

Released on January 28, 2026, in Kyoto, Japan

Notice Regarding Organizational and Personnel Changes

Nidec Corporation has announced the organizational and personnel changes as detailed below, effective February 1, 2026.

1. Organizational Changes(Effective February 1, 2026.)

- The Culture Transformation Lab will be established.

2. Personnel Changes(Effective February 1, 2026)

(New Title)		(Current Title)
Vice President Chief Compliance Officer, Chief Human Resource Officer, In charge of managing Special Investigation Support Office, Culture Transformation Lab, Secretarial Office, Corporate Administration & Internal Audit Department, General Affairs & Sustainability Promotion Department, Human Resources Department, Chairman of Compliance Committee, Chairman of Risk Management Committee, Chairman of NIDEC Management Shanghai Corporation	Masayuki Minai	Vice President Chief Compliance Officer, Chief Human Resource Officer, In charge of managing Special Investigation Support Office, Secretarial Office, Corporate Administration & Internal Audit Department, General Affairs & Sustainability Promotion Department, Human Resources Department, Chairman of Compliance Committee, Chairman of Risk Management Committee, Chairman of NIDEC Management Shanghai Corporation
Chief, Culture Transformation Lab	Shinichi Kishida	Manager, Human Resources Department, Administration Division, Nidec Instruments Corporation

END