

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Diversity and Inclusion

At NEC, we employ a broad diversity of people at each of our organizations and departments, and creating an environment that accepts diverse viewpoints and ideas is an essential part of our management strategy. Diversity involves recognizing and respecting one another’s individual differences, and is based on the principle of valuing people precisely because of what sets them apart from others.

NEC will continue to contribute to the advancement of society by implementing a more proactive diversity and inclusion program by giving people the opportunity to show mutual respect for diverse individuals.

Policy

NEC has established “NEC Group Human Rights Policies” that aims to promote diversity not only in terms of race, belief, age, social status, family origin, nationality, ethnicity, religion, gender/gender identity, sexual orientation and disability, but also in terms of work style, career, point of view, and sense of values. We consider respect for individuality to be at the core of diversity promotion, which is why it is listed as one of the maxims of the NEC Group’s values.

Recognizing that providing an environment where people can achieve a healthy work/life balance enables many different types of people to work together in an organization and each department therein and to benefit from diverse viewpoints and ideas, we are promoting diversity and inclusion.



Promotion Framework

In July 2013, we established the Diversity Promotion Group in our human resources department as a specialist unit for the promotion of diversity at NEC. This group expands and strengthens various activities, including promoting women in the workplace and providing counseling and support for people with disabilities and sexual minorities (LGBT). At NEC, our most important mission is to promote the individuality and uniqueness of diverse employees and to provide support for a corporate culture where everyone can work and participate at their full potential. The role of the Diversity Promotion Group is to implement policies and to build a framework for cooperation between related departments.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Policies and Systems

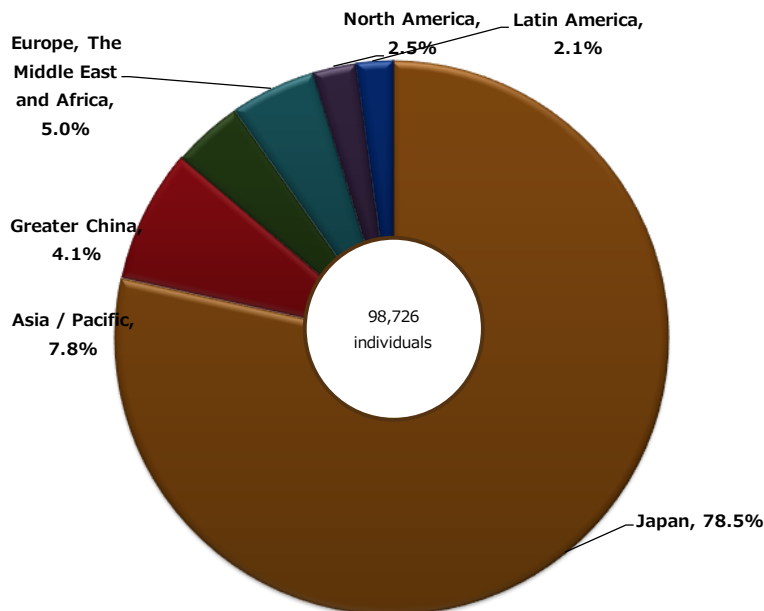
Promotion of Global Recruitment of Human Resources

NEC Corporation is working to recruit non-Japanese individuals who possess the skills and specialized knowledge needed by the Company in the areas of research, technology, sales and corporate administration, with the view to achieving global business expansion. Through these efforts, NEC strives to increase the quality of its workforce and promote diversity in each area. NEC Corporation has proactively provided opportunities for employees of overseas subsidiaries to work at NEC Headquarters to facilitate interaction with these personnel and develop human resources.

For the cultivation of global human resources, please also refer to the page on human resources development.

[Human resources development](#)

Ratio of Employees by Region as of March 31, 2016 [Scope: NEC Corporation and Consolidated Subsidiaries]



Promoting Women’s Success in the Workplace

Before the 1985 Equal Employment Opportunity Act came into effect, NEC was already keen to hire and promote people regardless of their gender, and the proportion of female college graduates hired in recent years has ranged between 25% and 30% percent. The overall proportion of women among our management has already exceeded 5%, and there are even 97 women (about 3.8%) occupying managerial positions at the level of organization leaders, department heads and above. Based on the Promotion of Women’s Career Activities (PWCA) Act which came into effect in April 2016, we delivered the following action plan and numerical targets to the Tokyo Labor Bureau of the Ministry of Health, Labor and Welfare. Since this law affects companies with over 300 employees, its principles are followed accurately by all the NEC Group companies throughout Japan, and by explaining our action plan and numerical targets, we have formulated numerical targets for our action plan based on an analysis of the issues faced by each NEC Group company, and we have asked them to put this plan into action.

Japan Business Federation: Voluntary action plan for the employment and managerial promotion of women

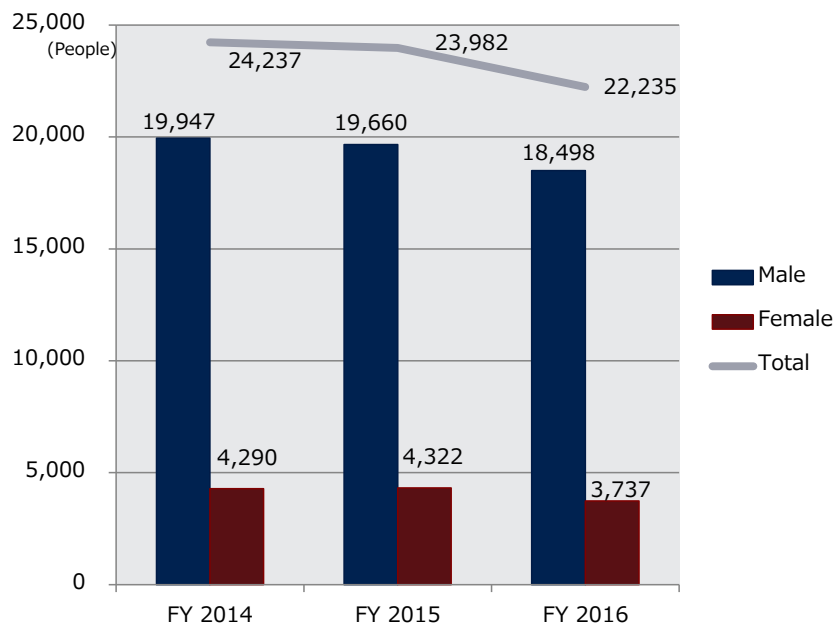
- (1) We will make plans to appoint women to positions at or above the level of department head. By FY 2019, the proportion of women operating at this level will be at least 5%.
- (2) We will provide stronger career opportunities and management support to mid-career management staff (those who are just below managerial or directorial level).
- (3) We will use ICT to promote reforms of working patterns.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

It should be noted that, with regard to the numerical figures relating to the promotion of women’s career activities, we have published all the relevant data in the women’s activity promotion database in the Ministry of Health, Labor and Welfare Web site. (For more information, refer to “Data collection”).

Also, with regard to our application for certification as a leading enterprise in relation to the PWCA Act, we have been recognized as meeting the certification standards in respect of all five categories — employment, job progression, work conditions (hours, etc.), management ratios and diversity of career paths — and in April 2016 we were among the first batch of companies to be awarded three-star status.

| Workforce by gender [Scope: NEC Corporation employees only]



| Average length of employment (scope: full-time NEC employees only)

	End of March 2014	End of March 2015	End of March 2016
Male	18.3 years	18.6 years	18.7 years
Female	17.9 years	18.3 years	18.2 years

| Number of female managers and ratio of female managers to the total number of managers [Scope: NEC Corporation employees only]

	April 2014	April 2015	April 2016
Number of female Managers (Ratio of female managers)	390 people (5.1%)	386 people (5.2%)	374 people (5.4%)
Department head and above	105 people (3.9%)	96 people (3.5%)	97 people (3.8%)

| Promoting Employment of People with Disabilities

NEC has set up a central committee to promote the employment of people with disability, with a human resources officer and the head of human resources as the chair and vice-chair respectively, and we established a system to measure our performance regarding the employment of people with disability, including basic discussions and policy-making, and the

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

promotion of employment. During the hiring process, an employment liaison service is provided for people with disabilities to offer support during the selection and hiring process such as dispatching sign language interpreters or PCs with summarized transcriptions so that company meetings can be structured around the disabled person’s abilities. We are also actively participating in joint interviews for people with disability held by employment services such as “Hello Work” (operated by the Japanese government) to provide a wide variety of people with employment opportunities.

The strengthening of employment throughout Japan, including at our sales offices, has been continuously pursued since fiscal 2014. NEC has also been working to develop worksites where people with disabilities can succeed as a driving force behind operations through proactive efforts to expand occupational fields as part of business expansion.

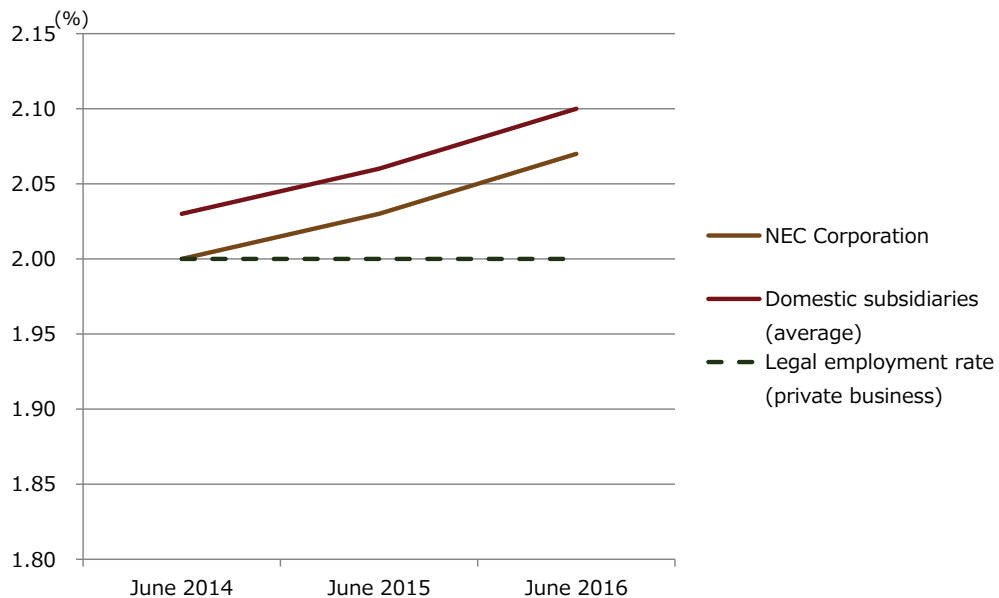
In addition, we are conducting periodic study sessions to deepen our understanding of issues such as the characteristics and business aptitude of people with disabilities throughout the NEC Group while cooperating with experts in the field, NPOs and other organizations such as Hello Work, and we are working to diversify our working styles by, for example, introducing new modes of employment and broadening the range of opportunities for people with disability.

Specialized Company: NEC Friendly Staff, Ltd.

In March 2003, NEC established NEC Friendly Staff, Ltd. as a specialized company for employing people with disabilities. This company actively employs people with intellectual and mental disabilities, and as of April 2016 had hired 40 such individuals. At its offices located in the NEC Fuchu Plant, the company primarily provides administrative support, cleaning and afforestation services, as well as support for Company-wide social contribution activities. Since April 2014, we have also provided an office in NEC’s headquarters district (Minato ward, Tokyo), where we have been expanding in to new business centered on the conversion of business-related contract documents into PDFs. The office employs nine people, including two supervisors. This company is not only promoting business efficiency, but is also working to strengthen its management practice in terms of compliance

In the future, we aim to expand the business of special subsidiary companies to include not only converting documents to PDFs but also as a way of cutting out a variety of business support services.

Changes in the employment rate of people with disabilities (Scope: NEC Corporation and domestic subsidiaries)



84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Supporting Diverse Work Styles for Seniors

NEC Corporation has implemented systems that enable employees to individually choose their career support programs. These systems are designed to meet the diverse needs of employees seeking to start a new career outside the Company or those approaching retirement age. For employees choosing to plan and prepare for new careers outside the Company, NEC provides programs that support these kinds of proactive life planning initiatives by providing assistance with the associated financial and time requirements. Since 1998, NEC has offered three systems that provide support by granting periods of leave to employees aged 45 and over for skills training and development, provide financial assistance for post-retirement career support and subsidize the costs of related skills training.

In addition, NEC provides a system that enables employees who wish to work beyond the age of 60 to extend their employment to a maximum age of 65. This system is offered with the intent of giving highly motivated and skilled personnel the opportunity to continue being active in the workplace. Since fiscal 2016, NEC has also begun a personnel recruiting system for those extending their employment that works to match the needs of individuals and hiring organizations, based on type of work desired, job description, employment terms and other conditions.

Promoting a Healthy Work-life Balance

NEC Corporation strives to enhance the programs which provide support to employees achieving a balance between work, childcare and nursing care. It has offered childcare and nursing care leave systems ahead of other companies and since before such systems were mandated by law.

Child Support

In addition to its other initiatives intended to support a balance between work and childcare, since 2005 NEC has implemented a number of measures based on its own action plan in line with the Act on Advancement of Measures to Support Raising Next-Generation Children.

In 2005, we introduced (1) a system to help with the payment of childcare fees at government-run nurseries (Subsidy for Family Support Service), and (2) a system to provide employment support (childcare support system) when relocating in order to raise children. To increase the number of employees who make use of these systems, NEC relaxed certain conditions for their use in 2012 and again in 2014.

In conjunction with the introduction of the systems, we implemented initiatives such as management training related to achieving a healthy work-life balance, and a study of how to improve our practices regarding employees taking parenting leave. In FY 2008, FY 2013 and FY 2016, we were awarded the "Next Generation Certification Mark" (nicknamed "Kurumin"). We implemented a series of measures, even including measures that are not incorporated in the action plan: in 2014, we extended the duration of our system of reduced working hours for people looking after children, and from FY 2017 we further improved the work-life balance of our employees by adding "looking after one's children or grandchildren before they go to elementary school" as one of the reasons for which employees can use the Family Friendly Leave System, and by increasing the number of times employees responsible for childcare/nursing care can arrive late to work from eight times per month to ten times per month.

Nursing Care Support

Now that people are living longer and there are more people requiring care (either informally or from qualified caregivers), it is becoming harder for people in work to care for their older generations. We have therefore been working at expanding our care support business with the aim of supporting workers who have to balance their care-giving and work responsibilities.

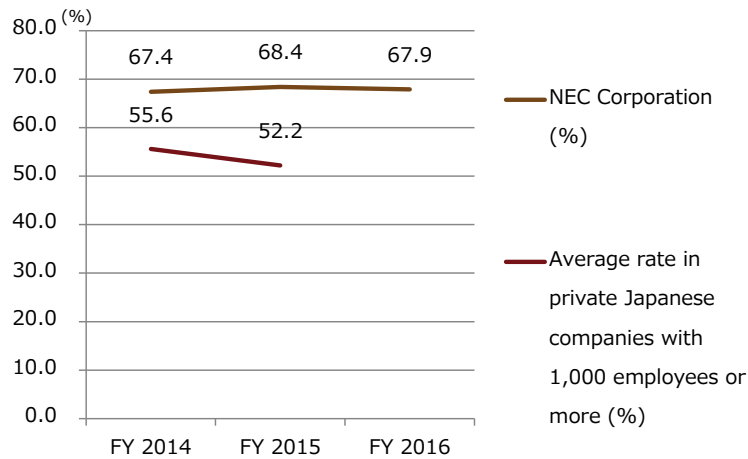
More specifically, we have established the following systems:

- (1) A "Nursing Care Relocation Expense Subsidies" System, under which NEC will provide subsidies for relocation expenses incurred by employees who have their parents move in with them or move nearby so that they can provide nursing care.
- (2) A "care environment maintenance funding" system whereby financial support is made available when a care review of an employee's parent with a high level of nursing requirements results in major expenditure, such as making structural modifications to the family home or moving to a long-term care facility.

NEC Corporation has launched a nursing care support website to help reduce any feelings of isolation or frustration experienced by nursing care providers. We have also implemented Web-based training to promote these systems and to teach all employees how to use them.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

■ Paid leave [Scope: NEC Corporation]



* As of July 2016, there is not yet any public information on the average rate in private Japanese companies with 1,000 employees or more during FY 2015.

■ Number of people of utilizing childcare and nursing care leave [Scope: NEC Corporation]

	FY 2014	FY 2015	FY 2016
Childcare leave	382 people	388 people	395 people
Reduced working hours for childcare	753 people	814 people	850 people
Nursing care leave	25 people	16 people	19 people
Reduced working hours for nursing care	22 people	17 people	16 people

■ History of the introduction of systems to support workers responsible for childcare/nursing

FY	Systems Introduced
2017	<ul style="list-style-type: none"> Added "looking after one's children or grandchildren before they go to elementary school" as one of the reasons for which employees can use the Family Friendly Leave System Changed the number of times employees responsible for childcare/nursing care can arrive late to work from eight times per month to ten times per month
2015	<ul style="list-style-type: none"> Extended applicable period for reduced working hours for childcare (Extended from the completion of the third grade to that of the sixth grade of elementary school). Enhanced Subsidy for Family Support Service (Private facilities under contract with or introduced by national or municipal governments added to subsidy eligibility). Enhanced Subsidy for Relocation Expenses incurred to provide nursing care ("Employee's child" added to those receiving care and eligible for subsidy payments). Enhanced subsidy for Nursing Care Setting Development Assistance Payment ("Employee's child" added to those receiving care and eligible for subsidy payments).

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

FY

Systems Introduced

- 2013
 - Added reasons of special days off due to substitute holidays of schools and temporary class closures to the Family Friendly Leave system
 - Extended applicable period for telecommuting system - (Extend from the end of third grade to the end of sixth grade)
 - Extended applicable period for Subsidy for Family Support Service - (Extend from the end of third grade to the end of sixth grade)
 - Enhanced Childcare Support System - (Revised requirements for the application of the system to "day-care centers providing childcare until 20:00")

- 2011
 - Introduced Nursing Care Leave - (Employees can obtain up to 5 days multiplied by the number of family members requiring nursing care)
 - Added reasons of sickness prevention for children before entering elementary school to the Family Friendly Leave System
 - Exempted employees raising children under the age of 3 from overtime work
 - Increased the number of times Childcare Leave can be obtained - up to twice per child
 - Offered Subsidy for Relocation Expenses incurred to provide nursing care
 - Introduced a subsidy program for expenses (up to ¥200,000 a year) related to changes in nursing care methods, such as home renovations or relocation into a nursing home
 - Launched Intranet website on a nursing care support

- 2009
 - Introduced Retiree re-entry system—a re-employment system for people who have left the Company for reasons such as spouse relocation, childcare and nursing care, provided certain requirements are met.
 - Eliminated eligibility requirements for childcare reduced working hours and Childcare Leave System—enabled employees to utilize these systems even if they have a spouse or parents who are able to devote themselves to childcare
 - Child Nursing Leave can be obtained according to the number of children

- 2008
 - Expanded services subject to fee subsidies payable to employees using local public childcare support services and extended subsidy period—to end of third grade
 - Introduced financial support system for fertility treatment (up to ¥200,000 a year)

- 2007
 - Extended period of reduced working hours—to third grades, in special circumstances
 - Extended applicable period for Telecommuting System to end of third grade
 - Extended Family Friendly Leave to employees with morning sickness or undergoing fertility treatment
 - Extended Leave for Employees in Fertility Treatment

- 2006
 - Launched Intranet website on support systems available
 - Fee subsidies payable to employees using local public childcare support services; Called for retired NEC employees to join voluntary childcare programs
 - Offered Subsidy for Relocation Expenses for childcare

- 2005
 - Introduced Parent Fund: Payments to employee or dependent giving birth of ¥550,000 per child
 - Extended applicable period of reduced working hours for childcare—to 1 grade
 - Calculated reduced working hours at intervals of 30-minute.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

FY Systems Introduced

- 2003
 - Revised Family Friendly Leave System: Medical and nursing care leave system revised. In addition to existing reasons for medical care and nursing, added reasons of birth by spouse, sickness prevention for employees and family members, including immunization, nursing care of family members, family members' school events such as parents' days, and volunteer activities.
- 2001
 - Extended reduced working hours for nursing care: From three years until nursing care is no longer needed.
 - Extended reduced working hours for childcare: From age three, end of March, to the start of elementary school.
 - Introduced Telecommuting System
- 1999
 - Introduced Childcare Coupon System: Provision of discount coupons of babysitter services by All Japan Childcare Service Association.
- 1998
 - Introduced Nursing Care Coupon System: Provision of discount coupons for nursing care services provided by nursing assistants registered at nurse and housekeeper agencies nationwide.
- 1993
 - Introduced reduced working hours for nursing care
 - Introduced reduced working hours for childcare
 - Introduced Medical and Nursing Care Leave: Leave system that are separated from the annual leave system; It enables employees to take leave for the purpose of treatment of sickness and injuries and medical care as well as to care for family members.
- 1991
 - Introduced Childcare Leave System
 - Introduced Nursing Care Leave System

Main Activities and Results for Fiscal 2016

Promoting Global Recruitment of Human Resources

Between fiscal 2007 and fiscal 2013, NEC hired around 15 international students each year on average. Since then the Company has set a target of having international students account for 10% of planned new hires and has conducted hiring activities on this basis. In fiscal 2014, the number climbed to 47 students, or 13% of hires. In addition to continuing to hire international students in Japan, in fiscal 2015 the Company also began hiring directly from universities overseas, with 64 graduates hired that year and another 67 foreign students joining as new hires in fiscal 2016.

Japanese students graduate in March and generally start working for companies in April, but at NEC we provide a system where it is possible to join the company in October in order to accommodate people who fall outside this pattern, including foreigners and Japanese people returning from overseas studies or work experience. In the Sales division, through exchange meetings with executives and elder employees of foreign nationalities, since FY2015, international employees have had a chance to broaden the scope of their working styles and career paths and to measure the formation and expansion of human networks.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Promoting Women’s Success in the Workplace

For FY 2016, we implemented the following measures and events centered on the formation of career paths for female employees and raising awareness of the available options.

Participation in the World Assembly for Women in Tokyo (WAW! 2015)

In August 2015, we took part in the World Assembly for Women in Tokyo (WAW! 2015), a symposium (theme: “A Society where Women Shine”). At the high-level round table discussions, NEC’s Nobuhiro Endo attended as the (then) president of ICT companies actively engaged in diversity activity, and held discussions on the theme of work/life management. He explained that in order to make our work something of value, we must create frameworks where women and other people with diverse backgrounds can choose their own style of working, and that NEC should implement a diversity framework that allows people to work reduced hours and simplify their work processes, and promotes the sharing of information to support job-sharing. Also as a result of those discussions, a proposal called Designing New and Flexible Working Styles Utilizing Information and Communications Technology (ICT) was included in the WAW! 2015 report. It was also registered as a United Nations document.



Mr. Endo (then president) explaining NEC’s efforts

An Interactive Event for Young and Mid-career Female Employees Held by Female Managers

Following on from fiscal 2016, discussion events for female employees were held by female members of NEC’s management (SELENE: Scarlet Elegance in NEC) on three occasions in Fiscal 2016 (May, July and November), and were attended by a total of about 200 people.

At the May and July events, panel discussions among SELENE members were held on the theme of balancing work and childcare.

The same members also talked about their own experiences, such as career development while raising children, how to balance work and childcare, how to keep oneself motivated, and the support systems available within the workplace and family. The event’s participants responded very favorably. Some commented that for the first time they could see how it was possible to enjoy both working and raising children, and others found that there are some aspects of raising children that come in useful in the workplace.

At the November event, there was a panel discussion with the SELENE members and group discussions with other participants on the subject of career development (a topic that was frequently requested in the preliminary questionnaire). The members of SELENE are employed at a wide variety of positions including sales staff, system engineers, researchers and consultants. After hearing about their experiences, the participants expressed their relief at finding role models and leaders that match their own plans, and commented that their courage and motivation increased as a result of encountering many other people who have been in the same situation. Group discussions were also held with SELENE members as facilitators, where employees from the same generation shared their private concerns and career plans with one another, resulting in a new level of “awareness”.

Comments from Event Participants

- Everyone was very switched-on, and I heard how it’s possible to enjoy both raising children and having a job. People get a bit defensive when talking about parenting as something that has to be balanced against employment, but now I’m seeing it in a more positive light and can enjoy it without thinking about it too much.
- Everyone spoke candidly about their work, which was fun and stimulating (although perhaps quite difficult at times). Children are only young once. It’s OK to wait until they get older before you commit yourself to climbing the career ladder again.
- It was really interesting to hear how everyone managed to get by when they were young. I don’t know if I’ll be able to get over my hurdles in the same way, but I intend to carry on without fear, and without losing my sense of purpose I still have a lot of concerns, but I’m going to do my best.
- It’s really important for people to talk about their own experiences. It’s much easier to get what people are saying when they’re speaking from personal experience.
- I often noticed in the group discussions that people were gaining a lot of awareness and courage in the same way as in the panel discussions. I felt very worried and uneasy about being a leader, but then I realized that the discussions were for everyone’s benefit and only needed to proceed at my pace.
- I really appreciated having the opportunity to consider my career away from my everyday work.

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

| Seminar for Employees Returning from Childcare Leave

This seminar, which was started in fiscal 2016 and followed by a second seminar in February 2016, was attended by about 50 employees on child care leave. The latest seminar was also attended by male child cares for the first time. This seminar was held with the aim of enabling employees on childcare leave who are due to return to work soon to enrich their careers while balancing the requirements of work and childcare. It included information about recent company trends and the latest policies and systems, including systems to support child cares in the workplace, and used group work to help people visualize how their life balance would turn out after returning to work. In the group work, people attending the seminar who were off work were asked to meet up at a place close to where they live, such as a government childcare support service in order to obtain mutually beneficial information.

The seminar held in February 2016 was also an effective forum for reporting the latest social trends and business activities, and included a description of NEC's brand message ("Orchestrating a brighter world") and the details of the modifications made to the personnel system in April 2016.

| Career Development Event Held for Women in Sales

Among sales personnel committees Company-wide, cross-Company development of female sales personnel and future leaders is considered as a very important issue. This is why, since fiscal 2014, NEC has held nationwide networking events and leadership training for women in sales positions. These events create opportunities for women to discuss their careers with executives, managers and other senior employees, and are part of an effort to expand the participants' networks and their view of working potential to a nationwide level. By holding networking events with sales personnel in other industries, NEC also supports networking with individuals outside the Company, further expanding the viewpoints and thinking.

| Promoting Employment of People with Disabilities

Since fiscal 2013, NEC has been offering shared employment support services using NEC Management Partner, Ltd. as a point of contact, with the goal of strengthening cooperation among NEC Group companies with regard to hiring people with disabilities. In fiscal 2016 the NEC Group held joint interviews for people with disabilities, targeting new graduates and mid-career recruits.

At NEC and its domestic affiliate companies, when there are hearing impaired people present at recruitment events, during the selection process or during training events after people have been hired, we can offer assistance such as providing a sign language interpreter or displaying summarized captions on a PC. We are also working towards providing a barrier-free working environment by considering people who commute by car and making our facilities and equipment as accessible as possible.

In July 2015 and January 2016, we held an employment promotion study session on the theme of "Non-discrimination and reasonable accommodation" aimed at the staff responsible for hiring people with disability at NEC's domestic affiliate companies. Also, before the amended Act on Employment Promotion of Persons with Disabilities came into force, we held a briefing session so that the concerns of employees with disabilities could be properly addressed via the human rights hotline. We also sometimes provide support to individual domestic affiliate companies, such as offering recruitment advice. As of 1st June 2016, the ratio of disabled employees is 2.07% at NEC and 2.10% (on average) at our domestic subsidiaries.

| Assisting the Self-Empowerment of NEC Group Employees with a Hearing Disability

Since fiscal 2016, we have been holding study sessions at NEC every other month in order to deepen our knowledge of employees with hearing disabilities in the NEC Group. This grew from a comment we received at the annual C&C User Forum & iEXPO event, where a hearing impaired employee given the task of looking after customers who also had hearing disabilities expressed a wish to learn more about the company's business on a regular basis rather than just before an event, but commented that there were not enough learning opportunities of this sort.

This financial year, we are selecting key themes based on deepening people's understanding throughout the NEC Group, including our barrier-free efforts, our brand strategy, how to read management indicators, and the introduction of products/solutions. A total of over 200 people have attended the last four times.

In these study sessions, we are not only providing the contents of lectures via sign language, but we are also using ICT to protect information, such as projecting a summary of the content on a screen or installing an audio induction loop devices (which make it easier to hear through a hearing aid. Also, by holding meetings for discussions and announcements between hearing-disabled workers, we are contributing not only to deepening business knowledge and know-how but also to the construction of cross-department networks that transcend organizational boundaries. NEC will continue to use ICT to supplement communication and bridge the digital divide in order to provide a workplace where employees can operate effectively.

| Commitment to LGBT (sexual minorities)

To create new innovation, it is essential to make the most of the differences in our diverse human resources and create a corporate culture that values everyone's ideas and opinions. We started our corporate action by engaging in dialog with Mika Yakushi, representative director of the NPO ReBit. Their aim is to implement an education support project to help LGBT(*note 1) children realize their true identity as adults. (This project was selected for the 13th class of NEC's FY2015 Social Entrepreneurship program.) Subsequently, we added "gender identity" and "sexual orientation" to the April 2015 edition of

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

the NEC Group’s human rights policy, and we stipulated that transferring this information inside or outside the company must not give rise to situations that could harm the dignity of individuals. In fiscal 2015, prior to the enforcement of this policy, we ran a web seminar for all employees to promote the understanding of LGBT issues. In fiscal 2016, the Human Resources Department took over this responsibility and promoted the visualization of allies (*note 2) as a way of strengthening the understanding and support of LGBT employees.

- (1) We also added LGBT-related items to the employment interview manual:
 - 1) From a human rights viewpoint, there must be no discrimination or disrespect of individuals.
 - 2) At no point should any interview turn to the subject of LGBT, even if the individual concerned has already come out.
 - 3) Hiring decisions must be made solely on the basis of individual ability and business aptitude
- (2) We ran LGBT study sessions (a basic understanding course and discussions with individuals concerned) for about 120 people split into three sessions. At these sessions, we welcomed instructors such as job-hunting students and related individuals working at ReBit and external companies, and the other participants included people from human rights hotline consultation staff, health management staff, and NEC’s personnel and general affairs divisions.

From April 2016, we started adding the role of LGBT counselor to the human rights hotline set up at each NEC Group company. Following on from NEC’s efforts in 2015, we also held an LGBT employment seminar in FY 2016 in conjunction with ReBit. Many students and business workers took part in this seminar, and received advice such as job-hunting tips.

*Note 1: An abbreviation of Lesbian, Gay, Bisexual, Transgender (a generic term for sexual minorities)
 *Note 2: Ally (a supporter who understands the situation of LGBT individuals)



Human Resources Development holding a study session about LGBT



Explanation of LGBT by ReBit representative Mr. Yakushi

Objectives and Achievements

Objectives for the Medium Term (From fiscal 2014 to fiscal 2016)

1. Promoting women’s activities
 - Increased cultivation and planned appointment of female managerial staff at the level of department head or above with a view to creating executive-level managers
2. Employment of people with disabilities
 - NEC: Achieved an employment rate of 2.2% in fiscal 2015 (ending April 2016) (including special subsidiary company)
 - Domestic consolidated subsidiaries: Achieved the statutory ratio of employees with disabilities at all consolidated subsidiaries

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Fiscal 2016 Objectives, Achievements and Progress, and Degree of Completion

(Degree of completion: Achieved ● / Mostly achieved ○ / Some progress △ / No progress ×)

The Promotion of Diversity in the Workplace

	Objective	Achievement and progress	Level of achievement
1. Promotion of women's career activities	<ul style="list-style-type: none"> • Cultivation and planned appointment to positions at or above the level of head of department • Networking and raising awareness of career options for mid-career and young people through meetings of female managers centered on head of department level • Stronger support for employees aiming to balance work and childcare (Training for managers, return to work support seminars, measures to support career development after returning to work, etc.) • Promoting the reform of working patterns with an awareness of productivity through the use of ICT, etc. 	<ul style="list-style-type: none"> • Mid-career women in managerial positions (SELENE) interactive seminars with employees (May, July, November 2015; over 200 participants in total). • Seminar to support returning from childcare leave (February 2016; over 50 participants in total). • Company-wide notification regarding reform of working styles, and promotion of these reforms (June 2015). • Relax the conditions (e.g., IT environments) for working from home, and expand the scope of users allowed limited use of their own products to include all employees. 	○
2. Employment of people with disabilities	<ul style="list-style-type: none"> • Continued strengthening of employment procedures, including at sales offices • Expanded the employment and creation of new business fields centered on special subsidiary companies • Domestic subsidiaries: Attained statutory employment rates in all subsidiary companies 	<ul style="list-style-type: none"> • Expanded the sales support duties (PDF creation) of NEC Friendly Staff, Ltd. and hired more staff (seven new hires in fiscal 2016). • Held a group study session to consider reasonable accommodation people with disabilities, assuming the April 2016 revisions come into force. • Conducted joint group interview sessions in order to expand our recruitment. 	○
3 Promoting the hiring of people from overseas	<ul style="list-style-type: none"> • When hiring new graduates, aim for a target of 15% of the expected number of hires. 	<ul style="list-style-type: none"> • Adopted a policy of actively hiring from overseas (67 people in f 2016). • Held an exchange event targeting foreign employees working in the Sales division. 	○

84-91	Respecting Human Rights	92-104	Diversity and Inclusion
105-107	Labor Practices		
108-113	Human Resources Development and Training		
114-118	Health and Safety	119-122	CS (Customer Satisfaction)
123-126	Ensuring Quality and Safety		

Objectives for the New Medium Term (From fiscal 2017 to fiscal 2019)

1. Promoting women’s activities
 - Planned promotion of measures for achieving target scores based on the Promotion of Women's Career Activities (PWCA) Act
(Numerical target: Increase the proportion of women managers at the level of department head and above to 5% by FY 2019)
2. Employment of people with disabilities
 - NEC: Achieve a proportion of 2.2% during FY 2017 (by April 2017) (including special subsidiary company)
 - Domestic affiliated companies: Attain statutory employment rate in all subsidiary companies

Fiscal 2017 Objectives

The promotion of diversity in the workplace

1. Promotion of women’s career activities	<ul style="list-style-type: none"> • Implement personal development measures and planned dispatch to external training for promising employees (ongoing) • Career awareness-raising events for mid-career female employees run by women in managerial positions • Continue to hold seminars to support returning from childcare leave • Implement management support measures for female managers at the level of department heads (new) • Promoting the reform of working patterns with an awareness of productivity through the use of ICT, etc. (company-wide activities) (ongoing)
2. Employment of people with disabilities	<ul style="list-style-type: none"> • Promotion of statutory improvements to employment rates from FY 2019 (promote new specific employment initiatives for people with disability) • Expand the further expansion of new business fields centered on special subsidiary company (converting documents and contracts to PDFs) • Domestic subsidiaries: Attained statutory employment rates in all subsidiary companies
3. Promoting the recruitment and employment of people from overseas	<ul style="list-style-type: none"> • Planned recruitment of foreign employees among new graduates • Promotion of measures aimed at encouraging the hiring of foreign nationals (cross-cultural understanding, implementing foreign exchange measures)