

Materiality 9

Employees' Health and Safety



Reason for Priority

Employees' health and safety are the foundations of the company's activities. In order to ensure their health and safety, we have established a health and safety management system in accordance with laws and regulations. Under this system, we carry out a range of activities, like health checkups and safety and hygiene education, and in parallel, we are required to assess health and safety-related risks and take countermeasures against them.

Commitment

At the Nikon Group, we firmly believe that creating and providing an environment where employees can work in good mental and physical health, and with a sense of safety, leads to the improvement of workplace vitality and productivity.

Based on this belief, we strive to maintain and improve health and thoroughly ensure safety through the concerted efforts of the company and employees on a daily basis, as well as to ensure compliance with laws and regulations and prevent the occurrence of occupational accidents throughout the Nikon Group.

Amid the spread of COVID-19, we have been taking thorough measures to prevent the spread of the virus based on our Group-wide policy of sustaining business activities while working to prevent the spread of the virus. Going forward, we will consider and implement measures to maintain and improve health in response to new working styles in the with-COVID era.

Takumi Odajima

Representative Director and Executive Vice President
General Manager of Group Governance & Administration Division

[Policy for Activities]

■ Nikon Group Health and Safety Activity Policies

| Goals for the fiscal year ending March 2031 (What Nikon Intends to Achieve) | What Nikon Needs to Do | Related SDGs | Goals for the fiscal year ended March 2022 | Scope | Results |
|--|--|-------------------|--|----------------------|--|
| Ensuring widespread familiarity with relevant policies and targets, and using these as the basis for global operation of the PDCA cycle Having both the company and employees aiming to enhance health and safety, and striving to eliminate occupational accidents and illnesses | Build a system for the global management of occupational health and safety, and use this as the basis for promoting the PDCA cycle | 3.1 3.9 8.8 | Reduce the annual incidence of occupational accidents that are attributable to work or related to the performance of work to 40 or less | Nikon Group in Japan | As a result of thorough efforts to prevent recurrence, etc., focusing on occupational accidents with a high risk of recurrence, the number of occupational accidents covered by this report was 21. |
| | | | Strengthen the sharing of information relating to occupational accidents and related measures, etc. within the Group, so as to rebuild the health and safety management system | Nikon Group | The Nikon Group in Japan shared information on occupational accidents with the Group companies outside Japan, and received feedback on accident information and measures taken to prevent recurrence from European Group companies that had a high number of occupational accidents in the previous fiscal year. |
| | Review the measures adopted during the COVID-19 pandemic and in the post-COVID era, and ensure compliance | | Aim to reduce the incidence of departmental work stoppages resulting from COVID-19 infection to zero | Nikon Group in Japan | As a result of implementing infection control measures tailored to the actual situation by revising the company's infection control policy and guidelines to respond to outbreaks as needed, there were no cases of suspension of departmental operations due to COVID-19 infections. |

Employees' Health and Safety

Health and Safety Activity Policies

Approach and Policy

The Nikon Group has established the Nikon Group Health and Safety Activity Policies, which are updated annually. By implementing the measures presented, we aim to ensure the health and safety of our employees, who are the foundation of corporate activities, and to improve employee productivity.

Nikon Group Health and Safety Activity Policies in the Fiscal Year Ended March 2022

- Priority Issue 1 : Preventing the Spread of COVID-19*
 Standard for achievement: Zero suspensions of departmental operations due to the spread of infectious diseases
 Measures taken
 - Formulated the COVID-19 Response Guidelines and ensured enforcement
 - Support for PCR testing for overseas business travelers, etc.
 - Support for vaccination
 - Health guidance on lifestyle-related diseases with consideration to infection risk, recommending medical checkups, and anti-smoking measures
- Priority Issue 2 : Preventing Occupational Accidents*
 Standard for achievement: 40 or less occupational accidents at the Nikon Group in Japan attributed/related to work per fiscal year
 Measures taken
 - Inspection activities led by the general health and safety manager
 - Safety training for senior workers
 - Checked measures for preventing recurrence of work-related and work-performance-related accidents, and re-implemented work risk assessments
- Priority Issue 3 : Rebuilding the Nikon Group's Health and Safety Management System
 Standard for achievement: Strengthen collaboration among Nikon Group health and safety staff
 Measures taken
 - Held liaison conferences with Group companies in Japan
 - Shared reports on occupational accident case studies and measures with Group companies outside Japan

* For Japan

Health and Safety Management System

Framework and System

The Nikon Group Health and Safety Activity Policies are formulated by the Central Health and Safety Committee. This committee is different from the Health and Safety Committee which is mandatory under Japanese laws and regulations. It is made up of representatives from both labor and management and chaired by the General Manager of the Group Governance & Administration Division, who is also a Representative Director. The Central Health and Safety Committee conducts assessments and verifications of regular health exams, health checkups for employees with excessive overtime, stress check system, and occupational accidents at the Nikon Group in Japan. In addition to that, the committee incorporates any issues and measures into the health and safety activity policies for the following fiscal year as well as sharing them not only with Group companies in Japan, but also those outside Japan.

For Group companies outside Japan, we are working to prevent occupational accidents by developing health and safety management systems at each company in accordance with the laws and regulations of each country. 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.

Raising Health and Safety Management Standards

Activities and Results

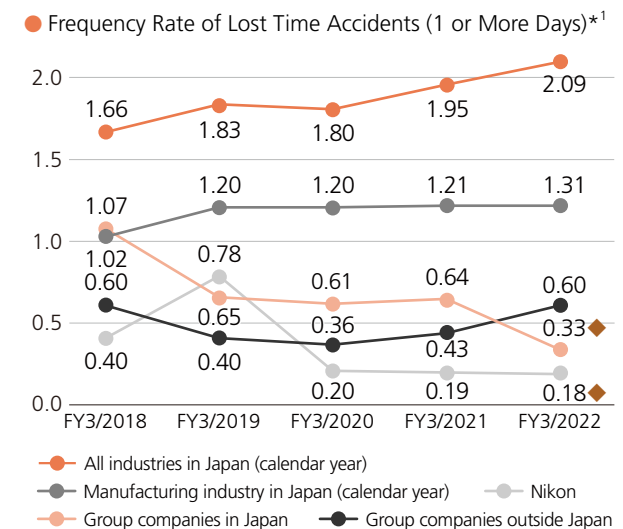
Initiatives in Japan

The Nikon Group in Japan conducts a variety of health and safety training programs every year. In the fiscal year ended March 2022, we provided basic health and safety training for new employees and new contract workers from staffing agencies, as well as basic laser training related to new businesses (with approximately 300 participants from the Nikon Group in Japan). In addition to existing education for supervisors and those working with organic solvent, we provided a new safety education for senior workers (with approximately 150 participants). Starting in the fiscal year ended March 2019, we have been carrying out activities with the target of reducing occupational accidents attributed or related to work* to less than 40 per year. We conduct on-site verification of work risk assessments, focusing on operations where there is a risk of a catastrophic accident due to failure to wear protective equipment or contact with hazardous substances. As a result, there were 21 occupational accidents attributed or related to work in the fiscal year ended March 2022. In addition, we are working to improve overall safety management levels through multiple Nikon affiliates jointly implementing safety education, checking work risks, and sharing information about measures to prevent recurrence of occupational accidents. These efforts are carried out by Nikon Product Support Corporation, which handles contract work for each Group company in production, Nikon Nisso Prime Corporation, which utilizes human resources mainly rehired after reaching the mandatory retirement age, and other affiliates.

* Excluding traffic accidents while traveling on business, and excluding accidents involving falls, etc. where the accident was mainly due to individual carelessness.

Initiatives Outside Japan

At Group companies outside Japan, we are working to prevent occupational accidents. In addition, in order to further strengthen efforts to reduce occupational accidents throughout the Nikon Group, we are rebuilding our safety management systems, including at Group companies outside Japan, as part of our activity policy and targets. One of our specific activities in this area is a survey conducted within the Group at the end of each fiscal year to confirm the state of occupational accidents occurring. In addition, we share information on occupational accidents and measures to prevent recurrence at the Nikon Group in Japan. We will continue these activities beyond the fiscal year ended March 2022. Furthermore, we plan to provide guidance and other support to Group companies outside Japan on how to reduce the number of occupational accidents attributed or related to work.



*1 Frequency rate: The number of deaths and injuries resulting from occupational accidents per million hours worked, which is used as an index for the frequency of occupational accidents.
 * There were 25 Group companies in Japan, including non-consolidated Group companies, in the fiscal year ended March 2022.
 * There were 42 Group companies (excludes nine companies in the process of liquidation and others) outside Japan in the fiscal year ended March 2022. Frequency rates are calculated based on total imputed working hours.
 ◆: Values in Data Index assured by third party

● Occupational Accidents Attributed/Related to Work

| | FY3/2018 | FY3/2019 | FY3/2020 | FY3/2021 | FY3/2022 |
|----------------------|----------|----------|----------|----------|----------|
| Nikon Group in Japan | 33 | 38 | 29 | 19 | 21 |

* Target for the fiscal year ended March 2022: less than 40

* There were 25 Group companies in Japan, including non-consolidated Group companies, in the fiscal year ended March 2022.

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

| | FY3/2018 | FY3/2019 | FY3/2020 | FY3/2021 | FY3/2022 |
|---|----------|----------|----------|----------|----------|
| All industries in Japan (calendar year) | 0.09 | 0.09 | 0.09 | 0.09 | 0.09 |
| Manufacturing industry in Japan (calendar year) | 0.08 | 0.10 | 0.10 | 0.07 | 0.06 |
| Nikon Group Companies | 0.01 | 0.02 | 0.00 | 0.00 | 0.00◆ |
| Nikon | 0.01 | 0.02 | 0.01 | 0.01 | 0.00◆ |
| Group companies in Japan | 0.06 | 0.03 | 0.06 | 0.04 | 0.08 |
| Group companies in Europe | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 |
| Group companies in the Americas | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 |
| Group companies in Asia/Oceania | 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.

* 0.00 indicates a rate of less than 0.005.

* There were 25 Group companies in Japan, including non-consolidated Group companies, in the fiscal year ended March 2022.

* There were 42 Group companies (excludes nine companies in the process of liquidation and others) outside Japan in the fiscal year ended March 2022. Severity rate is calculated based on total imputed working hours.

◆: Values in Data Index assured by third party

Maintaining and Improving Employee Health

Activities and Results

Nikon has formulated a Mental Health Promotion Plan, which not only supports employees with mental health problems, but also incorporates stimulation of communication in the workplace.

In the fiscal year ended March 2022, we promoted stress self-care and activities to improve stress tolerance for young employees based on the results of group analysis of the stress check system. In addition, we worked to improve mental health support, with occupational health staff providing individual consultations and guidance to managers and supervisors with respect to health checkups for employees with excessive overtime and support for returning to work, including for employees of Group companies in Japan.

In recognition of our initiatives, including health guidance by occupational health staff after regular health exams, smoking cessation activities, and education and execution of infection control measures against COVID-19, Nikon received certification as a Health and Productivity Management Organization 2022 in March 2022.



Preventing the Spread of COVID-19

Activities and Results

The Nikon Group has been working to prevent the spread of COVID-19 as part of its efforts to maintain and improve the health of employees and to improve their safety. In the fiscal year ended March 2022, there were zero shutdowns of departmental operations resulting from COVID-19. In the fiscal year ending March 2023, we will continue to take countermeasures while working to sustain business activities, with a goal of zero shutdowns of departmental operations due to an outbreak of COVID-19.

Main Nikon Group Measures to Prevent the Spread of COVID-19 in the Fiscal Year Ended March 2022

- Formulated and raised awareness of the COVID-19 Response Guidelines defining actions to be taken in the case of infection risk, etc.
- Paid PCR test costs for company-specified close contacts and secondary contacts
- Industrial physicians and others pre-confirmed risks of serious illness for overseas business travelers
- Workplace vaccinations for COVID-19 (cumulative total of 5,300 first and second doses administered)