

December 12, 2016

## **Notice of Solicitation for Voluntary Retirement**

Nikon Corporation has decided today, to solicit voluntary retirement. The details are as follows.

### **1. Reason for Conducting Solicitation for Voluntary Retirement**

As announced in the “Notice of Restructuring” released on November 8, 2016, the Nikon Group has decided to conduct a fundamental group-wide restructuring.

The primary aim of the restructuring is to enhance our ability to generate profits and create value, through focusing on high value-add products and optimizing manufacturing, sales, and R&D structure in addition to headcount rationalization such as employees’ re-assignment and solicitation for voluntary retirement. This solicitation for voluntary retirement is conducted based on the above decision.

### **2. Overview of Solicitation for Voluntary Retirement**

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|----------------------------------|--|
| (1) Applied companies:           | Nikon Corporation and its domestic group companies   |
| (2) Eligible persons:            | Employees with over five years’ service and who are 40 years old or older as of March 31, 2017<br>(Criteria may differ in each group company.)           |
| (3) Target number of applicants: | Approximately 1,000  |
| (4) Application period:          | From January 30 to February 10, 2017   |
| (5) Date of retirement:          | March 31, 2017 (March 30, 2017 in some group companies)  |
| (6) Preferential treatment:      | A special retirement benefit will be paid in addition to the normal retirement benefit. Re-employment support services will also be provided on request. |

### **3. Future Outlook**

The impact of this solicitation of voluntary retirement on the business performance has already been taken into account with regard to the number of estimated applicants and incorporated into the consolidated financial forecast for the fiscal year ending March 31, 2017, as announced in “Revision of the Financial Forecast and Dividend Forecast for the Fiscal Year Ending March 31, 2017” released on November 8, 2016.

Nikon will announce immediately the number of applicants and the estimated amount of extraordinary loss for this solicitation of voluntary retirement after closing the application period.