

GRI Content Index

The following table compares “Sustainability Report 2017” and GRI Sustainability Reporting Guidelines version 4. Information related to Standard Disclosures of the GRI G4 Guidelines indicated.

General Standard Disclosures

| GRI Guidelines | | Corresponding item/page | |
|-------------------------------|---|--|-------------------|
| Strategy and Analysis | | | |
| G4-1 | Statement from the most senior decision-maker of the organization. | Message from the President | P3 |
| G4-2 | Description of key impacts, risks, and opportunities. | Message from the President CSR Priority Issues Risk Management | P3 P10 P82 |
| Organizational Profile | | | |
| G4-3 | Name of the organization. | Nikon Group Profile | P5 |
| G4-4 | Primary brands, products and/or services. | Business Domains | P6 |
| G4-5 | Location of the organization's headquarters. | Nikon Group Profile | P5 |
| G4-6 | Number and names of countries where the organization operates. | Nikon Group Profile | P5 |
| G4-7 | Nature of ownership and legal form. | Nikon Group Profile Securities Report | P5 — |
| G4-8 | Markets served. | Nikon Group Profile Securities Report | P5 — |
| G4-9 | Scale of the reporting organization. | Nikon Group Profile | P5 |
| G4-10 | Details of workforce. | Diverse, Thriving Employees Data Index—Labor Practices | P57 P95 |
| G4-11 | Percentage of total employees covered by collective bargaining agreements. | Nikon: 88.9% | — |
| G4-12 | organization's supply chain. | Nikon's Supply Chain Management | P65 |
| G4-13 | Significant changes during the reporting period. | Securities Report | — |
| G4-14 | Whether and how the precautionary approach or principle is addressed by the organization. | Product Responsibility Initiatives Environmental Management Promotion System Risk Management | P15 P24 P82 |
| G4-15 | Externally developed charters, principles, or other initiatives to which the organization subscribes or endorses. | Initiatives under the U.N. Global Compact Stakeholder Engagement | P9 P13 |
| G4-16 | Memberships of associations and national or international advocacy organizations. | Initiatives under the U.N. Global Compact Stakeholder Engagement | P9 P13 |

| GRI Guidelines | | Corresponding item/page | |
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| Identified Material Aspects and Boundaries | | | |
| G4-17 | All entities included in the organization's financial statements or equivalent documents. | Securities Report | — |
| G4-18 | Process for defining report content and Boundaries. | About Sustainability Report 2017 CSR Priority Issues | P2 P10 |
| G4-19 | All the material Aspects identified in the process for defining report content. | CSR Priority Issues | P10 |
| G4-20 | Report the Aspect Boundary within the organization. | About Sustainability Report 2017 Environmental Management Promotion System | P2 P24 |
| G4-21 | Report the Aspect Boundary outside the organization. | — | — |
| G4-22 | The effect of any restatements of information provided in previous reports, and the reasons for such restatements. | — | — |
| G4-23 | Significant changes from previous reporting periods in the Scope and Aspect Boundaries. | Environmental Management Promotion System | P24 |
| Stakeholder Engagement | | | |
| G4-24 | Stakeholder groups engaged by the organization. | Stakeholder Engagement | P13 |
| G4-25 | Basis for identification and selection of stakeholders. | — | — |
| G4-26 | Approach to stakeholder engagement. | Stakeholder Engagement *The "Main Forms of Engagement" discussed on P13 do not include engagement undertaken as part of the process of compiling the Report. | P13 |
| G4-27 | Key topics and concerns raised through stakeholder engagement. | — | — |
| Report Profile | | | |
| G4-28 | Reporting Period for information provided. | About Sustainability Report 2017 | P2 |
| G4-29 | Date of most recent report. | About Sustainability Report 2017 | P2 |
| G4-30 | Reporting cycle. | About Sustainability Report 2017 | P2 |

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| GRI Guidelines | | Corresponding item/page | |
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| G4-31 | Contact point for questions. | About Sustainability Report 2017 | P2 |
| G4-32 | Report the 'in accordance' option chosen, content index, and external assurance report. | These tables Independent Assurance | P103 P102 |
| G4-33 | Organization's policy and current practice with external assurance of the report. | Independent Assurance | P102 |
| Governance | | | |
| G4-34 | Governance structure of the organization. | CSR Promotion System Corporate Governance | P8 P77 |
| G4-35 | Process for delegating authority for sustainability topics from the board to senior executives and other employees. | CSR Promotion System Corporate Governance | P8 P77 |
| G4-36 | Whether the organization has appointed an executive-level position or positions with responsibility for sustainability topics. | CSR Promotion System | P8 |
| G4-37 | Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. | — | — |
| G4-38 | Composition of the board and its committees. | Corporate Governance | P77 |
| G4-39 | Whether the chair of the board is also an executive officer. | Corporate Governance | P77 |
| G4-40 | Nomination and selection processes for the board and its committees. | Corporate Governance | P77 |
| G4-41 | Processes for the highest governance body to ensure conflicts of interest are avoided and managed. | Policy: Corporate Governance Guideline | — |
| G4-42 | Board's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainability impacts. | CSR Promotion System Corporate Governance | P8 P77 |
| G4-43 | Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics. | — | — |
| G4-44 | Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. | — | — |
| G4-45 | Board's role in the identification and management of sustainability impacts, risks, and opportunities, and in the implementation of due diligence processes. | CSR Promotion System Corporate Governance Risk Management | P8 P77 P82 |

| GRI Guidelines | | Corresponding item/page | |
|----------------|--|---|------------|
| G4-46 | Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics. | Corporate Governance Risk Management | P77 P82 |
| G4-47 | Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities. | — | — |
| G4-48 | Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered. | CSR Promotion System | P8 |
| G4-49 | Process for communicating critical concerns to the highest governance body. | Risk Management | P82 |
| G4-50 | Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them. | — | — |
| G4-51 | The remuneration policies for the board and senior executives, and the linkage between performance criteria and the organization's sustainability objectives. | Corporate Governance | P77 |
| G4-52 | Process for determining remuneration. | Corporate Governance | P77 |
| G4-53 | How stakeholders' views are sought and taken into account regarding remuneration. | — | — |
| G4-54 | Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country. | — | — |
| G4-55 | Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country. | — | — |
| G4-56 | Organization's values, principles, standards and norms of behavior. | Compliance | P87 |
| G4-57 | Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, | Compliance | P87 |
| G4-58 | Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity. | Compliance | P87 |

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Specific Standard Disclosures

| GRI Guidelines | | Corresponding item/page | |
|----------------------------------|--|--|-------------------------|
| ■ Economic | | | |
| Economic Performance | | | |
| G4-EC1 | Direct economic value generated and distributed | Nikon Group Profile Securities Report | P5 — |
| G4-EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change | — | — |
| G4-EC3 | Coverage of the organization's defined benefit plan obligations | Securities Report | — |
| G4-EC4 | Financial assistance received from government | — | — |
| Market Presence | | | |
| G4-EC5 | Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation | — | — |
| G4-EC6 | Proportion of senior management hired from local community at significant locations of operations | — | — |
| Indirect Economic Impacts | | | |
| G4-EC7 | Development and impact of infrastructure investments and services supported | Community Contribution Activities (website) | — |
| G4-EC8 | Significant indirect economic impacts, including the extent of impacts | Community Contribution Activities Realizing a Healthy and Environmentally-safe Society Data Index—Community Contribution Activities Community Contribution Activities (website) | P70 P51 P101 — |
| Procurement Practices | | | |
| G4-EC9 | Proportion of spending on local suppliers at significant locations of operation | Nikon's Supply Chain Management | P65 |
| ■ Environmental | | | |
| Raw materials | | | |
| G4-EN1 | Materials used by weight or volume | — | — |
| G4-EN2 | Percentage of materials used that are recycled input materials | — | — |
| Energy | | | |
| G4-EN3 | Energy consumption within the organization | Realizing a Low-carbon Society Data Index—Environmental Management | P36 P92 |
| G4-EN4 | Energy consumption outside of the organization | — | — |
| G4-EN5 | Energy intensity | Realizing a Low-carbon Society Data Index—Environmental Management | P36 P92 |

| GRI Guidelines | | Corresponding item/page | |
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| G4-EN6 | Reduction of energy consumption | Realizing a Low-carbon Society Data Index—Environmental Management | P36 P92 |
| G4-EN7 | Reductions in energy requirements of products and services | Environmental Management Promotion System | P32 |
| Water | | | |
| G4-EN8 | Total water withdrawal by source | Realizing a Resource-circulating Society Data Index—Environmental Management Environmental Data (Japanese only) | P45 P93 — |
| G4-EN9 | Water sources significantly affected by withdrawal of water | — | — |
| G4-EN10 | Percentage and total volume of water recycled and reused | Realizing a Resource-circulating Society | P45 |
| Biodiversity | | | |
| G4-EN11 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | — | — |
| G4-EN12 | Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas | Realizing a Resource-circulating Society | P44 |
| G4-EN13 | Habitats protected or restored | Realizing a Healthy and Environmentally-safe Society | P51 |
| G4-EN14 | Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk | Not applicable | — |
| Emissions | | | |
| G4-EN15 | Direct greenhouse gas (GHG) emissions (Scope 1) | Realizing a Low-carbon Society Data Index—Environmental Management | P35 P91 |
| G4-EN16 | Energy indirect greenhouse gas (GHG) emissions (Scope 2) | Realizing a Low-carbon Society Data Index—Environmental Management | P35 P91 |
| G4-EN17 | Other indirect greenhouse gas (GHG) emissions (Scope 3) | Realizing a Low-carbon Society Data Index—Environmental Management | P35 P91 |
| G4-EN18 | Greenhouse gas (GHG) emissions intensity | Realizing a Low-carbon Society Data Index—Environmental Management | P36 P92 |
| G4-EN19 | Reduction of greenhouse gas (GHG) emissions | Realizing a Low-carbon Society Data Index—Environmental Management | P36 P92 |
| G4-EN20 | Emissions of ozone-depleting substances (ODS) | Realizing a Healthy and Environmentally-safe Society | P46 |
| G4-EN21 | NOx, SOx, and other significant air emissions | Environmental Data (Japanese only) | — |

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| GRI Guidelines | | Corresponding item/page | |
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| Effluents and Waste | | | |
| G4-EN22 | Total water discharge by quality and destination | Realizing a Resource-circulating Society Data Index—Environmental Management | P44 P94 |
| G4-EN23 | Total weight of waste by type and disposal method | Realizing a Healthy and Environmentally-safe Society Data Index—Environmental Management | P42 P93 |
| G4-EN24 | Total number and volume of significant spills | Realizing a Healthy and Environmentally-safe Society Data Index—Environmental Management | P50 — |
| G4-EN25 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally | Not applicable | — |
| G4-EN26 | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff | — | — |
| Products and Services | | | |
| G4-EN27 | Extent of impact mitigation of environmental impacts of products and services | Environmental Management Promotion System Realizing a Resource-circulating Society | P31 P41 |
| G4-EN28 | Percentage of products sold and their packaging materials that are reclaimed by category | — | — |
| Compliance | | | |
| G4-EN29 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Not applicable | — |
| Transport | | | |
| G4-EN30 | Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce | Realizing a Low-carbon Society Data Index—Environmental Management | P34, P38 P92 |
| Overall | | | |
| G4-EN31 | Total environmental protection expenditures and investments by type | Environmental Management Promotion System | P29 |
| Supplier Environmental Assessment | | | |
| G4-EN32 | Percentage of new suppliers that were screened using environmental criteria | — | — |
| G4-EN33 | Significant actual and potential negative environmental impacts in the supply chain and actions taken | Realizing a Healthy and Environmentally-safe Society Data Index—Environmental Management | P47 P94 |

| GRI Guidelines | | Corresponding item/page | |
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| Environmental Grievance Mechanisms | | | |
| G4-EN34 | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms | Environmental Management Promotion System | P24 |
| ■ Practices and Decent Work | | | |
| Employment | | | |
| G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender and region | Diverse, Thriving Employees Data Index—Labor Practices | P57 P95 |
| G4-LA2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | — | — |
| G4-LA3 | Return to work and retention rates after parental leave, by gender | Supporting Diverse Work Styles Data Index—Labor Practices | P62 P98 |
| Labor/Management Relations | | | |
| G4-LA4 | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | Human Resources Management System / Human Resources Development / Labor Relations | P56 |
| Occupational Health and Safety | | | |
| G4-LA5 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | — | — |
| G4-LA6 | Type and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender | Employees' Health and Safety Data Index—Labor Practices | P63 P99 |
| G4-LA7 | Workers with high incidence or high risk of diseases related to their occupation | — | — |
| G4-LA8 | Health and safety topics covered in formal agreements with trade unions | Employees' Health and Safety | P63 |
| Training and Education | | | |
| G4-LA9 | Average hours of training per year per employee by gender, and by employee category | Human Resources Management System / Human Resources Development / Labor Relations * There was no significant difference between male and female employees in terms of average hours of training per year. | P55 |
| G4-LA10 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | Human Resources Management System / Human Resources Development / Labor Relations Diverse, Thriving Employees | P54 P59 |

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|--|---|--|-------------------|
| G4-LA11 | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category | Human Resources Management System / Human Resources Development / Labor Relations * There was no significant difference between male and female employees in terms of the implementation of performance and career development reviews. | P55 |
| Diversity and Equal Opportunity | | | |
| G4-LA12 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity | Diverse, Thriving Employees Data Index—Labor Practices Corporate Governance | P57 P97 P80 |
| Equal Remuneration for Women and Men | | | |
| G4-LA13 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation | — | — |
| Supplier Assessment for Labor Practices | | | |
| G4-LA14 | Percentage of new suppliers that were screened using labor practices criteria | — | — |
| G4-LA15 | Significant actual and potential negative impacts for labor practices in the supply chain and actions taken | Promoting CSR Procurement Data Index—Supply Chain Management | P67-P69 P100 |
| Labor Practices Grievance Mechanisms | | | |
| G4-LA16 | Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms | Compliance * There were a total of 28 grievances relating to human rights, harassment or labor practices, all of which were addressed within the period covered by the Report. | P87 |
| Human Rights | | | |
| Investment | | | |
| G4-HR1 | Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | — | — |
| G4-HR2 | Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained | — | — |
| Non-discrimination | | | |
| G4-HR3 | Total number of incidents of discrimination and corrective actions taken | Compliance | P87 |

| GRI Guidelines | | Corresponding item/page | |
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| Freedom of Association and Collective Bargaining | | | |
| G4-HR4 | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights | — | — |
| Child Labor | | | |
| G4-HR5 | Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor | Human Rights Initiatives Promoting CSR Procurement Data Index—Supply Chain Management | P53 P67 P100 |
| Forced or Compulsory Labor | | | |
| G4-HR6 | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor | Human Rights Initiatives Promoting CSR Procurement Data Index—Supply Chain Management | P53 P67 P100 |
| Security Practices | | | |
| G4-HR7 | Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations | — | — |
| Indigenous Rights | | | |
| G4-HR8 | Total number of incidents of violations involving rights of Indigenous Peoples and actions taken | Not applicable | — |
| Assessment | | | |
| G4-HR9 | Total number and percentage of operations that have been subject to human rights reviews or impact assessments | — | — |
| Supplier Human Rights Assessment | | | |
| G4-HR10 | Percentage of new suppliers that were screened using human rights criteria | — | — |
| G4-HR11 | Significant actual and potential negative human rights impacts in the supply chain and actions taken | Human Rights Initiatives Promoting CSR Procurement Data Index—Supply Chain Management | P53 P67 P100 |
| Human Rights Grievance Mechanisms | | | |
| G4-HR12 | Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms | Human Rights Initiatives Compliance | P53 P87 |

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| GRI Guidelines | | Corresponding item/page | |
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| ■ Society | | | |
| Local Communities | | | |
| G4-SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs | Realizing a Healthy and Environmentally-safe Society Community Contribution Activities Data Index—Environmental Management | P49 P70 P94 |
| G4-SO2 | Operations with significant actual and potential negative impacts on local communities | — | — |
| Anti-corruption | | | |
| G4-SO3 | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified | Compliance | P88 |
| G4-SO4 | Communication and training on anti-corruption policies and procedures | Compliance | P88 |
| G4-SO5 | Confirmed incidents of corruption and actions taken | Compliance | P88, P89 |
| Public Policy | | | |
| G4-SO6 | Total value of political contributions by country and recipient/beneficiary | ¥0 | — |
| Anti-competitive Behavior | | | |
| G4-SO7 | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes | Compliance | P88 |
| Compliance | | | |
| G4-SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | Compliance | P88 |
| Supplier Assessment for Impacts on Society | | | |
| G4-SO9 | Percentage of new suppliers that were screened using criteria for impacts on society | — | — |
| G4-SO10 | Significant actual and potential negative impacts on society in the supply chain and actions taken | Promoting CSR Procurement Data Index—Supply Chain Management | P68 P100 |
| Grievance Mechanisms for Impacts on Society | | | |
| G4-SO11 | Number of grievances about impacts on society files, addressed, and resolved through formal grievance mechanisms | — | — |

| GRI Guidelines | | Corresponding item/page | |
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| ■ Product Responsibility | | | |
| Customer Health and Safety | | | |
| G4-PR1 | Percentage of significant product and service categories for which health and safety impacts are assessed for improvement | — | — |
| G4-PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes | — | — |
| Product and Service Labeling | | | |
| G4-PR3 | Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements | — | — |
| G4-PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes | Product Responsibility Initiatives | P17 |
| G4-PR5 | Results of surveys measuring customer satisfaction | — | — |
| Marketing Communications | | | |
| G4-PR6 | Sale of banned or disputed products | Not applicable | — |
| G4-PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes | Not applicable | — |
| Customer Privacy | | | |
| G4-PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data | Not applicable | — |
| Compliance | | | |
| G4-PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services | Not applicable | — |