

CONTENTS

CONTENTS	2
Introduction	3
Message from the top	4
The THK Group	6
Feature section: CSR at THK	
Developing technology to deliver added value to society	8
Management system	
Corporate governance	12
Compliance	13
Risk management and information security	14
Involvement in society	
Together with our customers	16
Together with our shareholders	17
Together with our partner businesses	20
Together with our employees	21
Together with local communities	22
Harmony with the environment	
Promoting environmental management	28
Environmental management system	29
Environmental measures	30
Environmental impact: The big picture	31
Energy conservation and preventing global warming	32
Material conservation and zero emissions	33
Harmful substance controls	34
Green distribution	36
Third-party opinion	37
Postscript	38

■ Reporting period

This report focuses mainly on activities from April 1, 2008, through March 31, 2009, although activities occurring shortly before and after this period are also discussed.

■ Scope

This report is based on information provided by THK Co., Ltd., and its consolidated subsidiaries and affiliated companies. The full scope of the data reported in the environmental section comprises THK's five manufacturing plants in Japan (in YAMAGATA, KOFU, GIFU, MIE, and YAMAGUCHI), THK NIIGATA Co., Ltd., and three manufacturing plants owned by THK INTECHS Co., Ltd. (in SENDAI, MATSUMOTO, and MISHIMA). The scope of the data presented in the sections "Environmental impact: The big picture" and "Cost of environmental protection" includes THK's five overseas manufacturing plants, Nippon Slide CO., LTD., RHYTHM CORPORATION, and Rhythm Kyushu Co., Ltd., as well.

■ Target readership

This report is addressed to a broad range of stakeholders, including THK's customers, shareholders, investors, partner businesses (cooperating companies and suppliers), employees, government administrators, and people in local communities.

■ Guidelines cited

This report includes references to the Global Reporting Initiative's *Sustainability Reporting Guidelines 2006 (G3)* and the Ministry of the Environment's *Environmental Reporting Guidelines 2007*.

■ Please direct inquiries to:

THK Risk Management Division
Tel : +81-3-5434-0569 Fax : +81-3-5434-0315

Introduction

Since its establishment, THK has conducted its activities with the aim of contributing to society through its core business. THK honors its corporate social responsibility by conducting its business activities honestly and conscientiously.

Accordingly, this year's report includes a feature section on developing technology, which describes the development policies that enable THK to contribute to society through its core business and also discusses some new products.

The "Management system" section describes THK's internal controls and risk management measures, including efforts to help prevent the spread of the influenza A virus. The section called "Involvement in society" concerns THK's ties with its stakeholders, examining related activities and responsibilities. "Harmony with the environment" offers a look at THK's efforts to meet its environmental targets for 2010, both in Japan and overseas.

THK regards the *CSR Report* as an important tool for communicating with all its stakeholders. Your comments and feedback will be greatly appreciated—please take the time to fill out the enclosed questionnaire.

