



## ENVIRONMENTAL PHILOSOPHY

Established August 26, 1993

Revised April 1, 2009

Minebea strives to contribute to higher quality, more comfortable lifestyles by providing truly valuable products and services. At the same time, the Company works to minimize the environmental burden of its various activities and promote greater harmony, thereby contributing to the presentation and improvement of a healthy environment.

### Environmental Policy

#### 1. Development and Design

Minebea shall focus on the development and design of products that contain no hazardous substances for the environment or the health and safety of humans, consume little energy and satisfy the "3R" (reduced, reused or recycled) criteria

#### 2. Manufacturing

Minebea shall set targets and restructure and revise its manufacturing procedures by using materials that contain no hazardous substances for the environment or the health and safety of humans, thereby improving yield, reducing waste and lowering energy consumption.

#### 3. Logistics

Minebea shall employ packing materials that contain no hazardous substances for the environment or the health and safety of humans and satisfy the "3R" criteria, as well as procedures that lower energy consumption and prevent the release of hazardous substances.

#### 4. Cooperation with Authorities and Local Public Entities

Minebea shall observe environment-related rules and regulations imposed by the country and local authorities and support environmental conservation and prevention of pollution.

#### 5. Overseas Activities

In its manufacturing and distribution activities overseas, Minebea shall observe environment-related rules and regulations imposed by local authorities and do its best to preserve environment and prevention of pollution in adjacent areas.

Minebea shall also be an aggressive supplier of new environmental protection technologies.

#### 6. Environmental Audits

Minebea shall conduct periodical environmental audits at all of its manufacturing and other facilities with the aim of ensuring the effective implementation and continual improvement of its environmental management system.

#### 7. Employee Education

Minebea shall require employees to attend courses to encourage their involvement in environmental protection activities in the workplace and at home.

#### 8. Observe Minebea's Environmental Policy

All Minebea Group employees and other individual working at our sites shall adhere to Minebea's Environmental Policy. If any individual has an environment-related concern, he/she shall report it promptly to his/her manager, who shall respond promptly

Yoshihisa Kainuma  
Representative Director  
President, Chief Executive Officer  
Minebea Co., Ltd.