

Nichia Group Occupational Safety and Health Policy

Nichia Group is committed to promoting and ensuring occupational safety and health and always placing the utmost priority on occupational safety and health in all processes of our business activities, including safe operations. Furthermore, we foster a vibrant workplace environment that is safe and comfortable.

Guidelines for Occupational Safety and Health Activities

1. We identify and assess occupational safety and health risks to prevent accidents and disasters.
2. We provide occupational safety and health education and awareness-raising activities for our executives and employees to enhance safety awareness.
3. We are dedicated to maintaining and improving the health of our executives and employees, creating a workplace where everyone can work in good physical and mental health.
4. We comply with social norms related to occupational health and safety, applicable laws and regulations, and internal rules.
5. We continuously improve the occupational health and safety management system and enhance occupational health and safety performance.

Occupational safety and health initiatives are promoted by the Environment and Safety Division. This policy will be periodically reviewed to determine whether revision is necessary and will be revised as appropriate.

Established: February 25, 2026

Revised: July 6, 2026

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