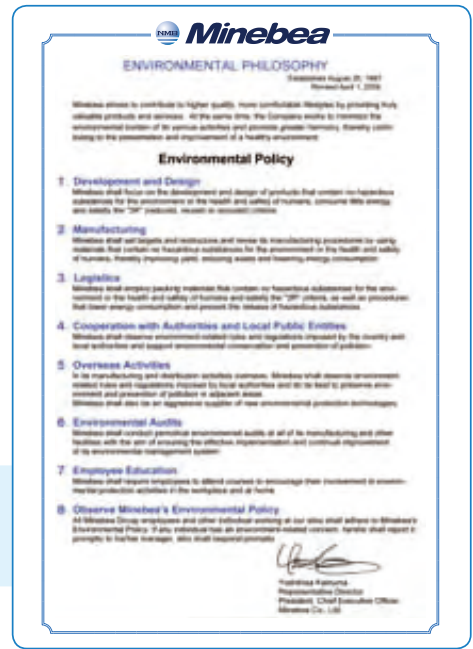


The Minebea Group considers the conservation of the global environment as one of the key themes of management, and has established the “Environmental Vision of Minebea” and “Basic Policy for Environmental Conservation Action” in August 1993. Based on the basic policy, the Minebea Group conducts active global environment conservation programs at its worldwide bases.

Minebea has issued the “Environmental Report” since 2003 and proactively reports on environmental conservation activities and achievements, as well as the policy and details of our efforts.



**Promotion of the Environmental Management System**

The Minebea Group is ISO 14001 certified at all its major manufacturing bases, in addition to practicing corporate activities that contribute to the community.

**Proactive efforts to abolish or reduce the use of harmful chemicals**

The Minebea Group was the first bearing manufacturer to abolish the use of specific CFCs and ethane for cleaning at all plants in April 1993. We continue our commitment to abolish or reduce the use of harmful chemicals. In March 2008, the Material Process Lab (Karuizawa) in the Material & Process Development Department of the Technology HQ achieved ISO/IEC 17025:2005 (international standard for testing and calibration laboratories) certification, which ensures the lab’s capability to test and analyze all six RoHS-regulated substances.

**A thoroughgoing Green procurement**

The Minebea Group published the “Minebea Group’s Guideline for Green Procurement Management” (first edition published in July 2004), and requires our suppliers to submit analysis data of chemicals contained in materials and parts they deliver. Minebea is also dedicated to conducting Green procurement that complies with the laws and regulations of relevant countries, such as the RoHS directive in EU and the “China RoHS” (Administration on the Control of Pollution Caused by Electronic Information Products).

**Programs to protect regional environments**

The Minebea Group supports environmental conservation activities in the regions peripheral to each plant. In Thailand, where the Group’s largest manufacturing base is situated, our efforts in energy-saving and environmental conservation have received recognition, and are honored by a number of awards every year. Minebea established the Shanghai–Minebea Lake Dianshan-hu Environmental Protection Fund in April 1996 with the aim to protect the water quality of Lake Dianshan-hu in the vicinity of the Minebea plant in Shanghai. This Fund is an ongoing program for the environmental conservation of Lake Dianshan-hu and its environs.

**Efforts to reduce CO2 emissions**

The gross CO2 emissions from Minebea manufacturing plants were 549,460 tons for the fiscal year ended in March 2004, but by the fiscal year ended in March 2010, the gross CO2 emissions were reduced to 423,099 tons, a 23% reduction from the 2004 statistics. As a part of the effort to reduce CO2 emissions, all Minebea plants and offices in Japan participated in the “CO2 Reduction and Light Down Campaign” promoted by the Ministry of the Environment.

The Bang Pa-In Plant in Thailand and the two plants in Shanghai recycle 100% of their industrial effluent water.



Effluent water treatment facility at our Shanghai Plant (began operation in Jan. 2009)

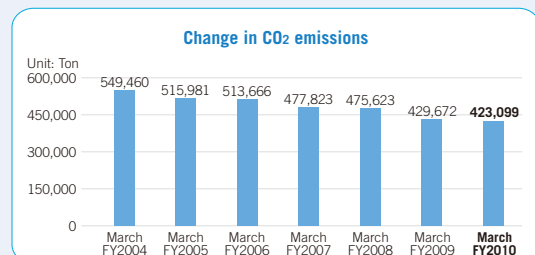


Unveiling ceremony for the water treatment facility (right: Mr. Gao, Qingpu District Secretary of Communist Party of China)

Chao Phraya River (Thailand) Protection Project Commendation Ceremony in 2009



Light Down Campaign at Hamamatsu Plant



## Social Action Programs in 2009

The Minebea Group is devoted to educational programs, cooperation in community and government activities, and amateur sports promotion based on our philosophy, which is incorporated in our management policy: To work in harmony with the local community and to promote and contribute to global society.

### ● Educational aid for children in Thailand

Through our Thailand Operation, Minebea supports science and technology students who have financial difficulties through a scholarship fund founded to commemorate the 10th anniversary of Minebea's operation in Thailand. Since the foundation of the fund, more than 500 students have received scholarships. Additionally, in 2006, we donated the school building to the Mae Fah Luang School in Tak Province, a project we continue to support through funding and visits, as well as through the promotion of environmental education projects targeting primary and secondary school students in the region.



Seminar that teaches waste separation to children in a suburban area (Wat Thamnawa School near Bang Pa-In Plant in Thailand)



School construction & environmental education project for children in a rural area (Mae Fah Luang School in Tak Province, Thailand)

### ● Cleaning and tree planting around the plants



Cleaning around our plants (Hamamatsu Plant, Karuizawa Plant)



Tree planting volunteer activity in Prachuap Khiri Khan Province (Thailand Operation)



Garbage investigation volunteer in Gamo tidal flat, Sendai City, Japan (NMB Electro Precision, Inc.)



Donation of weight scale for wheelchairs (Fukuroi Municipal Hospital)

### ● Donation of weight scales for wheelchairs

Minebea donated weight scales for wheelchairs to institutions in Fujisawa-shi, Kanagawa (February 2009), welfare institutions in Miyota-machi, Nagano (April 2009), and Fukuroi Municipal Hospital in Shizuoka (June 2009)—all locations being in the vicinity of a Minebea manufacturing base—as a contribution to the community. This weight scale uses a Minebea-made load cell (load transducer).



Nagano Championship (March 2010)

### ● Amateur sports promotion

Minebea supports the management of "Curling Hall Miyota," a local general sports club in Miyota-machi, Nagano.