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Targets and Results for the Priority Issues

We are evaluating the activities of the CSR Committee every six months while setting annual targets for each priority issue shared across the Group in the CSR Medium-term Plan.

In addition, we are setting targets that reflect the results and issues for the next fiscal year.

Results for the Year Ended March 31, 2016 [Summary]

Priority issues	Targets	Results	Self-evaluation	Corresponding page
Development of a CSR infrastructure	Start global research of CSR awareness for future training to employees in Nikon Group	Questions to measure the CSR awareness have been newly added to the employee awareness survey implemented in Greater China, Asia and Japan. The awareness level of the CSR newsletter within these surveys was 73% in Greater China and Asia and 55% in Japan	○	P18
	Conduct training for persons in charge of publicity and advertisement in order to avoid CSR risks in these domains	Education about communication risk including CSR was introduced for persons in charge of operations in Asia and Japan for the Imaging Business Unit	○	P18
Expansion and promotion of environmental management	For environment-related results, please refer to the "Environmental Action Plan."			P59
Implementation of compliance activities	Publish anti-bribery guidelines for group companies in Americas, Asia and Korea so that the guidelines will be available globally	Anti-bribery guidelines for Group companies were published in the Americas, Asia and Korea so that the guidelines became available globally	○	P54
	In the light of the previous years' performance, expand competition laws training to Group companies outside Japan of Precision and Glass business units	Competition law training was introduced at 42 overseas Group Companies throughout all of our businesses, including the Precision Equipment and Glass Businesses. We also conducted anti-trust law training at 18 Group companies in Japan	○	P55
	Develop educational materials on harassment prevention that respect culture of each region	Educational materials on harassment were revised and additional materials created in Japan. The current education materials were also determined to be appropriate for use after taking into account the educational status in each region because educational materials shared globally were found to be unsuitable	○	P52
Respect for human rights and labor practices, and promotion of diversity in the workforce	Achieve the objective of raising the female ratio in management positions to 5% (by March 31, 2017)	- In March 31, 2016, the proportion of females in management positions increased from 3.6% (March 31, 2014) to 4.7% by roughly one point.	○	P124

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Priority issues	Targets	Results	Self-evaluation	Corresponding page
Respect for human rights and labor practices, and promotion of diversity in the workforce	Implementation of the following measures in order to disseminate the five mutual objectives "Core Competencies," including the "power to accept diversity," throughout the Nikon Group - Organization of a photography contest around the theme of Core Competencies - Incorporation of a Core Competencies' assessment into the Nikon assessment structure	- Introduction of a photography contest at 70 Nikon Group companies and selection of five prize-winning images in each core competency (total of 25 pictures) from the total of 1,485 entries - Revision of the personnel evaluation system of the Nikon Corporation and introduction of assessment based on competency on October 1, 2015	○	P117
Promotion of community contribution activities	Set up KPI in order to concretely promote the community contribution activities' policy	Self-evaluations were implemented to check if each community contribution activities were in line with the policy and promoted, and set its executing ratio as KPI. Start measurement from year ended March 31, 2017	○	P138
Promotion of CSR activities in the supply chain	Green procurement: A total of 309 certified partners	A total of 347 certified partners	○	P102
	CSR procurement: - Expand visibility and penetration of the new CSR Survey Standards - Select procurement partners with a high level of priority and introduce surveys to more than 200 companies. Examine corrective measures based on those results and implement those measures	- Introduction of explanatory sessions to raise awareness of new standards (897 companies) - Conducted surveys to refine procurement partners (207 companies) and implemented corrective activities at 13 companies based on the survey results	○	P103
	Dealing with the issue of conflict minerals: - Conduct an effective investigation by designing a survey questionnaire delivering and gathering system based on the Internet - Research and Totalization along with OECD Guidance	- Creation of data collection applications and implementation of efficient surveys - Survey the refined targets following the OECD Guidance and implementation of data collection for the purpose of risk assessment	○	P105

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Targets for the Year Ending March 31, 2017 [Summary]

Priority issues	Targets
Development of a CSR infrastructure	The awareness level of the CSR newsletter in Nikon Group employees both inside and outside of Japan: over 70%
Expansion and promotion of environmental management	For environment-related targets, please refer to the Environmental Action Plan.
Implementation of compliance activities	<ul style="list-style-type: none"> - Introduce anti-bribery education at Nikon Group companies while starting the operation of anti-bribery guidelines. - Establish and penetrate competition law training globally.
Respect for human rights and labor practices, and promotion of diversity in the workforce	<ul style="list-style-type: none"> - Achieve 5% female ratio in management positions (by March 31, 2017). - Attain a 25% or higher female ratio in regular recruitment at Nikon (employment activities in year ending March 31, 2017).
Promotion of community contribution activities	<p>Encourage the employees to participate in community contribution activities and set employee participation as KPI.</p> <p>Promote the implementation of self-evaluations to encourage activities following the community contribution activities' policy.</p> <p>Target: Implementation ratio 90%</p>
Promotion of CSR activities in the supply chain	<p>Green procurement: A total of 375 certified partners</p> <p>CSR procurement:</p> <ul style="list-style-type: none"> - Support corrective action of risk-having companies - Conduct CSR survey (200 companies) to select risk-having companies and take corrective measures (auditing three companies/corrective plans for ten companies) <p>Dealing with the issue of conflict minerals:</p> <ul style="list-style-type: none"> - Formulation of internal regulations in-line with OECD Guidance