

Environmental Management

Basic Approach

The Minebea Group has established an environmental management system based on the Minebea Group Environmental Policy, and all Group companies are striving to contribute to the protection of the earth's environment and the sustainable development of human kind.

As examples of specific initiatives in this regard, we adopted highly energy-efficient equipment and processes and set a FY2015 target of reducing total Group CO₂ emissions per basic unit of output by 5% compared with the baseline year (FY2010). As a result of our measures, the Group as a whole achieved a 55% reduction in CO₂ emissions per basic unit of output through FY2015.

We are also strengthening initiatives to minimize waste materials and wastewater from our plants in order to effectively utilize raw materials and water resources. We also make contributions to the environment through our products, including the active development of communications control technologies, sensors and new materials which are central to energy management in highly efficient motors, lighting, and energy conversion devices, as well as "smart" buildings, plants, and urban residential environments.

Environmental Management System

Environmental Management Structure

In order to carry out the Minebea Group Environmental Policy, the Minebea Group has an environmental management structure headed by the Board of Directors and the President and Chief Executive Officer. We also have an Environment Management Committee, a promotion organization composed mostly of executive officers, and a Group Environmental Protection Committee, which is staffed by working-level members. This structure enables rapid implementation of environmental policy. Each work site also has a Plant General Manager of Environmental Management and a Manager of Environmental Management who promote specific environmental conservation measures at plants and offices.

Environmental Audits

The Minebea Group is promoting the acquisition of ISO 14001 certification at each of its major sites worldwide. All



The Ban Wa Plant in Thailand newly acquired ISO 14001 certification in September 2015

of our existing plants worldwide have acquired certification. For newly constructed and recently acquired plants, we have begun environmental management activities based on the certification acquisition plans. In September 2015, a new Thai manufacturing site for lighting devices, the Ban Wa Plant, acquired ISO 14001 certification.

Furthermore, in response to the September 2015 revision of the ISO 14001 standard, all major Minebea Group plants and offices plan to complete the transition to the 2015 standard by the end of FY2017. In April 2016, we revised documents regarding the Minebea Group's environmental management rules to be compliant with ISO 14001:2015.

Environmental Education

Basic Approach and FY2015 Initiatives (Japan)

The Minebea Group provides fundamental environmental management education to all new employees, midcareer hires, trainees, returnees from overseas assignments, and other employees in order to raise the environmental consciousness of each employee.

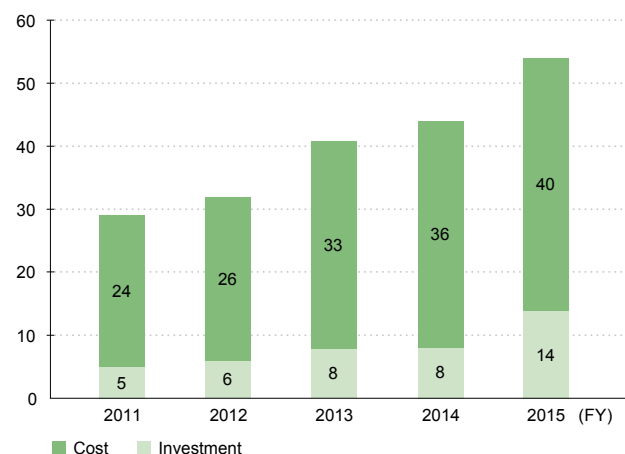
Additionally, all employees receive environmental management education covering the Minebea Group Environmental Policy, along with environmental targets and action plans based on each site's ISO 14001. Educational programs also cover waste separation and training drills for responding to emergencies.

Minebea's Environmental Accounting

The Minebea Group conducts environmental accounting to confirm its costs for environmental protection activities and the effect of its investments. The Japanese Ministry of the Environment's Environmental Accounting Guidelines 2005 is used as a reference. The Minebea Group's environmental conservation costs totaled 5,416 million yen in FY2015, a 22% increase over FY2014.

Environmental Protection Costs, FY2011–FY2015

(Unit: 100 million yen)



Environmental Management

► Initiatives to Protect Biodiversity

Basic Approach

In FY2012, the Minebea Group revised its Environmental Policy and added “contribution to the international community” as a new initiative. As part of the initiative, we recognize that our business activities may have an effect on biodiversity and ecosystems, and we will work to conserve nature. As a first step, recognizing the importance of understanding the impact of our business activities, we are conducting research on how the Minebea Group’s business relates.

► Minebea’s Environmental Impact

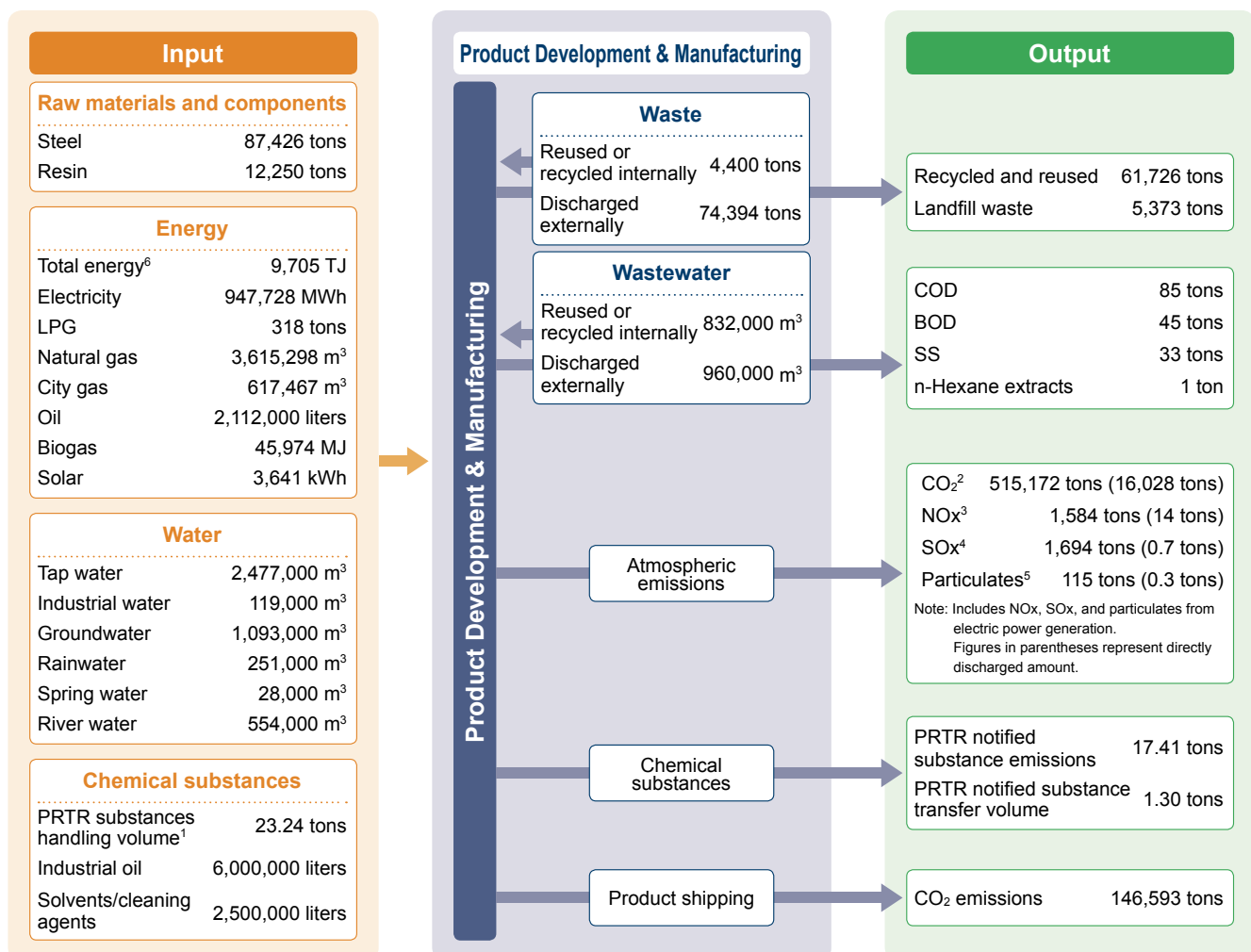
The Minebea Group has plants in 15 countries around the world, manufacturing and selling a range of products

including bearings—our main product—as well as machined components and electronic devices. When environmental impact is viewed in terms of the ratio of total production by region to sales, Asia (excluding Japan) is estimated to account for approximately 80% of the Minebea Group’s consumption and output.

In FY2015, even though our sales increased by 22% year on year, our total energy consumption declined by 1% year on year, the amount of industrial oil remained about on par with the previous year, and the increase in the amount of solvents and cleaning agents was limited to 9% year on year, reflecting our ability to restrain our impact on the environment relative to the amount of sales.

The Group’s environmental impact for FY2015 is summarized below.

► Input and Output (FY2015 Actual)



1. PRTR chemicals: Substances included in the PRTR law (The Chemical Substance Control Law/Domestic Japanese Law), for which companies must register and report volumes released and transferred. The figures shown are those reported to authorities.

2. CO₂: Carbon dioxide

3. NOx: Nitrogen oxides

4. SOx: Sulfur oxides

5. Particulates: Microscopic solid matter contained in exhaust gas generated through combustion, heating, or chemical reaction

6. The data disclosed on FY2014 total energy was mistaken. Correct amount: 9,795 TJ; previously disclosed amount: 9,541 TJ.