



Environmental Conservation Activities

Proactively developing environmental activities to create a sustainable society

We are working to build a sustainable society that will last forever. We clearly recognize the impact on the environment that accompanies our business activities and we are proactively promoting environmental activities, including compliance with environmental regulations, based on the Environment Policy we have established. As our major initiatives in the future, we will further eliminate harmful chemical substances from inside our products and in all our manufacturing processes. We will also provide information about harmful chemical substances to our customers. As measures for the prevention of global warming, in taking up the challenge toward reducing CO₂ emissions and transitioning to zero-emissions, we are continuing to work on meeting our targets of the final disposal rate and recycling rate. Furthermore, we have already acquired ISO14001 which certifies all our production bases in Japan and China. In addition, we have proactively acquired an environmental management system according to our customers and we

are aiming to improve the level of environmental protection. In this way, we will continue to promote for all eternity management focused on the environment which will lead to contributions toward local communities and the international society.



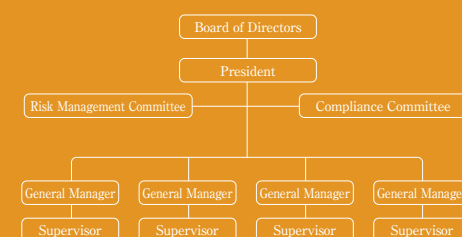
Risk Management and Compliance System

Working through compliance with laws and risk management as a corporate citizen

We are aiming to build a fair workplace and healthy business relationships, and through our work we are looking to contribute to the development of society. We have a responsibility to continue growing under a stable management base to fulfill our responsibilities to our customers, employees and the local community. As efforts for the realization of this, we are planning to maintain various systems and organizations. We are also promoting risk and compliance management. Examples of this include the implementation of risk management through the establishment of the Risk Management Committee, promotion of healthy business activities through the establishment of the Compliance Committee, prevention of fraud and harassment through an internal report system and construction of an audit system based on compliance with the SOX Law through the

establishment of the Internal Audit Department, an organization that reports directly to the President. We are striving to not only completely comply with laws, ordinances and regulations, but also to avoid all the kinds of risks that companies face.

【Risk Management and Compliance System】



Personnel Training

Education and personnel training that maximizes individual abilities

Creating an environment where it is possible for various personnel to play their parts is at the heart of the Basic Policy of NIDEC COPAL ELECTRONICS. We look to respect each individual employee who is full of the spirit of self-challenge, strives toward self-help efforts and aims for self-realization. It is our goal to treat all our employees justly and fairly. As an education system to increase individual abilities, we conduct ability development from a perspective of increasing employability (the ability of individuals to be employed) and to give maximum support to employees that wish to grow in a position of support and assistance. The base of our education and training is in the workplace. The accumulation of experience through everyday work, OJT from superiors and more experienced coworkers and self-development form the core of growth. Furthermore, as educational tools that complement these, we utilize various courses, training seminars, e-learning and distance learning. We provide an environment where important knowledge can be

acquired and absorbed, and then the required skill levels can be improved. We offer full support for development as professionals in the electronics field.





Network

Our production and sales network covers Japan and overseas.

In order to build smooth cooperation with our customers and to achieve the harmonious supply of products and services, we deliver the high-precision and highly reliable Japanese level of quality to the world market through bases in each of Asia, Europe and America.

