

Aiming to achieve net zero CO₂ emissions

— Promoting the incorporation of climate change measures into business strategies —

While the problem of climate change is becoming more serious, the global trend towards decarbonization is forcing countries and companies to change. Climate change measures are essential in order to contribute to the realization of a sustainable society and to achieve sustainable growth for companies. 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 aims 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 our goals, we are promoting the introduction of renewable energy, energy-saving activities, and the development and supply of products that contribute to decarbonization. We are also analyzing the business impact of climate change risks and opportunities, and are working to incorporate climate change measures into our management strategy. We will continue to work with our stakeholders to strengthen our efforts to address climate change.

Governance

Supervisory System

The NIDEC Group supervises the execution of sustainability-related operations and reports to the Board of Directors’ Meeting at the Sustainability Committee, which is held once a quarter. This committee is chaired by an outside member of the Board of Directors and consists of two internal directors and three outside members of the Board of Directors.

important matters are deliberated and resolved. This meeting is chaired by the president and consists of members of the Executive Management Meeting. In addition, the Environmental Management Subcommittee and the Climate Change Subcommittee have been established under the Sustainability Promotion Meeting to promote environmental initiatives across the NIDEC Group.

Business execution system

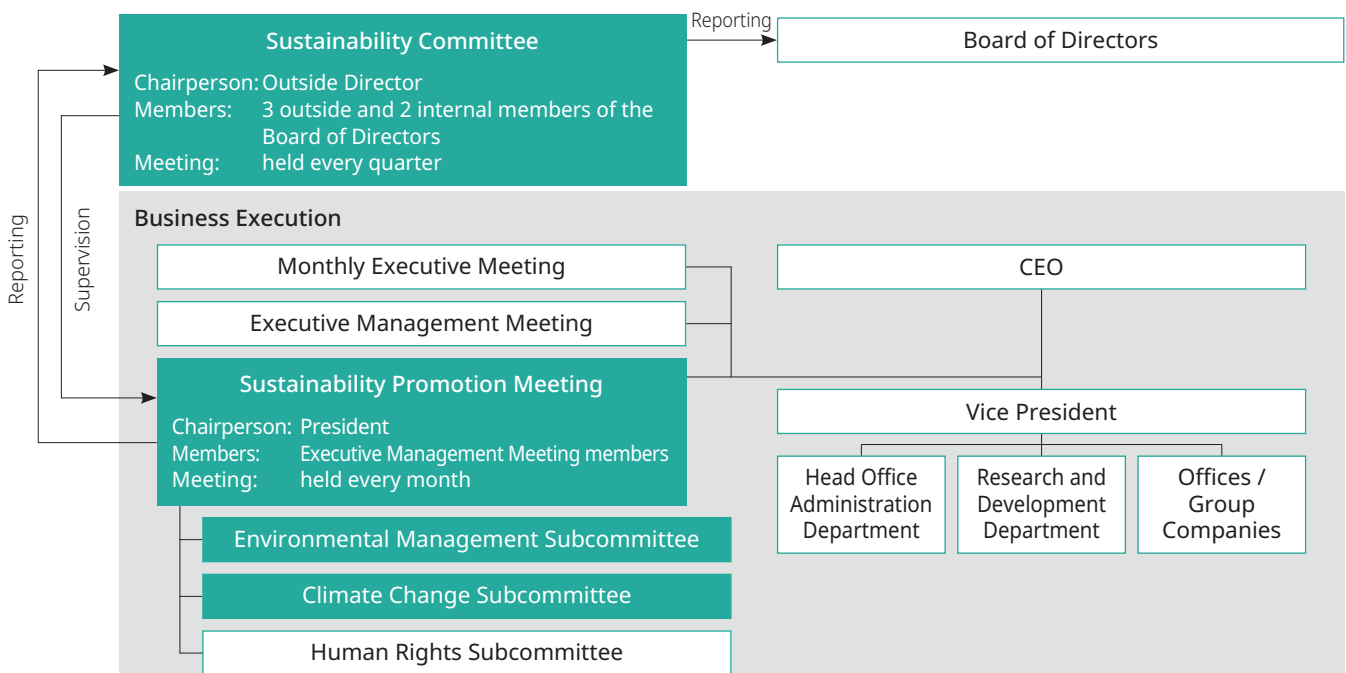
At the NIDEC Group’s Sustainability Promotion Meeting, the status of business execution related to material issues (materiality) including the environment is confirmed, and the sustainability activity policy and

Incorporating ESG indicators into executive remuneration

The NIDEC Group is increasing the effectiveness of its initiatives on sustainability issues by incorporating ESG indicators into executive remuneration.

More Info ▶  **P.80 Corporate Governance**
(Reflecting ESG targets in performance-linked compensation for directors)

Sustainability promotion system



Sustainability Committee agenda in FY2023

Date of meeting	Agenda
1st: June 2023	<ul style="list-style-type: none"> Recommendation of committee members Report on the results of TCFD scenario analysis Policy for producing the 2023 integrated report Plan for holding an ESG briefing session in FY2023 Policy for social contribution activities and setting of priority fields
2nd: September 2023	<ul style="list-style-type: none"> Report on the promotion of information security measures Compliance with the CSRD (Corporate Sustainability Reporting Directive) Report on the publication of the Integrated Report 2023
3rd: December 2023	<ul style="list-style-type: none"> Executive development plan ESG briefing session plan for FY2023 CO₂ reduction target setting and certification acquisition in line with SBT
4th: March 2024	<ul style="list-style-type: none"> Report on initiatives related to product safety and quality Report on ESG briefing sessions Plan to reorganize the sustainability promotion system

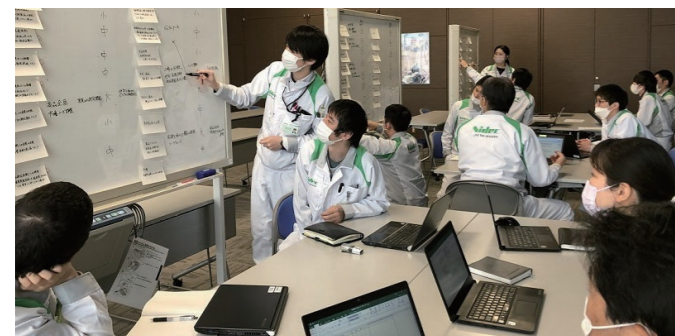
Strategy

A total of 143 executives and managers from the business areas that account for more than 95% of our consolidated sales (Small precision motors, Automotive products, Appliance, Commercial & Industrial Products, Machinery) conducted scenario analysis according to the following procedure to identify climate change risks and opportunities

with a significant impact on our business, and to consider countermeasures.

[More Info](#) ▶ [P.53-54 Scenario Analysis Results](#)

The results of the scenario analysis were reported to the general managers of each business division, the Sustainability Promotion Meeting, and the Sustainability Committee.



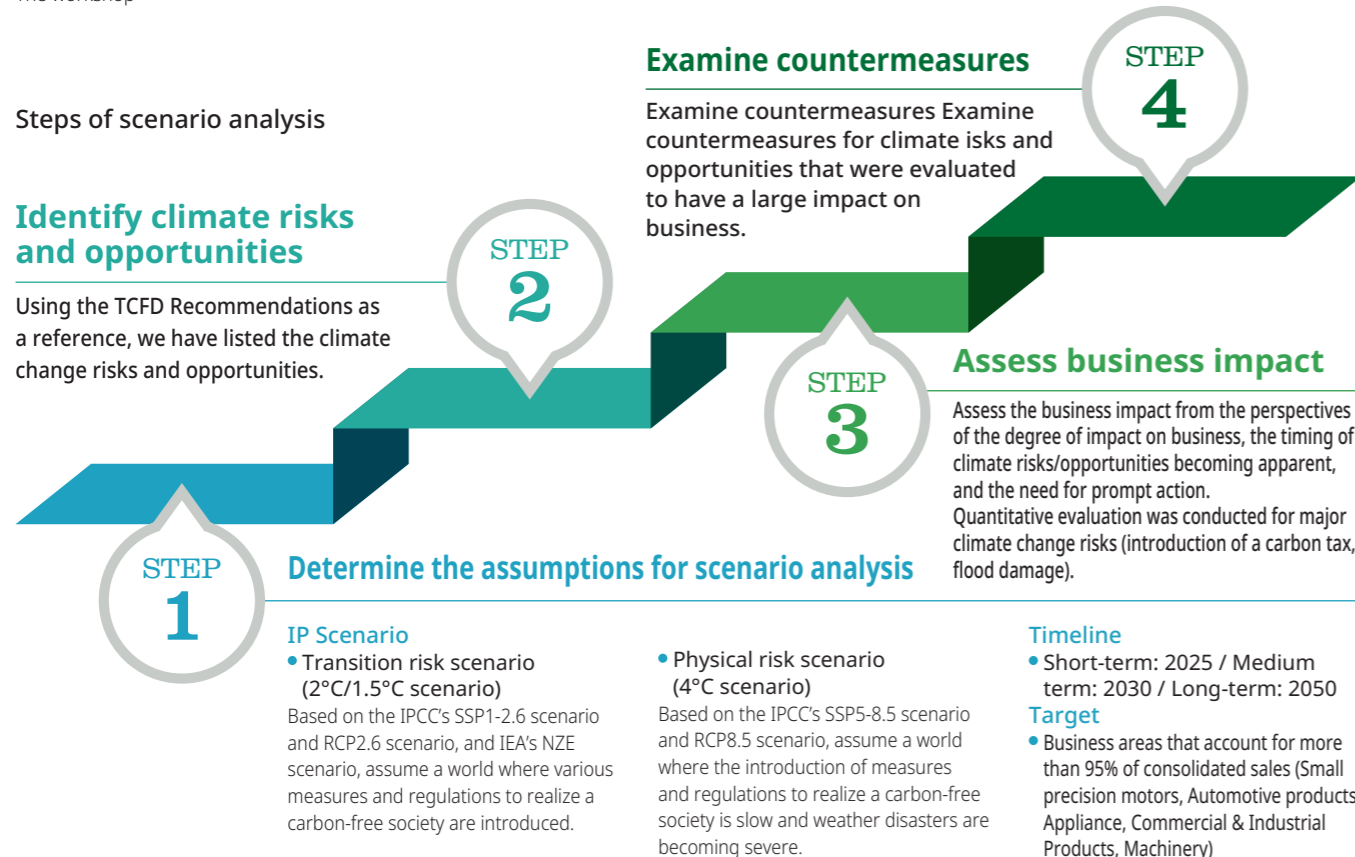
The workshop



Steps of scenario analysis

Identify climate risks and opportunities

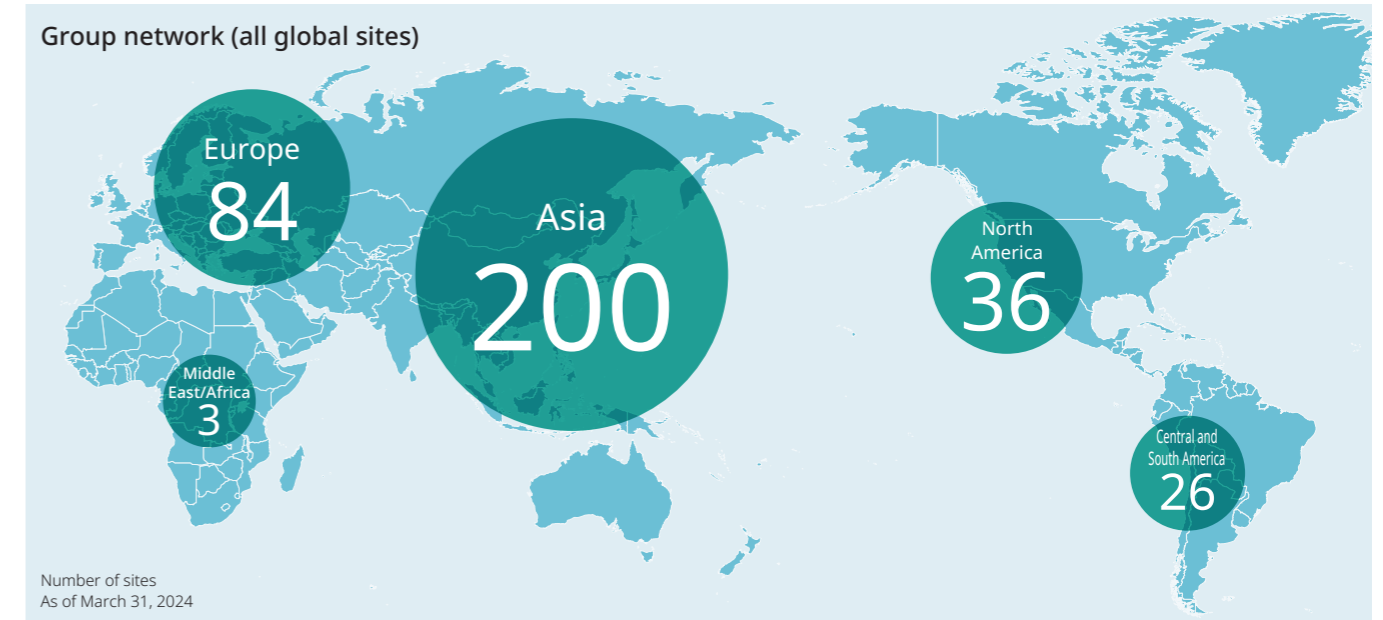
Using the TCFD Recommendations as a reference, we have listed the climate change risks and opportunities.



Specific examples of countermeasures

Geographical distribution of production plants

Nidec has a group network covering over 348 companies in more than 48 countries around the world and aims to reduce geopolitical risks and climate-related physical risks by geographically distributing its operation sites.



Reduction of size and weight, and resource saving by employing the "light, thin, short, and small" technology

Nidec manufactures socially and environmentally conscious products by making motors smaller and lighter and resource-saving. The first-generation model (Gen.1) of our EV traction motor system (E-Axle) achieved an overwhelming miniaturization of the motor by employing "light, thin, short, and small" technology and the oil cooling structure we had cultivated in the small precision motor business. The second generation (Gen.2) E-Axle, which began mass production in September 2022, achieved a

19% reduction in weight compared to Gen.1 thanks to the use of smaller magnetic circuits and inverters, based on the high-space-factor wire-winding technology, and also a substantial reduction in the amount of minerals used. In addition, the newly developed two-way oil-circulation system has improved the cooling capability, making it possible to use magnets that require significantly less amounts of dysprosium (Dy), terbium (Tb), and other kinds of heavy rare earth. Moving forward, we are planning to develop motors that do not use heavy rare earth or magnets.

Second-generation model has significantly reduced the use of minerals		19% lighter
Aluminum		-25%
Magnetic steel sheet		-21%
Copper		- 7%
Rare earth	Significantly reduced the use of rare earth, aiming to achieve complete non-use in the future	

Climate-related risks and opportunities with significant business impacts, and their countermeasures

* We have marked the climate change risks and opportunities that we have judged to have a significant impact on our business.

Impacts of climate-related risks and opportunities				Countermeasures						
				Small precision motors	Automotive products	Appliance, Commercial & Industrial Products		Machinery		
				SPMS	AMEC	ACIM	MOEN	NMAB		
Transition risks	Policies and legal regulations	Introduction of carbon taxes	• Increase in production costs and decline in price competitiveness due to carbon taxes	• Reduction of Scope 1 emissions through actions such as switching to LED lighting, introduction of energysaving equipment, replacement with low-carbon fuels, and optimization of manufacturing processes	○	○	○	○		
			• Increase in costs for introducing renewable energy * If measures are taken against carbon taxes	• Reduction of Scope 2 emissions by introduction of renewable energy						
			• Increase in procurement costs of crude oil and fossil fuel-derived electric power	• Introduction of renewable energy at low cost through long-term contracts such as corporate PPA		○				
		Tightening of regulations for fuel efficiency and ZEVs	• Increase in procurement costs due to carbon taxes imposed on raw materials	• Introduction of renewable energy					○	○
			• Impairment of manufacturing facilities for internal combustion engine-related products	• Switching to LED lighting and introducing energy-saving equipment						
			• Intensifying competition and price destruction due to an increase in newcomers	• Use of low-carbon materials (including recycled raw materials)					○	
	Introduction of regulations related to rare earths	• Intensifying competition for raw materials due to the expansion of the EV market	• Reduction of size and weight, and resource saving by employing the "light, thin, short, and small" technology							
		• Difficultly in procuring rare earth elements and increased procurement costs	• Introduction of multi-sourcing for procurement							
		• Reduction of supply chain greenhouse gas (Scope 3) emissions	• Adoption of highly versatile design that allows conversion to other models							
	Technologies	Impact on R&D capabilities	• Impairment of manufacturing facilities for internal combustion engine-related products	• Adoption of highly versatile design that allows conversion to other models						
			• Intensifying competition and price destruction due to an increase in newcomers	• Conversion of manufacturing equipment to other products						
			• Intensifying competition for raw materials due to the expansion of the EV market	• Development of products with high technological and price competitiveness	○	○			○	
Market	Changes in customer behavior	• Difficultly in procuring rare earth elements and increased procurement costs	• Conversion of manufacturing equipment to other products							
		• Risk of delay in new product development	• Development of products with high technological and price competitiveness							
		• Loss of business opportunities if the environmental performance required by customers cannot be satisfied	• Gaining economies of scale due to the market share expansion							
Reputation	Changes in investor evaluations	• Increased costs associated with switching to low-carbon raw materials and low-carbon processes	• Protect and utilize intellectual properties							
		• Growing demand from customers to promote the use of renewable energy, and the suspension of transactions due to the failure to achieve carbon neutrality as planned	• Long-term contracts with suppliers							
		• Difficulty in obtaining rare minerals, steel materials, and other non-ferrous metals, such as high-end aluminum and copper, rising procurement costs	• Development of products without heavy rare earth elements or magnets.	○				○		
Physical risks	Acute	Impact of floods, submergence, torrential rain or typhoons	• Development of products without heavy rare earth elements or magnets.	• Building a supply chain with high supply capacity	○					
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
Opportunities	Products/services	Expansion of the market for products that contribute to decarbonization	• Development of products without heavy rare earth elements or magnets.	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
		Market expansion for products that counteract temperature differences	• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
	Market	Expansion of EV market	• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
	Resilience	Strengthening the supply chain	• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						
			• Building a supply chain with high supply capacity	• Building a supply chain with high supply capacity						

Value Creation Medium- to long-term Strategy

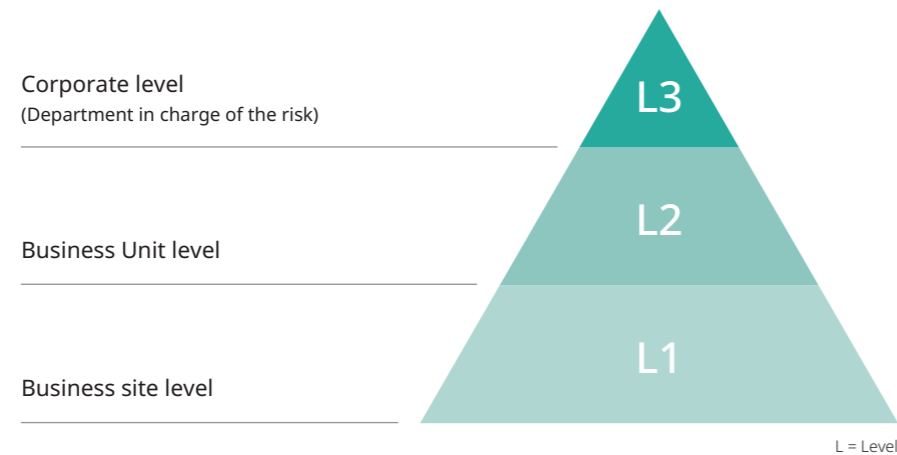
Quantitative evaluation of business impact

Risk	Financial impact	Calculation method
Introduction of a carbon tax	12.4 billion yen	The carbon price is based on the IEA's "World Energy Outlook 2022" forecast of 140 USD/t-CO ₂ for developed countries in FY2030. CO ₂ emissions (Scope 1 and 2) are calculated based on our 2030 target of 610,000 t-CO ₂ .
Flood damage	42.2 billion yen	Using the "Aqueduct" water risk analysis tool provided by the World Resources Institute, we assessed the impact of a disaster affecting all 38 locations assessed as having a high risk of flooding. We calculated the impact of damage to fixed assets and inventory, as well as the opportunity loss due to the suspension of operations, using the "Guide to Assessing Physical Risks in the TCFD Recommendations" published by the Ministry of Land, Infrastructure, Transport and Tourism.

From now on, we will work to improve the quality of our business impact assessments, and promote initiatives to effectively reduce climate change risks.

Risk management

We established a framework in which risk surveys are conducted for each of the levels illustrated below and the survey results are shared and mutually used.



With risk managers in place at each of our global locations, we are working to detect and respond appropriately to factors that could hinder business continuity. We are focusing on comprehensively understanding and mitigating climate change risks through measures that focus on compliance with increasingly strict climate change-related laws and

regulations, adapting to changing market trends, and strengthening communication with customers, investors, and other stakeholders, while also conducting BCP simulation training at our bases in Japan and overseas, assuming the occurrence of risks such as floods and droughts.

Indicators and targets

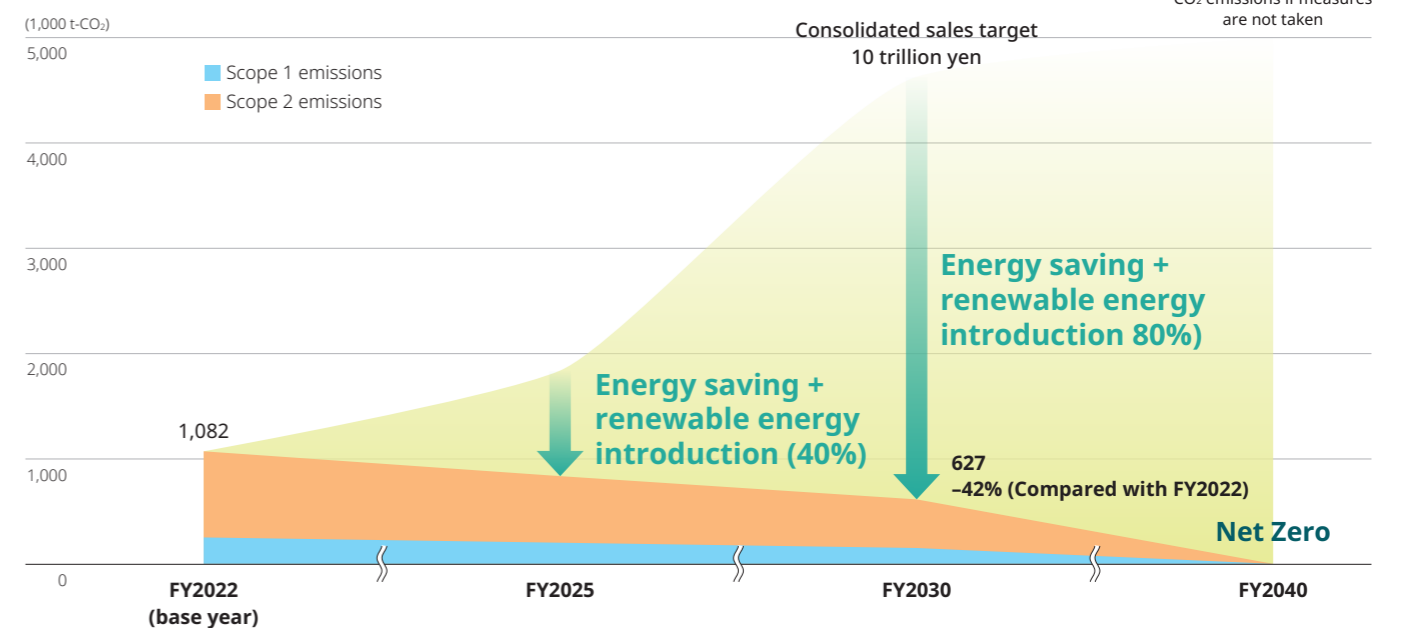
As one of the major axes of The medium-term strategic goal Vision 2025 and ESG materiality measures, the NIDEC Group aims to achieve net zero CO₂ emissions by fiscal 2040. In fiscal 2023, we underwent third-party

verification of our CO₂ emissions and formulated CO₂ reduction targets for fiscal 2030 in line with the guidelines This target was recognized as a scientifically-based target for achieving the "1.5°C target" in the Paris Agreement, and we have obtained SBT certification.

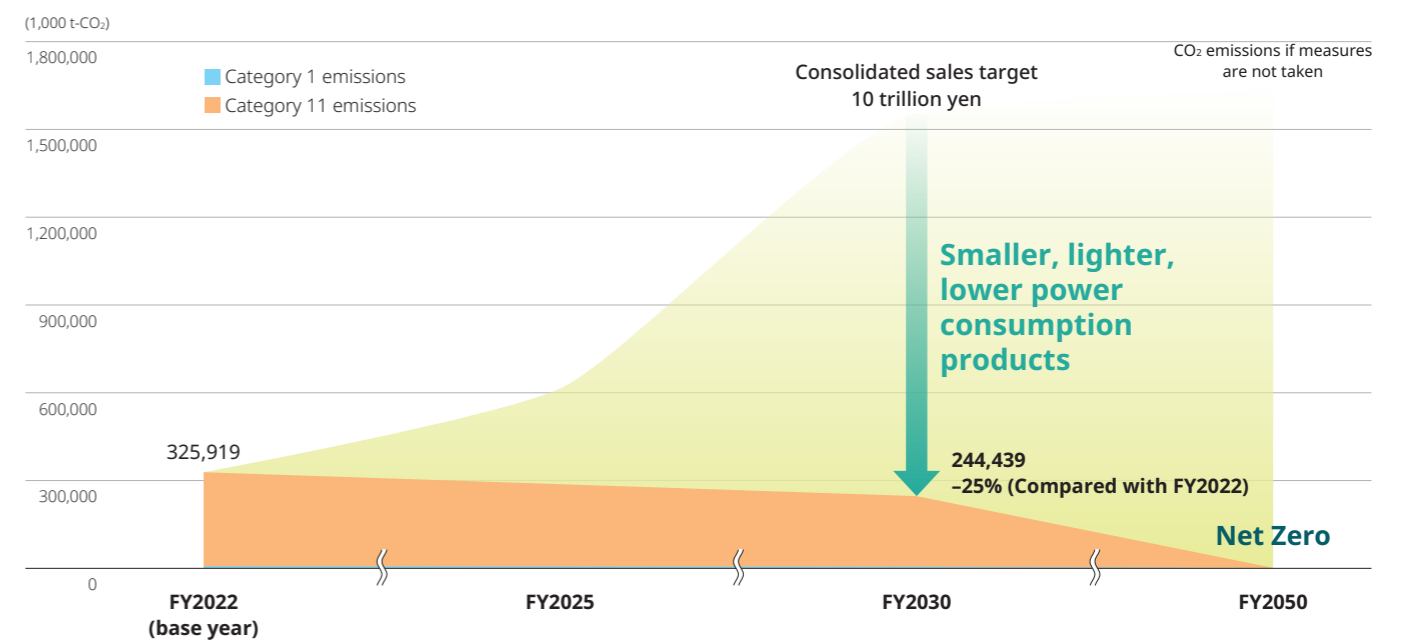
• Reduce Scope 1 and Scope 2 emissions by **42%** compared to FY2022 by FY2030

• Reduce Scope 3 emissions by **25%** compared to FY2022 by FY2030

Scope 1 and 2 emissions reduction targets



Scope 3 emissions reduction target



In addition, we have identified "contributing to a sustainable global environment" as one of our materiality issues, and have set the following targets.

Materiality

- By FY2025, increase the introduction ratio of renewable energy to 40% on a consolidated basis
- Reduce CO₂ emissions by introducing the EV traction motor system (E-Axle/BSG): Cumulative total from FY2020 to FY2025: 11,700,000 t-CO₂
- Reduce CO₂ emissions by introducing electric power steering (EPS-PP/EPS) motors: Cumulative total from FY2020 to FY2025: 26,261,000 t-CO₂
- Reduce CO₂ emissions by introducing electronic brake booster (EPS-PP/EPS) motors: Cumulative total from FY2020 to FY2025: 10,029,000 t-CO₂
- Reduce CO₂ emissions by introducing motors for compact EVs: 35,000 t-CO₂ per year
- Reduce CO₂ emissions by introducing motors for e-bikes: 32,000 t-CO₂ per year
- In 2025, reduce the volume of waste generated in intensity per unit sales by at least 3% from the level of FY2022
- Fully complete water risk assessments at all production sites



Materiality Initiatives

Contribute to decarbonization through products

Materiality

[Contributing through Automotive Products]

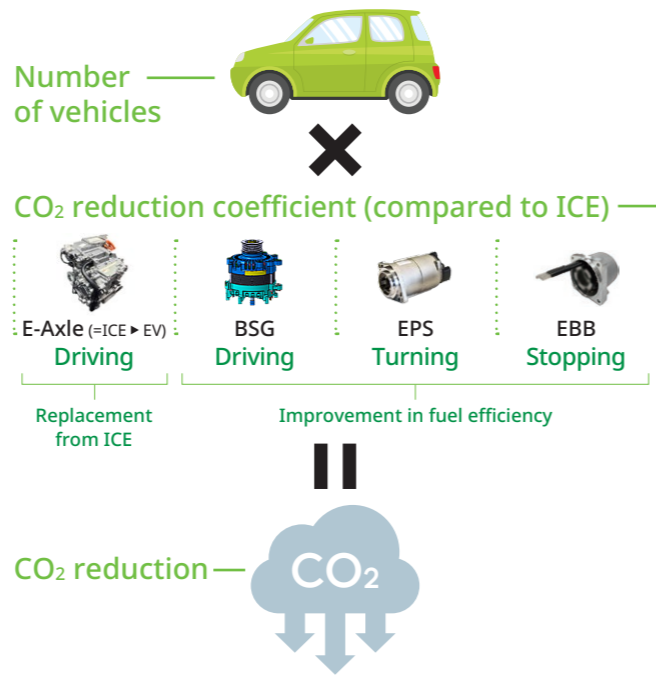
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- Reduce CO₂ emissions by introducing electronic brake booster (EPS-PP/EPS) motors: Cumulative total from FY2020 to FY2025: 10,029,000 t-CO₂

[Contributing through the small precision motors]

- Reduce CO₂ emissions by introducing motors for compact EVs: 35,000 t-CO₂ per year
- Reduce CO₂ emissions by introducing motors for e-bikes: 32,000 t-CO₂ per year



CO₂ reduction calculation formula



* ICE: An energy generator that uses fuel to produce mechanical power. Internal combustion engine.

Initiatives in FY2023

The second-generation E-Axle, which began mass production in 2019, was expected to be launched in September 2022 and increase sales, but due to the global slowdown in EV growth and excessive competition in China, the production of unprofitable models was reduced from the second half of FY2023, and the strategy was changed from increasing sales volume to focusing on profitability. Due to the decrease in the number of units shipped, the amount of CO₂ emissions reduced by E-Axle in FY2023 decreased compared to FY2022.

As a major initiative in FY2023, we have started development of the third-generation E-Axle model. We are preparing to expand sales volume from FY2024 and contribute to reducing CO₂ emissions with this product, which has technological advantages such as lower cost and higher profitability compared to the second-generation model, as well as various functional integration (7-in-1) and high-speed rotation (12% increase in torque density).

Toward the future

We aim to increase sales of highly profitable and competitive models by developing and reliably launching the third-generation model of E-Axle and continuing cost reduction activities for existing models. We will also continue to develop next-generation technologies such as steer-by-wire, which controls the angle of the tires by connecting the steering wheel

and tires with an electric signal, and expand sales of products with technological superiority.

In addition, our electronic brake booster (EBB) and electro-mechanical brake (EMB) motors, which boast a high market share in the “stopping” field, are expected to contribute to reducing engine load and CO₂ emissions by replacing conventional brake systems with our products in a field where market expansion is expected in the future. In order to make up for the reduction in CO₂ emissions due to the decrease in the number of E-Axle shipments in FY2023, we will add the reduction achieved by electric brake motors to our KPIs from FY2024, and will continue to contribute to decarbonization in the three major elements of automobiles: “running,” “turning,” and “stopping.”

Small precision motors (e-Bikes)

In the ASEAN region and India, motorcycles play a very important role as a means of transportation. In particular, in urban areas, traffic congestion is a serious problem, so motorcycles are widely used as a means of smooth transportation. In addition, because they are more economical than cars, they are also very important in that they allow more people to access them. In these regions, several million motorcycles are sold each year, and the number is increasing year by year.

On the other hand, as transportation systems such as motorcycles have rapidly developed in these regions, serious environmental problems have arisen. There are many old vehicles and vehicles that do not meet emission standards, and in addition to the CO₂ contained in exhaust gas from internal combustion engines causing global warming, respiratory diseases and other health problems due to air pollution are increasing. In order to solve these environmental problems, electric motorcycles, which do not have internal combustion engines, are attracting attention as one of the next-generation means of transportation. The e-Bike market is growing rapidly due to stricter environmental regulations and subsidy policies in various countries, and it is said that the number of e-Bikes sold worldwide (excluding China) will increase from 1 million in 2023 to 3 million in 2024 and 10 million in 2025. In India in particular, around 7% of all motorcycles sold are already electric, and new manufacturers are entering the market, making it a very active market.

Initiatives in FY2023

The total number of our electric drive motors for e-Bikes sold has reached over 100,000 units (as of April 2024). As of FY2023, we are mass-producing these motors for customers not only in Japan, but also in Europe, ASEAN, and India. By supplying drive motors for electric motorcycles, we have contributed to the switch from gasoline-powered motorcycles to e-Bikes, and in FY2023 alone, we contributed to a reduction in CO₂ emissions of 5,000 tons.

Toward the future

One of the features of our drive motors is that they are lightweight, compact, and small, which saves electric power, and they also have low vibration, which improves quietness. We have established a development and production system for motors that meets market demands, and we are developing a wide range of motors, including low-priced in-wheel types, highly convenient side-wheel types, and high-performance center types.

The electrification of motorcycles is expected to progress rapidly in the future. In preparation for future increases in production, we have started up a new factory dedicated to the production of drive motors for e-Bikes, in addition to our existing factories. While pursuing further miniaturization and higher performance of motors, we are also developing integrated motors that combine motors and inverters.

In this way, we will contribute to a decarbonized society by expanding sales of drive motors for e-Bikes and replacing them with next-generation models that have a low environmental impact.



HONDA “EM1 e”

Reduce CO₂ emissions attributable to business activities

Materiality

- By FY2025, increase the introduction ratio of renewable energy to 40% on a consolidated basis
- Annually disclose a climate change scenario in line with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations



Environment

Background to the identification of materiality

The NIDEC Group has set a target of achieving sales of 4 trillion yen by FY2025, and it is necessary to reduce CO₂ emissions while expanding the scale of business. If the introduction of renewable energy, which is a key measure for reducing CO₂ emissions, does not progress as planned, and if a carbon tax is introduced, there is a risk of increased costs. In addition, there is a risk of business suspension or a decline in reputation if the company is unable to respond to requests from customers and investors for action and disclosure on climate change.

Initiatives in FY2023

Aiming to increase the ratio of renewable energy, we are promoting initiatives that focus on both energy-saving activities and the introduction of renewable energy. As a typical example of energy-saving activities, NIDEC Vietnam installed covers on the heaters of its injection molding machines, reducing the amount of electric power consumed by its production and air conditioning equipment.



Injection molding machine with heat insulation cover attached

In terms of introducing renewable energy, Nidec Precision (Zhejiang) utilized an on-site PPA* to introduce a 1,600kW solar power generation system. In fiscal 2023, despite an increase in the number of NIDEC Group business sites, the ratio of renewable energy introduced increased from 7.8% in the previous year to 12.5% due to these and other measures.

* On-site PPA (Power Purchase Agreement): A contract format in which a power generation company installs power generation equipment on the premises of a customer and supplies electric power and environmental value.



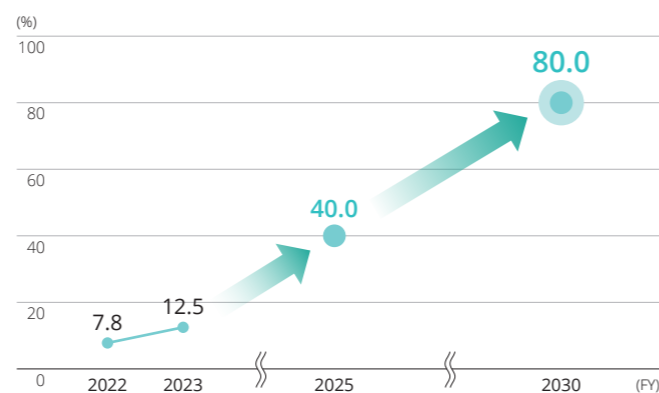
Solar power generation system installed at NIDEC PRECISION (ZHEJIANG)

Toward the future

In our energy-saving activities, we plan to select model factories in each business units and promote initiatives. We will promote energy-saving activities by deploying energy-saving measures that have been confirmed to be effective at model factories to other business sites. In terms of introducing renewable energy, in addition to introducing renewable energy at each business site, we plan to implement comprehensive renewable energy procurement on a regional basis using virtual PPAs*.

* Virtual PPA: A contract type in which only environmental value, not actual electric power, is traded with the power generation business operator.

Renewable energy introduction ratio



Manage waste and hazardous waste

Materiality

- In 2025, reduce the volume of waste generated in intensity per unit sales by at least 3% from the level of FY2022



Environment

Background to the identification of materiality

In recent years, as the increase in waste has become a global social issue, our company has been focusing on building business processes that minimize the generation of waste. We are working to make effective use of raw materials, not only by eliminating waste as much as possible in the manufacturing process, but also by minimizing the use of containers and packaging materials. In addition, we are also continuously working to promote recycling by thoroughly sorting waste. If we do not respond to materiality, first of all, from a business perspective, there is an increased risk of legal violations, as well as increased costs for purchasing raw materials and disposing of defective products. On the other hand, from a social perspective, there is a risk of increased environmental impact from waste landfill and increased energy and CO₂ emissions from waste disposal.

Initiatives in FY2023

As part of our efforts to reduce the amount of waste generated, we have been promoting resource conservation

through a review of product design. We have also steadily promoted activities to reduce defective products, which are one of the causes of waste generation. As a result of these initiatives, the amount of waste and valuable resources generated in FY2023 was 289,271 tons, a 4.7% reduction compared to FY2022 on a sales basis. Improving material yield in the manufacturing process is also an important initiative. As a result of analyzing the amount of waste generated for each resource, it was found that the largest amount of waste was generated by iron used as raw materials, and it was clear that improvements in processing losses during manufacturing would have a reduction effect.

Toward the future

In product design, we will accelerate resource conservation by consolidating and sharing best practices within the company. In addition, we will work to solve the issue of improving material yield in the manufacturing process by further analyzing the amount of waste generated for each resource and the causes of waste generation.

Handle water risks

Materiality

- Fully complete water risk assessments at all production sites



Environment

Background to the identification of materiality

Water is the most precious resource that is indispensable for people's lives and industry, and it is said that, excluding seawater, icebergs and glaciers, the amount of water resources that can actually be used on Earth is only about 1% of the

total. Our company uses water for cooling and cleaning at our production bases, and the depletion of water resources could have an impact on business continuity, such as shortening or suspending factory operations. In addition, if the risk of flooding increases due to climate change, there is a risk of operational shutdowns and disruption to the supply chain due to flood damage. Furthermore, if we violate wastewater regulations, there is a risk of affecting the surrounding areas and water source areas.

Initiatives in FY2023

We assessed the impact of water risks on the business activities of all of our production bases around the world using the World Resources Institute's (WRI) Aqueduct and the World Wide Fund for Nature's (WWF) Water Risk Filter, based on five categories: "flooding," "water shortage," "water quality," "water supply variability," and "regulation/reputation." As a result of these initiatives, it was revealed that 38 sites were at risk of flooding and 40 sites were at risk of water shortages, so we identified flooding and water shortages as important risks for our company. We then conducted a detailed survey of local information and business activity information, and identified a total of 12 sites in China (5), Thailand (3), Vietnam (2), and India (2) as being at high risk of flooding and water shortages, and confirmed that certain risk countermeasures were being taken at each of these sites.

Toward the future

Based on the initiatives we have been promoting to date, we will set targets for reducing water intake and wastewater volume, etc., and formulate activity plans to reduce water risk. By steadily advancing the water risk assessment process in this way, we will reduce the impact not only on our business, but also on the surrounding areas and water source areas.

Flood and drought risk

