

Relationships with Local Communities and Global Society

Basic Approach

As an enterprise operating on a global scale, the Minebea Group believes in the importance of building sound partnerships with local communities through good communication. To establish firm roots in those communities, we carry out social contribution activities meeting local needs based upon our "Five Principles."

Contributing to Global Society

Initiatives in North America

Joining the Effort to Eradicate Cancer

Led by employee volunteers, the U.S. sales subsidiaries and manufacturing plants support Relay For Life, a charity campaign to raise funds for cancer research and promote awareness. The campaign is held in more than 20 countries, with more than 4 million people taking part each year.

Minebea Group employees celebrate cancer survivors, offer memorials for cancer victims who have passed away, and take part in fund-raising activities. The funds raised by employees are matched by their companies, and the total amount is presented as a donation to the program.



Employees take part in the event

Initiatives in Europe

Work Experience for Regional Students

The Lincoln Plant in the United Kingdom offers local students work experience internships of one-to-two weeks in order to deepen young people's understanding of working life.

The internship program matches each participant's duties with their interests, allowing them to gain a general understanding of work processes and responsibilities associated with quality management. The program is implemented in a manner which ensures the health and safety of the interns while also allowing them to develop a basic understanding of Minebea's business and overall operations.

Participating students and representatives of their schools have expressed their gratitude for the opportunity, as the program serves to deepen local residents' understanding of Minebea and nurture communication.

Initiatives in China

Support for Social Welfare by Employees

At the Zhuhai Plant, employee volunteers participate in a program to deliver donated goods to the elderly in senior citizen homes and children in welfare facilities.

The volunteers visit the facilities to deliver traditional Chinese cakes and other food supplies to the elderly and children, as well as stationery and other needed goods. The volunteers also spend time talking and enjoying recreation with the facility residents to deepen their friendships.

In addition, plant employees take part in blood donation drives and other social contribution activities to support the enhancement of their local community.



Employees take part in the activities

Initiatives in Thailand

Preventing Drug Abuse

The Minebea Group's Thai subsidiary is collaborating with local residents to carry out awareness campaigns aimed at preventing drug abuse among young people in employee households and the local communities.

In February 2014, the subsidiary sponsored an education program at the Wadpayom Elementary School located near Bang Pa-in Plant to educate children, through videos and role-playing games, about the dangers of drugs and ways to resist the temptation to use them. The subsidiary also sponsors baseball, soccer and other sporting events for employee families and community residents to support healthy lifestyles for young people.



Employees teach elementary school children about the dangers of drugs

Contributing to Local Communities

● Great East Japan Earthquake Reconstruction Support

Minebea established the “Charitable Trust—Minebea Scholarship Fund for Orphans of the Great East Japan Earthquake” as an endowment for children orphaned by the Great East Japan Earthquake. The scholarship fund provides annual grants of 100,000 yen to orphans of elementary school and junior high age. In March 2014, third-year junior high school children receiving support from the trust were invited to Tokyo to celebrate their graduation alongside employee supporters.

▶ Acting as an Employee Supporter

I'm originally from Miyagi Prefecture. During the earthquake, I was a student living outside the prefecture, and since I wasn't able to support the community immediately after the disaster during its greatest time of need, I wanted to find some way to help the local communities as an employee volunteer. At first, the young students attending our event were tense, but they gradually warmed up during the event and began to smile, and their joy was a pleasure for me to experience. There is still no clear prospect for completing the reconstruction of the Tohoku region. Although this endowment fund for orphans will likely end in about 10 years, after they are grown, I strongly feel the need to work hard and make it possible for our company to provide long-term recovery support.



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● Support for Hokkaido University Formula Team

The Hokkaido University Formula Team is an officially recognized club sponsored by the School of Engineering. The student-led club designs and builds Formula racecars with the purpose of learning manufacturing processes and team management, while nurturing people who can succeed on an international level.

The Hamamatsu Plant has aided the team since FY2007, recognizing the team's worthy activities. In FY2013, the plant donated funds for the team to enter the Student Formula Japan Competition as well as spherical bearings and other Minebea parts.



Hokkaido University Formula Team

● Community Contributions from Karuizawa Plant

The Karuizawa Plant holds discussions with members of the local community and promotes a variety of community development activities.

Regular Discussions with the Community

After holding a dialogue with the community in FY2012, the Karuizawa Plant instituted semiannual meetings to afford opportunities for communication with community members.

The FY2013 discussions focused on collaboration with the community during disasters, local procurement, and the community's environment. Community members and plant representatives enjoyed a frank exchange of ideas.

Signing an Agreement on Disaster Support

In October 2013, Minebea signed an agreement with Miyota Town, where the Karuizawa Plant is located, allowing the town to utilize the plant's heliport in times of disasters in order to convey relief supplies and personnel.



Karuizawa Plant's heliport

Support for NPO Asama Highland Sports Club

As part of its amateur sports promotion, the Karuizawa Plant supports curling through donations to the Asama Highland Sports Club, an incorporated nonprofit organization. The monetary donations assist the club in holding curling competitions and support junior and wheelchair teams.



A curling tournament (Minebea Cup)

Future Issues and Goals

By continuing to make active contributions to local communities in and outside Japan, the Minebea Group will strive to be an organization which deepens its community roots and expands sustainably with local communities.