

Data Index **Responding to Environmental Issues**

Nikon Group's Main Environmental Impacts

INPUT		Fiscal Year Ended March 31, 2018			Fiscal Year Ended March 31, 2019			Unit
		Nikon (I)	Group companies in Japan (II, III)	Group manufacturing companies outside Japan (IV)	Nikon (I)	Group companies in Japan (II, III)	Group manufacturing companies outside Japan (IV)	
Energy, etc. ★	Electricity	163,093	96,825	137,786	158,709	105,229	122,819	MWh
	City gas	4,202	1,136	38	3,972	1,251	76	thousand Nm ³
	Liquefied petroleum gas (LPG)	464	2,174	222	330	2,141	234	t
	Compressed natural gas (CNG)	0	0	45	0	0	44	thousand m ³
	Other fuels* ¹	205	1,032	796	206	977	848	kL
	Cold water / Steam	7,944	0	0	8,790	0	0	thousand MJ
Water★	Water	1,774	1,184	978	1,868	1,223	1,131	thousand m ³
PRTR substances* ²	Volume handled		72	—		57	—	t

OUTPUT		Fiscal Year Ended March 31, 2018			Fiscal Year Ended March 31, 2019			Unit
		Nikon (I)	Group companies in Japan (II, III)	Group manufacturing companies outside Japan (IV)	Nikon (I)	Group companies in Japan (II, III)	Group manufacturing companies outside Japan (IV)	
CO ₂ emissions★	Electricity	79,420	46,266	72,516	75,111	50,490	62,659	t- CO ₂
	City gas	9,431	2,550	82	8,913	2,808	159	t- CO ₂
	Liquefied petroleum gas (LPG)	1,390	6,520	664	989	6,421	702	t- CO ₂
	Compressed natural gas (CNG)	0	0	99	0	0	99	t- CO ₂
	Other fuels	545	2,754	2,083	547	2,605	2,215	t- CO ₂
	Cold water / Steam	453	0	0	501	0	0	t- CO ₂
Water★	Water	1,375	1,051	725	1,397	1,150	908	thousand m ³
PRTR substances* ²	Emissions		53	—		40	—	Kg
Wastes, etc.	Amount generated★	2,639	3,720	2,515	2,363	3,115	2,975	t
	Amount of final landfill disposal	2	1	—	2	20	—	t

*1 Calculated as crude oil equivalent.

*2 Group companies in Japan refer to Group manufacturing companies in Japan.

★: Values assured by the third party (fiscal year ended March 31, 2019).

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Scope / Category	Scope of application		CO ₂ emissions		
			'17/3	'18/3	'19/3
Scope 1	Nikon Group companies in Japan Group manufacturing companies outside Japan	CO ₂ emissions from energy consumption★	28,446	26,117	25,457
	Nikon Group companies in Japan Group manufacturing companies outside Japan	CO ₂ emissions from non-energy consumption and other greenhouse gas emissions	7,371	7,105	8,558
Scope2★	Nikon Group companies in Japan Group manufacturing companies outside Japan	Market-based criteria	192,078	198,558	188,761
		Location-based criteria	212,743	206,038	198,244
Scope 3 (individual categories within Scope 3 listed below)					
1. Purchased goods and services	Imaging Products Business and Precision Equipment Business		998,535	745,127	798,990
2. Capital goods	The entire Nikon Group		92,055	97,598	74,321
3. Fuel- and energy-related activities not included in Scope 1 and 2	Nikon Group companies in Japan Group manufacturing companies outside Japan		17,468	16,963	18,379
4. Upstream transportation and distribution	The entire Nikon Group		82,003	50,065	58,560
5. Waste generated in operations	Nikon (excluding the headquarters) Group manufacturing companies in Japan Group manufacturing companies outside Japan		2,905	2,267	831
6. Business travel	The entire Nikon Group		29,726	29,179	34,668
7. Employee commuting	The entire Nikon Group		15,709	11,064	9,900
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		302,484	228,378	219,592
12. End-of-life treatment of sold products	Imaging Products Business and Precision Equipment Business		5,129	4,223	3,612
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		—	—	—

* Scope 2

For the calculation of CO₂ emissions according to market-based criteria, the CO₂ conversion factors given in the note to "Changes in CO₂ emissions from energy consumption" on P62 were used. For the calculation of CO₂ emissions according to location-based criteria, partially different conversion factors have been used. For Japan's electric power, the alternative value taken from the "List of Emissions Factors by Electric Power Utility" specified in the Act on Promotion of Global Warming Countermeasures is used. For UK and US electric power, the IEA's conversion factor for each country is used.

★: Values assured by the third party (fiscal year ended 31, 2019).

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	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3	Unit
Nikon Group in Japan	167	164	161	155	149	148	thousand t-CO ₂
Group manufacturing companies outside Japan	72	79	74	65	75	66	thousand t-CO ₂
Emissions per unit of sales	0.24	0.28	0.28	0.29	0.31	0.30	t-CO ₂ /million yen

* The following values were used for CO₂ emission factors.

Electric power:

Japan: The CO₂ emission factors without adjustment for each electric power utility noted in the "List of Basic Emissions Factors by Electric Power Utility" specified in the Act on Promotion of Global Warming Countermeasures.

UK: Residual mix

US: NERC regional residual mix

Other countries outside Japan: Individual country factor in International Energy Agency (IEA) factors.

However, no conversion factor for Laos, so Thailand factor used.

City gas:

Japan: The gas company eigenvalues noted in the guidance document for Periodic Report pursuant to the Act on the Rational Use of Energy (Energy Conservation Act) were multiplied by the values given in Appended Table 2 of the "List of Calculation Methods and Emissions Factors for Calculation, Reporting and Announcement Systems" specified in the Act on Promotion of Global Warming Countermeasures, and by 44/12.

UK: Factors from the Report on Greenhouse Gases

Other countries outside Japan: Same value as a typical Japanese gas company

Heat and other fuels: The factors noted in the "List of Calculation Methods and Emissions Factors for Calculation, Reporting and Announcement Systems" specified in the Act on Promotion of Global Warming Countermeasures.

★: Values assured by the third party (fiscal year ended March 31, 2019).

CO₂ Emissions at Other Group Companies Part of the Nikon Eco Program (57 Companies)

	Fiscal Year Ended March 31, 2019	Unit
Scope1	4	thousand t-CO ₂
Scope2	6	thousand t-CO ₂

Energy Consumption by Nikon Group★

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3	Unit
Nikon Group in Japan	3,046	2,989	3,041	2,967	2,967	2,994	TJ
Group manufacturing companies outside Japan	1,237	1,294	1,260	1,190	1,419	1,274	TJ
Emissions per unit of sales	4.37	4.99	5.11	5.55	6.12	6.02	GJ / million yen

* The following values were used for calorific-value conversion factors.

Electric power: The factors given in the guidance document for Periodical Report pursuant to the Act on the Rational Use of Energy (Energy Conservation Act).

City gas: Japan: The gas company eigenvalues noted in the guidance document for Periodic Report pursuant to the Act on the Rational Use of Energy (Energy Conservation Act).

UK: Values are calculated from the factors on the Report on Greenhouse Gases

Other countries outside Japan: Same value as a typical Japanese gas company

Heat and other fuels: The factors given in the guidance document for Periodical Report pursuant to the Act on the Rational Use of Energy (Energy Conservation Act).

★: Values assured by the third party (fiscal year ended March 31, 2019).

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	Fiscal Year Ended March 31, 2019								Unit
	Non-energy-derived CO ₂ emissions	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total	
Nikon Group in Japan★	3.2	91.1	48.9	7,973.6	0	18.8	0	8,135.7	t-CO ₂
	0.04	1.12	0.60	98.01	0	0.23	0	100	%
Group manufacturing companies outside Japan	1.0	154.0	246.2	21.6	0	0	0	422.7	t-CO ₂
	0.23	36.42	58.23	5.11	0	0	0	100	%
Total	4.2	245.1	295.1	7,995.2	0	18.8	0	8,558.4	t-CO ₂
	0.05	2.86	3.45	93.42	0	0.22	0	100	%

* Group manufacturing companies outside Japan include only those from Thailand, Laos and China

★: Values assured by the third party.

CO₂ Emissions Reduction through the Use of Renewable Energy

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3	Unit
Solar power	87.84	78.26	78.15	71.34	86.72	82.36	t-CO ₂
Green Power Certificate	25.07	25.36	19.99	16.77	—	—	t-CO ₂
Green Heat Certificate	—	—	—	—	96.12	1,153.50	t-CO ₂

* CO₂ emissions factors including the Basic Emissions Factors by Electric Power Utility, the country factors defined by International Energy Agency (IEA), and those used in "List of Calculation Methods and Emissions Factors for Calculation, Reporting and Announcement Systems" specified in the Act on Promotion of Global Warming Countermeasures, have been used in calculating the effects of CO₂ reductions.**CO₂ Emissions from Distribution in Japan, International Shipment and Distribution outside Japan**

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3	Unit
CO ₂ emissions in distribution	142	102	91	82	50	59	thousand t-CO ₂
CO ₂ per ton-kilometer	0.59	0.56	0.53	0.5	0.46	0.5	Kg

Sales Trends of Refurbished Semiconductor Lithography Systems (For IC)

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3	Unit
Units sold	3	13	21	10	13	20	Unit
Percentage of total units sold	20	32.5	60	29.4	43.3	48.8	%
Cumulative total	314	327	348	358	371	391	Unit

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(Unit: tons)

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3
Waste	3,796	4,724	5,145	4,992	5,149	4,034
Resources with economic value	1,696	1,522	1,520	1,374	1,210	1,444
Total	5,492	6,246	6,665	6,366	6,360	5,478

★: Values assured by the third party (fiscal year ended March 31, 2019).

Water Use by Nikon Group★(Unit: thousand m³)

	'17/3	'18/3	'19/3
Nikon Group in Japan	2,746	2,958	3,091
Group manufacturing companies outside Japan	1,075	978	1,131
Total	3,820	3,936	4,222

★: Values assured by the third party (fiscal year ended March 31, 2019).

Volatile Organic Compounds (VOCs) Emissions

(Unit: tons)

	'14/3	'19/3
Nikon Group in Japan★	149	142
Group manufacturing companies outside Japan	—	475

★: Values assured by the third party (fiscal year ended March 31, 2019).

Nikon Group Environmental Partner Certification

(Unit: companies [cumulative total])

	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3
Environmental Partner Certification	172	258	347	407	450	476

PRTR Survey Results for Nikon and Group Manufacturing Companies in Japan

(Unit: tons)

		'13/3	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3
Amount released	Air	70	63	56	64	47	35	40
	Public water	0	0	0	0	0	0	0
	Amount in on-site landfill	0	0	0	0	0	0	0
	Soil	0	0	0	0	0	0	0
Amount transferred	Sewage	0	0	0	0	0	0	0
	Waste	21	19	20	10	18	19	16

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Transactional Amount Ratio with Major Procurement Partners by Country (As of the Fiscal Year Ended March 31, 2019)

(Unit: %)

		Ratio of Procurement Partners	Ratio of Procurement Cost
Consumer product		23	55
Country / Region	Japan	41	34
	China	26	33
	Thailand	27	23
	Other countries	6	10
Other than consumer product		77	45
Country / Region	Japan	95	92
	China	3	3
	Other countries	2	5

Procurement Partner Survey on CSR

	'16/3	'17/3	'18/3	'19/3	Unit
Participation in briefings	897	690	671*	516	Companies
CSR survey implementation	207	214	209	208	Companies
Response rate	100	100	100	100	%
CSR audit implementation	3	3	3	4	Companies
Improvement plan requests	13	13	13	14	Companies

* Including e-learning for procurement partners.

Conflict Minerals Reasonable Country of Origin Inquiry (As of May 31, 2019)

	2014	2015	2016	2017	2018	Unit
Target	1,015	1,027	740	771	713	Companies
Response rate	99.9	100	99	85.7	86	%
RMAP conformant smelters	129	227	257	252	252	
Non-RMAP conformant smelters	92	89	103	139	59	

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(Unit: days)

		Number of training days on average
Nikon	Managers	1.7
	Non-managers	2.3
	Men	2.1
	Women	3.0

Results of Employee Training at Nikon (Second- and Third-Year Training)

	'16/3		'17/3		'18/3		'19/3	
	Participants	Participation rate (%)	Participants	Participation rate (%)	Participants	Participation rate (%)	Participants	Participation rate (%)
Second-year training	109	99	63	100	75	100	70	100
Third-year training	146	89	104	97	58	94	72	99

* Target participant rate: 100% (each fiscal year and each training)

Employee Composition

(Unit: persons)

	'15/3	'16/3	'17/3	'18/3	'19/3
Total	25,415	25,729	25,031	21,029	20,917
Nikon	5,672	5,564	5,090	4,444	4,398
Japan (including Nikon)	10,035	9,870	9,835	8,725	8,830
Europe	1,626	2,011	2,040	2,017	1,863
Americas	1,198	1,103	1,010	989	963
Asia/Oceania	12,556	12,745	12,146	9,298	9,261

* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of the Group companies. For regional figures, employees of Nikon who are seconded to the affiliates are counted as those of the affiliates. Employees of Nikon Metrology NV and its subsidiaries are included in the figures for Europe.

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(Unit: %)

		Senior Managers	Managers other than senior	Permanent employees	Part-time and temporary employees	Total
Gender	Men	100	95	86	75	87
	Women	0	5	14	25	13
Age	Under the age of 30	0	0	11	2	9
	Between the age of 30 and 49	0	29	56	46	53
	Over the age of 50	100	71	33	52	38

Proportion of Management Hired from the Local Community

(As of May 31, 2019)

(Unit: %)

		Senior Managers	Managers other than senior
Group companies in Europe	Men	71	94
	Women	100	99
Group companies in the Americas	Men	46	73
	Women	—	100
Group companies in Asia/Oceania	Men	15	86
	Women	100	96

* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of the Group companies. For regional figures, employees of Nikon who are seconded to the affiliates are counted as those of the affiliates. Employees of Nikon Metrology NV and its subsidiaries are included in the figures for Europe.

* Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

Number of New Hires

(Unit: persons)

		'18/3		'19/3	
		By gender	Total	By gender	Total
Nikon	Men	95	124	116	156
	Women	29		40	
Group companies in Japan	Men	65	86	72	88
	Women	21		16	
Group companies in Europe	Men	172	265	178	260
	Women	93		82	
Group companies in the Americas	Men	50	91	76	99
	Women	41		23	
Group companies in Asia/Oceania	Men	124	621	192	674
	Women	497		482	

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

* Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

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(Unit: years old)

		'15/3	'16/3	'17/3	'18/3	'19/3
Men	Nikon	44.3	45.5	45.9	45.2	45.8
	Group companies in Japan	42.9	43.4	42.4	43.8	44.4
	Group companies in Europe				44.4	44.2
	Group companies in the Americas	37.4	38.8	39.0	47.5	46.5
	Group companies in Asia/Oceania				36.3	36.4
Women	Nikon	39.0	40.2	40.7	40.0	40.5
	Group companies in Japan	44.0	44.2	44.3	44.5	42.6
	Group companies in Europe				41.8	41.5
	Group companies in the Americas	32.0	32.6	33.9	46.0	45.7
	Group companies in Asia/Oceania				34.4	34.6

* Permanent employees and non-regular staff of the Nikon Group (consolidated). Employees who were seconded to affiliates are counted as those of their original companies.

* The fiscal year ended March 31, 2018 and 2019, the Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

Age Group (As of May 31, 2019)

(Unit: persons)

	Under the age of 30	Between the age of 30 and 49	Over the age of 50
Nikon	411	2,328	1,659
Group companies in Japan	254	2,422	1,584
Group companies in Europe	547	929	387
Group companies in the Americas	73	508	382
Group companies in Asia/Oceania	1,926	7,138	197

* Consolidated figures include permanent employees and non-regular staff of the Nikon Group and executive officers of the Group companies. For regional figures, employees of Nikon who are seconded to the affiliates are counted as those of the affiliates. Employees of Nikon Metrology NV and its subsidiaries are included in the figures for Europe.

* Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

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(Unit: years)

		'15/3	'16/3	'17/3	'18/3	'19/3
Men	Nikon	20.3	20.5	20.8	19.7	20.0
	Group companies in Japan	15.9	16.4	16.0	16.4	17.3
	Group companies in Europe				9.2	8.9
	Group companies in the Americas	8.9	9.1	9.5	13.6	13.3
	Group companies in Asia/Oceania				10.4	10.6
Women	Nikon	15.1	15.5	15.9	14.9	15.1
	Group companies in Japan	17.3	18.1	17.2	17.7	18.7
	Group companies in Europe				7.8	7.0
	Group companies in the Americas	6.9	7.7	8.7	11.5	10.5
	Group companies in Asia/Oceania				10.3	10.7

* Permanent employees and non-regular staff of the Nikon Group (consolidated). Employees who were seconded to affiliates are counted as those of their original companies.

* The fiscal year ended March 31, 2018 and 2019, the Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

Turnover

(Unit: persons)

		'15/3		'16/3		'17/3		'18/3		'19/3	
		Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others	Retirees	Others
Men	Nikon	37	142	41	205	32	908	3	147	9	124
	Group companies in Japan	47	93	66	107	31	269	4	93	4	77
	Group companies in Europe							5	165	8	305
	Group companies in the Americas	26	304	14	320	39	465	3	68	13	59
	Group companies in Asia/Oceania							8	184	3	171
Women	Nikon	3	18	1	20	1	82	0	24	2	20
	Group companies in Japan	10	25	8	34	4	90	0	13	1	18
	Group companies in Europe							5	98	1	82
	Group companies in the Americas	14	192	13	220	5	261	2	33	7	26
	Group companies in Asia/Oceania							7	703	3	734

* Permanent employees and non-regular staff of the Nikon Group (consolidated). Employees who were seconded to affiliates are counted as those of their original companies.

* The period from the fiscal year ended March 31, 2015 to the fiscal year ended March 31, 2017 excludes Nikon (Thailand) Co., Ltd., Nikon Lao Co., Ltd., Nikon Imaging (China) Co., Ltd., Hikari Glass (Changzhou) Optics Co., Ltd. The fiscal year ended March 31, 2018 and the fiscal year ended March 31, 2019 exclude Nikon Imaging (China) Co., Ltd. only.

* The fiscal year ended March 31, 2017 includes 1,087 employees who accepted voluntary retirement.

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(Unit: %)

		'15/3	'16/3	'17/3	'18/3	'19/3
Women	Nikon	10.3	10.6	11.0	11.5	13.2
	Group companies in Japan	16.5	15.9	16.8	15.5	13.5
	Group companies in Europe				24.2	24.7
	Group companies in the Americas	66.8	66.6	65.5	29.2	25.5
	Group companies in Asia/Oceania				72.5	71.7
Nikon Group		—	—	—	40.5	41.0

* Permanent employees and non-regular staff of the Nikon Group (consolidated). From the fiscal year ended March 31, 2015 to 2018, employees who were seconded to affiliates are counted as those of their original companies. In the fiscal year ended March 31, 2019, employees seconded to affiliates are counted as those of the affiliates.

Ratio of Females in Management Positions

(Unit: %)

		'15/3	'16/3	'17/3	'18/3	'19/3		
						Total	Breakdown	
							General manager	Manager
Women	Nikon	4.1	4.7	5.7	5.8	5.1	4.1	5.3
	Group companies in Japan	2.2	2.4	3.7	2.5	3.3	1.3	4.4
	Group companies in Europe				21.6	20.1	17.4	21.0
	Group companies in the Americas	25.0	28.0	26.5	31.4	21.9	16.0	24.0
	Group companies in Asia/Oceania				29.8	21.4	6.7	28.9
Nikon Group		—	—	—	13.1	12.1	7.2	14.0

* Permanent employees and non-regular staff of the Nikon Group (consolidated). From the fiscal year ended March 31, 2015 to 2018, employees who were seconded to affiliates are counted as those of their original companies. In the fiscal year ended March 31, 2019, employees seconded to affiliates are counted as those of the affiliates.

* The fiscal year ended March 31, 2018 and 2019, the Group companies in Asia/Oceania exclude Nikon Imaging (China) Co., Ltd.

Employment of People with Disabilities under Group Certification

(Unit: %)

	'14/3	'15/3	'16/3	'17/3	'18/3
People with Disabilities under Group Certification	2.32	2.29	2.27	2.37	2.42

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

Number of Employees Taking Childcare Leave

(Unit: persons)

		'15/3	'16/3	'17/3	'18/3	'19/3
Nikon	Men	9	6	7	11	28
	Women	21	27	35	24	30
Group companies in Japan	Men	1	1	2	2	7
	Women	12	16	19	21	18

* Permanent employees and non-regular staff

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[>Data Index](#) [>Independent Practitioner's Assurance](#) [>GRI Content Index](#)**Return-to-Work Rates after Childcare Leave**

		'15/3	'16/3	'17/3	'18/3	'19/3	
		Return-to-work rate (%)	Return-to-work rate (%)	Return-to-work rate (%)	Return-to-work rate (%)	Number of employees returning to work after childcare leave (persons)	Return-to-work rate (%)
Nikon	Men	100	100	90	100	31	100
	Women				98	16	88
Group companies in Japan	Men	93	100	100	100	7	100
	Women				99	14	

* Permanent employees and non-regular staff

Retention Rates after Childcare Leave

		'18/3	'19/3	
		Retention rate (%)	Number of employees returning to work after childcare leave (persons)	Retention rate (%)
Nikon	Men	100	9	100
	Women	86	28	
Group companies in Japan	Men	100	3	100
	Women	83	22	95

* Permanent employees and non-regular staff

* The retention rate for the fiscal year ended March 31, 2018 is the proportion of employees returning to work from childcare leave in the fiscal year ended March 31, 2017 that were still with the company at least 12 months after returning to work.

* The retention rate for the fiscal year ended March 31, 2019 is the proportion of employees returning to work from childcare leave in the fiscal year ended March 31, 2018 that were still with the company at least 12 months after returning to work.

Number of Employees Taking Family Care Leave

(Unit: persons)

		'15/3	'16/3	'17/3	'18/3	'19/3
Nikon	Men	2	0	3	2	0
	Women	1	1	2	1	0
Group companies in Japan	Men	0	2	0	2	2
	Women	1	0	0	1	3

* Permanent employees and non-regular staff

Occupational Accidents at Nikon Group in Japan Attributed/Related to Work (Unit: cases)

	Fiscal Year Ended March 31, 2017	Fiscal Year Ended March 31, 2018	Fiscal Year Ended March 31, 2019
Occupational accidents attributed/related to work	39	33	38

* Targets for the Fiscal Year Ended March 31, 2019: less than 40 and carried out activities.

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	'15/3	'16/3	'17/3	'18/3	'19/3
All industries in Japan (calendar year)	1.68	1.61	1.63	1.66	1.83
Manufacturing industry in Japan (calendar year)	1.06	1.06	1.15	1.02	1.20
Nikon★	0.09	0.09	0.17	0.40	0.78
Group companies in Japan★	0.73	0.34	0.67	1.07	0.65
Group companies in Europe	—	—	—	1.55	1.33
Group companies in the Americas	—	—	—	0.51	0.53
Group companies in Asia/Oceania	—	—	—	0.41	0.21

*¹ Frequency rate: The number of deaths and injuries resulting from occupational accidents per million hours worked, which is used as an index for the frequency of occupational accidents.

*Group companies in Japan include non-consolidated group companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party (fiscal year ended March 31, 2019).

Frequency Rate of Occupational Illnesses (Fiscal Year Ended March 31, 2019)

	Frequency Rate of Illnesses★	Fatalities (persons)	Seriously injured (persons)
Nikon	0.00	0	0
Group companies in Japan	0.07	0	0

* Group companies in Japan include non-consolidated group companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party.

Severity Rate of Lost Time Accidents (1 or More Days)*¹

	'15/3	'16/3	'17/3	'18/3	'19/3
All industries in Japan (calendar year)	0.09	0.07	0.1	0.09	0.09
Manufacturing industry in Japan (calendar year)	0.09	0.06	0.07	0.08	0.10
Nikon★	0.00	0.00	0.00	0.01	0.02
Group companies in Japan★	0.01	0.01	0.01	0.01	0.02
Group companies in Europe	—	—	—	0.06	0.03
Group companies in the Americas	—	—	—	0.00	0.00
Group companies in Asia/Oceania	—	—	—	0.01	0.00

*¹ Severity rate: The number of work days lost per 1,000 hours worked, which is used as an index for the severity of occupational accidents.

* 0.00 indicates a rate of less than 0.005.

* Group companies in Japan include non-consolidated companies (24 companies in the fiscal year ended March 31, 2019).

★: Values assured by the third party (fiscal year ended March 31, 2019).

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[>Data Index](#) [>Independent Practitioner's Assurance](#) [>GRI Content Index](#)**Occupational Accidents Requiring Time Off (1 or More Days) and Fatalities (Fiscal Year Ended March 2019)**

	Accidents requiring time off (persons)	Lost days (days)	Fatalities (persons)	Ratio of fatalities (%)	Ratio of seriously injured (%)
Nikon	8	169.3	0	0.00	0.00
Group companies in Japan	9	323.8	0	0.00	11.10
Group companies in Europe	5	113.4	0	0.00	0.00
Group companies in the Americas	1	0.8	0	0.00	0.00
Group companies in Asia/Oceania	4	76.4	0	0.00	0.00
Contractors	1	2.4	0	0.00	0.00

* Lost days: The number of missed work days in the past multiplied by 300/365 (rounded to the nearest whole number)

Types of Occupational Accident and Diseases, Injuries at Nikon Group in Japan (Fiscal Year Ended March 31, 2019) (Unit: persons)

Types	Number of injuries
Bruise	16
Cut wound	14
Broken bone	8
Burn	5
Back pain	3
Other injuries	11

Satisfaction of Nikon Group Employees in Their Companies (Group Employee Awareness Survey Results)

(Unit: %)

	'15/3	'16/3	'17/3	'18/3	'19/3
Satisfaction	75.1	80.1	80.0	74.6	76.4
Response rate	93.0	91.4	90.3	92.9	96.0

* The above figure was prepared based on the response to the following question: "Do you feel that the Company's policies and targets are conveyed clearly?"

* Targeted satisfaction rate: 100%

Ratio of Basic Salary and Remuneration of Women to Men

		Women : Men
Basic salary	Managers other than senior	100:102
	Permanent employees	100:120
Total Compensation Amount	Managers other than senior	100:103
	Permanent employees	100:125

* Nikon uses a wage system that adopts equal pay for men and women. Differences are accounted for based on age and rank, etc.

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(Unit: cases)

	'16/3	'17/3	'18/3	'19/3
Group companies in Japan	42	26	21	40
of which human rights-related matters (harassments, labor, etc.)	25	22	18	33
Group companies outside Japan	6	12	10	4
of which human rights-related matters (harassments, labor, etc.)	5	6	5	3

Total Compensation Amount

Category	Fixed compensation		Performance-based compensation		Stock compensation		Total	
	Fixed monthly compensation		Bonuses		Subscription rights to shares granted as stock-related compensation			
	Number of persons	Amount of compensation (million yen)	Number of persons	Amount of compensation (million yen)	Number of persons	Amount of compensation (million yen)	Number of persons	Amount of compensation (million yen)
Directors other than those who are Audit and Supervisory Committee members (of whom, external directors)	6 (1)	253 (13)	5 (—)	133 (—)	5 (—)	85 (—)	6 (1)	472 (13)
Directors who are Audit and Supervisory Committee members (of whom, external directors)	6 (3)	93 (40)	—	—	—	—	6 (3)	93 (40)
Total	12	346	5	133	5	85	12	564

* The above number of directors who are Audit and Supervisory Committee members includes one director who is an Audit and Supervisory Committee member (none of whom are external directors) who retired at the conclusion of the 154th Annual General Shareholders' Meeting held on June 28, 2018. Furthermore, the compensation for the retired director is included in the amount of compensation listed above..

* The amount of subscription rights to shares granted as stock-related compensation shown above indicates the amount of compensation, etc., concerning subscription rights to shares granted to directors other than those who are Audit and Supervisory Committee members (excluding non-executive directors) recorded as expenses during the fiscal year.

Compensation Amount for Each Director

(Unit: million yen)

Name	Total amount of compensation on a consolidated basis	Officer category	Fixed compensation	Performance-based compensation	Stock compensation
			Fixed monthly compensation	Bonuses	Subscription rights to shares granted as stock-related compensation
Kazuo Ushida	146	Director	74	44	28
Masashi Oka	130	Director	64	42	24

* Only persons with total compensation, etc., over 100 million yen are shown.

Data on Nikon's Intellectual Property

(Unit: cases)

Item	2014	2015	2016	2017	2018
Number of Japanese published patent applications	1,289	1,086	510	728	667
Number of United States patent registrations	348	250	219	224	231

Directors and Officers (As of March 31, 2019)

	Director		Officers*	Unit	
	of whom, Audit and Supervisory Committee members				
Number of persons	Internal	7	2	21	Persons
	External	4	3	—	
Ratio of women		0	0	0	%
Ratio of non-Japanese		0	0	0	%
Attendance at Meetings of the Board of Directors	Internal	100	100	—	%
	External	96	95	—	
Term of office	Less than 1 year	Less than 2 years	Less than 1 year	—	

* Includes five Directors serving concurrently as Officer.

Number of Women and Non-Japanese Appointed as Nikon Group Directors / Officers and Corporate Auditors (As of March 31, 2019)

(Unit: persons)

Category	Women	Non-Japanese
Directors, officers and corporate auditors	3	28

* Local equivalent to director, officer, and corporate auditor included in the count. Cases of directors or officers serving in concurrent posts are counted as one individual.

Compensation of Representative Director & President and Average Annual Salary of Employees

	Amount	Ratio
Compensation of Representative Director & President	146,000,000 yen	1
Average annual salary of employees	8,309,901 yen	17.6

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Data Index Corporate Citizenship Activities

Expenses for Corporate Citizenship Activities (Fiscal Year Ended March 31, 2019)

		'17/3	'18/3	'19/3	Unit
Expenses		803,874	707,435	686,984	Thousand yen
Expense by Area	Environment	3.0	2.4	1.9	%
	Education	12.3	10.7	5.4	%
	Art and science	63.4	68.3	79.8	%
	Health	6.7	8.1	3.1	%
	Support for disaster-affected areas	10.5	4.8	4.1	%
	Other	4.0	5.7	5.8	%

Expenses for Corporate Citizenship Activities by Type (Fiscal Year Ended March 31, 2019)

(Unit: million yen)

	Amount
Cash donations	176
Paid employee volunteer activities (monetary value)	98
Free provision of products or services and project activity costs	389
Management expenses	24

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

(Unit: persons)

	'15/3	'16/3	'17/3	'18/3	'19/3
Participation in Corporate Citizenship Activities	2,627	4,477	3,302	3,591	3,629