

Acutely aware of the significant burden placed on the environment by the activities of industrial concerns and society's expectations of us in this regard, we have always approached environmental protection as a key management objective. In 1991, we established the Anti-CFC Committee with the aim of phasing out the use of specified chlorofluorocarbons (CFCs) and ethane as cleaning agents, while in 1993 we formulated our own "Charter for Environmental Protection." Since then, we have continued to implement a variety of measures, focusing on the acquisition of certification under ISO 14001, the International Organization for Standardization (ISO) standard for environmental management systems. In 2003, we published our first annual environmental report, which summarizes our environment-related initiatives and the results thereof.

Environmental Protection Activities

Thanks to efforts aimed at phasing out the use of specified CFCs and ethane as cleaning agents, in April 1993 we became the first bearings manufacturer in the world to completely eliminate specified CFCs and ethane from all production processes.

These and other efforts to contribute to ozone protection have been recognized three times to date with the U.S. Environmental Protection Agency's (EPA's) Stratospheric Protection Award.

Environmental Management System

We continue to implement a proactive environmental protection program at all of our production bases worldwide.

Green Procurement

In July 2004, we published the "Minebea Group Green Procurement Standard," which aims to ensure the procurement of raw materials and parts that do not contain hazardous substances.

New regulations and laws, including the European Union's Restriction of Hazardous Substances (RoHS) Directive, which went into effect on July 1, 2006, and China's Management Methods for Controlling Pollution Caused by Electronic Information Products Regulation, which became effective on March 1, 2007, have increased demands for manufacturers worldwide to implement stricter management programs to ensure their products are free of hazardous substances. Minebea obliges suppliers to submit analysis data on materials and parts they deliver to Group companies.

Environmentally Sound Products

Minebea products are used in a broad range of applications in homes and offices, as well as in aerospace and automotive applications. To enhance the environmental soundness of our products, we continue to take steps to reduce or eliminate the use of lead and other hazardous chemical substances in products, as well as to promote the development of energy-efficient products that are compatible with the so-called "3R" ("reduce, reuse and recycle") criteria and the use of environment-friendly packaging.

Employee Energy Conservation Project (Thailand)

In 2006, approximately 80 plants in Thailand participated in the Energy Conservation Program for Participation by All Members, a project implemented by the Department of Alternative Energy Development and Efficiency of the Thai Government in cooperation with King Mongkut's University of Technology Thonburi. In recognition of its efforts and outstanding achievements in this program, Minebea plants in Thailand received several awards.



Vutichai Udomkarnjananan, director of the Bang Pa-in Plant, receives an Energy Conservation Award for Excellence.



The Rojana Plant receives a Plant Award for Excellence.



The Lop Buri Plant receives a Public Relations Award for Excellence.

In line with our five basic management principles (see page 16), we are committed to ensuring Minebea is a company that is welcomed by the community and contributes to the advancement of people everywhere. To these ends, we continue to undertake a variety of initiatives, including establishing foundations, cooperating with local authorities, supporting amateur sports and setting up an environmental protection fund.

Takahashi Foundation

The Takahashi Foundation, named in memory of Minebea Group founder Takami Takahashi, was established in 1992 to celebrate the 10th anniversary of the Group's operations in Thailand. The Foundation began with a fund of 20 million baht (approximately US\$500 thousand), contributed by local Group companies. In 2002, the fund was increased to 60 million baht (approximately US\$1.4 million) to commemorate the Group's 20th anniversary in Thailand.

The Takahashi Foundation offers support to impoverished students studying science and technology-related subjects. Since 1993, scholarships have been awarded to more than 500 students in educational institutions nationwide. The Foundation has also initiated a lunch fund project to help ensure the physical and mental health of needy students at the primary school level.

In addition to supporting the Takahashi Foundation, Minebea Group companies in Thailand have set up a scholarship program for local students in Lop Buri and Ayutthaya provinces, both home to major Minebea Group plants.

Contribution to Construction of New Elementary School Building (Thailand)

To commemorate the 60th anniversary of the reign of Thailand's monarch, Minebea launched a program titled "Minebea: Providing Knowledge to and Build Schools for Thailand's Children." Under this program, on December 24, 2006, the Company contributed funds for the construction of a new building for the Tapijo (Mae Fahn Luang) School in Tak Province. Most of the funds for building materials for the project, as well as teaching materials and other necessary items were donated by employees of Minebea Group companies in Thailand, who also volunteered to assist with construction of the school building. Participating employees also distributed small gifts to children at the school. With the aim of encouraging greater awareness of environmental issues on the part of students, the employees also set up an "environment and energy" corner within the school, setting up display boards and donating books about the environment and energy and educational materials.

Amateur Baseball Association of Thailand

In January 1992, Minebea Group companies in Thailand, in cooperation with the Baseball Federation of Asia and the International Baseball Association, played a major role in establishing the Amateur Baseball Association of Thailand, with the objective of introducing and promoting baseball in Thailand.



Employees of Minebea Group companies in Thailand with children from the Tapijo (Mae Fahn Luang) School