

Capitals of NIDEC Group

NIDEC Group aims to become a “top-class” global company that continues to grow for over 100 years by strengthening its capitals through the inheritance of its corporate culture and strengths of “Pursuit of No.1 global market share”, “Speedy management” and “Risk taking”.

Financial capital



A sound financial structure that achieves medium- to long-term improvements in corporate value

We have emphasized growth investment, and have pursued profitability and growth centered on HDD motors through the maintenance of a sound financial structure and M&A. From now on, we will also focus on new growth areas, and will position ROIC management as an important management indicator. In FY2023, we achieved record-high free cash flow, and we are appropriately allocating and investing these funds in each business with the aim of improving corporate value in the medium- to long-term.

Cash Allocation for Improving Corporate Value

Our company's top priority is to improve our ability to generate cash flow, and we allocate the cash we generate to the areas of “growth investment,” “shareholder returns,” and “interest-bearing debt control” in a way that contributes to improving our corporate value over the medium- to long-term. This type of capital allocation leads to further improvements in our ability to generate cash flow.

P.35-36 Financial Strategy

Manufacturing capital



Developing business globally with stable, high-level technological capabilities

Our group has cultivated a variety of manufacturing technologies, centered on those related to motors, at more than 300 group companies and more than 200 production bases around the world. We will continue to contribute to the realization of a sustainable society and the resolution of global social issues by safely utilizing the technologies and know-how we have accumulated over the past 50 years in product development, manufacturing, and business activities.

Establishing a safe, secure work environment

We are working to create a safe and healthy working environment for employees at all NIDEC Group locations, including newly established offices and locations added through M&A. We are working to ensure the safety of our manufacturing processes and equipment on a global level, with the aim of eliminating serious workplace accidents.

P.43-44 Human Resources Strategy
(Promote occupational safety and health, and health-oriented business management)

Intellectual capital



Contributing to business through the creation of intellectual added value

Our company places importance on contributing to business through the creatio portfolio management and rights utilization that are competitive on an international level in line with the product life cycle, and we develop business activities based on detailed research while respecting the intellectual property rights of other companies. We will promote product development that focuses on the SDGs and the resolution of global social issues, and secure international competitive advantage, with the aim of achieving a sustainable society.

Creation of next-generation technology that generates profits

By linking the activities of the research institute more closely to business, we will promote the self-reliance and autonomous growth of the entire NIDEC Group, and achieve high performance and profits. By having each member of the R&D team have a perspective on creating new businesses and organically combining each technology and know-how, we will form a strong technical group. We are working to contribute to society through technological evolution, aiming for a market capitalization of 10 trillion yen.

P.45-49 Technology Strategy

Human capital



Human Capital Management as the Cornerstone of the NIDEC Group's Integration

We regard human capital as the cornerstone of the NIDEC Group's growth strategy during its second founding period. Through the transfer of leadership from the founder to the new president, we aim to become a “global company that continues to grow for over 100 years” based on “NIDEC-ism” and “NIDEC way”. While recognizing diversity, we will develop a human resources strategy and human capital management that allows all employees to compete globally and work towards the same goal under the philosophy of “One NIDEC”.

NIDEC Global Personnel Policies and the Creation of a System for Developing Human Resources

Based on our corporate philosophy, corporate slogan, and NIDEC way, we have compiled our basic approach to company organization and human resources as the “NIDEC Global Personnel Policies”, and are putting these into practice. In addition, in order to establish a group management system that looks ahead to the next 50 years, we are building a succession plan and a system for producing the organizations and human resources needed to maintain sustainable management, no matter who the leader is.

P.37-40 Human Resources Strategy
(Further Evolution in the Second Founding Period -Building independent and self-reliant organizations and developing human resources)

Social capital



Building relationships of trust with diverse stakeholders

Our group considers our customers, business partners, local communities, employees, shareholders and the global environment to be our main stakeholders, and we consider it an important management issue to meet the expectations of these stakeholders through communication with them. We will build mutual trust with diverse stakeholders through dialogue that respects human rights and ensures transparency and fairness, and we will contribute to the sustainable growth of society as a whole.

Respect for Human Rights in Supply Chains

In order to prevent human rights violations in the supply chain, we make our suppliers aware of the “NIDEC Group Supply-Chain CSR Promotion Guidebook” and the “NIDEC Group Human Rights Policies”. We also identify potential human rights risks and determine the priority of our initiatives through the NIDEC supplier CSR self-assessment.

P.61-62 Supply Chain

Natural capital



Contributing to a sustainable global environment

As a company that operates globally, the NIDEC Group has positioned “contributing to a sustainable global environment” as one of its key sustainability issues, and is aiming to achieve net zero CO₂ emissions from its business activities by FY2040, and net zero CO₂ emissions including its supply chain by FY2050. In order to achieve these goals, we will promote the introduction of renewable energy, energy-saving activities, the development and supply of products that contribute to decarbonization, the analysis of the business impact of climate change risks and opportunities, and the incorporation of climate change measures into management strategies.

Efforts to achieve net zero CO₂ emissions

In order to achieve net zero CO₂ emissions in the future, we have undergone third-party verification of our CO₂ emissions for the first time in FY2023, and have set medium-term CO₂ reduction targets through FY2030. This target has been certified as a Science Based Target (SBT). In addition, we have set the themes of “contributing to decarbonization through products” and “reducing CO₂ emissions from business activities” as KPIs for materiality, and we are working to reduce CO₂ emissions by supplying products that contribute to the promotion of the electrification of mobile vehicles and introducing renewable energy in our business activities.

P.50-60 Environment Strategy