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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 ³ |
| | 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 ³ |
| 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 ₂ emissions | Electricity | 83,293 | 80,627 | 47,064 | 45,026 | 61,047 | 63,166 | t-CO ₂ |
| | City gas | 12,418 | 11,509 | 2,303 | 2,346 | 0 | 0 | t-CO ₂ |
| | Liquefied petroleum gas (LPG) | 1,439 | 1,479 | 5,999 | 6,066 | 338 | 535 | t-CO ₂ |
| | Other fuels | 24 | 22 | 1,690 | 2,332 | 0 | 41 | t-CO ₂ |
| | Hot/Cold water | 462 | 465 | 0 | 0 | 0 | 0 | t-CO ₂ |
| Water | Water | — | 1,456 | — | 728 | — | 847 | thousand m ³ |
| 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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CO₂ Emissions List Breakdown by Scope and Category

(Unit: t-CO₂)

| Scope/Category | Boundary | CO ₂ 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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CO₂ 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 ₂ |
| Group manufacturing companies outside Japan | 62 | 64 | 61 | 64 | thousand tons of CO ₂ |
| Emissions per unit of sales | 0.23 | 0.26 | 0.26 | 0.29 | tons of CO ₂ / million yen |

* The following values were used for CO₂ 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 |

CO₂ Emissions from Distribution in Japan, International Shipment and Distribution Outside Japan

| | '13/3 | '14/3 | '15/3 | '16/3 | '17/3 | Unit |
|---|-------|-------|-------|-------|-------|----------------------------------|
| CO ₂ emissions in distribution | 172 | 142 | 102 | 91 | 82 | thousand tons of CO ₂ |
| CO ₂ 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 m³)

| | '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 | 32 | 161 |
| | 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 | 5.7 |
| 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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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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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 |