

This section focuses on Minebea's environmental achievements and objectives in fiscal 2005 and objectives for fiscal 2006. For detailed information and specific examples, please refer to the page(s) indicated in the right column.

## ◆ Products

Objectives for Fiscal 2005	Achievements in Fiscal 2005	Objectives for Fiscal 2006	Page
<b>Reduction or Elimination of Hazardous Chemical Substances in Products</b> 1. Switched to lead-free solder: Achieve by December 2004  2. Eliminate hexavalent chromium: Achieve by December 2004 for all products except automotive fasteners; Automotive fasteners: achieve by June 2005 3. Promote non-PVC coating materials for speaker boxes	1. Switch to lead-free solder: 80% achieved; remaining 20% behind schedule owing to customer specifications and delay in procuring appropriate parts 2. Eliminate hexavalent chromium: Eliminated from electronic devices and components. Elimination from automotive fasteners delayed owing to customer specifications 3. Promote non-PVC coating materials for speaker boxes: Ongoing	1. Ensure RoHS compliance for all products (except certain special components)  2. Eliminate hexavalent chromium from automotive fasteners: Promote elimination in line with customer specifications  3. Promote non-PVC coating materials for speaker boxes	14
<b>Reduction of Energy Consumption/Contribution to Prevention of Global Warming</b> Ongoing	1. Contributed to environmental improvement by increasing precision of ball bearings 2. Developed medium-sized white and RGB LED backlights	Ongoing	15

## ◆ Procurement

Objectives for Fiscal 2005	Achievements in Fiscal 2005	Objectives for Fiscal 2006	Page
<b>Green Procurement</b> 1. Publish <i>Minebea Group Green Procurement Standard</i> 2. Commence full-scale implementation of green procurement	1. Published <i>Minebea Group Green Procurement Standard</i> 2. Held green procurement presentations at principal procurement bases	Promote ongoing implementation of green procurement	16 17

## ◆ Distribution

Objectives for Fiscal 2005	Achievements in Fiscal 2005	Objectives for Fiscal 2006	Page
<b>Environmentally Sound Distribution</b> Expand use of energy-efficient distribution methods	1. Began monitoring diesel-powered transport vehicles for compliance with regulations 2. Continued to promote use of energy-efficient distribution methods	1. Expand use of energy-efficient distribution methods 2. Use packaging materials with minimal negative environmental impact	18

Note: The objectives presented herein were formulated based on certain assumptions. Please note that the Company's actual performance may vary significantly from any particular objective, owing to various factors. Persons interested in transactions with Minebea are advised to contact the appropriate person in charge in advance.

## ◆ Plants

Objectives for Fiscal 2005	Achievements in Fiscal 2005	Objectives for Fiscal 2006	Page
<b>Rehabilitation of Contaminated Soil and Groundwater</b> 1. Observe the environmental laws and regulations of each of the countries in which we have plants 2. Continue to implement measures to resolve contamination at plants	Resolved contamination caused by chlorinated organic solvents  Greatly reduced concentrations of contaminants in soil at Karuizawa and Fujisawa plants and site of former Ichinoseki Plant	1. Observe environmental laws and regulations  2. Continue to implement measures at plant sites found to be contaminated	20
<b>Prevention of Damage to the Ozone Layer</b> Switch to air conditioners that do not use ODSs when installing new or replacing existing units		Switch to air conditioners that do not use ODSs when installing new or replacing existing units	—
<b>Promotion of “3R” Compatibility for Waste</b> 1. Reduce total waste output 15% from the fiscal 2003 level by March 2006 2. Determine total waste output from all plants, including those in the United States and Europe	Reduced disposal of waste as landfill Fiscal 2004 volume: 4,569 tons Fiscal 2005 volume: 4,869 tons (+6.0%)  Note: In fiscal 2005, Minebea's total waste output exceeded the fiscal 2004 level. Renewing its commitment to 3R compatibility, Minebea will step up efforts to achieve its final objective.	Reduce total waste output 15% from the fiscal 2003 level by March 2006	7
<b>Prevention of Water Contamination</b> Observe environmental laws and regulations	1. Japan: All plants have brought contamination below levels stipulated by local laws and regulations 2. Thailand: All plants have brought contamination below levels stipulated by local laws and regulations 3. China: All plants have brought contamination below levels stipulated by local laws and regulations	Observe environmental laws and regulations	8
<b>Prevention of Air Pollution</b> Observe environmental laws and regulations	Japan: All plants were below levels stipulated by local laws and regulations	Observe environmental laws and regulations	8
<b>Reduction of Energy Consumption/Contribution to Prevention of Global Warming</b> Lower energy consumption (per unit of production) 1% annually	1. Energy consumption at plants worldwide Fiscal 2004: 857,448,000 kWh Fiscal 2005: 804,435,000 kWh (–6.0%) 2. Purchased green power 3. Implemented measures to lower energy consumption Examples: • Switched to compressors with inverters • Switched to light fixtures with inverters 4. Promoted greening of plants	Lower energy consumption (per unit of production) 1% annually	7 19 20
<b>Management of Chemical Substances</b> 1. Step up use of MMDB-II, the Minebea Group's chemical substance management database 2. Develop English-language version of MMDB-II	1. Developed MMDB-II (includes approximately 3,000 chemical substances) 2. Completed English-language version of MMDB-II	1. Expand use of MMDB-II  2. Commence use of English-language version of MMDB-II 3. Commence use of XRF spectrometers to detect presence of substances banned under the RoHS directive	— 20
<b>Establishment of Pollution Patrol Programs</b> 1. Continue to implement and improve regular patrols 2. Conduct regular audits of waste processing service providers	1. Implemented environmental patrols covering plants as well as surrounding areas 2. Conducted regular audits of waste processing service providers	1. Continue to implement and improve regular patrols  2. Conduct regular audits of waste processing service providers	—

◆ Other Areas

	Objectives for Fiscal 2005	Achievements in Fiscal 2005	Objectives for Fiscal 2006	Page
<b>Education</b>	<b>New employees</b> Ongoing	Implemented environmental education programs for new recruits	Ongoing	21
	<b>In-house training (internal auditors)</b> Ongoing	Implemented training program for in-house environmental auditors: Fiscal 2005: 17 in Japan (cumulative total: 141)	Ongoing	21
	<b>Basic employee education</b> Ongoing	Provided regular environmental education for all employees	Ongoing	—
	<b>Emergency response training</b> Ongoing	Implemented fire, oil leak drills	Ongoing	21
<b>Environmental Communications</b>	<b>Present information on environmental protection efforts</b> Publish Minebea Group Environmental Report	1. Presented information on environmental protection efforts on the Minebea web site 2. Published Minebea Group Environmental Report 2004	Publish Minebea Group Environmental Report	22
	<b>Communication with local communities</b> Continue to communicate with local communities	Held in-house essay contests	Ongoing	23
<b>Community Activities</b>	<b>Clean-up programs</b> Ongoing	Organized clean-up programs around plant sites	Ongoing	—
	<b>Tree-planting/Greening of plants</b> Ongoing	Implemented/participated in programs at plants and sales offices	Ongoing	—
	<b>Support for local environmental protection efforts</b> Provide support for local environmental protection efforts	Implemented/participated in programs at plants and sales offices	Ongoing	—
	<b>Environmental protection funds</b> Shanghai–Minebea Lake Dianshan-hu Environmental Protection Fund (Established April 1, 1996) Increase fund to Rmb 11.0 million (approximately ¥146.0 million)	1. Used fund to assist local environmental protection activities 2. Susumu Fujisawa, Managing Executive Officer in charge of China operations, received the Shanghai Municipal Award of Environmental Protection for Individuals	Continue to use fund to assist local environmental protection activities	25