

# Nikon Global Diversity, Equity & Inclusion Policy

Established April 1, 2023

## Scope of application

Nikon Global Diversity, Equity & Inclusion Policy describes our basic concept of Diversity, Equity & Inclusion (DEI) for the entire Nikon group. This Policy is applicable to all directors, officers and employees of Nikon Corporation and its subsidiaries (collectively referred to as “Nikon” below).

Nikon will utilize this Policy to promote efforts to achieve DEI, with respect for the human rights of all internal and external stakeholders in accordance with the Nikon Code of Conduct and Nikon Human Rights Policy.

## Declaration

DEI is essential to Nikon, and forms the foundation upon which we strive to fulfill our social responsibility of respecting human rights, to embody our corporate philosophy of “Trustworthiness and Creativity,” and to continue being a company that contributes to a more prosperous and sustainable society.

**Purpose and necessity of promoting DEI** (for Nikon’s sustainable growth)

We believe that engaging diverse values, talent, knowledge, experiences, skills and expertise is vital in adapting to a rapidly changing world to meet

the needs of our customers and the communities we serve. Such diversity exists within each one of us, shaped by our characteristics and differences, such as age, gender, nationality and background. This is precisely why we want to ensure that, no matter where in the world or in what role they work, every employee feels like part of a team where they can perform at their best and feel comfortable in raising their voice. We also believe that this will help improve decision making and nurture innovation that drives the growth of Nikon.

## Definitions

Based on this belief, we use the following definitions for diversity, equity and inclusion at Nikon.

Diversity is:

The characteristics and differences that exist within each one of us and the teams we belong to. These are the sources of new ideas, which are the driving force behind the growth of Nikon.

We respect diversity—not only in values, talent, knowledge, experience, skills and expertise, but also in characteristics such as age, sex, race and ethnicity, nationality, religion, beliefs, sexual orientation, gender identity, disability and background. We celebrate and value these differences, and have zero tolerance for discrimination based on any of them.

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## Equity is:

Providing opportunities for challenge and participation that are fair for each and every person.

We acknowledge that everyone has differences and unique circumstances, and may require different kinds and various degrees of support. We aim to provide the right environments and opportunities so that each individual can pursue and achieve their full potential as part of the team.

## Inclusion is:

Making most of the characteristics and differences that individuals bring to the team. It is a state in which each and every one of us is recognized for our value within our team, and where we all feel that we are contributing to achievement of the organization's goals and daily duties.

We recognize the influence unconscious biases and assumptions can have, and intentionally listen to opinions different from our own. By promoting work environments and a corporate culture that value mutual acceptance and zero tolerance for discrimination, we can all be ourselves and feel safe and confident enough to express our opinions. This nurtures the sense of belonging to a team, and helping us fully leverage our own unique strengths and grow, leading to the power to create even greater value as a company.

## Commitments

To promote DEI, Nikon is committed to the following three actions.

- Deepening the understanding of DEI as a fundamental ethos that guides the decisions and actions of each individual, to foster working environments and a company culture where the characteristics and abilities of all team members are accepted and valued.
- Ensuring fairness and equity in work situations, including recruitment and selection, compensation and benefits, and professional development and training, and committing to the ongoing development of a work environment where employees can make the most of their unique talents and strengths.
- Promoting initiatives that take into account local laws and business characteristics both throughout the Nikon Group or at each individual company, in recognition that priority of DEI themes may vary according to country or region, or business operation.

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## Contributing to a sustainable society through the promotion of DEI

We also equally respect and value diversity in wider society. We will thus engage in development, design, advertising and marketing that is mindful of diversity in order to provide products, services and solutions that meet the needs of our customers and other stakeholders. These values will also be shared with our business partners, with the aim of contributing to foster a sustainable society where everyone can live a fulfilling life.

\* Both Japanese and English texts shall have equal standing and they are but two expressions of the same intent and together constitute one policy embodying a single meaning. In the event of ambiguities and inconsistencies between the Japanese and/or English text(s) and the third language, then the Japanese and English texts as the context so requires shall prevail.