

MITSUMI



MITSUMI ELECTRIC CO., LTD.
CSR REPORT

2009

MITSUMI Electric Group
Corporate Social Responsibility
Report

Editorial Policy

On Publishing the MITSUMI Electric Group CSR Report 2009

This report summarizes action for CSR (Corporate Social Responsibility) in the corporate activities of the MITSUMI Electric Group (hereinafter, MITSUMI). It is published each year in Japanese and English to introduce MITSUMI's CSR activities to stakeholders and thus strengthen relations of trust with all our clients.

It also includes the contents of an Environmental Action Report so that readers can better understand MITSUMI's actions toward realizing a sustainable society.

We hope this report will be an aid for all stakeholders in better understanding MITSUMI's CSR activities.

Report target period

Prepared with Fiscal 2008 (April 1, 2008 to March 31, 2009) as the central focus.

Report target organization

MITSUMI Electric Group (MITSUMI Electric Co., Ltd. and business division and affiliated companies in Japan and overseas)

Information on web

<http://www.mitsumi.co.jp/csr/index.html>

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Contents

Editorial Policy	2
MITSUMI Electric Company Profile	3

Corporate Message

Top Message	4
Corporate Mission, Business Philosophy	6
Management Policy, Business Segments	7
Business Segments	8

CSR Management

Corporate Governance	10
Compliance	11
MITSUMI Code of Conduct	12
Risk Management	13
Customers and MITSUMI	14
Suppliers and MITSUMI	15
Shareholders, Investors and MITSUMI	16
Local Communities and MITSUMI	17
Employees and MITSUMI	18

Environmental Report

Environmental Policy	20
Environmental Management Systems	21
Management Organization	22
Status of ISO14001 Certificate / Environmental Audit	23
Environmental Education / Mid-Term Targets and Achievement	24
Environmental Accounting	25
Outline of the Environmental Loads in Fiscal 2008	26
Environmental Consideration Products	27
Chemical Substances Management	28
Reduction of Environmental Loads	30
Environmental Communication	33
Environmental Protection Activities at Overseas Factories	34
Site Data	36

MITSUMI World Network

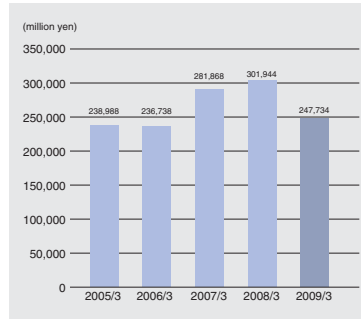
MITSUMI's Worldwide Network	38
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MITSUMI Electric Company Profile

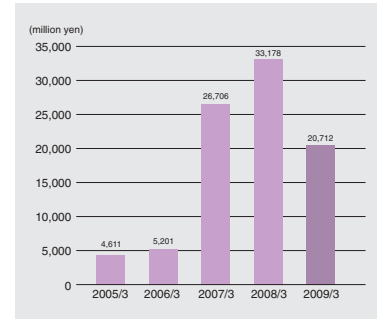
Basic Company Information

(as of March 31, 2009)

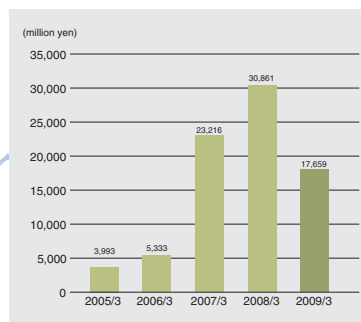
Company name MITSUMI ELECTRIC CO., LTD.
 Establishment January, 1954
 Address Head Office: 2-11-2, Tsurumaki,
 Tama-shi, Tokyo, 206-8567 JAPAN
 TEL:+81-042-310-5333
 FAX:+81-042-310-5168
 Capital 39.89025794 billion yen
 Representative Shigeru Moribe, President and CEO
 Number of employees Consolidated: 32,175
 Sales Consolidated: 247.734 billion yen
 March 2009 annual report



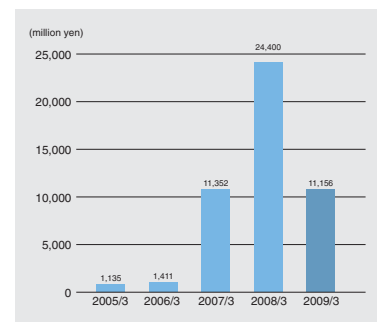
Net sales (consolidated)



Operating income (consolidated)



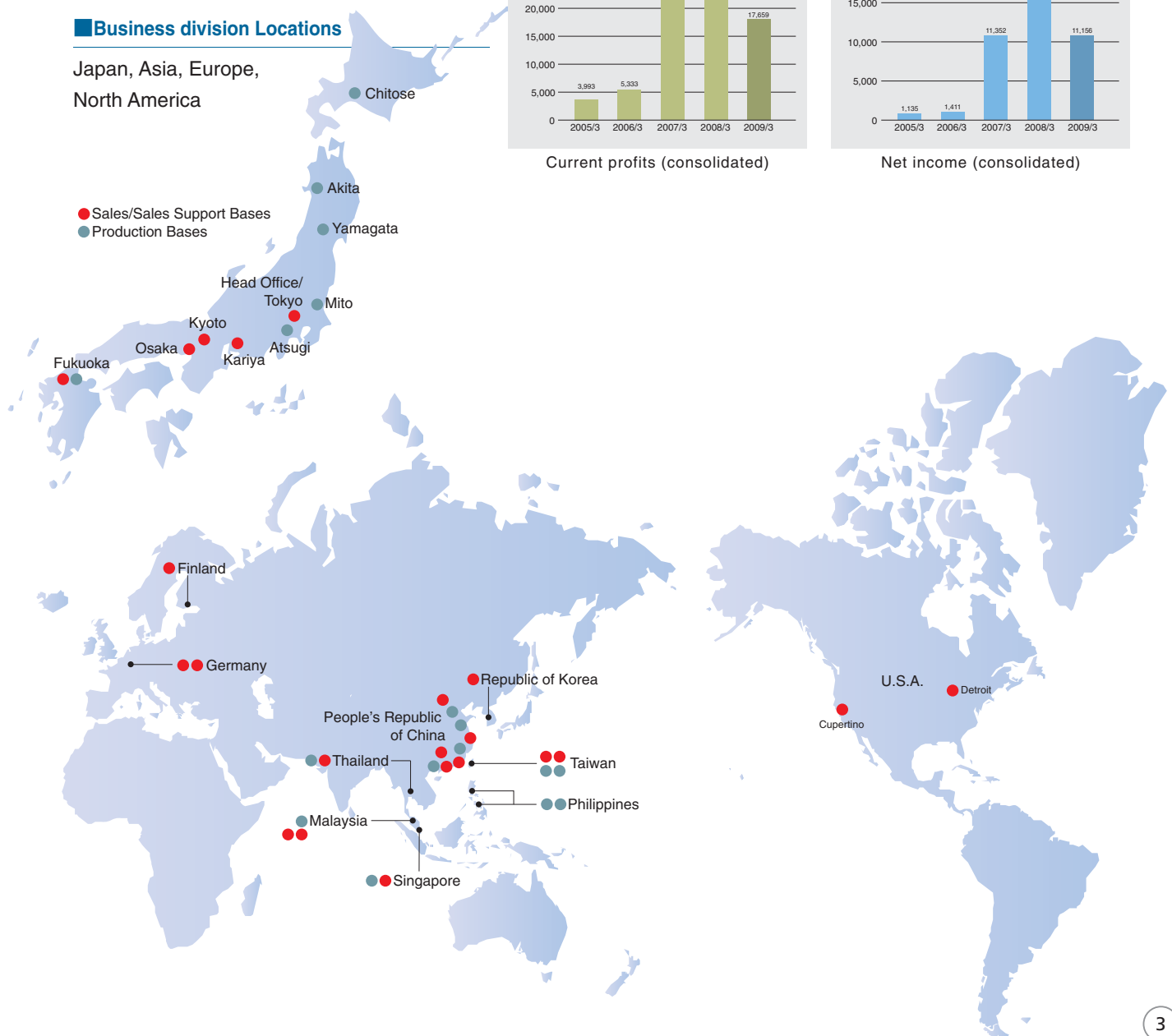
Current profits (consolidated)



Net income (consolidated)

Business division Locations

Japan, Asia, Europe,
North America



Top Message

MITSUMI believes that accomplishing its duty toward society and gaining society's trust are the foundations of corporate development.

We aim to be an electronic parts manufacturer, known for honesty and creativity.

Aiming to be a MITSUMI that has the trust of industry and society.

In order that an enterprise can continue to enjoy the trust of society, it must carry out its responsibility to society in many areas that include thoroughgoing compliance such as honoring laws and regulations, actively engaging itself solving environmental problems and making contributions to the local society. In addition, it must swiftly promptly necessary corporate information to its stakeholders while encouraging exchanges with local society that honor customs and culture. We at MITSUMI consider these factors as essential in establishing honorable and honest relations with society. While carrying out this responsibility toward society, we believe that increasing our corporate worth as a general electronic parts manufacturer is crucial in establishing our corporate image of an honest and reliable member of society.

Thoroughgoing compliance

Compliance (observance of laws and regulations) is the basis of sound management. Acting as the foundation for our corporate activities, its importance is increasing all the time. Fiscal 2008 saw enactment of the J-SOX Act (Japanese version of the Sarbanes-Oxley act) so that strengthening internal control has become a must. Given this new situation, MITSUMI has created an internal control system based on a panel of experts with the goal of achieving thoroughgoing understanding of compliance among all employees. In addition, we have moved to complete our business audit functions to insure the soundness and transparency of our operations.



Environmental Action That Involves the Entire Company

As for environmental action, Mitsui has determined its basic principles and basic directives for the environment and is now promoting group-wide implementation of measures to deal with chemical substances, reduce waste and take measures to prevent global warming. Particularly reduction in greenhouse gas CO₂ emissions, a matter of major concern, has received top priority in our CSR activities, with efforts to reduce emissions even more than the former year.

In addition, of course, to obtaining ISO14001 accreditation at all our operation centers in Japan and abroad, in compliance with the systems in ISO14001:2004, we are regularly conducting internal auditing at domestic plants and related companies abroad. These measures are steps in creating a consolidated environmental management system ranging from design and development to production and sales, thus improving environmental communication throughout the MITSUMI Group.

Awareness of Responsibility to Society

In the 21st century, all enterprises must have a thorough awareness of their responsibility toward society. Not stopping with environmental issues, MITSUMI emphasizes its relationships with all stakeholders (shareholders, clients, employees, local society, etc.) in thus promoting corporate activities in accordance with CSR. With that in mind, all MITSUMI employees have a thorough understanding of MITSUMI's Rules for Action in then striving for daily operations that are strongly in tune with that spirit. We are also working to create and strengthen systems for corporate governance, compliance and internal controls so as to improve transparency of operations and firmly establish highest quality in operations.

In the coming days we will strive to further complete in-house systems while improving self-awareness of our staff in response to the expectations of all shareholders in thus increasing our corporate worth. We hope we can count on your continued support and assistance in the days to come.

President and CEO *Shigeru Moribe*



Corporate Mission, Business Philosophy

Corporate Mission

Beautiful Friendship

Beautiful Products

Beautiful Business

The forerunner of MITSUMI Electric was “Mitsumi Denki Seisakusho”, which started business in 1954. The name “MITSUMI” means “Three Beauties” and refers to the three beauty ideals of “Beautiful Friendship”, “Beautiful Products” and “Beautiful Business”. These have become the corporate mission of the modern MITSUMI. The word “Beautiful” also connects up with such ideals as purity, uprightness and honesty, while at the same time indicating such ideals as protecting the environment and achieving ideal collaboration with our stakeholders. A spirit of defending these three beauties is found in every aspect of our CSR activities.

Business Philosophy

MITSUMI continues relentless growth and development as a global enterprise and a comprehensive electronic parts manufacturer to contribute to people’s needs around the world with superior electronic parts.

Contributing to the development of electronics, improving the lives of the world’s people and making a contribution to happiness: These have been Business Philosophy since our founding. Thanks to many technical innovations, the electronics environment continues major changes. Nevertheless, the Business Philosophy is proclaimed here do not change and will remain the foundation for MITSUMI’s corporate operations.

Management Policy, Business Segments

We make maximum use of our unique core technologies to increase production development strengths and market response capability. MITSUMI actively enters growth fields to expand its operations and increase earning capacity.

Given the harsh operational environment following the worldwide recession, MITSUMI promotes development of new high-function/high-precision products using our unique core technologies while expanding operations that emphasize profitability. We're now giving top priority to creating new operations in growth fields, including the environment and energy-saving, as we forward a switch to expanded operations and a high-profit corporate constitution. We're also engaging in priority investment of corporate resources and technical resources in our fields of expertise, such as terrestrial digital broadcasting, wireless communications, networks, amusements, etc. Our goal is establishing systems for timely supply of fascinating new products.

Solid development strengths as a consolidated electronic parts manufacturer and flexible manufacturing strengths in response to market shifts. With these as the "two wheels of our cart," MITSUMI strives for increased sales and profits.

Semiconductor Devices Business



Emphasizing analog ICs, MITSUMI produces a whole line of ICs for a wide range of products that include digital AV equipment and portable devices. More recently, our modules for power-saving ICs and lithium-ion batteries in portable devices have won high marks.

Optical Devices Business



MITSUMI's unique optical technologies and ultra-precision processing technologies, gleaned over many years of developing optical pickups, are the core for production of high-function compact camera modules for use in cell phones and PCs.

Electro-mechanical Components Business



MITSUMI produces the basic parts required in all electronic devices, including connectors, coils, switches, motors, etc. We emphasize development of compact, thin parts for mobile products, such as cell phones and digital cameras.

RF Components Business



MITSUMI offers a full lineup of products making use of our own unique high frequency technology. We've now garnered a major share of the market for digital broadcast tuners, GPS and satellite broadcast antennas, and also boast some of the finest technologies in the industry for wireless communications modules.

Power Supply Components Business



We produce the switching power supply products for a wide range of devices that include digital AV devices, mobile equipment and others. We boast a high market share in the field of AC adapters for cell phones and continue to rapidly develop new products for liquid crystal televisions, such as ultra-thin power supplies, etc.

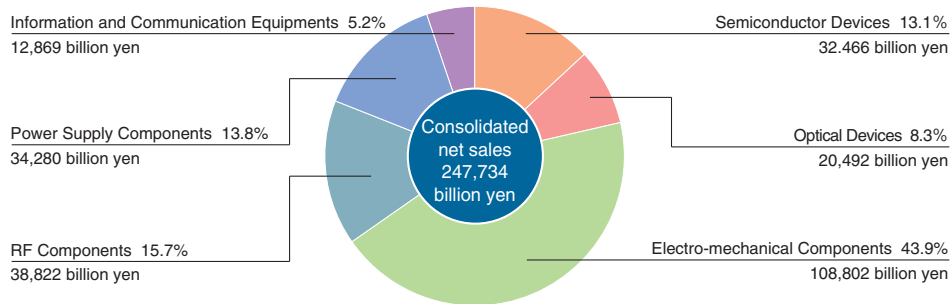
Information and Communication Equipments Business



MITSUMI produces input device products for tape storage products, keyboards and mouse devices. We've now sorted out unprofitable models to carry out a full reorganization of our operations in this field.

Business Segments

Composition of sales by business segment



Composition of sales by business segment (Consolidated in March, 2008)

Topics (New Products)

■ Dipole Antenna with Periodic Structure Plate for Terrestrial Digital Broadcasting

MITSUMI develops a full line of compact/high-function antennas for GPS, satellite digital broadcasting, wireless data communications, etc., thereby gaining high marks and outstanding market shares. In the field of terrestrial digital broadcast antennas, for which high demand is now expected, we're developing ultra-thin/high-gain indoor antennas. Drawing on periodic structure plates, we've been able to realize easy-to-use ultra-thin/ultra-compact devices with high gain and ideal space saving.



DCA-H88

■ Connectors for microSD™ memory card

MITSUMI develops connectors for microSD™ memory cards, the new recording media for a full line of portable devices and digital AV devices, such as cell phones and digital cameras. This realizes extremely thin sizes and ideal space-saving while featuring a mechanism to protect cards from falling out. The result is a line of fascinating new products ideally suited to user needs.



CIM-H75N2

■ Lithium Ion Secondary Battery Charge Control ICs for AC Chargers

The rapid increase in products using lithium ion batteries has seen an attendant increase in battery problems. MITSUMI is now developing charge control ICs to satisfy the safety regulations that will go into effect in 2011. The devices monitor the temperature of the lithium ion battery during charging to control charging current and voltage in response to temperature changes and thus enable safer charging than ever.



MM3324

Corporate Social Responsibility

Corporate Social Responsibility Report

Corporate Governance and Stakeholder Management Systems

CSR Report, Contents

Corporate Governance	10
Compliance	11
MITSUMI Code of Conduct	12
Risk Management	13
Customers and MITSUMI	14
Suppliers and MITSUMI	15
Shareholders, Investors and MITSUMI	16
Local Communities and MITSUMI	17
Employees and MITSUMI	18

Corporate Social Responsibility Report

Corporate Governance

Strengthening corporate governance to speed up business operations and promote efficiency while securing better corporate soundness and transparency, and increasing shareholder worth.

Faced with a ceaselessly changing global market, MITSUMI works to increase its business performance while dealing with the expansion of its operations. In order to achieve an ongoing improvement in our corporate worth, we work to improve the efficiency and speed of operations while maintaining sound operations and transparency.

With this philosophy as our basis, MITSUMI is creating systems for speedy and accurate business judgments while also strengthening its business monitoring functions to achieve superior corporate governance.

■ Board of Directors

The Board of Directors, acting as a decision-making body, carries out final decisions on corporate objectives and important issues of business management, while also monitoring how officers execute their duties.

■ Board of Auditors

The Board of Auditors conducts audits on the situation for officers' execution of duties, as well as the business and finance situation of MITSUMI and its subsidiaries. It also attends important meetings of the Board of Directors, etc., acting in concert with auditing corporations and the internal auditing office to audit the legality, soundness and effectiveness of our operations.

Among the four auditors of MITSUMI, three are assigned as outside corporate auditors to carry out checks on management from outside the company.

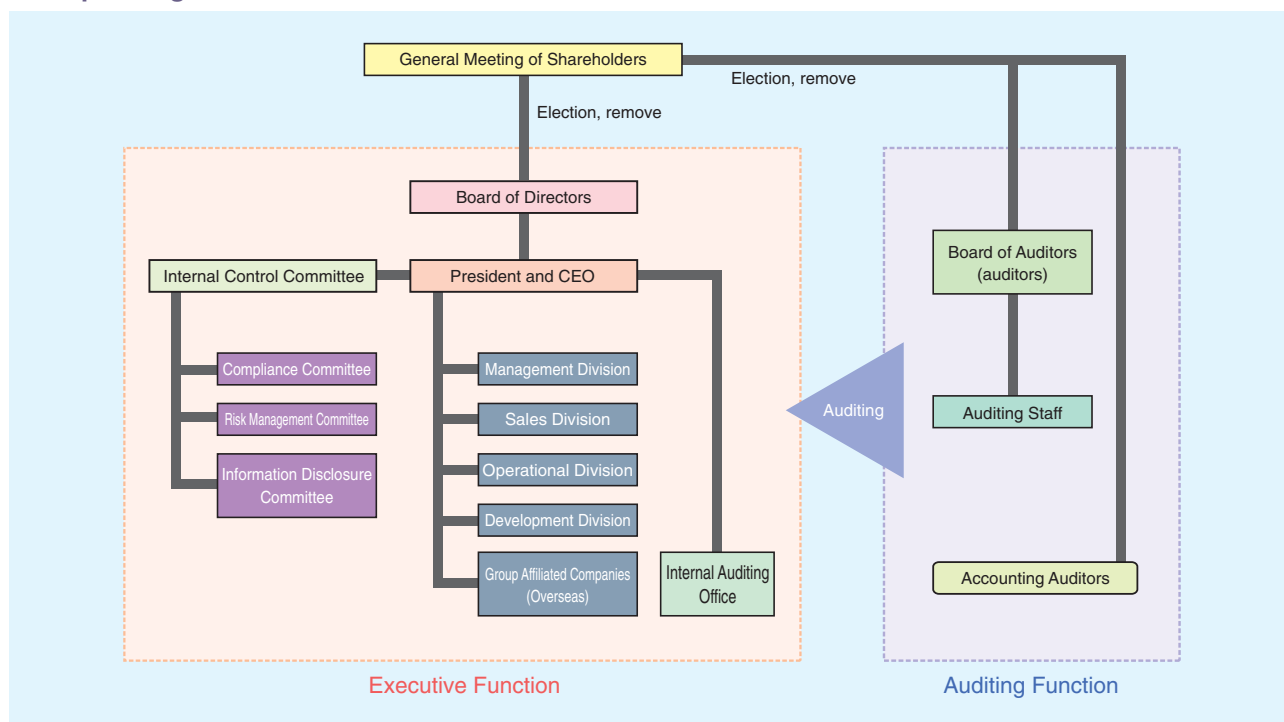
■ Internal Auditing Office

The Internal Auditing Office conducts ongoing field auditing of the legality and properness of our business management and procedures in MITSUMI's different divisions and at subsidiaries. There are regular meetings with auditors to exchange information and opinions in efforts to improve auditing quality.

■ Internal Control

The internal control systems required by the Companies Act and the Financial Instruments and Exchange Act have been established in the entire MITSUMI Group. These function to improve the effectiveness and efficiency of our operations, secure reliable financial contents, observe laws and statutes on corporate operations, and maintain resources.

■ Corporate governance structure



Compliance

MITSUMI has created compliance systems in efforts throughout the MITSUMI Group to observe laws, rules of conduct and regulations and carry out our social responsibility as a corporation. The Compliance Committee is composed of the responsible officers, a general affairs division (legal group), Internal Auditing Office, etc. It creates in-house regulations on division of operations, job competence, etc. in creating systems to carry out operations in accordance with in-house procedures.

Thoroughly Instilling an Awareness of Compliance

In addition to regulations and in-house rules, MITSUMI is strengthening its educational activities to achieve full awareness among employees of the importance of compliance.

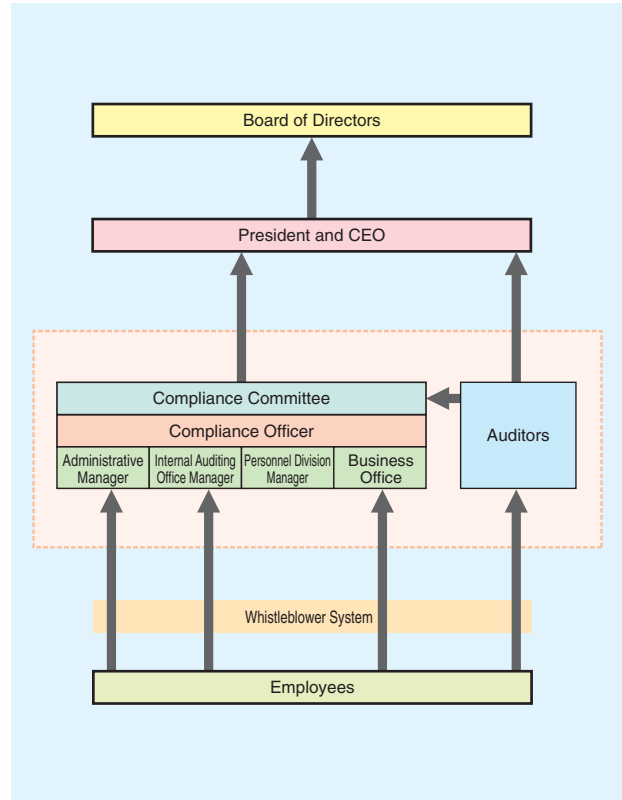
More concretely, that means training new employees about basic contents at hiring time and also conducting in-house education according to rank and position, such as when employees are appointed to higher positions or assigned to management positions.

As for especially important matters, external experts are called in to conduct lectures, while those at the company responsible for legal matters and internal controls travel to our operational bases to conduct explanatory meetings in a full range of activities.

Respecting Intellectual Property

Infringing on the intellectual property rights of other companies not only has an influence on MITSUMI's own operations, it is also a cause of major trouble for all stakeholders. In order to prevent this from occurring, MITSUMI has established regulations on intellectual property and procedures based on them.

Compliance promotion structure



Whistleblower System

In order to quickly discover actions in violation of various laws and in-house regulations and to prevent any effect from such violations before they occur, we have established a Whistleblower System.

This office provides advice and receives notifications on a regular basis, conducting surveys or taking countermeasures in response to the particular contents in a system that allows quick implementation of the required corrective measures.

We also make efforts to insure the protection of parties providing information to the Whistleblower Office, taking all possible steps, such as absolute privacy, to guarantee that the parties in question do not suffer any adverse treatment.

MITSUMI Code of Conduct

As mentioned above, MITSUMI's Business Philosophy is "contributing to the world's people through electronic parts." In implementing those ideals, it goes without saying that observing laws and ethics are a basic principle. It is thus a prerequisite that all employees of MITSUMI maintain high ethical principles so as to carry out fair and honest corporate operations.

With this in mind, MITSUMI has established the MITSUMI Code of Conduct to be observed by all employees and as a single enterprise. In order to achieve our corporate mission (Beautiful Friendship, Beautiful Products, Beautiful Business), all MITSUMI employees must observe the MITSUMI Code of Conduct while also always observing laws and company regulations, using these as guides for carrying out their work on a daily basis. Carefully observing laws and corporate ethics in addition to upstanding work based on company rules and the dictates of conscience is the best way to gain the trust of all stakeholders and society at large. This also ties up with sustainable development of our enterprise and an increase in our corporate worth.



MITSUMI Code of Conduct Booklet

- Japanese version
- English version
- Chinese version, simplified characters
- Chinese version, standard characters
- Malaysian version

MITSUMI Code of Conduct (Items)

Created and promulgated on April 1, 2005

■ Applicable Companies

- MITSUMI ELECTRIC Co., LTD.
- Member companies of MITSUMI Electric Group

■ Applicable Targets

- Officers and employees
- Officers and employees of related companies in Japan and abroad
- Applies to dispatched employees, part-timers and temporary workers except for section related to labor conditions

■ Code Items

- MITSUMI Code of Conduct
- Purpose
- Scope
- Duty to Report
- Disciplinary Action
- Complying with Corporate Rules and Regulations
- In-House Relationship
 - Respect of Human Rights
 - Political and/or Religious Activities
- Relationship with Society
 - Corporate Social Responsibility
 - Social Contribution
 - Stakeholder's Profits
 - Detachment from Anti-Social Movements
 - Environmental Protection
- Relationship with Business Partner
 - Customer First Business Attitude
 - Entertainment and Gifts
- Relationship Between Stakeholder and Investor
 - Disclosure of Information
 - Prohibition of Insider Trading/Transaction
- Management of Corporate Assets, Property and Information
 - Protection of Corporate Assets/Property
 - Protection of Intelligent Property Rights
 - Management of Corporate Information
 - Protection of Personal Information

Risk Management

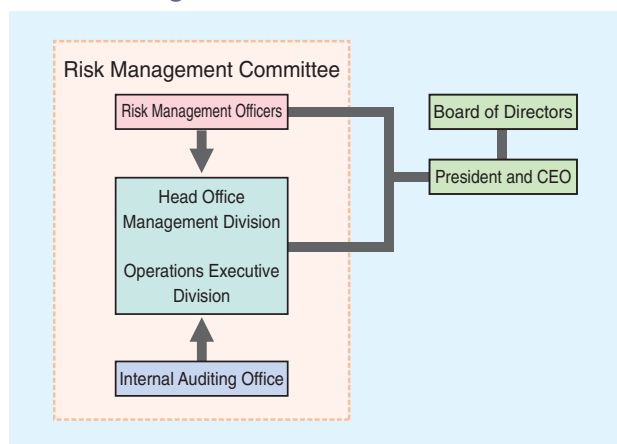
Strengthening MITSUMI's Crisis-Management Systems

Recent years have seen an increase in the risks for enterprises as well as the types of risks. Risk-prevention and appropriate responses when risks occur are an important element of corporate governance.

In addition to preventing risk occurrence, MITSUMI has created risk management systems for speedy and accurate responses should risks occur.

Concrete measures include extraction of all conceivable risks when conducting operations to determine response priorities while implementing and directing concrete countermeasures.

Risk management structure



Outdoor firefighting training
(Chitose Business Division)

Information Security

MITSUMI is keenly aware that, in addition to strict management of the information resources we ourselves possess, protecting information on clients and customers is an essential task of any enterprise. MITSUMI has created “Information Security Policies” as information management regulations to be observed by all officers and employees, in addition to “Basic Regulations on Information Security” acting as subsidiary regulations.

We are also striving to create and enforce regulations on the introduction or removal of PCs, forbid usage of USB memories not conforming to in-house standards, managing usage methods, and monitoring access to PCs, etc.

Natural Disasters

Natural disasters such as earthquakes, typhoons, flooding, etc. are a major risk for enterprises, with the possibility of major damage to operations when an enterprise is hit by them. By distributing its production bases over a wide area that includes Japan and countries abroad, MITSUMI is working to minimize any influence on production in case of emergency and thus insure stable supply of products.

We’ve also organized our own firefighting brigades at operations bases in different locations, and conduct disaster-control training at regular intervals to prepare for earthquakes or fires. It’s part of efforts to improve disaster awareness among employees so that they can act speedily in response to any disasters that might occur.



General Disaster-Prevention Training (Head office)



Training on Handling of Breathing Devices
(Atsugi Operations Base)

Customers and MITSUMI

Our Basic Thinking About Our Customers

How can we increase the level of satisfaction of customers? This can be called a major issue for development of operations at electronics parts manufacturers as well. We have established the following as issues to deal with in increasing customer satisfaction: Getting a grasp on market trends and changes in needs, sufficient care of the environment, establishing the best price with high quality, speedy and accurate delivery. The entire MITSUMI Group is engaged in efforts to improve all working organizations in the company.

Acting as an electronic parts manufacturer enjoying close ties of trust with its customers, Mitsui pledges itself to further growth and development.

Acquisition Situation of International Quality Management Standard

ITSUMI has now obtained ISO9001 international quality management standard accreditation at all its operational centers and production sites in Japan and abroad. We have additionally obtained ISO/TS16949 international quality management system accreditation, which involves even higher standards in addition to the individual requirements for the auto industry. We are now maintaining and improving our quality management system so that MITSUMI products produced at any of our production sites will offer you the same high standard of quality.



Exhibiting At and Sponsoring Exhibits

[CEATEC JAPAN]

CEATEC was held for a total of five days from Tuesday September 30 to Saturday October 4, 2008 at the Makuhari Messe in Chiba Prefecture. CEATEC JAPAN is the largest exhibition of leading-edge IT and electronics technology in Asia and MITSUMI also exhibited at it. This time there were exhibits of 804 enterprises and organizations with total attendance by about 197,000 persons. The number of visitors on the fourth day set a new record of about 54,000 persons.

The MITSUMI booth included three core technology corners in a very varied exhibit that featured our own unique “solution proposal products” and the “integrated products” MITSUMI is famous for.

[ITSUMI SHOW]

ITSUMI sponsors its own private MITSUMI SHOW every two years. The MITSUMI SHOW 2008 took place on February 21-22, 2008 at the Hyatt Regency Tokyo Hotel in Tokyo’s Shinjuku district.

The exhibition site, which used the total space of the hotel’s underground banquet hall, featured seven product corners exhibiting different products, including semiconductors, high-frequency communications equipment, mobile devices, home & office and car electronics. This was divided into three market corners. The event enjoyed spirited attendance by the public. MITSUMI SHOW 2010 will be held in February of next year.



Scene of CEATEC JAPAN hall

Suppliers and MITSUMI

Basic Purchasing Directives

In manufacturing high-performance/high-quality electronic parts, an indispensable element is tightly-knit cooperative ties with suppliers of raw materials and parts. In addition to observing laws, MITSUMI makes every effort to carry out fair and just purchase operations in accordance with social norms and ethics. Especially when it comes to legislation on purchases, such as the Antimonopoly Law and the Act Against Delay in Payment of Subcontract Proceeds, we hold Information Meetings in departments responsible for purchases and related departments to insure that laws are observed.

Promoting CSR Procurement

Enterprises developing global business require corporate activities that consider their social responsibility, which includes compliance with regulations, human rights, labor conditions, the environment and corporate ethics in the entire supply chain encompassing the company itself as well as its suppliers.

MITSUMI is further developing the Green Procurement programs it has been promoting all along, while also advancing CSR Procurement to give due attention to human rights, working conditions and other areas, also asking its suppliers to give attention to CSR.



Supplier information meeting

Getting Involved in Green Procurement

In order to supply electronic parts that give priority to environmental protection, we need to have our suppliers engage in efforts to reduce the environmental burden and thus engage in consolidated product production. MITSUMI has all its suppliers submit information on all the materials and resources they supply and carries out checks to insure that no prohibited substances are being used.

We conduct checks on banned substances at our overseas production bases and also conduct Information Meetings at our suppliers in China, Taiwan, the Philippines and Malaysia, thus making requests for management of all banned substances through the MITSUMI Group.

Chemical Substance Management

There are now various laws and regulations that restrict use of certain chemical substances, such as the RoHS directive in the EU nations. The MITSUMI Group has developed the motto: Do not bring in! Do not use! Do not take out! regarding such chemical substances. In addition, of course, to eliminating such banned substances from our products, we have also singled out substances for control to gain a grasp on usage amounts as we construct our own chemical substance management systems.

Shareholders, Investors and MITSUMI

Basic Directives on Information Disclosure

MITSUMI's basic principles for information disclosure are honoring the Financial Instruments and Exchange Act as well as the timely financial disclosure regulations and other statutes of the Tokyo Stock Exchange, while at the same time accurately and fairly providing useful information at the right time and right occasion to aid shareholders and investors in making investment decisions.

Based on these directives, we issue various reports such as our Annual Report, in addition to featuring an accounts settlement mini-report each business quarter on our homepage.

We also act via the General Shareholders' Meeting to achieve maximum communication with our shareholders and investors to enjoy optimum understanding of our business operations and strengthen ties of trust and cooperation toward MITSUMI. These are part of IR activities to obtain the most appropriate corporate valuation.

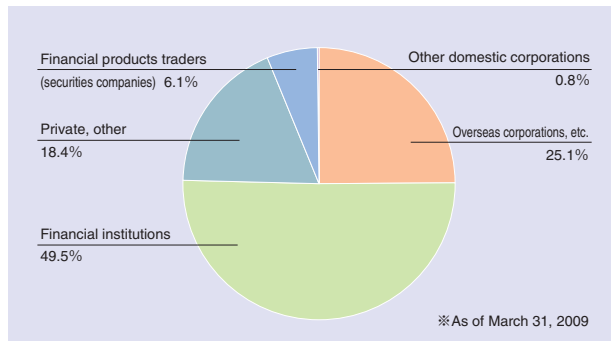


Annual Report, Reports



IR Information Board Homepage Address
<http://www.mitsumi.co.jp/ir/index.html>

Composition of shareholders



Dividend Distribution

Division of profits among shareholders is considered from a total viewpoint that includes such factors as business results, finances, R&D and future operational fields to secure retained earnings funds. These are part of measures to respond as best as possible to the expectations of shareholders.

Given these plans, the annual per-share dividend in the March period of 2009 will be 35 yen.

General Shareholders' Meeting

MITSUMI considers the general shareholders' meeting to be an important occasion to meet with shareholders and carry out direct communication with them. We endeavor to send out the invitations at the earliest possible date in order that as many shareholders as possible can attend the meeting and exercise their voting rights, and in order to be able to obtain the opinions of as many people as possible.

In the business report presented the General Shareholders' Meeting, we used presentation software to conduct easy-to-understand visual presentations to achieve maximum understanding among shareholders. We also make every effort to field questions and opinions from as many attendants as possible.

Local Communities and MITSUMI

The entire MITSUMI Group has proclaimed harmony and cooperation with the local community as its motto in participating in local activities and activities that contribute to society. These have taken many forms.

Cleanup Activities at Business Divisions

MITSUMI regularly conducts cleanup activities in the areas surrounding our business divisions to thus contribute to beautification of the environment. Akita Business Division is registered as a Supporting Enterprise for River and Road Protection Volunteer Activities as determined by the Akita River and Road Office belonging to the Tohoku Regional Development Bureau of the Ministry of Land, Infrastructure, Transport and Tourism. It regularly carries out cleaning operations and grass cutting along national roads and highways.



Cleaning activities and grass cutting along the river near the Akita Business Division.

Cleaning activities in the area around the Mito Regional Office.

Participation in “the Environmental Fair in Chitose”

The G8 Hokkaido Toyako Summit held in July 2008 created an atmosphere in which concern about the environment has increased dramatically among the citizens, leading to discussions on important topics such as changes in the environment and the weather. In June of that year, just prior to the summit, the Environmental Fair in Chitose was held at the City Office of Chitose City in Hokkaido. This event featured environmental action by groups and enterprises in Chitose.

Chitose Business Division also participated in the Environmental Fair where it introduced the following themes to the general interest of the local citizenry: Achieving zero

Summer Dancing Festival to Encourage Exchanges with the Local Community

Our Atsugi Operation Base sponsors the Summer Dancing Festival every year in the summer to encourage active exchanges with the local community. Company employees plan and run the booths and game attractions located at the site to the delight of visitors. We also invite a group of musicians playing Japanese taiko drums every year from the region who put on a splendid performance. It's a delight to see the local ladies dancing the special dances during the Summer Dancing Festival.



Japanese taiko drums and games at the Summer Dancing Festival sponsored by the Atsugi Operations Center.

emissions (examples of sales of waste alcohol, etc.), examples of major reductions in CO₂, NO_x and SO_x emissions by switching from heavy oil to natural gas in operations, activities to reduce the burden on the environment in our production processes, etc.



The mayor of Chitose (left) visits the MITSUMI booth.

Employees and MITSUMI

MITSUMI considers it crucial for the sustainable development of our enterprise that all employees can bring their special abilities and strengths to bear in operations and carry out fulfilling work. With that in mind, we honor the individual personalities of our employees and use proper treatment and benefits as the basis for creating a working environment with a feeling of fulfillment and intellectual stimulation.

Honoring Human Rights

The MITSUMI Code of Conduct stipulates, in addition to observance of laws, that the basic human rights of all employees should be honored, and that there should be no discrimination in terms of such physical elements as gender, age and race, intellectual elements such as creed and value systems, or in terms of nationality or place of origin. These basic directives are the basis for creating a working environment that does not permit any discriminatory language and behavior, violent actions, sexual harassment, etc. This is part of steps to promote establishment of a fair personnel system.

In addition, at our overseas production sites and operational bases we make every effort to eliminate discrimination in terms of the working environment or personnel systems in respect for the basic rights of every human being.

Personnel Systems at Overseas Bases

In order that an enterprise can enjoy sustained growth on the quickly changing global market, it is more important than ever to honor diversity in the personnel systems of companies.

At MITSUMI's overseas operational bases, we have been engaged for many years now in hiring local human resources. In addition to production departments, we also actively assign human resources obtained in local hiring of the engineers and management active in development sections. This is the best method to promote the abilities and can-do spirit of the local employees and create dynamic working environments.

Implementing a Reemployment System for Retired Employees

In response to "the Act for Stabilization etc. of Employment of Older Persons" and the Employees' Pension Insurance Act, MITSUMI has introduced a system for reemployment of employees who have reached the retirement age of 60 years in order to make active use of the talents of senior members and achieve economic stability in society.

This system will make it possible to make maximum use of the skills, knowledge and abundant experience of our veteran employees so as to pass on those special qualities to the next generation.

Employee Health Management

MITSUMI supports employee health management and is actively creating the organizational structures so that our employees can work in the best possible conditions in a pleasant atmosphere. Approaches to health support include regular physical checkups and health education programs, health counseling as well as psychological counseling to insure the mental health of our employees.

Employee Education and Training System

In order to MITSUMI can continue development in the present highly competitive business environment, it is unquestionably important to nurture the superior human resources who can perform outstandingly on the global market.

MITSUMI has created training and education systems featuring step-by-step training according to the career goals and abilities of individuals. We are also raising up superior management resources who can act as outstanding leaders at their working sites.



Health Management Training Session

Environmental Environmental Report

**Contributing to sustainable development of society
through harmonization with nature and the environment**

Environmental Report, Contents

Environmental Policy	20
Environmental Management Systems	21
Management Organization	22
Status of ISO14001 Certificate/ Environmental Audit	23
Environmental Education/Mid-term Targets and Achievement	24
Environmental Accounting	25
Outline of the Environmental Loads in Fiscal 2008	26
Environmental consideration products	27
Chemical Substances Management	28
Reduction of Environmental Loads	30
Environmental Communication	33
Environmental Protection Activities at Overseas Factories	34
Site Data	36

Environmental Report

MITSUMI Electric Group Corp

Environmental Policy

Basic Philosophy of Environmental Activities

MITSUMI Electric places the issue of the earth's environment (harmony with nature and the environment) as one of the most important management issues it faces. In all aspects of our business activities, we act cooperatively to protect the earth's environment and with an awareness of global movements.

Fundamental Policy

As a comprehensive electronic parts manufacturer, MITSUMI ELECTRIC CO., LTD. has a fundamental policy of harmonizing its environmental protection activities with its business activities, accurately monitoring the environmental impact of various operations, products and services in Japan and abroad.

We establish corporate objectives and goals to keep the environmental impact to an absolute minimum technically and economically, continuously improving our environmental management systems while promoting pollution-prevention programs. We also promote our basic ideal of a company that can be trusted and respected by the local community.

- (1) Using an environmental management organization under the direct control of the CEO to create an environmental management system and promote global environmental protection activities.
- (2) We endeavor to comply with environment-related laws and regulations, regional agreements, customer's product environmental quality demands and other necessary requirements, and to establish a self-management standard as needed to reduce the environmental load and conservation of the environment.
- (3) We endeavor to develop products that are environmentally conscious, resource, energy, and recycle efficient, while avoiding use of hazardous materials from the design, research, and development stages.
- (4) We endeavor to avoid use of ozone depleting substance and hazardous materials that put a load on the environment as much as possible by using alternate technologies and materials.
- (5) We make efforts in resource, and, energy saving, recycling, reduction of waste materials and contaminants, and greenhouse effect gas to conserve the environment in every field of our corporate activities.
- (6) We endeavor to maintain and improve our environmental management system by implementing an internal environmental audit on a regular basis.
- (7) We strive to make this environmental policy known to all employees, members, and all related personnel and along with raising awareness of the environment and the quality of conservation activities through education.

Established: August 2, 2004

Revised: March 10, 2008

MITSUMI ELECTRIC CO., LTD

Shigeru Moribe, President and CEO

Environmental Management Systems

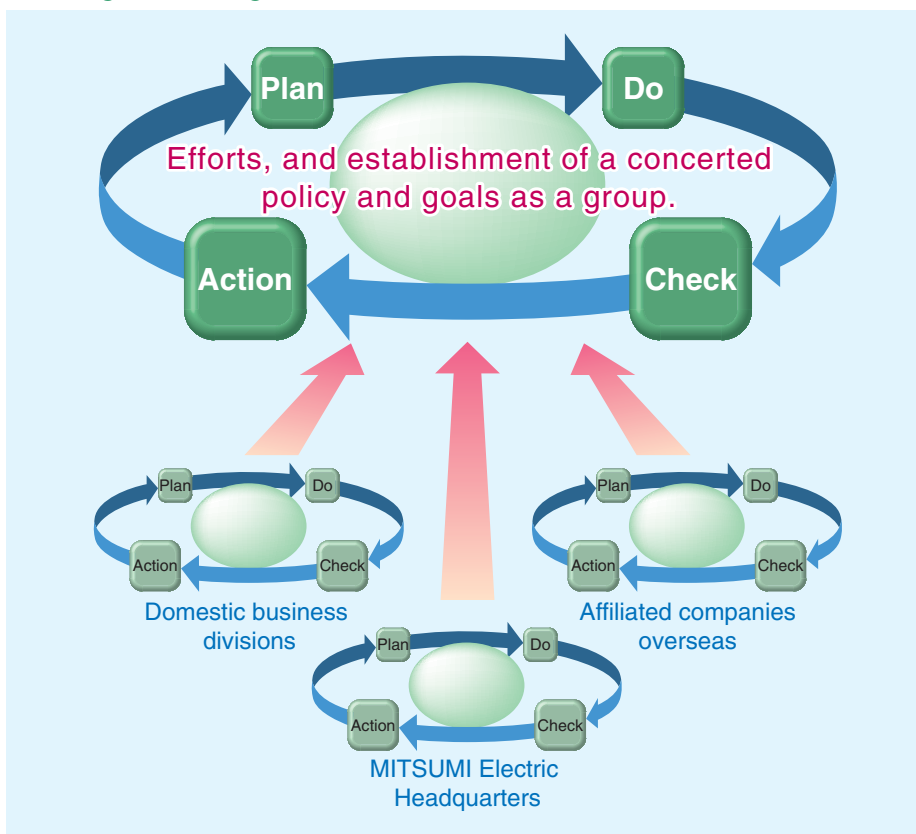
The entire MITSUMI Electric Group strives to achieve harmony with nature and environment as the basic environmental philosophy of the company.

Company-wide Environmental Management System

MITSUMI Electric Group conducts most of its production activities abroad. In carrying out activities to promote environmental protection, our business divisions in Japan and abroad as well as affiliated companies overseas are indispensable in creating an environmental management system and making ongoing improvements.

The PDCA (Plan-Do-Check-Action) Cycle in the entire MITSUMI Group, with MITSUMI Electric as the central focus, realizes comprehensive knowledge of the unified activity plans of the MITSUMI Group and the nature of those activities. At business divisions in Japan and abroad as well as related overseas companies, ISO14001 management systems are the basis for promoting environmental protection activities in keeping with the respective field of activity while keeping the PDCA Cycle in motion.

Management image



Environmental Management Systems

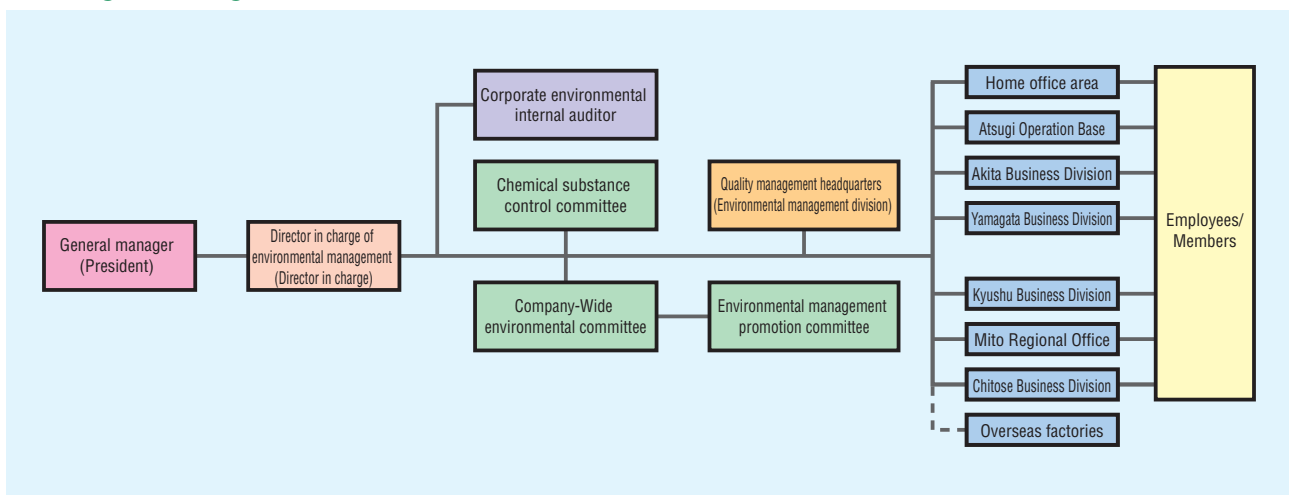
Management Organization

MITSUMI Electric determines group objectives and directives in the MITSUMI Environmental Committee with attendance by the CEO. Environmental management officers then relate findings to individual business divisions. Upon receiving that input, those business divisions implement the directives in their respective systems.

A Chemical Substance Management Committee, composed of representatives of the business divisions and the related organizations at the company headquarters, iron out objectives and action regarding the chemical substances contained in products of the MITSUMI Group, after which information on those substances (client demand, domestic and overseas legislation, etc.) is pooled and investigations of problem areas take place. At the same time, the overseas plants connected with those business divisions come up with decisions and supply reports.

The Environmental Management Promotion Committee is composed of environmental management personnel and offices at the individual action sites to investigate the activities at MITSUMI Electric regarding the environment and to locate problems. Other tasks are creating drafts of Fiscal Year Environmental Objectives and Goals common to all business divisions in Japan and issuing reports to the MITSUMI Environmental Committee.

Management organization



Status of ISO14001 Certificate

The MITSUMI Group has obtained ISO14001 at seven domestic business divisions and 12 overseas divisions with production facilities. The seven domestic divisions obtained combined accreditation in January 2006.

In fiscal 2008 the audit registration organ at MITSUMI (THAILAND) CO., LTD. was changed from TÜV Rheinland to SGS. There have been no changes at other overseas affiliated firms.

ISO 14001 certificate status

Name of site	Date of certification	Inspection and registration authority
MITSUMI ELECTRIC CO., LTD. / Head Office	1997/12	JAPAN ELECTRICAL SAFETY & ENVIRONMENT TECHNOLOGY LABORATORIES (JET)
Atsugi Operation Base	1997/10	
Akita Business Division	1997/11	
Yamagata Business Division	1997/11	
Mito Regional Office	1997/ 1	
Kyushu Business Division	1998/ 1	
Chitose Business Division	1998/ 1	
TAIPEI MITSUMI CO., LTD.	1997/12	SGS
TAIPEI MITSUMI CO., LTD. CHA YI FACTORY	1997/11	RW TÜV
TAIWAN MITSUMI CO., LTD.	1997/11	SGS
MITSUMI PHILIPPINES, INC.	1998/ 2	SGS
CEBU MITSUMI, INC.	1998/ 4	SGS
MITSUMI TECHNOLOGY (M.) SDN. BHD.	1999/ 3	TÜV Rheinland
MITSUMI TECHNOLOGY (M.) SDN. BHD. SEGAMAT FACTORY	1999/ 3	TÜV Rheinland
ZHUHAI MITSUMI ELECTRIC CO., LTD.	1998/ 2	TÜV Rheinland
QINGDAO MITSUMI ELECTRIC CO., LTD.	1998/ 5	SEATONE
TIANJIN MITSUMI ELECTRIC CO., LTD.	1998/ 8	CCCI
WUJIANG MITSUMI ELECTRIC CO., LTD.	2005/ 5	TÜV Rheinland
MITSUMI (THAILAND) CO., LTD.	2002/ 8	SGS

Environmental Audit

In accordance with the systems in ISO14001/2004 the business divisions and related overseas companies carry out regular internal audits of divisions. In Japan, because of joint accreditation, internal auditors registered as MITSUMI environmental auditors participate at internal audits at other business divisions, conducting exchanges of audit contents and information to improve the overall level of environmental protection.

As for management of chemical substances, persons registered as All MITSUMI Environmental Quality Internal Auditors regularly carry out environmental quality internal audits at the operational divisions of domestic operations centers and at overseas affiliated firms and suppliers. This is done to confirm chemical substance management systems, discover problem areas and take corrective measures. The MITSUMI Environmental Quality Internal Auditors also carry out training and certification of new internal auditors at our operational bases. Up to now a total of eight persons have been designated at our domestic operations centers and 36 persons at overseas affiliated firms who are conducting supplier audits as well.



Environmental Internal Audit (Right: Internal Auditors, Left: Department to be Audited)



Environmental Audit by External Review Organ

Environmental Management Systems

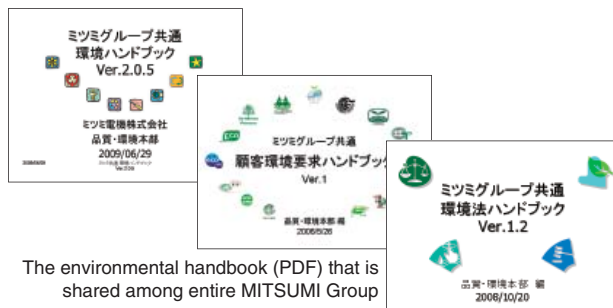
Environmental Education

Beginning with the environmental education that is carried out for all new employees every year in April, we conduct various forms of environmental education based on ISO14001 and chemical substance management at our domestic business divisions as well as related companies overseas.

In creating texts required for environmental education, the Education Subcommittee, a sub-organization of the Environmental Management Promotion Committee is the central focus in examining text contents, after which the Environmental Management Division (Quality and Environment Headquarters) carries out editing and publishing of texts. Up to now they have published an Environmental Handbook, Customer Environmental Demands Handbook and Environmental Law Handbook. These teaching materials are sent to our operational centers in Japan to carry out environmental education for all employees.

In supporting and forwarding MITSUMI's environmental management activities, we invite instructors from outside the company once a year to carry out environmental education and training for our staff and related persons.

In fiscal 2008 we conducted a two-day program to educate ISO14001 environmental internal auditors. This has resulted in appointment of 17 new environmental internal auditors with participation from our various operations centers in Japan.



The environmental handbook (PDF) that is shared among entire MITSUMI Group



Scene of Lecture at Training of Environmental Internal Auditors



Simulated Auditing Scene at Training of Environmental Internal Auditors

Mid-term Targets and Achievement

The MITSUMI Electric midterm goals (MITSUMI Voluntary Plan) were created with business divisions in Japan as the target. As of now, plans call for forwarding a 2nd Voluntary Plan by fiscal 2012, using the results for fiscal 2005 as the standard.

Due to the effect of production adjustments, etc resulting in fiscal 2008 from the global recession, CO₂ emission volumes, waste materials total emission volumes and water usage volumes all decreased in comparison with the former year, even going lower than the numerical values for fiscal 2005, which has been established as the standard year. Sales experienced a reduction of about 18% compared to fiscal 2007. Nevertheless, in terms of primary units, we achieved our various promoted goals in comparison with fiscal 2005.

Results of 2nd. voluntary plan (to fiscal 2008)

Items to be promoted	Targets	Fiscal 2006		Fiscal 2007		Fiscal 2008	
		Result	Evaluation	Result	Evaluation	Result	Evaluation
Prevention of global warming	Reduce CO ₂ emissions by 5% by 2012 (sales CO ₂ unit* compared to fiscal 2005)	13.3%	😊	19.5%	😊	13.0%	😊
Waste reduction	Reduce total waste emission by 5% by 2012 (compared to 2005. Per sales)	-11.1%	😞	10.0%	😊	12.0%	😊
Resource saving	Reduce water consumption by 5% by 2012 (compared to 2005. Per sales)	16.7%	😊	20.9%	😊	10.7%	😊

*:Sales CO₂ unit (t-CO₂/1 hundred million yen) = {(each energy consumption × CO₂ conversion coefficient) total} / sales amount

Environmental Accounting

Scope of compilation : Domestic business divisions (7 bases)

Compilation period : April 2008 - March 2009

Reference guidelines : Environmental Accounting Guidelines 2005

Tally results : Starting in fiscal 2006, we embarked on introduction of environmental accounting for all seven operations centers in Japan, and thus gained a grasp on the economic effects of environmental protection policies.

The environmental protection costs during fiscal 2008 featured a total investment of 140 million yen, and costs amounting to 1.012 billion yen. Compared to the prior year, the investment amount for environmental protection costs increased while usage amounts decreased.

As was the case in fiscal 2007, about 90% of the investment amount was occupied by facilities involving prevention of global warming and reducing energy use. Likewise, the expenditures for costs within operational areas declined. This is an expression of the effect of a reduction in the costs of external commissioning of operations regarding waste materials.

As for the economic effect of environmental protection measures, there was a major reduction compared to the prior fiscal year. The main reason is a reduction in sales volumes for valuable resources, with a reduction figure of about 14% compared to the former year. In addition, MITSUMI is computing these economic effects only in cases where the results of activities are clear and unmistakable.

Environmental protection cost

Unit:1 million yen

Classification	Investment			Expenses			Major activities
	2006	2007	2008	2006	2007	2008	
Cost in business area	136	122	129	648	644	498	Prevention of pollution, preservation of global environment, recycling of resource
Upstream/downstream cost	66	0	0	292	279	272	Reduction of chemical substances
Management activity cost	0	8	12	221	241	242	Environmental Burden Monitor, Environmental Education, Operation of Environmental Management System, Release of Environmental Information
Research and development cost	0	0	0	0	0	0	
Social activity cost	0	0	0	0	0	0	
Cost of measures against environmental damage	0	0	0	0	0	0	
Other costs	0	0	0	0	0	0	
Total	202	130	141	1,161	1,164	1,012	

Economic effect of environmental protection measures

Unit:1 million yen

Classification	2006	2007	2008	Major activities
Profit	20	48	7	Sell-off of valuable resources
Cost reduction	12	37	30	Energy saving, resource saving
Total	32	85	37	

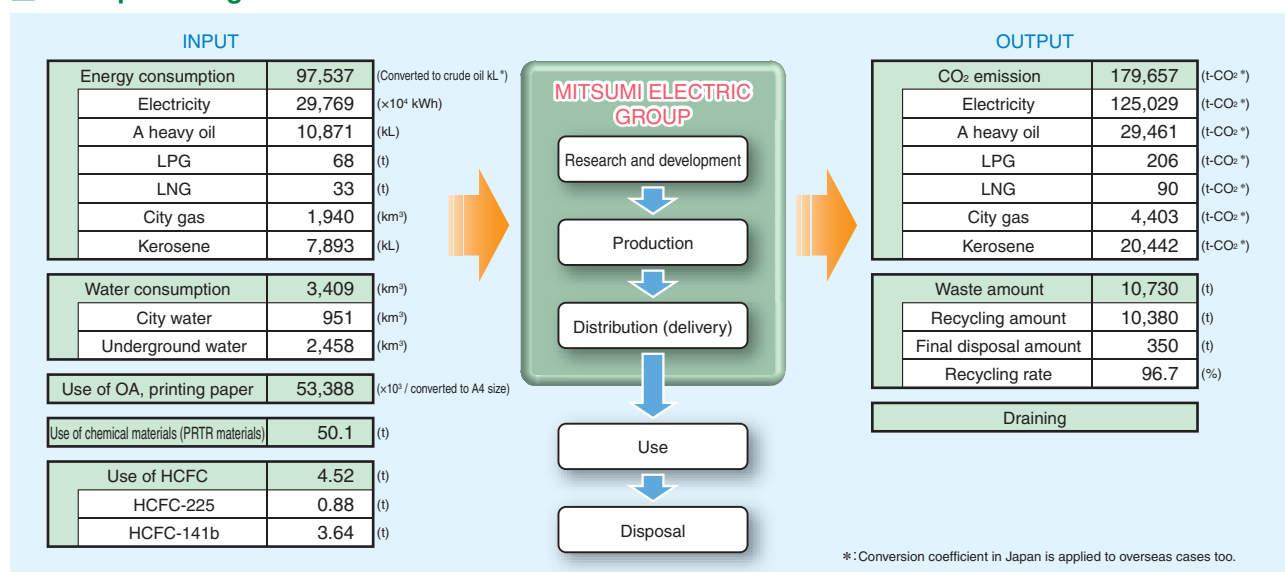
Outline of the Environmental Loads in Fiscal 2008

In the MITSUMI Electric Group there is the direct environmental load resulting from industrial activities (product development and production, supply) and then an indirect load on the environment due to the generation of waste water and waste substances in industrial and production activities.

Especially in the production stage, use of materials and other resources, use of energy such as electric power and fuel, and use of various chemicals is involved.

The MITSUMI Electric Group makes every effort to get an accurate grasp on these direct and indirect environmental load in order to reduce that load.

Conceptual diagram of the environmental burden



Situation for Use and Discharge of PRTR Target Substances

In Japan, as based on the PRTR Promotion Law, regarding the 354 substances that are the target of PRTR (Class 1 Designated Chemical Substances), enterprises manufacturing or using more than one ton yearly of those substances must autonomously grasp the amounts being discharged in the environment and the amounts that are transferred outside the operations center for processing as waste materials, and must make a report once a year on that information.

The target operation centers of MITSUMI in this respect are the Atsugi Operations Center and Chitose Business Division. The target chemical substances used at those centers during fiscal 2008 are five types, amounting in volume to about 50.1 tons. Reports are sent every year at regular intervals to the government.

In addition, due to law reforms in 2008, the amount of Class 1 designated materials has been increased to 462 substances. That means the N and N-dimethylacetamide used at the Chitose Business Division has been newly added to the list, and reports will be issued starting in fiscal 2011.

Discharge situation at Atsugi and Chitose Business Divisions

Unit: t/year

Business division name	Chemical substance name	Usage amount	Discharge amount					Transfer amount			Amount of consumption	Amount of removal processing
			Atmosphere	Public water	Soil	Landfill on the premises	Total	Waste materials	Sewerage	Total		
Atsugi Operation Base	2-aminoethanol	14.30	8.29	0.00	0.00	0.00	8.29	6.01	0.00	6.01	0.00	0.00
	Hydrogen fluoride and its water-soluble compounds	7.74	0.10	0.99	0.00	0.00	1.09	6.65	0.00	6.65	0.00	0.00
Chitose Business Division	Xylene	3.21	0.13	0.00	0.00	0.00	0.13	3.08	0.00	3.08	0.00	0.00
	N,N-diethylacetamide (*)	1.35	0.05	0.00	0.00	0.00	0.05	1.30	0.00	1.30	0.00	0.00
	Hydrazine	5.18	0.00	0.00	0.00	0.00	0.00	1.17	0.00	1.17	0.00	4.01
	Phenol	3.04	0.12	0.00	0.00	0.00	0.12	2.92	0.00	2.92	0.00	0.00
	Hydrogen fluoride and its water-soluble compounds	16.66	0.17	0.83	0.00	0.00	0.17	0.00	0.83	0.83	0.00	15.66

(*) To be delivered starting in fiscal 2011 due to law reform.

Environmental consideration products

Target Products

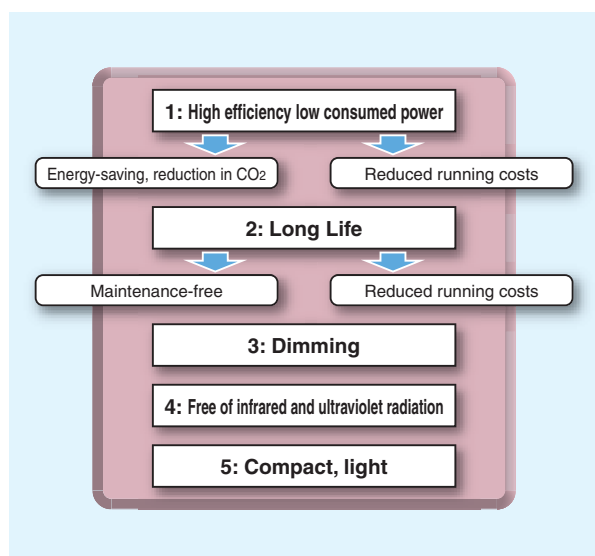
LED Lighting Power Source Units (standard product)

Development Concept

Development of energy-saving products to reduce emissions of greenhouse gases has now extended to include the field of general lighting. We can now expect greater proliferation of LED lighting, which features long product life, no mercury and low consumed power among other merits.

As one part of efforts to create environmentally friendly products, MITSUMI is continuing development of power supplies for LED lighting, where demands include long product life, high efficiency, low standby power and compact size. The product life of LED lighting is long at 10 years (at least 40,000 hours). That means even standard power supply units must have a product life that exceeds that figure. MITSUMI power supply units have cleared the product life hurdle of 50,000 hours or higher and achieved a reduction in exchange and maintenance costs. It has also been possible to incorporate in our products such aspects as a response to restrictions on harmonic current (energy-saving/Type A, Type C), to create small configurations with corners of $\phi 40$ or less (Type B) and creation of insulated power source units that can conform to the high waterproofing specifications demanded by the market (Type B, Type C).

Features of LED lighting



Main applications

- 1: Downlighting
- 2: Lighting below shelves
- 3: LED advertising displays
- 4: Lighting devices on streets, etc. using LEDs




Features

- 1: Insulated constant-current power supply
- 2: Long-life: 50,000 hours or longer
- 3: Operates with wide inputs (Obtained safety standards: PSE, CE^{※1})
- 4: Internal direct light-adjustment circuit (Output current can be directly varied with external volume control)
- 6: IP64^{※2} level waterproofing possible on demand

※1 PSE and CE are marks attached to products that satisfy safety standards established by Japan (PSE) and the EU (CE).

※2 IP64 expresses the waterproofing level for everyday living situations as determined in the international electrotechnical standards (IEC). It is not complete waterproofing.

Main Specifications

Product	 TYPE A	 TYPE B (compact)	 TYPE C
Specifications	Output: 44V/120mA typ. 12V/300mA typ. 12V/350mA typ. Input: AC100V typ. AC240V typ.	Output: 44V/275~350mA Input: W/W	Output: 44V/550~700mA Input: AC100V typ. AC240V typ.
Features	Conforms to harmonics regulations.	Conforms with simple waterproofing standards (IP64) Compact configuration (diagonal $\phi 40$)	Conforms with simple waterproofing standards (IP64) Conforms to harmonics regulations.

Chemical Substances Management

MITSUMI Electric Group has established a chemical material management system to strictly control the use of chemical substances with the motto “Do not bring in, do not use and do not take out”.

Chemical Substance Management System

The RoHS regulations that came into force in July 2007 were the start of actions to create laws in different regions and countries (EU, North America, China, etc.) concerning usage restrictions and management of harmful chemical substances. Along with this, so-called green procurement by customers in Japan and abroad and reform of chemical management standards as well as requests for environmental surveys followed.

Given this severe environment, the entire MITSUMI Group acted under the motto of “Do not bring in, do not use and do not take out” to carry out strict controls on use of harmful chemical substances and to create and operate thoroughgoing chemical management systems. Concrete measures include implementation of the following policies to supply our customers with assured products.

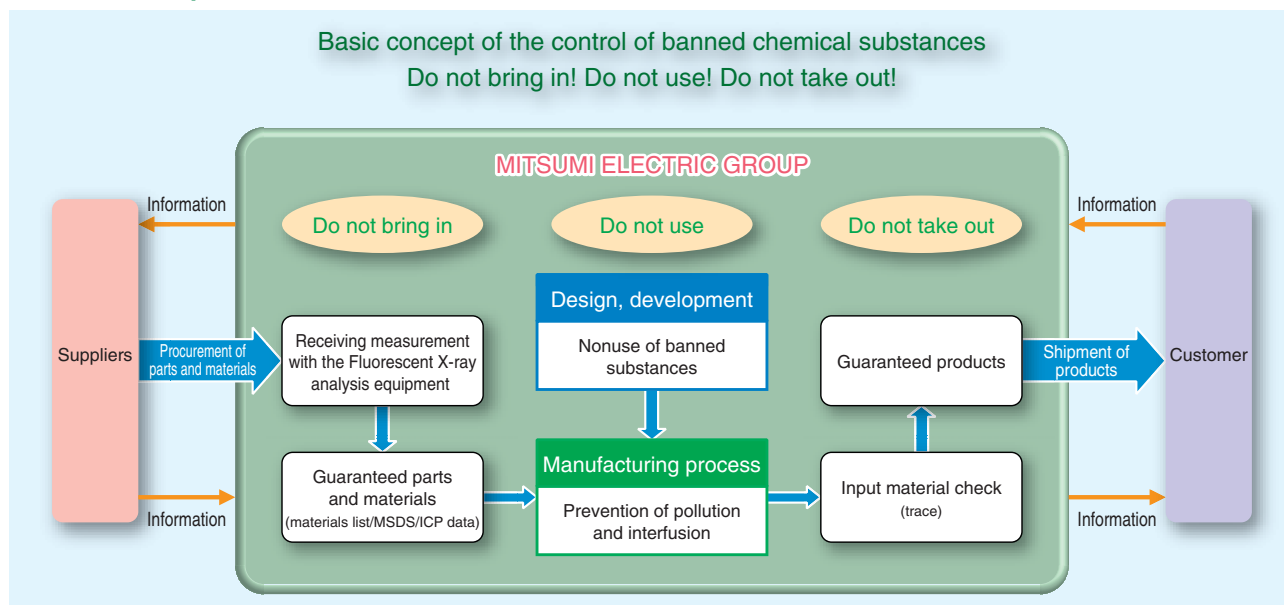
1. Reassessment of the management regulations for chemical substances and making sure all employees are informed about them.
2. Creating and operating chemical substance management systems at our domestic and overseas plants in addition to thoroughgoing information pooling.
3. Creating a database on the amounts of chemical substances contained in products.
4. Database on supplier management.
5. Promoting completion of management of banned substances at suppliers.

In fiscal 2008 (as was the case in fiscal 2007), we conducted supplier orientation sessions at the suppliers of our overseas plants, asking them to carry out thoroughgoing management of banned substances throughout the MITSUMI Group and to create environmental quality assurance systems.



Supplier Orientation Session in Thailand

Basic concept of the control of banned chemical substances



Situation for installation of chemical substance analysis equipment

In steadily implementing the MITSUMI Group motto of “Do not bring in, do not use and do not take out” acting as the key concept in dealing with banned chemical substances, we introduced X-ray fluorescence spectrometers (EDXRF) at 18 operational bases in Japan and abroad, after which we introduced gas chromatograph analysis (GC/MS) at 12 major bases for analyzing chemical substances that cannot be analyzed with EDXRF. Using these chemical substance analysis devices, we conduct receipt inspection of parts, etc. as well as analysis/measurement of harmful chemicals during the production process when required.

At our overseas plants in China and the Philippines, in response to an increase in our production volumes these past years, there has also been an increase in the volume of parts and materials shipped by suppliers. We have responded to the situation by introducing multiple X-ray fluorescence spectrometers (EDXRF). And at TIANJIN MITSUMI ELECTRIC CO., LTD. in China we are introducing inductively-coupled plasma spectrometry devices (ICP).

With these steps, the MITSUMI Group has created a system for speedy and accurate surveys to complete steps for management of harmful chemical substances.

Bases with EDXRF, GC/MS and ICP installed and number of units.

Name	EDXRF	GC/MS	ICP
MITSUMI ELECTRIC CO., LTD. / Head Office	1	—	—
Atugi Operation Base	3	2	1
Akita Business Division	1	—	—
Yamagata Business Division	1	1	—
Mito Regional Office	1	—	—
Kyushu Business Division	2	1	—
TAIPEI MITSUMI CO., LTD.	1	1	—
TAIPEI MITSUMI CO., LTD. CHA YI FACTORY	1	1	—
TAIWAN MITSUMI CO., LTD.	1	—	—
MITSUMI PHILIPPINES, INC.	3	1	—
CEBU MITSUMI, INC.	3	1	—
MITSUMI TECHNOLOGY (M.) SDN. BHD.	1	1	—
MITSUMI TECHNOLOGY (M.) SDN. BHD. SEGAMAT FACTORY	1	—	—
ZHUHAI MITSUMI ELECTRIC CO., LTD.	4	1	—
QINGDAO MITSUMI ELECTRIC CO., LTD.	4	1	—
TIANJIN MITSUMI ELECTRIC CO., LTD.	4	1	1
WUJIANG MITSUMI ELECTRONICS CO., LTD.	1	1	—
MITSUMI (THAILAND) CO., LTD.	1	—	—



X-ray fluorescence spectrometer (EDXRF)



Inductively-coupled plasma spectrometer (ICP)

Response to Chemical Substance Regulations

The Restriction of Hazardous Substances Directives or RoHS directives enacted in the EU in July 2006 to restrict use of the special harmful chemical substances found in electric and electronic equipment, the Registration, Evaluation, Authorization and restriction of CHemicals (REACH) regulations enacted in June 2007, and reform of Directive 76/769/EEC restrictions on marketing and use of harmful substances and preparations are examples of action around the world to increase and strengthen restrictions on harmful chemical substances.

In responding to these restrictions, MITSUMI is regularly conducting reviews of chemical substance management documents resulting from changes in laws, social trends and demands of customers. A major review took place in March 2009. In particular, in addition to newly implementing Management Standards for Environmentally-Related Chemical Substances toward suppliers, we have requested management to insure that no banned substances are used in the materials and electronic parts supplied to our company. These standards are available on the MITSUMI homepage in three languages (Japanese, English, Chinese).with suppliers to carry out action to promote usage restriction.



Management Standards for Environmentally Related Chemical Substances

Reduction of Environmental Loads

MITSUMI Electric Group makes efforts in every aspect of its company activities to minimize the load on the environment, including energy conservation, recycling of resources, reduction of waste.

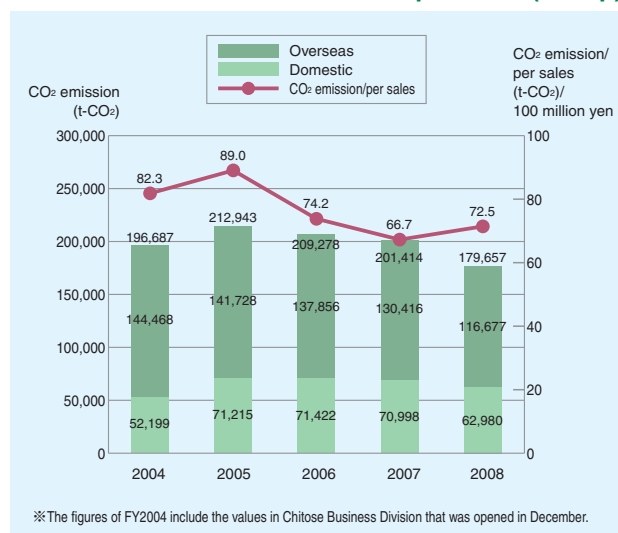
Measures Against Global Warming

Global warming results when the atmospheric densities of six substances known as greenhouse gases (CO₂, methane, CFCs) increases. Among these, the extent to which CO₂ contributes to global warming is 60% worldwide and 95% in Japan. That means a central point is how to reduce CO₂ emission volumes.

In fiscal 2008 our CO₂ emission volumes dropped by 8,000 tons in Japan and by 14,000 tons abroad compared to the former year, which meant the entire MITSUMI Group could achieve a reduction of 22,000 tons (10.8%). As for CO₂ emission volumes in terms of sales unit points, although we were able to reduce CO₂ emission volumes, due to a reduction in sales, there was still an increase of 5.8 points.

In the case of alternatives for chlorofluorocarbons, we completely eliminated use of flon gas in Japan in 2006. There are still some overseas operations using chlorofluorocarbons, with a figure of 4.5 tons in fiscal 2008. Nevertheless, as a group we are moving toward usage reductions.

Transition of CO₂ emission and per sales (Group)

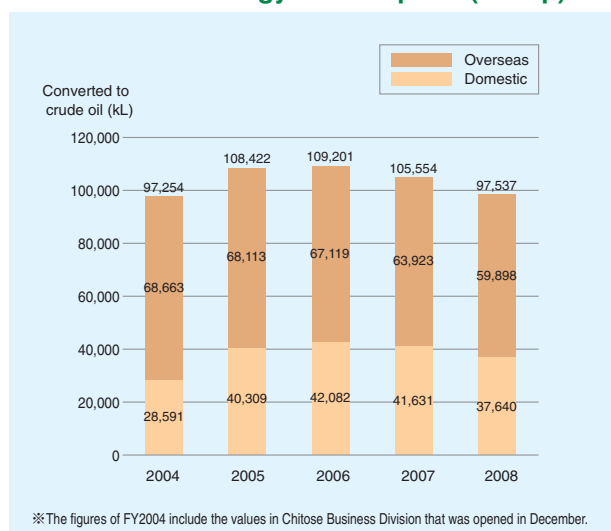


Activities to Energy Saving

Energy usage volumes for MITSUMI during fiscal 2008 showed a reduction of 9.6% domestically compared to the former year and 6.3% abroad, for a general reduction figure of 7.6%. We consider this to be the result of our promoting more efficient energy use in Japan and at our overseas operations.

In August 2008 our Yamagata Business Division switched from partial in-house power generation to full purchased power for power supply. This brought about a dramatic reduction in the A heavy oil that had been used for in-house power production, so that we could achieve a reduction in energy use of 1,150 kL in terms of crude oil equivalent.

Transition of energy consumption (Group)



Steps to Reduce Use of Natural Resources

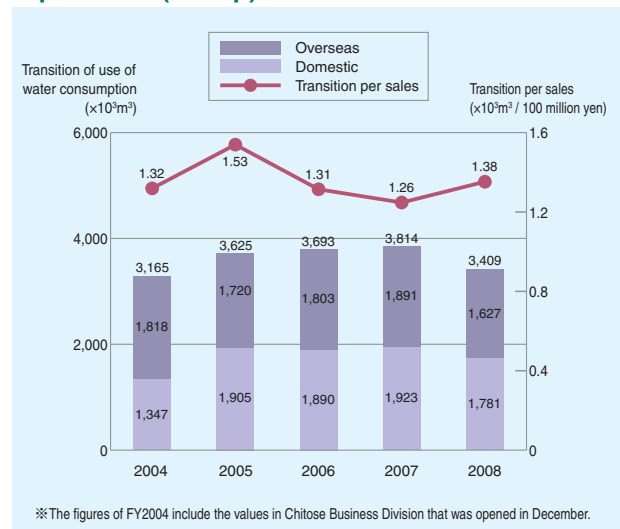
Regarding water usage volumes (clean water and groundwater), due to a decline in production volumes both in Japan and abroad in fiscal 2008, there was a reduction of 7.4% in Japan and 14.0% overseas for a combined reduction figure of 10.6%. As for sales basic units, although water usage volumes declined, due to a decline in sales, the figure still increased 0.12 points compared to fiscal 2007. We will continue efforts to reduce water usage volumes regardless of increase or decline in production volumes.

Regarding styrene foam used for packing products, due also to reduced production activities in Japan, we were able to eliminate use in 2005. At our overseas operations, there has been a changeover from styrene foam to cardboard, etc. as packing materials. Due also to changeovers and intensification of production items, we achieved a reduction of 27.5% in packing materials compared to fiscal 2007 and will continue reduction activities in the future.

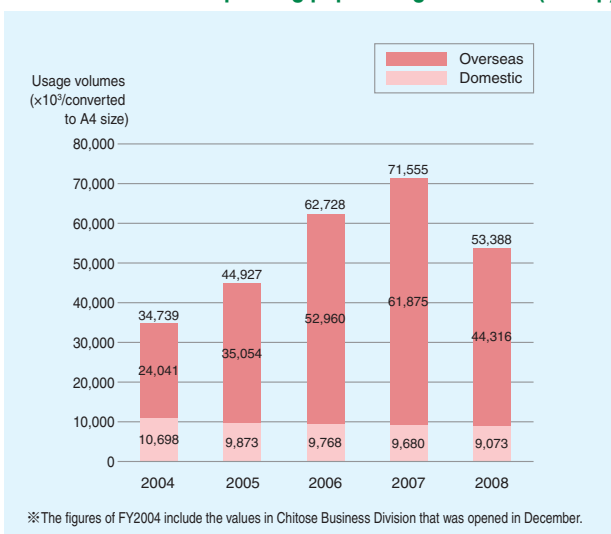
As for office printing paper, there has been a minor reduction in Japan in usage volumes. At our overseas plants, due to an increase in production volumes, there has been a yearly upward trend in paper use. However, we have been promoting reduction campaigns that include use of e-mail for

communications and promoting use of both paper surfaces, not to mention more electronic documents. As a result, we achieved a reduction of about 28% in fiscal 2008 abroad, and a figure of 25% for the entire MITSUMI Group. We plan to further reduce usage volumes in days to come.

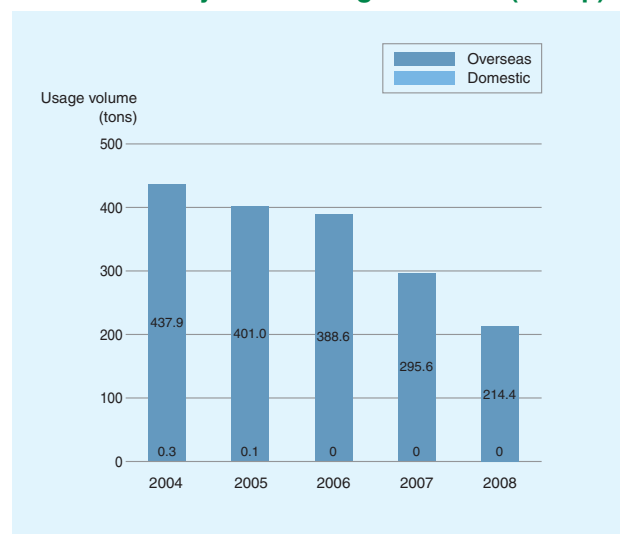
Transition of use of water consumption and per sales (Group)



Trends for OA and printing paper usage volumes (Group)



Trends for styrofoam usage volumes (Group)



Reduction of Environmental Loads

Activities for Waste Reduction (Domestic)

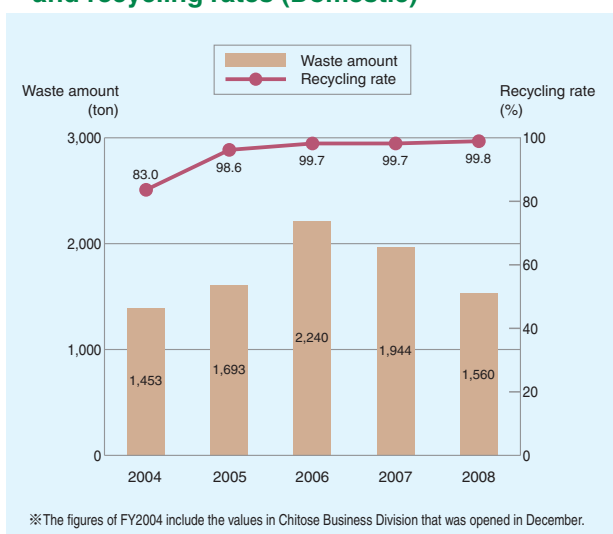
Regarding efforts to reduce industrial waste among members of our domestic group, the maximum figure was in fiscal 2006, after which there was a downward tendency. In fiscal 2008, we achieved a reduction of about 400 tons (reduction of 20%) compared to the former year. As was the case in fiscal 2007, we called for a reduction in industrial waste volumes with common environmental objectives and goals for all domestic operations in then promoting those activities. Of particular note were efforts to reduce disposal of products due to defects, etc. and making efforts to reuse items that we would have discarded in the past.

The group of MITSUMI operations in Japan achieved zero emissions* in March 2006. Since then, we have maintained a reclamation rate of at least 99% up to the present. The figure for fiscal 2006 and 2007 was 99.7%, and the figure for fiscal 2008 was 99.8%. In addition, of course, to efforts to further increase the reclamation rate figure, we aim to completely eliminate use of waste products requiring incineration or landfill processing as we continue our activities to protect the environment.

We are also using reports in our PR magazine (Onigiri) to urge employees to reduce waste volumes in the home and to use their own shopping bags for shopping to reduce use of plastic bags, etc. at stores.

*:Definition of zero emission: To keep 99% or higher rate of recycling of industrial waste for three consecutive months.

Trends in waste material generation volumes and recycling rates (Domestic)



Efforts of the Yamagata Business Division to Reduce Environmental Loads

The Yamagata Business Division has given its approval to the citizens' drive known as Team Minus 6% to prevent global warming, and is now promoting activities to reduce greenhouse gases. In the past, the plant made partial use of in-house power using A heavy oil. However, due to changes in their product production lineup, etc., they switched in August 2008 from in-house power supply to purchased power. Thanks to this changeover, the monthly average volume of CO₂ emissions dropped from 460 tons to 300 tons, a reduction of about 160 tons (CO₂/month). This amounts to a reduction of 35% compared to the former year.

In addition, the Yamagata Business Division is making every effort to turn off lights and generally reduce electric power use during rest times, etc. The plant also urges its employees to make use of their own shopping bags when shopping and generally reduce the amount of unnecessary packing in shopping situations.



Prior to removal of private power generator



Following removal of private power generator

Environmental Communication

The MITSUMI Group is releasing information in order to make the situation for environmental protection promotional activities known inside and outside the company. We are also acting as a member of society to contribute to the local community with cleaning campaigns and other activities.

Transmission of Information

Information disclosure for outside

February 2004 saw release of the MITSUMI Environmental Report, which summarized the environmental protection promotion activities that had been conducted up to then. Following that, there has been issue of Environmental Reports introducing the contents of environmental activities each fiscal year. Starting with the fiscal 2008 edition, it has been issued in the form of a CSR Report, which also includes information on CSR (corporate social responsibility) activities.

In addition, the MITSUMI Internet website is used to introduce action contributing to society and to promotion of environmental protection. Materials on management standards for environmentally-related chemicals are also released in three languages (Japanese, English, and Chinese) to increase convenience for visitors to the site.



Environmental Report 2005-2008

Information for inside

MITSUMI also uses its own Intranet system to issue and pool information for its employees on the environment. And the company magazine “Onigiri” also features an environmental information page “ECO NEWS” in each issue, touching on various topics related to the environment to increase the environmental awareness of all readers.



MITSUMI Electric Group intranet



MITSUMI Electric web site
<http://www.MITSUMI.co.jp/Eco/index.html>



MITSUMI Electric Group company magazine “Onigiri”

Environmental Protection Activities at Overseas Factories

Tianjin MITSUMI (CTE) is located in Tianjin near Bohai in China. The Dongling Plant (main plant constructed in August 1992) and the Huayen Plant (constructed in November 2007) employ some 2,800 persons. Tianjin MITSUMI has positioned protection of the global environment as a top priority issue in its production operations.

Directives for Environmental Protection Activities

Tianjin MITSUMI is producing demodulators for AV devices, GPS antennas and reception/transmission units, etc. The plant obtained ISO14001 certification in August 1998, and has been managing chemical substances since June 2003.

ISO14001 involves surveillance and control with the objectives and management goals of reducing use of resources, reducing the environmental burden, recycling resources, reducing waste materials and reducing use of substances dangerous to the environment.

Implementing Environmental Protection Activities

● Observing legislation and rules in producing products that answer customer needs.

Under the motto of “Do not bring in, do not use and do not take out” for toxic or harmful substances, Tianjin MITSUMI is carrying out the following policies.

1. Carrying out inspections of parts received from suppliers by means of chemical analysis devices (EDXRF X-ray fluorescence spectrometer, ICP inductively-coupled plasma spectrometer, GC/MS gas chromatograph analysis, hexavalent chrome analysis device).



GC/MS chemical substance analysis equipment

2. We are requiring our suppliers to submit a Chemical Substance Non-Usage Certificate, as well as environmentally-related materials such ICP data, ingredients tables and MSDS data. We also require them to carry out management with a database.

3. We are conducting Environmental Orientation Sessions at suppliers so as to increase awareness of environmental action with surveys and to promote such surveys.



Supplier Orientation Session

● Reduction in waste generation, recycling of materials, etc.

1. Industrial waste materials are only sold to waste treatment businesses with recycling capabilities.

The yearly recycling volume is about 750 tons.

2. Coal boilers have been converted into natural gas boilers.

Reduction of 46.4% in sulfur dioxide emission volumes → Reduction in atmospheric pollution



Before conversion: Coal boiler After conversion: Natural gas boiler

3. For electronic waste materials, a company with waste operation credentials is hired to carry out 100% detoxifying processing.
4. Promotion of ISO14001 systems at Tianjin MITSUMI. Internal auditing is conducted twice a year for self-evaluation of effectiveness, applicability, sufficiency and operational results.

Activities to increase environmental awareness among employees

- Persons responsible for the environment in the individual divisions undergo yearly training to increase their internal auditing capabilities.

- Installation of environmental protection/resource saving signboards and chemical substance management signboards.

- Regular employee training and training of new company staff to improve environmental awareness among all MITSUMI employees.



Training of internal auditors.

Progress of MITSUMI Electric Group Environmental Protection Promotion Activities

Year/Month	Activities
1990/ 1	Establishment of special company-wide fluorocarbon task force.
1993/ 6	Specific CFCs and trichloroethane abolished. Environment Division established.
1993/12	Company-wide environmental committee established.
1994/ 8	Environmental Protection Activities Plan (Voluntary Plan) initiated.
1998/ 1	Acquisition of ISO14001 certification for all domestic operation bases (7).
1999/ 3	Acquisition of ISO14001 certification for main overseas operation bases (13).
1999/ 9	MITSUMI lead-free promotion committee established.
2000/12	Organic chlorine compounds (dichloromethane, trichloroethylene, tetrachloroethylene) abolished completely.
2001/ 2	MITSUMI's environmental activities posted on MITSUMI's Web site.
2002/ 2	Company-wide chemical regulation project established.
2002/ 7	Fluorescent X-ray analysis equipment introduced.
2002/10	Rules for regulating environment-related chemicals initiated.
2003/ 1	Initiation of environmental quality internal audit on major domestic and overseas production bases.
2004/ 2	Publication of MITSUMI Environmental Report 2003. Promotional activities of ISO14001 domestic integration initiated.
2004/ 8	Establishment of company-wide common environmental policy, manual and rules.
2005/ 1	Certification of ISO 14001 domestic integration acquired.
2006/ 1	Chitose Business Division is included in ISO 14001 domestic certification.
2006/ 3	All domestic divisions achieve zero emission.
2006/11	Introduction of the gas chromatograph mass spectrometer initiated.
2006/12	Sponsoring of overseas supplier information meeting regarding chemical substance management.
2007/ 4	Creation of 2nd environmental protection promotion activities (Voluntary Plan).
2007/ 5	Sponsoring of domestic supplier information meeting regarding chemical substance management.
2008/ 3	Obtaining ISO/IEC17025 laboratory accreditation.
2008/ 3	Sponsoring of overseas supplier information meeting regarding chemical substance management.
2009/ 2	Issue of CSR REPORT 2008 that includes CSR in the standard environmental report.

Site Data

MITSUMI Electric Group is engaged in production activities at business locations all over the world. Since much of the production is conducted overseas, our overseas business divisions share and comprehend the same environmental load data of our domestic business divisions.

The site data only describe the business divisions that have production facilities and own the environmental load data in fiscal 2008.

Corporate name	Energy consumption							Total (Converted to crude oil kL)
	Electricity (X10 ⁴ kWh)	A heavy oil (kL)	LPG (t)	LNG (t)	City gas (km ³)	Gas oil (kL)	Kerosene (kL)	
MITSUMI ELECTRIC CO., LTD./Head Office	433	0	0	0	317	0	0	1,480
Atsugi Operation Base	4,710	0	0	0	858	0	0	13,100
Akita Business Division	230	0	2	0	0	0	0	594
Yamagata Business Division	617	685	0	0	0	0	4	2,282
Mito Regional Office	68	0	0	0	0	0	0	175
Kyushu Business Division	113	0	5	0	0	0	0	297
Chitose Business Division	7,323	0	0	0	765	0	6	19,713
Domestic total	13,494	685	7	0	1,940	0	10	37,640

TAIPEI MITSUMI CO., LTD.	214	0	1	0	0	0	0	552
TAIPEI MITSUMI CO., LTD. CHA YI FACTORY	464	0	0	0	0	0	0	1,193
TAIWAN MITSUMI CO., LTD.	628	0	0	0	0	0	0	1,614
MITSUMI PHILIPPINES, INC.	1,516	3,205	0	0	0	0	0	7,132
CEBU MITSUMI, INC.	4,344	38	1	0	0	7,531	0	18,509
MITSUMI TECHNOLOGY (M.) SDN. BHD.	844	6,600	0	0	0	0	0	8,835
MITSUMI TECHNOLOGY (M.) SDN. BHD. SEGAMAT FACTORY	292	0	0	0	0	0	0	749
MITSUMI ELECTRONICS (SINGAPORE) PTE. LTD.	519	0	0	0	0	0	0	1,335
ZHUHAI MITSUMI ELECTRIC CO., LTD.	3,289	262	1	0	0	262	0	8,972
QINGDAO MITSUMI ELECTRIC CO., LTD.	1,736	0	0	33	0	66	0	4,573
TIANJIN MITSUMI ELECTRIC CO., LTD.	1,757	0	23	0	0	34	0	4,578
WUJIANG MITSUMI ELECTRONICS CO., LTD.	409	80	35	0	0	0	0	1,177
MITSUMI (THAILAND) CO., LTD.	264	1	0	0	0	0	0	679
Overseas total	16,275	10,186	61	33	0	7,893	0	59,897
MITSUMI Electric Group total	29,769	10,871	68	33	1,940	7,893	10	97,537

CO ₂ emission (t-CO ₂)	Water consumption		Use of OA, printing paper (x10 ³ /converted to A4 size)	Use of HCFC (t)	Waste amount (t)	Final disposal amount (t)	Recycling rate (%)
	City water (x10 ³ m ³)	Underground water (x10 ³ m ³)					
2,537	24	0	3,877	0	92	0	100.0
21,730	0	705	2,382	0	559	1	99.8
971	6	31	421	0	61	0	99.7
4,459	21	111	711	0	99	0	100.0
285	1	12	105	0	77	0	99.6
489	5	0	1,577	0	55	0	99.7
32,508	12	853	-	0	617	2	99.8
62,979	69	1,712	9,073	0	1,560	3	99.8

903	11	0	352	0	70	20	72.0
1,950	17	0	275	0	1,355	0	100.0
2,638	0	25	343	0	98	0	100.0
15,051	177	0	2,774	0	1,147	29	97.5
37,856	0	714	4,828	2	2,346	278	88.1
21,431	29	0	582	3	54	0	100.0
1,225	25	0	155	0	38	1	97.3
2,181	25	0	398	0	261	2	99.3
15,204	352	0	2,306	0	2,470	0	100.0
7,553	122	0	29,408	0	576	3	99.5
7,536	79	0	2,071	0	678	0	100.0
2,039	44	0	466	0	59	14	76.1
1,111	0	7	359	0	18	0	100.0
116,677	881	746	44,316	5	9,170	346	96.2
179,656	951	2,458	53,388	5	10,730	350	96.7

MITSUMI's Worldwide Network



TIANJIN MITSUMI ELECTRIC CO., LTD.



QINGDAO MITSUMI ELECTRIC CO., LTD.



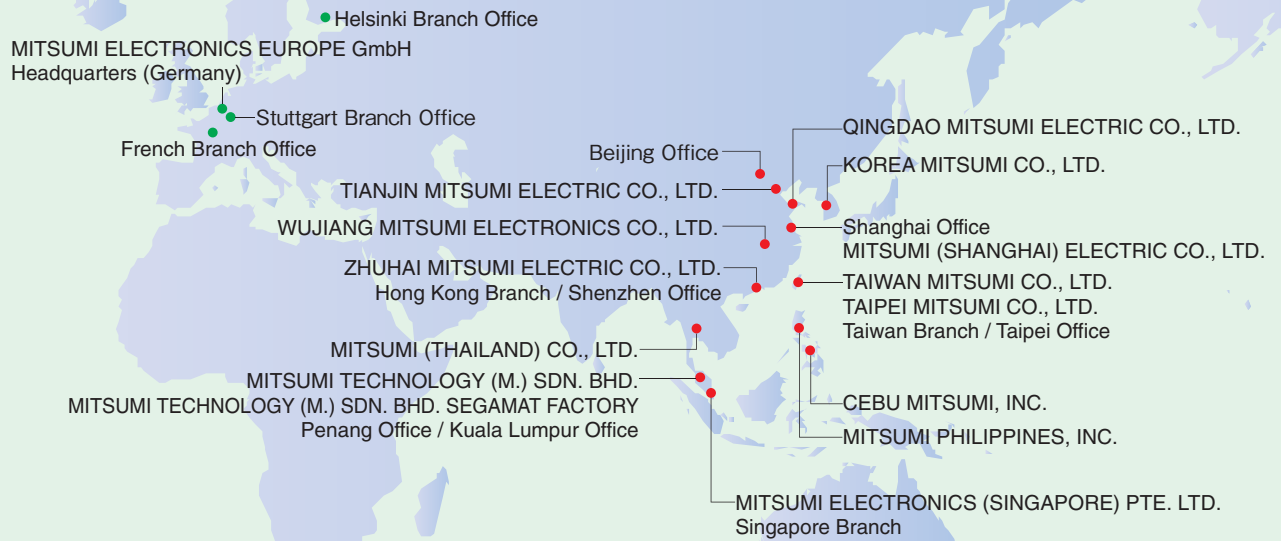
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MITSUMI TECHNOLOGY (M.) SDN. BHD. SEGAMAT FACTORY



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MITSUMI PHILIPPINES, INC.



TAIPEI MITSUMI CO., LTD.



Chitose Business Division



Yamagata Business Division



Akita Business Division



CEBU MITSUMI, INC.



Kyushu Business Division



Atsugi Operation Base



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