

Minebea has adopted five basic management principles as its basic policy for management, which are to ensure that Minebea is “a company for which we are proud to work,” “reinforce our customers’ confidence in us,” “respond to shareholders’ expectations,” “ensure Minebea is welcome in local communities” and “contribute to a global society.” Under this basic management policy, Minebea’s business objective is to fulfill its social responsibilities to the various stakeholders—such as shareholders, business partners, local communities, employees and international society—and maximize its corporate value. To achieve this business objective, Minebea has approached the enhancement and reinforcement of corporate governance as a key management theme. Also, to ensure the health of the management of the Company and strengthen corporate governance, Minebea is promoting the establishment, maintenance and expansion of an internal control system.

### 1. Basic Explanation of the Company’s Organization

In response to the need for highly strategic business judgments and timely action, we changed the Board of Directors to a 10-member system in June 2003. At the same time, by introducing an executive officer system, we have delegated significant authority from the Board of Directors to Executive Officers, and clearly divided the role of management/supervision functions from execution functions.

Moreover, with the aim of obtaining advice on all aspects of corporate management and strengthening the Board of Directors’ functions to supervise organizations responsible for execution, we have included two external Board members in the 10-member Board of Directors.

The Board of Auditors is comprised of five members, of which three are external auditors. In addition to holding the Board of Auditors’ meetings and attending the Board of Directors’ meetings and other important meetings, the auditors—in conjunction with the accounting auditors and the Internal Audit Department—audit domestic offices, subsidiaries and overseas subsidiaries, to audit the activities of directors.

### 2. Enhancement of the Internal Control System

Minebea resolved at the Board of Directors’ meeting that the in-house control system—originally established to include internal controls as part of the due diligence of managers—would be rebuilt and implemented as the “Basic Policy for Internal Control System.” With the introduction of the internal control system, the Company will be able to comprehensively maintain and reinforce its systems for, among others, compliance, information storage, risk management, efficient performance of duties, Group control and auditing.

### 3. Summary of Management Decisions, Supervision and Various Functions

#### (1) Supervision of Management

Minebea’s supervision of management is done by the 10-member Board of Directors, which makes significant strategic business judgments that can facilitate prompt and highly strategic decision making. We have included two external Board members in the Board of Directors with the aim of obtaining advice on corporate management and strengthening the Board of Directors’ functions to supervise the organizations responsible for execution.

#### (2) Execution Function of Management

Minebea is building a system for the execution function of management that will reinforce diligent attendance of each division’s operations in accordance with the Company’s management policy, and revitalize and enhance the speed of management by introducing an executive officer system.

#### (3) Monitoring of Management

Minebea has built a monitoring system comprising five corporate auditors, of which three are external.

Also, there are no titles or ranks for the Board members in an effort to enhance the monitoring of each Board member.

### Five Basic Management Principles

- Ensure that Minebea is a company for which we are proud to work
- Reinforce our customers’ confidence in us
- Respond to our shareholders’ expectations
- Ensure Minebea is welcome in local communities
- Contribute to a global society

#### 4. Basic Policy for the Internal Control System and its Enhancement Situation

In line with the Company Law, enforced May 1, 2006, to substantiate the health of Company management, Minebea finalized the “Basic Policy for Internal Control System” after the resolution of the Board of Directors.

The Company’s internal control system is necessary to assure that the Board members’ execution of duties conforms to laws and the articles of incorporation, and that the Company’s other operations are adequate.

By establishing an internal control system that disciplines business management, we will reinforce corporate governance and fulfill the Company’s social responsibilities, as well as further increase corporate value.

Specifically, the in-house control system originally established to include internal controls as part of the due diligence of managers has been organized and finalized as an internal control system and will be continuously implemented following enforcement of the Company Law. From now on, this internal control system will be monitored constantly for improvement and reinforcement.

#### (Structure of the Internal Control System)

- (1) Structure to assure that Board members’, executive officers’ and employees’ execution of duties conforms to laws and the articles of incorporation (compliance system)
- (2) Storage and management of information related to execution of duties by Board members and executive officers (information storage system)
- (3) Rules for Management of Loss Risk and other structures (risk management system)
- (4) Structure that assures the execution of duties by Board members and executive officers are efficiently done (system for the efficient performance of duties)
- (5) Structure to ensure that the operations of the Company and its affiliated companies are adequate (system for management of Group companies)
- (6) Structure to ensure that audits by the corporate auditors are effective (audit system and related matters)

#### Minebea’s Corporate Governance System

