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Employees' Health and Safety

Basic Approach

The Nikon Group believes ensuring the health and safety of everyone working within the Group leads to higher productivity. Based on this belief, we give top priority to creating comfortable work environments offering health and safety to all workers, including employees of temporary agencies and contractors.

Nikon Group Health and Safety Policy

The Nikon Group Health and Safety Policy includes the Health and Safety Declaration, which sets out the basic approach above and sets three basic policies. We devise health and safety activities each fiscal year, consisting of indicators, targets, and action plans for each basic policy. The Central Health and Safety Committee Meeting, chaired by the Officer and General Manager of Group Governance & Administration Division, deliberates on and approves these activities.

The Sustainability Committee, which includes Executive Committee members, is reported to on basic policies and health and safety activities approved by the Central Health and Safety Committee Meeting.

Nikon Group Health and Safety Policy
— Aiming to Achieve Vision 2030

Central Health and Safety Committee Meeting

● Health and Safety Declaration

We will create workplaces where everyone across the Nikon Group can work in good health and safety while fostering an enriched spirit. Furthermore, each employee will take a proactive, self-directed approach to their work to help the Nikon Group achieve our goal of becoming a key technology solutions company in a global society where humans and machines co-create seamlessly.

● Basic Policy

1. Protect and Improve Employee Health (Enhancing Health Literacy)
We will establish a framework that enables each employee to recognize the importance of physical and mental health and take proactive action to support their well-being.
2. Create a Vibrant Workplace Environment (Enhancing Comfort and Communication)
We will create a pleasant and rewarding work environment through promoting mutual understanding, trust, and a sense of unity.
3. Improve Safe and Secure Working Environments (Ensuring Compliance and Thorough 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.
We will share Nikon Group safety activities and accident case studies from around the world and deploy recurrence prevention measures globally.

Strategy

Risk

Situations such as 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. Such circumstances may result in a further loss of productivity and loss of social credibility, leading to a decline in business performance and corporate brand value.

Opportunities

Employees improve their own health literacy through various health checkups, health guidance from occupational health nurses, and various trainings and seminars. Voluntary participation in health and safety activities, such as health events, risk assessments, and patrols, helps employees feel safer and more confident about health and safety and increases motivation for work. This results in increased employee productivity and helps us to fulfill our business plans.

Strategy

We familiarize all Group employees in and outside Japan with the Nikon Group Health and Safety Policy and the health and safety activities decided upon for each fiscal year. We provide health literacy and health and safety training as part of our health and safety activities, encouraging employees to take steps independently. We also gather information from business facilities in Japan and Group companies on their activities and training, sharing good practices with Group companies in and outside Japan.

In addition to the company-wide annual plan developed by the Central Health and Safety Committee Meeting, each business facility's Health and Safety Committee develops a separate annual plan.

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Central Health and Safety Committee Meeting

Besides the legally mandated workplace Health and Safety Committees, the Nikon Group also has a Central Health and Safety Committee Meeting to serve as the highest decision-making and oversight body for important matters related to health and safety.

The Central Health and Safety Committee Meeting is chaired by an officer serving as the General Manager of the Group Governance & Administration Division. The General Manager of the Human Resources Department, the General Manager of the Administration 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 Group manufacturing companies and the executive director of the Nikon Health Insurance Society also attend as observers.

The committee meeting assesses and verifies reports from the various committees described below and the overall status of risk management, as well as the results of these efforts, including the percentage of findings in regular medical checkups, stress check results and high-stress employee rates, and the occurrence of occupational accidents.

Based on the Nikon Group Health and Safety Policy, the committee meeting discusses and approves health and safety activities (indicators, targets, and action plans) for the next fiscal year, deploying said efforts to the Nikon Group. The health and safety committees of each business facility prepare and implement annual plans according to business operations, production facilities, and other facility conditions.

*Chapter 11, Article 57 Health and Safety of the collective bargaining agreement that the Company has with the Nikon Labor Union states that the Company and the union shall discuss health and safety issues when necessary.

Company-Wide Annual Plan								○ Overall	● Health	● Safety
	FY2026									
	1 Q		2Q		3Q		4Q			
Events	Health and Safety Awards	Safety Week	Liaison Meeting for the Nikon Group in Japan	National Occupational Health Week	Year-End and New Year Zero-Accident Campaign	Liaison Meeting for the Nikon Group in Japan	Central Health and Safety Committee Meeting			
	Health and Safety Officer Meetings (at least once per quarter); Health Promotion Committee Meetings (at least once per year, in collaboration with the Health Insurance Society)									
Activities	Health checkups, follow-ups for employees who have not undergone examinations, post-checkup measures, and recommendations for medical consultations									
	Physician consultations in person and online, individual counseling, and internal and external consultation support services (measures available as needed)									
	Health monitoring of employees subject to excessive working hours (written surveys), occupational physician consultations (monthly), and supervisor interviews (measures available as needed)									
	Regular on-site inspections (Health and Safety Committee members and workplaces) and special on-site inspections (inspections of business facilities under the jurisdiction of business facility managers and health and safety divisions)									
Training	Health guidance, recommendations for medical consultations, and health education provided by occupational health nurses (company-wide and business facilities in Japan)									
	New-hire training, basic health and safety training, and specialized training programs									
Surveys	Work environment measurements at locations using organic solvents, specified chemical substances, and other materials (once every six months)									
	Verification of new chemical substance introductions (chemical risk assessments conducted) and new equipment installations (equipment and work risk assessments conducted)									
	Case reviews conducted following a disaster; hazard identification and countermeasure implementation through internal reporting formats; execution of improvement processes in accordance with established procedures; and sharing of incident cases and corrective actions									
	Surveys on the status of regulatory filings (verification of government filings, reporting documents, and legally required inspection records)									
	Workplace hazard risk assessments (work risk assessments conducted)				Chemical substance assessments					
	Fiscal year-end survey*									

*Verification of health and safety management systems, work environment management (including labeling), work management, and health management

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● Fiscal Year 2026 Health and Safety Activities

Basic Policy 1. Protect and Improve Employee Health (Enhancing Health Literacy)

Evaluation Indicators: Medical consultation rate for employees identified as needing treatment; lifestyle disease risk factors^{*1}

Indicators	Fiscal Year 2026 Targets	Action Plans	Fiscal Year 2025 Results	
Medical consultation rate for employees identified as needing treatment	Improve medical consultation rates	•Health guidance and recommendations for medical checkups by occupational health nurses •Notification via supervisors when consultations with an occupational physician is required	70.0%	
Lifestyle disease risk factors •Healthy weight maintenance rate (BMI between 18.5 and 24.9) •Smoking rate (percentage of habitual smokers) •Exercise habit rate (percentage of employees exercising at least twice per week for 30 minutes or more per session) •Sufficient sleep and rest rate (percentage of employees who obtain adequate rest through sleep) •Alcohol-related health risk rate (percentage of employees whose alcohol consumption or frequency increases the risk of lifestyle-related diseases)	Improve at least one of the five indicators	•Health education and health-related events •Distribution of health information (in coordination with health insurance association) •Health management to prevent overwork	Healthy weight maintenance rate	66.3%
			Smoking rate	15.5%
			Exercise habit rate	23.3%
			Sufficient sleep and rest rate	70.9%
			Alcohol-related health risk rate	8.9%

^{*1} The first year covers Nikon only. The Nikon Group in Japan will be included beginning in fiscal year 2027. Medical consultation rates cover employees classified under Category D in regular health checkups conducted from January to December 2026 and identified by occupational physicians or other professionals as needing treatment.

Basic Policy 2. Create a Vibrant Workplace Environment (Enhancing Comfort and Communication)

Evaluation Indicators: Percentage of employees with high stress levels; average scores for *Energy and Fulfillment in Work*^{*2}

Indicators	Fiscal Year 2026 Targets	Action Plans	Fiscal Year 2025 Results	
Rate of employees with high stress levels	Below the national average	•Workplace environment improvements •Encourage use of consultation services for physical and mental health concerns and support balancing treatment and work •Mental health training (self-care and line-care training) •Monitoring of work engagement, presenteeism, and absenteeism	Rate of employees with high stress levels	13.8
Average <i>Energy</i> score *Stress check questions: "I have been very active," "I have been full of energy," or "I have been lively"	Maintain or improve average scores		Average <i>Energy</i> score	2.9
Average <i>Fulfillment in Work</i> score *Stress check questions: "My job is worth doing"			Average <i>Fulfillment in Work</i> score	3.0

^{*2} Covers Nikon only.
The percentage of employees with high stress levels is compared with the national average published by the stress check service provider. *Energy* and *Fulfillment in Work* scores use a five-point evaluation scale based on the Ministry of Health, Labour and Welfare conversion table. Scores closer to 5 indicate better conditions, while scores closer to 1 indicate greater challenges.

Basic Policy 3. Improve Safe and Secure Working Environments (Ensuring Compliance and Thorough Safety Management)

Evaluation Indicator: Annual number of occupational accidents attributable to work or related to the performance of work^{*3}

Indicators	Fiscal Year 2026 Targets	Action Plans	Fiscal Year 2025 Results	
Occupational accidents attributable to work or related to the performance of work	60 cases or fewer	•Thorough risk assessments (legal compliance, operations, equipment, and chemical substances) •Safety education •Sharing of occupational accident cases and measures	Occupational accidents:	43
			- Japan	17
			- Overseas	26

^{*3} Covers Nikon Group companies.

Workplace Health and Safety Committees

Each Japanese Nikon Group business facility establishes a Health and Safety Committee and conducts on-site inspections and 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. Certain activities are also shared through the Liaison Meetings below and rolled out across other business facilities as appropriate.

Nikon Health and Safety Officer Liaison Meeting

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

Nikon Health Management Meeting

Occupational health nurses from the Nikon Head Office and each plant hold these meetings quarterly. We regularly share the progress of health checkups, post-examination follow-up actions, the utilization of stress check results, and the operational status of various health initiatives, and strive to enhance company-wide health management.

Health Promotion Committee

Occupational health nursing staff from the Nikon Head Office and each plant meet with the Nikon Health Insurance Society and share information and issues at least once a year and work together to strengthen health initiatives.

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Health and Safety Liaison Meeting for Group Companies in Japan

Health and safety liaison meetings attended by health and safety staff (including managers) from Group companies in Japan are held at least once semi-annually.

The Liaison Meeting verifies progress against the company-wide annual plan, reviews performance against various indicators, and shares information on health and safety activities conducted across the Nikon Group in Japan. Through these activities, the Liaison Meeting examines measures that effectively maintain and improve employee health and well-being and help prevent occupational accidents. The Nikon Health Insurance Society also participates to introduce the use of the Child and Childcare Support Contribution System and the My Number Card.

Risk Management

Nikon makes improvements to employee health and safety risks through the activities described below and reports results to the Central Health and Safety Committee Meeting.

Sendai Nikon Corporation, Nikon (Thailand) Co., Ltd., and Nikon SLM Solutions AG (Germany) have received ISO 45001 (international standard for occupational health and safety management systems) certification.

On-Site Inspections

The Nikon Group in Japan conducts on-site inspections as part of risk management efforts to prevent occupational accidents by addressing unsafe conditions in equipment and work environments, as well as unsafe work practices, at an early stage.

The Health and Safety Committees conduct regular monthly joint labor-management on-site inspections, as well as special on-site inspections during events and other activities. The Nikon Group organizes issues identified through these inspections, including

the status of corrective measures and recurrence prevention efforts, and shares this information through the Health and Safety Committees of each business facility to support continuous improvement in safety and health activities.

Legal Research

The health and safety, facilities management, and environmental management divisions ("corporate administration divisions") conduct joint on-site inspections of all plants and Group manufacturing companies in Japan to make improvements. The results of on-site surveys and improvement status are also reported annually to Audit and Supervisory Committee Members.

Chemical Substance Management

Departments that use or store chemical substances subject to applicable laws and regulations must prepare a chemical substance risk assessment based on Safety Data Sheets (SDSs) and the three pillars of occupational hygiene management (work management, work environment management, and health management). These departments must submit the assessment to the corporate administrative divisions for approval before introducing the relevant chemical substances. After introduction, the Health and Safety Section of the Human Resources Department also conducts regular on-site checks of usage and storage conditions and implements corrective measures as needed.

Responses to Occupational Accidents and Incidents

Accidents that occur at Nikon 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 facility.

In particular, when a work-related accident or incident occurs that is highly attributable to work or the performance of work, and the incident falls within the Nikon Group's KPIs, the business facility concerned submits the Worker's Measures Confirmation Sheet and the Work Risk Assessment (Reassessment), which summarize measures to prevent recurrence, upon implementation of those 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.

Workplace Risk Identification

Every year, the entire Nikon Group in Japan conducts this identification, targeting business processes where accidents happen frequently, as well as the types of accidents that occur frequently.

Following a high number of slip, trip, and fall accidents in fiscal year 2024, we reconfirmed related risks and strengthened countermeasures in fiscal year 2025. We addressed unsafe conditions and behaviors, resulting in only two KPI-related slip,

● FY2025 Work Risk Assessment: Fall-Related Accident Risks and Mitigation Examples
(Excerpt from materials presented at the Central Health and Safety Committee Meeting on March 3, 2026)

Type of Measure	Number of Risks Identified	Examples of Measures
Engineering Measures	233	Steps with handrails, elimination of elevation differences on slopes, wider work platforms, adequate lighting, corner mirrors, stop lines, installation of drain pans (to prevent wet floors caused by condensation)
Administrative Measures	367	Establishment of cable-routing areas, setting designated storage locations for tools and workpieces, disposal of unnecessary equipment and materials, training on the proper use of truck steps, heavy equipment training, KYT (hazard prediction) training, slip, trip, and fall prevention training
Protective Equipment Measures	200	Safety helmets, electrostatic safety shoes, knee pads, grip gloves, Inspection of helmet chin straps for fraying, fall-protection belts for wear, and soles for damage

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trip, and fall accidents (nine cases in the previous fiscal year).
In fiscal year 2026, we will conduct awareness activities based on accident cases to reduce (1) accidents involving temporary employees with limited work experience, accidents involving employees in research and development, and KPI-related accidents in non-routine operations and (2) slip, trip, and fall accidents associated with general occupational and commuting accidents.

Main Initiatives

Maintaining and Improving Employee Health

The Nikon Group provides multifaceted health support to help each employee maintain and improve physical and mental health. These efforts include health guidance from occupational health nursing staff following regular health checkups, individual counseling, smoking cessation initiatives, and health literacy education. One such example is the Health Up at 35 Seminar, which helps participants establish regular exercise habits and strengthen mental health self-care. Other examples include walking events that support employee health while encouraging employees to build relationships with one another. In recent years, Nikon has also provided education and consultation systems that address sex-specific health issues and life-stage changes, including women's health management and menopause, while working to deepen understanding among employees.

Health Management for Excessive Workloads

Nikon manages excessive workloads using standards that exceed legal requirements. These standards stipulate that employees working 40 or more hours of overtime and holiday hours per month must submit a health condition survey form. Additionally, their supervisors submit a written opinion from their own point of view on the employee's health and include measures to reduce future workload. Occupational physicians review all submitted health

condition survey forms and written opinions from supervisors. The physicians also conduct consultations with employees and supervisors when necessary to confirm that employees are not experiencing excessive fatigue or stress due to excessive workloads. Any employee can request a consultation. All employees who work 80 hours or more of overtime and holiday hours 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.

Mental Health Care and Active Communication

Nikon has established the Mental Health Promotion Plan that covers not only support for employees experiencing mental health issues, but also initiatives to encourage active communication in the workplace. Counselors provide counseling sessions for all new employees, including mid-career hires, while managers receive individual consultations and guidance from occupational health nurses to strengthen line care.
In fiscal year 2025, Nikon used the New Brief Job Stress Questionnaire for stress checks and conducted a work engagement survey while also providing feedback and education on group analysis results to workplace managers. We also provided mental health care and enhanced assertive communication training for everyone working within the Nikon Group in Japan.

Top Indicators of Regular Medical Checkups in Nikon

Indicator ^{*1}	2021	2022	2023	2024	2025
Rate of abnormal findings in regular medical checkups ^{*2}	50.0%	47.9%	48.7%	49.8%	46.6%
Healthy weight maintenance rate (BMI) ^{*3}	66.8%	66.6%	66.8%	66.9%	66.3%
Smoking rate ^{*4}	16.4%	16.0%	15.6%	15.2%	15.5%
Exercise habit rate ^{*5}	20.8%	23.5%	22.4%	22.4%	23.3%
Sufficient sleep and rest rate ^{*6}	74.3%	70.4%	71.3%	69.9%	70.9%
Alcohol-related health risk rate ^{*7}	—	—	—	—	8.9%

^{*1} Indicators are based on the Ministry of Health, Labour and Welfare's *Standard Health Checkup and Health Guidance Program* (FY2024 Edition).
^{*2} Ratio of findings to the number of persons receiving company sponsored medical checkups. A "finding" is a person whose medical checkups results are other than normal.
^{*3} Percentage of employees with a BMI between 18.5 and 24.9.
^{*4} Percentage of habitual smokers.
^{*5} Percentage of employees exercising at least twice per week for 30 minutes or more per session.
^{*6} Percentage of employees who obtain adequate rest through sleep.
^{*7} Percentage of employees whose alcohol consumption or frequency increases the risk of lifestyle-related diseases Calculation of the alcohol-related health risk rate began in 2025.

Recognized as a 2026 Outstanding Organization of KENKO Investment for Health

In March 2026, Nikon received certification as a 2026 Outstanding Organization of KENKO Investment for Health in recognition of our wide-ranging initiatives to maintain and improve employee health.



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Smart Life Project

Nikon participates in the Ministry of Health, Labour and Welfare's Smart Life Project and carries out initiatives aimed at extending healthy life expectancy. Through these efforts, we will continue working to maintain and further improve employee health.

Note: The medical checkup rate in fiscal year 2025 was 100%, as in the previous year (excluding employees on leave, etc.).



Health and Safety Training

As in previous years, in fiscal year 2025, we conducted safety training 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.

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.

Health and Safety Awards

The Nikon Group in Japan strives to improve safety management standards through health and safety education and risk assessments. We also established an award system for individuals and departments that excel in health and safety activities to raise employee awareness and engage the workplace.

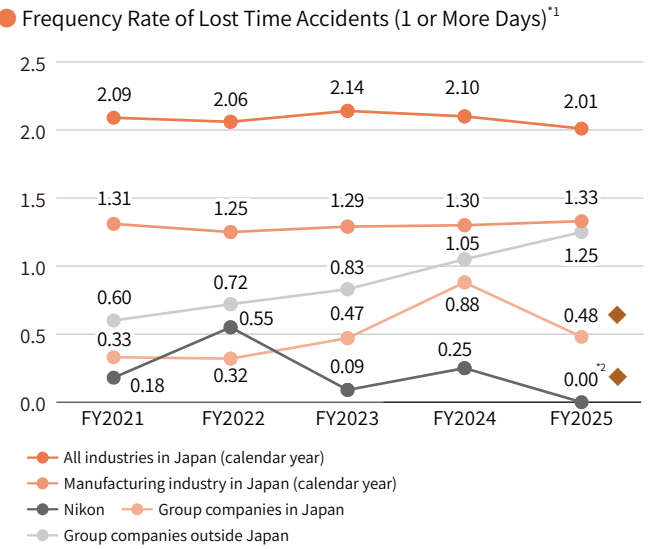
In fiscal year 2025, we awarded projects that implemented effective KYT (hazard prediction training) through the distribution of self-produced content on digital signage.

Health and Safety at Group Companies Outside Japan

At Group companies outside Japan, we work to prevent occupational accidents using each company's 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.

Group companies outside Japan reported a total of 55 occupational accidents in fiscal year 2025. Of these reported cases, 26 fell within our KPI criteria. Many of these cases involved cuts and abrasions or contact with hazardous substances. To prevent recurrence, the Group has focused on work procedures, education and awareness regarding the use of personal protective equipment, and KYT (hazard prediction) activities.

Nikon Group Occupational Accidents



^{*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.

^{*2} Nikon reported zero lost-time injuries in fiscal year 2025.

Notes:

1. There were 22 Group companies in Japan in fiscal year 2025, including 17 consolidated subsidiaries, 1 non-consolidated subsidiary, and 4 affiliated companies.

2. There were 55 Group companies outside Japan in fiscal year 2025. We calculate frequency rates from the total deemed working hours.

◆ : Values in Data Index assured by a third party

● Annual Number of Occupational Accidents Attributable to Work or Related to the Performance of Work

	FY2021	FY2022	FY2023	FY2024	FY2025
Nikon Group	21	27	52	59	43

Notes:

1. Values until fiscal year 2022 represent only the Nikon Group in Japan.

2. Target by fiscal year 2025: 60 cases or fewer.

3. There were 22 Group companies in Japan in fiscal year 2025, including 17 consolidated companies, 1 non-consolidated companies, and 4 affiliated companies. There were 55 Group companies outside Japan.

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Severity Rate of Lost Time Accidents (1 or More Days)^{*1}

	FY2021	FY2022	FY2023	FY2024	FY2025
All industries in Japan (calendar year)	0.09	0.09	0.09	0.09	0.09
Manufacturing industry in Japan (calendar year)	0.06	0.08	0.08	0.06	0.07
Nikon	0.00	0.01	0.00	0.01	0.00 [†] ◆
Group companies in Japan	0.00	0.00	0.00	0.02	0.00 ◆
Group companies in Europe	0.08	0.03	0.06	0.09	0.05
Group companies in the Americas	0.00	0.00	0.01	0.00	0.00
Group companies in Asia/Oceania	0.00	0.00	0.00	0.01	0.01
Nikon Group (total)	0.01	0.01	0.01	0.02	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.
^{*2} Nikon reported zero lost-time injuries in fiscal year 2025.
Notes:
1. There were 55 Group companies in Japan in fiscal year 2025, including 17 consolidated companies, 1 non-consolidated company, and 4 affiliated companies.
2. There were 62 Group companies outside Japan in fiscal year 2025. We calculate severity rates from the total deemed working hours.
3. A rate of 0.00 indicates a rate of less than 0.005.
◆: Values in Data Index assured by a third party

Collaboration 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

Fiscal Year 2025 Nikon Group Health and Safety Activities

Basic Policy	Examples of Activities Figures represent the number of participating employees, including temporary agency employees. Figures in parentheses represent the number of participating employees from contractor companies.
1. Protect and Improve Employee Health (Enhancing Health Literacy)	General: regular health checkups, occupational physician consultations, influenza vaccinations, distribution of wellness information, sports activities • Japan: Health Up at 35 Seminar: 158; smoking cessation seminar: 350; gut health event: 90 (6); heatstroke prevention seminar: 38; InBody measurements and consultations: 98 • Europe: gym membership subsidies: 124; bicycle leasing program: 98; ergonomics consulting training: 584; breast cancer awareness campaign: 54 • Americas: wellness seminars: 338; Wellness Wednesday: 80; health insurance information sessions: 180; Pilates: 40 • Asia: health education: 131; musculoskeletal survey (risk assessment): 235; city cycling event: 20; laser tag: 128
2. Create a Vibrant Workplace Environment (Enhancing Comfort and Communication)	General: management newsletters, town hall meetings, communication enhancement seminars, EAPs^{*1}, fruit baskets (fruit provided in break rooms) • Japan: mental health training: 518; line care training: 465; basic anger management training: 656 (4); Kids Day (a workplace tour for employees' children) :150; women's menopause seminars: 320 (1); men's menopause seminars: 374 (1); walking events: 110; year-end workplace cleanup and community cleanup activities: 440 • Europe: 360-degree feedback (management) / 180-degree feedback (employees) process: 514; training on dialogue and communication enhancement: 33; activities related to International Women's Week (IWW): 570 • Americas: soft shutdown ^{*2} : 200; new employee welcome event: 203; healthy snack program: 43 (3); ongoing WVPPs ^{*3} : 279 (7) • Asia: one-on-one meetings (monthly): 55; women's health webinar: 16; efforts to raise awareness of mental health (conducted on R U OK Day): 55
3. Improve Safe and Secure Working Environments (Ensuring Compliance and Thorough Safety Management)	General: safety committees, safety patrols, health and safety training, risk management training, fire drills, evacuation drills, and first aid • Japan: new-hire training: 586 (5); supervisor training: 114; training, etc., for workers handling organic solvents: 139; training, etc., for protective equipment administrators : 411; falling accident risk measurement meetings: 440 (3); traffic safety workshops: 4,447 (12); comprehensive disaster preparedness drills, basic lifesaving training, etc.: 6,162 (276) • Europe: periodic inspections conducted by safety managers and other personnel (four times per year): 281; annual safety training: 656 (2); forklift operator training: 8 • Americas: health and safety awareness newsletters: 690; laser safety training, etc.: 232; ongoing SMBWA ^{*4} safety audits: 200 • Asia: occupational hazard prevention training: 180; safety training for contractors (mechanical, electrical, and chemical safety): (885); hazardous waste and chemical substance spill evacuation drills: 12

^{*1} Employee Assistance Program (EAP)
^{*2} Soft shutdown: An initiative that encourages employees to slow down work activities and refresh during summer and winter holiday periods to support work-life balance
^{*3} Workplace Violence Prevention Plans (WVPP; California Workplace Violence Prevention Program)
^{*4} Safety Management By Walking Around (SMBWA): An audit that checks more than 20 items, including safety measures, management procedures, and tools

and cafeteria staff, and health and safety committee 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 and include the safety management items in our master agreements. Procurement departments check with

suppliers on the status of compliance surveys and audits.

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