

# 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

#### ● Donation to Fire Department

In March 2015, U.S. manufacturing subsidiary New Hampshire Ball Bearings, Inc. (NHBB) made a US\$15,000 donation to the Peterborough Fire Department, which protects the area in which the company's plant is located.

In February 2014, waste chemicals caused an explosion at NHBB's Peterborough Plant. The donation was made as a token of appreciation for the great contribution the fire department made in responding to the accident. Afterwards, the fire department chief expressed his gratitude for the donation, noting that the funds would be spent to purchase an important thermal imaging camera which searches for people in buildings.



Donation made to local fire department

### Initiatives in Europe

#### ● Employment support for people with disabilities

German subsidiary myonic GmbH is cooperating with the local office of the Stiftung Liebenau foundation to support employment of people with disabilities. Stiftung Liebenau is a non-profit foundation promoting support for people with disabilities and for educational initiatives. The organization has more than 6,000 employees in Germany, Austria, Switzerland, Bulgaria, and Italy.

myonic has collaborated with the foundation to provide employment opportunities for people with disabilities, and from May 2014, the company began newly hired one person as a cafeteria trainee.



Employees of the Stiftung Liebenau foundation

### Initiatives in China

#### ● Support for Social Welfare by Employees

At the Zhuhai Plant in China, 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, tree-planting activities, and a variety of other social contribution activities to support their local community.

The Shanghai Plant provides donations to musical concerts sponsored by a Shanghai business association. The plant also accepts interns from Shanghai Dianji University for social training and takes part in a wide variety of other community activities.



Employees take part in the activities

### Initiatives in Thailand

#### ● Award Received from Thai Ministry of Industry for Continued CSR-DIW

As a company aiming to fulfill its corporate responsibility, NMB-Minebea Thai promotes a wide variety of CSR activities based on ISO 26000 and other international standards related to social responsibility.

In FY2014, the company's plants provided educational seminars to their communities' children about waste separation, held career development projects for local citizen, participated in reforestation efforts to revitalize mangrove forests, and took other initiatives for the development of their communities.

In recognition of these efforts, the company's Bang Pa-In, Lopburi, Ayutthaya and Rojana Plants once again received the CSR-DIW Continuous Award Year 2014 from the Thai Ministry of Industry for their continuous CSR activities.



Plant managers receive award

## ● Contributing to Local Communities

### Support for Earthquake Recovery

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 2015, third-year junior high school children receiving support from the trust were invited to Tokyo to celebrate their graduation alongside employee supporters.

### Supporting Work Experience Programs

In September 2014, Minebea's Matsuida Plant welcomed a student from Myogi Junior High School in adjacent Tomioka City, Gunma Prefecture, as part of the school's work experience program.

A part of the school's occupational education curriculum, the program is designed to help students gain a better understanding of what it's like to work in the real world and work-related responsibilities, while equipping them with better communication skills. The student completed a two-day program in inspection operations at the plant's Rod End/Fastener Business Unit. In a thank-you note, the student described how the work experience drove home the challenge of making things and gave him a newfound appreciation for the fruits of others' labor.



Work experience program

### Clean-up Campaign in Tottori Prefecture

In October 2014, Yonago Plant employees took part in a community beautification initiative to pick up trash along hiking trails and at the peak of Mt. Daisen (1,729 meters) in Tottori Prefecture, where the plant is located.

Altogether, 26 employees and family members participated. On the same day, the volunteers also participated in the “One Tree, One Rock” campaign aimed



Employee volunteers pick up trash

at restoring the mountain summit by carrying a small rock in their backpacks that they deposited at the mountain's peak.

### 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 2012, the Karuizawa Plant instituted semiannual meetings to afford opportunities for communication with community members.

The 2014 discussions focused on the response to heavy snowfall and resulting damage in February, along with participation in community events. Community members and plant representatives enjoyed a frank exchange of ideas.

#### ● Collaboration During Disasters

In October 2013, the Karuizawa Plant signed an agreement with Miyota Town allowing the town to utilize the plant's heliport in times of disasters. In October 2014, the plant expanded the provision of the heliport by signing a new agreement with the local fire department of Miyota Town, Kitasakugun, Nagano Prefecture giving it free access to the plant's heliport for use by medevac helicopters.



Medevac helicopter

#### ● 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.



The Minebea Cup curling tournament

## ● 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.