



2017

NIDEK CSR Report



THE ART OF EYE CARE

Editorial Policy

NIDEK continues its “Eye & Health Care” business globally in order to be a company with *raison d'être* all times. We observe the sentences and spirit of all laws and regulations in Japan and abroad, act with a strong sense of ethics and fairness and contribute to developing a sustainable society.

This NIDEK CSR Report 2017 aims to inform our various stakeholders of about our environmental and social activities and covers information in FY 2016.

Guidelines Used as References

ISO26000 “Guidance on social responsibility”
Global Reporting Initiative (GRI) G4 Guidelines

Report Profile and Contact Info.

Report Profile

Report Object:

NIDEK COMPANY LIMITED (NIDEK CO., LTD.)

Headquarters (Hiroishi Plant)

Hamacho Plant (excluding research building)

Tsurugahama Plant

Higashihama Plant

Osawa Plant

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Department of Editorial:

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URL <http://www.nidek.com>



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Corporate Profile

Company Name	NIDEK COMPANY LIMITED
Headquarters	34-14 Maehama, Hiroishi-cho, Gamagori, Aichi 443-0038, JAPAN Phone: +81-533-67-8895
President and CEO	Motoki Ozawa
Established	July 7, 1971 (Initiated: August 8)
Capital	¥461,890,000
Sales	2012: 335.3 (100 million yen) 2013: 372.7 2014: 402.4 2015: 393.3 2016: 393.7
Head Count	1,632 (Men: 1,282 Women: 350) (As of March 31, 2017)

Business Institution

- Plants
Hiroishi, Hamacho, Tsurugahama, Higashihama, Osawa
- Domestic Sales and Service Branch Offices
Sapporo, Sendai, Saitama, Tokyo, Yokohama, Gamagori, Kanazawa, Kyoto, Osaka, Takamatsu, Hiroshima, Fukuoka, Chiba
- Overseas Subsidiaries
NIDEK INC. [USA], NIDEK S.A. [FRANCE],
NIDEK TECHNOLOGIES S.R.L. [ITALY],
NIDEK DO BRASIL [BRAZIL],
NIDEK (SHANGHAI) CO., LTD. [CHINA],
NIDEK SINGAPORE PTE. LTD. [SINGAPORE]
- Overseas Representative Offices
Beijing, Dubai

Business profile

Medical



We provide comprehensive solutions for ophthalmologic practice by developing, manufacturing, and distributing ophthalmic surgical devices, examination and diagnostic devices, and ophthalmic laser. Our products also expand into the medical checkup field.

Optical



We provide products related to manufacturing optimum eyeglasses such as visual acuity measurement, eye glass prescription and lens processing.

Coating



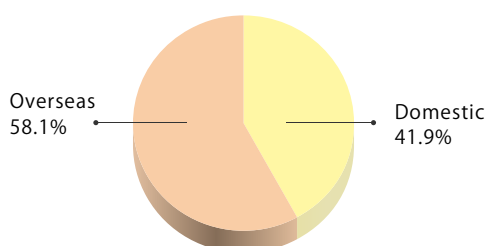
We have cutting-edge technologies, so called "light manipulation," which is the essence of our coating business. We apply anti-glare finish to optical materials, and control the degree of transmittance and reflection of a particular wavelength.

Application of coating technology is diverse, including ophthalmic lenses, telecommunication, automotive, medical, and liquid crystal displays.

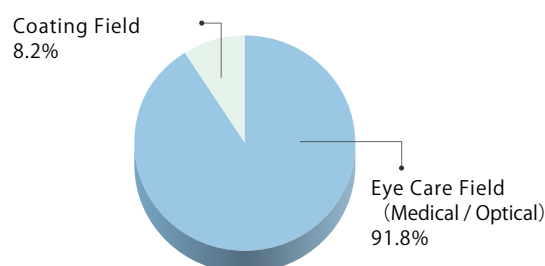


FY 2016 Sales Data

Overseas Export Ratio



Sales Composition



Message from President and CEO



**To be a sustainable
company offering
satisfaction and joy**

President and CEO

Our thoughts since the establishment

On August 8, 2016, we celebrated the 45th anniversary. I would like to express my sincere thanks to all of our stakeholders for the support and patronage.

Since 1971, we have endeavored to be a company that brings "invisible to visible" "visible to recognition" and build the relevant "eye instruments." At present, we are pursuing global business activities based on three fields, Ophthalmology & Optometry, Lens Edging and Coating. Furthermore, we are developing diagnostic devices for the prevention and early detection of disease and surgical devices to provide less invasive surgery. We are also in the process of expanding our business field to regenerative medicine and anti-aging health care products.

Our CSR Efforts in FY 2016

The following are our major CSR efforts.

■ For the quality improvement of IOLs

In FY 2016, we started the project aiming for the good product rate of intraocular lenses (IOLs), and succeeded in the reduction of the failure rate by analyzing various aspects of the process.

■ For women active participation

Based on the Act on Promotion of Women's Participation and Advancement in the Workplace, we reviewed the

existing system. In July 2016, we instituted the leave system to accompany the spouse in order to promote continuous employment.

■ For mental health care

We consider the stress check as an important activity in safety and health and make efforts to prevent mental health problems of the employees. We will continue this stress check and strive to make healthy and comfortable working environment for both mind and body.

Social Contribution through Business

In 2016, many unexpected events occurred globally such as the Brexit and US presidential election.

In any case, we need to become a company that can adapt to rapid changes in this "VUCA WORLD" (VUCA: volatility, uncertainty, complexity, and ambiguity). To that end, we need to create a corporate climate and culture to be able to respond to the ever-changing situation.

We are committed to becoming a company that ultimately gains trust from the society and provides solutions which will satisfy our customers.

We will continue to make further efforts as a company playing an active role to make the better society.

◆ NIDEK Corporate Conduct Charter

NIDEK continues its "Eye & Health Care" business globally in order to be a company with raison d'être all times. We observe the sentences and spirit of all laws and regulations in Japan and abroad, act with a strong sense of ethics and fairness and contribute to developing a sustainable society.

1. Respect for human rights

We respect human rights of all the people. We do not give discriminatory treatment, undermine human dignity, or allow child labor and forced labor.

2. Promote the transparent corporate activities

We communicate with various stakeholders, disclose corporate information appropriately and promote the high corporate activity of transparency level.

3. Security of safe and quality products and service

We seek to create new values for healthy and comfortable life of people, provide safe and high quality products and services and try to obtain satisfaction and reliance from our customers.

4. Proactive environmental responsibility

We recognize the importance of global and regional environment preservation and continue to improve activities to contribute to formation of a recycling society.

5. Harmony with society

We strive to promote social responsibility program actively as good corporate citizens and be harmonized with the local community. In addition, we respect international cultures and customs and hopefully contribute to development of the region.

6. Create a sound and comfortable workplace environment

We secure the safety and health of our employees in their workplace and establish an ideal working environment in order to bring about economic, mental and temporal comfort and affluence to our employees.

7. No relationship with anti-social forces

We do not have any relationship with anti-social forces, and resolutely deal with undue demands by working with specialized external agencies.

The top management of NIDEK recognizes the realization of the spirit of our Corporate Charter is their responsibility. Management will show a good example and raise awareness of the Charter to our employees. If incidents contrary to the principles of this charter occur, top management themselves must show the posture of solving problems, investigate the cause and strive to prevent recurrence.

This corporate conduct charter is the foundation of our company's CSR activities. It is described in various tools including a compliance manual, corporate philosophy booklet, websites, etc. so that the employees can check at any time.



(Left): The booklet "NIDEK Spirit" that summarizes the corporate philosophy. All employees own it.

(Center): The compliance manual that summarizes compliance regarding our corporate activities.

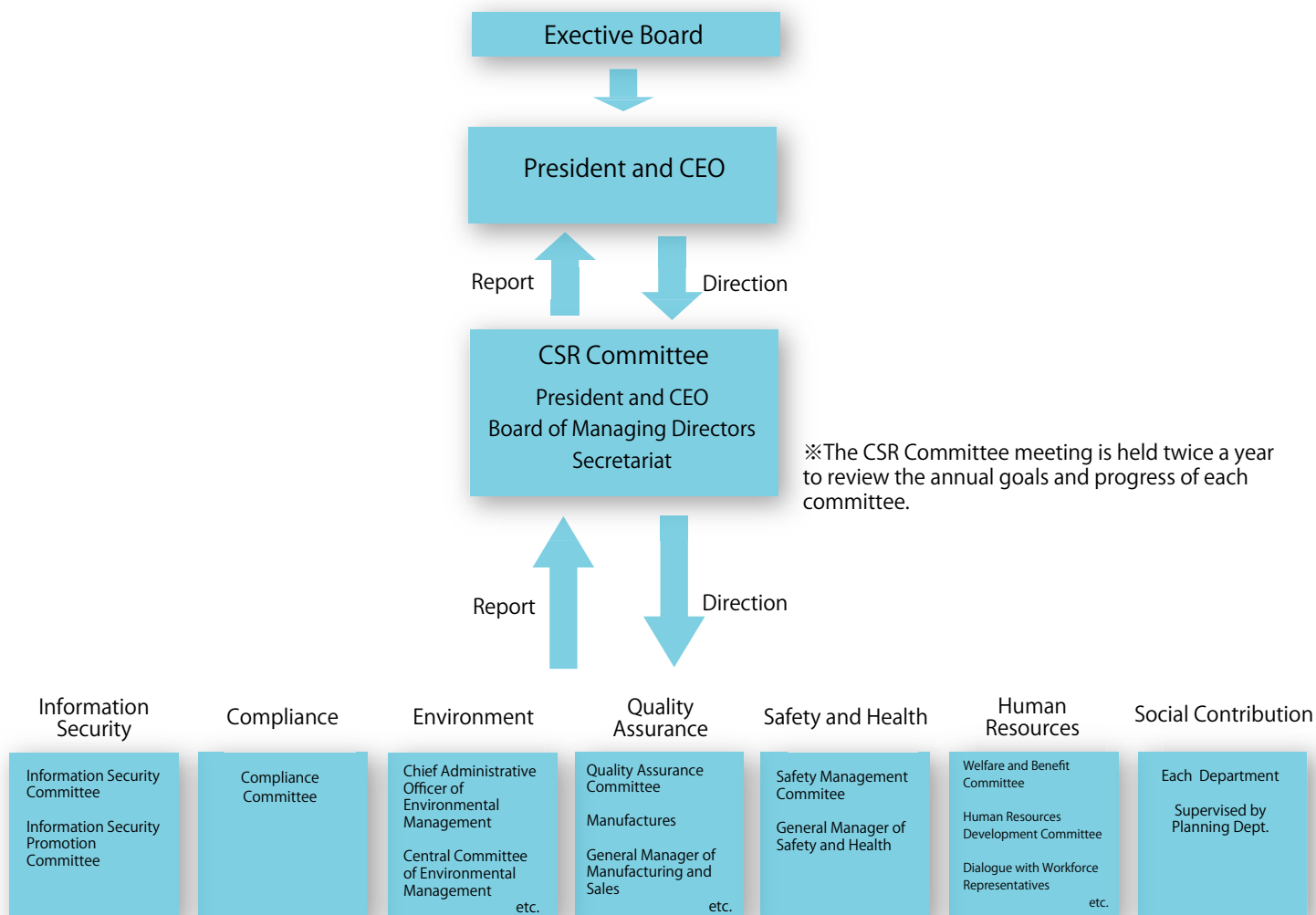
(Right): The poster of NIDEK Conduct Policy put up at all our workplaces.

We establish the CSR Committee to build a good relationship with all stakeholders through CSR activities that are consistent with our business in order to remain the reliable and sustainable company.

Roles of CSR Committee

1. Making and planning CSR policies and activities
2. Monitoring and supervising the status of the execution of CSR activities
3. Managing the internal and external disclosure of CSR-related information and conducting public hearing activities
4. Providing education and enlightenment of CSR
5. Resolving CSR-issues and conducting necessary investigation or requesting the relevant departments to investigate
6. Taking corrective action in CSR and reporting the results
7. Coordinating the efforts and outcomes of CSR-related committees and departments

Chart of CSR governance



CSR Targets and Results

We set targets for CSR activities every fiscal year. Results and achievements are reviewed and evaluated by CSR Committee and then reflected to the targets in the next fiscal year.

Targets, results, and achievements in FY 2016 and targets in FY 2017 are as follows.

◆ CSR targets and results in FY 2016

Theme	Main targets	Main results and achievements
Information Security	<ul style="list-style-type: none"> ● Keep the certification of registration of ISO 27001 ● Enhance the awareness of the employees based on the current condition analysis by the external organization. 	<ul style="list-style-type: none"> ● Obtained the certification of registration of ISO 27001 also in FY 2016 ● Formulated new rules and created the "Information Security Handbook"
Compliance	<ul style="list-style-type: none"> ● Provide compliance education programs by job class and job category ● Enhance the education relating personal information protection 	<ul style="list-style-type: none"> ● Provided compliance training programs by job class and job category ● Provided an education to eliminate the relationship with anti-social forces and created a check flowchart ● Provided training programs about personal information protection
Environment	<ul style="list-style-type: none"> ● Review relevant laws and regulations, and action to be taken ● Apply eco-design to new products ● Comply with REACH regulations, RoHS II directive categories 8 ● Reduce energy usage volume in unit per sales (1% reduction over FY 2015) ● Reduce waste disposal volume in unit per sales (3% reduction over FY 2015) ● Proper control of chemical substance ● Minimize significant environmental aspects 	<ul style="list-style-type: none"> ● Reviewed relevant laws and regulations (international: 221 cases, Japan: 528 cases) ● Carried out product assessment for 2 new products ● Conducted RoHS audits for 3 companies ● Failed to achieve the reduction of energy usage volume in unit per sales (achievement status : 99.0%) ● Total amount of waste: 272.0 t per year (FY 2015: 316.7 t) ● Final waste: 1.1 t per year (FY 2015: 1.8 t)
Quality Assurance	<ul style="list-style-type: none"> ● Confirm the achievements of the QMS reconstruction ● Stabilization of intraocular lenses (IOLs) ● COPQ: 2.0% of sales 	<ul style="list-style-type: none"> ● Ensured double check by each department and triple check by Quality Assurance Department ● Reviewed the internal audit system and reconstructed the CAPA process ● Introduced quality engineering to stabilize the good-quality product rates of IOLs ● COPQ: 1.7% of sales
Safety and Health	<ul style="list-style-type: none"> ● Eliminate work-related injuries and illness and raise the awareness of occupational safety ● Continue the health-promoting activities ● Road safety: keep zero fatalities and reduce the work-related accidents due to the employees' responsibility ● Enhance the response system at the disaster and raise the awareness of disaster prevention 	<ul style="list-style-type: none"> ● Reduced the work-related accidents to 3 (down 7 from FY 2015) and increased the commuting accidents to 12 (up 5 from FY 2015) ● Conducted the risk prediction training ● Conducted the health-promoting activities ● Achieved zero fatalities. Reduced the work-related accidents to 46 (down 10 from FY 2015) ● Conducted the emergency drill and life-saving training

Human Resources	<ul style="list-style-type: none"> ● Review the training programs ● Use external lecturers and strengthen the involvement of committee members to the training ● Consider training programs for next-generation leaders ● Promote club activities 	<ul style="list-style-type: none"> ● Provided training programs by age and position by external lecturers ● Completed the development training plans for next-generation leaders ● Introduced club activities to the newcomers
Social Contribution	<ul style="list-style-type: none"> ● Continue the "Eco Cap Movement" (target: 240,000 caps per year)) ● Collect used stamps throughout the company (1.2 kg per year) ● Promote social contribution activities by clubs 	<ul style="list-style-type: none"> ● Collected 193,242 caps ● Donated 1,111 grams of the collected used stamps to General Support Center for the Visually Handicapped ● 8 clubs out of 12 clubs participated in social contribution activities

◆ CSR targets in FY 2017

Theme	Main targets
Information Security	<ul style="list-style-type: none"> ● Keep the certification of registration of ISO 27001 ● Implement the new rules for information security and visualize the information assets ● Continue information security education using the e-learning system
Compliance	<ul style="list-style-type: none"> ● Provide education programs about labor management ● Take measures to correspond the revision of Act on the Protection of Personal Information ● Provide education programs about confidentiality ● Consider the introduction of education programs about research ethics
Environment	<ul style="list-style-type: none"> ● Apply eco-design to new products ● Eliminate harmful and banned substances subject to REACH regulations and RoHS directive and promote RoHS audit for business partners ● Reduce energy usage volume in unit per sales (1% reduction over FY 2016) ● Reduce waste disposal volume in unit per sales (3% reduction over FY 2016) ● Proper control of chemical substance ● Minimize significant environmental aspects (reduce CO₂ emission, noises, and vibration)
Quality Assurance	<ul style="list-style-type: none"> ● Quality assurance for customers ● Confirm the continual improvement and establishment of QMS ● COPQ: 1.6% of sales ● Update the register of the ISO 9001 certification
Safety and Health	<ul style="list-style-type: none"> ● Eliminate work-related injuries and illness and raise the awareness of occupational safety ● Conduct stress check, enhance the mental health measures, and continue health-promoting activities ● Road safety: keep zero fatalities and reduce the work-related accidents due to the employees' responsibility to less than 36 ● Enhance the response system at the disaster and raise the awareness of disaster prevention
Human Resources	<ul style="list-style-type: none"> ● Provide the development training programs for next-generation leaders ● Provide the training programs to improve business ability (marketing and numerical analysis) ● Promote club activities and increase the new members
Social Contribution	<ul style="list-style-type: none"> ● Continue the "Eco Cap Movement" (target: 200,000 caps per year) ● Collect used stamps throughout the company (1.2 kg per year) ● Publicize and promote social contribution activities by clubs



Feature
Story
1

The 45th anniversary Anniversary Event History

◆ Attitude toward the anniversary year

Since the foundation in 1971, NIDEK has held anniversary events every 5 years.

The events include a donation to our hometown Gamagori as a token of our thanks for many years. We also organize some events for employees and their family based on the belief of "human resources are important asset" including company trip and anniversary commemoration ceremony.

◆ The 45th-anniversary ceremony

We celebrated our 45th anniversary on August 8, 2016, and held the commemoration ceremony at the hall in the headquarters on August 10.

At the ceremony, Motoki Ozawa, President and CEO, looked back on the 45-year history since the foundation and had an announcement on the plan toward the next 50th anniversary.

The employees enjoyed video messages from overseas subsidiaries and the performance of local Japanese drum team "Umitsubame".



◆ Committee for the 45th-anniversary

The committee consists of about 10 members who are appointed among the employees.

To make the anniversary events successful, the members had an active discussion on how to provide an interesting and enjoyable event for all employees.

◆ Anniversary Trip to Hawaii

Since the 10th anniversary in 1981, the company trip to Hawaii has been organized for all employees and their family. This trip event is intended to improve motivation and encourage communication among the employees.

At the time of 1981, traveling abroad was still uncommon, and it was taken up in the local media.

In 2017, the 45th-anniversary trip to Hawaii was held



from early June to early July and the employees and their family who participated in the trip divided into 8 groups.

Anniversary Donation

15th and 20th Anniversaries

Donated ophthalmic surgical microscope to Gamagori City Hospital.

25th Anniversary

Donated the following ophthalmic surgical systems to Gamagori City Hospital.

- Excimer Laser System EC-5000
- Ultrasound cataract surgical device (CV - 12000)
- Corneal Analyzer (EyeSys 2000)



EC-5000



CV-12000

30th Anniversary

Donated a dual-purpose car for fire-fighting and public relations to Gamagori City.



35th Anniversary

Donated Visual Acuity Meter to Gamagori City and made charitable contributions to Japan National Society for the Prevention of Blindness and Japan Eye Bank Association.

- Donation of Visual Acuity Meter NV-300
20 units were placed in 13 elementary schools and 7 junior high schools in Gamagori City.



NV-300

- Charitable Contributions
Part of sales from the 35th-anniversary commemorative campaign and contributions from employees were donated to Japan National Society for the Prevention of Blindness and Japan Eye Bank Association.



40th Anniversary

Donated a Visual Acuity Meter to the health center in Gamagori City and 50 infusion stands to Gamagori City Hospital.



NV-350

Sponsored the following local groups.

- Japan Disabled Sailing Association
Sponsored the Japan national team participating in the world championships.

- Waterside safety lesson
Sponsored clothed swimming and first aid lessons for 6th graders in the "Lagunasia" pool at the local resort facility LAGUNA Gamagori (currently, LAGUNA TEN BOSCH).



45th Anniversary

Donated a security patrol car equipped with a rotating blue light to Gamagori City, and sponsored the local summer festival by providing big fireworks.



Donation of the patrol car to Gamagori City



Big fireworks in local summer festival

Feature
Story
2

For the healthy environment of the world Nepal school reconstruction

What we can do for people in the world

NIDEK provides a wide variety of products to more than 80 countries around the world based on our core business domain "Eye & Health Care". As a company engaging in medical care, we hope to contribute to the improvement of the healthy life environment for people in the world, and so far, we have actually conducted some activities to support medical and educational sites all over the world.

In recent years, we have carried out initiatives such as donation of used laptop computers, intraocular lenses, and irrigation tubes through NPOs, and assistance for eye examination. Since 2009, we have been rolling out the "Eco Cap Movement", in which collected plastic bottle caps are collected and then exchanged for vaccinations for developing countries.

International contribution activities in recent years



●2011

We provided used laptop computers to some schools in Cambodia through the NPO called Oasis. The photo on the left shows a letter of gratitude received from the training school for elementary teachers.



●2014

We accompanied the surveys and examinations conducted as a part of the joint research of Department of Ophthalmology, Kanazawa Medical University and Muhimbili University of Health and Allied Sciences in Tanzania to support examinations and carry out equipment maintenance.



Photo courtesy of AJMMC

●2013 - 2016

We donated intraocular lenses inserted after cataract surgery, and irrigation tubes used for our ophthalmic surgery system to the NPO called Association Japan Myanmar Mutual Cooperation (AJMMC).



●Ongoing Activity

Since 2009, we have been rolling out the "Eco Cap Movement" to exchange collected plastic bottle caps for vaccines. In FY 2016, 193,242 caps were collected throughout the company and this amount is equivalent to about 240 vaccines.

NIDEK KALIKA HIGH SCHOOL

As part of international contribution, in 2001, we supported to construct a school in Nepal. Built in Sundawati located 150 kilometers east of Kathmandu, the capital of Nepal, the school called "NIDEK KALIKA HIGH SCHOOL" has played a role as an educational site in this area.



NIDEK KALIKA HIGH SCHOOL
built in April 2001

However, due to the large earthquake in 2015, the area suffered great damage, and NIDEK KALIKA HIGH SCHOOL almost collapsed with only the frame remaining. Many of the residents in the surrounding area have been living in temporary housing, and about 800 students have studied at a temporary school building with only a roof built next to the site of the collapsed school.

There had been no prospect for the reconstruction before we decided to support to rebuild a new school in response to the request.



(Left): Collapsed school building with only the frame remaining
(Right): Temporary school building built next to the site of the collapsed school

A total of about 800 students, including 500 elementary school students, 150 junior high school students, and 150 high school students, are studying at a temporary school building with only roofs.

School reconstruction project

In August 2016, the delegate from our company visited the school and formally made a contract for the reconstruction plan. Rebuilding began in October 2016, and a new school building is scheduled to be completed by the end of September 2017.

Local people welcoming the visit



Ongoing rebuilding (as of March 2017)



Image of a new school building

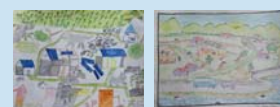


The impact of the Nepal earthquake

The impact of M7.8 earthquake that hit Nepal on April 25, 2015 still remained at the time of our delegate's visit in August 2016. M3-class aftershock had occurred frequently, and about 40% of people in Nepal lived in temporary housing, and as for the school area, about 90% people.



Photo on the left side shows the damage in an area of Kathmandu (as of August 2016)



These pictures depicted by school children show the disaster by the earthquake.

Feature
Story
3

High-quality intraocular lenses to the world Efforts to Improve the Quality of Intraocular Lenses

◆ NIDEK intraocular lens

An intraocular lens (IOL) is an artificial lens, which replaces the eye's clouded natural lens removed during cataract surgery. In Japan, since the regulatory approval in the 1980s, cataract surgeries for more than 1.2 million eyes have been performed, and the demand for intraocular lenses has increased by approximately 2% each year (*1).

(*1)日本眼科学会「白内障手術をめぐる現在の環境」資料参考

What is a cataract?

A cataract is a clouding of the crystalline lens (* 2) in the eye. The clouding of the lens causes the difficulty in reach of light to the retina, which leads to a decrease in vision and brings about possibility of blindness. There are various causes of a cataract, and the most common cause is aging. A decrease in vision caused by the cataract is estimated to be found in 70% of the 60s, 90% of the 70s, and almost 100% of over 80.

(* 2) The crystalline lens is an anterior part of the eye and has the function to reflect light and connect the image on the retina.

IOL line-ups



Tinted and Aspheric Single-piece IOL Aktis SP

Product / Model name: Nex-Acri AA 1P NS-60YG



Pre-loaded IOL Injection System SZ-1

Product / Model name: Nex-Load System SP SZ-1

We also have systems for the cataract surgery in our portfolio.



Ophthalmic Surgical System Fortas™ CV-30000

Product / Model name:
Ophthalmic Surgical System CV-30000



For more information about other products,
please visit our website.

◆ From development to shipment

For the improvement of the IOL productivity, we expanded the 7th building on Hiroishi Plant in November 2015. With this expansion, all processes from development to shipment became to be conducted in one factory.



The appearance of the 7th building on Hiroishi Plant.

In the production sites, adherence to the work procedures manual is required. Only those who received education can work on the production site as a worker so that we can make products that fully meet the delivery date and cost as well as quality. The work procedures manual is reviewed regularly to improve the work method and reduce the defect rate.



Solar panels are installed on the roof of the building.

◆ Efforts for the high-quality IOLs

Our IOL manufacturing process consists of polymerization, turning, polishing, inspection, packaging, and sterilization. With the increase in life-expectancy in many countries including Japan, we consider the quality is essential for IOLs and make active efforts to improve the IOL quality.

In FY 2016, we worked on activities with the goal of reduction in the defect rates caused by a scratch. In about 20 steps of the IOL manufacturing process, the scratches are caused by mechanical factors, human factors, and material factors.

Using the method of quality engineering (*3), we analyzed the occurrence of scratches from various aspects. This effort leads to the considerable reduction in the defect rates caused by a scratch and the improvement of the good-quality product rates.

(*3) : Quality engineering: A statistical method developed by Genichi Taguchi to improve the efficiency of R&D, product design, process design, process management.



Members analyzing data in the IOL production site

**IOL Production Dept.
Senior Manager
Yasushi Soda**

**Toward the
stable quality**



According to the report by WHO in 2010, cataracts are the most common cause of blindness in the world and account for over 50% of the total. In cataract surgery, the cloudy crystalline lens is removed and replaced with the IOL, which we manufacture here. In manufacturing, we strictly adhere to the global standard, of course. In addition to this, we set more strict own standards to ensure the long-term safety of IOLs. Setting the higher hurdle of quality indicates keeping our promise with world stakeholders including medical personnel and patients. That is our pride as a manufacturer of medical devices.

Feature
Story
4

To help work-life balance Efforts for Women's Active Participation in the Workforce

◆ NIDEK's action plans

According to the Act on Promotion of Women's Participation and Advancement in the Workplace, NIDEK formulated the following action plans.

Action Plans

Target 1

To make average service years of women more than 60% of that of men.

To achieve this target:

- Considering the introduction of the leave system to accompany the spouse
- Reviewing the provisions about reduction of working hours for caregiving

Target 2

To establish the follow-up program for the employees coming back from parental leave and their superiors and make the implementation rate 100%

To achieve this target:

- Supporting the creation of a long-term career plan for the employees coming back from parental leave
- Raising the awareness of employees reducing working time for keeping motivation and career formation

◆ Introduction of the accompany leave

As part of the action plans, we instituted the leave system to accompany the spouse in July 2016.

With this system, up to two years leave is approved, when employees accompany their spouse's movements for reasons such as transfers and schooling. In the case of over 2 years of the leave, the re-entry request system (* 1) is available.

(* 1) Re-entry request system:

In this system, former employees who wish to work with us again register their career on the website, and can receive information on job offer. The former employees who withdrew for such reason as childbirth and childcare are also eligible for this system.



Application to the rejoin request system is always accepted on the website.

▼ Re-entry request site (in Japanese)
<http://www.nidek.co.jp/recruit/resumption/>

◆ For the employees caring their family

We have established support systems that enable each employee who takes care of the family member to play an active role in the workplace. In January 2017, in response to the revised law, we improved the existing systems such as relaxing requirements for childcare/nursing care leave approval and allowing the acquisition of nursing care leave dividedly.

Additionally, our original support system established in September 2015 enables the employees who reduce their working time because of child-raising to take advantage of this reduction in working hours until their children finish the 3rd grade of elementary school.

We have organized an in-house nursery since June 2010 as part of efforts to support the child-raising.



Our in-house nursery can accommodate up to 26 preschool-aged children.

◆ Follow-up program

In NIDEK, nearly all of the employees who acquired childcare leave return to work (* 2). To promote smooth return from the leave, we established the follow-up program for the employees coming back from the childcare leave and their superiors in February 2017.

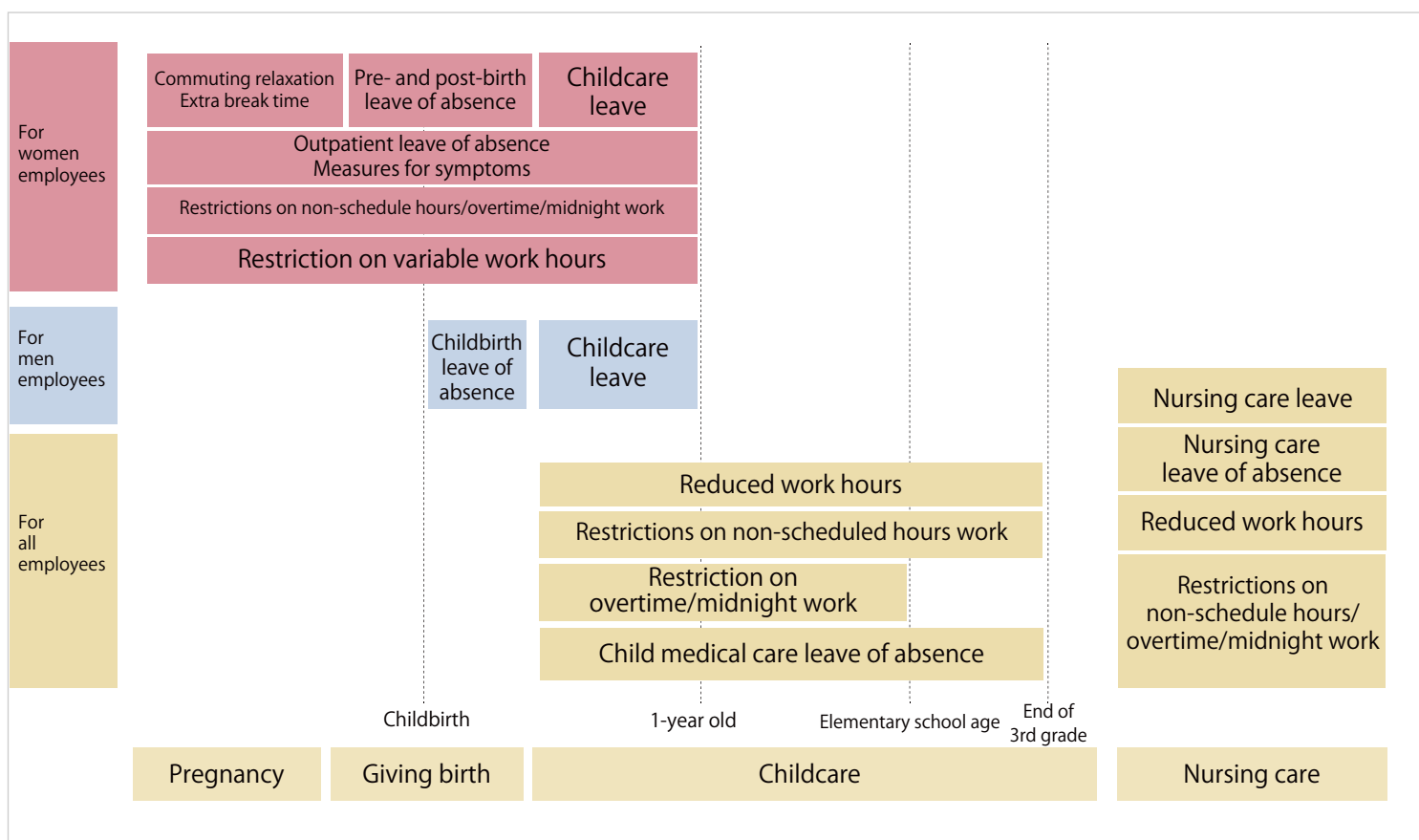
This program is intended to continually motivate the employees and raise the awareness for keeping their career formation. And also, through the program, the superiors learn how to prepare themselves and take communication with the returned employees.

(*2) Returning rate from childcare leave

(%)

	2012	2013	2014	2015	2016
Returning rate	100	100	100	93	100

Support system relating pregnancy, childbirth, childcare and nursing care



Information Security



▲ We set rules for the operation of computer systems used among us and thoroughly manage them.

Management policy

NIDEK considers that implementing appropriate and sufficient information security measures and achieving advanced information security standards is essential to maintain the safety of information assets including information on our clients and business partners.

As a comprehensive measure of information security, we have established the information security management system (ISMS) and make efforts to protect our information assets from all threats. We have defined the basic policy to the employees who deal with information assets. Additionally, in FY 2016, we also formulated management rules on information security to all employees.

About handling information assets

In our mechanism, only authorized person is permitted to handle information assets.

Privacy statement

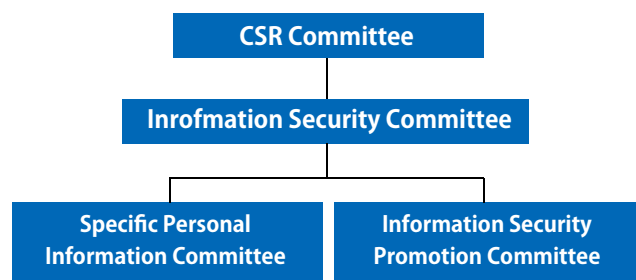
We set Privacy Policy and continuously handle personal information appropriately and safely

Information security system

We have the Information Security Committee responsible for maintaining and enhancing information security. The committee formulates the company-wide policy related to overall security such as risk management regarding leaks and decides important matters about them.

The Information Security Committee consists of two subcommittees: the Specific Personal Information Committee relating to the Social Security and Tax Number System, and the Information Security Promotion Committee relating to substantive maintenance and management of information security.

Information security organization chart



◆ Efforts for information security

Four principles of information security

We have established the following four principles of information security and thoroughly inform all employees.

- ① Windows password
Windows password should be changed regularly.
- ② Accident report
In case of the loss of confidential documents or information terminal devices, notify to the company promptly.
- ③ Clear desk policy
Confidential documents and information terminal devices should be kept in a lockable place before leaving.
- ④ Regulation of connection to outside network
Do not connect information terminal device and other related devices to the outside network.

Change of startup password

As part of the enhancement of information security, we regularly change the startup password of all computers used among us.

We strive to prevent damage such as password leakage, impersonation, and data leakage by regularly changing the password.

Information security education

We have the education program for the employees to raise the awareness toward information security. In FY 2016, we provided e-learning and video training for the management level employees. The contents of these training were shared in each workplace. The information security education included the basic measures such as changing the password, clear desk policy, and ignoring an attached file in an unknown mail.

Current condition analysis

We analyzed the current condition of information security through the external organization in April 2016 and confirmed our operation system. Based on the results of this analysis, we have newly created the "Information Security Handbook" aimed at further enhancing information security and raising the awareness.

Information security management system Certification of registration

We have received the external surveillance audit for the ISMS of the departments handling information assets.

Our ISMS was evaluated to satisfy the requirements of ISO/IEC 27001:2013 and JIS Q 27001:2014 and obtained the certification of registration also in FY 2016.

We will make efforts to enhance the information security and to obtain the certification of registration again.



**ISO/IEC 27001:2013 /
JIS Q 27001:2014**

Certification Body
British Standards Institution
Certificate Registr. No.
IS 580917

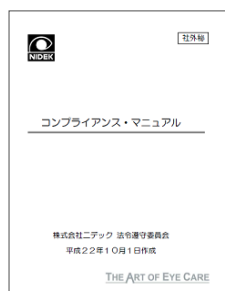


▲ New employees taking the training program. This program includes the compliance training using our compliance manual.

◆ Compliance policy

We consider that acting in accordance with common rules and norms of the society is essential for continuing business and it is the important task to be taken the initiative.

We will fulfill the moral and social responsibilities required to the company in the light of the purpose of law and social norms, as well as act in compliance with the laws, regulations and corporate ethics. We urge all employees to observe compliance in line with "NIDEK Corporate Conduct Charter" not to break the trust of every stakeholder including our customers.



Compliance manual

This manual describes compliance regarding corporate activities. We provide compliance training programs using this manual.

◆ Compliance system

We have established the Compliance Committee to understand the compliance condition, to prevent violations of laws and regulations, and to prepare appropriate measures against the violation of laws and regulations.

Roles of the Compliance Committee

1. Establishing, maintaining and managing the internal compliance system
2. Formulating and reviewing the compliance manual
3. Providing education and enlightenment on compliance
4. Monitoring implementation status of compliance activities
5. Investigating and addressing problems regarding compliance
6. Being in charge of a compliance consultation desk

◆ Efforts for compliance

NIDEK Conduct Policy

In order to raise the awareness of compliance among the employees, we have created a poster of "NIDEK Conduct Policy" and put up it at each workplace.

In this poster, the following descriptions are written: NIDEK Corporate Conduct Charter, the compliance test (checklist) to ask oneself about actions, and the information about the whistle-blowing desk.



NIDEK Conduct Policy

This poster is aimed to raise the awareness of compliance. We put up this at all of our workplaces.

Compliance education

We focus on compliance education for the employees and provide regular training programs by job class and job category according to the annual agenda established at the beginning of the fiscal year.

We set the common theme in each year and provide an opportunity to discuss in each workplace in order to improve the awareness and call out attention toward compliance.

The common theme in FY 2016 is personal information protection with the aim of raising the awareness about handling personal information.



We provide group training programs and also e-learning programs.

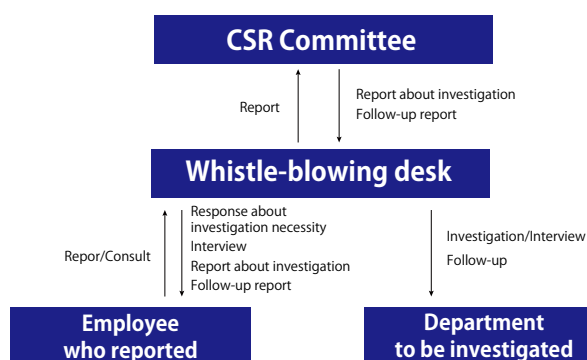
Whistle-blowing system

We have established a "Whistle-blowing desk". Employees can consult or report the organizational or personal violation of laws to this desk. This system is aimed at early detection and correction of fraudulent acts and the enhancement of compliance. Additionally, in order to prevent unfair disadvantages of the employee who reported or consulted, we have established the rule to protect him or her.



Examples of training tools

Whistle-blowing flow





▲ We installed solar power generation panels on the roofs in the 3 plants: Hamacho Plant, Osawa Plant, and the 7th building on Hiroishi Plant.

◆ Environmental Policy

We dedicate to form the recycling-oriented society with due regard for fulfilling corporate social responsibility and preserving the natural environment on the earth.

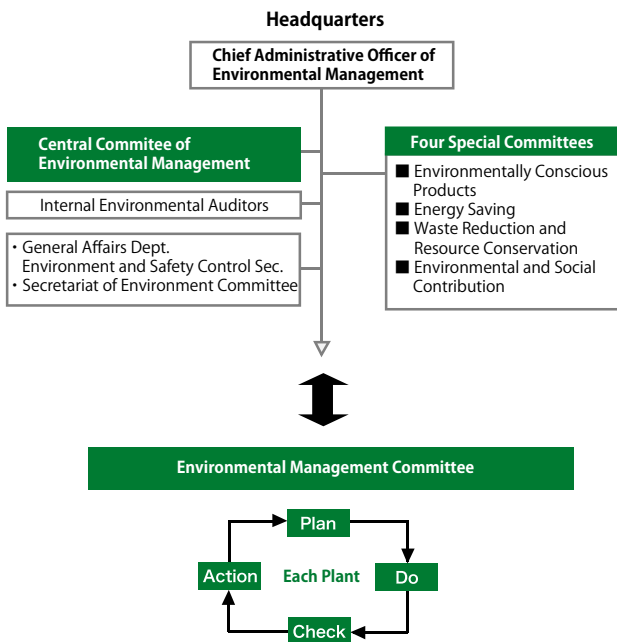
NIDEK Environmental Policy

1. We identify the significant environmental aspects resulting from organization's activities and set the environmental target. We promote pollution prevention, sustainable resource use, addressing climate change, biodiversity and ecosystem protection. The environmental targets shall be updated regularly to improve the environmental performance continually. We comply with environmental laws, ordinances and regulations and shall give due respect for stakeholders' opinions.
2. We underline the following elements of environmental practice, taking account of lessening any negative impact resulting from organization's activities, products and services on the environment.
 - (1) Design for the Environment
Promote elimination of hazardous substances from primary product and green procurement, and provide eco-friendly products in consideration of the environmental impacts from material procurement to disposing of products
 - (2) Energy Saving
Pursue procedures with high energy efficiency in designing and manufacturing products
 - (3) Waste Reduction and Resource Conservation
Implement sustainable use of resources and the "3R (reduce, reuse, recycle)" policy for reducing the total amount of waste generation
 - (4) Contribution to the environment and society
Ensure transparency for corporate environmental activities and contribute to environmental preservation through engaging in communication with people and society
 - (5) Proper Control of Chemical Use
Prevent air, water, and soil pollutions; and put chemical use under strict control for protecting biodiversity
 - (6) Emission Control of Fluorocarbons
Appropriately control refrigeration, freezing, and air conditioning (prevention of leakage of fluorocarbons, promotion of substitution and non-fluorocarbon) to protect the ozon layer and mitigate climate change due to global warming
 - (7) Business Continuity Planning (BCP)
Minimize damage when emergencies such as disasters caused by assumed climate change occur and take actions to continue and restore the business
3. We engage in educational activities and PR promotion to raise environmental awareness and to increase the general knowledge of this environmental policy for all employees, and shall also expect subsidiaries companies and representative offices to cooperate with and understand this environmental policy.

◆ Environmental Management

We have the Central Committee of Environmental Management and four Special Committees. Each Plant has the Committees of Environmental Management to make efforts toward further environmental improvement. Reports from each plant are shared to lead to the company-wide improvement.

Environmental management system chart



◆ Eco-friendly products

As well as compliance with environmental laws and regulations, we have striven for the minimum environmental load in developing and manufacturing products. We released two eco-friendly products in FY 2016. They accomplished high degradability and material recyclability without compromising their performance and functions.

We create eco-friendly products with multiple angles of the product lifecycle and environmental load. Based on product environmental assessment provision, we consider product proposal and planning sessions as crucial phases for eco-friendly management and implement manufacture activity aligning ourselves with the R&D, manufacturing sections, and supply chains. For example, choosing reusable materials, simplifying product structures for easy disassembling, saving packaging waste, proper product disposition. The products are also designed to possess impeccable standards for global environmental compliances, such as EU-RoHS, WEEE and China RoHS.

SL-2000 Slit Lamp

A slit lamp is a device for a doctor to observe a patient's eye condition by illuminating and magnifying the eye. Its binocularity enables the stereoscopic observation of the eye. The convergence-type binoculars of the SL-2000 provide stereoscopic view easily.



Compared to the conventional product, the product weight is decreased by about 27%. The capacity is reduced by about 58% by downsizing the product. The newly adopted LED light source provides the long life span of the lamp and the reduction of power consumption.

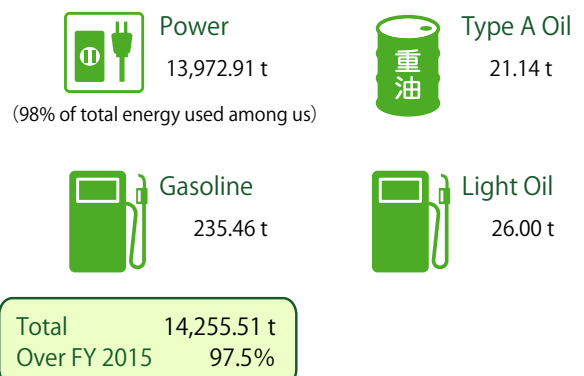
YLC-500 Vixi Yellow Scan Laser Photocoagulator

YLC-500 Vixi is a yellow laser photocoagulator using the optically pumped semiconductor laser. The laser photocoagulator is a medical device intended to the treatment of the disease at the back of the eye. Compared to the conventional product, the product weight is decreased by about 10%.



◆ CO₂ emissions

Comparing to the main resources and energy used in NIDEK based on CO₂ emission intensity, we have found that the largest CO₂ emissions mainly attribute to electric power consumption. To tackle with increasing need of power consumption, we have implemented a full-scaled power saving activity on daily basis.



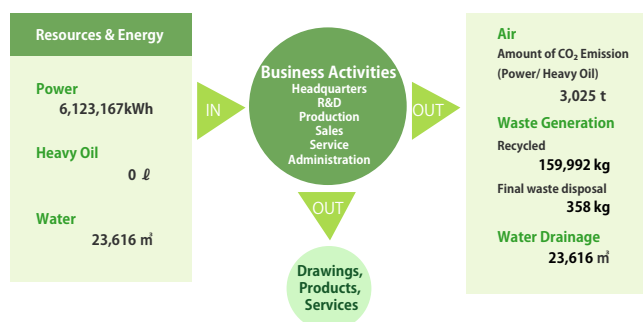
* Subject to reporting from FY 2013 are the amount of gasoline and light oil consumption by company's cars owned by NIDEK five factories and Gamagori branch office.

Environmental loads

We have five plants in the headquarters area.
The following data summarize the environmental loads of each plant.

Headquarters (Hiroishi Plant) including the 7th building

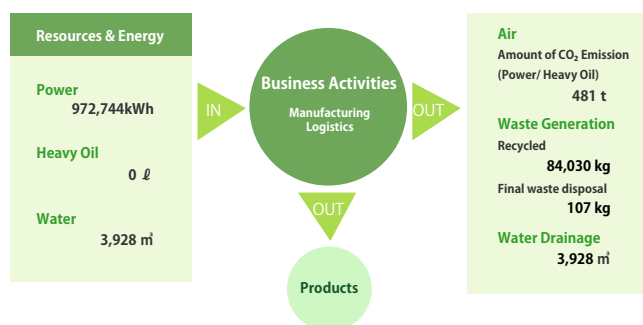
Business activities in this plant include headquarters operation, R&D, production, sales, service, and administration.



※Rounding down the decimal point

Hamacho Plant

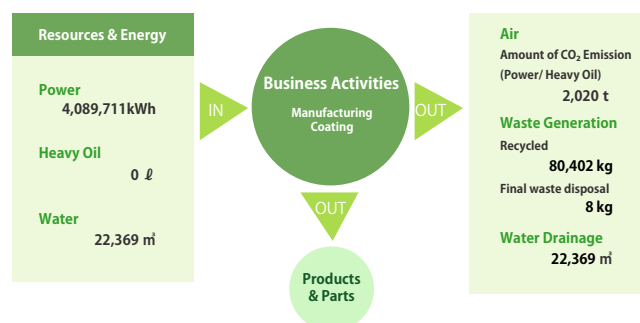
Business activities in this plant include item purchasing, assembling, inspection of parts and products, and logistics.



※Rounding down the decimal point

Tsurugahama Plant

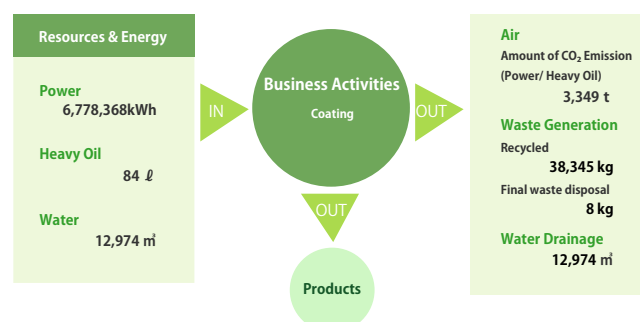
Business activities in this plant include the production of built-in-house optical parts and surface treatment for eyeglasses.



※Rounding down the decimal point

Higashihama Plant

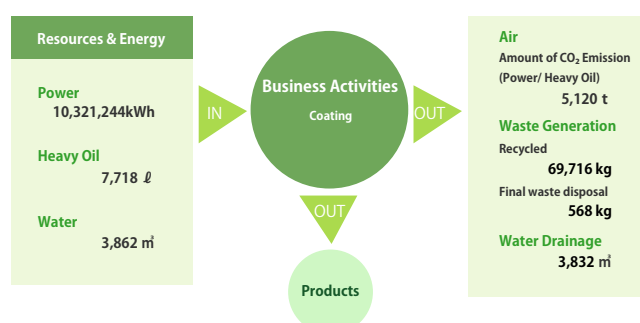
Business activities in this plant include optical filtering.



※Rounding down the decimal point

Osawa Plant

Business activities in this plant include non-glare treatment technology for substrate surface in optical parts and electronics.



※Rounding down the decimal point

Adjusted CO₂ emissions intensity by electricity suppliers (Chubu Electric Power Co., Inc.) -- 0.000509 (t-CO₂/kWh)
CO₂ emission intensity by A type oil combustion -- 2.71 (t-CO₂/k ℓ)

Waste and chemical usage

We promote increasing recycling efficiency by analyzing the content of the final disposal with the aim of achieving zero emissions. We achieved recycling efficiency of 99% or more throughout FY 2016.

Waste generation / Recycling efficiency by month

kg

	Apr.	May	Jun.	Jul.	Aug.	Sep.
Valuables/Recyclable	30,653	31,294	34,815	39,961	38,561	36,476
Final Disposal	50	43	120	64	81	56
Total	30,703	31,336	34,935	40,025	38,642	36,532
Recycling Efficiency	99.8%	99.9%	99.7%	99.8%	99.8%	99.8%

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Valuables/Recyclable	28,380	40,741	40,057	27,348	40,759	43,440
Final Disposal	193	90	86	69	73	175
Total	28,573	40,831	40,143	27,417	40,832	43,614
Recycling Efficiency	99.3%	99.8%	99.8%	99.7%	99.8%	99.6%

Specially controlled industrial waste disposal

In FY 2016, specially controlled industrial waste disposal is decreased (71.1% over FY 2015). This drop is mainly attributed to the emission reduction from Tsurugahama and Higashihama Plants. We will strengthen our waste management with continuous effort of monitoring and reducing waste generation.

kg

Hiroishi	Hamacho	Tsurugahama	Higashihama	Osawa	Total	Over FY 2015
57,628.5	3,440.0	11,315.0	2,705.5	3,040.0	78,129.1	71.1%

Amount of chemical usage subject to the PRTR Act

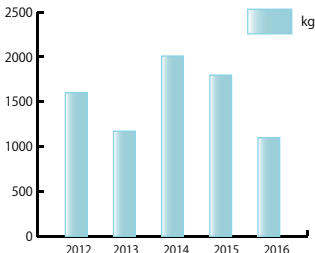
The used amount of Class 1 Designated Chemical Substances in FY 2016 subject to reporting to the Ministry of Economy, Trade and Industry under the PRTR Law* in Japan is as follows.

n-Butyl Methacrylate (Hiroishi Plant) 1,500 Kg

* The Act of Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof

Final waste disposal

FY	Consumption (kg)
2012	1,600
2013	1,171
2014	2,009
2015	1,796
2016	1,099



Definition of NIDEK zero emissions:

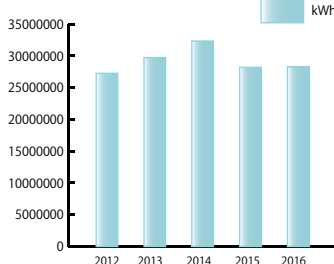
A state of achieving recycling efficiency for total waste output of 99% or more. Recycling efficiency is obtained by calculation [(Total Waste Output – Final Waste Disposal Volume) / Total Waste Output].

Energy Consumption

We failed to reduce power consumption because of the increase in production in FY 2016 in spite of continual energy saving efforts in each plant. As for the A-type oil, the consumption increased because it was used as a complementary power source during summer when there was an increased number of production.

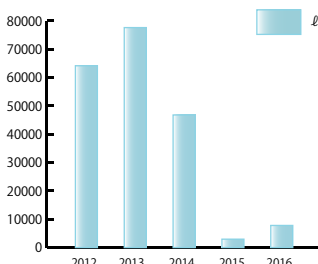
Power consumption

FY	Consumption (kWh)
2012	27,249,207
2013	29,723,670
2014	32,320,445
2015	28,189,983
2016	28,285,234



Fuel (A-type oil) consumption

FY	Consumption (ℓ)
2012	64,136
2013	77,599
2014	46,777
2015	2,959
2016	7,802

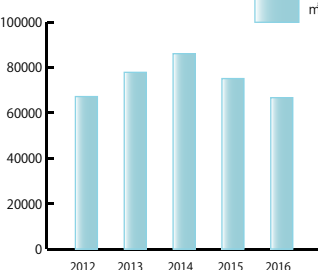


Water usage

Increasing efficiency of washing process in the coating field led to the reduction of water consumption.

Water Consumption

FY	Consumption (m³)
2012	67,232
2013	77,927
2014	86,150
2015	75,170
2016	66,749



Quality Assurance



▲The appearance of the No. 7 building of the Kariju factory, where all the processes of the intraocular lens are consolidated.

◆ Quality Policy

NIDEK aims to "invisible to visible" and "realizing a lively and healthy society". We will strive to create new value and provide safe and high-quality products and services for people's healthy and comfortable lives.

Based on the following quality policy we make company-wide efforts such as regular internal audits and "quality education" for employees to maintain and improve quality.

NIDEK Quality Policy

1. <Contribution to the improvement of QOV>

In order to contribute to the improvement of patients' QOV (Quality of Vision), we provide high-quality products and services that meet the requirements.

2. <Quality assurance at the customer perspective>

We assure the quality at the customer perspective in all processes of design, production, and service.

3. <Continual improvement of the Quality Management System>

We establish the quality management system and make continual improvements to maintain the effectiveness.

4. <Setting quality targets>

In order to realize the quality policy, we set quality targets for each fiscal year and strive to achieve the targets.

5. <Publication and review of the quality policy>

We make public the quality policy by displaying so that all employees understand it. We also review it to maintain the appropriateness.

◆ Quality Assurance System

Based on the international standard "ISO 13485", we have developed a quality management system for product development, production and sales activities. We undertake strict quality reviews in each process for the continual improvement of quality and collect customers' opinions and market information to make better products.

Our quality assurance committee has regular meetings to review the effectiveness of the quality management system.

◆ Efforts to improve quality

Briefing session for business partners

We hold a briefing session for the group of business partners, "Optika", at the beginning of every year. This session aims to clarify our current situation and future plans and policies and to deepen understanding and cooperation with production activities. The group member companies always cooperate with our measures to improve the quality of our products.



The briefing session held in January 2017. At this session, we also presented the awards to the companies particularly active for three categories: delivery date, quality, and degree of contribution.

Quality management system (QMS)

Our business activities encompass everything from development, manufacture, sales and customer service based on the business domain of "Eye & Health Care".

We have to manufacture medical devices in accordance with the laws of each country relating QMS and are permitted to sell only products manufactured according to the law.

In recent years, QMS review tends to be more strict due to the growing needs for quality and safety for medical devices. For this reason, we established the project team to restructure QMS in 2015. The team aims for the enhancing compliance and improving the product quality.



The example of QMS education tool for employees

QMS promotion activity

For promoting internal understanding of QMS, the team in charge of QMS promotion was formed in September 2016.

The team strives for the enlightenment activities such as providing information through in-house newsletters, helpdesk operation, and education programs with the aim of raising awareness to QMS.



Left: Series column in the in-house newsletter, "Plaza de QMS"
Right: Team members in charge of QMS promotion

ISO certifications

We have acquired the ISO 9001 and ISO 13485 certifications for development, production and distribution.



ISO 9001

Certification Body
TÜV Rheinland Cert GmbH
Certificate Registr. No.
01 100 107201



ISO 13485

Certification Body
TÜV SÜD Product Service GmbH
Certificate Registr. No.
Q1N 16 11 23653 179

Safety and Health



▲ In the annual emergency drill of 2016, employees experienced smoke simulator.

◆ Safety Management Policy

We consider that securing the health and safety of all employees is a foundation of company management and social responsibility. In line with “NIDEK Corporate Conduct Charter”, we make efforts to ensure a safe and healthy workplace.

NIDEK Safety Policy

1. We comply with laws, regulations, internal regulations and standards related to safety management activities.
2. Management layer and all employees make efforts to appropriately operate occupational health and safety management system depending on each responsibility and actions.
3. We inform all employees of the importance of safety management activities and raise awareness through necessary training and educations.

4. We conduct safety management activities in cooperation with all employees to secure safety and health.

(1) Safety Sanitation

We strive to prevent work-related accidents and establish comfortable workplace through risk assessment, risk prediction, near-miss reporting, and proper management of chemical.

(2) Health

We strive to maintain the health of all employees by mental and physical health promotion activities.

(3) Road Safety

We work on the decrease in traffic accidents by raising the awareness of road safety and promoting road safety measures.

(4) Disaster Prevention

We promote proactive measures against possible disaster risk to secure the safety of employees, their family, and visitors and reduce the damage.

◆ Safety Management System

We establish the safety management system based on occupational health and safety management system. We have four specialized sub-committees: safety sanitation, health, road safety, disaster prevention. They are pillars of safety management activities and strive to ensure employees' safety.

◆ Efforts for health and safety

Business Continuity Plan (BCP)

We formulate BCP(*1) in preparation for large-scale disasters and review the measures corresponding to BCP activities and social situations through annual tabletop exercise.

We also prepared an emergency message board in case that headquarters cease to function because of a large-scale disaster such as an earthquake.

※1: BCP is a plan to help ensure that business processes can continue in even emergency situations, and recover from such situation as quickly as possible.

Emergency Drill

The annual emergency drill is held in every November for employees working in the headquarters area. The drill aims to recognize individual actions in disaster and to prevent the spread of damage.



The local fire department joins the drill to raise the awareness of disaster prevention.

Work-related injuries and illnesses

▼ Trends in the number of work-related accidents

	2012	2013	2014	2015	2016
Lost worktime accidents	1	1	3	5	1
Non-lost worktime accidents	4	8	9	5	2
Commuting accidents				7	12

※ Work-related accidents and commuting accidents are counted dividedly from FY 2015.

We conduct a risk assessment and share work-related accidents and near-miss reports with all employees on the database to prevent similar accidents.



The annual safety meeting is held in July to call attention to work-related accidents through video and lecture.

Regular medical checkup

We provide regular medical checkup for the employees once a year to raise the awareness of the health and follow up the employees who need the secondary checkup.

We also offer special checkup for the employees who handle hazardous substances.

Activities for the workplace environment

We examine illuminance, working environment, and anti-insect resistance to maintain and improve the comfortable workplace environment.

Health-promoting activities

We provide opportunities for the employees to enjoy promoting their own health.

"Health Challenge" held from September to November aims to improve the lifestyle through no smoking, diet, walking and so on. "Wintertime exercise" is intended to overcome inactivity during winter.



Notice of "Health Challenge"



Table tennis event held as part of "Wintertime exercise"

Mental healthcare

As a mental health measure, we have an external consultation system by an industrial physician counselor for the employees and their family.

In line with the revision of the Occupational Safety and Health Law, we introduce "stress check" to strengthen the awareness of stress, and create a healthy workplace environment.

Human Resources



▲ Each employee engages in business based on our corporate policy: KIGAI (Strong will), CHIGAI (Differentiations), and SEKAI (Global).

◆ Personnel system and development

We strive to make comfortable working environment through career development support, fair treatment, and a work-life balance.

Personnel system

We have the following concept of personnel system to make the growing company by realizing our ideal organization form and expected human resources.

▼ Ideal organization form

1. Organization that shares the vision to be realized and forge ahead with the realization
2. Organization that has cooperative relationships among the different department to work toward the same direction
3. Organization that makes more contribution than the total of individual performance
4. Organization where the each member grows individually

▼ Expected human resources

Basic attitude of mind

KIGAI (Strong will)

CHIGAI (Differentiations)

SEKAI (Global)

- Human resource who has independence, does it to the last, and produces outputs
- Human resource who has curiosity and challenges something new
- Human resource who has a broad vision and can take action with being sensitive to the change of the world

Concept of personnel system

- | | |
|---|---|
| 1. System that motivates each and every person and increases incentive to the work | System frame/Salary |
| 2. System where the employees can feel expectations of the company and organization | Statement/Evaluation |
| 3. System that provides opportunities to grow and encourages the growth | Evaluation/Self-assessment |
| 4. System where the employees are appropriately evaluated and fairly treated | Performance and personnel evaluations /Salary |

Personnel development system

The following is the part of our training programs. We make the training plan every year to provide more effective training programs.

Newcomers Yonger staff	<ul style="list-style-type: none"> • Training for the newcomers • Training for the third-year employees
Mid-level	<ul style="list-style-type: none"> • Training for the employees at their promotion • Training for the mid-level employees • Critical thinking training
Management level	<ul style="list-style-type: none"> • Trainig for the managers • Training for the employees who make an evaluation
Age of 55	<ul style="list-style-type: none"> • Second career training



We offer training programs depending on the job level from newcomers to managers.

◆ Promotion for work-life balance

Management of working hours

Long working hours may affect not only the health but also private life. We strive to arrange the health and comfortable working place for each employee by some measures such as setting “no-over-time-work day” to fulfill each private time.

▼ Monthly average of non-scheduled hours work per employee

	2012	2013	2014	2015	2016
Non-scheduled hours work	13.69	16.94	22.48	18.05	17.79

(Hours)

Paid holidays

In the first year, 10 days paid leave are granted, and thereafter, 2 days are added each year until up to 20 days. Conserved holidays can be carried over to the next year. Up to 40 days paid leave are granted for one year.

▼ Average number of the used paid holidays

	2012	2013	2014	2015	2016
Used paid holidays	11.6	11.4	10.9	10.5	11.7

(Days)

Club activities

We provide club activities as part of welfare programs. These club activities mark a good opportunity for the employees to enhance communication.

Some clubs have relationship with local people to promote local sports activities.

Representative activities in FY 2016 are as follows.

- Umpired at local baseball games (Baseball Club B)
- Provided Kendo* coaching to children (Kendo Club)

*Kendo: Japanese martial art of fencing



Our rubber baseball team achieved a good result of 4th place in the 71st National Sports Festival in 2016.

◆ Dialogue with the employees

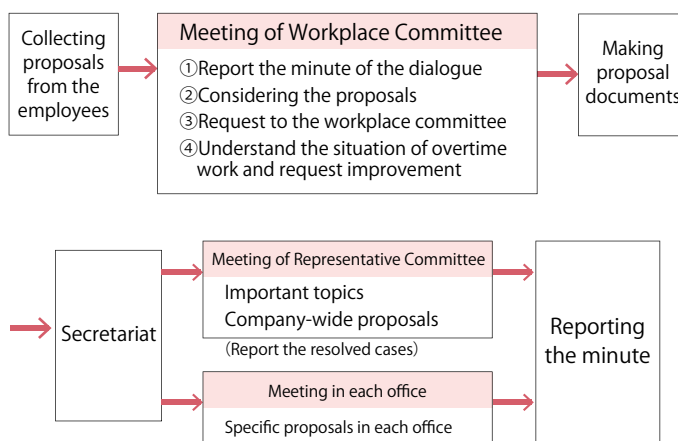
We hold a regular dialogue between the company and the representatives of the employees to establish the company's development and the employees' happiness.

Through the dialogue, the company listens to the employees' opinions and strives to conduct fair management.

Members

- (1) Executives and managers appointed by President
- (2) Workplace Committee representing each workplace
- (3) Representative Committee selected by the workplace committee
- (4) Chairperson: Director of personnel labor affairs
- (5) Secretariat: Personnel Affairs Dept.

Proposal flow chart in the dialogue



◆ Second career system

In the line with the revised law, we set up the second career system which provides the rehirement of the employees of the retirement age to continue to work using their knowledge and skills. This second career system also supports various working styles other than rehirement.

We have the following support systems for the retiring employees.

- (1)Job-seeking support leave system
- (2)Preparation of the Job-Seeking Support Plan
- (3) Support for starting the independent business



▲ NIDEK provided an opportunity to experience hot-air balloon ride for a local elementary school.

◆ Efforts for social contribution

We are engaged in various social contribution activities including environmental preservation such as local clean-up, environmental preservation. Representative activities in FY 2016 are described as follows.

Social contribution activities in FY 2016

● Eco Cap Movement

Since 2009, we have been rolling out the "Eco Cap Movement" to exchange collected plastic bottle caps for vaccines. In FY 2016, 193,242 caps were collected throughout the company and this amount is equivalent to about 240 vaccines.

● Local clean-up campaign

We are continuously participating in local clean-up campaign organized by Gamagori City and to clean up the surroundings of each plant. NIDEK fishing club members also participate in this campaign as a volunteer for 16 years.



We clean up the area around each of five plants twice a year.

● Charity fund-raising

Donation to the Japan Braille Library is one of our regular activities. In FY 2016, we carried out charity fund-raising among the employees and donated the collected money to the library.

● Collecting used stamps for donation

We collected old stamps from the employees and donated to General Support Center for the Visually Handicapped.

● Donation to the Japan Association of Myanmar

As a part of international contribution, we donated infusion tubes used for our cataract and vitreous surgery system to the NPO called Association Japan Myanmar Mutual Cooperation (AJMMC).

● Hot-air balloon ride experience

We provided an opportunity to experience a hot-air balloon ride in a local junior high school in corporation with a hot-air balloon competitors, Ms. Kurahashi, who had signed a sponsorship deal with NIDEK.

We also introduced how to operate the burner of the hot-air balloon, the structure of the balloon, and the competition.



Local students experienced the hot-air balloon ride and gave their positive impression.



The students also experienced to operate the balloon burner.

● Science workshop for local children

We held a science workshop as part of the summer holiday event operated by a local science museum. We have participated in this event seven times by 2016.

In this workshop, we lectured how to make a pinhole camera to children.

We will continue to make efforts to provide more attractive activities so that many people will be interested in eyes.



We also introduced our business outline and the structure of an eye.

● Sponsoring Para-sports Sailing Association of Japan

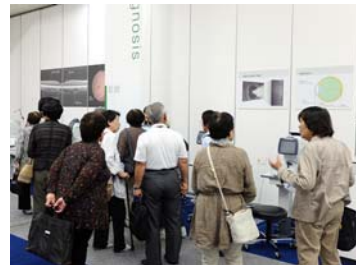
We sponsored Para-sports Sailing Association of Japan as a local supporter company.

This association set up a base camp in Gamagori City to aim for the world championship.

● Company tour

We make a company tour to introduce our products and manufacturing site to local students and local residents.

We are trying to communicate with local people through this tour.



People of all ages come to visit.

● Lectures on ocular health for local schools

We provide enjoyable lectures about the human eye for local school students as part of local contribution.

In these lectures, we introduced a blind spot (* 1), dominant eye, myopia, hyperopia, astigmatism and so on.

We help students to improve their lifestyle and sleep quality through the recommendation of limiting daily screen time.

*1: A blind spot is the part of the retina where the optic nerve passes through the optic disc. The corresponding part of the visual field is invisible because there are no cells to be sensitive to light.



Enjoyable lectures include fun learning quiz games.



We also provide group works in a lecture.