

Materiality 9

Employees' Health and Safety



Reason for Priority

Employees' health and safety are the foundations of the company's activities. Ensuring health and safety requires systems and work environments in which employees understand the importance of their own health and safety and participate voluntarily in various health and safety activities. Such activities include various health checkups, health and safety training, and safety-related risk assessments.

Commitment

In the Nikon Group Health and Safety Declaration of the Nikon Group Health and Safety Policy established in March 2023, the Nikon Group expressed our commitment to creating workplaces with a sense of health, safety, and enriched spirit for all Nikon Group employees, including those at temporary employment agencies and contractors.

In 2024, the second year of the policy, we will review various risks to the health and safety of all persons working for the Nikon Group and carry out various health and safety activities.

Yoichi Kassai

Corporate Vice President

General Manager of Group Governance & Administration Division

[Policy for Activities]

■ Nikon Group Health and Safety Policy

Employees' Health and Safety

Basic Approach

The Nikon Group aims to ensure the health and safety of our employees, the foundation of our corporate activities, to lead to better employee productivity.

To do so, we must give priority to eliminating and reducing risks that threaten the health and safety of all people working for the Nikon Group, including employees of temporary agencies and contractors. In March 2023, we established the Nikon Group Health and Safety Policy at the Central Health and Safety Committee and expressed our approach to the policy as the Health and Safety Declaration.

Nikon Group Health and Safety Policy

■ Health and Safety Declaration

We will create workplaces where all those who work in Nikon Group can feel safe in the knowledge that their health, safety, and general enriched spirit are a priority for the respective companies. With that knowledge, each and every employee will perform their duties willingly and enthusiastically to help the Nikon Group achieve its goal of becoming a key technology solutions company in a global society where humans and machines co-create seamlessly.

■ Major Issues

1. Maintaining and promoting good health of the employees (increasing health literacy)

Employees will be aware of the importance of good physical and mental health, and will take an active role in checking, maintaining, and improving their health.

2. Preventing occupational accidents through thorough legal compliance and safety management

Under the respective health and safety management systems, we will carry out preventative measures, such as safety patrols, work risk assessments, safety education, and activities that develop employees' ability to sense and identify danger in the workplace.

Occupational accident case studies from, and safety activities implemented by, Nikon Group around the world will be shared and used to develop measures that prevent recurrence at any Group company.

3. Creating a vibrant work environment through dialogue (making two-way communication easier and more comfortable for both parties)

We will create a pleasant and rewarding work environment through promoting mutual understanding, trust, and a sense of solidarity.

Strategy

Risk

Occupational accidents and the loss of labor due to employee mental and physical illnesses may lead to increased and unbalanced workloads in the workplaces involved, which may then lead to mental health concerns and the risk of further accidents for other employees. These accidents and illnesses may result in a further loss of productivity and loss of social credibility.

Opportunity

We consider business execution and improvement to be possible through employees' voluntary participation in various health and safety activities (e.g., health promotion events, risk assessments, and safety patrols) upon improving their own health literacy through various health checkups, health guidance from occupational health staff, and various training and seminars.

Strategy

The Nikon Group established the Nikon Group Health and Safety Policy, aiming to achieve our Vision 2030 described in the Medium-Term Management Plan. We ensure that all Group employees in and outside Japan are aware of and familiarize themselves with this policy. This policy advocates for the Group to create workplaces where all those who work in Nikon Group can feel safe in the knowledge that their health, safety, and general enriched spirit are a priority for the respective companies.

This approach is essential to the three pillars of human capital management at the Nikon Group: acquire talent, develop talent, and leverage talent.

The Nikon Group Health and Safety Policy states that employees are to be aware of the importance of good physical and mental health, and will take an active role in checking, maintaining, and improving their health. Furthermore, we also aim to create pleasant, comfortable, safe, and rewarding work environments through mutual understanding, trust, and a sense of solidarity.

The Nikon Group Health and Safety Policy focuses on three major issues. Under Health and Safety Activities, we state our standards of achievement for each major issue and examples of specific measures to be taken. We conduct health literacy and health and safety education based on such examples to encourage employees to make autonomous efforts. We also interview business facilities in Japan and Group companies on their activities and training, sharing good practices with Group companies in and outside Japan.

In fiscal year 2023, we achieved all standards for each major issue through these activities and the voluntary efforts of our employees. We will continue to take action in fiscal year 2024 using specific measure examples to ensure steady achievement.

● **Health and Safety Activities - Aiming to Achieve Vision 2030**

FY2023	Success criteria	Examples of measures undertaken
Major Issue 1	Reduce the average rate of health issues discovered with regular medical checkups for employees of Nikon and Group companies in Japan to less than the national average*. <small>* The results of regular medical checkups conducted in 2023 will be compared with the 2022 national average announced by the Ministry of Health, Labor and Welfare.</small>	<ol style="list-style-type: none"> (1) Have occupational health staff offer employees health guidance after medical checkups and encourage necessary doctor visits. (2) Health literacy education for all employees, including new hires (conducted when they are hired). (3) Activities that increase awareness of the need to maintain and improve health. (4) Employees aged 35 at Group companies in Japan will be asked to participate in a seminar for improving their health.
Major Issue 2	Keep the number of occupational accidents at the Nikon Group most likely arising out of, or in the course of, the performance of duties at or below 60 for the fiscal year.	<ol style="list-style-type: none"> (1) Safety patrols conducted under the respective health and safety management systems (at least once a month). (2) Risk assessments (whenever new equipment or tasks are introduced, and after an accident occurs). (3) Safety education and activities that develop employees' ability to sense and identify danger in the workplace. (4) Sharing information on health, safety, and accident risks with on-site contractors (at least once a month). (5) Sharing and use of accident case studies and safety activities implemented to prevent the recurrence of accidents at any Group company (quarterly). (6) Compliance with new regulations designed to prevent occupational accidents caused by chemical substances.
Major Issue 3	Improve the work environment through line care education (manager education on how to provide support to employees with health risks) based on group analysis of stress checks.	<ol style="list-style-type: none"> (1) Recommend those experiencing high-stress levels consult with occupational physicians; conduct group analysis of stress checks. (2) Implement line care education. (3) Provide individual counseling, including that based on requests from superiors. (4) Encourage dialogue and communication.
FY2024	Success criteria	Examples of measures undertaken
Major Issue 1	Reduce the average rate of health issues discovered with regular medical checkups for employees of Nikon and Group companies in Japan to less than the national average <small>* The results of regular medical checkups conducted in 2024 will be compared with the 2023 national average announced by the Ministry of Health, Labor and Welfare.</small>	<ol style="list-style-type: none"> (1) Check on health guidance if employees attend necessary doctor visits based on medical checkup results. (2) Train new hires on self-health obligations and health literacy. (3) Activities that increase awareness of the need to maintain and improve health. (4) Include employees aged 35 at Group companies in Japan in a seminar on improving their health. (5) Improve eating habits, establish exercise routines, and engage in other activities related to lifestyle habits. (6) Offer education on preventing productivity loss (sleep, stiff shoulders, back pain, other pain, alcoholism, hay fever, eye strain, etc.). (7) Check with an occupational physician after medical treatment and consider work restrictions and other health considerations. (8) Check the status of working hours (manage overtime). (9) Cooperate with the health insurance society (discuss issues with health and nursing staff).
Major Issue 2	Keep the number of occupational accidents at the Nikon Group most likely arising out of, or in the course of, the performance of duties at or below 60 for the fiscal year.	<ol style="list-style-type: none"> (1) Confirm compliance with relevant laws and regulations independently and conduct assessments through corporate administration divisions. (2) Monitor chemical substances on a regular basis and conduct assessments through corporate administration divisions. (3) Conduct risk assessments and work risk assessments at the time new equipment is installed, and confirm with the corporate administration divisions. (4) Safety patrols conducted under the respective health and safety management systems. (5) Safety education and activities that develop employees' ability to sense and identify danger in the workplace. (6) Sharing information on health, safety, and accident risks with on-site contractors. (7) Share safety activities and accident case studies and develop recurrence prevention measures global on a level. (8) Manage new uses of chemical substances and develop activities in accordance with laws and regulations.
Major Issue 3	Improve the work environment through line care education (manager education on how to provide support to employees with health risks) based on group analysis of stress checks.	<ol style="list-style-type: none"> (1) Improving Stress Check Participation Rates (2) Recommend those experiencing high stress levels consult with occupational physicians; conduct group analysis of stress checks. (3) Implement line care education. (4) Provide individual counseling, including that based on requests from superiors. (5) Encourage dialogue and communication. (6) Educate on women's health issues (including male employee participation). (7) Counsel new hires. (8) Mental health care by psychiatrists, psychosomatic physicians, and clinical psychologists. (9) Offer counseling on balancing illness and work.

Governance

Central Health and Safety Committee Meeting

We also established the Central Health and Safety Committee, separate from the legally-mandated workplace Health and Safety Committee, to serve as the supreme investigative organization for important matters related to health and safety in the Company. The Central Health and Safety Committee meets to make decisions for Nikon.

The Central Health and Safety Committee is chaired by the General Manager of the Group Governance & Administration Division, an officer of the Company. The General Manager of the Human Resources Department and each plant manager represent the Company on the committee, while employees are represented by the central executive committee chairperson of the Nikon Labor Union and the executive committee members of each union. The presidents of manufacturing Group companies and the executive director of the Nikon Health Insurance Society attend Central Health and Safety Committee meetings as observers to share information (Chapter 11, Article 57 *Health and Safety* of the collective bargaining agreement stipulates that the Nikon Labor Union is to hold discussions between the Company and the union regarding health and safety issues when necessary).

The Central Health and Safety Committee conducts assessments and verifies the status of regular medical checkups, health checkups for employees working long hours, stress checks, and other check-ups. The committee also assesses and verifies occupational accidents (analyzed by business facility, accident type,

and attribute) occurring in the Nikon Group. Based on the Nikon Group Health and Safety Policy, the committee discusses and approves health and safety activities (standards of achievement and examples of measures) for the next fiscal year, deploying said efforts to the Nikon Group in and outside Japan. Each business facility prepares and implements an activity plan according to business operations, production facilities, and other facility conditions.

Policies, activities, and other details approved by the Central Health and Safety Committee are reported to the Sustainability Committee, which is composed of Executive Committee and other members.

Nikon Health and Safety Officer Liaison Meeting

Bi-monthly meetings attended by health and safety staff from the head office and each plant. Members of the meeting share information on disaster cases and countermeasures, health and safety training, and safety patrols.

Nikon Health Management Meeting

Quarterly meetings attended by health nursing staff from the head office and from each plant. Members of the meeting share the implementation status of various health checkups, follow-up measures, and the status of health checkups for employees working long hours. Members also share information and issues with the Nikon Health Insurance Society at least once a year.

Health and Safety Liaison Meeting for Group companies in Japan

Semi-annual liaison meetings attended by health and

safety staff (including managers) from Group companies in Japan. Members of the meeting share information on and call for attention to various statuses, including health checkups and findings, leave at Nikon, stress check implementation and highly-stressed employees, health checkups for employees working long hours, accidents occurring within the Group, legal investigations, and legal revisions. The Nikon Health Insurance Union also attends to share health insurance information.

Each of the Nikon Group business facilities in Japan conducts various health and safety activities in accordance with occupational health and safety laws, regulations, and the Nikon Health and Safety Management Regulations and related rules. We ensure these facilities share information mutually and throughout the Group through liaison meetings.

Risk Management

Nikon makes improvements to employee health and safety risks through the following surveys and reports results to the Central Health and Safety Committee.

Regarding certification in relation to international occupational health and safety management system standards, Sendai Nikon Corporation and Nikon (Thailand) Co., Ltd. have both received ISO 45001 certification.

Legal Research

The Health and Safety Section of the Human Resources Department collaborates with engineering management and environmental management divisions to conduct on-site surveys of all plants and manufacturing Group

companies in Japan. Should such surveys present any findings, the relevant site is required to file an improvement report. The results of on-site surveys and improvement status are also reported annually to Audit and Supervisory Committee Members.

Using New Chemical Substances

Nikon requires our workplaces to conduct risk assessments when using new chemical substances. A department using a new substance conducts self-checks to confirm compliance with laws and regulations through SDS, work environment management (including installation of local exhaust ventilation systems), and work management (including confirmation of protective equipment use). The supervising department then confirms these self-checks. This system ultimately ensures that plants cannot start using a chemical substance unless it has been approved by the plant manager.

Chemical Substance Management Survey

The Health and Safety Section of the Human Resources Department conducts on-site surveys of chemical substance management and use at all plants. Surveys of manufacturing Group companies are scheduled for fiscal year 2024.

Work Risk Identification

The Nikon Group in Japan identifies work risks throughout the entire Group every year, targeting business processes and accidents frequently seen. In fiscal year 2023, we identified approximately 900 work processes that face risks of cuts, scrapes, entanglement, and entrapment accidents during the use and

maintenance of machinery and equipment. We reduced the number of such accidents by reinforcing measures and sharing risk assessments throughout the Group. In fiscal year 2024, we will focus on identifying risks of entanglement, entrapment, reaction to motion, and improper motions in goods handling operations*.

* The number of occupational accidents at the Nikon Group in Japan most likely arising out of, or in the course of, the performance of duties for the fiscal year 2023 amounted to 29 cases. Of these cases, 13 occurred in goods handling operations.

On-Site Inspections

The general health and safety manager of each business facility takes the lead in performing regular on-site inspections as one effort to deter occupational accidents. Items identified during inspections and measures taken are shared with the legally-mandated workplace health and safety committee meeting.

Responses to Occupational Accidents and Incidents

Accidents that occur at Group companies in Japan are reported to the Health and Safety Section of the Human Resources Department. In the event of serious accidents, matters are escalated promptly to the responsible officer.

Workplaces at which accidents occur hold a workplace health and safety meeting and prepare an Accident Report for submission to the head of the business facility in question via the health and safety staff of the business facilities.

In the event of accidents and incidents attributable to work or related to the performance of work, the business facility in question submits the Worker's Measures Confirmation Sheet and the Work Risk Assessment (Revised), which summarize reoccurrence

prevention measures, upon completion of such measures. After final confirmation by the Health and Safety Section of the Human Resources Department, Nikon posts the submitted reports and other information on the Group portal site.

Indicators and Targets

Indicators and Targets (Target Fiscal Year)

Percentage of findings in regular medical checkups for the Nikon Group in Japan: below the previous national average*¹ (every fiscal year)

▶ FY2023

Plan

- 57.3% or less of the 2022 national average
- Health guidance and recommendations for medical checkups by occupational health staff
- Health education

Results

Percentage of findings in regular medical checkups (Nikon): 48.7%

▶ FY2024

Plan

- Less than the 2023 national average
- Health guidance and recommendations for medical checkups by occupational health staff
- Health education
- Tracking overtime hours

*¹ National average for the manufacturing industry as published by the Ministry of Health, Labor and Welfare.

Indicators and Targets (Target Fiscal Year)

Annual incidence of occupational accidents attributable to work or related to the performance of work: 60 cases or less (FY2025)

► FY2023

Plan

1. Risk assessments
2. Safety education
3. Sharing of health and safety information

Results

Annual incidence of occupational accidents attributable to work or related to the performance of work: 52 cases (29 in Japan and 23 outside Japan)

► FY2024

Plan

1. Risk assessment
2. Safety education
3. Sharing of health and safety and accident risk information

Indicators and Targets (Target Fiscal Year)

High stressed person rates in stress checks (Nikon): Below the previous national average*² (every fiscal year)

► FY2023

Plan

- 15.0% or less of the 2022 national average
- Individual counseling
 - Mental health education

Results

High stressed person rates in stress checks: 13.5%

► FY2024

Plan

14.8% or less of the 2023 national average

- Individual counseling
- Mental health education

*² National average as published by stress check contractors.

Major Initiatives

Raising Health and Safety Management Standards (in Japan)

Safety and Health Education

As in previous years, we conducted special education programs that include training at the time of hiring in accordance with the Industrial Safety and Health Act, training for forepersons, training for workers involved in organic solvent operations, etc.

In fiscal year 2023, we also held a training session led by an outside consultant to adapt to the mandatory appointment of chemical substance managers (effective beginning fiscal year 2024).

Each business facility conducts evacuation drills and safety confirmation drills based on the business continuity management (BCM) implementation guidelines. These facilities also conduct lifesaving training and traffic safety education under the guidance of local police departments. We include on-site contractors in these activities, routinely sharing information on risks related to occupational accidents and safety education.

● Number of Participants in Major Education and Seminars at Nikon Group in Japan

Name(s)	Participants (): On-site contractors
Health and safety training at the time of hiring	689
Basic health and safety education (including awareness seminars on fall accidents, preventing heat stroke, etc.)	551 (5)
Risk assessments, laser safety, hazard simulations, forklift skills training, etc.	940 (76)
Foreperson training	122 (5)
Participants of organic solvent work supervisor training and training for workers involved in organic solvent operations, etc.	108
Participants of chemical substance manager training sessions and training sessions for persons responsible for managing protective equipment use	106 (6)
Health promotion events, line care training, etc.	3,060 (18)
Special safety patrols during National Safety Week, National Occupational Health Week, etc.	257
Traffic safety workshop	3,845 (14)
Evacuation drills, early-stage fire extinguishing drills, gas leak drills, basic lifesaving training, etc.	1,193 (82)

Health and Safety Awards

The Nikon Group in Japan strives to improve safety management standards through these types of education and assessments. In addition, we established an award system for individuals and departments that excel in health and safety activities to raise employee awareness and engage the workplace.

Raising Health and Safety Management Standards (Outside Japan)

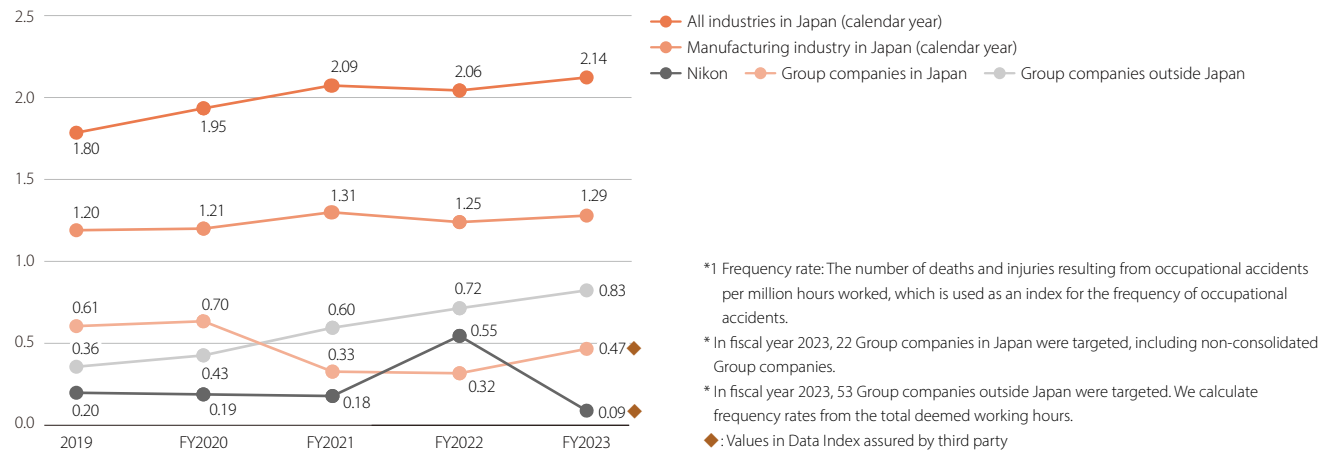
At Group companies outside Japan, we work to prevent occupational accidents under the respective health and safety management systems in accordance with the laws and regulations of each country. Nikon checks on occupational accidents occurring in the Group companies outside Japan at the end of each half-year and fiscal year. We request response measures and share information on examples of accidents in the Nikon Group in Japan and on preventing recurrence.

In fiscal year 2023, there were a total of 33 work-related accidents at overseas Group companies (including 18 lost time accidents resulting from falls and tumbles). The number of accidents attributable to work or related to the performance of work amounted to 23 accidents. The most notable causes of these accidents include entanglement, entrapment, cuts, and scrapes, all of which are also seen in the Nikon Group in Japan.

Certain subsidiaries outside Japan with a high frequency of cut and scrape incidents (minor injuries that do not require hospital visits) held workshops to review appropriate work procedures and rules. Workshops are held after the subsidiary confirms the incident locations, work processes, and materials involved.

Nikon Group Occupational Accidents

● Frequency Rate of Lost Time Accidents (1 or More Days)*1



● Occupational Accidents Attributed/Related to Work

	FY2019	FY2020	FY2021	FY2022	FY2023
Nikon Group	29	19	21	27	52

* Values until fiscal year 2022 represent only the Nikon Group in Japan. Fiscal year 2023 target: 60 cases or less. In fiscal year 2023, 22 Group companies in Japan, including non-consolidated Group companies, and 53 Group companies outside Japan were targeted.

● Severity Rate of Lost Time Accidents (1 or More Days)*1

	FY2019	FY2020	FY2021	FY2022	FY2023
All industries in Japan (calendar year)	0.09	0.09	0.09	0.09	0.09
Manufacturing industry in Japan (calendar year)	0.10	0.07	0.06	0.08	0.08
Nikon	0.00	0.00	0.00	0.01	0.00
Group companies in Japan	0.01	0.01	0.00	0.00	0.00
Group companies in Europe	0.06	0.04	0.08	0.03	0.06
Group companies in the Americas	0.01	0.00	0.00	0.00	0.01
Group companies in Asia/Oceania	0.00	0.00	0.00	0.00	0.00
Nikon Group (total)	0.01	0.01	0.01	0.01	0.01

*1 Severity rate: The number of work days lost per 1,000 hours worked, which is used as an index for the severity of occupational accidents.

* In fiscal year 2023, 22 Group companies in Japan were targeted, including non-consolidated Group companies. In fiscal year 2023, 53 Group companies outside Japan were targeted. We calculate severity rates from the total deemed working hours.

* A rate of 0.00 indicates a rate of less than 0.005.

◆: Values in Data Index assured by third party

Initiatives With Business Partners

The Nikon Group strives to ensure the health and safety of all employees at our business facilities by sharing and exchanging information through various meetings. These meetings include liaison meetings with on-site contractors, such as security guards and cafeteria staff, and health and safety council meetings with resident construction workers.

We also require suppliers to comply with the Nikon CSR Procurement Standards. These standards comply with the RBA Code of Conduct, which includes the items on safety management in our master agreements. Procurement departments check with suppliers on the status of compliance surveys and audits.

Promoting CSR Procurement → p.110

Maintaining and Improving Employee Health

Nikon ensures employees receive careful health guidance from occupational health staff after regular medical checkups. We also encourage activities to quit smoking and provide counseling and health literacy education to all new employees, including career hires. In addition, we increased the number of eligible participants for the Health Up at 35 seminar to include Group company employees. This seminar is held every year to encourage exercise habits and mental health self-care. Other initiatives include walking competitions that provide employees with the opportunity to maintain and improve their health

voluntarily, and health promotion events that leverage the unique characteristics of each business facility.

For employees who work long hours, the Company establishes and manages more standards than is required by law. These standards stipulate that employees working 40 hours or more must submit a health condition survey form. Moreover, supervisors are required to submit a written opinion from their own point of view on the employee's health and include measures to reduce future workload. Occupational physicians interview relevant employees (any employee can request an interview) after reviewing all submitted forms on the health condition survey and the supervisor's written opinion. All employees who work 80 hours of overtime or more per month, an average of 80 hours or more over multiple months, or 60 hours or more for two consecutive months are required to meet with an occupational physician to check fatigue and stress accumulation levels caused by long working hours.

In addition, Nikon formulated the Mental Health Promotion Plan, which not only supports employees with mental health concerns, but also encourages communications in the workplace. In fiscal year 2023, we switched stress checks to a simple occupational stress questionnaire to survey work engagement and conduct a group analysis, as in the previous year. Survey feedback is then provided to the relevant workplace. In connection with health checkups for employees working long hours and return-to-work support, we improved line care for managers and supervisors through individual consultations with and guidance from occupational health staff.

Nikon received certification as a Health and Productivity Management Organization 2024 in March 2024. This certification is in recognition of our initiatives in providing guidance from occupational health staff after regular medical checkups, training to improve health literacy, training on women's health management, and activities to quit smoking.

* The medical checkup rate in FY2023 was 100%, as in the previous year (excluding employees on leave, etc.).

● Top Indicators of Regular Medical Checkups in Nikon

	FY2020	FY2021	FY2022	FY2023
Percentage of findings in regular medical checkups*	50.0%	47.9%	48.7%	49.2%
Smoking rates	16.4%	15.8%	15.6%	15.2%
Exercise habit rates	20.8%	23.5%	22.4%	22.3%

* Percentage of findings: Ratio of findings to the number of persons receiving company-sponsored medical checkups. A "finding" is defined as a person whose medical checkups results are other than normal.

