

Nikon's Sustainability

Our Approach to Sustainability	009
Strategy	010
Governance	015
Risk Management	021
Indicators and Targets	022
External Evaluations	025

Our Approach to Sustainability

Basic Approach

The Nikon Group defines sustainability as contribution to a sustainable society and achievement of sustainable growth for the company through the realization of our philosophy of *Trustworthiness and Creativity* in our business activities. With this idea as the main statement, the Board of Directors decided on four intentions that support this idea as the Sustainability Policy.

Under this policy, the Nikon Group has established the Nikon Code of Conduct, which embodies Nikon's basic approach to social responsibility and lays down standards for employees to follow when taking actions based on this approach.

Sustainability Policy

The Nikon Group aims to both contribute to a sustainable society and achieve sustainable growth for itself by putting into practice the Nikon philosophy of Trustworthiness and Creativity through our business activities.

- We are committed to helping solve environmental and social challenges and achieve Sustainable Development Goals (SDGs) through our business activities by delivering uniquely Nikon products and services.
- We aim to do better for the environment and for society by objectively assessing the impact our business has on the environment and society and continually striving to make improvements.
- Through active dialog with our stakeholders, we stay abreast of changes in society. We also constantly reflect on our own activities to meet stakeholder expectations.
- We do more than what is required to comply with laws and regulations. We act with integrity and fairness and disclose information appropriately.



Nikon Code of Conduct

Column

Activities Aimed at Raising Employees' Sustainability Awareness

The Nikon Group publishes a quarterly newsletter in 14 languages covering sustainability-related activities and news within and outside the Group, aiming to raise sustainability awareness among employees. The Nikon Group Sustainability Photo Contest is an annual event under the theme of sustainability. We feature the winning entry on the cover of this report, as in the previous year.

The Nikon Group portal site has a sustainability page, which includes articles on the basic approach, system, targets, and status of Group activities. The site also publicizes upcoming events. In fiscal year 2024, we created an English-language version of the website, available to employees at Group companies outside Japan.

In Japan, we held events that included a series of discussions about initiatives at various workplaces to raise awareness of the connection between one's work and sustainability. In fiscal year 2024, we held a total of six events. Guests included employees involved in the planning and commercialization of the premium exterior model of the Z fc mirrorless camera in collaboration with HERALBONY. Guests also included employees of the Materials & Advanced Research Laboratory, which researches cutting-edge materials and technologies.

Newsletter sent to all Nikon Group employees

