

Corporate Report 2024



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GRI Standard

Editorial Policy

NIDEK continues to conduct our "Eye & Health Care" business globally while always being true to our core values and we observe the letter and spirit of all laws and regulations in Japan and abroad, and act with a strong sense of ethics and fairness to contribute to the development of a sustainable world society. This report aims to inform those interested of our environmental and social activities of fiscal year 2023.

Guidelines Referenced

Global Reporting Initiative (GRI) "GRI Sustainability Reporting Standards"

* The GRI Content Index can be found at the end of this report.

The color scheme of this report was created with reference to the "Model Color Palette for Color Universal Design" (Designed by the Color Universal Design Recommended Color Set Production Committee) (URL : https://cudo.jp/?page_id=1565)

Corporate Report Profile

Covered Organization

NIDEK CO., LTD.
Headquarter (Hiroishi Plant), Hamacho Plant,
Tsurugahama Plant, Higashihama Plant,
Osawa Plant

Covered Period

Fiscal year 2023 (Apr. 1, 2023 - Mar. 31, 2024)

Publication Date

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Form of Disclosure

Both Japanese and English versions are available on the website.

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Learn more about us in our official website



Web

<https://www.nidek-intl.com/>

About NIDEK CO., LTD.

Company Profile (As of March 31, 2024)

Company name	NIDEK CO., LTD.
Foundation	July 7, 1971 (Initiated: August 8)
Head Office	34-14 Maehama, Hiroishi-cho, Gamagori, Aichi, 443-0038, Japan
Capital	461.89 million JPY
President and CEO	Motoki Ozawa
Employees	1,635 (Male: 1,256 / Female: 379) <small>Note: Company officers and advisors are excluded.</small>

Offices

We have five plants (Hiroishi, Hamacho, Tsurugahama, Higashihama, Osawa) in Gamagori City, Aichi Prefecture, and sales offices in 13 major cities throughout Japan. We have been involved in the local community and provide attentive and prompt support.

- ① Sapporo ② Sendai ③ Saitama ④ Tokyo ⑤ Chiba ⑥ Yokohama ⑦ Gamagori
 ⑧ Kanazawa ⑨ Kyoto ⑩ Osaka ⑪ Takamatsu ⑫ Hiroshima ⑬ Fukuoka



We are also actively expanding overseas, with the establishment of local subsidiaries in the United States, France, Italy and other countries.

Overseas Subsidiaries

NIDEK INC. (The United States / Established in 1982)	NIDEK (SHANGHAI) CO., LTD. (China / Established in 2012)
NIDEK S.A. (France / Established in 1988)	NIDEK SINGAPORE PTE. LTD. (Singapore / Established in 2014)
NIDEK TECHNOLOGIES S.R.L. (Italy / Established in 2001)	NIDEK KOREA CO., LTD. (Korea / Established in 2018)
NIDEK MEDICAL S.R.L. (Italy / Established in 2022)	NIDEK MEDICAL INSTRUMENTS (CHANGSHU) CO., LTD. (China / Established in 2018)
NIDEK DO BRASIL (Brazil / Established in 2010)	

Overseas Representative Offices

Dubai (The United Arab Emirates / Established in 2007)

Business Fields

Ophthalmology & Optometry

The structure of the eye is complex and delicate. It is therefore essential to have precise and detailed examination data and accurate surgical equipment. Based on our long history of R&D, we have created a variety of products utilizing our advanced technology.



Lens Edging

High quality lenses and frames are not enough to make a comfortable pair of glasses. Accurate and reliable lens processing technologies are necessary to deliver a perfect fit of lenses and frames. We remain committed to developing innovative lens edgers in order to promote comfortable vision life all over the world.



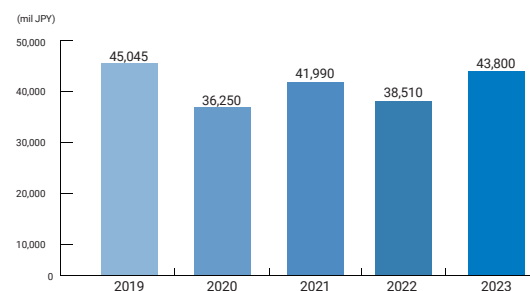
Coating

Our thin film coating technology enhances the performance of day-to-day advancements in electric displays and optical components. Combination of nano-level thin films allows transmission and reflection of specific light wavelengths according to customers' various needs.

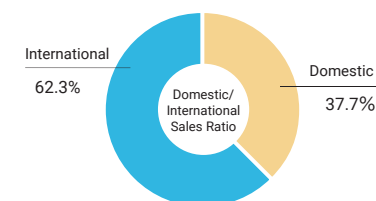


Data

Revenue



Sales Ratio of Fiscal Year 2023



Message from our CEO

Provide the joy of vision and health care through our technology, and deliver unwavering commitment to people all over the world

President & CEO

小澤素生



Looking Back to Fiscal Year 2023

In 2023, the economic recovery, with the achieving herd immunity against COVID-19, fell by the wayside. Meanwhile, the global economy slowed and stagnated owing to soaring prices, the slowdown of the Chinese economy, the sluggish European economy, and geopolitical risks (for example, Russia's prolonged invasion of Ukraine and the Israel–Hamas war). In Japan, the outlook of the economy remained uncertain owing to the extreme depreciation of the yen along with the Noto Peninsula earthquake on New Year's Day 2024; still, price adjustments for cost increased and progressed in 2023, and the groundwork was laid for an end to deflation.

In this environment, the entire company worked throughout the whole of 2023 with a focus on the future and thinking ahead, as well as took actions to achieve the desired status. Specifically, we have launched and continued projects related to business reforms, manufacturing improvements, customer information, and digitalization. We also established the DX Promotion Committee to promote DX, newly conceived the Sustainability Committee*, promoted intellectual property activities, reviewed our bases and logistics, reorganized our distributor network, and developed a strategic organization for human resources.

Regarding business performance, we achieved our budget by a large margin through eliminating the backlog of orders that arose because of difficulties associated with parts supply, introducing new products, and taking a meticulous approach to sales and services.

*The name was changed in FY2024 from the original CSR Committee.

Aiming to be a Leading Eye Care Company

Approximately one year has passed since COVID-19 became a Category 5 disease under the Infectious Disease Control Law, and our daily lives have mostly returned to how they were before COVID-19. Although we still face many challenges, such as parts and labor shortages and rising prices, we must continue to boldly take them head on and make the necessary changes even amid these circumstances.

To “provide value to our customers around the world,” which is the core concept of our mid-term plan, we must establish a system to collect, organize, and analyze information that leads to customer value, as well as make efforts to ensure that this information is reflected in product planning. We intend to continue our efforts to create new value while constantly remembering our founding aspirations of “making the invisible visible,” “making the visible recognizable,” and “creating superior eye-related devices.”

Sustainability

We continue to conduct our "Eye & Health Care" business globally while always being true to our core values and we observe the letter and spirit of all laws and regulations in Japan and abroad, and act with a strong sense of ethics and fairness to contribute to the development of a sustainable world society.

NIDEK Corporate Conduct Charter

Our management team recognizes the realization of the spirit of our corporate charter is their responsibility. Management will offer a good example and raise awareness of our charter to our employees. If incidents contrary to the principles of this charter occur, top management themselves must take the lead in solving problems, and take action to investigate the cause and prevent recurrence.

1. Respect for Human Rights

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

2. Promoting Transparent Corporate Activities

We promote highly transparent corporate activities by communicating with various stakeholders and disclosing corporate information as appropriate.

3. Ensuring Safety and Quality of Products and Service

We make an effort to create new opportunity for healthy and comfortable life of people, provide safe and high quality products and services, and try to obtain satisfaction and loyalty from our customers.

4. Proactive Environmental Responsibility

We strive to promote social responsibility programs 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.

5. In Harmony with Society

We strive to promote social responsibility programs 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. Creating a Wholesome and Comfortable Working 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. Banning any Relations with Anti-Social Forces

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

This corporate conduct charter is the foundation of our company's CSR activities. It is described in various tools including compliance manuals, corporate philosophy booklets and websites so that employees can refer to it at any time.



(Left) Booklet "NIDEK Spirit" This summarizes NIDEK's company philosophy.

(Middle) NIDEK's compliance manual

(Right) NIDEK's conduct policy. This is posted in all workplace.

Sustainability Committee

We established the Sustainability Committee (former name: CSR committee) with the goals of realizing sustainable corporate growth and increasing corporate value, all while ensuring that the company contributes to the sustainable development of society, environment, and economy.

Roles of the Sustainability Committee

1. Make and plan sustainability policies and activities.
2. Monitor and supervise the executing situation of sustainability activities.
3. Manage internal and external disclosures of sustainability-related information, and conduct public hearing activities.
4. Provide education and disseminate sustainability.
5. Resolve sustainability-issues, conduct necessary investigations or request relevant departments for investigations.
6. Instruct to take corrective action in sustainability activities and to report the results.
7. Coordinate the efforts and outcomes of committees and departments related to sustainability.

Stakeholder Engagement

We have various stakeholders involved through our business. Our business actions reflect thoughts and requests heard through communication with stakeholders.

Stakeholder List	Responsibilities	Ways of Communication
Customers 	<ul style="list-style-type: none"> • Providing safe and high quality products • Promoting environmentally friendly design • Responding to inquiries • Offering suitable products and services • Providing appropriate support to customers 	<ul style="list-style-type: none"> • Business activities • Cooperative researches • Support center • Contact form in NIDEK's website • Showrooms and exhibitions
Business Associates 	<ul style="list-style-type: none"> • Enforce fair and square business trades 	<ul style="list-style-type: none"> • Briefing sessions • Technology displays • Negotiating regularly • Information desks of each supply and sales department
Employees 	<ul style="list-style-type: none"> • Development and utilization of human resources • Respect diversified human resources and working styles • Considering industrial safety and health • Respecting human rights 	<ul style="list-style-type: none"> • Human resource development programs • Help desks • Company newsletters • Safety Management Committee • Company Benefits Committee • Conversations and Meetings
Communities 	<ul style="list-style-type: none"> • Community contribution • Accident and disaster prevention in workplaces 	<ul style="list-style-type: none"> • Volunteer activities • Taking part in community events • Plant tours • Visiting lectures • Emergency drills
Government 	<ul style="list-style-type: none"> • Legal compliance • Labor management • Responding to legal reforms 	<ul style="list-style-type: none"> • Trainings divided by hierarchy • Trainings divided by positions

SDGs

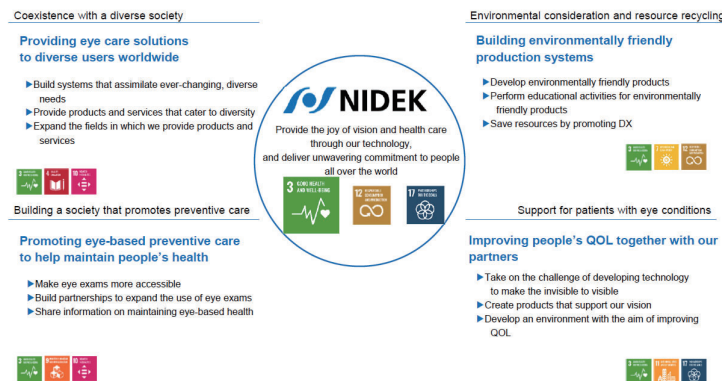
NIDEK agrees to the aim of the Sustainable Development Goals (SDGs) adopted by the United Nations and made a declaration in August 2021 to commit to contributing to realization of a sustainable society.

Purpose and Core Competence

Provide the joy of vision and health care through our technology,
and deliver unwavering commitment to people all over the world



Materiality



What is SDGs?

SDGs is an abbreviation for “Sustainable Development Goals”, a term that was adopted at the UN Summit in September 2015 by 193 UN member countries to be achieved within 15 years from 2016 to 2030. “Sustainable Development Goals” are 17 goals and 169 targets to achieve a sustainable world.



Major Initiatives for Fiscal Year 2023

Materiality	Goal	Major Initiatives for Fiscal Year 2023	Page
A. Providing eye care solutions to diverse users worldwide 	Build systems that assimilate ever-changing-diverse needs	<ul style="list-style-type: none"> Create a system to collect customer feedback 	p.28
	Provide products and services that cater to diversity	—	—
	Expand the fields in which we provide products and services	<ul style="list-style-type: none"> Establish new agencies in untapped markets and reorganize agencies in developing countries 	p.31
B. Building environmentally friendly production systems 	Develop environmentally friendly products	<ul style="list-style-type: none"> Reduce CO₂ emissions per unit of sales by 50% by fiscal year 2030 (compared to fiscal year 2019) 	p.16
	Perform educational activities for environmentally friendly products	<ul style="list-style-type: none"> Launch environmentally friendly products 	pp.13-14
	Save resources by promoting DX	<ul style="list-style-type: none"> Increase value-added productivity by 30% (compared to fiscal year 2019) 	p.25
C. Promoting eye-based preventive care to help maintain people's health 	Make eye exams more accessible	<ul style="list-style-type: none"> Provide services to support health promotion by visualizing daily eye and body conditions 	p.34
	Build partnerships to expand the use of eye exams	<ul style="list-style-type: none"> Collaborate with International Organizations Raise awareness of the frailty of the eyes in Japan and abroad 	p.34 p.33
	Share information on maintaining eye-based health	<ul style="list-style-type: none"> Promote lectures domestically and internationally 	p.32
D. Improving people's QOL together with our partners 	Take on the challenge of developing technology to make the invisible to visible	<ul style="list-style-type: none"> Research and develop a visual prosthesis 	p.34
	Create products that support our vision	—	—
	Develop an environment with the aim of improving QOL	<ul style="list-style-type: none"> Selected as “2023 Certified Health and Productivity Management Organization” by the Japanese Ministry of Economy Begin discussions with local agencies regarding measures to promote Gamagori City as “GAMAGORI, the City of Eye Care” 	p.26 p.33

For the future

In the future, we will link our business identity with our medium- and long-term strategies and the policies/missions of each department. Then, we will manage our progress toward achieving our goals and report the results in this report.

Environment

Environmental Policy

NIDEK has recognized the importance of corporate social responsibility and global environment conservation. For this reason, we perform the improvement activities continuously which contribute to the establishment of a recycling-based society.

1. Products in Harmony with the Environment

We will provide eco-friendly products that take into consideration the environmental impact from the procurement of raw materials to the disposal of products throughout the product life cycle.

2. Energy Efficiency

We will promote the reduction of carbon dioxide emissions by introducing product design and production processes that consume less energy.

3. Reduction of Waste and Resource Conservation

We will reduce total emissions by making effective use of resources and promoting the reduce, reuse, and recycle policy.

4. Environmental Social Contribution

We will contribute to society in terms of both solving social issues and the environment by waste management.

5. Compliance with Environmental Laws and Regulations

We will comply with environmental laws, regulations, ordinances, and other agreements including proper handling of chemical substances, related to our business activities.

6. Environmental Education

We will ensure that all employees understand our environmental policy and are aware of the need for sustainable global environmental protection. We will also ask our affiliated companies for their understanding and cooperation.

We will assess the environmental impact of our business activities, set environmental goals, and work with all employees to prevent pollution, use resources sustainably, mitigate and respond to climate change, protect biodiversity and ecosystems, and continually improve our environmental management system to enhance our environmental performance.

Acquisition Status of Environmental Certification

NIDEK's headquarters and all production bases are certified ISO 14001 environmental management system.

Certification body (as of 2024)
TÜV Rheinland Cert GmbH

Certificate number (as of 2024)
01 104 065534



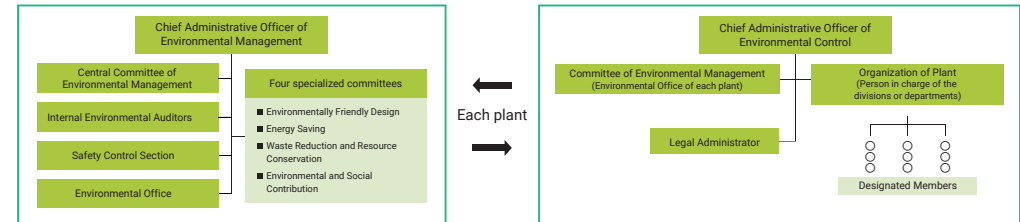
Green Supply Chains

Under our Environmental Policy, we promote environment-centric procurement by requesting suppliers to agree to organizing an environmental management system based on ISO 14001 certification.

Environmental Management System

We have the Central Committee of Environmental Management and four specialized committees under the Chief Administrative Officer of Environmental Management. We identify points for improvement at each plant and run the PDCA cycle toward improvement. Reports from each plant are shared for continuous improvement of the whole company.

Environmental Management Promotion Organization Chart



WEB <https://www.nidek.co.jp/environment/> (Japanese website)

Environmental Accounting

Environmental accounting is a system for recognizing the costs of environmental conservation in business activities and the effects (economic effects) obtained from such activities, and for measuring them as quantitatively as possible. Items are reviewed as appropriate to promote appropriate initiatives in accordance with the Environmental Accounting Guideline 2005 issued by the Ministry of the Environment. In fiscal year 2023, we invested a total of 491 million yen in investments and expenses.

Categories	Details of main initiatives	(million yen)					
		Fiscal year 2022			Fiscal year 2023		
		Investments	Expenses	Total	Investments	Expenses	Total
Business Area Cost							
Pollution Prevention Cost	Cost for preventing air, water, noise, vibration and odor pollution as well as ground contamination and sinkage.	0	47	47	0	42	42
Global Environmental Conservation Cost	Cost for energy conservation including expenses for curbing the emission of greenhouse gases.	82	66	149	57	76	133
Resource Circulation Cost	Cost for disposal and recycling.	0	77	77	0	77	77
Upstream / Downstream Costs	Costs for containers and packaging materials, resale, etc. (downstream cost).	0	0	0	0	0	0
Administration Cost	Cost for monitoring environmental impact and environmental training	0	26	26	0	32	32
R&D Cost	Cost for environmental conservation in research and development.	—	—	—	—	—	—
Social Activity Cost	Cost for environmental conservation social activities such as clean campaigns with no direct relationship to the business activities of the company or other organization.	0	3	3	0	3	3
Environmental Remediation Cost	Cost to restore the natural environment back to its original state, cost to cover degradation suits connected with environmental conservation.	0	0	0	0	0	0
Total		83	219	302	57	230	287

<Business Area Cost>

- Only the cost for major facilities are counted. (Major facility: A facility whose annual cost exceeds 1 million yen)
- Facilities that are related to both pollution prevention costs and global environmental conservation costs are accounted in one category.
- No cost prorating of applicable to composite costs has been performed.
- Electricity costs are not aggregated.

<Upstream and downstream costs>

- The cost of green procurement is not included.

Eco-Friendly Products

We have reduced harmful substances from products as well as striven for the minimum environmental load in developing and manufacturing products. We released six eco-friendly products in fiscal year 2023. All accomplished reducing the environmental load such as by lightweight, energy-saving and reducing the amount of waste liquid in the production process among with improving their performance and function.

■ Optical Biometer AL-Scan M

The AL-Scan M is an optical device that measures the length of the ocular axis (that is, the length from the cornea to the retina) and the corneal radius of curvature (that is, the degree of curvature of the cornea on the surface of the eye), which are necessary measurements for myopia management.

The prevalence of myopia has increased worldwide in recent years. Most myopia is said to be "axial myopia", caused by excessive growth of the eye axis length during school age. The AL-Scan M is useful for myopia management. In particular, it can not only perform a simple non-contact measurement of eye axis length but also display graphs showing changes over time in measured data (for example, in eye axis length and refractive power).

The weight of the main unit was reduced to 21 kg, and its power consumption was reduced to a maximum of 100 VA. This renders the device environmentally friendly.



■ Optical Coherence Tomography RS-1 Glauvas

Optical coherence tomography uses near-infrared light to image cross-sections of the retina and is indispensable for fundus examination, which in turn is necessary for the early detection of eye diseases. Highly-myopic eyes tend to have an elongated ocular axis, resulting in a deeper curvature of the retina at the back of the eye. The associated retinal thinning increases the likelihood of developing eye diseases that can lead to blindness. The Glauvas can even examine the heavily curved retina of patients with highly myopic eyes, which is thus expected to lead to early disease detection.

Compared to conventional models, the Glauvas is lighter and more compact, as its main body weighs only 30.6 kg; this, along with its low electricity consumption (220 VA), renders its design environmentally friendly. We also reduced the weight of the packaging materials compared with previous models to save resources.



■ Preloaded IOL Injection System NP-T/NP-1/NP-1C

These lenses combine an intraocular lens with an insertion device used in cataract surgery. Cataract is a condition in which the lens inside the eye becomes cloudy white, making it more difficult for the person to see, and is said to be mainly caused by aging. In cataract surgery, the cloudy lens is removed and an "intraocular lens" is inserted to replace it.



The NP-T (Toric) is the first intraocular lens for astigmatism in the Aktis SP series, which has an established reputation for its good fixation within the lens capsule. It provides high quality of vision by simultaneously counteracting astigmatism and providing long-term vision correction.

This product is lighter and smaller than previous models and has an environmentally-friendly design. We have also achieved energy savings in the manufacturing and transportation processes by reducing the number of parts of the product and the weight of its raw materials.

■ Preloaded IOL Injection System NSP-3

This lens combines an intraocular lens with an insertion device used in cataract surgery. After cataract surgery, some rare cases incur an "refractive error" caused by minute misalignment of the intraocular lens position. The NSP-3 tackles this issue by delivering good postoperative vision through Nidek's signature aspheric structure, which in turn hardly affects visual acuity in the event of a refractive error.

This product is lightweight, compact, and environmentally-friendly. We have also achieved energy savings in the manufacturing and transportation processes by reducing the number of parts of the product and the weight of its raw materials.



Based on the NIDEK SDGs declaration, we are building a system for environmentally friendly manufacturing. We place importance on activities that take into account the reduction of environmental impact from the product planning and design stages, and based on our Product Assessment Regulations, we are actively working on improvements in cooperation with the development and manufacturing departments as well as the supply chain. Specifically, we select product materials that conserve power and are easily recyclable, reduce the number of parts and screws to facilitate product disassembly, conserve resources in packaging materials, and provide disposal instructions at the time of product disposal.

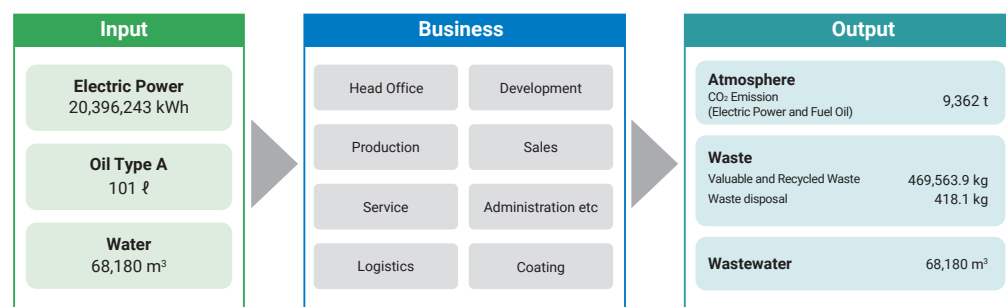
We will continue to strive to reduce the burden on the global environment by continuing to promote the development and manufacturing of environmentally friendly products.

Environmentally Friendly Design Committee

O Proposing Environmentally-Conscious Solutions

To help customers reduce the amount of water used in lens processing and dyeing, we propose that they implement circulating water treatment methods and dyeing systems that minimize undiluted solution amounts. In FY2023, we set up a special booth at an eyeglass exhibition to raise awareness of environmental considerations, and conducted an awareness survey of the UN's Sustainable Development Goals among customers.

Overview of Environmental Impact



Actions on Climate Change

We work on performing business activities which concerns the protection of the environment and protecting ecosystems by reducing CO₂ emissions. Comparing the each resource's usage by converting them into CO₂ emissions, electric power emitted the most. Therefore, we conduct a company-wide basis power saving activity on daily basis.

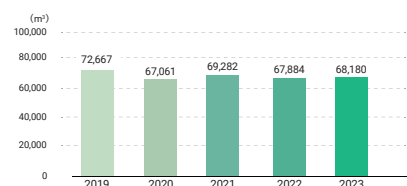
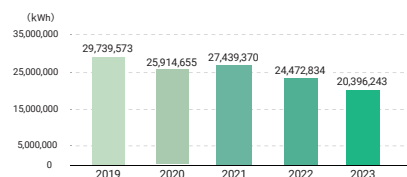
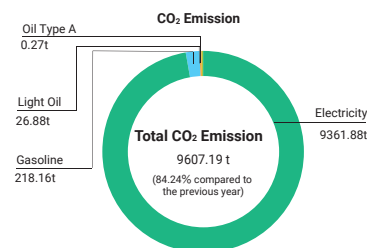
Note: Includes gasoline of company cars and light oil used in five plants and Gamagori branch.

Electric Power Consumption

In FY2023, the company's electric power consumption decreased owing to lower production in the Coatings Division. We are continuously striving to systematically replace conventional equipment for energy-saving ones, and to engage in energy-saving activities.

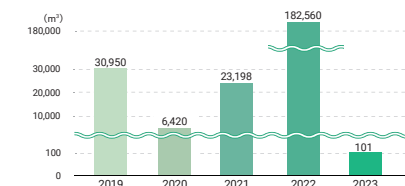
Water Consumption

The company's city water consumption was equal to last year's. Most of the water consumption revolved around cleaning processes and the automatic dilution function of the neutralizer. We remain determined to conserve as much water as possible and improve the efficiency of the cleaning processes.



Heavy Oil Consumption

In FY2023, we were able to keep oil consumption at a minimum because we returned to an operational strategy revolving around a power generator operation that levels the demand for electricity during peak power use periods. Our will to strengthen the efforts to minimize oil consumption persists.



Introduction of Solar Power

To reduce CO₂ emissions from the use of fuel, we have installed solar power generation systems at the Hamacho Plant since 2009, the Osawa Plant since 2013, and the Hiroishi Plant Building 7 since 2014. The actual amount of power generated in fiscal year 2023 was approximately 1,060,682kWh*. (*Converting to the amount of CO₂ absorbed by trees, the effect is the same as planting approximately 23,824 cedar trees.)



Solar panel of Hiroishi Plant Building 7

Promotion of production using renewable energy

To produce products that use 100% renewable energy, we aim to reduce CO₂ emissions per unit of sales by 50% (compared to fiscal year 2019) by fiscal year 2030.

In fiscal year 2023, we investigated and considered the step-by-step purchase of renewable energy, and have concluded a purchase agreement to purchase 6% of the electricity used in the entire Gamagori area from Chubu Electric Power Miraiz Co.,Inc.

From the next fiscal year onwards, we will continue to consider the gradual purchase of renewable energy and aim to achieve our goals.

Reducing Waste Volumes

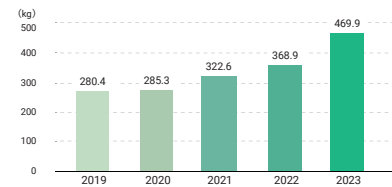
○ Amount of Waste / Recycling

To achieve zero waste emissions, we analyze the content of final waste and develop company-wide activities with the aim of improving the recycling rate. In fiscal year 2023, we have achieved a recycling rate of more than 99%.

Amount of Waste / Recycling Rate

	Fiscal year 2023
Valuables / Recyclables (kg)	469,563.9
Final Disposal (kg)	418.1
Total (kg)	469,982.0
Recycling Rate (%)	99.9

Transition of Final Waste Emissions



○ Specially Controlled Industrial Waste

In FY2023, emissions decreased to 79.7% of the previous year's level. We stand firm in our desire to continuously strengthen the assessment and reduction of emissions, the goal being to achieve minimal waste.

Specially Controlled Industrial Waste Total by Plant (kg)

Hiroishi Plant	Hamacho Plant	Tsurugahama Plant	Higashihama Plant	Osawa Plant	Total	Year-over-year
46,646.7	193.6	18,811.0	24,673.8	752.0	91,077.1	79.77%

○ Plastic Waste

The total amount of plastic waste discharged by the company in FY2023 was 154.6 tons. We intend to uphold our measures to check and reduce emission amounts and minimize waste.

Industrial Waste Volume of Plastic-Used Products Total (t)

	Fiscal year 2023
Plastic waste (t)	113.6
Plastics in mixed waste (t)	41.0
Total (t)	154.6

Social

Safety Management Policy

NIDEK considers that securing health and safety of all employees is a foundation of company management and a social responsibility. We have made efforts to ensure a safe and healthy workplace by following the guideline of NIDEK's corporate conduct charter.

1. NIDEK will comply with all laws, internal regulations and standards related to safety management activities
2. All employees including management will make efforts to appropriately conduct an occupational health and safety management system according to their responsibilities and actions.
3. We will inform the importance of safety management activities to all employees and raise awareness through necessary training and educations.
4. We will conduct safety management activities with the cooperation of all employees, and endeavor to ensure the safety and health of all employees and their families.

(1) Health and Safety

We will endeavor to create a comfortable workspace by properly managing risk assessment, risk prediction, near miss reporting and chemical substances control.

(2) Health

We will endeavor to maintain the health of all employees by promoting mental and physical health activities.

(3) Traffic Safety

We will work on decreasing traffic accidents by enhancing road safety and promoting road safety measures.

(4) Disaster Prevention

We will secure employee safety including visitors by promoting proactive measures against possible disaster risk.

Safety Management Activities

We have constructed a safety management system based on the Occupational Safety and Health Management System. Four special committees (Safety and Sanitation / Health / Traffic Safety / Disaster Damage Prevention) are to ensure employees' safety and health.

● Industrial Accident Prevention Programs

To eliminate industrial accidents and enhance safety consciousness, we have consistently conducted risk prediction education and risk assessments among new, mid-career, and transferred employees. In FY2023, to raise safety awareness among employees, we delivered not only information interventions on fall prevention and chemical substances but also e-learning training on heavy objects handling.

● Strengthen Response Capabilities in the Event of a Disaster

To strengthen the company's ability to respond in case of disasters, we hold a yearly general lifesaving course in July, along with disaster drills in October and November. In FY2023, as an effort to raise awareness of disaster prevention, we provided employees and their families with information related to disaster prevention by utilizing websites of the Japan Meteorological Agency and Japan Fire and Disaster Association.



Evacuation drills held in November

● Traffic Accident Prevention

The company's cars are equipped with driving recorders that support safe driving. These recorders allow us to visualize dangerous driving behaviors based on driving condition data and to provide feedback to drivers, which is intended to make safe driving a core principle among our motorists.

Other activities related to traffic accident prevention for motorists include education on traffic safety hazard prediction, special training on traffic safety, traffic accident recurrence prevention, traffic watch, and the provision of traffic safety awareness materials.

● Perfect Driver 100-Day Campaign

Ten teams participated in the Perfect Driver 100-Day Campaign sponsored by the Gamagori City Safety Driving Management Council. Nine teams achieved a perfect no-accident and no-violation record.



Awards ceremony for the representatives of the teams that achieved the goal

● Business Continuity Plan

We have a business continuity plan* that aims to prepare the company for dealing with large-scale disasters. In July, we simulate/assume a situation wherein a disaster has occurred, and all employees at each workplace participate in safety confirmation drills and emergency communication drills. In December, desk-based drills are conducted for disaster response headquarters personnel.

Note: BCP outlines procedures of daily activities and emergency actions to enable prompt recovery/continuity of its business activities in the face of accidents/disasters. Such emergencies include natural disasters, fires, novel influenza and terrorism.

Respecting Human Rights

● Respect for Human Rights and Prohibition of Discrimination

All employees at NIDEK respect the human rights of all people and act in accordance with the NIDEK Corporate Conduct Charter in order to create a workplace free of discriminatory treatment and actions that undermine individual dignity.

● Prevention of Harassment

NIDEK's conduct policy prohibit all forms of harassment, including power harassment and sexual harassment. Each department conducts training to prevent harassment and raise employee awareness once a year.

● Human Rights Considerations in Recruiting

Our fundamental strategy for recruitment is to allocate personnel optimally by considering ability, motivation, and aptitude. We share our human rights considerations by ensuring that questions about religion and ideology are not asked during employment interviews.

Human Resource Development Policy

Based on our belief that “a company is only as good as its people,” we strive to develop our human resources to enhance our corporate value in the long term. We support our employees in creating a corporate culture in which they are motivated to learn, our diverse human resources can maximize their abilities, and they can be highly-motivated to work while autonomously designing their careers. We also intend to increase the number of employees who understand NIDEK’s values, strive to communicate them, and wish to build a system that allows both people and the company to grow together.

Regarding individual skill development, NIDEK provides its employees with learning opportunities year round, including position-based training (to develop position-related skills), purpose-based training (to develop specialized business skills), and selective training (to develop the next generation of leaders). In addition, we provide professional skills training by establishing a development team in each division to promote human resources development in line with our business strategy. As a company with global activities, we also focus on the development of our global human resources.

As part of our efforts to encourage employees to design their own careers, we hold annual career interviews with our employees on a “self-reported” basis to allow them to discuss their careers, and afford them training to foster career design skills from the early stages of their employment. We also provide our employees with more concrete career design support by introducing “in-house internships,” “in-house open recruitment,” and “1-on-1” programs. In the future, we aim to revitalize the company by increasing internal mobility and expanding the scope of employee activities.

Training and Education Systems

● New Employees Education

The first two months from joining the company is training period for new employees. We have two programs, group training and on-the-job training. Autonomy and creation as a theme, we deepen the understanding of our company, deepen bonds between newly hired employees and teach the basics as working people and NIDEK employees. Our own group training program is planned, reviewed, operated, and conducted by senior employees selected from within the company. Through group work and lectures, new employees learn how to prepare themselves as a member of society by understanding business manners, product knowledge, etc. In the workplace training, new employees basically acquire the practical knowledge required for their respective assignments.

● Foreign Language Training

There are many situations when we need language skills in our work. We strengthen our employees’ foreign linguistic ability by providing trainings such as TOEIC IP tests and online english conversation trainings.

● Conducting in-house internships

As part of our work/lifestyle reforms, we have started operating an in-house internship system from fiscal year 2021. The “in-house internship system” is designed to help employees who are interested in the work of other departments deepen their understanding of more detailed operations and other aspects of the company’s business, and to help them in their future career development. We strive to promote skill development and career design skills for employees in their fourth year of employment and for those who wish to do so. In fiscal year 2023, the system was implemented for 60 employees. Many positive comments were received, such as, “Learning about specific operations in other departments broadened my perspective”, and “It was helpful for my future career development”.

● Education System in NIDEK

We reconsider our training program every year to make the system more effective. In addition, the knowledge and information necessary for each department is acquired through on-the-job training, outside seminars and academic conferences. We collect the latest technology and information to improve our knowledge, ability and technology.

Major Trainings Held in Fiscal Year 2023

Program	Summary
Next-generation Leader Development Training	Training for next generation leader candidates
Promotional Training	Training for promoted employees
Evaluator Training	Training for newly appointed evaluators
Second Career Training	Training for employees in the age of 55
Business Skills Training	Training for mid-level employees to improve their business thinking skills and awareness as business leaders

Education System

	New employees	Regular employees	Senior employees	Section managers	General managers and officers
Trainings by position	New Employees Education			Managerial Education	Workshop for Senior Managers and Directors
Trainings by Objective		Business Skills Training	Next Generation Leaders Development Program		
Foreign Language Trainings	TOEIC				
	Language Training				
External Trainings	Open Seminars, Academic Conference Attendance, etc.				

● Internal Environment Improvements and Policies

To improve our company’s value in the long term, we must create comfortable work environments for employees. We therefore intend to promote environmental reforms to enable employees to work according to their individual circumstances and choose a variety of work styles, such as through introducing a “telecommuting system,” “support for balancing work with childcare, nursing care, and medical treatment,” “paid time off,” and parental leave by male employees.

Additionally, we hope to reform our systems such that they allow our diverse human resources to exploit their different characteristics and abilities to their utmost. To make the system even more employee-friendly, we hold “Employee Round-table Meetings,” which allow us to hear from employees every day and to engage in dialogue with the management team. We will, accordingly, build a system to further increase employee satisfaction by implementing health management initiatives and engagement surveys to enable a clearer visualization of the current situation. The goal of these efforts is creating a workplace environment that delivers optimal conditions for all employees to work at their best.

Utilization of Diverse Human Resources

● Working Hours Management

Long working hours not only lead to poor health conditions but also to a decline in the satisfaction of personal life. To ensure that everyone has a healthy and fulfilling life, we are making many efforts to provide employees with good working environments by promoting the use of paid vacations and no overtime days.

Since January 2022, we have been introducing a telecommuting system to improve work-life balance and increase work productivity. In addition to institutionalizing telecommuting which looks ahead to the work styles of the new era, we have also created an environment and facilities that enable remote workers to work efficiently.

● Paid Leave

We provide 10 days of paid leave in the first year, with two days being added yearly to these 10 days, up to a maximum of 20 days of paid leave. Unused days of paid leave can be carried over to the following year, and up to 40 days can be granted in one year. Employees may also take paid leave in hourly increments of up to 40 hours per year.

Monthly Average of Non-Scheduled Working Hours, Average of Days Received for Paid Leave and Average Paid Leave Utilization Rate

Fiscal year	2019	2020	2021	2022	2023
Monthly Average of Non-Scheduled Working Hours (hours)	19.33	11.05	15.79	15.13	15.38
Average of Days Received for Paid Leave (days)	13.7	11.9	14.0	14.6	15.4
Average Paid Leave Utilization Rate (%)	74.3	62.9	74.1	77.3	81.3

● Childcare Leave

Ahead of the enforcement of the Japan's revised Act on Childcare Leave/Caregiver Leave on April 1, 2022, we are promoting the use of childcare leave by male employees. The utilization rate is increasing each year. The return-to-work rate from childcare leave for both male and female employees is 100%.

Parental Leave Acquisition Rate

Fiscal year	2019	2020	2021	2022	2023
Acquisition rate of female employees (%)	100	100	100	100	100
Acquisition rate of male employees (%)	43	24	49	65	69

● Establishment of a Day-care Center

We provide a day-care center in Gamagori City for employees to return to work without anxiety after childcare leave.

Inside the day-care center



● Systems Balancing Childcare, Family Care and Treatment

List of Systems

System	Summary
Systems Related to Childcare (Before Birth)	<ul style="list-style-type: none"> ● Commuting Relaxation During Pregnancy Employees who are pregnant can choose either staggering working hours or working fewer hours. ● Doctor's Appointment Leave Used when doctor's appointment such as medical checkup is needed. ● Childbirth Leave Up to six weeks (14 weeks in the case of multiple birth) are given to mothers.
Systems Related to Childcare (After Birth)	<ul style="list-style-type: none"> ● Childcare Leave Childcare leave can be taken until the day before the child's first birthday (up to the day before child's second birthday for special reasons). ● Childcare Leave for Fathers After Childbirth A maximum of four weeks may be taken within eight weeks of a child's birth. ● Working Time Options Short-time working system for child care can be used until the child reaches forth grade. Up to two hours of shortage per day can be requested. If there are special reasons, working hours can be shortened to four and a half hours at the shortest. ● Sick/Injured Childcare Leave Up to five days (ten days if there are more than two children who are under fourth grade) can be taken.
Systems Related to Childcare (Others)	<ul style="list-style-type: none"> ● Childbirth Attendance One day as a special paid leave ● Restrictions on Overtime and Night Labor A maximum of four weeks may be taken within eight weeks of the child's birth. ● Staggered Work Hours With the approval of the head of the department, work hours may be staggered within one hour before or after regular work hours until the employee's child reaches the fourth grade.
Systems Related to Family Care	<ul style="list-style-type: none"> ● Caregiver Leave (Long term) Up to 93 days can be taken. ● Caregiver Leave (Short term) Up to five days (ten days if there are more than two people who needs family care) can be taken. ● Working Time Options Up to two hours of shortage per day can be requested from the prescribed working hours for a maximum of three years. If there are special reasons, working hours can be shortened to four and a half hours at the shortest. ● Restrictions on Overtime and Night Labor ● Staggered Work Hours With the approval of the head of the department, work hours may be staggered within one hour before or after regular work hours.
Health and Employment Supporting System	In order to support balancing continuous injuries or illness treatment and employment, we provide adjustment of work days, working time options, commuting relaxation and such.

● Next Generation Certification

In June 2020, we have achieved Kurumin Mark as a company supporting work and family-life balance, certified from the general of Aichi Labour Bureau.



● Aichi Josei Kagayaki Company

We are certificated by Aichi Prefecture as an "Aichi Josei Kagayaki Company (Aichi's Company with Active Participation of Women)", a company whose top management promotes active participation of women by expanding employment, expanding work areas, training, appointing managers, promoting work-life balance and creating an environment where childcare and nursing can be done while working. We aim to enlarge women's "stability" and "success" in the workplaces.



● Employment of Persons with Disabilities

As of March 2023, the employment rate of persons with disabilities was 2.5%, maintaining the same rate as the statutory employment rate.

● Promotion of Reemployment

We implement a contract reemployment system that, in principle, rehires all employees who wish to continue working after NIDEK's retirement age of 60. We are working to create an environment in which employees can continue to utilize the abilities they have developed and work with a high level of motivation even after they reach retirement age.

● Resource Conservation through Promoting DX

To improve value-added labor productivity by 30% compared to fiscal year 2019, we are working to optimize our company-wide systems. In FY2023, we implemented the Business Reform Promotion Project and the Digital Documentation Project, and reviewed and improved our business-related systems. We will continue to search for efficient work methods and improve labor productivity.

● Employee Engagement Survey

Since 2022, we have been conducting annual engagement surveys with all employees. This enables us to visualize the company-employee connection, and thereby take well-informed decisions on methods to motivate employees to perform their jobs at their best and improve the workplace environment.

● Indicators and Goals

In addition to improving the workplace environment, we also try hard to promote activities focused on women to enable them to play active roles in the company. We aim to increase the percentage of female employees to 30% or more, a figure that was 20% in FY2023, and to build a system that creates new value through the growth and success of a workforce diversity that stretches beyond women employee inclusion.

Health Activities

● 2024 Certified Health and Productivity Management Organization (Large Enterprise Category)

We are actively engaged in work style reform and health management to promote the health of all employees. In March 2024, we were selected as "2024 Certified Health and Productivity Management Organization (Large Enterprise Category)" by the Ministry of Economy, Trade and Industry for the fifth year of succession.

As a company that promotes health management, we consider it an important issue to secure superior know-how and technology and continuously improve our corporate value by retaining human resources through the development of an environment in which employees can continue to work in good physical and mental health.



● Aichiken Kenkou Keiei Suishin Kigyō

Since November 2019, we are registered as an organization which promotes maintaining and improvement of employees' health.



● Mental Health Care

Again in fiscal year 2023, we conducted the annual Stress Check Program for the entire staff. We also have a consultation counter for employees and their families to support employees from the viewpoint of mental aspect.

Stress Check Screening Rate

Fiscal year	2021	2022	2023
Stress Check Screening Rate (%)	93.6	93.4	93.1

● Medical Checkup

We provide annual medical checkup for employees and in addition, special medical checkup for employees who handle hazardous substances. We also support employees who need secondary checkup.

To employees who became 35 years old, and employees who are 40 years old and over, we provide lifestyle disease checkup. To employees who need improvement in their lifestyle, we give specific health guidance.

Medical Checkup Consultation Rate

Fiscal year	2021	2022	2023
Medical Checkup Consultation Rate (%)	100	100	100

● Health Promoting Activities

We have designated a three-month period from October 1 to December 31 as the "Health Challenging Period" with the aim of enhancing health promotion (health maintenance and prevention of modern diseases) and lifestyle improvement. The program is open to employees and their families, and participants set goals to improve their lifestyles, such as quitting smoking, losing weight and building physical fitness. The participants then self-report their achievements. In fiscal year 2023, 349 people participated in the program and 285 people achieved their goals.

We have also provided an e-learning education program focused on employee health promotion that delivered information on smoking, mental health, and "Self-Management in Mental Health."

Quality Policy

NIDEK's business is to realize "Invisible to Visible" and "Lively and Healthy Society." For people's healthy and comfortable life, we will create new opportunities and provide safe and high quality products and services. Based on our quality policy, we are working on maintaining and improving quality on a companywide basis. We have regular internal audits and in addition, we work on "quality education" for our employees.

1. <Global standard products>
We provide "vision" to people around the world through products that meet global standards.
2. <Quality assurance from the customer's perspective>
We will assure the quality of our products and services from the customer's perspective.
3. <Providing safety and security and developing human resources>
We will develop human resources to provide products that place the highest priority on safety and security.
4. <Compliance>
In addition to complying with relevant laws and regulations, we will act with high ethical standards and fairness.
5. <Continuous improvement of QMS>
We will maintain and continuously improve the appropriateness and effectiveness of our quality management system.

Approaches to Quality

● Quality Assurance System

Based on the international standard ISO 13485, we have product development, production and sales activities under our quality management system. Each process has strict quality reviews to work continuously on improvements. Customers' voice and market information collected will be used to make better products.

Additionally, we review the effectiveness of our quality management system in regular meetings of our quality assurance committee.

● Quality Management System (QMS)

Our business is to develop, manufacture, sale and have customer service of medical devices based on our business domain "Eye & Health Care." Medical devices could be sold only when they pass the laws of each country, related to QMS and are permitted to sell only products manufactured according to the law.

In recent years, QMS review tends to be stricter due to the growing needs for quality and safety for medical devices. We have established internal procedures at each stage of our operations, from design development to after-sales service of products. Also, we are working daily to properly operate and improve our quality management system to enhance compliance rate with regulations and to make them more effective. We continue to provide safe and reliable products to our customers.

● Periodic Internal Audit

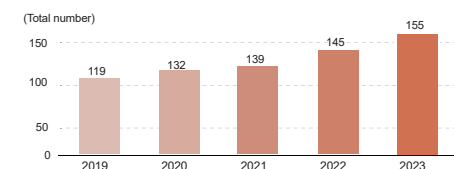
We conduct internal audits regularly to confirm that our quality management system complies with the laws and regulations of medical devices in each country, that we are operating in accordance with our procedures, and that our quality management system is effective.

Problems detected by internal audits are prevented from reoccurring based on procedures. Corrective actions are planned and implemented to eliminate the cause of the problem. In addition, by repeating the PDCA cycle, we are continuously improving our quality management system.

● Quality Management Education

We are working on raising awareness to quality in order to gain knowledge that is useful in our operation such as quality management's way of thinking, methodology and problem-solving process. In the relevant departments, employees take the QC KENTEI (Quality Management and Quality Control Examination)*. A total number of 155 people passed grade 1 to 3 (March 2024).

Successful Examinees of QC KENTEI Grade 1 to 3



* QC KENTEI which is held under the Japanese Standards Association and the Union of Japanese Scientists and Engineers, can objectively evaluate the knowledge about quality control.

● Implementation of Quality Control

In order to improve quality in general and mass produce products of particularly high quality, we have developed our own quality control system.

We displayed important indicators such as "complaint rate", "non-conformance rate", and "CAPA (corrective and preventive action)" on the factory electronic display with automatic updates every hour. In addition, traffic signal color-coded indicators (green: normal, yellow: caution, red: warning) have been introduced as monitoring indicators.

● Certification of International Standards of Quality Management

We are certified ISO 9001 and ISO 13485 Medical devices.



ISO 9001

Registration Institution (2024):
TÜV Rheinland Cert GmbH
Registration Number (2024)
01 100 107201



ISO 13485

Registration Institution (2024):
DEKRA Certification B.V.
Registration Number (2024)
4202064

● System for Enhancing Customer Satisfaction

In order to measure customer loyalty, we introduced the Net Promoter Score (NPS) system. NPS is a numerical value based on a customer questionnaire survey that shows how much attachment and trust the customer has to a company or brand. As we advance, NPS surveys will be conducted domestically and overseas. The results will be used to evaluate and improve customer experience at specific touch point.

● In-house production of UDI Labels

"The Unique Device Identification (UDI) system" is designed to ensure the traceability of medical instruments by attaching a barcode to each product so that they can be individually identified. UDI regulations are being enforced internationally, requiring medical instruments and such to have barcodes attached. In order to start in-house production of UDI labels from fiscal year 2022, we established the system in July 2021 and began operation in May 2022.

● Customer Support and Service Support

To ensure that we can respond to customers' needs inside and outside the country, our customer support system is provided by product and customer areas.

● Effort to Obtain National Technical Certificates

In order to develop human resources who are responsible for manufacturing, we actively support the acquisition of trade skill tests for "Electronic Equipment Assembling*" and "Optical Instruments Manufacturing**", which are designed to help employees at production sites acquire practical skills and knowledge. We are focusing on the development of human resources in manufacturing by holding voluntary in-house study meeting, during which employees who have passed the tests in the past serve as instructors.

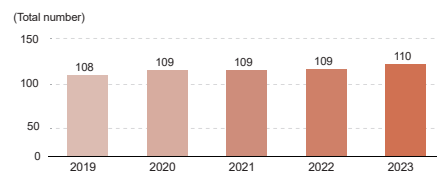


* Academic and practical tests for assembling electronic equipment conducted by the Prefectural Vocational Ability Development Association.

** Academic and practical tests for manufacturing optical equipment conducted by the Prefectural Vocational Ability Development Association.

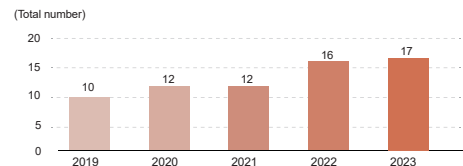
Trade skill tests for Electronic Equipment Assembling

Total number of successful applicants (Expert to 2nd Grade)



Trade skill tests for Optical Instruments Manufacturing

Total number of successful applicants (Expert and 1st Grade)



● The Chairman's Award from the Japan Vocational Ability Development Association in 2023

NIDEK received the Chairman's Award from the Japan Vocational Ability Development Association in FY2023. The award is presented by the Chairman of the Japan Vocational Ability Development Association to a business, organization, or distinguished service that has delivered outstanding results, and is recognized as exemplar, in the promotion of projects related to vocational ability development, skills testing, and skill promotion.

We have indeed been providing our facilities as venues for skill testing for the past 34 years. The company was also recognized for its significant contributions to the promotion of the certification business, leading to the award in the "Skill Certification Business Related/Establishment" category.



● Practical Skills Guidance by Monozukuri Meisters

The "Monozukuri Meister scheme" is a scheme designed to effectively pass on skills and train successors. Under the scheme, "Monozukuri Meisters," who have excellent skills and experience in manufacturing, provide practical skills guidance and promote the attractiveness of manufacturing at small and medium enterprises and schools. We have two "Monozukuri Meisters" who teach the assembly of electronic devices at high schools and small and medium-sized companies in Aichi Prefecture.

In fiscal year 2023, we provided practical skills guidance at one high school in Aichi Prefecture in June and December.



● Selected as "Aichi Master Craftsman" in 2023

An employee of ours, specifically an electrical machinery assembly worker, was selected and awarded as an Aichi Prefecture Outstanding Skilled Worker through the "Aichi Master Craftsman" award for FY2023. This award recognizes outstanding craftspeople from Aichi Prefecture with excellent skills, and who contributed to society through their skills as an "Aichi Master Craftsman."



Guideline for Procurement

In order to continue to be a company that is trusted by society based on the Charter of Corporate Behavior, we aim to build a good relationship with all stakeholders connected to our company. In our procurement activities, we will promote the establishment and maintenance of fair and appropriate relationships with our business partners.

1. Fair and Equitable Transaction

We will always strive to enhance communication with our business partners and conduct fair and equitable procurement activities.

2. Compliance with Laws and Regulations

We will comply with the laws, regulations, and other social norms of the countries and regions where our business partners operate, and strive to build relationships of trust with our business partners.

In addition, we will appropriately protect and manage the information of our business partners obtained through our procurement activities.

3. Environmental Conservation and Protection

In accordance with our "Environmental Policy", we will strive for green procurement that considers environmental conservation, such as procuring parts and materials as minimal environmental impact as possible.

4. Promotion of CSR Procurement

We will strive to promote CSR activities together with our business partners to realize a sustainable society.

We will seek the understanding and cooperation of our business partners based on "the Supply Chain CSR Procurement Promotion Guidebook."

Supply Chain Management

● Briefing Session

In every January, we hold a presentation for “Optica,” the group of companies that manufacture and supply the parts used in our products. The purpose of this presentation is to clarify our current situation, present our future plans and policies, align our vectors, and deepen our understanding and cooperation in production activities.

We are always appreciative of the cooperation the Optica companies have provided to take measures to improve the quality of our products.



Remote briefing session in fiscal year 2023

● Supply Chain CSR Procurement Promotion Guidebook

CSR activities, which are the social responsibility of a company, began with environmental issues and have expanded to include human rights issues and information security. Interest in CSR activities is increasing year by year. We created the Supply Chain CSR Procurement Promotion Guidebook to promote a common understanding throughout our supply chain.

● CSR Procurement Self-Assessment

Since 2021, we have been conducting a CSR procurement survey, which features a questionnaire designed based on the CSR Procurement Tool published by the United Nations Global Compact, to quantitatively grasp the status of our business partners' efforts.

In FY2023, we requested a survey to be conducted with 31 major business partners, and received responses from 26 of them.

Average scoring rate of the surveyed companies (unit: %)



● Expansion of Service Areas

We entered the African market in FY2023 to establish new distributors in previously-untapped markets. We also reorganized our agencies in underdeveloped areas, and intend to continue to expand and reorganize our distributors to provide services to more people in more regions.

Social Contribution Activities

We are engaged in various social contribution activities including environmental preservation such as local clean-up and environmental preservation. Following are some of our activities of social contribution in fiscal year 2023.

● Collecting Eco-Caps

Since 2009, we have been rolling out the “Eco Cap Movement” to exchange collected plastic bottle caps for vaccines. In fiscal year 2023, 216,095 caps (about 251 vaccines) were collected throughout the company.

● Donation to the Japan Braille Library

Donation to the Japan Braille Library is becoming periodically. In fiscal year 2023, the donation was used to make a book for people with visual disability and as operating funds for the library.

Completed audiobook and its original
(Photo provided by the Japan Braille Library)



● Collecting and Donating Used Glasses

We have been collecting unwanted glasses from employees and donating them to developing countries since 2022, and 85 pairs of glasses were collected from across the company and donated to these countries in 2023.

● Cooperation in Gamagori City activities

In Gamagori City, Kururin loop bus is in operation in each district of the city to eliminate public transportation deserts. We have been supporting this activity since 2019.

Photo of Otsuka area Kururin loop bus (community bus)



● Lectures for Elementary and Middle Schools

Since 2009, we have conducted lectures for students in elementary and middle schools to increase their interest in eye health. In FY 2022, we began to provide full-fledged online lectures and in-person lectures, having thus far delivered lectures to approximately 17,245 students and their parents at 94 elementary and junior high schools within and outside Aichi prefecture.

Furthermore, we posted an English-language video on the NIDEK Global website about “How to deal with digital devices.” We intend to uphold our emphasis on the significance of lectures on eyes and eye examinations.



Lecture for students

Number of lectures delivered in the last 5 years

Fiscal year	2019	2020	2021	2021	2023
Number of schools	22	13	59	59	94

● Participating in the Local Clean-Up Campaign

We have continuously participated in the local clean-up campaign held twice a year by Gamagori City. We cleaned up the surroundings of five plants in Gamagori district.

We are cleaning the area around five plants in the Gamagori district.



● Sponsorship to Light-Up in Green Movement

We sponsor the “Light up in Green” movement held by the Japan Glaucoma Society during World Glaucoma Week.* Light Up in Green is an event to raise awareness of Glaucoma by lighting up famous landmarks in green.

In fiscal year 2023, we lighted up the yacht which competed in America’s Cup, “Nippon Challenge” in green, the symbolic color of glaucoma, at the south entrance of Gamagori Station in cooperation with Gamagori City from March 10 to 16, 2024. In addition, the headquarters Hiroishi plant, Sendai, Kanazawa, Hiroshima and Tokyo branch offices also lighted up in the same manner.

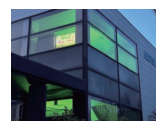
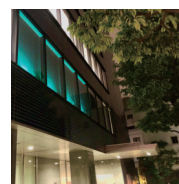
* World Glaucoma Week is an event by World Glaucoma Association. It is held all over the world since 2008.



The yacht “Nippon Challenge” lighted up



Hiroishi plant, Kanazawa, Tokyo and Sendai branch offices lighted up



● Promoting Awareness of Eye Frailty both Domestically and Internationally

“Eye Frailty*” is defined as “a condition in which the eyesight has deteriorated with age, and the function of the eyes has deteriorated due to the addition of various external stresses, or a condition at which the risk of such deterioration is high.” The eyeball deteriorates structurally and functionally in various ways with aging. It is said that if some kind of stress is added to that state, visual function impairment will occur. Early detection enables appropriate prevention and treatment, delaying progression and alleviating symptoms.

In FY2023, we conducted an in-house eye education program to raise employee awareness of eye frailty. Additionally, to deepen our understanding of those with visual impairments, we held a “Visually Impairment / Human Guide Experience Workshop” with the cooperation of “Akatsuki no Hoshi,” a guide volunteer group in Gamagori City. We will continue to conduct eye frailty awareness-raising activities both inside and outside the company.



* From the official website of Japan Ophthalmology Enlightenment Conference Eye Frailty Enlightenment (<https://www.eye-frail.jp/>)

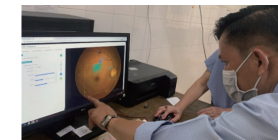
● Eye-friendly Urban Planning

Since January 2023, we have been discussing with local governments, including the Gamagori City Hall, about the realization of eye-friendly urban planning, like the project the eye-care town of Gamagori. In FY2023, eye health awareness posters, created under the supervision of Gamagori Municipal Hospital, were displayed in community centers and public facilities citywide. Banners raising awareness of the importance of eye care have also been hung on a building in Gamagori, and awareness flags were displayed near Gamagori Station to coincide with Eye Care Day, which takes place every October 10.

In 2023, Japan also newly established June 10 as the “Children’s Eye Day.” Additionally, to monitor children’s vision development and promote/maintain eye health, we held an exhibition and awareness-raising event at the Gamagori City Library. In the future, we intend to continue to explore ways to collaborate with local authorities in various related initiatives.

● Collaboration with International Organizations

We are working to collaborate with international organizations worldwide to popularize eye examination. In FY2023, we formed a partnership with Orbis International*, an international eye-care nonprofit organization, and are now providing fundus cameras and financial support for Orbis’ AI-based eye-screening programs in Vietnam.



Additionally, we have been holding the “NIDEK Images of the Year Award” yearly since 2020. This is an event that invites people globally to submit fundus images taken with the Mirante Scanning Laser Ophthalmoscope, selects the best images, and donates a monetary amount to the international nonprofit organization IAPB** according to the number of submissions.

* An international nonprofit organization that aims to prevent blindness and visual impairment. The company has delivered blindness prevention programs in over 200 countries and regions worldwide.

** A comprehensive alliance of the global eye-care sector, encompassing more than 200 organizations in over 100 countries that work together to create a world with universal access to eye care.

● Examination of Eye Fatigue Countermeasure Service “Eye Digital Supplement”

We develop apps that aim to enhance performance by reducing eye strain. We will proceed with development so that we can visualize the condition of our eyes and body on a daily basis and propose services that support health promotion.

● Research and Development of Artificial Retina System

We have been working on the research and development of visual prosthesis since 2001. We aim to create an implantable medical device that reconstructs vision by recognizing multiple light points created by electrical stimulation of retinal neurons in the visual system of blind people. We are working on research and development so that we can deliver the joy of vision as soon as possible.

WEB <https://www.nidek-intl.com/artificial-sight/>

Governance

Compliance Policy

NIDEK considers that acting in accordance with common rules and norms of society is essential for continuing business and it is an important task for us to take the initiative. We do not just observe laws in letter as well as spirit, but also fulfill our ethical and social responsibilities which are required by rules and social norms.

We urge all of our employees to comply with "NIDEK Corporate Conduct Charter" not to break the trust of any stakeholder including our customers.

Major Regulations and Handbooks Concerned to Compliance

Compliance Manual

In accordance with the "NIDEK Corporate Behavior Charter," we explain the purpose of each action guideline and what we should follow.

Rules for Handling Health Information and Others

A basic policy regarding the handling of information on as to the physical and mental conditions of our employees.

European Personal Information Protection Regulations

A basic policy regarding the protection of personal information in the course of our business activities in the European Economic Area.

NIDEK Privacy Policy

WEB https://www.nidek-intl.com/privacy_policy/

Guideline for Transparency (Japanese)

WEB <https://www.nidek.co.jp/transparency/>

Guideline for Public Research Funding (Japanese)

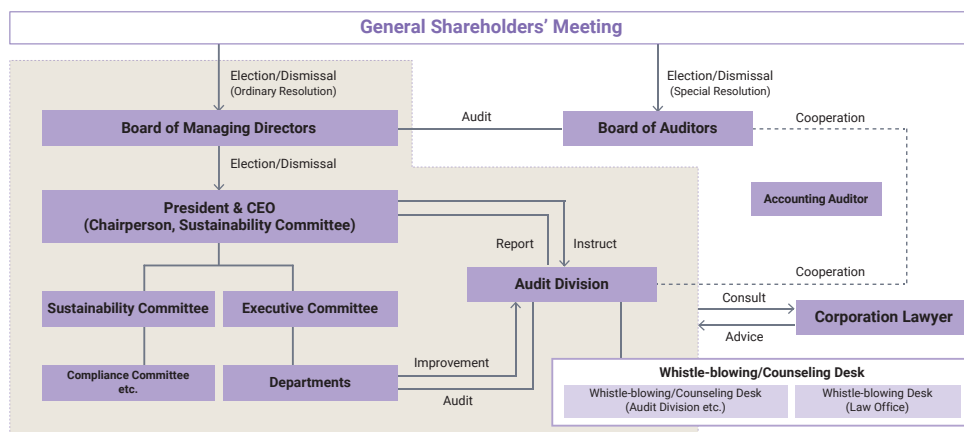
WEB <https://www.nidek.co.jp/public-research-spending/>

Procurement Guideline (Japanese)

WEB <https://www.nidek.co.jp/procurement-policy/>

Corporate Governance System

We have adopted the "Company with Board of Auditors" system under the Companies Act. This corporate governance system involves a Board of Managing Directors, which has a management supervision function, and independent corporate auditors, who have an auditing function. The "Corporate Governance Structure Chart" shows the management control system for decision-making, execution, and supervision.



Compliance Promotion

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 the compliance counseling desk

Conduct Policy of our Employees

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

In this poster, the NIDEK Corporate Conduct Charter, the compliance test (checklist), whistle-blowing desk information and such are described.

Compliance Education

We focus on compliance education for our employees and provide regular training programs by job classifications and job categories according to the annual agenda established at the beginning of the fiscal year. We set common themes in each year and provide opportunities to discuss in each workplace in order to improve the awareness and call out attention toward compliance.

Educations and Trainings in 2023

Eligible Participants	Educations and Trainings
All employees	Compliance Training (e-Learning) Business Law Training for Beginners (Optional) Contract Negotiation Exercises for Beginners (Optional)
New employees/mid-career employees	Compliance Training for New and Mid-career Employees
Managers	Compliance Training
Employees of Development Departments	Training for Development Div. Employees Research Ethics Education (e-Learning)
Employees of Sales Departments	Training for International Sales Dept. Employees

Compliance Survey for Employees

We have been conducting, since 2021, a compliance survey for all employees to better grasp the status of their awareness of safety, regulations, and other policies. We will continue to conduct the survey in the future to further raise awareness.

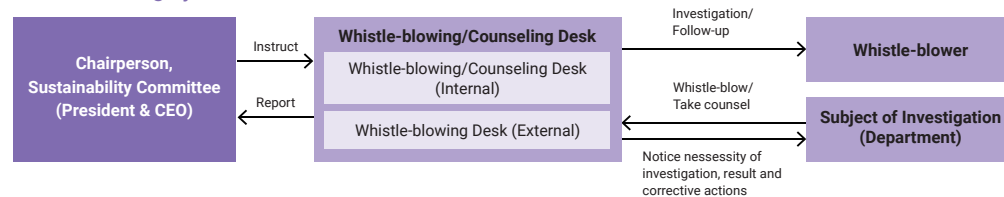
Whistle-blowing System

● Whistle-blowing and Counseling System

We have an external whistle-blowing desk along with an internal whistle-blowing/counseling desk which are promoted to our employees. This system is aimed to provide early detection and correction of fraudulent acts and to ensure the enhancement of regulatory (safety) compliance.

Additionally, to prevent any unfair retaliation against the employee who reported or took counsel, we have company regulations to protect the whistle blower.

Whistle-blowing System Flow



● Global System for Whistle-blowing

In FY2021, we established an external contact point through which external lawyers in France and Italy receive reports about the company. In FY2022, we established an external contact point through which an external consulting firm in the United States of America receives reports about the company. In FY2023, we began accepting reports from Singapore, South Korea, and Brazil at the NIDEK Audit Division, the parent company. We will continue to inform and educate the employees of local subsidiaries, aiming for a continuous auditing operation.

Fair Business Practices

● Elimination of Anti-Social Forces

We have no relationship with any anti-social forces and will take a resolute attitude and cooperate with outside specialized agencies against unreasonable demands.

● Prevention of Corruption and Bribery

We determine in our compliance manual that we must not allow any illegal money transfer and unappropriated receptions and gifts, and strengthen anti-corruption through our whole business activities.

● Transparency with Medical Institutions

We disclose funds paid to medical institutions and other organizations based on the "Transparency Guidelines for the Medical Device Industry and its Relationships with Medical Institutions and Other Organization" by the Japan Federation of Medical Devices Associations (JFMDA) to improve the transparency and credibility of the relationship with medical institutions and other organizations and to contribute to the development of Eye & Health Care. In addition, in the United States and France, we have made information regarding payments to medical institutions public in accordance to local laws.

Basic Policy on Prevention of Improper Use of Public Research Funds

Based on guidelines such as Guidelines for Managing and Auditing Public Research Funds at Research Institutions, we have established a basic policy for proper operation and management to prevent unauthorized use of public research funds.

1. Observe Guidelines, Rules and Guiding Principles

NIDEK will observe laws relating to prevention of unauthorized use of public research expenses and such guiding principles and guidelines by countries and funding agencies.

2. Clarification of Allocation of Responsibilities

The allocation of responsibilities are as below.

Person in Charge	Job Title
Chief Administrator	President and CEO
General Manager	General Manager of Administration Division
Compliance Controller	Person in charge of public research funds in each division/department

3. Establishment of Regulations and Operation Rules

We will establish codes of conduct, regulation of managing public research funds and prevention of unauthorized use as well as any other operation rules and procedures related to them, and inform them to all of our employees (researchers, office workers, managers) who are concerned with public research funds.

4. Formulation and Implementation of Plan to Prevent Unauthorized Use

A plan to prevent unauthorized use of public research funds will be formulated and implemented.

5. Monitoring

To execute public research funds properly, we will check the state of implementation of ordering / acceptance / payment and fiscal statements, and conduct inspection of materials.

6. Establishment of Help Desks and Contact Offices

We will establish help desks and contact offices for accusation of unauthorized use of public research funds and wrongdoings in research activities.

Prohibition of Bribery, Inappropriate Gifts or Such and Conflict of Interest Transactions

● Prohibition of Bribery

- We must not offer benefits such as money to take unfair advantages.
- We must not receive money in return for unfair advantages of customers and clients.
- We must not make demands for unfair advantages by using an advantageous position.
- We must not compel the distributors or people concerned, or to be involved in illegal transaction to take unfair advantages.

● Prohibition of Inappropriate Gifts or Such

- We must not provide or receive excessive gifts or such in terms of conventional wisdom and common sense.

● Prohibition of Conflict of Interest Transactions

- We must not engage in competition that leads to a company's disadvantage such as establishing the additional posts of executive officers or employees of other companies or doing a profit-oriented business.
- We must not conduct business with a company or for oneself or for a third party, such as selling products.
- Actions that might be contrary to the interest of the company must be openly revealed.
- We must not pocket company's fund or personal use of information obtained in work.

Information Security

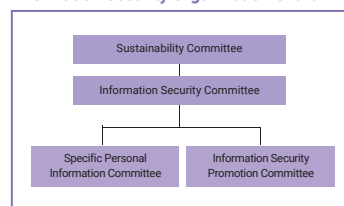
We believe that it is essential to achieve and maintain a high level of information security to protect our customers' and business partners' information. As a comprehensive measure of information security, we have established the Information Security Management System and have made efforts to protect our information assets from any threats.

Information Security System

We have the Information Security Committee to maintain and strengthen information security. The committee decides company-wide information security policies such as data breach crisis management.

The committee consists of two subcommittees; the Specific Personal Information Committee and the Information Security Promotion Committee. The Specific Personal Information Committee creates internal rules for proper handling of Social Security and Tax Numbers, develops and repairs systems that support them, considers management measures for specific personal information and conducts in-house trainings and educations. The Information Security Promotion Committee perform substantive maintenance and management of information security such as preparing, revising and deliberation of discarding documents related to Information Security Management System (ISMS).

Information Security Organization Chart



Information Security Education

We regularly provide employee training to raise awareness of information security. In FY2023, we conducted a "5-minute personal information security assessment" for all employees to understand the current status of security measures. Subsequently, an e-learning education intervention was delivered to improve the situation regarding items with low implementation rates. We will continue to ensure the proper handling of information assets and enhance information literacy company wide.

Response to Risk of Data Breach from Information Equipment

To address the risk of data breaches, we restrict data export to media, manage data storage device takeout logs, and record PC logs. Regarding data export restrictions, they are restricted to USB flash drives and SD cards. Regarding devices needed for work, we limit their functions and keep their use at a minimum.

Regarding the management of data storage device takeout logs, employees need permission from managers to take PCs and other similar devices out of the office. In addition, we perform a monthly inventory of external storage devices.

Regarding the recording of PC logs, we record and manage the operation logs of in-house PCs to prevent data breaches and use the logs for follow-up investigations in case of accidents. We have also established rules for data breach accidents/incidents and built a system to minimize damages.

Cybersecurity Measures

We are working to improve cybersecurity literacy in order to protect our internal digital environment from threats such as cyberattacks. In FY2023, we conducted targeted email attack training for all employees, and some employees received security training by external instructors.

Information Security Management System Certification of Registration

We requested an external surveillance audit for the information security management system of the department that handles information assets. Our information security management system was recertified in December 2023, showing that it satisfies and maintains the requirements of ISO/IEC 27001: 2013 and JIS Q 27001: 2014. We will continue to strengthen our internal information security measures and work toward maintaining certification registrations.



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

Registration Institution (2024)
British Standards Institution

Registration Number (2024)
IS 580917

Note: This Registration operates system at the Information System Department and the NAVIS Support Center.

Initiatives toward DX (Digital Transformation)

We are promoting digital transformation in order to improve our internal productivity and provide greater value to customers. In FY2023, we established the DX Promotion Committee under the Sustainability Committee (formerly the CSR Committee) to ensure that digital transformation is promoted in an optimal and efficient manner and based on our management strategy across the company. We will take various actions toward digital transformation in accordance with our medium-to-long-term road maps.

Intellectual Property

History of Our Intellectual Property Department

From 1995 to about 2005, we were under U.S. patent litigation related to business survival, during which we won 11 consecutive victories.

Since then, our employees have gained respect for intellectual property (IP). From 2006 to 2016, based on the experience of the U.S. litigation, we strengthened our system for rights acquisition and clearance activities, responded to the proceedings to revoke the trial decision with in-house human resources, and won the case. From 2017 to 2021, with the medium-term vision of "conversion from managing type IP to planning type IP (conversion to proposal type organization)", we strongly promoted aggressive IP activities represented by the IP landscape, and have promoted both conventional rights acquisition and clearance activities.

Purpose and Mission of Our Intellectual Property Department

NIDEK has placed great importance on the three "ア イ s" (pronounced ái) which are strong will (kigai), differentiations (chi-gai) and global (sekai), as our corporate policy. Achieving what others cannot do or are not working on leads to differentiation from our competitors. Our Intellectual Property Department creates and protects IP that leads to differences and protects the value of our unique products while respecting the IP of other companies. In addition, we will actively utilize IP landscapes, pro-

pose strategies for management and business divisions that lead to “difference” and foster a culture of innovation by preparing IP training programs to developers.

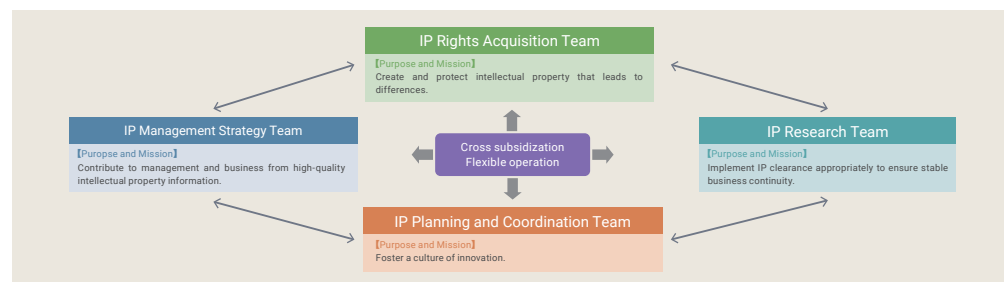
● Intellectual Property Promotion System

By using in-house production of patent specifications as a base, we have established four teams.

The IP Rights Acquisition Team mainly performs rights acquisition work, such as drafting specifications and responding to intermediate processes. The IP Management Strategy Team formulates IP strategies and provides IP information to management and business divisions by conducting IP landscapes, and performs other tasks related to management strategies. The IP Research Team conducts patent search-related activities, such as patent searches and the operation of search tools. The IP Planning and Coordination Team performs IP management and various planning-related tasks, such as managing IP-related deadlines and budgets, and planning training programs for human resource development.

Each team has set its purpose and mission for its existence and aims to enhance its expertise. Based on the skills developed through in-house production, each team has established a system to complement each other's work and fluidly perform their tasks.

Intellectual Property (IP) Matrix System



Intellectual Property Activities

To improve our business value and maximize the value of our intellectual assets, we are conducting various unique intellectual property activities (for example, new mid-term intellectual property strategies, intellectual property management sheets, intellectual property circulation systems, and in-house specification production). These intellectual property activities were recognized at the Intellectual Property Achievement Awards—conducted by the Ministry of Economy, Trade and Industry and the Japan Patent Office in 2023—where we received the “Commissioner of the Japan Patent Office Commendation” as a respected company that utilizes the intellectual property rights system. This is the second time we have received this award, the first having been the “Minister of Economy, Trade, and Industry Commendation” in 2004.

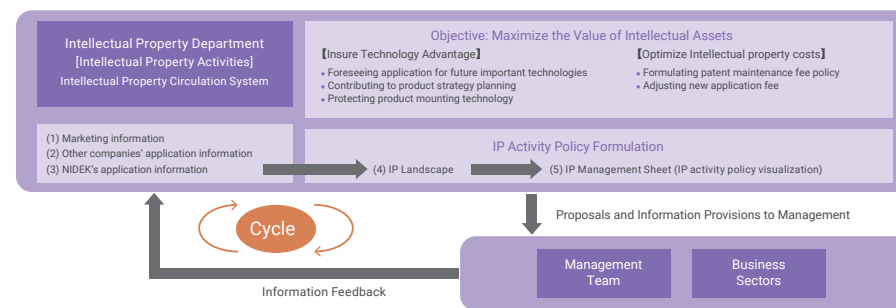
● In-house Patent Specification

To create high-value patents, many of the specifications are written in-house. Producing specifications and intermediate processing in-house improves our skills to create and interpret patent claims at the same level as external patent offices and our ability to determine the value of patents which makes us able to create high-value patents.

● Intellectual Property Circulation System

We have established and are implementing the IP Circulation System that circulates a series of processes, such as acquiring various types of information—(1) marketing information, (2) information on other companies' applications, and (3) information on our own applications—conducting IP landscape based on various types of information— (4) IP landscape—providing proposals and information based on IP landscape results to the management and business units, and receiving feedback on proposals and information provided. By implementing an intellectual property circulation system, we are promoting the provision of more accurate proposals and information from the intellectual property department to management and business departments.

Conceptual Diagram of IP Circulation System



● Intellectual Property Management Sheet

At the beginning of each term, we formulate an intellectual property activity policy according to the situation and strategy of the business division. Then, we create materials that summarize the formulated intellectual property activity policies and share them with management and business divisions. We aim to maximize the value of intellectual assets by sharing this sheet and holding discussions with management and business divisions. When creating an intellectual property management sheet, we set the ideal state of intellectual property activities in each department based on the results of the IP landscape, and

● Patent Application Information

Based on our intellectual property activity policy, we actively file not only domestic patent applications, but also overseas patent applications to ensure global competitiveness. In the fiscal year 2023, we filed 93 new domestic patent applications and 58 new overseas patent applications. In 2023, by region, the percentages of patents held were 60.8% in Japan, 17.9% in the United States, 11.0% in Europe, 10.3% in Asia, and 0.1% in other regions. We are also promoting patent applications for technologies to reduce the burden on the environment, such as “technology for environment-friendly products such as lens processing machines and unique dyeing systems”.

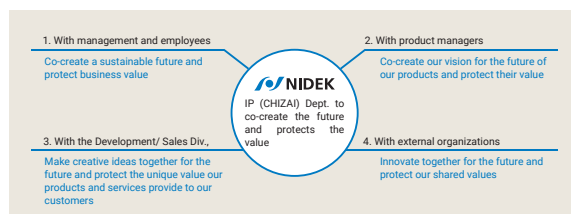
● Compliance with the Revised Corporate Governance Code

In recent years, in response to the revision of the Corporate Governance Code, we have been evaluating the status of our investments in intellectual property, and the various policies and activities of the intellectual property department at Board of Director meetings. We promote intellectual property activities that align with our management policies by reporting on these

activities at these meetings and receiving feedback from the Board of Directors.

● Medium-term IP strategy (2022-2026)

We have formulated a company-wide medium-term IP strategy in line with our medium-term management plan (five-year plan) and implemented the strategy after approval by management. In fiscal year 2022, we introduced a new medium-term IP strategy. The first main point is to utilize IP in management decision-making while aiming for the IP Dept. to become an advisor supporting management, performing the role of the strategic planning department. The second is for the IP Dept. to be actively involved in activities to provide our unique value to customers as we solve their problems and take a marketing perspective to understand what our customers really need. With the vision of the "IP (CHIZAI) Dept. to co-create the future and protects the value," we will co-create the future with internal and external organizations through proactive IP activities and protect the value created through co-creation by defensive IP activities.



GRI Standards Content Index

NIDEK CO., LTD. reports the information described in this GRI Content Index for the period [April 1, 2023 to March 31, 2024] with reference to the GRI Standards.

“NIDEK Corporate Report 2024” refers to the “GRI Sustainability Reporting Standards .”

GRI Standards	Requirements	References
GRI 2 : General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	P.3-4 About NIDEK CO., LTD.
2-2	Entities included in the organization’s sustainability reporting	P.2 Corporate Report Profile
2-3	Reporting period, frequency and contact point	P.2 Corporate Report Profile P.2 Contact
2-4	Restatements of information	—
2-5	External assurance	—
2. Activities and workers		
2-6	Activities, value chain and other business relationships	P.3-4 About NIDEK CO., LTD.
2-7	Employees	P.3-4 About NIDEK CO., LTD.
2-8	Workers who are not employees	—
3. Governance		
2-9	Governance structure and composition	P.35 Corporate Governance System
2-10	Nomination and selection of the highest governance body	P.35 Corporate Governance System
2-11	Chair of the highest governance body	P.35 Corporate Governance System
2-12	Role of the highest governance body in overseeing the management of impacts	—
2-13	Delegation of responsibility for managing impacts	P.35 Corporate Governance System P.8 Sustainability Committee
2-14	Role of the highest governance body in sustainability reporting	P.8 Sustainability Committee
2-15	Conflicts of interest	—
2-16	Communication of critical concerns	—
2-17	Collective knowledge of the highest governance body	—
2-18	Evaluation of the performance of the highest governance body	—
2-19	Remuneration policies	—
2-20	Process to determine remuneration	—
2-21	Annual total compensation ratio	—

GRI Standards	Requirements	References
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	—
2-23	Policy commitments	P.7 NIDEK Corporate Conduct Charter
2-24	Embedding policy commitments	P.7 NIDEK Corporate Conduct Charter P.36 Compliance Promotion
2-25	Processes to remediate negative impacts	—
2-26	Mechanisms for seeking advice and raising concerns	P.37 Whistle-blowing System
2-27	Compliance with laws and regulations	—
2-28	Membership associations	—
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	P.8 Stakeholder Engagement P.31 Supply Chain Management
2-23	Collective bargaining agreements	—
GRI 3 : Material Topics 2021		
1. Guidance to determine material topics		
2. Process to determine material topics		
3-1	Process to determin material topics	—
3-2	List of material topics	P.9-10 SDGs
3-3	Management of material topics	—
200 : Economic		
GRI 201 : Economic Performance 2016		
201-1	Direct economic value generated and distributed	P.3-4 About NIDEK CO., LTD. P.12 Environmental Accounting
201-2	Financial implications and other risks and opportunities due to climate change	P.12 Environmental Accounting P.15-16 Actions on Climate Change
201-3	Defined benefit plan obligations and other retirement plans	—
201-4	Financial assistance received from government	—
GRI 202 : Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2	Proportion of senior management hired from the local community	—
GRI 203 : Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	P.31-34 Social Contribution Activities
203-2	Significant indirect economic impacts	—
GRI204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	—

GRI Standards	Requirements	References
GRI205 : Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	P.37 Prevention of Corruption and Bribery
205-2	Communication and training about anti-corruption policies and procedures	P.36 Compliance education P.37 Prevention of Corruption and Bribery P.38 Prohibition of Bribery, Inappropriate Gifts or Such and Conflict of Interest Transactions
205-3	Confirmed incidents of corruption and actions taken	—
GRI206 : Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—
GRI207 : Tax 2019		
207-1	Approach to tax	—
207-2	Tax governance, control, and risk management	—
207-3	Stakeholder engagement and management of concerns related to tax	—
207-4	Country-by-country reporting	—
Environmental		
GRI 301 : Materials 2016		
301-1	Materials used by weight or volume	P.15 Overview of Environmental Impact P.17 Reducing Waste Volumes
301-2	Recycled input materials used	—
301-3	Reclaimed products and their packaging materials	—
GRI 302 : Energy 2016		
302-1	Energy consumption within the organization	P.15-16 Actions on Climate Change
302-2	Energy consumption outside of the organization	—
302-3	Energy intensity	P.15-16 Actions on Climate Change
302-4	Reduction of energy consumption	P.15-16 Actions on Climate Change
302-5	Reductions in energy requirements of products and services	P.15-16 Actions on Climate Change
GRI 303 : Water and Effluents 2018		
303-1	Interactions with water as a shared resource	—
303-2	Management of water discharge-related impacts	P.15 Overview of Environmental Impact P.15-16 Actions on Climate Change
303-3	Water withdrawal	—
303-4	Water discharge	P.15-16 Actions on Climate Change
303-5	Water consumption	—

GRI Standards	Requirements	References
GRI 304 : Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—
304-2	Significant impacts of activities, products, and services on biodiversity	—
304-3	Habitats protected or restored	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
GRI 305 : Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	P.15-16 Actions on Climate Change
305-2	Energy indirect (Scope 2) GHG emissions	P.15-16 Actions on Climate Change
305-3	Other indirect (Scope 3) GHG emissions	—
305-4	GHG emissions intensity	—
305-5	Reduction of GHG emissions	P.13-14 Eco-Friendly Products
305-6	Emissions of ozone-depleting substances (ODS)	—
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	—
GRI 306 : Waste 2020		
306-1	Waste generation and significant waste-related impacts	—
306-2	Management of significant waste-related impacts	—
306-3	Waste generated	P.17 Reducing Waste Volumes
306-4	Waste diverted from disposal	P.17 Reducing Waste Volumes
306-5	Waste directed to disposal	P.17 Reducing Waste Volumes
GRI 307 : Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	—
GRI 308 : Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	—
308-2	Negative environmental impacts in the supply chain and actions taken	—
Social		
GRI 401 : Employment 2016		
401-1	New employee hires and employee turnover	—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P.23-25 Utilization of Diverse Human Resources
401-3	Parental leave	P.23-25 Utilization of Diverse Human Resources

GRI Standards	Requirements	References
GRI 402 : Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	—
GRI 403 : Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	P.19 Safety Management Policy
403-2	Hazard identification, risk assessment, and incident investigation	—
403-3	Occupational health services	P.19-20 Safety Management Activities
403-4	Worker participation, consultation, and communication on occupational health and safety	P.19-20 Safety Management Activities
403-5	Worker training on occupational health and safety	P.19-20 Safety Management Activities
403-6	Promotion of worker health	P.26 Health Activities
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P.19-20 Safety Management Activities
403-8	Workers covered by an occupational health and safety management system	—
403-9	Work-related injuries	—
403-10	Work-related ill health	—
GRI 404 : Training and Education 2016		
404-1	Average hours of training per year per employee	P.21-22 Training and Education Systems
404-2	Programs for upgrading employee skills and transition assistance programs	P.21-22 Training and Education Systems
404-3	Percentage of employees receiving regular performance and career development reviews	—
GRI 405 : Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	P.23-25 Utilization of Diverse Human Resources
405-2	Ratio of basic salary and remuneration of women to men	—
GRI 406 : Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	—
GRI 407 : Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—
GRI 408 : Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	—
GRI 409 : Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—

GRI Standards	Requirements	References
GRI 410 : Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	—
GRI 411 : Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	—
GRI 412 : Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	—
412-2	Employee training on human rights policies or procedures	P.36 Compliance Promotion
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—
GRI 413 : Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	P.8 Stakeholder Engagement P.31-34 Social Contribution Activities
413-2	Operations with significant actual and potential negative impacts on local communities	—
GRI 414 : Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	—
414-2	Negative social impacts in the supply chain and actions taken	—
GRI 415 : Public Policy 2016		
415-1	Political contributions	—
GRI 416 : Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	P.13-14 Eco-Friendly Products P.29 Customer Support and Service Support
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—
GRI 417 : Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	—
417-2	Incidents of non-compliance concerning product and service information and labeling	—
417-3	Incidents of non-compliance concerning marketing communications	—
GRI 418 : Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—
GRI 419 : Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	P.36 Compliance Promotion