Vanguard®

Plan Highlights

Nidec Motor Corporation Employee Savings Investment Plan (099060)

This material has been designed to give you a general description of the main features of the Nidec Motor Corporation Employee Savings Investment Plan. To find up-to-date information on your plan's features, log on to your account at **vanguard.com/retirementplans**.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging on to **vanguard.com/retirementplans**.

You can also refer to the Summary Plan Description or contact Vanguard.

Connect with Vanguard

- **Online.** Log on to your account at **vanguard.com/retirementplans** for 24-hour access to information about your account, your investments, and Vanguard's advice services.
- **On your mobile device.** Go to **vanguard.com/bemobile** to download the Vanguard app.
- **By phone.** Call **800-523-1188** to reach Vanguard's 24-hour interactive VOICE® Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts when you call. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Provision
Eligibility You are eligible to participate on the first day you are employed with the company.
Enrollment The Nidec Motor Corporation Employee Savings Investment Plan is an easy way to save for your future. Thanks to the plan's One Step® feature, you don't even have to sign up. For your convenience, One Step will automatically: • **Enroll** you in the plan 45 days after your hire date and deduct 3% from your pay on a pre-tax basis. • **Invest** your contributions in the Vanguard Institutional Target Retirement Fund with the target date closest to the year you will turn age 65. Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date. • **Increase** your pre-tax contribution rate by one percentage point each June until you reach the plan limit of 10% to help you save more in the future. Saving and investing are great ways to achieve long-range financial goals. One Step helps you do both—automatically.
Beneficiaries Be sure to name beneficiaries for your account. Properly designating beneficiaries ensures that, when you die, your hard-earned savings are distributed according to your wishes. To name beneficiaries, log on to your account at **vanguard.com/retirementplans**.

Provision

Employee contributions

When you are automatically enrolled, your pre-tax contribution rate will be 3% of your pay. If you want to enroll at a different rate, you can contribute from 1% to 100% of your pay on a pre-tax basis, Roth 401(k) after-tax basis, traditional after-tax basis, or a combination of the three.

The IRS also limits contributions. For current IRS limits, visit **vanguard.com/contributionlimits**.

If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for this year. You should monitor your contributions to ensure that your total contributions for this year do not exceed the annual IRS limit.

If you are age 50 or older, or will turn 50 by year's end, *and* you contribute the maximum allowed, you may make catch-up contributions. Catch-up contributions allow you to save above the normal IRS annual limit on a pre-tax or Roth basis.

To help you save more, One Step automatically increases your pre-tax payroll contribution rate by one percentage point each June or whatever month you choose. These annual increases will continue until your contributions reach the plan limit of 10% or the annual IRS limit, whichever is less.

You can set up, change, or stop your automatic annual contribution increases at **vanguard.com/retirementplans** or by speaking with a Vanguard Participant Services associate at **800-523-1188**. You cannot access this service through VOICE.

Rollovers

If you have money in a former employer's qualified retirement plan or an IRA, in most cases you can roll it over to your current employer plan account at Vanguard. To initiate a rollover, call Vanguard.

Vesting

Vesting refers to your right of ownership to the money in your account.

Participants are 100% vested in employee contributions. Employer contributions must follow the applicable vesting provisions.

Investment options

For information about the funds available through the plan, please go to **https://retirementplans.vanguard.com/PubFundChart/nidecmotoremployee/5172**.

Managing your account

You can take the following actions anytime by logging on to your account at **vanguard.com/retirementplans** or calling Vanguard at **800-523-1188**:

- Join the plan (if you're not automatically enrolled).
- Stop or change your payroll deductions.
- Change how your contributions are invested.
- Move money between funds.
- Request loans and withdrawals.

Provision

Loans

Although the plan is designed for long-term savings, you can borrow from your account. Keep in mind that your paycheck would be reduced to repay the loan with interest, and that you could owe taxes and a 10% federal penalty tax if you fail to repay on time or when you leave Nidec Motor Corporation.

Here are the loan provisions:

- Minimum amount: $500.
- Maximum amount: 50% of your vested account balance up to $50,000 (or less if you have had an outstanding loan in the past 12 months).
- Maximum outstanding loans: one.
- Repayment: up to four years for a general purpose loan; up to nine years for a loan taken to purchase a principal residence.
- Origination fee (per loan): $50 when applying online or through VOICE; $100 when applying by phone with personal assistance from a Vanguard associate.
- Maintenance fee (per year): $25.

Withdrawals*

You can withdraw money from your account under certain circumstances.

Age 59½ withdrawals. Employee and vested company contributions can be withdrawn once you reach age 59½.

Company matching contribution withdrawals. You can withdraw the vested portion of the company's matching contributions, and any earnings, once the money has been in your plan account for two years. Both the contributions and earnings are taxable upon withdrawal.

Hardship withdrawals. You can withdraw your pre-tax contributions (but not any earnings on your pre-tax contributions) for a serious financial hardship, including:

- Purchase of a principal residence.
- Unreimbursed medical expenses.
- Tuition and fees for postsecondary education.
- Prevention of eviction or mortgage foreclosure.
- Burial or funeral expenses for a parent, spouse, child, or dependent.
- Certain expenses for repairing your principal residence if the expenses qualify as a casualty deduction.

Rollover and after-tax withdrawals. You can withdraw all or part of your traditional after-tax contributions or any assets that you rolled over from another plan. Investment earnings on after-tax contributions are taxable upon withdrawal.

Roth after-tax withdrawals. You can withdraw all or part of your Roth contributions and earnings. The withdrawal can be tax-free if you meet certain conditions.

Distributions*

You are eligible to receive your vested account balance upon retirement, termination of employment, or total and permanent disability.

***Tax implications:** You will be responsible for paying any federal, state, local, or foreign taxes on a distribution or withdrawal from pre-tax accounts. A distribution or withdrawal of Roth 401(k) earnings is usually also taxable unless the initial Roth contribution was made more than five years ago and you are at least age 59½. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

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vanguard.com/retirementplans > 800-523-1188

Whenever you invest, there's a chance you could lose the money.

For more information about any fund, including investment objectives, risks, charges, and expenses, call Vanguard at 800-523-1188 to obtain a prospectus or, if available, a summary prospectus. The prospectus contains this and other important information about the fund. Read and consider the prospectus information carefully before you invest. You can also download Vanguard fund prospectuses at vanguard.com.

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