

ESG-Related Objectives, Achievements and Progress, and Degree of Completion

M : Major non-financial indicators related to "materiality." For details please see pages 8-11.

◎ : Achieved ○ : Achievement rate of 80% or more △ : Achievement rate of 50% or more × : No progress — : Not evaluated in the fiscal year under review

* Listed in accordance with the contents page of the report

Sustainable Management	Objectives for the Mid-term	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Priority Management Themes from an ESG Perspective — Materiality P. 8	For each of the six themes revised in 2020, NEC has established a vision for the Company and non-financial indicators for measuring progress.				
Respecting Human Rights P. 14	Promote understanding of officers and employees on global human rights issues	<ul style="list-style-type: none"> For officers: Hold dialogues or lectures by experts For employees: Conduct an online training program on diversity. Target completion rate: 90.0% 	<ul style="list-style-type: none"> For officers and division managers: Held lectures by Outside Director as part of unconscious bias training (over 200 people participated) For employees: Conducted online training on the theme of human rights issues in the AI and biometrics business. Completion rate: 92% 	○	<ul style="list-style-type: none"> For officers: Hold unconscious bias training on the theme of promoting women's active participation For employees: Hold online training on "Companies and Human Rights." Target completion rate: 90%
	Formulate Companywide framework pertaining to the implementation of human rights due diligence	<ul style="list-style-type: none"> Authorize Companywide common framework Identify priority human rights issues based on the results of the human rights impact assessment and study schemes for addressing them 	<ul style="list-style-type: none"> Conducted human rights impact assessment in the field of ICT and prepared a list of human rights issues Confirmed prominent human rights issues through dialogues with experts 	△	<ul style="list-style-type: none"> Identify prominent human rights issues and propose plans for addressing them Promote creation of a corporate culture that respects human rights, and study corrective measures when human rights violations are discovered Conduct awareness-raising seminars and dialogues for management and divisions

Environment	Objectives for the Mid-term	Indicators	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Feature: Climate Change and Response to TCFD P. 30	Contribute to worldwide reduction in greenhouse gas emissions and the efforts our customers and society are making to address climate change	Rate of contribution to CO ₂ emission reductions across the whole supply chain M	—	5.2 times	○	5 times
	Providing environmental value through business	Amount of CO ₂ reduced through IT solutions	20.40 megatons	23.16 megatons	○	23.00 megatons
Initiatives in Products and Services P. 39	Development of environmentally friendly products	Reduction of total CO ₂ emission when products are used (*Compared to FY2014 products; for hardware products shipped in the fiscal year under review) M	25%	71%	○	65%
Initiatives in Production and Office Sites P. 45	Environmental burden from business activities	Reduction rate of energy-derived CO ₂ emissions (Compared to FY2018)	-5.4%	-20.6%	○	-8.0%
		Amount of electric power used from renewable energy	27,000 MWh	55,420 MWh	○	28,600 MWh

Governance	Objectives for the Mid-term	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Compliance and Risk Management P. 54	Ensure compliance	<ul style="list-style-type: none"> Number of cases of serious involvement with cartels and/or bid-rigging: 0 Raise the completion rate of web-based compliance training (completion rate in NEC Corporation: 98% or higher) Number of reports to the Compliance Hotline: 100 cases or more 	<ul style="list-style-type: none"> Number of cases of serious involvement with cartels and/or bid-rigging: 0 M Held web-based compliance training (completion rate in NEC Corporation: 98.8%) Number of reports to the Compliance Hotline: 90 cases 	◎	<ul style="list-style-type: none"> Number of cases of serious involvement with cartels and/or bid-rigging: 0 M Raise the completion rate of web-based compliance training (completion rate in NEC Corporation: 98% or higher) Number of reports to the Compliance Hotline: 100 cases or more
	Carry out appropriate risk management	<ul style="list-style-type: none"> Establish and implement effective measures for the following Priority Risks <ul style="list-style-type: none"> Risks regarding labor management Risks regarding human rights issues arising from new technology Risks regarding bribery Risks regarding information security 	<ul style="list-style-type: none"> Strengthened management of overtime work using a work management system Formulated AI and Human Rights Principles Revised regulations manual on preventing bribery and held training Enhanced information security infrastructure 	◎	Establish and implement effective measures for Priority Risks

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Governance	Objectives for the Mid-term	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Business Continuity P. 60	Enhance completeness and efficiency of BCP activities	Enhance completeness of BCPs, and revise and streamline flow of BCP formulation	<ul style="list-style-type: none"> Simplified manual and templates for BCP formulation Major overhaul of in-house information sharing system during disasters (To be released in FY2021) 	○	Release of the major system overhaul noted on the left
	Through drills and training, increase the number of employees able to act autonomously when a risk event occurs	Continue drills and training for diversifying disaster risks and increase disaster response capabilities	<ul style="list-style-type: none"> Conducted training for scenarios where employees are unable to come to work due to storm and flood damage or infectious disease outbreak Conducted new Disaster Preparedness Survey as an indicator for visualizing the percentage of workers able to act autonomously 	◎	Increase the percentage of workers able to act autonomously in the Disaster Preparedness Survey conducted in FY2020
Supply Chain Management P. 62	Promotion of use of Supplier Visit Record (SVR)	Expand application of SVR and study measures using acquired data	Collected 104 items of on-site assessment data from hardware suppliers in Greater China	○	Expand application of SVR (120 on-site assessments) and study measures using acquired data
	Publish and disseminate the new Guidelines for Responsible Business Conduct in Supply Chains	(New target)	(New target)	—	Make effort to disseminate the guidelines to all new and existing suppliers
	Obtain declarations for the new guideline: "Declaration Concerning Responsible Business Conduct in Supply Chains"	(New target)	(New target)	—	<ul style="list-style-type: none"> Declarations must be obtained from all new suppliers Number of suppliers from which declarations obtained: 3,000

Social	Objectives for the Mid-term	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Inclusion and Diversity P. 67	Promotion of women's active participation (Ratio of female managers in department manager or higher positions: 5% by FY2021)	Continue to ensure the implementation and achievement of action plans and numerical targets based on the Act on Promotion of Women's Participation and Advancement in the Workplace	<ul style="list-style-type: none"> Ratio of female managers in department manager or higher positions: 5.4% (As of April 1, 2020) Revamped talent management program, selected 325 people for the women's talent pool and provided development opportunities 	×	<ul style="list-style-type: none"> Ratio of female managers in department manager or higher positions: continue to reach 5% (As of April 1, 2021) Continue monitoring the ratio of female managers and identify issues, discuss and implement measures
	Employment of people with disabilities (Ratio of people with disabilities employed: 2.3% by April 2021)	Study and carry out various measures to achieve ratio of people with disabilities of 2.3%	<ul style="list-style-type: none"> Ratio of people with disabilities employed: 2.38% (as of June 1, 2020) Held study sessions for employees with hearing difficulties (four times) Issued a manual for accepting people with impaired vision into the workplace 	◎	Study and carry out measures for continuing to achieve the statutory employment rate of 2.3%
	Support for sexual minorities (LGBT)	Study revision of the employment regulations and benefits and welfare system	<ul style="list-style-type: none"> Revised 14 regulations including employment regulations in order to provide equal treatment for de-facto marriages, including same-sex marriages, and legal marriages Conducted workshops for promoting understanding of LGBT for officers and for personnel in human resources and general affairs, established Allies 	◎	<ul style="list-style-type: none"> Increase awareness through internal and external communications and actively participate in events Encourage use of systems Acquire PRIDE* designation <p>* A designation by the voluntary organization "work with Pride" that evaluates initiatives for sexual minorities such as LGBT.</p>
Human Resources Development and Training P. 71	Development of sustainably and socially literate human resources	<ul style="list-style-type: none"> By carrying out the following measures, achieve a 30% rate of "Strongly agree" or "Agree" responses to having a real sense of change in the annual survey of employees at domestic and overseas subsidiaries Enhance the content of training for newly appointed general managers Renew stratified training programs (for general managers and managers) in line with the 9 Blocks and Performance Management Conduct evaluator training associated with development of evaluation reforms at affiliates (15 companies) 	<ul style="list-style-type: none"> Increased response rate of "Strongly agree" and "Agree" by 2.4 percentage points : 22.9% (Jan. 2019) to 25.3% (Jan. 2020) Started a social issue experiential training program. Completed by 78 persons Revamped the action transformation plan formulation following the Code of Values to incorporate material related to additional environmental changes Carried out training for executive officers of 15 affiliates Introduced system to personnel other than executive officers and carried out training by level 	△	<ul style="list-style-type: none"> By carrying out the following measures, achieve a 30% rate of "Strongly agree" or "Agree" responses to having a real sense of change regarding matters not achieved in FY2020 Carry out new management practical support program based on the HR Policy and Code of Values Further educate affiliates (15 companies) regarding the approach of evaluation, development, and reform, and continue to carry out training Expand evaluation, development and reform for local overseas subsidiaries

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Human Resources Development and Training P. 71	Enhance the training of next-generation business leaders, including overseas personnel	<ul style="list-style-type: none"> Expand training programs for developing the next generation of management personnel (including selected members from overseas offices) Expand training for management team 	<ul style="list-style-type: none"> Revamped the Talent Management Program process (selected approximately 1,000 personnel, including overseas) Expanded the range of assessment, mentoring, and coaching programs for selected talent in Japan Expanded the number of personnel receiving training under development of next-generation management personnel FY2020: 32 persons (1 overseas) to FY2021: 37 persons (6 overseas) Enhanced executive coaching for management, including officers 	◎	<ul style="list-style-type: none"> Strengthen talent management for next-generation leader personnel Strengthen succession planning to ensure appointment of best, diverse personnel to key positions from in Japan and overseas
	Enhance the training of advanced professional human resources	<ul style="list-style-type: none"> Conduct detailed design for the process from definition to appointment of advanced professional positions Construct professional skills development framework and foundation. Review skill assessment and design development process 	<ul style="list-style-type: none"> Newly established Corporate Executive (officer class) and Chief Professional (executive and department manager class) positions, and appointed three and six personnel to each respectively in April 2020 Systemized skill maps by job category and position, and cited these in the role description for each position to visualize the required skills Established systems for continuous development of capabilities through assessments 	◎	Formulated definition (role and skills) of personnel responsible for digital transformation (DX) and established development system
Creating a Diverse Work Style Environment P. 75	Reduction of total work hours	Improve average overtime hours, annual rate of taking paid leave, and total work hours compared to FY2019 results	Average overtime hours increased slightly (16.2 hours to 19.0 hours) Annual rate of taking paid leave improved (67.5% to 67.6%)	△	Further promote autonomous design of work style and fully leverage effects of flexible systems to reduce overtime
	Deployment of "Work Style Reform" that should improve productivity	Set up an environment for autonomously designing working time and location (abolish core time within the flextime system and promote further use of telework)	<ul style="list-style-type: none"> Flextime system without core time (super flex) introduced from October 2019 Created and promoted opportunities to practice telework, such as summer telework days, where employees work from home continuously for one week, and all NEC Group employees telework days in February 2020 	◎	In line with the changing work environment, such as the rapid spread of telework, study workstyles that will increase productivity and promote these practices in the workplace
	Expansion of work-life balance support measures	Introduce and promote use of systems that enable more flexible decisions on working time and location	The number of employees using reduced working hours and childcare leave decreased (assumed to reflect wider use of flexible working styles due to the encouragement of super flex and telework)	◎	Expanded the menu of the cafeteria-style welfare benefits system "Will be," introduced in April 2020, to meet employees' needs and strengthened support for work-life balance
Health and Safety P. 77	Complete enforcement of occupational health and safety (OH&S) management appropriate to diverse work environments	<ul style="list-style-type: none"> Maintain operations of the OH&S management system at each NEC workplace and formulate plan for transition to ISO 45001 Identify risk and implement countermeasures according to the characteristics of each business division with construction business divisions 	<ul style="list-style-type: none"> Continued to acquire OHSAS certification at four main business sites and six Group affiliates Formulated and implemented Health and Safety Action Plans for construction safety in construction business divisions 	○	<ul style="list-style-type: none"> Raise the completion rate of Companywide online health and safety education (90% or higher) Increase level of health and safety by working through a PDCA cycle for safe construction processes
	Improve subjective sense of good health and lifestyle habits of NEC Group employees	<ul style="list-style-type: none"> Establish an environment that raises employees' awareness of health using ICT Maintain "Health and Productivity Management Organization (White 500)" certification 	<ul style="list-style-type: none"> Introduced Health Checkup Forecast Simulation for predicting future health checkup results from results of regular health checkups Designated as a "Health and Productivity Management Organization" 2020 	○	<ul style="list-style-type: none"> Achieve usage rate of 75% or higher for the Health Checkup Forecast Simulation Maintain "Health and Productivity Management Organization" designation
AI and Human Rights P. 80	Promote business operations with respect for human rights in relation to social implementation of AI	<ul style="list-style-type: none"> Continue dialogues with multiple stakeholders and confirm initiatives based on the NEC Group AI and Human Rights Principles (the "Companywide principles"). Update the principles themselves if necessary. Incorporate the Companywide principles into the relevant business framework 	<ul style="list-style-type: none"> Established the Digital Trust Advisory Council (P. 80) and held meetings to incorporate the advice and knowledge of external experts. Incorporated initiatives with respect for human rights based on the concept of the Companywide principles into the business execution process 	◎	<ul style="list-style-type: none"> Grasp trends relating to technology evolution and changes in systems and social acceptability; and improve and strengthen initiatives with respecting human rights based on the concept of the Companywide principles Continue dialogue with a range of stakeholders

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Social	Objectives for the Mid-term	FY2020 Objectives	FY2020 Achievements and Progress	Degree of Completion	FY2021 Objectives
Personal Information Protection and Privacy P. 81	Global implementation of personal information protection	<ul style="list-style-type: none"> Prepare the NEC Group European Personal Information Handling Manual Conform with legislation of regulations regarding transfer of personal information outside of each country and region Ensure understanding of escalation rules for personal information infringement incidents at overseas consolidated subsidiaries 	<ul style="list-style-type: none"> Created the manual described on the left Posted a Privacy Notice in compliance with the California Consumer Privacy Act (CCPA) on the Company's external website Made all relevant companies aware of the escalation rules for personal information infringement incidents at overseas consolidated subsidiaries 	◎	<ul style="list-style-type: none"> Formulate the NEC Group Basic Rules on Personal Information Protection Conform with legislation of regulations regarding transfer of personal information outside of each country and region
	Conformance to amendments to the Personal Information Protection Law	Take steps to ensure thorough compliance with final rules regarding personal information transferred from Europe to Japan based on sufficiency confirmation* <small>*Inspection and confirmation by the European Commission that a destination country or region has sufficient measures in place to protect personal information in the cases where personal information is transported out of the European Union to a third country</small>	<ul style="list-style-type: none"> Created materials to explain the final rules, and made them known to business divisions and domestic consolidated subsidiaries 	◎	Respond to enforce compliance with the Personal Information Protection Law amended in 2020 amendments to the Personal Information Protection Law
Information Security and Cyber Security P. 84	Strengthen measures against cyber attacks	Minimize the effects of serious security incidents and promote our own information security practices as a reference M <ul style="list-style-type: none"> Strengthen detection of unknown malware and mobile access environment security Development of EDR* throughout the world Validate effect of advanced measures that can be used as a frame of reference <small>*Endpoint Detection and Response</small>	<ul style="list-style-type: none"> Finished strengthening internal attack monitoring and mobile access security Completed rolling out EDR in Japan and overseas Conducted Red Team* risk assessments <small>*A team that conducts a simulated cyber attack similar to an actual threat against a company or organization to assess the organization's resilience to attack and present proposals for improvements and additional measures</small>	◎	<ul style="list-style-type: none"> Strengthen management of important information Strengthen use of threat intelligence Strengthen security monitoring Strengthen global network security
	Strengthen the improvement of secure products, systems and services	Improve standards for promoting secure development and implementation, and improve and enhance guidelines and tools	Revised security standards and checklists, developed guidelines and tools	◎	Enhance systems and improve processes for promoting secure development and implementation, and improve and enhance guidelines and tools
	Improve security in cooperation with business partners	<ul style="list-style-type: none"> Promote knowledge of practical guidelines for secure development and implementation among business partners, and improve and enhance them Promote improvement to secure development and implementation by conducting inspections to understand the status of business partners' working environments and outsourcing management 	<ul style="list-style-type: none"> Made the guidelines described on the left known to business partners through explanation meetings and so forth, and improved and enhanced them Inspected the working environments and outsourcing management status of business partners, and improved the environments of business partners where issues were identified 	◎	<ul style="list-style-type: none"> Apply security measures in accordance with business partners' work environments and outsourcing details, and promote improvements based on inspection results Ensure that everyone is well aware of guidelines on secure development and implementation
CS (Customer Satisfaction) Initiative P. 89	Continue to be a company that is trusted and chosen by customers	Continue to perform improvement activities continuously based on customers' opinions and promote activities matched to the characteristics of each business area	<ul style="list-style-type: none"> Widened the target of the Customer Satisfaction Survey, and increased the frequency to twice a year Provided feedback on results to customers who responded Ranked No. 1 for customer satisfaction in the System Operation-related Services (Manufacturer) category in the 2019-2020 Nikkei Computer Customer Satisfaction Surveys 	◎	<ul style="list-style-type: none"> Continue to perform improvement activities continuously based on customers' opinions and promote activities matched to the characteristics of each business area Achieve a result for the Customer Satisfaction Survey (average total satisfaction) higher than the industry average in market surveys conducted by NEC Corporation
		Continue striving to foster a CS mindset and share information on good examples of CS activities among NEC Group employees throughout the world	<ul style="list-style-type: none"> Shared examples of excellent CS activities around the world widely among employees and promoted fostering of a CS mindset Employees received regular CS training by external lecturers 	◎	Continue striving to foster a CS mindset and share good examples of CS activities among NEC Group employees throughout the world
Cooperation with the Local Communities P. 90	Embed social contribution activities within the business strategy	Continue to promote private-public partnerships where business and co-creation/corporate citizenship activities are integrated	In cooperation with business divisions, concluded comprehensive cooperation agreements with Yamanashi Prefecture and the Tokyo Voluntary Action Center	○	Strengthened system structure for promoting social engagement activities as One NEC, including initiatives in response to emergencies and disasters, such as COVID-19, and strengthened information communication
	Create opportunities for new business creation from corporate citizenship activities	Continue encouraging employees to participate in "NEC Social Entrepreneurship School," "NEC Pro Bono Initiative," etc.	Created employee participation forum as a new program within the "NEC Social Entrepreneurship School" with 150 participants. Diversified employee participation options, leading to a dramatic increase in the number of employees registered on the volunteer database (end of FY2019: 450 persons to end of FY2020: 1,700 persons)	◎	Further accelerate employee participation in social engagement activities centered on the "NEC Social Entrepreneurship School" and "NEC Pro Bono Initiative," etc.

データ集 Data Collection

対象期間は、2018年、2019年、および2020年3月31日に終了した連結会計年度または各年3月31日現在です。
 「連結」は日本電気株式会社および連結子会社が対象です。
 ☑のついたデータは、第三者保証を受けた数値です。
 (*女性管理職数・比率、従業員平均年齢・勤続年数、育児・介護休暇取得者数、日本電気株式会社における、執行役員、嘱託など、顧問など、出向受入者を除きます。)

The applicable periods are the consolidated accounting periods (ending each March 31 of 2018, 2019 and 2020) and the applicable dates are as of March 31 of each year.
 "Consolidated" refers to NEC Corporation and its consolidated subsidiaries.
 The data marked with a check (☑) have been verified by a third party.
 Note: The following figures for female managers, average age of employees, average length of employment, and number of people utilizing childcare leave and nursing care leave do not include corporate officers, advisors, and non-permanent employees of NEC Corporation.

ガバナンス Governance

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	
コーポレート・ ガバナンス Corporate Governance	取締役数 Number of directors	単独 Non-consolidated	人 Persons	合計 Total	11	11	11
	男性 Male			10	10	10	
	女性 Female			1	1	1	
	社外取締役数 Number of outside directors	単独 Non-consolidated	人 Persons	5	5	5	
	社外取締役比率 Ratio of outside directors to all directors	単独 Non-consolidated	%	45.5	45.5	45.5	
	外国籍取締役数 Number of directors with non-Japanese citizenship	単独 Non-consolidated	人 Persons	0	0	0	

☑ コーポレート・ガバナンス Corporate Governance

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
リスク・ コンプライアンス Risk / Compliance	コンプライアンスに関する Web研修受講率 Web-based compliance training completion rate	単独 Non-consolidated	%	98.3	98.4	98.8
		国内連結子会社 Domestic consolidated subsidiaries	%	98.0	98.6	98.9
	コンプライアンス・ホットライン 相談件数 Compliance hotline - number of consultations	単独 Non-consolidated	件 Consultations	118	121	90
	個人情報保護教育受講率 Personal information protection training participation rate	単独 Non-consolidated	%	100.0	100.0	98.0

☑ コンプライアンスとリスク・マネジメント Compliance and Risk Management

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
サプライチェーン・ マネジメント Supply-Chain Management	Supplier Visit Record (SVR) 実施件数 Number of Supplier Visit Records (SVRs) conducted	単独 Non-consolidated	件 Visits	-	77	104

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
サプライチェーン・ マネジメント Supply-Chain Management	情報セキュリティ点検実施社数 (※国内・海外NECグループを含む) Number of companies with information security assessments (including domestic and overseas NEC Group companies)	国内 Domestic	社 Companies	54	46	47
		海外 Overseas	社 Companies	34	31	31
	CSR・情報セキュリティ施策説明会 調達取引先の出席社数・参加者数 Number of companies and participants at the CSR and information security measures briefing					
	出席社数 Number of companies	社 Companies		1,361	1,320	1,343
	参加者数 Number of participants	人 Persons		1,813	1,758	1,804
	調達取引先の情報セキュリティ対策の点検社数 Number of business partner companies subject to inspection and review of information security measures					
	訪問点検 On-site assessment	社 Companies	54	37	28	
	書類点検 Web-based self-assessment	社 Companies	1,467	1,423	1,465	

☑ 情報セキュリティとサイバーセキュリティ Information Security
 ☑ 個人情報保護、プライバシー Personal Information Protection and Privacy
 ☑ サプライチェーン・マネジメント Supply-Chain Management

社会 Social

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
人権尊重 Respecting Human Rights	人権啓発集合研修受講者数 Number of people who have attended a human rights awareness training session					
	Web研修 e-learning	単独 Non-consolidated	人 Persons	8,026	20,936	21,150
	集合研修 Group study	単独 Non-consolidated	人 Persons	586	441	537
	人権ホットライン相談窓口相談件数 Human rights hotline - Number of consultations	単独 Non-consolidated	件 Consultations	49	48	42

☑ 人権の尊重 Respecting Human Rights

		パウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
従業員構成 Employee composition	地域別従業員数・比率 Number and ratio of employees by region					
	合計 Total	連結 Consolidated	人 Persons (%)	109,390 (100.0)	110,595 (100.0)	112,638 (100.0)
	日本 Japan		人 Persons (%)	79,642 (72.8)	76,799 (69.4)	76,180 (67.6)
	アジア太平洋地域 Asia Pacific		人 Persons (%)	10,985 (10.0)	11,772 (10.6)	14,114 (12.5)
	中国・東アジア China / East Asia		人 Persons (%)	4,739 (4.3)	4,614 (4.2)	4,782 (4.2)
	欧州・中東・アフリカ EMEA		人 Persons (%)	6,636 (6.1)	9,797 (8.9)	10,505 (9.3)
	北米 North America		人 Persons (%)	2,710 (2.5)	2,769 (2.5)	2,734 (2.4)
	中南米 Latin America		人 Persons (%)	4,678 (4.3)	4,844 (4.4)	4,323 (3.8)
外国人従業員数 Number of foreign national employees	単独 Non-consolidated		人 Persons	267	268	290
男女別従業員構成 Employee Composition by Gender	単独男女別従業員数・比率 Non-consolidated number and ratio of employees by gender					
	合計 Total	単独 Non-consolidated	人 Persons	21,010	20,252	20,125
	男性 Male		17,390	16,643	16,381	
	女性 Female		3,620	3,609	3,744	
	女性従業員比率 Ratio of female employees	%	17.2	17.8	18.6	
	連結男女別従業員数・比率 Consolidated number and ratio of employees by gender					
	合計 Total	連結 Consolidated	人 Persons	—	110,595	112,638
男性 Male	—		83,895	84,533		
女性 Female	—		26,700	28,105		
女性従業員比率 Ratio of female employees	%		—	24.1	25.0	

		パウンダリ Boundary	単位 Unit	2018年	2019年	2020年
管理職構成 Management Composition	管理職数(※各年4月1日現在) Number of managers (As of April 1 of each fiscal year)					
	合計 Total	単独 Non-consolidated	人 Persons	6,467	6,099	6,138
	男性 Male		6,095	5,740	5,743	
	女性 Female		<input checked="" type="checkbox"/> 372	<input checked="" type="checkbox"/> 359	<input checked="" type="checkbox"/> 395	
	女性管理職比率 Ratio of female managers		%	<input checked="" type="checkbox"/> 5.8	<input checked="" type="checkbox"/> 5.9	<input checked="" type="checkbox"/> 6.4
	部長級以上の女性人数 Number of female department heads or higher		人 Persons	95	102	116
	部長級以上の女性比率 (全部長級以上の人数に対する割合) Ratio of female managers in department manager or higher positions (Ratio to total personnel in department manager or higher positions)		%	4.3	4.8	5.4
	管理職数(※各年3月31日現在) Number of managers (As of March 31 of each year)					
女性管理職数 Number of female managers	連結*1 Consolidated*1		人 Persons	—	2,121	<input checked="" type="checkbox"/> 2,105
女性管理職比率 Ratio of female managers		%	—	7.8	<input checked="" type="checkbox"/> 7.8	

*1: 日本航空電子工業(株)のグループ会社は除く
Excluding Group companies of Japan Aviation Electronics Industry, Limited

		パウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
雇用形態別 従業員構成 Employee Composition by Employment Type	単独雇用形態別従業員数 Non-consolidated number of employees by employment type					
	正規 Regular	単独 Non-consolidated	人 Persons	21,010	20,252	20,125
	非正規 Temporary		42	50	46	
	連結雇用形態別従業員数 Consolidated number of employees by employment type					
	正規 Regular	連結 Consolidated	人 Persons	—	—	112,638
非正規 Temporary	—		—	8,703		

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	
採用構成 Hiring Composition	採用人数(中途含む) Number of new employees	単独 Non-consolidated	人 Persons	合計 Total	505	449	703
	男性 Male			364	317	515	
	女性 Female			141	132	188	
	女性採用比率 Ratio of female new employees	%	27.9	29.4	26.7		
外国人新卒採用人数 Number of new employees - New graduates (foreign nationals)	単独 Non-consolidated	人 Persons	37	31	17		

		バウンダリ Boundary	単位 Unit	2017年	2018年	2019年	2020年	
障がい者雇用 Hiring of People with Disabilities	単独障がい者雇用率 Non-consolidated ratio of employees with disabilities	単独*2 Non-consolidated*2	人 Persons	障がい者数 Number of employees with disabilities	-	-	372	383
	障がい者雇用率 Ratio of employees with disabilities			%	☑ 2.04	☑ 2.22	☑ 2.33	2.38
	連結障がい者雇用率 Consolidated ratio of employees with disabilities	国内連結 Domestic consolidated subsidiaries	%	障がい者雇用率 Ratio of employees with disabilities	2.10	2.14	☑ 1.99*3	2.18*4

*2: 日本電気(株)、NECフレンドリースタッフ(株)、NECマネジメントパートナー(株)
NEC Corporation, NEC Friendly Staff, Ltd., NEC Management Partner, Ltd.

*3: 国内100%子会社で、障害者雇用促進法に基づく関係会社適用を除く12社
At 12 wholly owned subsidiaries in Japan, excluding application to affiliates under the Act for Promotion of Employment of Persons with Disabilities

*4: 国内100%子会社で、障害者雇用促進法に基づく関係会社適用を除く13社
At 13 wholly owned subsidiaries in Japan, excluding application to affiliates under the Act for Promotion of Employment of Persons with Disabilities

		バウンダリ Boundary	単位 Unit	2018年	2019年	2020年	
従業員データ Employee Data	従業員平均年齢(※各年3月31日現在) Average age of employees (As of March 31 of each year)	単独 Non-consolidated	才 Years	全体 Total	☑ 43.4	☑ 43.4	☑ 43.7
	男性 Male			☑ 43.8	☑ 43.9	☑ 44.2	
	女性 Female			☑ 41.5	☑ 41.5	☑ 41.8	

		バウンダリ Boundary	単位 Unit	2018年	2019年	2020年	
従業員データ Employee Data	年齢層別従業員数(※各年3月31日現在) Number of employees by age group (As of March 31 of each year)	単独 Non-consolidated	人 Persons	合計 Total	21,010	20,252	20,125
	30歳未満 Under 30			2,057	2,146	2,202	
	30-50歳未満 Between 30-50			11,708	10,654	9,847	
	50歳以上 Above 50			7,245	7,452	8,076	
勤続状況 Length of Employment	従業員平均勤続年数(※各年3月31日現在) Average length of employment (As of March 31 of each year)	単独 Non-consolidated	年 Years	全体 Total	☑ 19.0	☑ 19.0	☑ 19.2
	男性 Male			☑ 19.2	☑ 19.2	☑ 19.4	
	女性 Female			☑ 18.3	☑ 18.1	☑ 18.3	
	定着状況 New graduate hire retention	バウンダリ Boundary	単位 Unit	合計 Total	男性 Male	女性 Female	
	2017年4月1日入社者 New hires on April 1, 2017	単独 Non-consolidated	人 Persons	469	336	133	
	うち2020年4月1日在籍者 Retained as of April 1, 2020			418	296	122	
	離職率 Attrition rate	バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	
3.5	単独 Non-consolidated	%	3.5	6.0	3.5		

📌 インクルージョン&ダイバーシティ Inclusion and Diversity
📌 多様な働き方への環境づくり Creating a Diverse Work Style Environment

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	
ワーク・ライフ・ バランス Healthy Work-life Balance	有給付与日数 (全従業員平均、繰り越し分除く) Number of days of annual paid leave (Average for all employees, excluding carry over)	単独 Non-consolidated	日 days	21.5	21.5	21.5	
	年次有給休暇取得率 Ratio of people taking paid leave	単独 Non-consolidated	%	69.3	67.5	67.6	
	育児休暇取得者数 Number of people utilizing childcare leave	単独 Non-consolidated	人 Persons	合計 Total	☑ 358	☑ 381	☑ 354
	男性 Male			25	33	40	
女性 Female	333			348	314		

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
ワーク・ライフ・ バランス Healthy Work-life Balance	育児休業復職率*5 Ratio of people returning to work after childcare leave*5	単独 Non-consolidated	%	94.7	97.3	97.5
	育児短時間勤務者 Number of people working shorter hours for childcare					
	合計 Total	単独 Non-consolidated	人 Persons	882	845	781
	男性 Male			17	21	14
	女性 Female			865	824	767
	介護休職取得者数 Number of people utilizing nursing care leave	単独 Non-consolidated	人 Persons	☑32	☑24	☑15
介護短時間勤務者 Number of people working shorter hours for nursing care	単独 Non-consolidated	人 Persons	25	23	26	
従業員月平均残業時間 Average monthly overtime	単独 Non-consolidated	時間 Hours	16.3	16.2	19.0	

*5: 前々年度に育児休暇を開始した従業員が復職した割合

Ratio of employees who have returned to work after starting childcare leave in the fiscal year before the previous fiscal year

🏢 インクルージョン&ダイバーシティ Inclusion and Diversity

🏢 多様な働き方への環境づくり Creating a Diverse Work Style Environment

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
給与 Salary	平均年間給与 Average annual salary	単独 Non-consolidated	100万円 Million yen	7.89	7.99	8.15

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
人材育成 Human Resources Development	従業員一人当たり研修日数 Number of training days per employee	単独 Non-consolidated	日 Days	5.7	5.7	5.8
		国内連結 Consolidated Group in Japan	日 Days	4.9	4.9	5.0
	従業員サーベイ回答率 Response rate of employees' survey	連結 NEC Corporation and domestic consolidated subsidiaries	%	81	84*6	87*8
		海外連結 Overseas consolidated subsidiaries	%	—	72*7	75*9
	会社が社会価値を創造する方向に変革していると実感している従業員の割合 Ratio of employees who feel that the Company's direction has changed toward creating social value	単独 Non-consolidated	%	—	22.9	25.3

*6: 対象: 23社 Scope: 23 companies

*7: 対象: 48社 Scope: 48 companies

*8: 対象: 21社 Scope: 21 companies

*9: 対象: 43社 Scope: 43 companies

🏢 人材開発・育成 Human Resources Development and Training

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
イノベーション・ マネジメント Innovation Management	研究開発費用 R&D expenses	連結 Consolidated	10億円 Billion yen	108.1	108.1	109.8
	特許件数 Number of patents		件 Patents	約 Approx. 51,000	約 Approx. 49,000	約 Approx. 47,000

🏢 イノベーション・マネジメント Innovation Management

		バウンダリ Boundary	単位 Unit	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
安全・健康 Health and Safety	労働災害 Labor accidents and disasters					
	度数率 Frequency rate	単独 Non-consolidated		☑0.3717	☑0.1904	☑0.2600
	強度率 Severity rate			☑0.0019	☑0.0071	☑0.0037

🏢 安全と健康 Health and Safety

		バウンダリ Boundary	単位 Unit	2016年度 FY2017	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020
社会貢献活動 Social Contribution Activities	社会貢献支出額 Social contribution expenditure						
	合計 Total	連結 Consolidated	100万円 Million yen	669	523	613	493
	金銭支出(政治寄付含む) Cash contributions including political donations			629	472	588	467
	施設開放・現物寄贈 Use of Company premises / Contributions of products and equipment			38	28	13	10
	工数他 Volunteer hours and others			2	23	12	16
政治寄付*10 Political donations*10	単独 Non-consolidated	100万円 Million yen	15	15	15	15	

*10: 関連法規遵守と透明性の確保のみならず、その必要性や妥当性を十分に考慮した上で、政治団体への寄付を行っています。
The donations are made to a political organization, giving due consideration to necessity and appropriateness, as well as complying with relevant laws and ensuring transparency.

🏢 地域社会との連携 Cooperation with the Local Communities

環境 Environment

対象期間は、2017年、2018年、2019年および2020年3月31日に終了した連結会計年度または各年3月31日現在です。
のついたデータは、第三者保証を受けた数値です。
 (※日本電気(株)およびNECグループ会社92社(国内41社海外51社)を対象としています。)

The applicable periods are the consolidated accounting periods (ending each March 31 of 2017, 2018, 2019 and 2020) and the applicable dates are as of March 31 of each year.
 The data marked with a check () have been verified by a third party.
 Note: NEC and NEC Group companies: 92 (including 41 domestic companies and 51 overseas companies)

	単位 Unit	2016年度 FY2017	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	留意点および算出方法詳細 Notes and Calculation Method
ITソリューション提供によるCO ₂ 排出削減貢献量(単年) CO ₂ emissions reduction by providing IT solutions	千t Thousand tons	2,630	4,220	5,300	4,750	業態毎の排出係数にNECの売上を積した後、全体の値にするため和算する。 尚、業態毎の排出係数は毎年の製品動向を反映している。 After multiplying the emission factor for each business type by NEC's sales, add up to obtain the total value. The emission factor for each business type reflects annual product trends.
製品のエネルギー効率改善 Improvement in energy efficiency of products	%	17	35	74	71	基準年度の製品の消費電力量と当該年度の消費電力量を性能比で比較。 基準年度の消費電力量(性能値)と当該年度の消費電力量(性能値)の差を基準年度の消費電力量(性能値)で除した。 Compare the power consumption of the product in the base year and the power consumption in that year in terms of performance ratio. The difference between the power consumption (performance value) of the base year and that year was reduced by the power consumption (performance value) of the base year.
温室効果ガス 排出量 Greenhouse gas emissions						
合計 Total	千t Thousand tons	<input checked="" type="checkbox"/> 7,760	<input checked="" type="checkbox"/> 8,171	<input checked="" type="checkbox"/> 8,129	<input checked="" type="checkbox"/> 7,483	<ul style="list-style-type: none"> ・エネルギー使用量:省エネ法(エネルギーの使用の合理化などに関する法律)に基づき算出 ・温室効果ガス排出量:温対法(地球温暖化対策の推進に関する法律)に基づき算出 ・温室効果ガスとは、CO₂(二酸化炭素)、CH₄(メタン)、N₂O(一酸化二窒素)、HFCs(ハイドロフルオロカーボン類)、PFCs(パーフルオロカーボン類)、SF₆(六フッ化硫黄)、NF₃(三フッ化窒素)を指します。 ・Scope別は以下のGHGプロトコルイニシアチブの分類に沿って算出 Scope1:事業者が所有または管理する排出源から発生する温室効果ガスの直接排出 Scope2:電気、蒸気、熱の使用に伴う温室効果ガスの間接排出 Scope3:Scope1,Scope2を除く、企業の上流・下流工程を網羅したその他の間接排出 ・TJ:テラジュール ・エネルギー使用量合計値には再生可能エネルギーは含まれません。 ・Energy consumption: Calculated based on Japanese law ・Greenhouse gas emissions: Calculated based on Japanese law ・Greenhouse gases include CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrogen monoxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF₆ (sulfur hexafluoride), NF₃ (nitrogen trifluoride). ・Calculated by scope according to the following GHG Protocol Initiative classification Scope 1: Direct emission of greenhouse gases generated from emission sources owned or controlled by businesses Scope 2: Indirect emissions of greenhouse gases from the use of electricity, steam, and heat Scope 3: Except for Scope 1, Scope 2, other indirect emissions covering the upstream and downstream processes of the company ・TJ: Terajoule ・Renewable energy is not included in the total energy consumption.
Scope 1	千t Thousand tons	<input checked="" type="checkbox"/> 54	<input checked="" type="checkbox"/> 56	<input checked="" type="checkbox"/> 52	<input checked="" type="checkbox"/> 26	
Scope 2	千t Thousand tons	<input checked="" type="checkbox"/> 296	<input checked="" type="checkbox"/> 282	<input checked="" type="checkbox"/> 277	<input checked="" type="checkbox"/> 347	
Scope 3	千t Thousand tons	<input checked="" type="checkbox"/> 7,410	<input checked="" type="checkbox"/> 7,833	<input checked="" type="checkbox"/> 7,795	<input checked="" type="checkbox"/> 7,110	
エネルギー使用量 Energy usage						
合計 Total	TJ MWh	<input checked="" type="checkbox"/> 6,777 <input checked="" type="checkbox"/> 872,967	<input checked="" type="checkbox"/> 6,789 <input checked="" type="checkbox"/> 880,236	<input checked="" type="checkbox"/> 6,746 <input checked="" type="checkbox"/> 863,564	<input checked="" type="checkbox"/> 7,642 <input checked="" type="checkbox"/> 853,536	<ul style="list-style-type: none"> ・エネルギー使用量合計値には再生可能エネルギーは含まれません。 ・Energy consumption: Calculated based on Japanese law ・Greenhouse gas emissions: Calculated based on Japanese law ・Greenhouse gases include CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrogen monoxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF₆ (sulfur hexafluoride), NF₃ (nitrogen trifluoride). ・Calculated by scope according to the following GHG Protocol Initiative classification Scope 1: Direct emission of greenhouse gases generated from emission sources owned or controlled by businesses Scope 2: Indirect emissions of greenhouse gases from the use of electricity, steam, and heat Scope 3: Except for Scope 1, Scope 2, other indirect emissions covering the upstream and downstream processes of the company ・TJ: Terajoule ・Renewable energy is not included in the total energy consumption.
電気 Electricity	TJ MWh	<input checked="" type="checkbox"/> 5,708 <input checked="" type="checkbox"/> 575,816	<input checked="" type="checkbox"/> 5,685 <input checked="" type="checkbox"/> 573,703	<input checked="" type="checkbox"/> 5,712 <input checked="" type="checkbox"/> 576,337	<input checked="" type="checkbox"/> 7,140 <input checked="" type="checkbox"/> 723,001	
ガス Fuel (gas)	TJ MWh	<input checked="" type="checkbox"/> 938 <input checked="" type="checkbox"/> 260,676	<input checked="" type="checkbox"/> 984 <input checked="" type="checkbox"/> 273,368	<input checked="" type="checkbox"/> 931 <input checked="" type="checkbox"/> 258,749	<input checked="" type="checkbox"/> 396 <input checked="" type="checkbox"/> 100,945	
燃料(重油・灯油等) Fuels (heavy oil and kerosene, etc.)	TJ MWh	<input checked="" type="checkbox"/> 98 <input checked="" type="checkbox"/> 27,178	<input checked="" type="checkbox"/> 100 <input checked="" type="checkbox"/> 27,819	<input checked="" type="checkbox"/> 81 <input checked="" type="checkbox"/> 22,629	<input checked="" type="checkbox"/> 87 <input checked="" type="checkbox"/> 24,234	
熱(蒸気・温水・冷水) Steam / heating / cooling	TJ MWh	<input checked="" type="checkbox"/> 33 <input checked="" type="checkbox"/> 9,297	<input checked="" type="checkbox"/> 19 <input checked="" type="checkbox"/> 5,346	<input checked="" type="checkbox"/> 21 <input checked="" type="checkbox"/> 5,849	<input checked="" type="checkbox"/> 19 <input checked="" type="checkbox"/> 5,356	
再生可能エネルギー Renewable energies	TJ MWh	2 304	3 323	4 426	528 55,420	
エネルギー消費原単位 Energy consumption rate	t/億円 t/100 million yen	6.6	6.8	6.5	6.6	

	単位 Unit	2016年度 FY2017	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	留意点および算出方法詳細 Notes and Calculation Method
水使用量 Water usage						
合計 Total	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 2,240	<input checked="" type="checkbox"/> 2,314	<input checked="" type="checkbox"/> 2,193	<input checked="" type="checkbox"/> 2,550	水使用量合計値には、再利用水は含まれません。 Recycled water is not included in the total amount of water usage.
上水道 Waterworks	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 1,060	<input checked="" type="checkbox"/> 1,110	<input checked="" type="checkbox"/> 1,062	<input checked="" type="checkbox"/> 1,293	
地下水 Ground water	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 920	<input checked="" type="checkbox"/> 854	<input checked="" type="checkbox"/> 825	<input checked="" type="checkbox"/> 998	
工業用水 Industrial water	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 260	<input checked="" type="checkbox"/> 350	<input checked="" type="checkbox"/> 306	<input checked="" type="checkbox"/> 259	
再利用水 Recycled wate	千m ³ Thousand m ³	10	10	10	7	
排水量 Wastewater						
合計 Total	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 1,390	<input checked="" type="checkbox"/> 1,614	<input checked="" type="checkbox"/> 1,483	<input checked="" type="checkbox"/> 2,084	
下水系 Sewage-related	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 840	<input checked="" type="checkbox"/> 1,160	<input checked="" type="checkbox"/> 1,076	<input checked="" type="checkbox"/> 1,720	
公共水域系 Public water-related	千m ³ Thousand m ³	<input checked="" type="checkbox"/> 550	<input checked="" type="checkbox"/> 454	<input checked="" type="checkbox"/> 407	<input checked="" type="checkbox"/> 364	
水原単位 Water consumption rate	km ³ /億円 km ³ /100 million yen	8.41	8.14	7.53	8.22	
廃棄物排出量 (一般廃棄物+産業廃棄物) Total waste emissions (general waste + industrial waste)	千t Thousand tons	<input checked="" type="checkbox"/> 26	<input checked="" type="checkbox"/> 42.6	<input checked="" type="checkbox"/> 38.3	<input checked="" type="checkbox"/> 38.6	
再資源化率 Resource reuse rate	%	90.6	91.0	90.0	94.90	
NOx排出量 NOx emissions	t	16	27.9	22.5	13.8	
SOx排出量 SOx emissions	t	1.1	0.8	0.4	0.01	
VOC大気排出量 VOC emissions	t	<input checked="" type="checkbox"/> 203	<input checked="" type="checkbox"/> 248	<input checked="" type="checkbox"/> 335	<input checked="" type="checkbox"/> 68	
PRTR法対象化学物質 取扱量 Volume of chemicals subject to Pollutant Release & Transfer Registers	千t Thousand tons	50	4.0	3.5	0.3	

Data Collection Scope: 92 Companies comprising NEC Corporation and NEC Group companies (41 in Japan and 51 overseas)


Nº	Company Name (Japan)	Nº	Company Name (Japan)
1	NEC Corporation	29	NEC Embedded Technology, Ltd.
2	ABeam Consulting Ltd.	30	NEC Fielding, Ltd.
3	OCC Corporation	31	NEC Platforms, Ltd.
4	NEC Nexsolutions, Ltd.	32	NEC Patent Service, Ltd.
5	SHIMIZU SYNTEC Corporation	33	NEC Friendly Staff, Ltd.
6	Sunnet Corporation	34	NEC Management Partner, Ltd.
7	Bestcom Solutions Inc.	35	NEC Livex, Ltd.
8	YEC Solutions Inc.	36	Institute for International Socio-Economic Studies
9	KIS Co., Ltd.	37	TAKASAGO, Ltd.
10	NEC Space Technologies, Ltd.	38	NEC Display Solutions, Ltd.
11	NEC Network and Sensor Systems, Ltd.	39	Showa Optronics Co., Ltd.
12	NEC Aerospace Systems, Ltd.	* 40	Nippon Avionics Co., Ltd.
13	Cyber Defense Institute, Inc.	* 41	Avionics Fukushima Co., Ltd
14	Japan Aviation Electronics Industry, Limited		
15	JAE Hirosaki, Ltd.		
16	JAE Yamagata, Ltd.		
17	JAE Fuji, Ltd.		
18	JAE Shinshu, Ltd.		
19	NEC Facilities, Ltd.		
20	Forward Integration System Service Co., Ltd.		
21	LIVANCE-NET Ltd.		
22	JN System Partners Co., Ltd.		
23	NEC Networks & System Integration Corporation		
24	NEC Magnus Communications, Ltd.		
25	NEC Solution Innovators, Ltd.		
26	NEC Communication Systems, Ltd.		
27	Infosec Corporation		
28	NEC Embedded Products, Ltd.		

* Included in actual scope until December 2019 (thereafter excluded from the scope of consolidation)

Nº	Company Name (Overseas)	Nº	Company Name (Overseas)
1	NEC Corporation of America	27	恩益禧數碼芯用產品貿易(上海)有限公司 (NEC Information Systems (Shanghai), Ltd.)
2	NEC Canada, Inc.	28	NEC Hong Kong Limited
3	NEC Laboratories America, Inc.	29	NEC Taiwan Ltd. (台湾恩益禧股份有限公司)
4	Niteo Technologies, Private Limited	30	NEC Asia Pacific Pte. Ltd.
5	NEC Energy Solutions, Inc.	31	NEC Corporation of Malaysia Sdn. Bhd.
6	NEC Latin America S.A.	32	NEC Corporation (Thailand) Ltd.
7	NEC Argentina S.A.	33	NEC Technologies India Private Limited
8	NEC Chile S.A.	34	NEC Philippines, Inc.
9	NEC de Colombia S.A.	35	NEC Vietnam Company Limited
10	NEC de Mexico, S.A.de C.V.	36	PT. NEC Indonesia
11	NEC Europe Ltd.	37	NEC Australia Pty Ltd
12	NEC Deutschland GmbH	38	NEC New Zealand Limited
13	NEC Eastern Europe Kft.	39	NetCracker Technology Corporation
14	NEC France S.A.S.	40	KMD Holding ApS
15	NEC Iberica S.L.	41	台湾航空電子股份有限公司 (JAE Taiwan, Ltd.)
16	NEC Italia S.p.A.	42	JAE Oregon, Inc.
17	NEC Laboratories Europe GmbH	43	JAE Tijuana, S.A. de C.V.
18	NEC Portugal-Telecomunicacoes e Sistemas, S.A.	44	JAE Philippines, Inc.
19	NEC Scandinavia AB	45	航空電子(無錫)有限公司 (JAE Wuxi Co., Ltd.)
20	NEC Telecommunication & Information Technology Ltd.	46	航空電子(吳江)有限公司 (JAE Wujiang Co., Ltd.)
21	NEC (UK) Ltd.	47	日電卓越軟件科技(北京)有限公司 (NEC Advanced Software Technology (Beijing) Co., Ltd.)
22	Joint-Stock Company NEC Neva Communications Systems	48	NEC軟件(濟南)有限公司 (NEC Soft (Jinan) Co., Ltd.)
23	NEC XON Holdings (Proprietary) Limited	49	日電平台科技(蘇州)有限公司 (NEC Platform Technologies (Suzhou) Co., Ltd.)
24	NEC Saudi Arabia, Ltd.	50	NEC Platforms Thai Co., Ltd.
25	日電(中國)有限公司 (NEC (China) Co., Ltd.)	51	NEC Enterprise Communication Technologies, Inc.
26	日電信息系統(中國)有限公司 (NEC Solutions (China) Co.,Ltd.)		

Third-party Assurance

NEC Sustainability Report 2020 has been assured by a third party for the items listed in the following assurance statement.



SGS Japan's Report on Sustainability Activities in the NEC Corporation Sustainability Report 2020

NATURE AND SCOPE OF THE ASSURANCE
 SGS Japan Inc. was commissioned by NEC Corporation (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability Report 2020 (hereinafter referred to as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, includes the stakeholder management process, data on the number and ratio of female managers to the total number of managers, ratio of employees with disabilities, number of the people who have taken childcare and nursing care leave, average age of employees including gender-segregated data, average length of employment including gender-segregated data, frequency and severity rate of labor accidents and disasters and management systems supporting the reporting process. Refer to the attached sheet for the detailed scope of assurance.

The information contained in the Report and its presentation are the responsibility of the directors or governing body and the management of the Organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data and statements within the scope of assurance with the intention to inform all the Organization's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 Series of Standards and Guidance for Assurance Providers.

The Report has been assured at a moderate level of scrutiny using our protocols for:

- Evaluation of content veracity;
- AA1000 Assurance Standard (2008) and 2018 Addendum Type 2 evaluation of the report content, and supporting management systems against the AA1000 Accountability Principles (2018);

The assurance comprised a combination of pre-assurance research, interviews with the management and the division for Social Responsibility, verification and confirmation of vouchers, and review of related materials and records. All assurance procedures were carried out remotely by connecting via the internet to prevent the spread of COVID-19 infections.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
 The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification, quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the organization, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on the knowledge, experience and qualifications of the each team member for this assignment, and comprised auditors registered with lead auditors of ISO9001, ISO14001, ISO45001 and lead verifiers of greenhouse gas emissions.

ASSURANCE OPINION
 Within the scope of the assurance activities employing the methodologies described above, nothing has come to our attention that caused us to believe that the information and data contained within the Report does not provide a fair and balanced description of the organization's sustainability activities for fiscal year 2019. The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity
 The Organization identified the relationships between the business segments of the Organization and social needs and various media such as GRI Standards, ISO26000, SDGs, the United Nations Global Compact, and corporate surveys, and enhanced to address social issues and social value creation as the business issues. All relevant targets of stakeholders, such as customers, shareholders, investors, suppliers, the local community, employees and the global environment, are identified, and communications, such as external experts' reviews, surveys, and Labor-Management Consultations, are performed by the respective divisions in charge. Needs and expectations received from stakeholders have been incorporated into the Organization through the communication process above, and the actions are being considered. Sustainability issues are integrated into the business issues, and the Organization takes actions by appropriately discussing among executives and reporting the issues approved by director in charge of sustainable management to the Board of Directors. The responses to the stakeholders are re-incorporated into the stakeholder communication process, and the stakeholder engagement process has continually been improved. The series of processes is disclosed in the Report. SGS Japan Inc. confirmed these processes through the assurance assessment.

Materiality
 The materiality issues identified by the Organization were determined with consideration given to the organizational context and social needs. The Organization is taking necessary actions to address the issues in the entire organization and the relevant divisions through the business activities. The Organization has set the targets to be achieved in the responsible divisions where possible. The series of processes is disclosed in the Report. SGS Japan Inc. confirmed the above processes through the assurance assessment.

Responsiveness
 The Organization addresses the identified issues as the business activities of the relevant divisions. Direct dialogues with stakeholders are also conducted through types of communications. The Organization makes various efforts, so that the entire organization consistently conducts business activities with high ethical values. The Organization has also improved the vacation system and introduced financial support in consideration of the employee-friendly work environment. The Organization considers the items to be disclosed depending on the degree of interest of stakeholders and the requests from the corporate surveys, and discloses them through various media including the Report. SGS Japan Inc. confirmed the above processes through the assurance assessment.

Impact
 The results of responses to identified issues have been reported to stakeholders through a variety of media, such as the Report. Some of information in the reports have been disclosed, including target values. Although it has not yet been disclosed, it sets out benchmarks such as industry standards and other companies in the same industry to assess the impact of an organization's performance on society. In the future, there is room for improvement in the disclosure of this benchmark. In addition, by incorporating the organization's ESG outcomes into executive compensation practices, the organization integrates sustainability impacts into organizational decisions. SGS Japan Inc. confirmed the above processes through the assurance assessment.

For and on behalf of SGS Japan Inc.
 Senior Executive & Director
 Certification and Business Enhancement Yuji Takeuchi

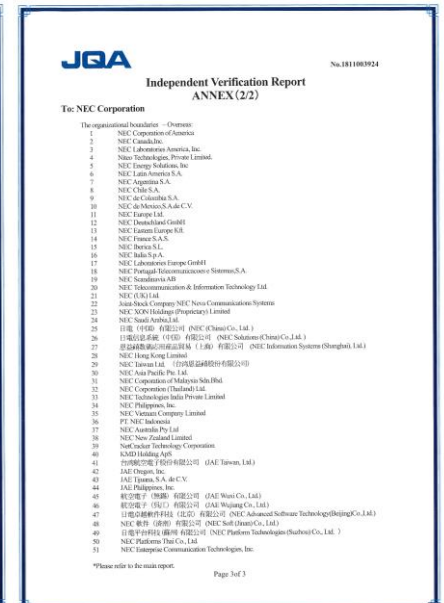
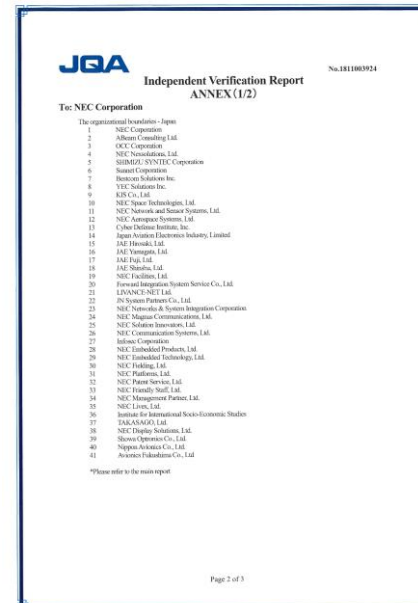
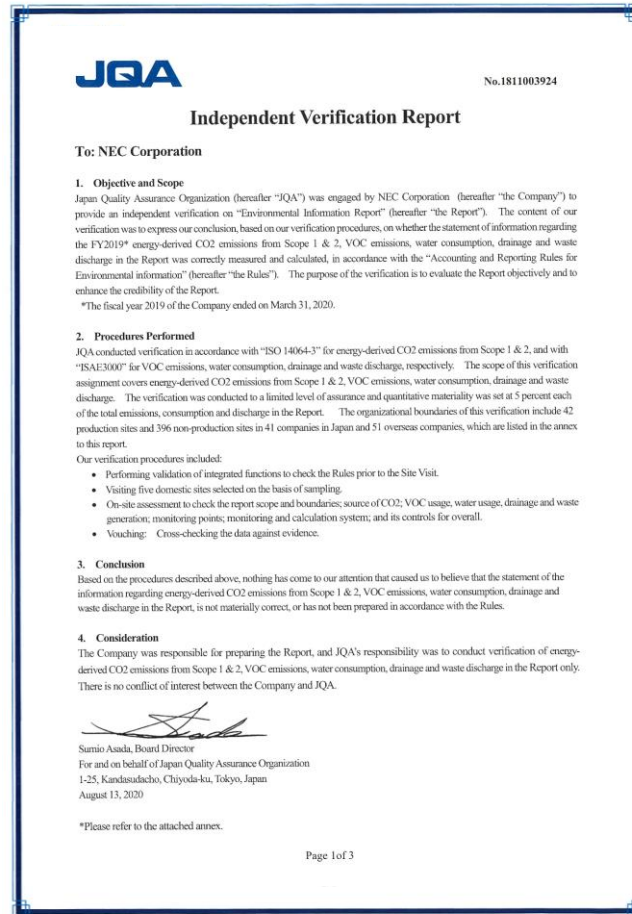



19 June, 2020
 Signed:

The details of the scope of assurance

The scope	The boundary and period	The assertion
1 Ratio of employees with disabilities	NEC Corporation 1 June 2019	2.33%
	※Domestic consolidated subsidiaries (12 wholly owned subsidiaries in Japan excluding affiliated companies based on the Act for Promotion of Employment of Persons with Disabilities) 1 June 2019	1.99%
2 Number and ratio of female managers	NEC Corporation 1 April 2020	395/6.4%
	NEC Corporation and its consolidated subsidiaries (Excluding group companies of Japan Aviation Electronics Industry, Limited) 31 March 2020	2,105/7.8%
3 Average age of Employees	NEC Corporation 31 March 2020	Total : 43.7 Male : 44.2 Female : 41.8
4 Average years of employment	NEC Corporation 31 March 2020	Total : 19.2 Male : 19.4 Female : 18.3
5 Number of people utilizing childcare leave	NEC Corporation 1 April 2019~31 March 2020	354
6 Number of people utilizing nursing care leave	NEC Corporation 1 April 2019~31 March 2020	15
7 Frequency and severity rate of labor accidents and disasters	NEC Corporation 1 April 2019~31 March 2020	Frequency rate : 0.2600 Severity rate : 0.0037

The environmental data presented in NEC Sustainability Report 2020 has received the following third-party verification reports.



External Ratings and Evaluation (As of June 2020)

NEC is included in world-renowned Environmental, Social, and Governance (ESG) indexes.

► [External Ratings and Evaluation](#)

FTSE4Good Index Series

NEC has been included in this index continuously since 2002.



FTSE4Good Index Series

MSCI ESG Leaders Indexes

NEC has been included in this index continuously since 2015. (The name of the indexes was changed from MSCI Global Sustainability Indexes in 2017.)




MSCI ESG INDEXES

THE INCLUSION OF NEC CORPORATION IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF NEC CORPORATION BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

CDP (Climate Change and Water Security)


NEC has been included in "A List 2019" for both Climate Change and Water Security.



CDP

ISS ESG Corporate Rating

NEC was rated "Prime" in March 2018 in the "Electronics Devices & Appliances" industry sector. (The name of the index was changed from the "oekom Corporate Rating")



ISS ESG Corporate Rating

Euronext Vigeo World 120

NEC has been included in this index continuously since 2012.



Half-year review Euronext Vigeo Eiris ESG indices

Ethibel Pioneer & Excellence

NEC was selected for the ETHIBEL "EXCELLENCE" Register in 2009, receiving ETHIBEL "PIONEER" Register, the higher evaluation, in 2013. NEC has been selected for PIONEER & EXCELLENCE continuously since 2013.



Ethibel Pioneer & Excellence

STOXX Global ESG Leaders Index

NEC has been included in this index continuously since 2014.



STOXX Global ESG Leaders Index

EcoVadis

NEC has been awarded "Gold" CSR rating, the highest rating, continuously since 2012.



EcoVadis

[Other External Evaluations](#)

► [Awards for social contribution](#)

► [Recognition and awards for environmental activities](#)

NEC Corporation has received external evaluations of its working environment such as the following.

"L-boshi" Certification	
<p>Certification recognizing companies for outstanding compliance with the Act on Promotion of Women's Participation and Advancement in the Workplace.</p> <p>By meeting all the five criteria for certification, namely recruitment, continued employment, working hours, percentage of women in managerial positions, and diversity of career courses, NEC Corporation became the first company in April 2016 to receive the "3-star" mark, the highest level under the "L-boshi" certification program.</p>	
Next-generation Support Certification Mark "Platinum Kurumin"	
<p>NEC received the "Kurumin" certification, given by the Minister of Health, Labour and Welfare, in recognition as a child-rearing support company, in 2007, 2012, and 2015.</p> <p>In 2018, NEC Corporation received the "Platinum Kurumin" certification for carrying out higher levels of effort in introducing and using considerable measures in child-rearing support. To receive the "Platinum Kurumin," "Kurumin" certification is needed.</p>	
Certified Health and Productivity Management Organization Recognition Program	
<p>The program recognizes companies and organizations for outstanding health and productivity management. Certified organizations are divided into large enterprises and small and medium-sized enterprises.</p> <p>NEC Corporation was certified as a health and productivity management "White 500" company in 2018, 2019 and is certified as a health and productivity management company in 2020.</p>	

GRI (Global Reporting Initiative) Index

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option

General Disclosures

102: General Disclosures

ID		Item required by report	Corresponding page
1. Organizational profile			
102-1	※	Name of the organization	▶ Profile
102-2	※	Activities, brands, products, and services	▶ Business Outline
102-3	※	Location of headquarters	▶ Profile
102-4	※	Location of operations	▶ NEC Worldwide
102-5	※	Ownership and legal form	▶ Annual Securities Report (Japanese)
102-6	※	Markets served	▶ Annual Securities Report (Japanese)
102-7	※	Scale of the organization	▶ Corporate Profile
102-8	※	Information on employees and other workers	P. 98-99
102-9	※	Supply chain	P. 62-64
102-10	※	Significant changes to the organization and its supply chain	▶ Annual Securities Report (Japanese)
102-11	※	Precautionary principle or approach	▶ Reducing Environmental Impacts ▶ Activities for Controlling Chemical Substances in Products
102-12	※	External initiatives	P. 22
102-13	※	Membership of associations	P. 22
2. Strategy			
102-14	※	Statement from senior decision-maker	P. 2
102-15		Key impacts, risks, and opportunities	▶ Integrated Report P. 8-11
3. Ethics and integrity			
102-16	※	Values, principles, standards, and norms of behavior	▶ Code of Conduct
102-17		Mechanisms for advice and concerns about ethics	P. 14-16, P. 54-56
4. Governance			
102-18	※	Governance structure	▶ Corporate Governance
102-19		Delegating authority	P. 5-7
102-20		Executive-level responsibility for economic, environmental, and social topics	P. 5-7
102-21		Consulting stakeholders on economic, environmental, and social topics	P. 5-7
102-22		Composition of the highest governance body and its committees	▶ Corporate Governance ▶ Corporate Governance Report
102-23		Chair of the highest governance body	▶ Corporate Governance Report ▶ Executives
102-24		Nominating and selecting the highest governance body	▶ Corporate Governance ▶ Corporate Governance Report
102-25		Conflicts of interest	▶ Corporate Governance Report

※ : GRI Standards Core items ○ : Items related to NEC "materiality" in GRI Standards ID 200-400 range

ID		Item required by report	Corresponding page
102-26		Role of highest governance body in setting purpose, values, and strategy	P. 5-7
102-27		Collective knowledge of highest governance body	P. 5-7, P. 8-11
102-28		Evaluating the highest governance body's performance	P. 5-7, P. 8-11
102-29		Identifying and managing economic, environmental, and social impacts	P. 8-11, P. 12, P. 13, P. 25, P. 65
102-30		Effectiveness of risk management processes	P. 5-7
102-31		Review of economic, environmental, and social topics	P. 5-7
102-32		Highest governance body's role in sustainability reporting	P. 5-7
102-33		Communicating critical concerns	P. 54-56
102-34		Nature and total number of critical concerns	P. 54-56
102-35		Remuneration policies	▶ Remuneration for Directors and Audit & Supervisory Board Members (KANSAYAKU)
102-36		Process for determining remuneration	▶ Remuneration for Directors and Audit & Supervisory Board Members (KANSAYAKU)
102-37		Stakeholders' involvement in remuneration	—
102-38		Annual total compensation ratio	—
102-39		Percentage increase in annual total compensation ratio	—
5. Stakeholder engagement			
102-40	※	List of stakeholder groups	P. 22
102-41	※	Collective bargaining agreements	▶ Annual Securities Report (Japanese)
102-42	※	Identifying and selecting stakeholders	P. 22 ▶ Guidelines for Coordination with NPOs (Activities for Contributing to Society)
102-43	※	Approach to stakeholder engagement	P. 22
102-44	※	Key topics and concerns raised	P. 22
6. Reporting practice			
102-45	※	Entities included in the consolidated financial statements	▶ Profile
102-46	※	Defining report content and topic boundaries	P. 1
102-47	※	List of "materiality" topics	P. 5-7, P. 8-11
102-48	※	Restatements of information	No restatements
102-49	※	Changes in reporting	No change
102-50	※	Reporting period	P. 1
102-51	※	Date of most recent report	P. 1
102-52	※	Reporting cycle	P. 1
102-53	※	Contact point for questions regarding the report	▶ Contact Us
102-54	※	Claims of reporting in accordance with the GRI Standards	P. 107-109
102-55	※	GRI content index	P. 107-109
102-56	※	External assurance	▶ Third-party Assurance ▶ Third-party Opinion of NEC's Annual Environmental Report

※ : GRI Standards Core items ○ : Items related to NEC "materiality" in GRI Standards ID 200–400 range

103: Management Approach

ID		Item required by report	Corresponding page
103 Management Approach			
103-1	※	Explanation of the material topic and its boundary	P. 8-11
103-2		The management approach and its components	P. 8-11
103-3		Evaluation of the management approach	P. 5-7, P. 8-11, P. 103

Specific Standards 200: Economic 300: Environmental 400: Social

200: Economic

ID		Item required by report	Corresponding page
201 Economic Performance			
201-1		Direct economic value generated and distributed	Historical Data
201-2	○	Financial implications and other risks and opportunities due to climate change	P. 30-38
201-3		Defined benefit plan obligations and other retirement plans	Annual Securities Report (Japanese)
201-4		Financial assistance received from government	—
202 Market Presence			
202-1		Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2		Proportion of senior management hired from the local community	P. 17-21
203 Indirect Economic Impacts			
203-1		Infrastructure investments and services supported	—
203-2		Significant indirect economic impacts	▶ NEC actions to achieve SDGs
204 Procurement Practices			
204-1		Proportion of spending on local suppliers	—
205 Anti-corruption			
205-1	○	Operations assessed for risks related to corruption	P. 58-59
205-2	○	Communication and training about anti-corruption policies and procedures	P. 54-56, P. 62-64
205-3	○	Confirmed incidents of corruption and actions taken	P. 58-59
206 Anti-competitive Behavior			
206-1	○	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P. 58-59
207 Tax			
207-1		Approach to tax	P. 57
207-2		Tax governance, control and risk management	P. 57
207-3		Stakeholder engagement and management concerns related to tax	P. 57
207-4		Country-by-country reporting	—

300: Environment

ID		Item required by report	Corresponding page
301 Materials			
301-1		Materials used by weight or volume	P. 45
301-2		Recycled input materials used	P. 45
301-3		Reclaimed products and their packaging materials	P. 45, P. 101
302 Energy			
302-1		Energy consumption within the organization	P. 45, P. 46, P. 101
302-2		Energy consumption outside of the organization	P. 45, P. 101
302-3		Energy intensity	P. 46, P. 101
302-4		Reduction of energy consumption	P. 46, P. 101
302-5		Reductions in energy requirements of products and services	P. 35, P. 45, P. 46, P. 101
303 Water and Effluents			
303-1		Interaction between water and business	P. 45, P. 50
303-2		Management of water discharge-related impacts	P. 45, P. 50 ▶ Eco Action Plan 2019 Management Item
303-3		Water withdrawal	P. 45, P. 50, P. 101
303-4		Water discharge	P. 45, P. 50, P. 101
303-5		Water consumption	P. 45, P. 50, P. 101
304 Biodiversity			
304-1		Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P. 51
304-2		Significant impacts of activities, products, and services on biodiversity	P. 51
304-3		Habitats protected or restored	P. 51
304-4		IUCN Red List species and national conservation list species with habitats in areas affected by operations	P. 51
305 Emissions			
305-1	○	Direct (Scope 1) GHG emissions	P. 36, P. 45, P. 101
305-2	○	Indirect (Scope 2) GHG emissions	P. 36, P. 45, P. 101
305-3	○	Other indirect (Scope 3) GHG emissions	P. 36, P. 45, P. 101
305-4	○	GHG emissions intensity	—
305-5	○	Reduction of GHG emissions	P. 36, P. 45, P. 101
305-6		Emissions of ozone-depleting substances (ODS)	—
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P. 45, P. 47, P. 101
306 Effluents and Waste			
306-1		Water discharge by quality and destination	P. 45, P. 50, P. 101
306-2		Waste by type and disposal method	P. 45, P. 47, P. 49, P. 101
306-3		Significant spills	P. 28
306-4		Transport of hazardous waste	P. 49
306-5		Water bodies affected by water discharges and/or runoff	P. 50
307 Environmental Compliance			
307-1		Non-compliance with environmental laws and regulations	P. 28

※ : GRI Standards Core items ○ : Items related to NEC "materiality" in GRI Standards ID 200–400 range

ID	Item required by report	Corresponding page
308 Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	—
308-2	Negative environmental impacts in the supply chain and actions taken	P. 36, P. 63, P. 64










400: Social

ID	Item required by report	Corresponding page
401 Employment		
401-1	New employee hires and employee turnover	P. 99
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P. 75-76
401-3	Parental leave	P. 75-76, P. 99
402 Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	P. 75-76
403 Occupational Health and Safety		
403-1	Workers representation in formal joint management-worker health and safety committee	P. 77-79
403-2	Hazard identification, risk assessment, and incident investigation	P. 77-79, P. 100
403-3	Occupational health services	P. 77-79
403-4	Worker participation, consultation, and communication on occupational health and safety	P. 77-79
403-5	Worker training on occupational health and safety	P. 77-79
403-6	Promotion of worker health	P. 77-79
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 77-79, P. 87-88
403-8	Workers covered by an occupational health and safety management system	P. 77-79
403-9	Work-related injuries	P. 77-79
403-10	Work-related ill health	P. 77-79
404 Training and Education		
404-1	○ Average hours of training per year per employee	P. 71-74, P. 100
404-2	○ Programs for upgrading employee skills and transition assistance programs	P. 71-74
404-3	○ Percentage of employees receiving regular performance and career development reviews	P. 71-74, P. 75-76
405 Diversity and Equal Opportunity		
405-1	○ Diversity of governance bodies and employees	P. 97-100
405-2	Ratio of basic salary and remuneration of women to men	P. 75-76
406 Non-discrimination		
406-1	○ Incidents of discrimination and corrective actions taken	P. 14-16, P. 54-56, P. 89, P. 97
407 Freedom of Association and Collective Bargaining		
407-1	○ Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 14-16, P. 54-56, P. 62-64



ID	Item required by report	Corresponding page
408 Child Labor		
408-1	○ Operations and suppliers at significant risk for incidents of child labor	P. 54-56, P. 62-64
409 Forced or Compulsory Labor		
409-1	○ Operations and suppliers at significant risk for incidents of forced or compulsory labor	P. 14-16, P. 54-56, P. 62-64 ▶ NEC Group Statement for UK Modern Slavery Act 2015
410 Security Practices		
410-1	Security personnel trained in human rights policies or procedures	—
411 Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	—
412 Human Rights Assessment		
412-1	○ Operations that have been subject to human rights reviews or impact assessments	P. 14-16
412-2	○ Employee training on human rights policies or procedures	P. 14-16, P. 97
412-3	○ Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	P. 14-16, P. 62-64
413 Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	P. 22, P. 90-91
413-2	Operations with significant actual and potential negative impacts on local communities	—
414 Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	—
414-2	Negative social impacts in the supply chain and actions taken	—
415 Public Policy		
415-1	Political contributions	P. 100
416 Customer Health and Safety		
416-1	○ Assessment of the health and safety impacts of product and service categories	P. 87-88 ▶ Environmentally Friendly Products
416-2	○ Incidents of non-compliance concerning the health and safety impacts of products and services	▶ Important information from NEC (Japanese)
417 Marketing and Labeling		
417-1	Requirements for product and service information and labeling	P. 87-88
417-2	Incidents of non-compliance concerning product and service information and labeling	P. 87-88
417-3	Incidents of non-compliance concerning marketing communication	—
418 Customer Privacy		
418-1	○ Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 81-83
419 Socioeconomic Compliance		
419-1	○ Non-compliance with laws and regulations in the social and economic area	P. 54-56

Global Compact Index

This table compares NEC’s sustainability activities with the Ten Principles of the Global Compact advocated by the United Nations.



















The Ten Principles		Corresponding page on NEC website
Human Rights	Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights.	 Respecting Human Rights  Supply-Chain Management  Inclusion and Diversity  AI and Human Rights
	Principle 2 Businesses should make sure that they are not complicit in human rights abuses.	
Labour	Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	 Respecting Human Rights  Supply-Chain Management  Inclusion and Diversity  Creating a Diverse Work Style Environment
	Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour.	 Health and Safety
	Principle 5 Businesses should uphold the effective abolition of child labour.	
	Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	







The Ten Principles		Corresponding page on NEC website
Environment	Principle 7 Businesses should support a precautionary approach to environmental challenges.	 Environmental Action with a Particular Focus on Climate Change  Environmental Policy and Management  Feature: Response to Climate Change and TCFD
	Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.	 Initiatives in Products and Services  Initiatives in Production and Office Sites
	Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.	 Promoting Fair Commercial Transactions  Compliance and Risk Management











-  [GRI \(Global Reporting Initiative\) Index](#)
-  [ISO 26000 Index](#)


ISO 26000 Index

This table shows a comparison of seven core subjects and 37 issues of ISO 26000 and sustainability activities of NEC.

ISO 26000 Core Subjects	Issues	Corresponding Page
Organizational Governance	1. Organizational Governance	<ul style="list-style-type: none">  Corporate Governance  Sustainable Management  Compliance and Risk Management  Basic Approach to Tax Matters  Promoting Fair Commercial Transactions  Business Continuity  Supply Chain Management  Information Security and Cyber Security  Ensuring Quality and Safety
Human Rights	<ol style="list-style-type: none"> 1. Due diligence 2. Human rights risk situations 3. Avoidance of complicity 4. Resolving grievances 5. Discrimination and vulnerable groups 6. Civil and political rights 7. Economic, social and cultural rights 8. Fundamental principles and rights at work 	<ul style="list-style-type: none">  Respecting Human Rights  Compliance and Risk Management  Supply Chain Management  Inclusion and Diversity  Creating a Diverse Work Style Environment
Labour Practices	<ol style="list-style-type: none"> 1. Employment and employment relationships 2. Conditions of work and social protection 3. Social dialogue 4. Health and safety at work 5. Human development and training in the workplace 	<ul style="list-style-type: none">  Creating a Diverse Work Style Environment  Health and Safety  Inclusion and Diversity  Human Resources Development and Training

ISO 26000 Core Subjects	Issues	Corresponding Page
Environment	<ol style="list-style-type: none"> 1. Prevention of pollution 2. Sustainable resource use 3. Climate change mitigation and adaptation 4. Protection of the environment, biodiversity and restoration of natural habitats 	<ul style="list-style-type: none">  Environmental Action with a Particular Focus on Climate Change  Environmental Policy and Management  Feature: Response to Climate Change and TCFD  Initiatives in Products and Services  Initiatives in Production and Office Sites
Fair Operating Practices	<ol style="list-style-type: none"> 1. Anti-corruption 2. Responsible political involvement 3. Fair competition 4. Promoting social responsibility in the value chain 5. Respect for property rights 	<ul style="list-style-type: none">  Promoting Fair Commercial Transactions  Compliance and Risk Management  Supply Chain Management

ISO 26000 Core Subjects	Issues	Corresponding Page
Consumer Issues	<ol style="list-style-type: none"> 1. Fair marketing, factual and unbiased information and fair contractual practices 2. Protecting consumers' health and safety 3. Sustainable consumption 4. Consumer service, support, and complaint and dispute resolution 5. Consumer data protection and privacy 6. Access to essential services 7. Training and awareness-raising 	<ul style="list-style-type: none">  CS (Customer Satisfaction) Initiative  Ensuring Quality and Safety  Personal Information Protection and Privacy  Respecting Human Rights  AI and Human Rights
Community Involvement and Development	<ol style="list-style-type: none"> 1. Community involvement 2. Training and culture 3. Employment creation and skills development 4. Technology development and access 5. Wealth and income creation 6. Health 7. Social investment 	<ul style="list-style-type: none">  Sustainable Management  Cooperation with the Local Communities  Activities for Contributing to Society  Dialogue and Co-creation with Our Diverse Stakeholders  Innovation Management

-  [GRI \(Global Reporting Initiative\) Index](#)
-  [Global Compact Index](#)