

Released on April 7, 2025, in Kyoto, Japan

## **Nidec Corporation Signs the Women's Empowerment Principles (WEPs)**

Mitsuya Kishida, Representative Director and President CEO of Nidec Corporation (hereinafter referred to as "the Company"), has announced that he has endorsed the "Women's Empowerment Principles (WEPs)," a set of action principles for actively promoting women's empowerment, and has signed a statement declaring the Company's commitment to acting based on the WEPs. By supporting and acting in accordance with the seven principles of WEPs, we will strive to create an environment where diverse human resources, including women, can maximize their abilities and thrive.

### ■ What are WEPs?

WEPs were established in 2010 through a collaboration between the United Nations Global Compact and UN Women (formerly known as UN Development Fund for Women). These principles provide a framework for companies to actively promote gender equality and women's empowerment. It consists of the following seven principles:

WEPs Official Website : <https://www.weps.org/>

Our Company Profile Page : <https://www.weps.org/company/nidec-corporation>

- The Seven Principles of WEPs
  - 1. High-Level Corporate Leadership
  - 2. Treat all Women and Men Fairly at Work without Discrimination
  - 3. Employee Health, Well-Being and Safety
  - 4. Education and training for career advancement
  - 5. Enterprise development, supply chain and marketing practice
  - 6. Community initiatives and advocacy
  - 7. Measurement and Reporting

In support of

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## **WOMEN'S EMPOWERMENT PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office

## ■ Our Initiatives on Diversity & Inclusion

We recognize diversity as a key driver of competitiveness and are dedicated to advancing diversity and inclusion throughout the organization. As part of our efforts, we are working to increase the proportion of women in decision-making roles. As of March 2025, women accounted for 8.4% of managerial positions and 16.1% of executive roles within the Company.

Additionally, we have been included in the “MSCI Japan Empowering Women Index (WIN)※1” since 2017 and, starting in 2023, have been selected for the “Morningstar Gender Diversity Tilt Index (Excluding REITs)※2” as well.

Our Company's initiatives on Diversity & Inclusion:

<https://www.nidec.com/jp/sustainability/social/diversity/>

Our Company's External Evaluations

<https://www.nidec.com/jp/ir/evaluation/>

## ■ Key Initiatives for FY2024

In FY2024, we leveraged the strength of our company, where diverse talents thrive, and actively conducted cross-organizational dialogue workshops. These workshops provided opportunities for employees to embrace differences, build connections, and take proactive steps toward promoting inclusion. Through these initiatives, we aim to create an environment where the diverse members of the Nidec Group can thrive and contribute even more vibrantly.

Nidec Corporation remains committed to creating a workplace where every individual can achieve their full potential and will continue to drive efforts toward diversity and inclusion.

### • Workshop Examples

1. Women 4 Women : An initiative launched by our European business Unit, aimed at supporting women's career development and network building through workshops.
2. Diversity Talk! : A casual talk session with outside members of the board of directors to discuss diversity and inclusion.



Women 4 Women(July, 2024)



Diversity Talk! (February, 2025)

End

※1: MSCI Japan Empowering Women Index (WIN), which includes companies selected out of top 700 brands in market capitalization ranking (the MSCI Japan IMI Top 700 Index) based on their gender-related diversity (promotion of women's active participation in the workforce) in individual industries. WIN is part of the ESG investment by the Government Pension Investment Fund (GPIF) as well.

※2: Morningstar Gender Diversity Tilt Index (Excluding REITs), which focused on companies where a gender diversity policy is widespread as a corporate culture, and companies that guarantee equal opportunities to their employees regardless of their genders. This index is selected for the ESG investment by the Government Pension Investment Fund (GPIF) as well.