2015, plant employees and community members exchanged ideas on a broad range of topics, including local disaster-preparedness, wastewater processing, employment, and residential living.

The Yonago Plant held its first regular discussion in January 2016 at which participants exchanged views on local community activities, school-related issues, and exchanges among local businesses.



Regular community discussions (left: Karuizawa Plant; right: Yonago Plant)

▶ Future Issues and Goals

By continuing to make active contributions to local communities in and outside Japan, the Minebea Group will strive to be an organization which deepens its community roots and expands sustainably with local communities.