

Our employees, customers, shareholders, suppliers, communities as well as every individual living on this planet are all vital stakeholders in the Minebea Group. We are continually cultivating open channels of communication with our stakeholders to yield fruitful relationships that will enable us to grow together as we work toward creating a more sustainable way of life.

In 1993 Minebea became the first bearing manufacturer to abolish the use of specific chlorofluorocarbons and ethane as cleaning agents in its production processes. That was also the year Minebea articulated its Environmental Philosophy and Environmental Policy. These corporate milestones focused on various environmental initiatives, such as eliminating or minimizing the use of environmentally hazardous substances, implementing environmental management systems, promoting efficient use of resources as well as green procurement

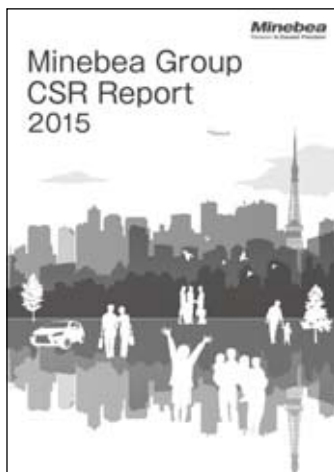
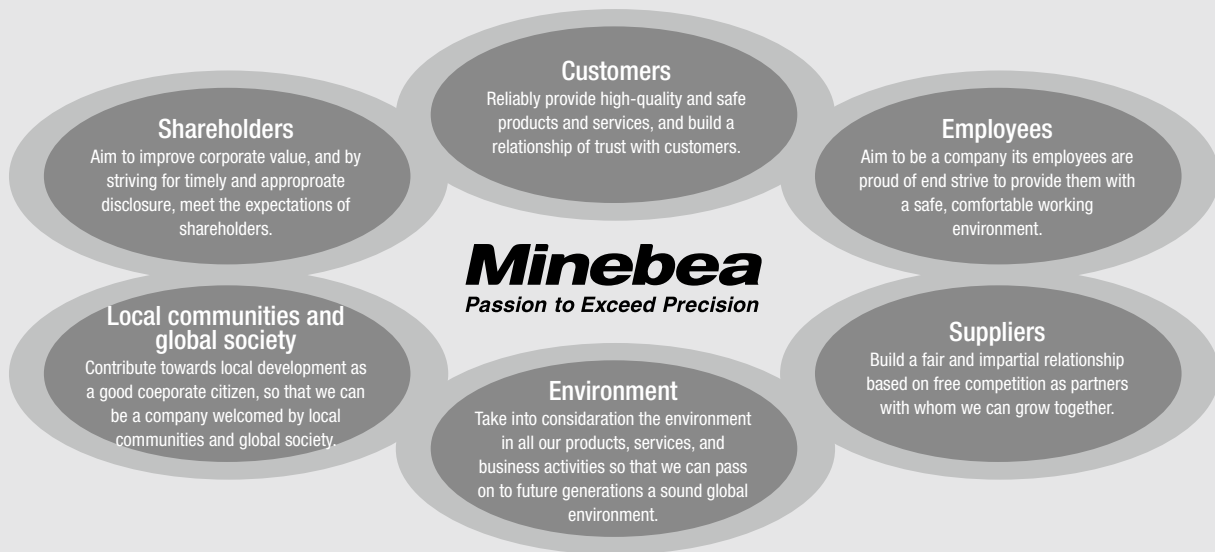
practices. As of June 1, 2012 Minebea renamed its Environmental Philosophy to Minebea Group Environmental Policy, and added its policy to strive to protect the natural environment with the global viewpoint in line with its basic principle to contribute to global society.

In addition to these initiatives, we adopted the Minebea Group Basic CSR Policy and the Minebea Group's CSR Implementation Principles in 2010 based on our Five Basic Management Principles (see page 6). Today Minebea's CSR activities encompass a wide range of areas including educational programs, participation in local and national initiatives, promotion of amateur sports, and more. We are deeply committed to engaging in community-based CSR activities at our locations around the world with an eye to building bridges that will connect us with our stakeholders and ensure open access to everyone.

### Minebea Group Basic CSR Policy

As a manufacturer of precision products supporting society, the Minebea Group is working towards stable supply and making widely available reliable products with low energy consumption, to contribute to the sustainable development of the global environment and of humanity.

### Minebea Group Stakeholders



### Minebea Group Environmental Policy

Established August 26, 1983  
Revised June 1, 2012

The Minebea Group strives to contribute to the protection of the global environment and sustainable human development. In accordance with the Five Principles of its management policy, the Minebea Group operates its business activities in a responsible manner which respects the environment.

Minebea issued its first environmental report in 2003. Renamed the CSR Report in 2010, the annual publication serves as a vital medium designed to communicate Minebea's CSR and environmental policies as well as related activities. For more information, visit the Minebea corporate web site at <http://www.minebea.co.jp/english/corp/environment/index.html>.