

This section focuses on Minebea’s environmental achievements and objectives in fiscal 2007 and objectives for fiscal 2008. For detailed information and specific examples, please refer to the page(s) indicated in the right column.

Products

Objectives for Fiscal 2007	Achievements in Fiscal 2007	Objectives for Fiscal 2008	Page
Reduction or Elimination of Hazardous Chemical Substances in Products 1. Achieve RoHS ¹ compliance for all products (except certain special components) 2. Eliminate hexavalent chromium in automotive fasteners: Promote elimination in line with customer specifications 3. Promote non-PVC coating materials for speaker boxes	1. Achieved RoHS compliance for all products (except certain special components) and maintained management system 2. Eliminate hexavalent chromium in automotive fasteners: Achieved for approximately 80% of products; to be eliminated for remainder in line with customer specifications 3. Shifted to non-PVC coating materials for approximately 20% of models; shift for remainder to be implemented as requested by customers	1. Reduce or eliminate hazardous chemical substances in products <ul style="list-style-type: none"> • Ensure continued RoHS and ELV² compliance 2. Promote EuP directive ³ -compliant LCA ⁴ -based ecodesign system <ul style="list-style-type: none"> • Develop products that save energy or otherwise exert a minimal impact on the environment 3. Lower resource consumption <ul style="list-style-type: none"> • Reduce volume of materials used 	—
Reduction of Energy Consumption/Contribution to Prevention of Global Warming Ongoing	1. Developed the world’s smallest-diameter stepping motor 2. Developed an LED backlight that requires little power		14

Procurement

Objectives for Fiscal 2007	Achievements in Fiscal 2007	Objectives for Fiscal 2008	Page
Green Procurement Promote ongoing implementation of green procurement	Promote ongoing implementation of green procurement	Publish <i>Minebea Group Green Procurement Standard, 3rd Edition</i>	17

Distribution

Objectives for Fiscal 2007	Achievements in Fiscal 2007	Objectives for Fiscal 2008	Page
Environmentally Sound Distribution 1. Expand use of energy-efficient distribution methods 2. Use packaging materials with minimal negative environmental impact	1. Continued to promote use of energy-efficient distribution methods 2. Introduced pallets made of paper products	1. Continue to promote use of energy-efficient distribution methods 2. Improve packaging materials and transport methods	18

Glossary

- 1. RoHS (Restriction of Hazardous Substances) directive**
An EU directive banning the use of certain hazardous substances in electrical and electronic equipment.
- 2. ELV (End-of-Life Vehicles) directive**
An EU directive that sets recycling rates for automobiles and bans the use therein of substances that negatively impact the environment.

- 3. EuP (Energy-using Products) directive**
An EU directive that obliges manufacturers of energy-using products to adopt ecodesign considerations.
- 4. LCA (Life cycle assessment)**
An LCA is used to quantify the “cradle-to-grave” impact of a given product on the environment, that is, the impact throughout the product’s life cycle.

 **Plants**

Objectives for Fiscal 2007	Achievements in Fiscal 2007	Objectives for Fiscal 2008	Page
<p>Reduction of Energy Consumption/Contribution to Prevention of Global Warming Lower energy consumption (per unit of sales) 1% annually</p>	<p>1. Total energy consumption at plants worldwide: Fiscal 2006: 813,003,000 kWh Fiscal 2007: 814,096,000 kWh Energy consumption per unit of sales 2006: 2,553.0 kWh/¥100 million 2007: 2,459.3 kWh/¥100 million Note: Energy consumption per unit of sales declined 3.7%.</p> <p>2. Purchased green power 3. Implemented measures to lower energy consumption 4. Promoted greening of plants 5. Changed fuels used • Replaced LPG with natural gas</p>	<p>Lower energy consumption (per unit of production) 1% annually</p>	<p>7</p> <p>19–21</p> <p>22, 28</p> <p>20</p>
<p>Prevention of Damage to the Ozone Layer Switch to air conditioners that do not use ODSs when installing new or replacing existing units</p>	<p>Number of units switched: 9</p>	<p>Number of units scheduled to be switched: 8</p>	<p>19</p>
<p>Promotion of “3R¹” Compatibility for Waste Reduce the total waste output 10% from the fiscal 2006 level by June 2009</p>	<p>Reduced disposal of waste as landfill: Fiscal 2006 volume: 4,240 tons Fiscal 2007 volume: 5,627 tons (+33% (approx.)) Note: Revised scope, resulting in a significant increase.</p>	<p>Reduce the total waste output 10% from the fiscal 2007 level by June 2009</p>	<p>7</p>
<p>Prevention of Water Contamination Observe environmental laws and regulations</p>	<p>All plants have brought contamination below levels stipulated by local laws and regulations</p>	<p>Observe environmental laws and regulations</p>	<p>8</p>
<p>Prevention of Air Pollution Observe environmental laws and regulations</p>	<p>All plants have brought contamination below levels stipulated by local laws and regulations</p>	<p>Observe environmental laws and regulations</p>	<p>8</p>
<p>Rehabilitation of Contaminated Soil and Groundwater 1. Observe environmental laws and regulations 2. Continue to implement measures at plant sites found to be contaminated</p>	<p>Continued to take steps to resolve contamination caused by chlorinated organic solvents Greatly reduced concentrations of contaminants in soil</p>	<p>1. Observe environmental laws and regulations 2. Continue to implement measures at plant sites found to be contaminated</p>	<p>22</p>
<p>Management of Chemical Substances 1. Expand use of MMDB-II 2. Commence use of English-language version of MMDB-II 3. Commence use of XRF spectroscopes to detect presence of substances banned under the RoHS directive Note: MMDB-II is a chemical substance management database.</p>	<p>1. Commenced use of MMDB-II 2. Commenced use of English-language version of MMDB-II 3. Commenced use of XRF spectroscopes to detect presence of substances banned under the RoHS directive: Introduced seven XRF spectroscopes</p>	<p>1. Expand use of MMDB-II 2. Expand use of English-language version of MMDB-II 3. Step up use of XRF spectroscopes to detect presence of substances banned under the RoHS directive</p>	<p>—</p> <p>22</p>
<p>Establishment of Pollution Patrol Programs 1. Continue to implement and improve regular patrols 2. Conduct regular audits of waste processing service providers</p>	<p>1. Implemented environmental patrols covering plants as well as surrounding areas 2. Conducted regular audits of waste processing service providers</p>	<p>1. Continue to implement and improve regular patrols 2. Conduct regular audits of waste processing service providers</p>	<p>—</p>

Glossary

1. 3R: “Reduce, reuse, recycle”: An initiative that sets priorities for use of waste.

Other Areas

	Objectives for Fiscal 2007	Achievements in Fiscal 2007	Objectives for Fiscal 2008	Page
Environmental Audits	Internal environmental audits Ongoing	Implemented audits by in-house environmental auditors	Ongoing	25
	External environmental audits Ongoing	Implemented audits by external audit organizations	Ongoing	5
Environmental Education	New employees Ongoing	Implemented environmental education programs for new recruits	Ongoing	23
	Basic employee education Ongoing	Provided regular environmental education for all employees	Ongoing	23
	Emergency response training Ongoing	Implemented fire and oil leak drills	Ongoing	24
	In-house training (internal auditors) Ongoing	Implemented training programs for in-house environmental auditors: Fiscal 2007: 19 in Japan (cumulative total: 181)	Ongoing	25
Environmental Communications	Present information on environmental protection efforts Publish <i>Minebea Group Environmental Report</i>	1. Presented information on environmental protection efforts on the Minebea web site 2. Published <i>Minebea Group Environmental Report 2006</i>	Publish <i>Minebea Group Environmental Report 2007</i>	27
	Communication with local communities Continue to communicate with local communities	Distributed the <i>Minebea Group Environmental Report</i> to local authorities and participants in plant tours and explained Minebea's environmental protection activities	Ongoing	27
Community Activities	Clean-up programs Ongoing	Organized clean-ups around plants, including roads traveled by employees commuting to work	Ongoing	29
	Tree-planting/Greening of plants Ongoing	Implemented/participated in programs at plants	Ongoing	22, 28
	Support for local environmental protection efforts Ongoing	1. Implemented/participated in programs at plants 2. Participated in volunteer greening program sponsored by the city of Sendai	Ongoing	—
	Environmental protection fund Continue to use fund to assist local environmental protection activities Shanghai-Minebea Lake Dianshan-hu Environmental Protection Fund (Established April 1, 1996): Rmb 11.0 million (approx. ¥167.0 million)	Used fund to assist local environmental protection activities	Continue to use fund to assist local environmental protection activities	—

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.