

Summary Plan Description
For The
Nidec Motor Corporation
Employee Savings Investment Plan

April 2023

Introduction

This document is a summary of the Nidec Motor Corporation Employee Savings Investment Plan. The Plan provides a convenient way of saving for the future. We consider the Plan a long term, retirement savings program. It is intended to enhance your retirement security above the level of your Social Security benefits. If any provision in this Summary differs from the Plan document, the Plan document will govern.

Here is a basic outline of the Plan. Please read the rest of this Summary Plan Description for details.

Who may join?

You are eligible if you are a person classified as an employee by Nidec Motor Corporation and any affiliated employer that has adopted the Plan (collectively referred to as the “Company”) and the Plan is extended to you.

When may I join?

You are eligible to participate in the Plan on your date of hire.

How much may I save?

You can elect to contribute 1% to 100% of your eligible compensation (up to the annual IRS limit each year) to the plan as soon as administratively possible from your date of hire. For the 2023 Plan year, the IRS 402(g) limit is \$22,500 with an additional catch-up contribution available to those that are 50 years of age on or before December 31. If you do not make an election, you will be automatically enrolled in the Plan to make pre-tax contributions at a rate of 3% of Compensation beginning around 45 days after your date of hire.

In the event you wish not to participate in the Plan, you can elect to opt-out of the Plan and withdraw automatic contributions. The window for withdrawing the automatic contributions is the first 90 days after they are contributed. See the Section entitled “Employee Contributions” for further explanation of these provisions.

You may increase, decrease, or cancel this automatic contribution at any time. In lieu of this automatic 3% contribution, you may contribute a different amount of your Compensation (in increments of 1%) up to the limits imposed under the Internal Revenue Code (currently \$22,500) on a "before-tax", Roth, or an "after-tax" basis. If you are 50 years of age on or before December 31, you may contribute an additional amount of up to \$7,500 as a catch-up contribution.

Each year, unless you elect out of the auto-escalation

feature of the Plan, your pre-tax contribution will be automatically increased by 1% until you reach 10% on a pre-tax basis.

Does the Company match my contribution?

The Company may match your contributions to the Plan. Matching contributions are set forth in Appendix A to this Summary Plan Description. Refer to Appendix A for information about any matching contributions.

How much does the Company contribute?

For each plan year, in addition to (or as an alternative to) any matching contribution made by the Company, the Company may make a contribution to the Plan on your behalf. Such contribution, if any, will be described in Appendix A of this Summary Plan Description. Remember that these contributions can be modified at any time at the Company's discretion. For non-highly compensated participants, the Company may, in its discretion, contribute an additional amount as a per capita contribution for participants who are employed on the last day of the plan year. Refer to Appendix A for information about any non-contributory employer contributions.

What are my investment options?

You will have a list of diverse investment options from which to select to invest your contributions. A complete list of investment options is available by logging in to your account at www.vanguard.com.

May I transfer my funds between investment options?

Yes, as of any date, you may re-allocate or transfer all or any portion of your funds amongst the different investment options in the Plan. Note that certain funds may have limitations on number of transactions that can be made.

While working, how do I access my savings?

You may borrow money from your account and make withdrawals, subject to certain restrictions described in the Sections entitled "Loans" and "Withdrawals".

What happens if I retire from the Company or become totally disabled?

You may elect to receive a distribution of your account balance in a lump sum or in the form of substantially equal installments. See "Loans and Withdrawals" for additional information.

What happens if I leave the Company for reasons other than retirement or disability?

Upon termination you may elect to take a distribution of your vested account balance. Your account may be distributed to you in a lump sum (including a rollover to another qualified retirement plan or IRA), in substantially

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equal installments, or a partial distribution of your account. If your vested balance is greater than \$5,000, you may maintain your account in the Plan. Contact Vanguard directly at www.vanguard.com or by calling 1-800-523-1188 to review the available options.

When do I vest in Company contributions?

Your own contributions are always 100% vested. Unless otherwise provided in Appendix A, your vested interest in Company contributions made to the Plan on your behalf is determined as follows:

Years of Service	Percentage of Account Vested
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5	100%

What happens if I die while I am employed by the Company?

The entire amount in your account will be distributed to your beneficiary as soon as possible after your death.

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SUMMARY OF THE PLAN

Eligibility

Who Can Participate in the Plan?

You must be a person classified as an employee by Nidec Motor Corporation or any affiliated employer that has adopted the Plan (collectively referred to as the “Company”) in order to participate in the Plan, provided eligibility under the Plan has been extended to you. Your eligibility to participate in all features of the Plan, except the non-contributory Company contribution, will begin on your date of hire. Participation in the non-contributory Company contribution feature of the Plan, if applicable to you, will begin 60 days after your date of hire.

Who Cannot Participate in the Plan?

Except as identified in various appendices to this summary, members of a collective bargaining unit will not be eligible to participate in the Plan unless the collective bargaining agreement provides for coverage under the Plan. In addition, employees classified as non-resident aliens who are not living in the United States or receiving pay from a United States payroll, leased employees, independent contractors, persons to whom eligibility has not been extended, interns, co-op students, student temps, persons who are not US citizens but are working in the US on a temporary basis, and persons living in Puerto Rico are not eligible to participate in the Plan.

Former Participants.

If you are a Participant in the Plan, terminate employment with the Company and are later reemployed, you will become a Participant again on the date you are reemployed by the Company unless you are excluded from participation as described above under the Section entitled “Who Cannot Participate in the Plan?”

Service and Hours of Employment

Service.

Your Service is used to determine the vested percentage of your account. You will earn Service the day you start working and continue to earn Service until the day you stop working. If you are absent from work for less than a year, your period of absence, or Severance Period, also counts as Service. You will earn one Year of Service for each 365 days counted in your Service. As of January 1, 2023, all service with any company that is acquired by the Company or any member of such acquired company's controlled group for which employees become participants in the Plan shall count for all purposes under this Plan. In addition, if you were a participant in a plan that was merged into this Plan, on the effective date of the merger you shall receive, during the year in which the plan is merged into this Plan, the greater of the Service calculated under the methodology applied by those prior plans and this Plan.

Severance Period.

A "Severance Period" is the period of time during which you cease to work for the Company.

Hours of Employment.

An Hour of Employment is an hour for which you are paid by the Company.

Maternity or Paternity Absence and Family and Medical Leave Act.

If you are absent from work for any period because of your pregnancy or for purposes of caring for your child immediately after the birth or adoption of your child, for purposes of determining whether you keep your earlier Years of Service, your Severance Period will be deemed to begin on the second anniversary of the date your absence from work begins. For a person on a leave of absence taken pursuant to the Family and Medical Leave Act of 1993, you will be credited with Service during the leave solely for purposes of determining whether you keep your earlier Years of Service. You must furnish the Company information establishing that the absence from work is for one of the reasons described in this section.

Employee Contributions

Employee Contributions.

You can elect to contribute 1% to 100% of your eligible compensation to the plan as soon as administratively possible from your date of hire, up to the annual IRS limit each year. For the 2023 Plan year, the IRS 402(g) limit is \$22,500 with an additional catch-up contribution available to those that are 50 years of age on or before December 31. If you do not make an election, you will be automatically enrolled in the Plan to make pre-tax contributions at a rate of 3% of Compensation beginning around 45 days after your date of hire.

The Plan is intended to comply with the rules of an Eligible Automatic Contribution Arrangement under Code Section 414(w) of the Internal Revenue Code. Your Compensation will be automatically contributed to the Plan through payroll deduction as a “before-tax” contribution. You may increase, decrease, or cancel your automatic 3% contribution at any time. In lieu of the automatic 3% contribution, you may elect to contribute a different amount up to the IRS limits (currently \$22,500) (in 1% increments) on a “before-tax”, an “after-tax” or on a “Roth” basis through payroll deductions.

After-tax and Roth contributions are not excludable from your income for federal income tax purposes. Your before-tax contributions to the Plan will not be subject to federal and state income tax but will be subject to Social Security taxes. The Plan must comply with certain notification requirements with respect to automatic enrollment.

On each January 1, if you are currently contributing 0-2% to the Plan on a pre-tax, after-tax or Roth basis, you shall be deemed to have elected to contribute 3% of your Compensation on a before-tax basis on the payroll period beginning on or after each January 1, unless you make an affirmative election to opt out in accordance with procedures established by the Company.

Each June 1, if you are contributing between 1% and 9% on a pre-tax basis, your pre-tax contributions will be increased by 1%, with the initial increase applied on the June 1 of the year next following the year you are initially enrolled in the Plan, until you reach 10% of your pre-tax pay.

You can elect to opt out of the auto-escalation feature of the Plan during the 45- day period prior to it taking effect or elect to change the percentage of your deferrals at any time. You will be excluded from the auto-escalation feature of the Plan if you (i) have hit the maximum deferral percentage allowed under the Internal Revenue Code (\$22,500 for 2023), (ii) have opted out of this feature in any prior year, (iii) are using Financial Engines, (iv) have a pending enrollment, or (v) have elected within the 45- day period prior to the increase taking effect to contribute a different percentage.

If you are automatically enrolled in the Plan and decide within the first 90 days after your pre-tax contributions are first withheld that you do not wish to be enrolled in the Plan, you may elect out of the Plan and elect to withdraw those contributions. The election period for unwinding the auto-enrollment and withdrawing auto-enrolled contributions will end on the 90th day after your first contribution is withheld from your paycheck. Please refer to the automatic enrollment notice or contact Vanguard for details on how to request a withdrawal. The amount of the withdrawal will include earnings on the contributions through the date of distribution, minus any administrative fees not greater than any other fee charged for a cash distribution. If a matching contribution was made on the automatic deferred

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contributions, it will be forfeited. A request for withdrawal will be treated as an election to stop having elective deferrals made as of the date of the request.

If you do not provide investment direction for the contributions made as a result of the automatic enrollment or auto-escalation provisions of the Plan, your contributions will be invested in the appropriate target retirement fund. You shall receive annual required notices describing the automatic enrollment and escalation features of the Plan, as applicable.

Roth Contributions.

Roth contributions are “after-tax” contributions which are taxed at the time they are contributed to the Plan. When Roth contributions are distributed from the Plan, the distributions are not taxed if distribution is five or more years after the initial Roth contribution to the Plan and after you attain age 59½. A designation of contributions as Roth is irrevocable.

Example 1.

An employee, age 30, makes \$2000 in salary per pay period. The employee is taxed at a combined Federal and state 30% rate. If the employee elects to contribute 10% per pay period to the Plan in pre-tax contributions, the employee will only have \$1800 in taxable salary each pay period. The tax on this amount is \$540. For purposes of Social Security taxes, the employee has \$2000 in salary. If Social Security taxes total \$150 this pay period, the employee will take home \$1110 this pay period (\$2000 - \$200 traditional contribution - \$540 in withheld taxes - \$150 in Social Security taxes).

Example 2.

If the same employee decides to contribute 10% to the plan per pay period in Roth contributions, the employee will have \$2000 dollars in taxable salary per pay period for Social Security and tax purposes. The employee must pay \$600 in income taxes on this amount. If Social Security taxes total \$150 this pay period, the employee will take home \$1050 this pay period (\$2000 - \$600 in withheld taxes - \$150 in Social Security taxes - \$200 Roth contribution). Provided the Roth contributions have been in the Plan for five or more years and the employee has attained at least age 59 ½, no further taxes on his or her contributions or earnings will be due at any time.

In Plan Roth Rollover and In Plan Roth Conversions

A participant or beneficiary may elect to have portions of his or her account attributable to payroll reduction contributions and rollover contributions considered Roth rollovers for purposes of the Plan. Each In-Plan Roth rollover will be subject to a 5 year-taxable period of participation. For additional information on In-Plan Roth Rollovers or Conversions and making a rollover election, contact Vanguard at 800-523-1188.

Compensation.

“Compensation” for any year means all cash pay for such year received by an Employee from the Company after he or she becomes a Participant. Compensation includes regular earnings, overtime earnings, shift differential, holiday pay, vacation pay, year-end extra salary, funeral pay, jury duty pay, sick pay, retroactive regular/overtime wage adjustments, annual bonuses (not deferred for more than one year),

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extra salary, seniority bonus, one-time payment of a certain percentage of pay or flat dollar amount, performance bonus, completion bonus, hire-on bonus, and recognition allowance for services/work/performance. Compensation shall not include any amount which does not fit into a specific category included in the definition of Compensation in the preceding sentence, including but not limited to, the following: tuition reimbursement, moving expense, car allowance, club dues, housing allowances/housing differentials, reimbursements of business expense incurred by the Employee, gross-up/tax advances, length of service awards, long-term incentive payout, retention bonus, disability pay, severance pay, intellectual property remuneration, any payment for a stock appreciation right, any payment deferred for more than one year and any Company contributions under this Plan or Company contributions to or benefits under any other qualified plan. Compensation shall not include any pay received with respect to a period while a Participant is on disciplinary suspension or any payment for donated vacation or sick leave transferred to the Participant from any other Employee(s). The maximum amount of your Compensation that will be considered in any one plan year is limited to \$330,000 (or a higher amount determined by IRS rules).

Before-Tax Dollar Limit.

The total amount which you may elect to contribute to the Plan (or any other qualified plan) on a before-tax or Roth basis in 2023 cannot exceed \$22,500. If you reach age 50 by the end of a calendar year, you will be able to contribute an additional \$7,500 “catch-up” contribution to the Plan on a before-tax or Roth basis. These limits will be adjusted for inflation in future years. If in any calendar year the total amount of your before-tax or Roth contributions to this Plan and any 401(k) plan maintained by another employer exceeds the maximum, you may request a refund of your excess before-tax or Roth contributions no later than March 1 of the next calendar year. If you think your before-tax or Roth contributions exceed the legal limits, you may want to check with the Benefits Department for more details regarding this option.

Distributions of Contributions to Highly Compensated Employees.

The law requires that plans offering employee savings opportunities meet tests to ensure they do not unfairly favor highly paid employees (for 2023, you will be considered highly paid if you made more than \$135,000 in 2022). If the Plan does not satisfy at least one of two “deferral percentage” tests set forth in the tax laws, certain highly compensated Participants will have a portion of their before-tax or Roth contributions (plus earnings on those contributions) distributed to them. If you are a highly compensated employee and you have made both before-tax and Roth contributions, your distributions will first be considered pre-tax distributions and, after all pre-tax distributions have been made, will be considered Roth distributions.

Changes in Payroll Deductions.

You may increase or decrease the amount of your payroll deduction at any time by logging in to your account at www.vanguard.com/retirementplans or by contacting a Vanguard associate at 800-523-1188.

Stopping Your Contributions.

You may, at any time, stop or resume your contributions by logging in (www.vanguard.com/retirementplans) or by calling a Vanguard associate at 800-523-1188.

Military Leave of Absence.

If you (i) are reemployed after a military leave of absence and (ii) had suspended your contributions during such leave or made less than the maximum amount of contributions during your leave, you will be permitted to make pre-tax contributions to the Plan (and receive Company matching contributions) with respect to the period of your military service. You may deposit these “make-up” contributions after you are reemployed by the Company during a period of time equal to three times your period of military service (or five years if shorter). If you make these “make-up” contributions upon your reemployment, you will also receive any Company matching contributions you would have received if you had remained employed with the Company during your military leave of absence and made these “make-up” contributions during that period. Upon your reemployment, which entitles you to reemployment rights under USERRA, you will also receive any Company contributions you would have received if you had remained employed with the Company during your military leave of absence.

If you die while performing qualified military service, your spouse or beneficiary will be entitled to any benefit (other than benefit accruals relating to the period of qualified military service) that would have been provided under the Plan had you been reemployed by the Company (or an affiliated company) and separated from service on account of death.

You will be treated as having incurred a termination of employment during any period you are performing service for a period in excess of 30 days in the uniformed services. If you elect to receive a distribution by reason of such termination of employment, you may not make a before-tax contribution to the Plan during the six-month period beginning on the date of such distribution.

If you have been called to active military duty for more than 179 days or for an indefinite period, you may elect to withdraw your before-tax contributions during your active duty period. The withdrawal will not be subject to the 10% early withdrawal penalty tax. You may also elect to repay the distribution to an IRA within two years after the end of your active duty period.

Company Contributions

Company Contributions.

Any Company Contributions offered under this Plan are set forth in Appendix A of this Summary Plan Description. Please contact your local Human Resources Department for a copy of the Appendix for your location.

True-Up Contribution.

After the end of each Plan Year, the Company will contribute a “true-up matching contribution” to ensure that participants receive the maximum match they are entitled to, based on the contributions they have made to the plan, the match formula applicable to them, and the matching contributions that have been funded throughout the year.

Distributions of After-Tax and Matching Contributions to Highly Compensated Participants.

The law requires that plans offering employee savings opportunities meet tests to ensure they do not unduly favor highly compensated employees. If the Plan does not satisfy one of the two “contribution percentage” tests set forth in the tax laws, certain highly compensated Participants will have a portion of their after-tax and/or Company matching contributions (plus earnings on those contributions) distributed to them.

Discretionary Per Capita Contribution for Non-Highly Paid Participants.

Each plan year, the Company may contribute an amount, as determined by the board, as a per capita contribution payable to participants who are non-highly paid employees (for 2023, you are considered highly paid if you made more than \$135,000 in 2022) and who are employed on the last day of such plan year.

Allocations and Investments of Account

Your Account.

Your account may include any or all of the following types of contributions:

- a Salary Reduction source (pre-tax contributions);
- an After-tax Contribution source;
- a Roth Contribution source;
- a Rollover source (for amounts transferred from another eligible retirement plan);
- an Employer Contribution source for Company contributions (including fixed non-contributory contributions, matching contributions, and discretionary per capita contributions as applicable).

Investment of Account

You may direct the investment of your account balance to one or more of the Plan's available funds, which include a broad range of investment options, intended to allow you to achieve a diversified portfolio. Your Plan also designates a Qualified Default Investment Alternative (QDIA) as a default investment where your contributions will be invested if you have not made an alternative investment election. Please see the notices provided by Vanguard for additional detail and log in to your account at www.vanguard.com/retirementplans or contact Vanguard directly at 1-800-523-1188 to update your elections at any time.

Transfers Between Investment Funds.

As of any date, you may elect to transfer all or any portion of your account balance in the investment options to one or more of the other available investment options.

Allocation of Plan Earnings or Losses.

Each fund will be valued on a daily basis.

Investment Decision Responsibility.

The Plan is intended to constitute a plan described in section 404(c) of the Employee Retirement Income Security Act and Title 29 of the Code of Federal Regulations Section 2550.404c-1. The fiduciaries of the Plan may be relieved of liability for any losses which are the direct and necessary result of investment instructions you or your beneficiary give to the fiduciaries.

You have the opportunity to choose how to invest all of your contributions and the Company contributions.

The Plan recordkeeper follows your investment directions without reviewing those directions. The Company, the recordkeeper, the Plan Trustee and the other Plan administrators are not responsible or liable for the investment choices that you make or for any investment losses that are the direct and necessary result of your investment choices.

Nothing contained in this Summary is intended to constitute investment advice. With regard to each of the investment funds offered under the Plan, the Company can provide you with investment information, including the following:

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- description of the investment funds' annual operating expenses that reduce investment returns of the investment funds and the aggregate amount of these expenses expressed as a percentage of average net assets of the investment funds,
- copies of prospectuses, financial statement and reports and any other materials relating to the investment funds, to the extent these materials are provided to the Company,
- lists of the assets comprising the portfolio of the investment funds, the value of each asset (or the proportion of the investment fund that it comprises) and, with respect to each asset that is a fixed-rate investment contract issued by a bank, savings and loan association or insurance company, the name of the issuer of the contract, the term of the contract and the rate of return on the contract,
- information concerning the value of shares of the investment funds, as well as the historical investment performance of the investment funds determined net of expenses on a reasonable and consistent time period.

Information about the investment options is available by calling Vanguard at 800-523-1188 or by logging in to your account at www.vanguard.com/retirementplans.

Distribution of Benefits Before Death

Normal Retirement Date.

Your normal retirement date is the date on which you terminate employment with the Employer (except by death or disability) on or after attaining age 55.

Disability Retirement Date.

Your disability retirement date is the date on which:

- you have been determined to be eligible for disability under Social Security; and
- you are totally disabled by bodily injury or disease while employed by the Company such that you are prevented from engaging in any occupation or employment for financial benefit to yourself or others.

Vesting.

You will be entitled to the entire amount in your account if you work until your normal retirement date (age 55) or your disability retirement date or your death. You will receive the vested amount in your account if you terminate employment at an earlier time.

Vesting Schedule.

To be “vested” in an account means that you will not forfeit the money in that account if you leave the Company.

Your contributions to the Plan (including Salary Reduction (Pre-Tax) Contributions, After-Tax Contributions, Roth Contributions, Rollover Contributions) and the amounts in your account that were transferred from the Emerson Electric Co. Employee Savings Investment Plan are 100% vested and nonforfeitable.

All Years of Service earned with companies that were acquired by the Company on or before January 1, 2023, and after which you became a participant in this Plan shall count for purposes of eligibility and vesting under the Plan.

In addition, if you were a participant in a plan that was merged into this Plan, you shall receive during the year in which the plan is merged into this Plan, the greater of the Service calculated under the methodology applied by those prior plans and this Plan. You will be vested in your Employer Contribution Account according to completed Years of Service as provided in Appendix A.

Forfeitures.

If you leave the Company before you are fully vested in your Employer Contribution Account, you lose the nonvested amount in such account after you receive the vested portion, if any, or incur five vesting breaks in service, if earlier. A break in service is any one-year or greater Severance Period. If you are re-employed by the Company and work one Hour of Employment before your Severance Period equals or exceeds five years, the amount which was forfeited will be restored without adjustment for any subsequent earnings or losses. The restored amount will be kept as a separate Employer Contribution Account, and

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the vested portion of such account will equal the current account balance multiplied by the applicable vesting percentage. Until you are fully vested, this amount will be adjusted for any vested amount previously distributed to you.

Distribution upon Termination

Upon your termination, if the present value of your benefit is less than \$5,000 you will be required to take a full distribution of vested portion of your account balance. If the present value of your account balance is \$5,000 or more, you may elect to keep your account balance in the plan as described below.

If you terminate employment and, do not make an election, and the present value of your vested benefits is:

- \$1,000 or less, your benefit will be distributed to you in the form of a lump sum,
- More than \$1,000 and not greater than \$5,000, your benefit will be directed to an IRA in your name. The IRA will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. However, any IRA fees and expenses will be paid only from the IRA investment and not by your employer.
- More than \$5,000, your account balance will remain in the Plan until you make an election or are required to take Required Minimum Distributions.

For further information concerning this provision, including the IRA provider and fees and expenses applicable in the case of an automatic IRA rollover, please contact Vanguard at 800-523-1188.

Form of Distribution.

The normal form of distribution under the plan is a single lump sum. You may elect once per year to have a partial distribution (minimum \$1,000) of any portion of your account. You may also elect, in lieu of a lump sum, to receive your account in the form of substantially equal installments over a period of time not longer than the joint life expectancy of you and your beneficiary.

Required Minimum Distributions.

You must begin to receive your benefit from the Plan no later than the April 1 following the calendar year in which occurs the later of the date you reach age 72 or terminate employment.

Please contact Vanguard well in advance of this date to manage your required minimum distribution.

COVID Distributions.

A Qualified Individual may take one or more Coronavirus Related Distributions during the period from January 1, 2020 through December 30, 2020. A Qualified Individual is a Participant that was adversely impacted due to the COVID-19 diagnosis of the Participant or their spouse or dependent or otherwise adversely financially effected by COVID related loss of income. A Participant who receives a Coronavirus-Related Distribution, at any time during the 3-year period beginning on the day after receipt of the distribution, may make one or more contributions to the Plan, as rollover

contributions, in an aggregate amount not to exceed the amount of such distribution.

Direct Transfer Option.

If your distribution is an “eligible rollover distribution” and exceeds \$200, you may request a direct payment of all or a portion of your distribution to an IRA or to an eligible retirement plan.

Certain distributions such as Required Minimum Distributions or hardship withdrawals are not rollover eligible. You may only roll your Roth contributions (and related earnings) over to a Roth IRA or an employer-sponsored retirement plan that accepts Roth rollovers.

Contact Vanguard at www.vanguard.com or by calling Vanguard directly at 1-800-523-1188 for questions about withdrawals.

Distribution of Benefits Upon Death

Upon Death.

If you die while still employed by the Company, your beneficiary will receive the full balance in your account. If you die after termination of employment, your beneficiary will receive only the vested portion of your account.

Naming of Beneficiary.

When you join the Plan, you must name a beneficiary. This is the person you want to receive the amount in your account if you die. If you are married, your spouse must be your beneficiary unless he or she agrees in writing to let you name another person. If you name another person with your spouse's consent, a notary public or plan representative must witness your spouse's signature. You can change your beneficiary at any time as long as your spouse agrees. It is important to periodically update your beneficiaries to make sure the right people receive your assets. The designated beneficiaries of your account take precedence over your will. If you want your wishes followed after your death you need to keep your beneficiaries updated. Keeping your beneficiaries updated will save time, effort, and potential conflict after you are gone.

Certain rules apply in the determination of your beneficiary including: your death is the result of a criminal act involving any beneficiary, the person convicted of such criminal act shall not be entitled to receive any amount under the Plan.

- If the trustee is in doubt as to any right of a beneficiary, the Trustee may pay the amount in question to your estate.

Beneficiary Not Designated.

If you have no surviving spouse and your beneficiary is not alive at the time distribution is to be made, or you did not designate a beneficiary, then distribution will be made based on the rules of Plan.

Required Minimum Distributions.

Please contact Vanguard following the Participant's or Beneficiary's death to manage your required minimum distribution.

Loans

If you are an active Employee, the Plan allows you to borrow money from the vested portion of your account. However, you cannot borrow from any portion of your account attributable to the non-contributory Company contribution if those contributions are applicable to you.

The most you may borrow from the Plan and from all other plans maintained by the Company or an affiliate is generally the lesser of:

- \$50,000; or
- 50% of the vested portion of your account, excluding, if applicable, the portion which contains the non-contributory Company contribution.

If you had a Plan loan outstanding during the twelve-month period before you take out a new Plan loan, the \$50,000 limit will be reduced. Any loan you take out from the Plan is subject to the following conditions:

- The minimum amount of any loan will be \$500.
- The period for repayment of your loan may not be more than 4 years unless the loan is used to acquire your principal residence, in which case it may be extended to 9 years. Your loan balance shall be fully due upon your termination of employment.
- Each loan will be secured by the assignment of your account and by your collateral promissory note for the amount of the loan and interest.
- Each loan will bear a rate of interest at an effective annual percentage rate which is 1% above the prime rate as received by Vanguard from Reuters.
- Loans will be repaid through payroll deductions.
- You may at any time prepay the loan in whole or in part. Partial prepayment of the loan does not change the amount of your scheduled loan payments, only the duration.
- Any loan made to you will be treated as a segregated investment of your account.
- The Company will liquidate a proportional amount of your Plan investment funds to provide for the loan. The money will be withdrawn from your account in the following order:
 1. Salary Reduction (Pre-Tax) Contributions;
 2. Rollover Contributions;
 3. Vested Employer Contributions (other than the portion attributable to the non-contributory Company contribution, if that contribution is applicable to you);
 4. After-Tax Contributions; and
 5. Roth Contributions.
- If you are not employed by the Company, you may not borrow money from the Plan.
- You may only have one loan outstanding at any time. Generally, a defaulted loan is considered outstanding; however, one (and only one) loan that has been defaulted shall be disregarded.
- Fees for any outstanding loan shall be charged against your account as determined under the applicable loan agreement.

You may request a loan by contacting Vanguard at 800-523-1188 or www.vanguard.com/retirementplans.

Summary Plan Description

In accordance with the Uniform Services Employment and Reemployment Rights Act of 1994, during a period of qualified military service you will not be required to make loan repayments on any outstanding Plan loan.

COVID Relief

A Qualified Individual with a loan outstanding as of March 27, 2020 may suspend repayment of the loan during the period from March 27, 2020 through December 31, 2020. If loan repayment is suspended, the due date of the loan will be extended by one year and the remaining payments recalculated for additional interest during the extended loan repayment. A Qualified Individual is a Participant that was adversely impacted due to the COVID-19 diagnosis of the Participant or their spouse or dependent or otherwise adversely financially effected by COVID related loss of income.

Withdrawals

Up to once per calendar quarter, you are eligible to make withdrawals from the Plan if you are actively employed by the Company.

Employer Contributions.

You may withdraw all or any part of the vested portion (see the Section entitled “

Normal Retirement Date.

Your normal retirement date is the date on which you terminate employment with the Employer (except by death or disability) on or after attaining age 55.

” on page 10) of your Employer Contributions if you satisfy one of the following requirements:

- you have reached age 59½; or
- with respect to Company matching contributions only, the amount of the withdrawal has been in the Plan for a period of at least two years.

After-Tax and Rollover Contributions.

You may withdraw all or any part of your After-Tax Contributions or Rollover Contributions at any time.

Salary Reductions.

You may withdraw all or any portion of your Salary Reduction Contributions or Roth Contributions if you have reached age 59½. In addition, you may withdraw all or any portion of your vested account if you demonstrate a substantial hardship.

A substantial hardship, for this purpose, is determined as one of the following immediate and heavy financial needs:

- medical expenses for you, your spouse, or your dependents;
- the purchase of your principal residence (excluding mortgage payments);
- tuition, room and board and related educational fees for the next 12 months of post-secondary education for you, your spouse, or your dependents;
- payments necessary to prevent eviction from your principal residence or to prevent foreclosure on the mortgage of your principal residence;
- payments for burial or funeral expenses for your deceased parent, spouse, children, or dependents;
- expenses for the repair of damage to your principal residence that would qualify for a casualty deduction under the Internal Revenue Code;
- expenses and losses incurred by you on account of a disaster declared by the Federal Emergency Management Agency, provided your principal residence or principal place of employment at the time of the disaster was located in an area designated for assistance; or
- any other contingency determined by the IRS to constitute an immediate heavy financial need in accordance with Treasury regulations.

The hardship withdrawal will be granted only if you certify that no other resources are reasonably available to satisfy the immediate and heavy financial need. The amount of the distribution will not be greater than

Summary Plan Description

the amount required to satisfy the immediate and heavy financial need. Before you receive a hardship withdrawal, you must take all distributions available to you under this plan and all other plans maintained by the Company.

The minimum amount you may withdraw is \$100. A Participant is limited to one withdrawal per calendar quarter. Your withdrawal will be permitted only if after such withdrawal any loans to you do not exceed 100% of your vested account balance.

Vesting After Withdrawals of Company Contributions.

If you make a withdrawal from your Employer Contributions before the account is 100% vested, then the non-vested portion of such account shall be kept separate. The vested amount of such account will equal the current account balance multiplied by the applicable vesting percentage. Until you are fully vested, this amount will be adjusted for the vested amount previously distributed to you.

The Company will separately keep track of Company contributions you receive after you have made a withdrawal. Vesting with respect to these post withdrawal contributions will be based on the normal vesting schedule set forth in the section entitled “

Normal Retirement Date.

Your normal retirement date is the date on which you terminate employment with the Employer (except by death or disability) on or after attaining age 55.

”

Conditions Under Which Benefits May Be Limited Or Decreased

Benefit Limitation.

During any 12-month period from January 1 to December 31, the amount allocated to you under the Plan and under any other defined contribution plan to which the Company has contributed cannot exceed the lesser of \$66,000 or 100% of your Compensation from the Company.

The dollar amount set forth above may be adjusted for cost of living increases as allowed by the Secretary of the Treasury.

Because of this limit and the annual limit on salary reduction contributions, you should exercise caution when making your salary reduction election. In general, you will be in the best position to receive the full employer contributions if you spread your salary reduction contributions throughout the year and, in the case of the highest paid participants, limit such contributions to 6% of Compensation.

Investment Gains and Losses.

Investments fluctuate in value in accordance with economic and market conditions. Therefore, the value of your account will also fluctuate. There is no guarantee that you will receive any specific amount from the Plan or even the amount of contributions allocated on your behalf under the Plan. The Plan is intended to constitute a plan described in section 404(c) of the Employee Retirement Income Security Act and Title 29 of the Code of Federal Regulations Section 2550.404c-1. The fiduciaries of the Plan may be relieved of liability for any losses which are the direct and necessary result of investment instructions you or your beneficiary give to the fiduciaries.

Return of Company Contributions.

Company contributions may be returned to the Company if a contribution was made by a mistake of fact, or the Company makes a contribution which is not deductible for federal income tax purposes.

Claims Procedure

Claim.

If you believe that you are being denied a benefit to which you are entitled, you or your duly authorized representative may file a written request for such benefit with the Plan Administrator setting forth your claim. The request must be addressed to:

Plan Administrator
Nidec Motor Corporation Employee Savings Investment Plan
Nidec Motor Corporation
8050 West Florissant Avenue
St. Louis, Missouri 63136

You must file a claim within one year from the date the claim first accrues, or you will be barred from pursuing the claim under these procedures or otherwise. A claim will be deemed to have accrued on the earlier of the date your benefits commence or the date you became aware, or should have become aware, that your position regarding your entitlement to benefits is different from the Plan's or the Company's position.

Claim Decision.

Upon receipt of a claim, the Plan Administrator shall advise you that a reply will be forthcoming within a reasonable period of time, but ordinarily not later than 90 days, and shall, in fact, deliver such reply within such period. However, the Plan Administrator may extend the reply period for an additional 90 days for reasonable cause. If the reply period will be extended, the Plan Administrator shall advise you in writing during the initial 90-day period indicating the special circumstances requiring an extension and the date by which the Plan Administrator expects to render the benefit determination.

If the claim is denied in whole or in part, the Plan Administrator will render a written opinion, using language calculated to be understood by you, setting forth:

- the specific reason or reasons for the denial;
- the specific references to pertinent Plan provisions on which the denial is based;
- a description of any additional material or information necessary for you to perfect the claim and an explanation as to why such material or such information is necessary;
- appropriate information as to the steps to be taken if you wish to submit the claim for review, including a statement of your right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review; and
- the time limits for requesting a review of the denial and for the actual review of the denial.

Request for Review.

Within 60 days after you receive the written opinion described above, you may request in writing that the Claim Review Committee of the Company review the prior determination.

You or your duly authorized representative may submit written comments, documents, records or other information relating to the denied claim, which such information shall be considered in the review under this subsection without regard to whether such information was submitted or considered in the initial benefit determination.

Summary Plan Description

You or your duly authorized representative shall be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information which (i) was relied upon by the Plan Administrator in making his initial claims decision, (ii) was submitted, considered or generated in the course of the Plan Administrator making his initial claims decision, without regard to whether such instrument was actually relied upon by the Plan Administrator in making his decision or (iii) demonstrates compliance by the Plan Administrator with his administrative processes and safeguards designed to ensure and to verify that benefit claims determinations are made in accordance with governing Plan documents and that, where appropriate, the Plan provisions have been applied consistently with respect to similarly situated claimants. If you do not request a review of the Plan Administrator's determination within such 60-day period, you shall be barred and estopped from challenging such determination.

Review of Decision.

Within a reasonable period of time, ordinarily not later than 60 days, after the Claim Review Committee's receipt of a request for review, he will review the prior determination. If special circumstances require that the 60-day time period be extended, the Claim Review Committee of the Company will so notify you within the initial 60-day period indicating the special circumstances requiring an extension and the date by which the Claim Review Committee of the Company expects to render his decision on review, which shall be as soon as possible but not later than 120 days after receipt of the request for review.

The Claim Review Committee of the Company has discretionary authority to determine your eligibility for benefits and to interpret the terms of the Plan. Benefits under the Plan will be paid only if the Claim Review Committee of the Company decides in his discretion that you are entitled to such benefits. The decision of the Claim Review Committee of the Company shall be final and non-reviewable, unless found to be arbitrary and capricious by a court of competent review. Such decision will be binding upon the Claim Review Committee of the Company and you.

If the Claim Review Committee of the Company makes an adverse benefit determination on review, the Claim Review Committee of the Company will render a written opinion, using language calculated to be understood by you, setting forth:

- the specific reason or reasons for the denial;
- the specific references to pertinent Plan provisions on which the denial is based;
- a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information which (i) was relied upon by the Claim Review Committee of the Company in making his decision, (ii) was submitted, considered or generated in the course of the Claim Review Committee of the Company making his decision, without regard to whether such instrument was actually relied upon by the Claim Review Committee of the Company in making his decision or (iii) demonstrates compliance by the Claim Review Committee of the Company with the administrative processes and safeguards designed to ensure and to verify that benefit claims determinations are made in accordance with governing Plan documents, and that, where appropriate, the Plan provisions have been applied consistently with respect to similarly situated claimants; and
- a statement of your right to bring a civil action under Section 502(a) of ERISA following the adverse benefit determination on such review.

Any cause of action brought by a claimant (including an employee, Participant, former employee, former Participant or any beneficiary of such an individual) involving benefits under the Plan shall be filed and

Summary Plan Description

conducted exclusively in the federal courts in the Eastern District of Missouri. Also, no action at law or in equity shall be brought to recover under the Plan prior to the expiration of 60 days after receipt by the claimant of the Claim Review Committee's written decision regarding the claimant's request for review, nor may such an action be brought at all unless it is brought within three years from receipt by the claimant of such written decision by the Claim Review Committee.

Claims Relief Due to COVID-19.

Under joint relief by the Department of Labor and Department of the Treasury regarding the National Emergency due to the Novel Coronavirus Disease outbreak, the days during the period beginning on March 1, 2020 (the date that the National Emergency was declared to begin) and extending for 60 days following the declared end of the National Emergency or such other date announced by the Departments ("Outbreak Period") will be disregarded with respect to a Participant, beneficiary or claimant when calculating the time period he or she may file a claim under the Plan or file an appeal of a denied claim under the Plan. If the applicable period for calculating such a deadline commenced prior to March 1, 2020, the deadline for the applicable period will be suspended during the Outbreak Period, and the days during the applicable period will resume being counted following the end of the Outbreak Period. If the applicable period first commenced after the start of the Outbreak Period, the deadline will be suspended, and the full period will be available following the Outbreak Period. The following example illustrates the relief.

Example

Individual F received a notice of adverse benefit determination from the Plan on April 15, 2020. The notification advised Individual F that there are 60 days within which to file an appeal. For this example, assume that the National Emergency ended on December 31, 2020, with the Outbreak Period ending on March 1, 2021. When determining the 60-day period within which Individual F's appeal must be filed, the Outbreak Period is disregarded. Therefore, Individual F's last day to submit an appeal is 60 days after March 1, 2021, which is April 30, 2021.

Rights Of Participants

As a Participant in the Nidec Motor Corporation Employee Savings Investment Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan is subject to ERISA, which entitles all Plan Participants to:

Receive Information About Your Plan and Benefits.

- Examine, without charge, at the Plan Administrator’s office and at other locations, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for copies.
- Receive a summary of the Plan’s annual financial report. The Plan Administrator is required by law to furnish each Participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age (age 55) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a benefit, the statement will tell you how many more years you will have to work to obtain a benefit. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries.

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called “fiduciaries” of the Plan, have a duty to act prudently and in the interest of you and other Plan Participants and beneficiaries. No one, including your Company, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights.

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. You have the right to have the Plan review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court

Summary Plan Description

costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions.

If you have any questions about this Plan, you should contact the Plan Administrator. If you have any questions about this statement or your ERISA rights, or if you need assistance in obtaining documents from the Plan Administrator, contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Additional Information About The Plan

Amendment and Termination of the Plan.

Although the Company intends to continue this Plan, the Company has the right to amend or terminate the Plan at any time under any circumstances. No amendment, however, may permit any part of the assets of the Plan (other than such part as is required to pay taxes and administration expenses) to be used for any purpose other than for the exclusive benefit of you and other Plan Participants and beneficiaries. Also, no amendment can reduce your accrued benefit.

Limitations on Rights of Participants.

Participation in the Plan does not give you the right to be retained in the service of the Company, nor does it entitle you to any interest, pension, or benefits other than the benefits specifically provided for in the Plan.

How You Can Make a Rollover.

You may roll over a qualifying distribution you receive from a former employer's qualified plan into this Plan. By making a rollover, you continue to defer taxes on the amount rolled over. To qualify for a rollover deposit, you must deposit your distribution within 60 days after receiving it from your former employer's plan. You may also roll over a distribution (other than the portion of the distribution, if any, representing after-tax contributions) from an Individual Retirement Account.

Lost Participants.

- If it is not possible to make payment of your account because the Plan Administrator cannot locate you after making reasonable efforts to do so, a retroactive payment may be made to you no later than 60 days after the date the Plan Administrator locates you.
- If the Plan Administrator is unable to locate you, your account will be forfeited on the date two years after (i) the date the Plan Administrator sends you a notice by certified mail to your last known address, or (ii) the Plan Administrator determines that there is no last known address.
- If your account is forfeited under the preceding paragraph and you file a claim with the Plan Administrator, the amounts in your account which were forfeited will be restored without adjustment for subsequent earnings or losses.

Type of Plan.

Defined contribution

Plan Year.

January 1—December 31

Type of Administration.

The Plan is self-administered.

Plan Sponsor and Identification Number of Company Which Maintains the Plan.

Nidec Motor Corporation
8050 West Florissant Avenue
St. Louis, Missouri 63136

and the Identification Number of Nidec Motor Corporation is 27-3330722.

If other employers join in sponsoring the Plan in the future, you may examine a complete list of such sponsors upon written request to the Plan Administrator.

Employers or Business Units Whose Employees are Covered by the Plan.

Nidec Motor Corporation.
8050 West Florissant Avenue
St. Louis, Missouri 63136

Imperial Electric Company
Merkle-Korff
Valmark Industries, Inc.
Motion Control Engineering
Nidec Industrial Solutions
KB Electronics, Inc.
Nidec Automotive Motor Americas, LLC
Control Techniques
KATO Engineering
Leroy Somer
Canton Elevator
Nidec Minster Corporation
Nidec Mobility America Corp.
Nidec Vamco Corporation
Roboteq, Inc.
Nidec Machines Tool Corporation – America
Nidec Global Appliance, Inc.

Agent for Service of Legal Process.

The General Counsel of the Company
Nidec Motor Corporation
8050 West Florissant Avenue
St. Louis, Missouri 63136

In addition, service of legal process may be made upon the Plan Trustee or the Plan Administrator.

Plan Administrator.

The Company (the “Plan Administrator”) has been designated to administer the Plan. The Plan Administrator has the discretionary authority to construe, interpret and administer all provisions of the Plan on a uniform non-discriminatory basis.

Nidec Motor Corporation
8050 West Florissant Avenue
St. Louis, Missouri 63136

Tel. No. (314) 595-8000

Trustee.

The Company has selected Vanguard Fiduciary Trust Company (“Trustee”) to hold and invest the assets of the Plan in a trust fund. The Trustee will pay benefits to Participants or beneficiaries in the amount and manner prescribed by written instructions from the Plan Administrator. The address of the Trustee is as follows:

Vanguard Fiduciary Trust Company
100 Vanguard Boulevard
Malvern, PA 19355

Plan Identification Number.

001

Insurance of Benefits.

Because your benefits depend solely on the amounts in your account, the benefits under the Plan are not insured by the Pension Benefit Guaranty Corporation.

Top-Heavy Plans.

If at the end of any plan year more than 60% of the value of benefits under this Plan and certain other plans maintained by the Company and its affiliates accrue to the benefit of certain officers or large shareholders of the Company or its affiliates (“Key Employees”), the Plan will be classified as “top-heavy” and the tax laws will require a minimum contribution for Participants who are not Key Employees.

Qualified Domestic Relations Orders.

The Plan will pay all or a portion of your benefits in compliance with a qualified domestic relations order (“QDRO”) received by the Company. A QDRO is any judgment, decree, or order (including approval of a property settlement agreement) made on the basis of a domestic relations law. The order may relate to child support, alimony, or marital property rights of a spouse, former spouse, child or other dependent and may direct payment of all or part of your benefit to another person. Procedures have been established under the Plan for determining whether any order constitutes a QDRO. Copies of those procedures may be obtained from the Plan Administrator without charge.

Expenses.

All of the investment funds charge fees commonly disclosed in the form of an “expense ratio” and some may assess sales charges. Fees underlying a fund’s expense ratio and sales charges are paid from a fund’s assets and include the fund’s investment management, 12b-1, administrative and legal fees. The expense ratios and sales charges for the funds are disclosed in the fund’s prospectus. Also, any taxes payable with respect to a fund may also be charged to that fund.

Summary Plan Description

Revenue sharing payments from the funds available under the Plan to the recordkeeper are credited back to the participants invested in the fund. Participants are assessed an annual administrative fee, which is deducted quarterly from their account. All other administrative expenses, such as accounting and legal fees, are paid by the trust fund unless the Company elects to pay them.

Redemption fees.

Certain funds may charge redemption fees to shareholders, including participants in the Plan. A redemption fee is a fee charged by the fund to defray the costs associated with the sale of portfolio securities to satisfy redemption and exchange requests made by “market-timers” and other short-term shareholders. The fee is charged by the fund based on the length of time the money has been held in a particular fund and is essentially a “penalty” charged to investors who initiate an outgoing transfer from the fund before the required number of days the money must be invested in the fund has passed. Fees are calculated based on the dollar amount transferred out of the fund and how long that money had been held in the fund.

Venue and Time Limitations.

After an adverse benefit determination, any cause of action brought by a “claimant” (an Eligible Employee, Participant, former Eligible Employee, former Participant or any Beneficiary) involving benefits under the Plan must be filed and conducted exclusively in the federal courts in the Eastern District of Missouri. Also, no action at law or in equity may be brought to recover under the Plan prior to the expiration of 60 days after receipt by the claimant of the Plan Administrator’s written decision regarding the claimant’s request for review, and no action may be brought at all unless it is brought by three years of the claimant’s receipt of the written decision by the Plan Administrator.