

The Minebea Group recognizes environmental protection as a key management objective. In August 1993, we formulated our own Environmental Philosophy and Environmental Policy.


ENVIRONMENTAL PHILOSOPHY
Established August 26, 1993
Revised April 1, 2009

Minebea strives to contribute to higher quality, more comfortable lifestyles by providing truly valuable products and services. At the same time, the Company works to minimize the environmental burden of its various activities and promote greater harmony, thereby contributing to the presentation and improvement of a healthy environment

Environmental Policy

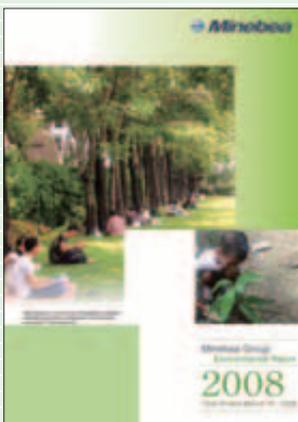
- 1. Development and Design**
Minebea shall focus on the development and design of products that contain no hazardous substances for the environment or the health and safety of humans, consume little energy and satisfy the "3R" (reduced, reused or recycled) criteria
- 2. Manufacturing**
Minebea shall set targets and restructure and revise its manufacturing procedures by using materials that contain no hazardous substances for the environment or the health and safety of humans, thereby improving yield, reducing waste and lowering energy consumption.
- 3. Logistics**
Minebea shall employ packing materials that contain no hazardous substances for the environment or the health and safety of humans and satisfy the "3R" criteria, as well as procedures that lower energy consumption and prevent the release of hazardous substances.
- 4. Cooperation with Authorities and Local Public Entities**
Minebea shall observe environment-related rules and regulations imposed by the country and local authorities and support environmental conservation and prevention of pollution.
- 5. Overseas Activities**
In its manufacturing and distribution activities overseas, Minebea shall observe environment-related rules and regulations imposed by local authorities and do its best to preserve environment and prevention of pollution in adjacent areas.
Minebea shall also be an aggressive supplier of new environmental protection technologies.
- 6. Environmental Audits**
Minebea shall conduct periodical environmental audits at all of its manufacturing and other facilities with the aim of ensuring the effective implementation and continual improvement of its environmental management system.
- 7. Employee Education**
Minebea shall require employees to attend courses to encourage their involvement in environmental protection activities in the workplace and at home.
- 8. Observe Minebea's Environmental Policy**
All Minebea Group employees and other individual working at our sites shall adhere to Minebea's Environmental Policy. If any individual has an environment-related concern, he/she shall report it promptly to his/her manager, who shall respond promptly


Yoshihisa Kainuma
Representative Director
President, Chief Executive Officer
Minebea Co., Ltd.

In line with the directions set forth in our Environmental Policy, we continue to promote a wide range of environmental protection activities.

Environmental Management Systems

All Minebea Group manufacturing facilities worldwide have acquired certification under ISO 14001, the International Organization for Standardization (ISO) standard for environmental management systems. Since 2003, we have also published an environmental report summarizing our environment-related initiatives and the results thereof.



Discontinuing or Reducing Use of Hazardous Substances

In April 1993, we became the first bearing manufacturer to eliminate specified chlorofluorocarbons used as cleaning agents at all Group plants worldwide. Since then, we have continued to take decisive steps to discontinue or reduce use of hazardous substances. In March 2008, the Material Process Laboratory, part of the Engineering Headquarters' Material and Process Development Division, acquired certification under ISO/IEC 17025:2005, the international standard for laboratory competence in measuring and analyzing the six substances governed by the European Union's Restriction of Hazardous Substances (RoHS) Directive.

Green Procurement

In July 2004, we published the first edition of the "Minebea Group Green Procurement Standard," under which we oblige suppliers to submit analysis data on chemical substances on materials and parts they deliver to Group companies. In December 2007, we published the revised third edition of this document, in line with which we conduct procurement that satisfies global laws and ordinances, including the RoHS Directive, enacted in July 2006, and China's Management Methods for Controlling Pollution Caused by Electronic Information Products Regulation, enacted in March 2007.

Environmental Activities in the Community

We are actively involved in environmental activities in the communities where the Minebea Group has plants. In Thailand, home to our largest manufacturing base, we are honored with numerous awards every year in recognition of our efforts to reduce energy consumption and protect the environment. In China, we established the Shanghai-Minebea Lake Dianshan-hu Environmental Protection Fund in April 1996, with the aim

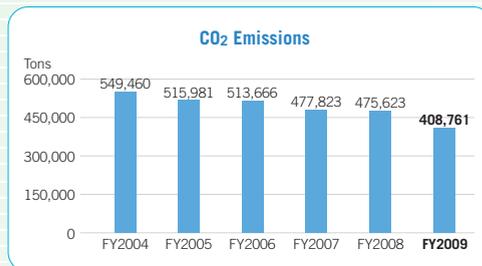


A local river after a dredging project supported by the Shanghai-Minebea Lake Dianshan-hu Environmental Protection Fund

of helping preserve the water quality in Lake Dianshan-hu, located in the vicinity of a Minebea Group plant. The fund continues to assist with a variety of environmental protection efforts in and around Lake Dianshan-hu,

Reduction of CO2 Emissions

In fiscal 2009, total emissions of CO2 into the atmosphere by Minebea Group plants worldwide amounted to 408,761 tons, a 26% decline from 549,460 tons recorded in fiscal 2004. The introduction of advanced countermeasures contributed to a 40% reduction in energy used by a new cutting facility at the Bang Pa-in Plant in Thailand, which commenced operations in July 2008, compared with the facility's predecessor.



New cutting and pressing facility at the Bang Pa-in Plant in Thailand



The Bang Pa-in Plant is awarded a prize for its cooperation in a project to protect the Chao Phraya River.



The Bang Pa-in Plant receives an award as an Outstanding Energy Conservation Factory in the 2008 Thailand Energy Awards