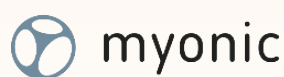


With manufacturing bases in 14 countries around the world, the Minebea Group is striving to enhance its CSR initiatives globally. Here, we introduce the CSR activities of myonic GmbH, a Minebea subsidiary in Germany which has successfully integrated CSR into its management.



myonic GmbH



Germany

Czech Republic

myonic s.r.o.



myonic Products Trusted for High Quality

myonic GmbH (hereafter myonic) of Germany joined the Minebea Group in 2009. Founded in 1936, the ball bearing manufacturer is based in the town of Leutkirch in the Allgäu region near the southern German Alps. The company has 415 employees, with manufacturing plants in Germany and the Czech Republic. These plants play an important role in the Group for the development and manufacture of Minebea products.

myonic's core strength is miniature ball bearings for dental and medical equipment, which accounts for about 60% of the company's sales. The equipment used at dental and medical offices support human health, making superior reliability a necessity. myonic products are renowned globally for their reliability in surgical and inspection equipment at medical offices as well as in dental handpieces, where equipment failures are not tolerated.

With proven environmental resistance, myonic products are also widely used in aircraft navigation systems, automobile turbochargers, and other applications. The products excel even under such extreme conditions as high-speed revolution, high temperatures, and high pressure, ensuring the quality of the end-products they are used in.

In 2012, myonic completed a new plant in Leutkirch equipped with the latest manufacturing technologies. The new site enables the company to meet a

broader array of customer needs, while cementing its position as a critical part of the Minebea Group's manufacturing network.

Growing with Stakeholders

The nearly 80-year legacy of myonic represents the accumulated efforts of employees and many other stakeholder groups. Over the decades, myonic has collaborated with many people to make social contributions, respond to environmental issues and carry out many other kinds of CSR activities. These activities have played a significant role in the growth of the company.

In January 2011, myonic announced a new corporate vision to further this commitment to CSR and ensure that it can continually respond to the changing needs of society in each new era. The new vision transcends the conventional focus on corporate growth to emphasize the importance of growing hand-in-hand with customers and employees.

In conjunction with the new vision, myonic has launched a project to enhance its appeal for employees. The town of Leutkirch has a population of only about 20,000 people, which has raised concerns over how to attract highly skilled employees and ensure business continuity. The goal of the project is to raise the company's profile as a great place to work. To this end, the project initiatives are aimed at raising

The Vision signed by employees



Vision myonic

myonic is an exceptional employer where employees are prepared to assume responsibility for sustainable growth and profitability. myonic offers innovative and economic solutions by constantly providing quality, speed and flexibility—these are the reasons why myonic is the number one choice for customers.

the satisfaction levels among employees, who are also important members of their municipal community, and using community contribution activities to build support within the community.

In addition to its active initiatives, myonic also commissions biennial surveys of employees from the Great Place to Work® Institute, which conducts its “Great Place to Work” survey in 49 countries around the world. Feedback from the survey is used to make further improvements. As a result of these efforts, myonic was ranked third in the Allgäu region in September 2014, with 85% of the employees saying they were satisfied working there.

Instilling the new vision throughout the company requires not only the leadership of management, but also direct initiative by the employees themselves. All employees were encouraged to take active roles in the project, with the result that the entire workforce has developed a profound understanding of the new vision. Today, the vision is displayed at the plant entrance with the signatures of all employees and has become a cornerstone of myonic’s corporate culture.

Voice

“We respond thoughtfully to stakeholders in our quest to become an attractive company.”



Mr. Thomas Arnold
Manager
Controlling and Finance,
myonic

We are instilling the new vision steadily among employees, and at the same time, the vision has become a foundation for many different discussions we are having. With each Great Place to Work® Institute survey we make, our ranking improves. Today, we are ranked 130th among all German companies (600 companies surveyed). Of course, the goal is not to improve our rank, but we can better analyze the current situation and feel a sense of satisfaction that our individual initiatives are making progress.

For us, it’s important to have direct dialogue with stakeholders, including employees, the community, and business partners. When we have meetings with employees to exchange views, long-time employees continue to express their pride in the company. Our ability to foster stronger affection for the company among this stakeholder group is the real heart and core of our CSR.

Apprentices with the myonic instructor



Award from the region



School where apprentices learn new skills



Appealing Workplaces for Employees

With the new vision as a foundation, myonic is taking a diverse range of measures to create appealing workplaces for its employees.

The company implements health and safety measures to ensure that employees can work energetically and with a high level of motivation. In addition to promoting safety and health in collaboration with the labor union, myonic provides advice to employees on healthy eating and ways to avoid obesity. To root the new corporate culture into the company, employees are also recognized for their service and efforts. Long-time employees are awarded commendations for service and their families are presented with gifts for their support.

myonic puts a special emphasis on education. In Germany, youths graduating from junior high school have the option of receiving practical apprenticeships at companies during their secondary education. myonic actively cooperates with this system by accepting student apprentices and supporting the region's career development initiatives in order to encourage young people to take an interest in working for the company in the future.

Students are enrolled in the apprenticeship program for three to three-and-a-half years. During this time, apprentices enjoy a broad range of training, learning such basic skills as CAD* along with manufacturing equipment maintenance and manufacturing parts in accordance with specifications. The program has a backup system in which apprentices can consult with myonic employees on their training at any time. They also interact with the community as a member of myonic by acting as teachers for children visiting the plant for tours.

myonic strives to enhance the significance of the apprentice training by coordinating the program with partner schools' curriculums and jointly holding year-end testing. Instructors at partner schools have praised the myonic program and the excellent relations the company has built with schools over the years. The company's efforts have been widely recognized with many commendations from the community.

These educational initiatives have helped people connected with myonic to better appreciate its corporate culture and appeal, while also spreading an awareness throughout the community and raising its presence.

*Computer Aided Design



Voice

"I joined myonic after an internship during my school days."



Mr. Nico Wellhäuser
Process Engineer,
myonic

I was in the apprenticeship program for three-and-a-half years from 2008 through 2011 to study mechanical engineering, and now I'm working for myonic. I've always been interested in the manufacture of miniature precision parts, a field in which myonic excels at. It was a great opportunity because I was able to apply my theoretical study to hands-on training.

The program was more than just learning the basics of mechanical engineering. I worked as part of a team and on large projects, and each of my experiences gave me insight into exactly how products are made and what processes are needed to make them in an organization. The experiences I had during that apprenticeship are invaluable today in my work at myonic.

Becoming an Attractive Partner to the Community

Another important part of myonic's new vision is the sustainable development of the local community. As a responsible company, myonic seeks to build excellent relations with people in its community through a wide range of cultural, environmental, and social activities.

As part of these activities, myonic supports cultural events organized by the town of Leutkirch as a way to deepen relations with residents and contribute to the community's development. The company is a sponsor of the monthly "Talk im Bock" event held in the city center in which well-known figures give talks to the community. myonic also provides financial donations to the city's summer festival, while company employees take part in municipal sports events, sharing valuable time with local residents.

myonic also believes that lowering the environmental burden is critical to building a bright future for the community. At the new plant completed in 2012, the company has set its energy consumption reduction target 30% higher than the national target.

Some of the plant's energy-efficiency measures include using groundwater for air conditioning systems, adopting natural gas power, and switching to highly efficient lighting. The company exhibits in its own booth at the city's environmental information center as part of awareness activities supporting Leutkirch's bid to become an environmental town.

myonic also conducts social exchange events for local children. In the TECHNOlino project, company employees provide students at the local Leutkirch Johanneskindergarten with fun science lessons. Students are regularly invited to the company to enjoy easy product-making lessons, such as making toy windmills using myonic products, which stimulates their interest in science.

For myonic, CSR is not an ancillary activity to business, but rather an integral management issue in becoming an exceptional company. With an eye towards the future, myonic will continue to conduct CSR activities sincerely in order to achieve its vision and grow hand-in-hand with its many stakeholders as an essential part of their society.



Local summer festival



Talk im Bock event



TECHNOlino project



Voice

"This is a great project for building ties between the kindergarten and the company."



Leutkirch Johanneskindergarten

Ms. Elke Rehwald
(Instructor)

We started the "TECHNOlino" program in 2009 in collaboration with myonic and members of its labor union. Kids learn very quickly during their kindergarten years, and it's very meaningful to have this opportunity to take part in a high-level study program and build interest in science.

In addition to the workshops for children, we also receive support from myonic to hold large exchange events for parents once a year. These opportunities to interact with myonic employees give the children a chance to develop sociability. We've gotten great feedback from parents on these events, and our teachers have also learned a lot. All in all, it's a wonderfully successful project.