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## Data Index Environmental Management

### The Nikon Group's Main Environmental Impacts

INPUT		Nikon		Group companies in Japan		Group companies outside Japan		Unit
		'16/3	'17/3	'16/3	'17/3	'16/3	'17/3*	
Energy etc.	Electricity	164,936	161,254	88,972	87,109	101,936	111,572	MWh
	City gas	5,533	5,128	1,026	1,045	0	0	thousand Nm <sup>3</sup>
	Liquefied petroleum gas (LPG)	480	493	2,000	2,023	113	178	t
	Other fuels	9	9	630	868	0	16	kL
	Hot/Cold water	11,013	8,165	0	0	0	0	thousand MJ
Water	Water	1,878	1,846	891	900	1,098*	1,075	thousand m <sup>3</sup>
PRTR substances*	Volume handled	21	21	76	45	—	—	t

OUTPUT		Nikon		Group companies in Japan		Group companies outside Japan		Unit
		'16/3	'17/3	'16/3	'17/3	'16/3	'17/3*	
CO <sub>2</sub> emissions	Electricity	83,293	80,627	47,064	45,026	61,047	63,166	t-CO <sub>2</sub>
	City gas	12,418	11,509	2,303	2,346	0	0	t-CO <sub>2</sub>
	Liquefied petroleum gas (LPG)	1,439	1,479	5,999	6,066	338	535	t-CO <sub>2</sub>
	Other fuels	24	22	1,690	2,332	0	41	t-CO <sub>2</sub>
	Hot/Cold water	462	465	0	0	0	0	t-CO <sub>2</sub>
Water	Water	—	1,456	—	728	—	847	thousand m <sup>3</sup>
PRTR substances released into the air*		22	18	41	29	—	—	t
Wastes etc.	Amount generated	3,404	3,271	3,261*	3,095	2,239*	2,627	t
	Amount of landfill disposal	3	2	1*	2	—	—	t

Note: Boundaries have been expanded since the year ended March 2017.

\* Data includes only Group manufacturing companies outside Japan.

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## CO<sub>2</sub> Emissions List Breakdown by Scope and Category

(Unit: t-CO<sub>2</sub>)

Scope/Category	Boundary	CO <sub>2</sub> Emissions	
		'16/3	'17/3
Scope 1	Nikon Group companies in Japan Group manufacturing companies outside Japan	24,210	24,329
Scope 2	Nikon Group companies in Japan Group manufacturing companies outside Japan	191,865	189,284
Scope 3 (individual categories within Scope 3 listed below)			
1. Purchased goods and services	Imaging Products Business and Precision Equipment Business	806,989	1,329,197
2. Capital goods	The entire Nikon Group	100,276	92,055
3. Fuel- and energy-related activities not included in Scope 1 and 2	Nikon Group companies in Japan Group manufacturing companies outside Japan	17,344	17,468
4. Upstream transportation and distribution	The entire Nikon Group	93,220	82,003
5. Waste generated in operations	Nikon (excluding Head Office) Group manufacturing companies in Japan Group manufacturing companies outside Japan	3,182	2,905
6. Business travel	Nikon	6,115	6,067
7. Employee commuting	Nikon	5,171	3,206
8. Upstream leased assets (included in Scope 2)	Calculation included in Scope 2	—	—
9. Downstream transportation and distribution	Excluded (because the amount is very small)	—	—
10. Processing of sold products (excluded)	Excluded (because the amount is very small)	—	—
11. Use of sold products	Imaging Products Business and Precision Equipment Business	110,761	302,484
12. End-of-life treatment of sold products	Imaging Products Business and Precision Equipment Business	6,797	5,129
13. Leased assets (downstream) (excluded)	Excluded (because the amount is very small)	—	—
14. Franchises (out of scope)	Out of scope	—	—
15. Investments (out of scope)	Out of scope	—	—

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## CO<sub>2</sub> Emissions from Nikon Group

	'14/3	'15/3	'16/3	'17/3	Unit
Nikon and Group companies in Japan	160	157	155	150	thousand tons of CO <sub>2</sub>
Group manufacturing companies outside Japan	62	64	61	64	thousand tons of CO <sub>2</sub>
Emissions per unit of sales	0.23	0.26	0.26	0.29	tons of CO <sub>2</sub> / million yen

\* The following values were used for CO<sub>2</sub> emission factors:

Electric power:

In Japan: Specific value of each electricity company

Outside Japan: International Energy Agency (IEA) factors by country for the year ended March 31, 2013

City gas: Specific value of each gas company

Other fuels: Values given in the GHG Emissions Accounting and Reporting Manual to calculate the energy usage in each fiscal year.

\* Boundaries (both in and outside Japan) have been expanded since the year ended March 2016.

## Energy Use by Nikon Group

	'13/3	'14/3	'15/3	'16/3	'17/3	Unit
Nikon and Group companies in Japan	3,011	2,923	2,863	2,932	2,871	TJ
Group manufacturing companies outside Japan	—	—	—	—	1,122	TJ
Emissions per unit of sales	2.98	2.98	3.34	3.56	5.33	GJ / million yen

\* Energy use is calculated using the following unit calorific values:

Electricity and other fuels: Values given in the GHG Emissions Accounting and Reporting Manual to calculate the energy usage in each fiscal year.

City gas: Specific value of each gas company

\* Overseas values have been added since the year ended March 2017.

## Renewable Energy Use by Nikon

	'13/3	'14/3	'15/3	'16/3	'17/3	Unit
Green electricity	45.2	47.8	47.9	39.8	33.5	MWh
Other energy sources	134.7	150.3	135.6	140.2	131.2	MWh
Total	179.9	198.0	183.5	179.7	164.7	MWh

## CO<sub>2</sub> Emissions from Distribution in Japan, International Shipment and Distribution Outside Japan

	'13/3	'14/3	'15/3	'16/3	'17/3	Unit
CO <sub>2</sub> emissions in distribution	172	142	102	91	82	thousand tons of CO <sub>2</sub>
CO <sub>2</sub> per ton-kilometer	0.61	0.59	0.56	0.53	0.50	kg

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### Sales Trends of Refurbished Steppers & Scanners (for IC)

	'13/3	'14/3	'15/3	'16/3	'17/3	Unit
Units sold	15	8	13	21	10	Units
The percentage of total units sold	37.5	20.0	32.5	60.0	29.4	%
Cumulative total	306	314	327	348	358	Units

### Amount of Waste etc. (Waste plus Resources with Economic Value) Generated by Nikon and Group Companies in Japan

(Unit: tons)

	'13/3	'14/3	'15/3	'16/3	'17/3
Waste	4,117	3,796	4,724	5,145	4,992
Resources with economic value	1,686	1,696	1,522	1,520	1,374
Total	5,803	5,492	6,246	6,665	6,366

\* Data include special disposal.

\* Boundaries have been expanded since the year ended March 2017.

### Water Use by Nikon Group

(Unit: thousand m<sup>3</sup>)

	'13/3	'14/3	'15/3	'16/3	'17/3
Nikon and Group companies in Japan	2,932	2,819	2,488	2,769	2,746
Group manufacturing companies outside Japan	—	—	1,213	1,098	1,075
Total	—	—	3,700	3,867	3,820

\* Boundaries (both in and outside Japan) have been expanded since the year ended March 2016.

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## Nikon Group Environmental Partner Certification

(Unit: companies [cumulative total])

	'13/3	'14/3	'15/3	'16/3	'17/3
Environmental Partner Certification	36	172	258	347	407

## Environmental Management System Auditors

(Unit: persons)

	'14/3	'15/3	'16/3	'17/3
In Japan	100	91	116	111
Outside Japan	14	19	22	19
Total	114	110	138	130

## PRTR Survey Results for Nikon and Group Manufacturing Companies in Japan

(Unit: kg)

		'13/3	'14/3	'15/3	'16/3	'17/3
Volume handled		111,856	107,096	95,054	101,223	65,141
Amount released	Air	69,707	63,004	55,507	64,179	46,773
	Public water	1	2	2	2	2
	Amount in on-site landfill	0	0	0	0	0
	Soil	0	0	0	0	0
Amount transferred	Sewage	243	218	187	0	0
	Waste	20,509	19,107	19,655	15,989	18,367

\* The figures given for total volume handled may vary slightly from the subtotals due to rounding.

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# Data Index

## Labor Practices

### Numbers for New Hires

(Unit: persons)

		Year Ended March 2017	Total
Nikon	Men	108	137
	Women	29	
Group companies in Japan	Men	73	90
	Women	17	
Group companies outside Japan	Men	302	513
	Women	211	

\* Permanent employees and non-regular staff of the Nikon Group (consolidated).

\* Group companies outside Japan exclude Nikon (Thailand) Co., Ltd., Nikon Lao Co., Ltd., Nikon Imaging (China) Co., Ltd. and Hikari Glass (Changzhou) Optics Co., Ltd.

### Employee Composition

(Unit: persons)

		'13/3	'14/3	'15/3	'16/3	'17/3
By region	Total	24,047	23,859	25,415	25,729	25,031
	Japan	10,062	10,168	10,035	9,870	9,835
	Europe	1,687	1,695	1,626	2,011	2,040
	Americas	1,320	1,273	1,198	1,103	1,010
	Asia/Oceania	10,978	10,723	12,556	12,745	12,146

\* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of Group companies. For regional percentages, employees of Nikon who are temporarily assigned to Group companies are included in the region to which they are assigned, while employees assigned to non-consolidated companies are not included. Employees of Nikon Metrology NV and its subsidiaries are included in the figures for Europe.

### Average Age

(Unit: years old)

		'13/3	'14/3	'15/3	'16/3	'17/3
Men	Nikon	44.4	44.7	44.3	45.5	45.9
	Group companies in Japan	41.8	42.4	42.9	43.4	42.4
	Group companies outside Japan	36.3	37.2	37.4	38.8	39.0
Women	Nikon	39.0	39.3	39.0	40.2	40.7
	Group companies in Japan	42.5	43.2	44.0	44.2	44.3
	Group companies outside Japan	31.8	32.6	32.0	32.6	33.9

\* Permanent employees and non-regular staff of the Nikon Group (consolidated).

\* Includes Nikon employees who are temporarily dispatched to affiliated companies.

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## Average Years of Service

(Unit: years)

		'13/3	'14/3	'15/3	'16/3	'17/3
Men	Nikon	19.9	20.1	20.3	20.5	20.8
	Group companies in Japan	15.2	15.5	15.9	16.4	16.0
	Group companies outside Japan	7.8	8.4	8.9	9.1	9.5
Women	Nikon	14.6	14.8	15.1	15.5	15.9
	Group companies in Japan	16.5	16.9	17.3	18.1	17.2
	Group companies outside Japan	6.1	7.1	6.9	7.7	8.7

\* Permanent employees and non-regular staff of the Nikon Group (consolidated).

\* Includes Nikon employees who are temporarily assigned to affiliated companies.

## Turnover

(Unit: persons)

		'13/3		'14/3		'15/3		'16/3		'17/3	
		Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others
Nikon	Men	68	76	28	102	37	142	41	205	27	157
	Women	3	11	2	9	3	18	1	20	1	11
Group companies in Japan	Men	50	55	38	61	47	93	66	107	31	123
	Women	7	18	8	20	10	25	8	34	4	50
Group companies outside Japan	Men	25	182	11	221	26	304	14	320	39	465
	Women	8	93	13	131	14	192	13	220	5	261

\* Permanent employees and non-regular staff of the Nikon Group (consolidated). Group companies outside Japan exclude Nikon (Thailand) Co., Ltd., Nikon Lao Co., Ltd., Nikon Imaging (China) Co., Ltd. and Hikari Glass (Changzhou) Optics Co., Ltd.

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## Ratio of Female Employees

(Unit: %)

	'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	9.7	10.0	10.3	10.6	11.0
Group companies in Japan	16.9	16.9	16.5	15.9	16.8
Group companies outside Japan	63.2	62.6	66.8	66.6	65.5

\* Permanent employees and non-regular staff of the Nikon Group (consolidated). Those assigned to affiliates are counted as employees of the affiliates.

## Ratio of Females in Management Positions

(Unit: %)

	'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	3.1	3.6	4.1	4.7	6.1
Group companies in Japan	3.1	2.9	2.2	2.4	3.7
Group companies outside Japan	24.5	25.2	25.0	28.0	26.5

\* Permanent employees and non-regular staff of the Nikon Group (consolidated). Those assigned to affiliates are counted as employees of the affiliates.

\* Management Position means section managers and higher.

\* The term "management position" includes managers not assigned to executive officer posts.

## Employment of People with Disabilities under Group Certification

(Unit: %)

2012	2013	2014	2015	2016
1.85	2.16	2.32	2.29	2.27

\* The rates are as of June 1 of each year.



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[> Data Index](#) [Independent Practitioner's Assurance](#) [GRI Content Index](#)**Number of Employees Taking Childcare Leave**

(Unit: persons)

		'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	Men	7	3	9	6	7
	Women	16	22	21	27	35
Group companies in Japan	Men	1	1	1	1	2
	Women	35	32	12	16	19

\* Permanent employees and non-regular staff

\* Percentage of employees returning to work after childcare leave (for the year ended March 31, 2017): at Nikon: 90% / Group companies in Japan: 100%

**Number of Employees Taking Maternity Leave**

(Unit: persons)

		'13/3	'14/3	'15/3	'16/3	'17/3
Nikon		16	23	13	32	32
Group companies in Japan		31	22	15	13	17

\* Permanent employees and non-regular staff

**Number of Employees Taking Family Care Leave**

(Unit: persons)

		'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	Men	1	2	2	0	3
	Women	0	0	1	1	2
Group companies in Japan	Men	0	0	0	2	0
	Women	1	2	1	0	0

\* Permanent employees and non-regular staff

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### Frequency Rates of Lost Time Accidents at Nikon and Group Companies in Japan

	'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	0.38	0.48	0.09	0.09	0.17
Group companies in Japan	0.44	0.32	0.73	0.34	0.67

\* 25 Group companies in Japan including non-consolidated companies until the year ended March 2015, 26 for the year ended March 2016, and 27 for the year ended March 2017.

### Severity Rates at Nikon and Group Companies in Japan

	'13/3	'14/3	'15/3	'16/3	'17/3
Nikon	0.70	0.01	0.00	0.00	0.00
Group companies in Japan	0.01	0.00	0.01	0.01	0.01

\* 0.00 indicates a rate of less than 0.005.

\* 25 Group companies in Japan including non-consolidated companies until the year ended March 2015, 26 for the year ended March 2016, and 27 for the year ended March 2017.

### Occupational Accidents Requiring Time Off by Region (1 or more days)

Region	Year Ended March 2017	
	Accidents requiring time off (person)	Lost days* (day)
Greater China	16	155
Korea	0	0
Asia/Oceania	0	0
Europe	6	81
Americas	3	146
Japan	11	108
Total	36	490

\* Lost days: Number of days multiplying 300/365 by the number of days of leave in the past

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## Data Index Supply Chain Management

### Procurement Partner Survey on CSR

	'16/3	'17/3	Unit
Participation in briefings	897	690	Companies
CSR survey implementation	207	214	Companies
Response rate	100	73.4	%
CSR audit implementation	3	3	Companies
Improvement plan requests	13	13	Companies

### Conflict Minerals' Country of Origin Survey (as of May 31, 2017)

	2013	2014	2015	2016	Unit
Target	348	1,015	1,027	740	Companies
Response rate	90.5	99.9	100	99	%
CFSP-compliant smelter	58	129	227	257	
CFSI-acknowledged smelter	132	92	89	103	

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## Data Index **Community Contribution Activities**

### Community Contribution Expenses of Nikon Group

		'16/3	'17/3	Unit
Expenses		682,145	803,874	Thousand yen
Breakdown by Type	Donations	30.2	32.3	%
	Disaster donations	1.2	2.2	%
	East Japan recovery support donations	1.3	0.7	%
	Activity expenses	57.4	57.2	%
	East Japan recovery support activity expenses	9.9	7.5	%
Breakdown by Field	Environment	3.6	3.0	%
	Education	25.9	23.7	%
	Welfare	4.1	8.8	%
	Culture and arts	51.8	52.1	%
	Assistance for reconstruction	12.4	10.5	%
	Other	2.2	1.9	%
Breakdown by Region	Japan (Japan related)	76.8	74.4	%
	Japan (overseas related)	12.5	12.7	%
	Americas	3.5	2.0	%
	Europe	2.4	4.1	%
	Greater China	1.2	0.3	%
	Asia/Pacific/Other	3.6	6.4	%

### Number of Nikon Group Employees Participating in Community Contribution Activities (total)

(Unit: persons)

'15/3	'16/3	'17/3
2,627	4,477	3,302