

Corporate Report 2026

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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 FY2025.

■ 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://www.cudo.jp/colorset)

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Corporate Report Profile

Covered Organization

NIDEK CO., LTD.

Headquarter (Hiroishi Plant), Hamacho Plant, Tsurugahama Plant, Higashihama Plant, Osawa Plant

Covered Period

FY2025 (Apr. 1, 2025 - Mar. 31, 2026)

Publication Date

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Form of Disclosure

Both Japanese and English versions are available on the website.

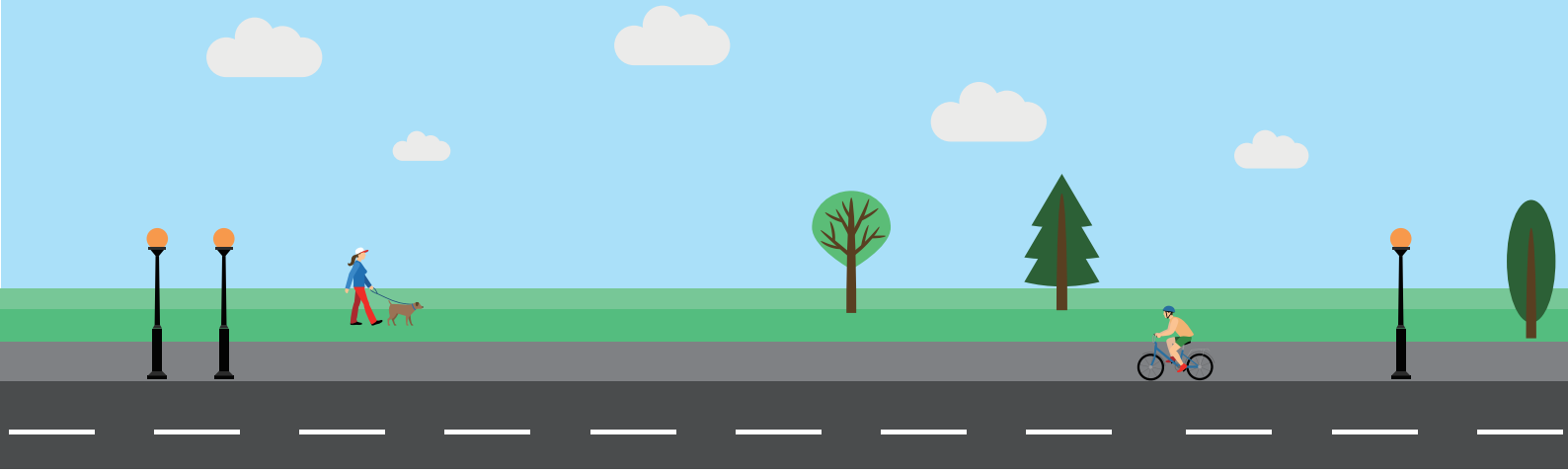
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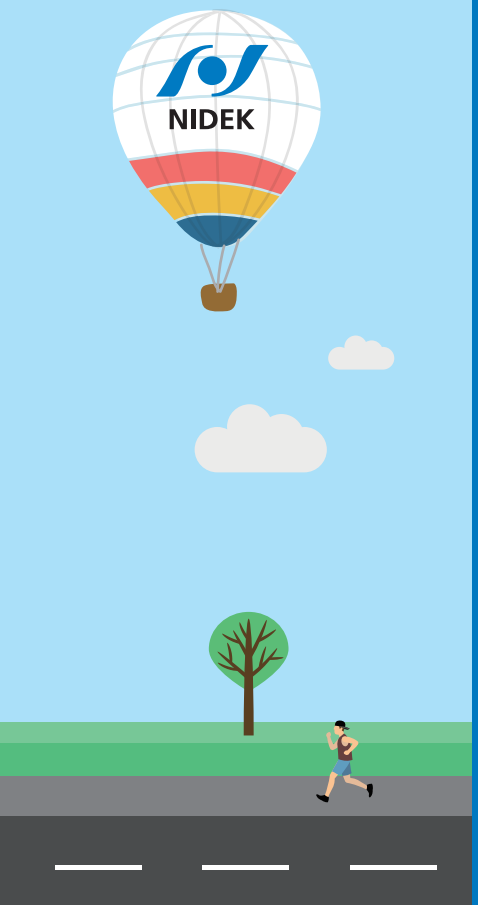
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Corporate Planning Div.
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Learn more about us in our official website

Web
https://www.nidek-intl.com/





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GRI Standard

About NIDEK CO., LTD.

Company Profile (As of March 31, 2026)

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

Number of Employees (as of March 31, 2026)

	FY2024	FY2025
Number of Employees Note: Company officers and advisors are excluded.	1,653	1,643
Male	1,257	1,237
Female	396	406
Number of non-regular employees	292	262

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



Head Office/ Hiroishi Plant



Hamacho Plant


Tsurugahama Plant


Higashihama Plant


Osawa Plant

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

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

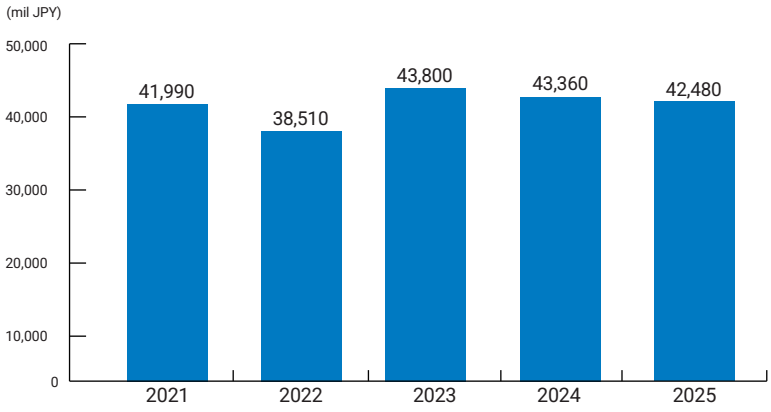
Coating



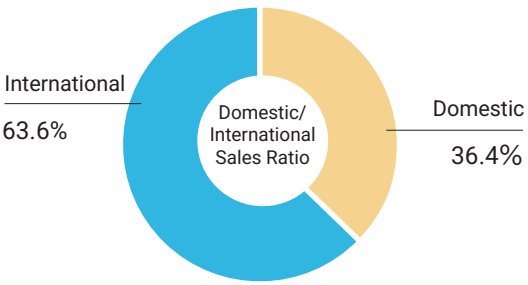
Our thin film coating technology enhances the performance of day-to-day advancements in electric displays and optical components. Combination of nano-level thin films allows transmission and reflection of specific light wave-lengths according to customers' various needs.

Data

Revenue



Sales Ratio of FY2025



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



Looking Back to FY2025

The global economy showed signs of recovery in 2025, supported by easing inflationary pressures and adjusting financial conditions, although the pace of recovery varied across regions. At the same time, geopolitical risks remained elevated, including the prolonged conflict resulting from Russia's invasion of Ukraine and heightened tensions surrounding Iran in the Middle East. The slower-than-expected recovery of the Chinese economy, together with policy shifts across various countries and evolving trade dynamics, has contributed to an increasingly uncertain business environment.

Against this backdrop, we focused on initiatives aimed at enabling individuals and organizations to work together more effectively and achieve results through collaboration. From an organizational perspective, we moved away from the divisional structure and advanced the establishment of a dual-headquarters system to provide oversight across departments. This reorganization was designed to strengthen company-wide management and optimize our function-based organizational structure.

In terms of business performance, we successfully launched new products and steadily reduced inventory levels through enhanced demand planning initiatives conducted jointly by our sales and manufacturing teams. In addition, as improving productivity has become increasingly important, we introduced the e-Sales Manager as a new sales support system to strengthen and further systematize our daily sales and service activities. We also implemented initiatives to promote its effective adoption throughout the organization.

Aiming to Be a Leading Eye & Health Care Company

In August 2026, NIDEK celebrated its 55th anniversary. This milestone would not have been possible without the continued support and trust of our customers, business partners, local communities, and all other stakeholders. On behalf of the Company, I would like to express my sincere gratitude to everyone who has supported us over the years.

Since our 50th anniversary, we have conducted our business activities under the NIDEK SDGs commitment: "Provide the joy of vision and health care through our technology and deliver unwavering commitment to people all over the world." Through these efforts, we have continued to contribute to society. In promoting sustainability, we have identified UN Sustainable Development Goal (SDG) 3, " Ensureing healthy lives and promote well-being for all at all ages" as a key priority. We believe that our mission is to help create a society in which people worldwide can live healthy and secure lives through technological innovations in the medical and health care fields.

Over the five years since the establishmente of the NIDEK SDGs framework, we have advanced a wide range of initiatives. While we have continuously developed environmentally conscious products, during the past five years, we have launched 16 new products that contribute to reducing environmental impact. We have also promoted the adoption of eyeglass lens-tinting technology that utilizes vapor deposition processes and significantly reduces wastewater generation. As a result of these efforts, we have steadily expanded its use, surpassing 10.25 million tinted lenses by 2025, toward our goal of 14 million lenses during the five-year period beginning in 2024.

Simultaneously, uncertainty surrounding the business environment—including fluctuations in foreign exchange rates and resource prices—is expected to persist. To respond flexibly to these changes, it is essential that we deepen our understanding of markets and customers worldwide, strengthen collaboration across organizations, and achieve sustainable growth through the development of our people. By steadily translating our initiatives into tangible results, we will continue to enhance corporate value while contributing to the development of the markets and industries we serve.

Guided by our founding aspirations—"making the invisible visible," "making the visible recognizable," and "creating superior eye-related devices"—we will continue to address social challenges with sincerity and dedication. Together with every employee, we will strive to deliver new solutions to our customers as a trusted company and contribute to a better future through innovation. We sincerely appreciate your continued support and guidance.

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. Respecting Human Rights

We respect the human rights of all people and do not engage in discriminatory treatment or acts that undermine individual dignity. We also do not tolerate child labor or forced labor.

2. Promoting Highly Transparent Corporate Activities

We will communicate with a wide range of stakeholders, provide corporate information appropriately and in a timely manner, and promote highly transparent corporate activities.

3. Ensuring the Quality and Safety of Products and Services

To help people lead healthy and comfortable lives, we will strive to create new value while providing safe, high-quality products and services, working to earn the satisfaction and trust of our customers.

4. Actively Addressing Environmental Issues

Recognizing the importance of preserving the global and local environment, we will continuously pursue improvement activities that contribute to the development of a circular society.

5. Coexisting with Society

As a good corporate citizen, we will actively promote social contribution activities and strive to live in harmony with local communities. Overseas, we will respect local cultures and customs and contribute to the development of the communities.

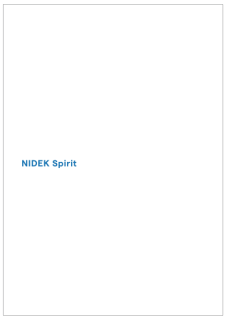
6. Creating a Healthy and Comfortable Work Environment

We will ensure the safety and health of our employees in the workplace and create a work environment that supports employees in achieving economic, emotional, and time-related flexibility and fulfillment.

7. Severing Ties with Antisocial Force

We will have no relationship whatsoever with antisocial forces. In response to any unreasonable demands, we will work with external expert organizations and respond firmly and resolutely.

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 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

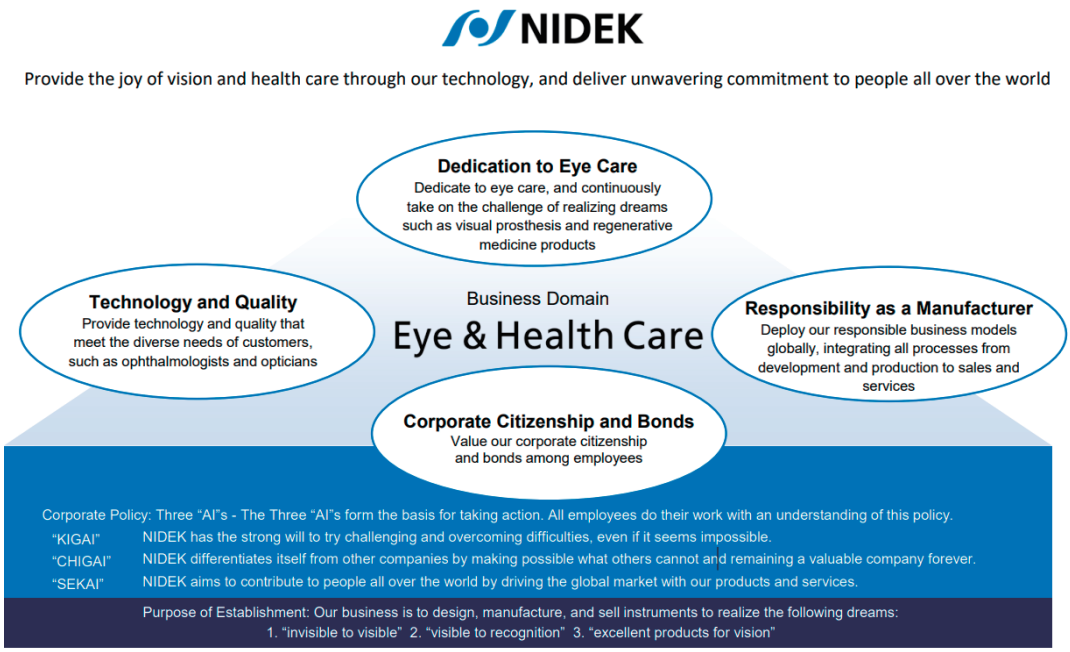
We have various stakeholders involved through our business. Our business actions reflect thoughts and requests heard through communication with stakeholders.

Stakeholder List	Responsibilities	Ways of Communication
Customers	• Providing safe and high quality products • Promoting environmentally friendly design • Responding to inquiries • Offering suitable products and services • Providing appropriate support to customers	• Business activities • Cooperative researches • Support center • Contact form in NIDEK's website • Showrooms and exhibitions
Business Associates	• Enforce fair and square business trades	• Briefing sessions • Technology displays • Negotiating regularly • Information desks of each supply and sales department
Employees	• Development and utilization of human resources • Respect diversified human resources and working styles • Considering industrial safety and health • Respecting human rights	• Human resource development programs • Help desks • Company newsletters • Safety Management Committee • Company Benefits Committee • Conversations and Meetings
Communities	• Community contribution • Accident and disaster prevention in workplaces	• Volunteer activities • Taking part in community events • Plant tours • Visiting lectures • Emergency drills
Government	• Legal compliance • Labor management • Responding to legal reforms	• Trainings divided by hierarchy • Trainings divided by positions

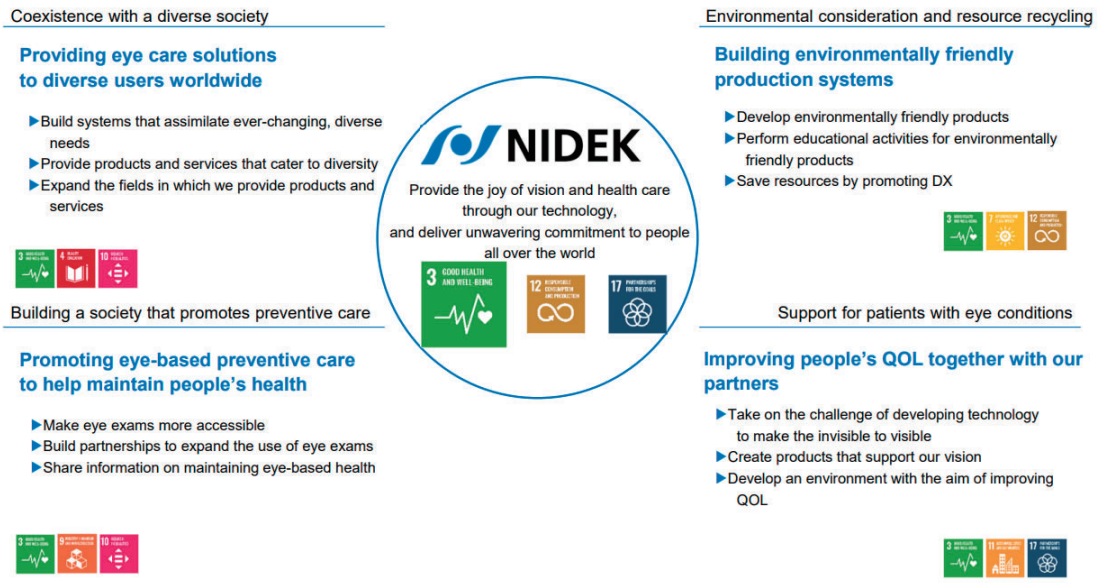
SDGs Report

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



Materiality



Registered as an Aichi SDGs Partner

As of August 16, 2024, we have been officially registered as an Aichi SDGs Partner under Aichi Prefecture's SDGs registration system. This initiative recognizes companies and organizations actively engaged in advancing the SDGs, with the aim of making rendering their efforts visible and encouraging concrete, impactful actions.



Major Initiatives for FY2025

Materiality	Goal	Major Initiatives for FY2024	Page
A. Providing eye care solutions to diverse users worldwide 	Build systems that assimilate ever-changing-diverse needs	● Create a system to collect customer feedback	P.26
	Provide products and services that cater to diversity	● Development of a system that immediately delivers information required by users ● Promotion and standardization of UI icon design	—
	Expand the fields in which we provide products and services	● Establish new agencies in untapped markets and reorganize agencies in developing countries	P.29
B. Building environmentally friendly production systems 	Develop environmentally friendly products	● Reduce CO_2 emissions per unit of sales by 50% by FY2030 (compared to FY2019) ● Launch environmentally friendly products	P.15 P.13
	Perform educational activities for environmentally friendly products	● Proposing environmentally conscious solutions	P.14
	Save resources by promoting DX	● Increase value-added productivity by 30% (compared to FY2019)	P. 26, 39
C. Promoting eye-based preventive care to help maintain people's health 	Build partnerships to expand the use of eye exams	● Collaborate with international organizations ● Raise awareness of the frailty of the eyes in Japan and abroad	P.31 P.30
D. Improving people's QOL together with our partners 	Take on the challenge of developing technology to make the invisible to visible	● Research and develop a visual prosthesis	P.32-33
	Create products that support our vision	● Supporting comfortable visual lifestyles through new technologies and businesses	—
	Develop an environment with the aim of improving QOL	● Selected as Certified Health and Productivity Management Organization by the Japanese Ministry of Economy ● Lectures for elementary and middle school students ● Discussions with the local government on creating a more eye-friendly community	P.24 P.29 P.31
E. Internal Promotion 	Develop human resources capable of understanding and ommunicating the value of our vision	● Develop human resources capable of understanding and communicating the value of our vision	P.25
	Recognize each other's value	● Creation of opportunities (internally and externally) to recognize each other's value and promotion of mutual respect	P.21
	Environmental Initiatives	● Eliminate use of paper and stamping of forms throughout the company to realize a paperless office environment	—

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

Relevant SDGs





In November 2025, NIDEK's Lfu 220 earned both the "MTP GOLD Medal" and the "Eco Prize of Grupa MTP" at OPTYKA 2025 held in Poland. These awards are presented to products recognized for their outstanding quality and environmental performance. The Lfu 220 was highly regarded for its water-saving capabilities and its contribution to reducing environmental impact.

It is our mission to fulfill our environmental responsibility to achieve a sustainable society. We recognize the importance of global environmental conservation from the perspective of corporate social responsibility and sustainable development. We will continuously implement improvement activities that contribute to the formation of a recycling-oriented society.

Environmental Policy

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.


Certificate

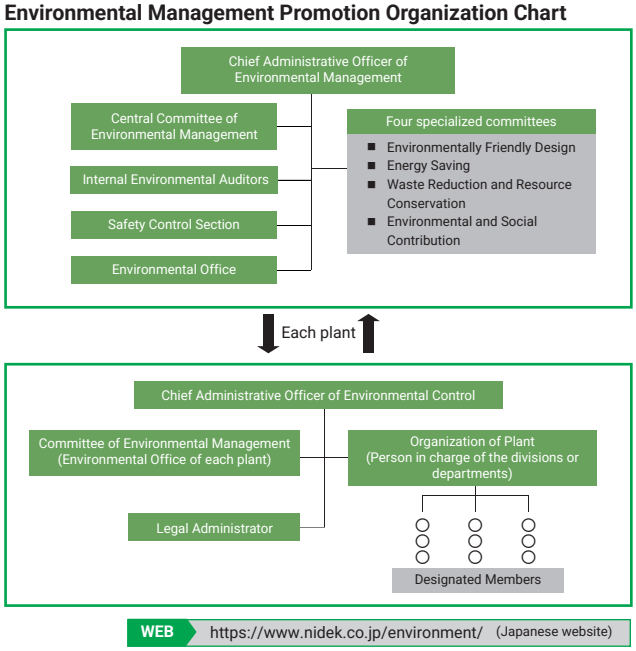
Certification body (as of 2026)
TÜV Rheinland Cert GmbH

Certificate number (as of 2026)
01 104 065534

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 FY2025, we invested a total of 259 million yen in investments and expenses.

(million yen)

Categories		Details of main initiatives	FY2024			FY2025		
			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	23	23	0	30	30
	Global Environmental Conservation Cost	Cost for energy conservation including expenses for curbing the emission of greenhouse gases.	45	64	109	50	68	118
	Resource Circulation Cost	Cost for disposal and recycling.	0	69	69	0	72	72
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	29	29	0	34	34
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	4	4	0	5	5
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			45	189	234	**50**	**209**	**259**

<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.

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.

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 four eco-friendly products in FY 2025. 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.

■ LEXCE plus Trend8 / Trend

The LEXCE plus series is a compact, feature-rich lens edger designed for exceptional versatility. It integrates a high-performance drill, intelligent blocker, and precision frame tracer, into a compact footprint. The system achieves significant space savings while maintaining a highly efficient workflow.

Equipped with maintenance monitors and self-check functions, the LEXCE plus series simplifies maintenance procedures while ensuring stable performance and excellent serviceability. In addition, the unit is lighter than previous models and incorporates energy-saving features, including reduced standby power consumption. These environmentally conscious design improvements contribute to lower energy usage while maintaining high levels of functionality and performance.



■ Antireflective Coating with PFAS- Free Water-Repellent Coating

This anti-reflective (AR) coating with hydrophobic properties was developed to address emerging regulations on PFAS. PFAS (per- and polyfluoroalkyl substances) are a group of fluorinated organic compounds known for their water- and oil-repellent characteristics and have traditionally been used in hydrophobic and oleophobic coating applications. However, in recent years, concerns over their potential impact on the environment and human health have led to increasing regulatory restrictions worldwide and a growing demand for alternative materials.

This product achieves an environmentally friendly hydrophobic AR coating without the use of PFAS. Eliminating PFAS enables product deployment in regions with stringent regulatory requirements while helping to address concerns associated with the use of PFAS-containing materials.

The coating maintains the performance of conventional AR coatings while providing a more environmentally conscious solution, supporting the development of products that balance high optical performance with environmental responsibility.

■ MSE-1/ME-1

MSE-1 and ME-1 are the latest lens edger models, equipped with a wide range of advanced processing capabilities. A key feature is the expansion of the step width (stepped-bevel processing range) to approximately twice that of the previous models, enabling flexible processing for a broader variety of frame designs, including sports sunglasses.

This enhanced capability allows more complex edging processes, which previously required outsourcing or manual work, to be performed directly by the system, thereby improving the operational efficiency. In addition, The ME-1 model for optical retail stores shares the same platform as the MSE-1 model for high-volume processing centers, enabling stable processing accuracy through its highly rigid structure.

The unit is lighter than previous models and incorporates energy-saving features, contributing to lower power consumption and an environmentally conscious design. Furthermore, the weight of packaging materials has been reduced compared with previous models, helping to conserve resources and reduce environmental impact.



MSE-1



ME-1

Proposing Environmentally Conscious Solutions

We continue to promote the adoption of eyeglass lenstinting technology utilizing vapor deposition processes, which significantly reduces wastewater generation. As a result of these efforts, we have surpassed a cumulative total of 10.25 million tinted lenses by 2025, making steady progress toward our goal of 14 million tinted lenses over the five-year period beginning in 2024.

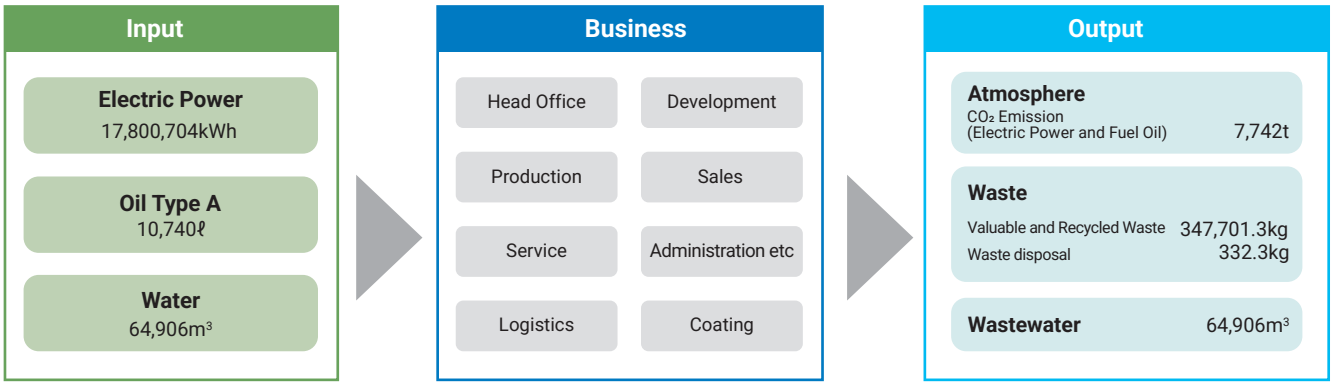
We remain committed to advancing the development of environment friendly products to provide effective solutions that support our customers' sustainability initiatives.

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

Overview of Environmental Impact

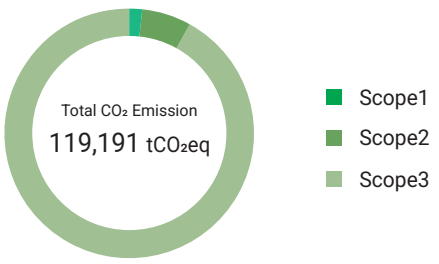


Actions on Climate Change

Our business activities aim to protect the environment and ecosystems by monitoring and reducing green-house-gas (GHG) emissions.

Based on GHG Protocol standards, we calculate supply chain emissions across the entire product life cycle, from procurement and manufacturing to transportation and disposal, including emissions associated with raw materials, energy use, and waste disposal. We will continue to focus on Scopes 1 and 2, which are our own business activities, to systematically reduce them.

Note: Include gasoline and diesel fuel of company cars used in five plants and domestic branches.



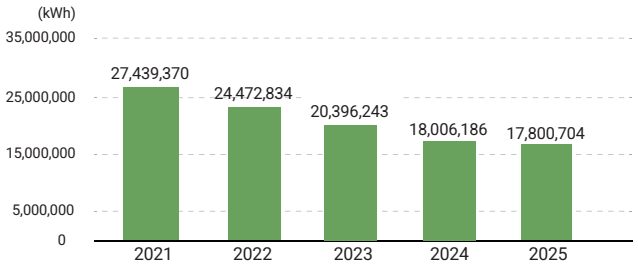
GHG Emissions Intensity

	FY2024	FY2025
Scope 1 and 2 Emissions (tCO2e)	6,283	9,682
Net Sales (Million Yen)	43,360	42,480
Emissions Intensity (tCO2e/Million Yen)	0.145	0.228

Note: Emissions intensity is calculated by dividing Scope 1 and Scope 2 emissions from domestic sites by consolidated net sales.

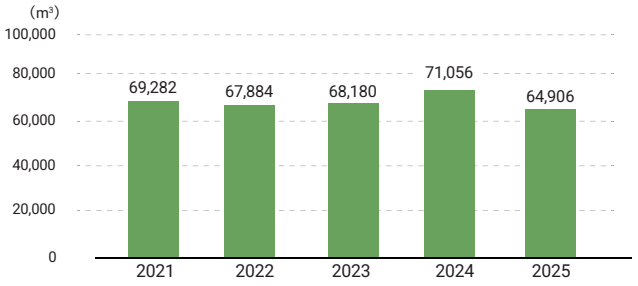
■ Electric Power Consumption

Electric power consumption decreased by 1% compared with FY2024, partly because of production cuts and adjustments. We continue to reduce environmental impact through the planned replacement of existing equipment with energy-efficient alternatives and ongoing energy-saving activities.



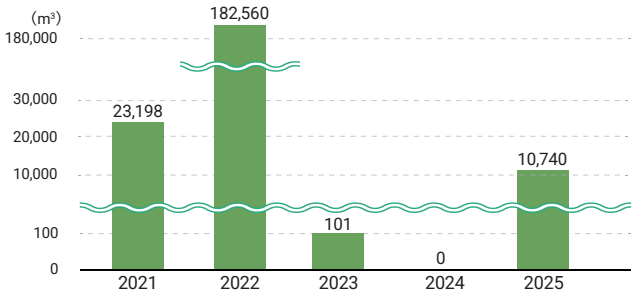
■ City Water Consumption

Similar to electric power consumption, city water consumption was affected by production cuts and adjustments. Enhanced maintenance of piping systems and improvement activities also contributed to a 9% decrease compared with FY2024.



■ Heavy Oil Consumption

As part of our efforts to reduce environmental impact, we are considering the removal of the heavy oil generators currently in use. In FY2025, residual heavy oil consumption totaled 10,740 liters.



○ Introduction of Solar Power

To reduce CO_2 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 FY2025 was approximately 1,013,583kWh*.
(*Converting to the amount of CO_2 absorbed by trees, the effect is the same as planting approximately 22,765 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 CO_2 emissions per unit of sales by 50% (compared to FY 2019) by FY2030.

In FY2025, we received the “Silver” certification under the Aichi Carbon Neutral Challenge program—an initiative promoted by the Aichi Prefecture. The Silver level recognizes businesses that have achieved a reduction of 35–50% in CO_2 emissions, compared to their baseline year.

We will persist in our efforts to reduce CO_2 emissions and remain committed to conducting business activities that contribute to environmental conservation and protection of ecosystems.



Voice

Administration Division
Environmental and Safety Control Representative



In FY2025, we achieved an upgrade from the “Bronze” certification received in FY2024 and earned the “Silver” certification under the Aichi Carbon Neutral Challenge program. During FY2025, we steadily advanced our efforts to reduce energy consumption through reviews of equipment operations, upgrades to high-efficiency equipment, and ongoing energy-saving activities. In addition, we promoted the visualization of greenhouse-gas (GHG) emissions to support further emission reduction initiatives.

Going forward, we will build on this achievement and further strengthen our efforts toward achieving our target of reducing CO_2 emissions per unit of sales by 50% by FY2030 compared with FY2019.

In addition to CO_2 emission reduction activities, we undertook a variety of initiatives to reduce environmental impact, including the appropriate use and monitoring of chemical substances, reducing paper consumption, and improving operational efficiency through digitization.

These activities were supported by the efforts of employees and related organizations, resulting in continuous improvements in our daily operations. We will continue to strengthen our initiatives to reduce environmental impact, including efforts to reduce CO_2 emissions.

Reducing Waste Volumes

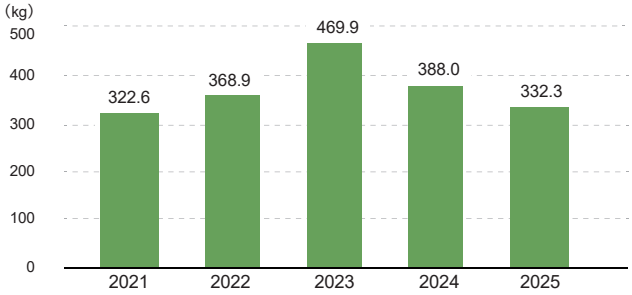
O Amount of Waste / Recycling

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 FY2025, we have achieved a recycling rate of more than 99%.

Amount of Waste / Recycling Rate

	FY2025
Valuables / Recyclables (kg)	347,701.3
Final Disposal (kg)	332.3
Total (kg)	348,033.6
Recycling Rate (%)	99.9

Transition of Final Waste Emissions



O Specially Controlled Industrial Waste

In FY2025, emissions decreased to 81.3% 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)

	FY2025
Hiroishi Plant	27,810
Hamacho Plant	209
Tsurugahama Plant	18,860
Higashihama Plant	9,202
Osawa Plant	499
Total(kg)	56,580
Year-over-Year(%)	81.39

O Plastic Waste

The total amount of plastic waste discharged by the company in FY2025 was 121.4 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)

	FY2024	FY2025
Plastic waste (t)	101.3	77.4
Plastics in mixed waste (t)	43.0	44.0
Total (t)	144.3	121.4

Social

Relevant SDGs





On August 31, 2025, in collaboration with our distributor in Nepal, Meditech Systems Nepal Pvt. Ltd., stationery supplies were donated to NIDEK Shree Kalika Secondary School, where access to basic school supplies was limited.

In accordance with the guidelines of the Charter of Corporate Behavior, we recognize that ensuring the safety and health of all employees and their families is the foundation of corporate management and a social responsibility, and we work to ensure a safe and secure work environment. In addition to promoting diversity, we will also focus on developing and securing globally valuable human resources with advanced technological acumen and skills.

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.

Safety Management Policy

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.

Industrial Accident Prevention Programs

To eliminate industrial accidents and enhance safety awareness in the workplace, we conduct hazard prediction training and risk assessments for new employees, mid-career hires, and employees transferred to new positions.

Through these initiatives, we systematically identify workplace hazards and assess risks to implement appropriate preventive measures. Risk assessments are conducted at least once a year in all workplaces to identify potential hazards, including slips, electrical shocks, and caught-in or entanglement accidents. Based on the assessment results, we continuously improve the workplace environment through measures such as installing safety guards on machinery and reviewing work procedures and manuals.

In the event of an accident, safety and health personnel work closely with site supervisors and relevant employees to investigate the cause and implement measures to prevent recurrence. Employee representatives also participate in the Safety Management Committee, ensuring that workplace perspectives are reflected in risk management initiatives.

As part of these efforts, in FY2025 we conducted a self-assessment of the risks related to slips, trips, and falls. By helping employees better understand their current level of awareness and visualize potential risks, we further promoted safety awareness throughout the Company.

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.

Strengthen Response Capabilities in the Event of a Disaster

To strengthen our response capabilities in the event of a disaster, we conduct introductory first-aid training in July and disaster preparedness drills from October to November.

In FY2025, we also utilized information available through the Government Public Relations website to share guidance on disaster preparedness with employees and their families, thereby enhancing disaster awareness and preparedness.



Evacuation drills held in November

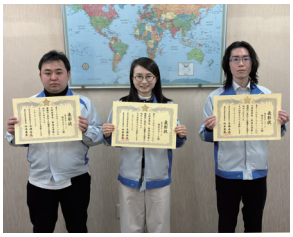
Business Continuity Plan

We have a business continuity plan*1 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.

*1: 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.

Perfect Driver 100-Day Campaign

10 teams participated in the Perfect Driver 100-Day Campaign sponsored by the Gamagori City Safety Driving Management Council. 8 teams hold a perfect no-accident and no-violation record.



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

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 work-place 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 em ployment 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.



Workplace Experience Program in the Development Division (Development Group Workshop Using LEGO Kits)

Conducting in-house internships

As part of our work/lifestyle reforms, we have started operating an in-house internship system from FY2021. 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 those who wish to participate. In FY2025, 42 employees participated in the program. Many positive comments were received, such as, “Experiencing operations firsthand deepened my understanding of the business,” and “I was able to reaffirm the significance of my work.”

NIDEK’s Career Development and Growth Support Framework

To support autonomous career development and the continuous growth of each employee, we have implemented a self-reporting system, which is utilized by 100% of our regular employees.

In addition, employees receive regular feedback on their performance and progress toward achieving individual goals through 1-on-1 meetings and other opportunities for dialogue with their supervisors. These discussions facilitate the sharing of development challenges and alignment of development plans, thereby supporting employee growth and development.

Foreign Language Training

As a multi-national company, we are committed to fostering globally minded talent. Given the frequent need for language proficiency in various business situations, we offer TOEIC IP testing and online language training programs to employees who intend to improve their language skills. Through these initiatives, we actively promote the enhancement of language capabilities across the organization.

Education System in NIDEK

In order to provide more effective training, we conduct annual in-house training sessions. Additionally, we have established training teams in each division to impart specialized skills and promote the development of human resources in line with our business strategy. Other knowledge and information necessary for each department is acquired through on-the-job training, external seminars, and academic conferences. We collect the latest technology and information to improve our knowledge, abilities, and technical skills.

Education Systems

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

Major Trainings Held in FY2025

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
Career Development Training	Training for employees aged 32, 40, and 50
Business Skills Training	Training for mid-level employees to improve their business thinking skills and awareness as business leaders

Participation in the Gamagori Co-Creation Hackathon

To foster talent capable of creating new businesses and driving innovation, we participate in the Gamagori Co-Creation Hackathon as a practical training program that promotes collaboration with external partners. Working with local companies and community stakeholders in Gamagori City, participants address regional challenges by rapidly progressing from problem identification and solution development to business model creation and final presentations.

By collaborating with participants from a wide range of industries, employees gain exposure to diverse perspectives and ideas beyond those available within the Company. This experience helps develop problem-solving capabilities and fosters a co-creation mindset.

Utilization of Diverse Human Resources

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.

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The company offers identical starting salary for both men and women, ensuring gender equality in compensation. In accordance with laws governing minimum wage, we have established starting salaries that significantly exceed the regional minimum wage levels across all areas of Japan.

Working Hours Management

Long working hours can adversely affect both employees' health and their quality of life. To support the well-being of our employees and help them maintain fulfilling personal lives, we have implemented various initiatives, including formalizing a telework program, encouraging the use of paid leave, and establishing No Overtime Days. These efforts help foster a healthy and comfortable workplace for all employees.

We have also upgraded our attendance management system to facilitate more effective time management. Going forward, we will continue strengthening our management framework to support increasingly diverse ways of working.

Paid Leave

We provide 16 days of paid leave in the first year, with two days being added yearly to these 16 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	2021	2022	2023	2024	2025
Monthly Average of Non-Scheduled Working Hours (hours)	15.79	15.13	15.38	12.80	11.59
Average of Days Received for Paid Leave (day)	14.0	14.6	15.4	15.0	16.4
Average Paid Leave Utilization Rate (%)	74.1	77.3	81.3	80.3	83.5

Childcare Leave

In accordance with the amended Childcare and Family Care Leave Act, which came into effect in April 2022, we actively promote the uptake of childcare leave by male employees.

Parental Leave Acquisition Rate

Fiscal Year	2021	2022	2023	2024	2025
Acquisition rate of female employees (%)	100.0	100.0	100.0	100.0	100.0
Acquisition rate of male employees (%)	48.5	64.5	69.4	63.3	87.8

Average number of days of childcare leave availed

Year of Birth	2021	2022	2023	2024	2025
Average number of days taken by female employees (days)	287	304	284	290	299
Average number of days taken by male employees (days)	39	71	84	74	102

*Figures represent actual results up to the child's first birthday for those born within the same fiscal year.

Systems Balancing Childcare, Family Care and Treatment

List of Systems

System		Summary
Systems Related to Childcare (Before Birth)	• 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)	• 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)	• Childbirth Attendance	One day as a special paid leave
	• 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 until the employee's child reaches the fourth grade.
	• Flexible Working Hours	Employees may flexibly adjust their working hours until their children complete third grade of elementary school. Core hours: 10:00–15:00; Flexible hours: 6:00–10:00 and 15:00–22:00.
Systems Related to Family Care	• 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.
	• Flexible Working Hours	Employees may flexibly adjust their working hours for up to three years. Core hours are 10:00–15:00, and flexible hours are 6:00–10:00 and 15:00–22:00.
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.	

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

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.

Promotion of Women’s Empowerment in the Workplace

To promote women's empowerment, we are actively engaged in initiatives that support greater participation and advancement of women in the workplace. In this context, we have set a target to raise the proportion of female employees to 25%, compared to 22% in FY2025.

Additionally, we are engaged in building a framework that fosters the growth of diverse talent, generating novel values through inclusive and dynamic collaboration.

Employment of Persons with Disabilities

As of March 2026, the employment rate of persons with disabilities was 2.3%.

Disability Employment Rate

Fiscal Year	2021	2022	2023	2024	2025
Disability Employment Rate (%)	2.3	2.3	2.5	2.4	2.3

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.

Creating a Supportive Work Environment and Employee Turnover Rate

We are committed to creating a workplace environment where employees feel secure and can build long-term careers. In FY2025, our employee turnover rate was 4.91%. We offer a wide range of roles and do not distinguish between career-track and general positions, facilitating flexible career shifts within the organization. This environment, which encourages diverse experiences, has contributed to improved employee retention.

Employee Engagement Survey

Since 2022, we have conducted company-wide engagement surveys to visualize the connection between the company and its employees, with the aim of enhancing employee performance and improving the workplace environment.

We will continue to promote communication with employees and support career development, while working to address identified issues and improve overall productivity.

Trend of Engagement Survey Results

Fiscal Year	2022	2023	2024	2025
General Evaluation Points	57.04	58.28	56.14	56.71
Respondents	1,657	1,348	1,362	1,469
Response Rate	91%	83%	84%	89%

Health Activities

2026 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 2026, we were selected as “2026 Certified Health and Productivity Management Organization (Large Enterprise Category)” by the Ministry of Economy, Trade and Industry for the seventh year of succession.

As an organization that promotes health management, we strive to create an environment where employees can maintain both physical and mental well-being and build long-term careers. Employee retention, preservation of valuable expertise and technical skills, and continuous enhancement of corporate values are the key priorities supported by these endeavors.

Aichiken Kenkou Keiei Suishin Kigyou

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

Mental Health Care

Stress checks are conducted for all employees.

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	2024	2025
Stress Check Screening Rate (%)	93.6	93.4	93.1	91.3	91.2

Introduction of a Women’s Health Support Service

In October 2025, we introduced a Women’s Health Support Service to establish a health support framework tailored to female employees’ needs. It has a free consultation desk to address health issues specific to women and offers Anti-Müllerian Hormone (AMH) testing to employees on a voluntary basis.

To ensure peace of mind, personal information related to consultations and test results is not shared with the Company, allowing employees and their family members to use the service with confidence.

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	2024	2025
Medical Checkup Consultation Rate (%)	100.0	100.0	100.0	100.0	100.0

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 FY2025, 402 people participated in the program and 311 people achieved their goals.

In FY2025, we provided health-related information and implemented e-learning programs focused on themes such as Employee Health Management: Smoking and Health. These initiatives were aimed at promoting the overall well-being of all employees.

Internal Event “Eye Care Day—Start with Your Own Eyes—”

As a manufacturer of ophthalmic medical devices, we held an internal event to encourage employees to learn more about their own eye health. The event featured lectures on eye care and explanation of our latest products, delivered by our specialists. A total of 119 employees participated in the event.

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 company-wide 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.

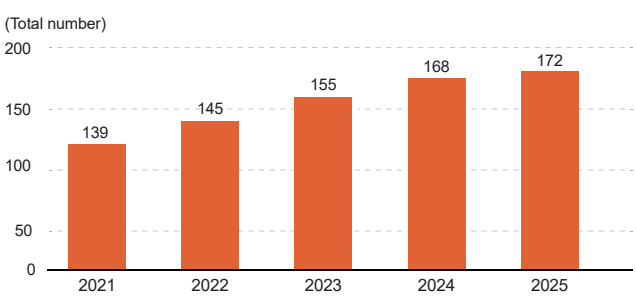
In recent years, QMS review tends to be stricter due to the growing needs for quality and safety for medical devices. We have established internal procedures at each stage of our operations, from design development to after-sales service of products. Also, we are working daily to properly operate and 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.

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)*2. A total number of 172 people passed grade 1 to 3 (March 2026).

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

Successful Examinees of QC KENTEI Grade 1 to 3



Certification of International Standards of Quality Management

We are certified ISO 9001 and ISO 13485 Medical devices.


Certificate

Standard ISO 9001:2015

Certificate Holder: NIDEK CO., LTD.
Coating Division
34-14 Maehama, Hiroishi-cho, Gamagori-shi, Aichi
443-0104, Japan
including the locations according to annex

Scope: Design / Development and Manufacturing of Optical Coating Products
Manufacturing, Sales and Provision of after-sales service of Flatness Testers
Design / Development, Manufacturing of Consumer Coating Products
Design / Development, Sales and Provision of after-sales service of Transfer Tinting Machine
Design / Development, and Manufacturing of Coating Agents

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity: The certificate is valid from 2025-07-01 until 2028-06-30.
First certification 2011

2025-06-19

TÜV Rheinland Cert GmbH
Am Grauen Stein, 51105 Köln

www.tuv.com IAF DAkkS TÜVRheinland® Precisely Right.

ISO 9001

Registration Institution (2026):
TÜV Rheinland Cert GmbH

Registration Number (2026):
01 100 107201


CERTIFICATE

Number: 4202064

The management system of the organization(s) and locations mentioned on the addendum belonging to:

NIDEK CO., LTD.
34-14 Maehama, Hiroishi-cho, Gamagori,
Aichi, 443-0053
Japan

including the implementation meets the requirements of the standard:

EN ISO 13485:2016

Scope:
Design and Development, manufacturing, servicing, packaging, and Distribution of Ophthalmic Surgical Lasers, Ophthalmic Diagnostic Equipment, Ophthalmic Surgical Devices, and Ophthalmic Consumables; Ophthalmic Data processing Software; Intraocular lenses; Intraocular lenses Preloaded into Inserters

Ethylene Oxide Sterilization of Intraocular Lenses, Intraocular Lenses Preloaded into Inserters, and Ophthalmic Surgical Device in accordance with EN ISO 11135:2014

Certificate expiry date: 15 January 2026
Certificate effective date: 16 January 2023
Certified since: 21 August 2019

This certificate is valid for the organization(s) and/or locations mentioned on the addendum.

DEKRA Certification B.V.

B.T.M. Holtus
Managing Director

J.M. McKenzie
Certification Manager

© Integral publication of this certificate and adjoining reports is allowed.

IAF

DEKRA Certification B.V. Meander 1051, 6825 MJ, Arnhem, P.O. Box 5185, 6802 ED, Arnhem, Netherlands
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ISO 13485

Registration Institution (2026):
DEKRA Certification B.V.

Registration Number (2026):
4202064

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.

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.

System for Enhancing Customer Satisfaction

To measure customer loyalty, we introduced the Net Promoter Score (NPS) system. NPS is a numerical indicator based on customer surveys that measure the level of customer attachment and trust toward a company or brand.

In FY2025, we conducted an NPS survey in June regarding the self-diagnosis system for lens edgers. In September, we conducted another NPS survey targeting users of industrial equipment in the coatings industry.

Additionally, in September, we launched satisfaction surveys for overseas distributor service engineers covering repair inquiries, service manuals, and hands-on training.

Going forward, we will continue to leverage these initiatives to evaluate and improve the customer experience (CX) across customer touchpoints.

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.

Development of System Infrastructure for Leveraging Customer Information

We have been upgrading our sales support and customer management systems to clarify the ideal state of customer information and to achieve centralized management and effective utilization of such data.

In FY2025, we launched the operation of the new system and have been promoting centralized management of customer and sales opportunity information.

Going forward, we will continue to enhance and improve the system while leveraging accumulated data to provide higher quality sales and services and enhance customer satisfaction.

Voice

Sales Division

Domestic Sales Planning Representative



The business environment surrounding our domestic sales and service division is changing significantly due to factors such as labor shortages and rising costs. Strengthening the systems that support sales and service activities is essential to achieve stable results with limited resources.

Against this backdrop, we undertook a project to renew our domestic SFA/CRM systems. Previously, information was dispersed across multiple systems and databases, making data entry and retrieval cumbersome. Through this project, we redefined our vision for sales and service operations and explored new systems aligned with our target business processes.

As a result, e-Sales Manager and intra-mart were introduced. These systems are expected to improve the centralized management of sales opportunities and customer interaction histories, accelerate information-sharing, and promote operational standardization. User feedback also indicated improvements in operational efficiency, including the ability to enter data while away from the office, make effective use of spare time, and enhance performance management accuracy.

We are currently focused on establishing and optimizing system utilization, while continuing to make improvements based on user feedback. Going forward, we aim to further enhance the quality of our sales and service activities by leveraging accumulated data, thereby improving customer satisfaction.

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*3” and “Optical Instruments Manufacturing*4”, 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.

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

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

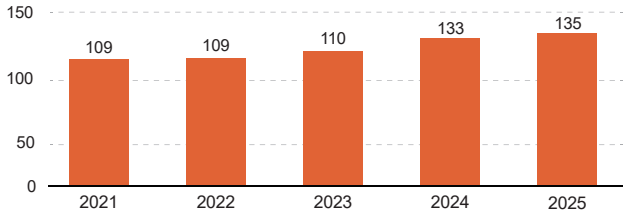


In-house Training Session

Trade skill tests for Electronic Equipment Assembling

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

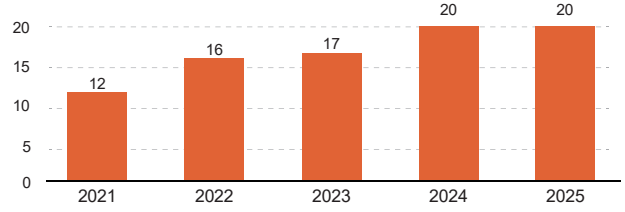
(Total number)



Trade skill tests for Optical Instruments Manufacturing

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

(Total number)



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” in electronic device assembly who continue to provide technical instruction and deliver lectures at schools and companies in Aichi Prefecture.

Guideline for Procurement

In order to continue to be a company that is trusted by society based on the NIDEK Corporate Conduct Charter, we aim to build a good relationship with all stakeholders connected to our company. In our procurement activities, we will promote the establish ment 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.



Briefing session in FY2025

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 FY2021, we have conducted CSR procurement surveys to quantitatively assess our suppliers’ initiatives. The survey questionnaire was developed with reference to the CSR Procurement Self-Assessment Tool published by the United Nations Global Compact.

In FY2025, questionnaires were sent to 31 major suppliers, and responses were received from 27 companies.

Average Score of Surveyed Suppliers (Unit: %)



Expansion of Product and Service Areas

We appointed new distributors in Côte d'Ivoire, Tanzania, and Somalia in FY2025 to provide solutions for previously untapped markets. We will continue to expand and reorganize our distributor network to deliver our products and services to a broader range of regions.



Team photo of our distributor in Côte d'Ivoire



Team photo of our distributor in Tanzania



Team photo of our distributor in Somalia

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 FY2025.

Donation to the Japan Braille Library

One of our long-standing initiatives is supporting the Japan Braille Library through donations. In FY2025, we once again contributed funds—raised by employee volunteers and supplemented by the company—to help cover the operating costs of audiobooks for the visually impaired and support the activities of the Japan Braille Library.



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

Lectures for Elementary and Middle School Students

Since 2009, we have been conducting lectures for students in elementary and middle schools to stimulate their interest in eye health. Since FY2022, we have been providing full-fledged online and in-person lectures. In FY2025, we delivered lectures at 62 schools, reaching 7,775 students. Of these, 50 schools located outside Aichi Prefecture participated online. We will continue to promote the importance of eye health and provide information on the appropriate use of digital devices through educational outreach programs.



Lecture for students

Number of lectures delivered in the last 5 years

Fiscal Year	2021	2022	2023	2024	2025
Number of schools	59	59	94	48	62

Sponsorship to Light-Up in Green Movement

We support the “Light-Up in Green” movement*5 organized by the Japan Glaucoma Society during World Glaucoma Week*6.

In FY2025, in conjunction with World Glaucoma Week, held from March 8 to 14, 2026, our headquarters and sales offices were illuminated in green, the symbolic color of glaucoma. With the cooperation of Gamagori City, the yacht Nippon Challenge at the south entrance of Gamagori Station was also illuminated in green.

In addition, we conducted a variety of awareness-raising activities, both inside and outside the Company, including participatory awareness programs for employees, information sharing through social media platforms such as Instagram and Facebook, and the display of magnetic banners on company vehicles and shuttle buses.

*5: Light up in Green movement is a campaign to illuminate landmark sites across Japan with green light as part of glaucoma awareness efforts.

*6: World Glaucoma Week is an international event organized worldwide since 2008 under the aegis of World Glaucoma Association.





Illuminated our branch offices and yacht



Magnetic Banners Displayed on Shuttle Buses



Participatory Awareness-Raising Activities for Employees

Supporting the Purple Light-Up Campaign for World Keratoconus Day

We support the “Purple Light-Up Campaign” organized by the Keratoconus Research Society.

In FY2025, we displayed a box filled with purple balloons and installed purple lighting in the reception area. We also shared information about keratoconus with employees to help raise their awareness of the disease.



Monument installed at the reception of the head office

Promoting Awareness of Eye Frailty both Domestically and Internationally

“Eye Frailty*7” 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 FY2025, we incorporated information on eye frailty into product presentations for health screening providers in Japan. We also continued our awareness-raising activities by providing information on eye frailty through “eyedear,” an email newsletter for health screening providers.

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

Eye-friendly Urban Planning

In cooperation with Gamagori City, we are engaged in various initiatives aimed at creating a more eye-friendly community.

In FY2025, we donated picture books focused on eye health and provided eye health columns for nursery, elementary, and junior high schools in Gamagori City.

In addition, banners raising awareness about the importance of eye care have been continuously displayed on a building in the city since 2023. Awareness flags were also displayed near Gamagori Station in conjunction with Eye Care Day on October 10. Furthermore, at events held at the Gamagori Health and Medical Center and shopping mall, we provided opportunities for participants to experience simulated visual impairments.

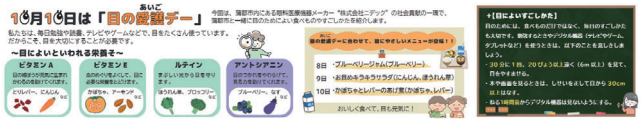
Going forward, we will continue to strengthen collaborations with the local community while exploring and implementing a wider range of initiatives.



NIDEK Booth
at the Hitoneru Festival 2025



Awareness flags displayed near
Gamagori Station



School Lunch Column on Eye Health

Participating in the Local Clean-Up Campaign

We regularly participate in the bi-annual local clean-up campaign organized by the Gamagori City administration. We have cleaned up the surroundings of five plants in the Gamagori district.



Cleanup Activity Around the Headquarters Hiroishi Plant

Collaboration with International Organizations

We collaborate with international organizations to promote access to eye examinations worldwide.

In FY2025, we continued to support an AI-assisted diabetic retinopathy screening project in Vietnam led by Orbis International[*8], an international non-profit organization dedicated to eye care. Through this project, Orbis's Cybersight AI platform has been integrated with NIDEK fundus cameras. Since the project was launched in July 2024, 14,463 patients with diabetes had been screened across six project sites as of the end of August 2025.

As a result, 3,582 patients (24.8%) were identified with signs of referable diabetic retinopathy, glaucoma, and/or macular abnormalities, and were promptly referred to ophthalmologists for appropriate diagnosis and treatment.

In addition, the project has provided educational training on fundus photography and the use of AI, as well as awareness-raising activities related to retinal diseases. These efforts contribute to enhancing the knowledge and skills of local eye care professionals and supporting the development of regional healthcare services.

*8: An international non-profit organization dedicated to preventing blindness and visual impairment. It has a proven track record of delivering blindness prevention programs in over 200 countries and regions worldwide.



Image courtesy of Orbis International

Participation in the “Vision Consortium” Established by The Mainichi Newspapers Co., Ltd.

“Vision Consortium” includes 10 companies, 7 organizations, 2 media outlets, and 2 advisors. It was established to promote a more inclusive society—one which does not treat individuals with visual impairments and sighted individuals differently.

One of our key priorities is to enhance quality of life (QOL) in collaboration with our partners. As part of this commitment, we continue to participate in the Vision Consortium. By participating in the Vision Consortium and collaborating on various activities, we aim to address social issues.

Collecting Eco-Caps

Since 2009, we have been rolling out the “Eco Cap Movement” to exchange collected plastic bottle caps for vaccines. In FY2025, 186,572 caps (enough to vaccinate approximately 217 people) were collected throughout the company.

Collecting and Donating Used Glasses

We have been collecting used glasses from employees and donating them to developing countries since 2022, and 57 pairs of glasses were collected from across the company and donated to these countries in FY2025.



Donated Used Eyeglasses

Cooperation with Gamagori City as a Community Contribution Activity

In Gamagori City, the Kururin bus service operates in various districts to serve areas with limited access to public transportation. We have continuously supported this initiative since 2019, and in October 2025, we began sponsoring the newly added Shiotsu Route.

Donation of Emergency Food Supplies to a Food Bank Organization

In June 2025, we donated emergency food supplies equivalent to 336 meals to Second Harvest Nagoya , a certified non-profit food bank organization.

To prepare for emergencies, such as earthquakes and other natural disasters, we maintain a stockpile of emergency food supplies and regularly review and replace them before their expiration dates. As part of our efforts to reduce food loss, emergency food supplies that remain safe for consumption are donated when stocks are replaced and are distributed to people in need of food assistance.



Donated Emergency Food Supplies (336 Meals)

Research and Development of Artificial Retina System

We have been engaged in the research and development (R&D) of visual prostheses since 2001. Our goal is to develop an implantable medical device that restores visual perception by delivering electrical stimulation through electrodes implanted in the retinas of individuals who have lost the ability to perceive light.

Development has progressed stepwise from basic research to clinical studies. In 2014, we conducted a clinical study to evaluate the safety and efficacy of this technology over a one-year period. Since then, we have continued to refine and validate the system. In March 2026, we initiated a new stage of clinical trials aimed at future commercialization.

Voice

Development Division

Artificial Retina System Development Representative

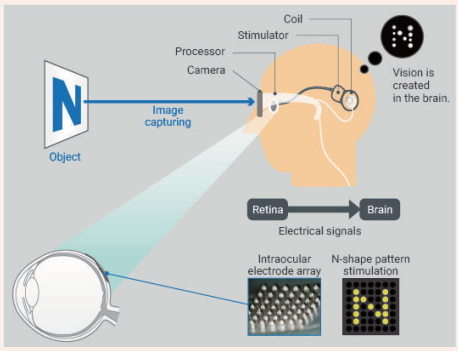


"Invisible to Visible." The development of visual prostheses has been both a dream and a goal of NIDEK since its founding.

The Artificial Retina System currently under development converts images captured by a camera into electrical signals and stimulates retinal nerve cells, enabling the perception of light in the brain (see figure). This approach, known as Suprachoroidal Transretinal Stimulation (STS), was conceived by our research partner, Osaka University. It is a uniquely Japanese technology developed with a strong emphasis on safety and reliability.

After many years of R&D, we reached an important milestone in March 2026 with the launch of a new clinical trial aimed at future commercialization. The achievements of more than 25 years of research have enabled us to proceed to the next stage of development.

Although the path to commercialization still lies ahead, we will continue to take on new challenges to bring the joy of vision to patients as soon as possible.



Simulated view of the letter "N" through the Artificial Retina System

Donation of Stationery Supplies to Children in Nepal

As part of our efforts to support learning environments, in August 2025, we collaborated with our distributor in Nepal, Meditech Systems Nepal Pvt. Ltd., to donate stationery supplies to children at NIDEK, Shree Kalika Secondary School.

Access to adequate educational resources remains limited in some areas of Nepal. This donation was intended to help create an environment in which children can learn with greater confidence and to support their educational development.

Governance



Sustainable growth requires a robust governance system. We will achieve sustainable and reliable corporate operations via compliance with laws and regulations, promotion of internal controls, and development of risk management systems.

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 Conduct 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/

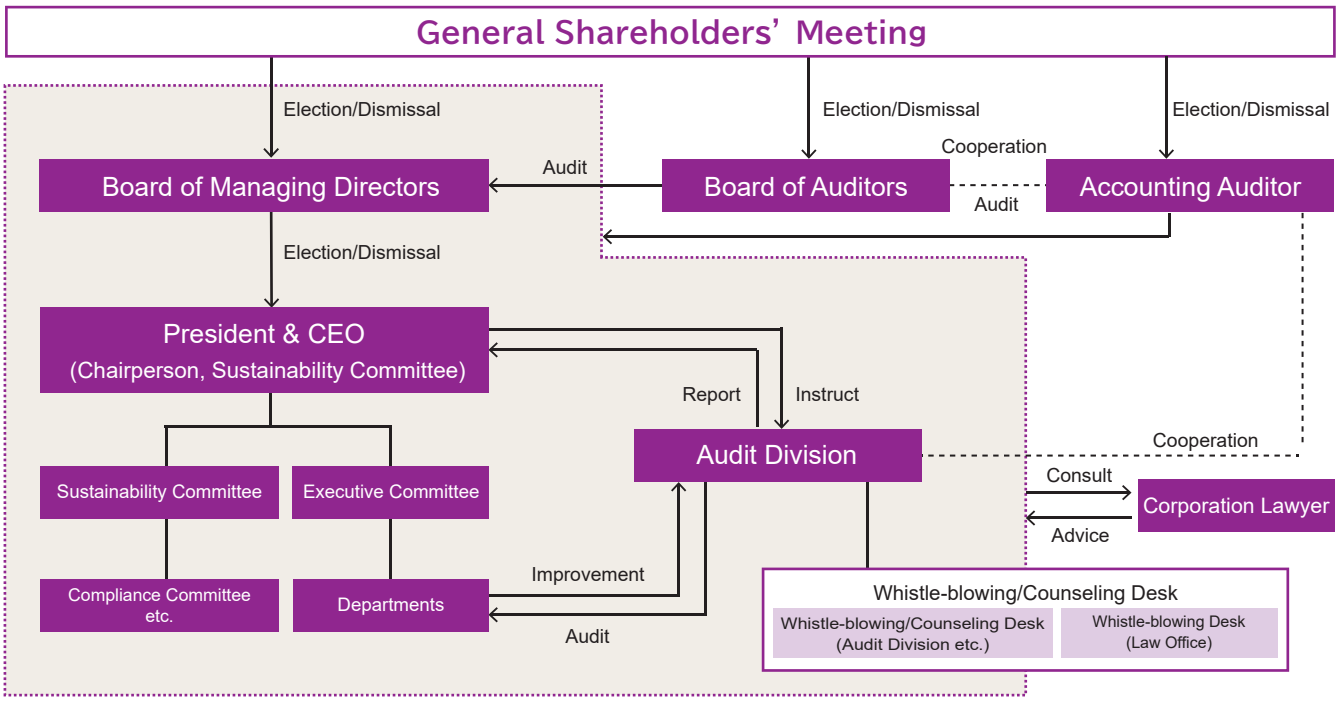
Guideline for Transparency (Japanese)
WEB https://www.nidek.co.jp/transparency/

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 awareness 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’s Conduct Policy” (refer to p.7) 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 FY2025

Eligible Participants	Educations and Trainings
All employees	Compliance Training (e-Learning) Act on the Protection of Personal Information Training (Optional)
New employees/ mid-career employees	Compliance Training for New and Mid-career Employees
Managing Directors and Auditors	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
Employees of Purchasing Departments	SME Transactions Act Compliance Training

Compliance Survey for Employees

To assess the current situation of compliance awareness among employees, we conduct a compliance survey for all employees. We will continue to conduct the survey in the future to further raise awareness.

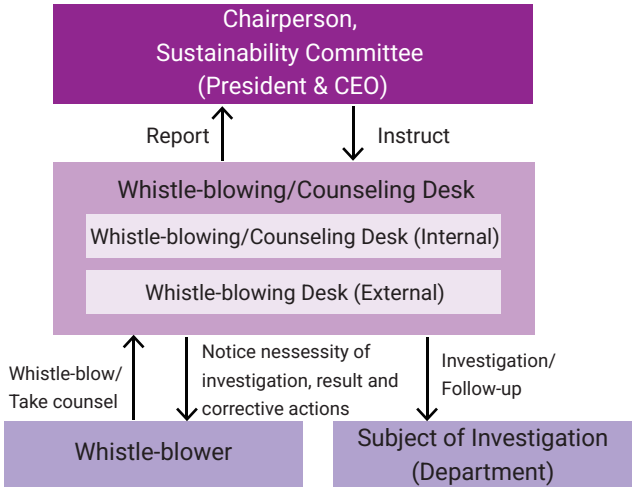
Whistle-blowing System

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.

Compliance with the APEC Kuala Lumpur Principles

The Japan Federation of Medical Devices Associations (JFMDA)*1 revised its Medical Device Industry Promotion Code in accordance with the APEC Kuala Lumpur Principles, which set ethical standards for the medical device industry within the Asia-Pacific Economic Cooperation (APEC) forum. The revised code came into effect on January 1, 2026.

The revision clarifies that the provision of small-value promotional items and customary gifts to medical institutions and healthcare professionals is inappropriate and reinforces the importance of maintaining transparent and fair relationships with healthcare stakeholders.

In support of this policy and as part of our commitment to enhancing transparency and promoting fair business practices within the medical device industry, NIDEK has discontinued the provision of such items under a company-wide unified policy.

*1: NIDEK is a member of the Japan Medical-Optical Equipment Industrial Association (JMOIA) and the Japan Ophthalmic Instruments Association (JOIA), both of which are regular member associations of the Japan Federation of Medical Devices Associations (JFMDA).

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

Ethical Considerations in Animal Testing

In medical R&D, animal testing may be necessary to scientifically evaluate the efficacy, safety, and quality of products and research outcomes. Recognizing the responsibility that comes with the use of living animals, NIDEK is committed to conducting animal testing appropriately, with due consideration for both animal welfare and scientific validity.

To ensure compliance with applicable laws and guidelines, we have established an Animal Experimentation Committee under the supervision of the head of our animal testing facility. The committee reviews all animal testing protocols to assess their appropriateness and scientific rationale.

As part of our commitment to responsible animal testing practices, NIDEK's animal testing facility undergoes independent assessment and certification by a third-party organization, the Japan Pharmaceutical Information Center (JAPIC), and has been certified as compliant with the relevant standards.

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

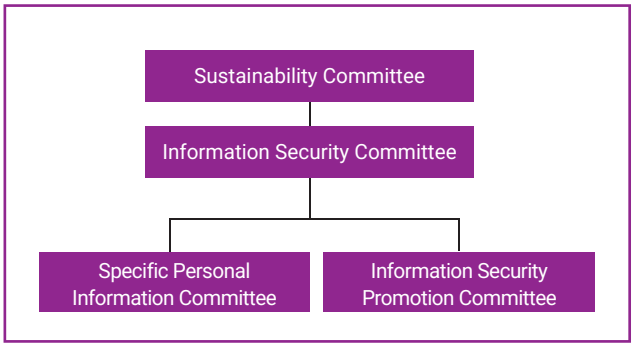
We believe that it is essential to achieve and maintain a high level of information security to protect our customers' and business partners' information. As a comprehensive measure of information security, we have established the Information Security Management System and have made efforts to protect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

Employee training is regularly provided to raise awareness of information security. In FY2025, we conducted e-learning programs for all employees using actual examples of spam emails and information security incidents. The training explained the factors that can lead to security breaches and highlighted key points for preventing such incidents.
In addition, whenever an information security incident occurred, we prepared educational materials on preventive measures and shared the lessons learned across the Company to help prevent recurrence and further enhance employee awareness.
We will continue to ensure the proper handling of information assets and improve information literacy throughout the Company.

Cybersecurity Measures

We are working to improve cybersecurity literacy to protect our internal digital environment from threats such as cyberattacks. Since 2023, we have been conducting simulated phishing email training for all employees. In FY2025, we expanded the program to include overseas subsidiaries, thereby promoting cybersecurity awareness and literacy throughout the NIDEK Group.

In addition, to ensure a prompt and appropriate response in the event of a cyberattack, we established a cyber-incident response framework and clarified internal roles, responsibilities, and response procedures.

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.

In FY2024, a cloud phonebook was installed on company cell phones to mitigate the risk of personal information leaks.

Information Security Management System Certification of Registration

We undergo external audits of the information security management systems used by departments that handle information assets.

In FY2025, our information security management system was evaluated through a surveillance audit and confirmed to meet the requirements of the revised ISO 27001 standard (ISO 27001:2022). The audit also verified that the management system was operating effectively. As a result, our certification was successfully maintained, and the expanded scope of certification was recognized as appropriate.

We will continue to strengthen our internal information security measures and maintain our certification registration.


bsi.

Certificate of Registration

...making excellence a habit.

ISO/IEC 27001:2022 /
JIS Q 27001：2023

Registration Institution (2026)
British Standards Institution
Registration Number (2026)
IS 580917

Note: The scope of NIDEK's certification includes the Information Systems Department and the Service Department.

Initiatives toward DX (Digital Transformation)

We are promoting Digital Transformation (DX) to enhance the value we deliver to our customers by improving value-added labor productivity by 30% compared with FY2019. Through the effective use of digital technologies and transformation of business processes, we are working to improve operational efficiency and create greater value for our customers. On August 1, 2024, we were officially certified as a DX-Certified Business Operator under the DX Certification Program established by the Ministry of Economy, Trade and Industry (METI). We will continue to actively promote digital transformation and work toward further improving labor productivity.

Digital Transformation Certification

Enhancing IT and DX Literacy through "NEXUS*2"

As we perform a wide variety of tasks, improving IT and DX skills is essential for increasing productivity. In FY2024, we launched "NEXUS*2," an IT human resource development program for all employees. The program aims to foster a culture of continuous learning and create an environment that supports skill development throughout the Company. In FY2025, we focused on cultivating a DX mindset among executives and managers, encouraging employees to obtain the IT Passport certification, and promoting the achievement of Skill Level 2 or higher among all employees.

*2: "NEXUS" is named after the concept of acquiring skills that lead to a new era and incorporates words that convey the meanings of "connection," "link," "chain," and "relation."

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

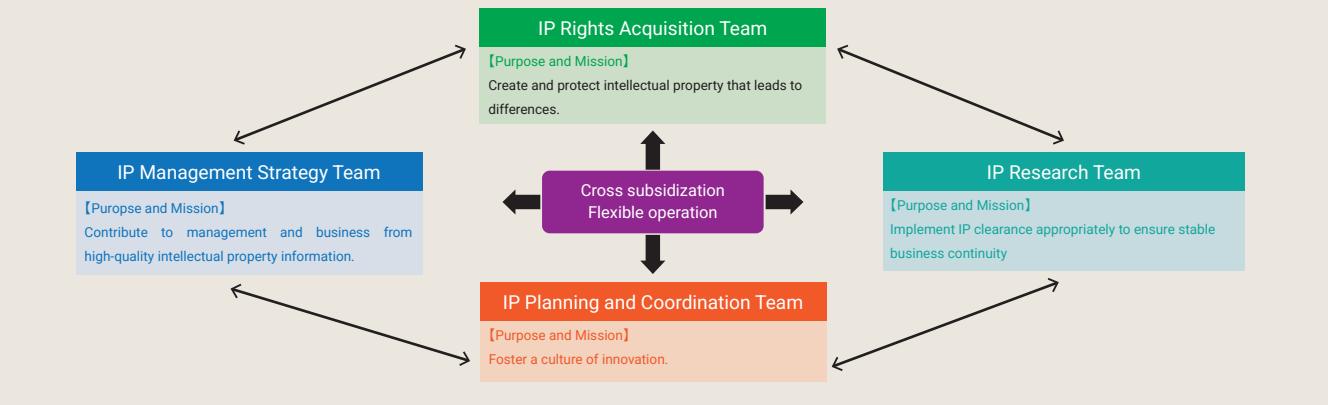
NIDEK has placed great importance on the three "アイ' s" (pronounced ái) which are strong will (kigai), differentiations (chigai) and global (sekai), as our corporate policy. Achieving what others cannot do or are not working on leads to differentiation from our competitors. Our Intellectual Property Department 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, propose 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

Intellectual Property (IP) Matrix System



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. Through this structure, we carry out intellectual property activities that contribute to the enhancement of corporate value.

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 FY2023—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 FY2004.

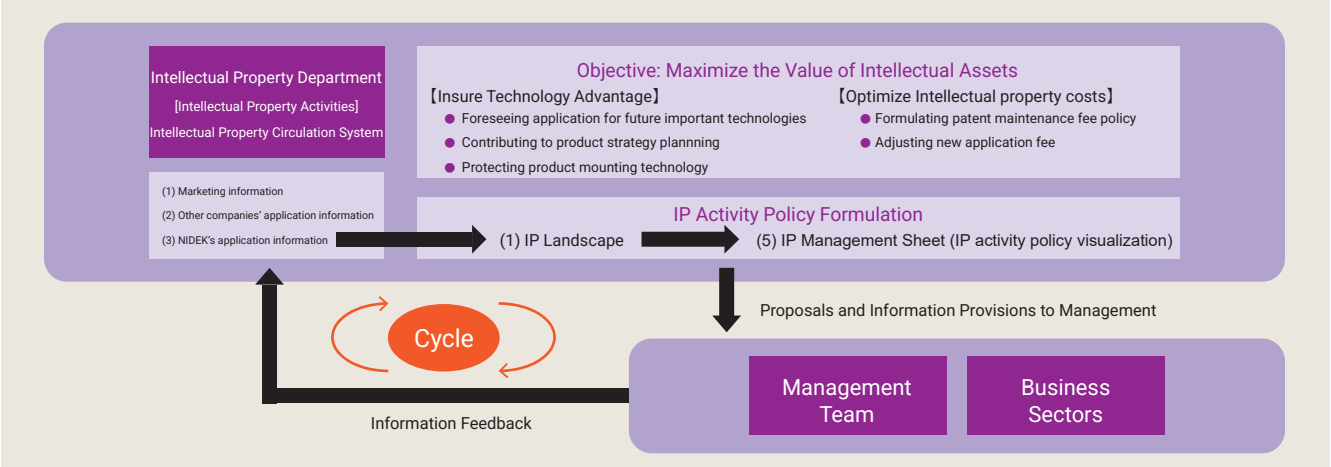
In-house Patent Specification

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 use backcasting to set intellectual property activity policies such as application strategies and rights renewal strategies, make the main point clear and summarize them.

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 FY2022, 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.

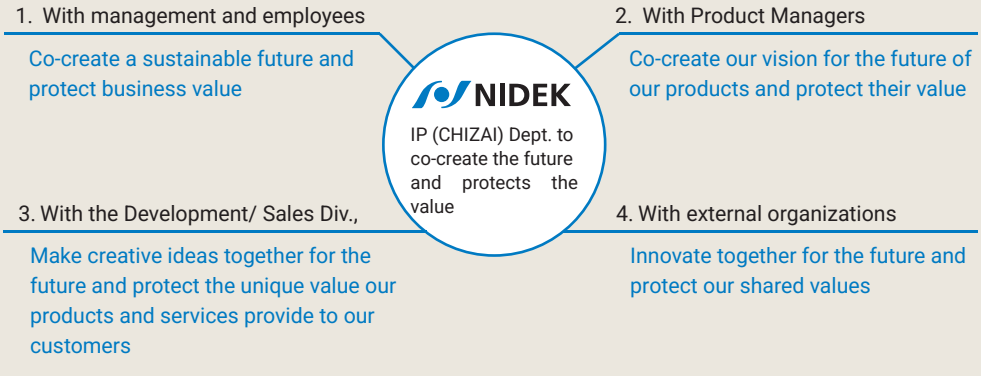
Patent Application Information

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 FY2025, we filed 91 new domestic patent applications and 40 new overseas patent applications. In the FY2025, by region, the percentages of patents held were 60.8% in Japan, 16.1% in the United States, 12.8% in Europe, 9.6% in Asia, and 0.7% 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 (hereinafter referred to as "CGC revision"), 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 direction, and reporting on these activities at these meetings and receiving feedback from the Board of Directors.

Vision of the Intellectual Property Department



GRI Standards Content Index

NIDEK CO., LTD. reports the information described in this GRI Content Index for the period [April 1, 2025 to March 31, 2026] with reference to the GRI Standards.

"NIDEK Corporate Report 2026" 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.1 Corporate Report Profile
2-3	Reporting period, frequency and contact point	P.1 Corporate Report Profile P.1 Contact
2-4	Restatements of information	N/A
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	P.3-4 About NIDEK CO., LTD
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	P.38 Prohibition of Conflict of Interest Transactions
2-16	Communication of critical concerns	P.36 Whistle-blowing System
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	—
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	P.5-6 Message from our CEO
2-23	Policy commitments	P.7 NIDEK Corporate Conduct Charter P.37 Compliance with the APEC Kuala Lumpur Principles P.37 Ethical Considerations in Animal Testing

GRI Standards	Requirements	References
2-24	Embedding policy commitments	P.7 NIDEK Corporate Conduct Charter P.35 Compliance Promotion P.37 Ethical Considerations in Animal Testing
2-25	Processes to remediate negative impacts	P.7 NIDEK Corporate Conduct Charter
2-26	Mechanisms for seeking advice and raising concerns	P.36 Whistle-blowing System
2-27	Compliance with laws and regulations	P.7 NIDEK Corporate Conduct Charter
2-28	Membership associations	—
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	P.8 Stakeholder Engagement P.28 Supply Chain Management
2-30	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.14-15 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	P.21 Internal Environment Improvements and Policies
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.29-33 Social Contribution Activities
203-2	Significant indirect economic impacts	P.25-28 Quality Policy
GRI204：Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	P.29-33 Social Contribution Activities
GRI205：Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	P.36 Prevention of Corruption and Bribery
205-2	Communication and training about anti-corruption policies and procedures	P.35-36 Compliance education P.36 Prevention of Corruption and Bribery P.38 Prohibition of Bribery, Inappropriate Gifts or Such and Conflict of Interest Transactions

GRI Standards	Requirements	References
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	N/A
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.14 Overview of Environmental Impact P.16 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.14-15 Actions on Climate Change
302-2	Energy consumption outside of the organization	—
302-3	Energy intensity	P.14-15 Actions on Climate Change
302-4	Reduction of energy consumption	P.14-15 Actions on Climate Change
302-5	Reductions in energy requirements of products and services	P.14-15 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.14 Overview of Environmental Impact P.14-15 Actions on Climate Change
303-3	Water withdrawal	P.14-15 Actions on Climate Change
303-4	Water discharge	P.14-15 Actions on Climate Change
303-5	Water consumption	—
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	N/A
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 Standards	Requirements	References
GRI 305：Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	P.14-15 Actions on Climate Change
305-2	Energy indirect (Scope 2) GHG emissions	P.14-15 Actions on Climate Change
305-3	Other indirect (Scope 3) GHG emissions	P.14-15 Actions on Climate Change
305-4	GHG emissions intensity	P.14 GHG Emissions Intensity
305-5	Reduction of GHG emissions	P.13 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	P.16 Reducing Waste Volumes
306-2	Management of significant waste-related impacts	—
306-3	Waste generated	P.16 Reducing Waste Volumes
306-4	Waste diverted from disposal	P.16 Reducing Waste Volumes
306-5	Waste directed to disposal	P.16 Reducing Waste Volumes
GRI 307：Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	N/A
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	—
Social		
GRI 401：Employment 2016		
401-1	New employee hires and employee turnover	P.3-4 About NIDEK CO., LTD. P.21-23 Utilization of Diverse Human Resources
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P.21-23 Utilization of Diverse Human Resources
401-3	Parental leave	P.21-23 Utilization of Diverse Human Resources
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.17 Safety Management Policy
403-2	Hazard identification, risk assessment, and incident investigation	P.18 Industrial Accident Prevention Programs
403-3	Occupational health services	P.17-18 Safety Management Activities
403-4	Worker participation, consultation, and communication on occupational health and safety	P.17-18 Safety Management Activities
403-5	Worker training on occupational health and safety	P.17-18 Safety Management Activities
403-6	Promotion of worker health	P.24-25 Health Activities
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P.17-18 Safety Management Activities

GRI Standards	Requirements	References
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.19-21 Training and Education Systems
404-2	Programs for upgrading employee skills and transition assistance programs	P.19-21 Training and Education Systems
404-3	Percentage of employees receiving regular performance and career development reviews	P.20 NIDEK's Career Development and Growth Support Framework
GRI 405：Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	P.21-23 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	N/A
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	N/A
GRI 409：Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
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	N/A
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.35-36 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.29-33 Social Contribution Activities
413-2	Operations with significant actual and potential negative impacts on local communities	N/A

GRI Standards	Requirements	References
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 Eco-Friendly Products P.26 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	N/A
417-3	Incidents of non-compliance concerning marketing communications	N/A
GRI 418：Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
GRI 419：Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	P.35-36 Compliance Promotion