

75-84	Respecting Human Rights	85-93	Diversity and Inclusion
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Health and Safety

NEC has established a basic philosophy believing that the company “should maintain and enhance a comfortable and supportive workplace to ensure the health and safety of all who work at its business sites.”

In line with this philosophy, the General Affairs Division, charged with safety and health activities, the Health Care Centers, and the Safety and Health Management Organization in each business site offer various programs focusing on preventive health.

Policy

On the basis of its “Company-wide Occupational Health & Safety (OH&S) Policy” NEC has established the following action guidelines to maintain and enhance a comfortable and supportive workplace and to ensure the health and safety of its employees (including dispatched workers).

[Company-wide Occupational Health & Safety (OH&S) Policy Action Guidelines]

1. Improve occupational health and safety management systems by continuously and efficiently implementing occupational health and safety activities.
2. Promote the identification of sources of danger, as well as risk assessment and risk management, with the aim of reducing labor accidents to zero.
3. Comply with laws and regulations, and other rules and decisions regarding occupational health and safety.
4. Strive to make the occupational health and safety obligations known to ensure understanding and fulfillment of these obligations.
5. Actively provide disclosure of information regarding occupational health and safety activities.
6. Endeavor to enhance the mental and physical health of workers and develop a comfortable workplace.
7. Ensure the appropriateness and effectiveness of these policies and the occupational health and safety management systems through regular reviews.

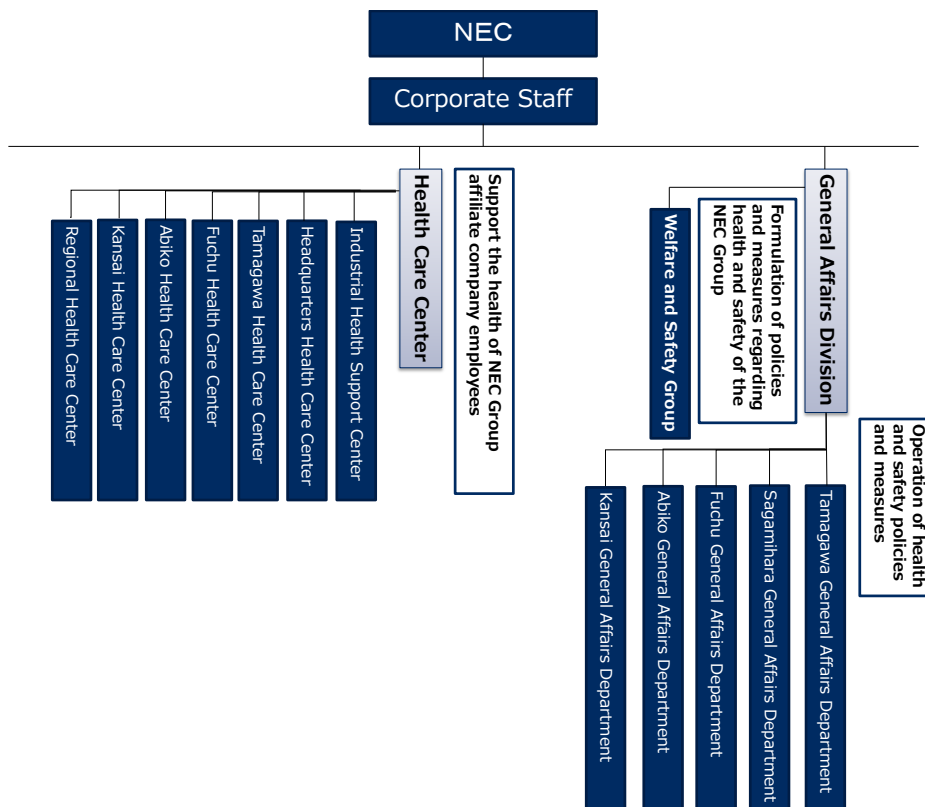
Promotion Framework

At NEC, the General Affairs Division formulates the NEC Group's policies and measures regarding health and safety for employees in Japan, and deploys measures for each region by cooperating with the safety and health manager in the regional support division and the Health Care Center (i.e., industrial doctors and health nurses). NEC also ensures health and safety in the workplace through a community health and safety committee participated in mainly by members selected by each division and by following up the implementation of health-related measures.

For everyday reportable items, the applicable general affairs division or an executive officer is responsible, but when something important arises, such as a major disaster or pandemic, the matter will be deliberated by the Business Strategy Committee attended by corporate management, such as the President or Directors.

Operational methods, however, are recommended at an information exchange meeting on health issues and labor accidents with the NEC Group's overseas subsidiaries. This is done to set up coordination with existing operations being carried out under the occupational health and safety management system.

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NEC Group (domestic) Health, Safety, and Health Care Framework

Main Activities and Results for Fiscal 2017

Occupational Health and Safety (OH&S)

NEC Corporation conducts OH&S activities from two standpoints that address company-wide issues as well as specific issues reflecting unique conditions faced by individual group companies and business sites.

As a company-wide initiative, in fiscal 2011 NEC formulated a Company-wide Occupational Health and Safety (OH&S) Policy based on the NEC Group Charter of Corporate Behavior and the NEC Group Code of Conduct, as a sign of its commitment to stakeholders. And, in fiscal 2013, NEC formulated the Occupational Health and Safety Management Regulations as part of efforts to enhance the quality of the NEC Group's OH&S activities.

As an initiative to address particular issues by taking into account the characteristics of each company and each workplace, NEC has been working to obtain the OHSAS 18001 standard for occupational health and safety since fiscal 2011. By fiscal 2017, certification has been obtained at the Keihin District Plant and 11 NEC Group affiliate companies envisaged as likely to have health and safety risks in their production lines.

In addition, in fiscal 2017, to comply with amendments to the Industrial Safety and Health Act, we started conducting risk assessment for chemical substances and is working to properly manage chemical substances that pose a certain level of toxicity hazard.

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OHSAS18001 Specification Certificate

Health Management

Prevention of Health Impairment Due to Overwork

NEC manages workplaces to make sure that workers (including dispatched workers) are not working too many hours based on agreements between labor and management. For example, NEC is in complete control of these management initiatives; such efforts include using a work management system to ascertain the number of hours employees are working on a daily basis at worksites and personnel affairs divisions, and automatically issuing a monthly alarm e-mail from the system around the middle of each month to workers who may be working long hours. For employees who have worked long hours, based on the Comprehensive Program for the Prevention of Health Impairment Due to overwork by the Ministry of Health, Labor and Welfare, we use a Web-based interview sheet (health check sheet) to ascertain accumulated fatigue. The Health Care Centers select employees for compulsory follow-up on the basis of working hours (long hours) and health check (regular checkup and metabolic syndrome examination) data, and has them consult with an industrial physician/health professional, and restricts work hours, among other measures.

Mental Health Care Initiatives

NEC Corporation positions mental health care as a key health care priority. Accordingly, NEC conducts measures focused on prevention and is creating a healthy workplace by maintaining the mental health of its employees.

- In February 2005, NEC introduced the Mental Health Support Program. This program consists of three elements: 1) early stage support focused on early identification and treatment of mental disorders; 2) follow-up support for people receiving treatment for mental disorders; and 3) a return-to-work support program that helps people on leave make a smooth return to work.
- In fiscal 2011, NEC revised the return-to-work support program and clarified the process and standards for determining whether an employee on leave may return to work. As a result of initiatives to help employees on leave smoothly return to work, there has been increasing number of consultations from individual employees and their supervisors during the early stages of onset of mental illness, showing a stronger recognition of mental health care within NEC.
- Since fiscal 2012, NEC has been implementing primary care training for management-level employees as a prevention measure. This training program is designed to enable management-level employees themselves to consider how to provide care and manage their staff in order to prevent mental health impairment and disorders, including increasing communication, building even better human relationships, and developing worksite environment conducive to consultation. These considerations formed the basis for the participants to devise future action plans. NEC also set up consultation desks both in-house and outside the company and established a system where employees and their supervisors can consult with someone when they notice an irregularity. The in-house consultation desks are staffed by

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industrial physicians and health professionals using dedicated internal telephone lines called the “Mental Health Consultation Hotline” installed at the health care center of each business site. The external consultation desk is provided by a specialist external institution based on an agreement with the NEC Health Insurance Association. It provides a system for employees themselves as well as their families (dependents) to consult on mental health via the telephone and other means.

- Starting fiscal 2017, NEC conducted stress checks for all employees based on the Revised Industrial Safety and Health Act enforced in December 2015, and is working to further enhance the primary care initiative by following up on interviews and promoting early consultations with those employees.

NEC Health Innovation21 Activities

NEC has focused its attention on metabolic syndrome since 2004 and has provided lifestyle improvement advice to employees with high risk for cerebrovascular problems or heart disease.

- Since April 2008, in compliance with the Specified Health Examinations and Specified Health Guidance accompanying the amendment of laws, we have been enhancing NEC Health Innovation21 (NHI21), a program of activities designed to prevent metabolic syndrome. From fiscal 2009 to the end of fiscal 2016, there was a 32.3% reduction in cases of metabolic syndrome, significantly exceeding ahead of schedule the target (25% reduction compared to fiscal 2009 by the end of fiscal 2018) set by the Ministry of Health, Labour and Welfare.
- Since fiscal 2014, we have been implementing NHI21 Second Season, which includes a measure to set up physical and mental health promotion activities according to age, by adding measures for mental health, cancer prevention, and oral hygiene to NHI21. Under the NHI21 Second Season, we conduct activities aimed at getting families to work on measures to prevent lifestyle-related diseases. In particular, during the NEC Health Fair, a family participation event, we held activities to raise awareness on cancer screening and infectious diseases such as seasonal influenza, as well as about metabolic syndrome.

Implementing Physical and Mental Health Promotion Activities

Activities aimed at all employees

- Web-based mental health education
- Institution of the “NEC No Tobacco Day” in conjunction with the World Health Organization (WHO) “World No Tobacco Day,” to promote smoking cessation
- Smoking cessation seminar for smokers or smokers who want to quit smoking at each business site

Activities for each age group

- 20s: Health checkup, done at the time of employment and “Fresher's Interviews” (interviews for all new employees by the health nurse)
- 30s: “Health College 30,” an integrated self-care education for all employees who reach age 30.
- Seminar on lifestyle-related diseases for employees of specified age groups or anyone who wants to attend. For example, at the Fuchu plant, the health promotion programs (seminars, stretch exercises, measurements of physical fitness, etc.) are for employees age 25, 30 and 35.

Activities for employees of a particular rank or attribute

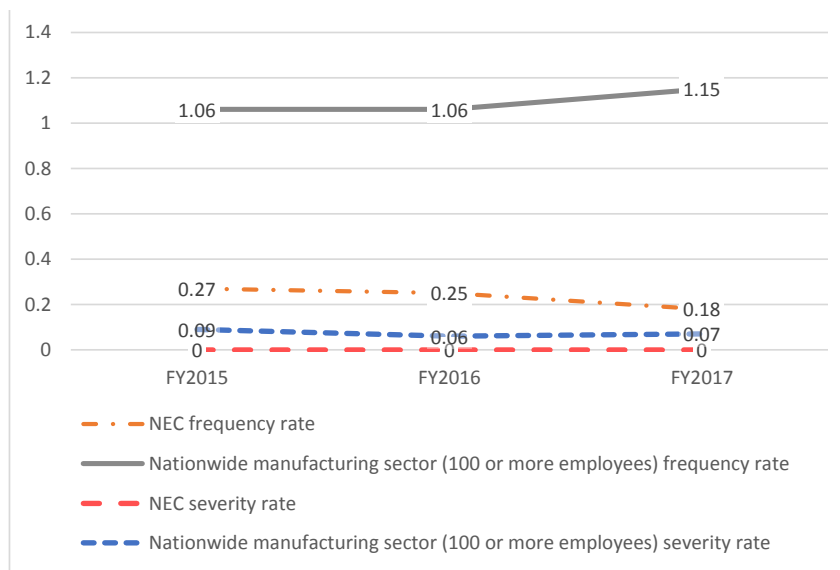
- Mental health training for managers (for managers with subordinates who have mental health disorders)
- Mental health training for managers (primary care)

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Labor Accidents and Disasters

[Scope: NEC Corporation]

Labor accidents at NEC Corporation are mostly minor, such as tripping on stairs at train stations or falling on the street during business trips or sales calls. There have been no major disasters. Looking ahead, in order to raise awareness concerning occupational safety, the company intends to continue conducting OH&S Committee activities, daily workplace inspections and cross-checking, while aiming to reduce the number of labor accidents and disasters.



*1 Frequency rate: Number of deaths and injuries due to industrial accidents divided by total working hours multiplied by 1 million

*2 Severity rate: Number of lost working days divided by total working hours multiplied by 1,000

Labor Accidents and Disasters

Objectives and Achievements

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

1. OH&S: Carry out efficient operation and improvement of OH&S management systems within the NEC Group.
2. Health Management: Strive to enhance employees' mental and physical health by implementing mental and physical health measures based on the life stage of each age group across the entire NEC Group.

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Fiscal 2017 Objectives, Achievements and Progress, and Degree of Completion

Objective	Achievements and Progress	Degree of completion
1. OH&S: Improve the OH&S management system at each NEC workplace, strive to strengthen and maintain the management system.	• An additional (1) domestic affiliate obtained the certification as a result of the maintenance and promotion of OH&S management system at NEC and domestic affiliates.	Achieved
2. Health management: Strengthen preventive measures for mental and physical health through collaboration between the Health Insurance Association and Health Care Center.	• Strengthened prevention measures by implementing mental health education and health education by ages for all employees and management-level employees.	Achieved

Fiscal 2018 Objectives

1. Occupational Health & Safety	• Improve the OH&S management system at NEC business sites according to particular needs and situations, maintain the management system, and strengthen health and safety management also in locations outside the business sites.
2. Health management	• Strengthen preventive measures for mental and physical health through collaboration with the Health Insurance Association and Health Care Center.