

Data Collection

環境 Environment

エネルギー・温室効果ガス排出量 Energy and Greenhouse Gas Emissions	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022	留意点および算出方法詳細 Notes and Calculation Method
温室効果ガス 排出量 (千t) 合計 Greenhouse gas emissions (Thousand tons) Total	☑ 8,129	☑ 7,483	☑ 6,485	☑ 6,859	<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等に関する法律）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。温室効果ガス排出量原単位は、分子を（Scope 1 + Scope 2）排出量、分母を売上高とし、除して算出。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。Scope 1：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。Scope 2：電気、蒸気、熱の使用に伴う温室効果ガスの間接排出。Scope 3：Scope 1、Scope 2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。Scope 3カテゴリ1の係数を見直したことにより、2017年以降のScope 3全体の排出量を修正しています。そのため、合計と各Scopeの総和が異なります。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 lawGreenhouse gas emissions: Calculated based on Japanese lawGreenhouse gases include CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrogen monoxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF₆ (sulfur hexafluoride), NF₃ (nitrogen trifluoride).Greenhouse gas emissions intensity is calculated by dividing (Scope 1 + Scope 2) emissions (the numerator) by sales (the denominator).Calculated by scope according to the following GHG Protocol Initiative classificationScope 1: Direct emissions of greenhouse gases generated from emission sources owned or controlled by businessesScope 2: Indirect emissions of greenhouse gases from the use of electricity, steam, and heatScope 3: Except for Scope 1 and Scope 2, other indirect emissions covering the upstream and downstream processes of the CompanyAll Scope 3 emissions since 2017 have been revised to reflect changes in Scope 3 Category 1 emission coefficients. For this reason, the total is not the same as the sum of each scope.TJ: TerajouleRenewable energy is not included in total energy consumption.
Scope 1	☑ 52	☑ 26	☑ 22	☑ 22	
Scope 2	☑ 277	☑ 347	☑ 305	☑ 302	
Scope 3	7,585	6,996	☑ 6,158	☑ 6,535	
温室効果ガス排出量原単位 (Scope 1 + Scope 2) (t/億円) Greenhouse gas emissions intensity (Scope 1 + Scope 2) (Tons/100 million yen)	11.3	12.1	10.9	10.7	
エネルギー使用量 (TJ・MWh) 合計 Energy usage (TJ・MWh) Total	6,746 863,564	7,642 853,536	7,137 794,510	7,246 805,120	
電気 Electricity	5,712 576,337	7,140 723,001	6,694 671,371	6,805 682,545	
ガス Fuel (gas)	931 258,749	396 100,945	357 99,119	357 99,296	
燃料 (重油・灯油など) Fuels (heavy oil and kerosene, etc.)	81 22,629	87 24,234	66 18,436	66 18,461	
熱 (蒸気・温水・冷水) Steam/heating/cooling	21 5,849	19 5,356	20 5,585	17 4,818	
再生可能エネルギー Renewable energies	4 426	528 55,420	632 63,381	715 71,714	
製品のエネルギー効率改善 (%) Improvement in energy efficiency of products (%)	74	71	65	61	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 the designated year in terms of performance ratio The difference between the power consumption (performance value) of the base year and the designated year was reduced by the power consumption (performance value) of the base year.

対象期間は、2019年、2020年、2021年および2022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。チェックマーク☑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グループ会社合計84社（国内37社、海外47社）を対象としています。）
The applicable periods are the consolidated accounting periods (ending each March 31 of 2019, 2020, 2021, and 2022) and the applicable dates are as of March 31 of each year. The data marked with a check (☑) has been verified by a third party.
Note: NEC and NEC Group companies: 84 (including 37 companies in Japan and 47 international companies)

水 Water	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022	留意点および算出方法詳細 Notes and Calculation Method
水使用量 (千m³) Water usage (Thousand m³)	☑ 2,193	☑ 2,550	☑ 2,117	☑ 2,131	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.
水道 Waterworks	☑ 1,062	☑ 1,293	☑ 913	☑ 929	
地下水 Ground water	☑ 825	☑ 998	☑ 1,001	☑ 1,014	
工業用水 Industrial water	☑ 306	☑ 259	☑ 203	☑ 188	
再利用水 Recycled water	10	7	4	4	
排水量 (千m³) Discharged water (Thousand m³)	☑ 1,483	☑ 2,084	☑ 1,683	☑ 1,643	
下水系 Sewage-related	☑ 1,076	☑ 1,720	☑ 1,334	☑ 1,309	
公共水域系 Public water-related	☑ 407	☑ 364	☑ 349	☑ 334	
水原単位 (km³/億円) Water consumption rate (km³/100 million yen)	0.075	0.082	0.071	0.071	水原単位は、分子を水使用量、分母を売上高とし、除して算出。 The water consumption rate is calculated by dividing water usage (the numerator) by sales (the denominator).

廃棄物・化学物質 Waste and Chemical Substances	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022	留意点および算出方法詳細 Notes and Calculation Method
廃棄物排出量 (千t) Total waste emissions (Thousand tons)	☑ 38.3	☑ 38.6	☑ 35.9	☑ 308	事業場再編工事により排出された271千tを除くと38千t。 Excluding 271,000 tons emitted by the restructuring of business sites, 38,000 tons
再資源化量 (千t) Recycling (Thousand tons)	34.5	36.6	29.1	292	事業場再編工事による260千tを除くと32千t。 Excluding 260,000 tons emitted by the restructuring of business sites, 32,000 tons 再資源化量は、一般廃棄物、産業廃棄物（特別管理産業廃棄物含む）および海外での廃棄物のリサイクル量。 Recycling is the volume of recycled general waste, recycled industrial waste (including specially controlled industrial waste), and waste recycled abroad.
廃棄物原単位 (t/億円) Waste disposal intensity (t/100 million yen)	1.42	1.25	1.20	10.23	廃棄物原単位は、分子を廃棄物排出量、分母を売上高とし、除して算出。 Waste disposal intensity is calculated by dividing waste emissions by sales.
NOx排出量 (t) NOx emissions (t)	22.5	13.8	11.5	13.9	
SOx排出量 (t) SOx emissions (t)	0.4	0.01	0.01	0.01	
VOC大気排出量 (t) VOC emissions (t)	☑ 335	☑ 68	☑ 82	☑ 80	
PRTR法対象化学物質取扱量 (千t) Volume of chemicals subject to Pollutant Release & Transfer Registers (Thousand tons)	3.5	0.3	0.2	0.2	

環境データ対象範囲

NECグループ84社(国内37社、海外47社)一覧

Data Collection Scope: 84 companies comprising NEC Group companies (37 in Japan and 47 abroad)

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

* 連結対象内データのみ(連結対象内の社名で表記)

Only data within the scope of consolidation (indicated by the names of companies within the scope of consolidation)

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

社会 Social

人権尊重 Respecting Human Rights		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
人権啓発研修修了者数 Number of people who have completed a human rights awareness training session	全社研修 ^{*1} Companywide training	20,936	21,150	20,592	20,768
	新入社員研修 New employee training	441	537	614 ^{*2}	568 ^{*2}
人権ホットライン相談窓口相談件数 Human rights hotline: Number of consultations	日本電気(株) +国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	48 ^{*3}	42 ^{*3}	23 ^{*3}	169

^{*1} 派遣社員を含む全従業員を対象としたWeb研修(受講必須)は原則、毎年実施。本研修は「NEC Group Human Rights Policy」の説明も含む
In principle, all employees including dispatched workers are required to take web training every year. This training includes the explanation of the NEC Group's Human Rights Policy.

^{*2} オンラインで実施 Training was held online.

^{*3} 日本電気(株) NEC Corporation

 トピックス 人権の尊重 Topics Respecting Human Rights

従業員構成 Employee Composition		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
連結地域別従業員数(比率) Consolidated number of employees by region (ratio)	合計 Total	110,595 (100.0%)	112,638 (100.0%)	114,714 (100.0%)	117,418 (100.0%)
	日本 Japan	76,799 (69.4%)	76,180 (67.6%)	75,923 (66.2%)	76,773 (65.4%)
	アジア太平洋地域 Asia Pacific	11,772 (10.6%)	14,114 (12.5%)	13,904 (12.1%)	16,389 (14.0%)
	中国・東アジア China/East Asia	4,614 (4.2%)	4,782 (4.2%)	4,706 (4.1%)	4,951 (4.2%)
	欧州・中東・アフリカ EMEA	9,797 (8.9%)	10,505 (9.3%)	12,415 (10.8%)	12,940 (11.0%)
	北米 North America	2,769 (2.5%)	2,734 (2.4%)	2,348 (2.0%)	2,389 (2.0%)
	中南米 Latin America	4,844 (4.4%)	4,323 (3.8%)	5,418 (4.7%)	3,976 (3.4%)

ダイバーシティ Diversity		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
男女別従業員数(比率) Number of employees by gender (ratio) (臨時従業員は除く) (Excluding temporary employees)	合計 Total	20,252	20,125	20,589 ^{*4}	21,350 ^{*4}
	男性 Male	16,643	16,381	16,551	17,018
	女性 Female	3,609 (17.8%)	3,744 (18.6%)	4,038 (19.6%)	4,332 (20.3%)
外国籍従業員数 Number of employees with non-Japanese citizenship		268	290	251	239
STEM関連部門の女性比率(全STEM関連部門の人数に対する割合) (各年4月1日現在) Ratio of female employees in STEM-related positions (As of April 1 of each fiscal year)		—	—	12.3%	12.8%

^{*4} 従業員には、取締役および執行役員数を含まない Corporate officers have not been included in the number of employees.

対象期間は、注釈がない場合は、2019年、2020年、2021年、および2022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。注釈がない場合の対象範囲は、日本電気(株)です。

チェックマーク☑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・介護休職取得者数は、日本電気(株)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 2020, 2021, and 2022) and the applicable dates are as of March 31 of each year. Unannotated items are non-consolidated. The data marked with a check (☑) has 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.

ダイバーシティ Diversity		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
連結男女別従業員数(比率) Consolidated number of employees by gender (ratio) (臨時従業員は除く) (Excluding temporary employees)	合計 Total	110,595	112,638	114,714	117,418
	男性 Male	83,895	84,533	84,592	85,880
	女性 Female	26,700 (24.1%)	28,105 (25.0%)	30,122 (26.3%)	31,538 (26.9%)

管理職 Managers		2019年 2019	2020年 2020	2021年 2021	2022年 2022
管理職数(比率) Number of managers (ratio) (各年4月1日現在) (As of April 1 of each fiscal year)	合計 Total	6,099	6,138	7,534	7,892
	男性 Male	5,740	5,743	6,992	7,249
	女性 Female	☑ 359 ☑ (5.9%)	☑ 395 ☑ (6.4%)	☑ 542 ☑ (7.2%)	☑ 643 ☑ (8.1%)
部長級以上の女性人数(比率) (全部長級以上に占める女性の割合) Number of female department heads or higher (Ratio to total personnel in department, heads or higher positions) (各年4月1日現在) (As of April 1 of each fiscal year)		102 (4.8%)	116 (5.4%)	140 (5.5%)	161 (6.0%)
課長級の女性比率(全課長級に占める女性の割合) Ratio of female managers in first level of management (各年4月1日現在) (As of April 1 of each fiscal year)		—	—	8.3%	9.4%
プロフィットセンター部門の女性管理職比率 (プロフィットセンター部門の全管理職に占める女性の割合) Ratio of female managers in revenue generating function (Ratio of women in all management positions in revenue generating function) (各年4月1日現在) (As of April 1 of each fiscal year)		—	—	5.4%	5.6%
連結女性管理職数(比率) ^{*5} Consolidated number and ratio of female managers ^{*5}		2,121 (7.8%)	☑ 2,105 ☑ (7.8%)	☑ 2,435 ☑ (9.2%)	☑ 2,535 ☑ (9.6%)

^{*5} 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

雇用形態別従業員数 Number of Employees by Employment Type		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
雇用形態別従業員数 Number of employees by employment type	正規 Regular	16,643	16,381	20,589 ^{*4}	21,350 ^{*4}
	非正規 Temporary	50	46	45	49
連結雇用形態別従業員数 Consolidated number of employees by employment type	正規 Regular	—	112,638	114,714	117,418
	非正規 Temporary	—	8,703	7,350	7,038

採用 Hiring		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	2021年度 FY2022	2022年度 FY2023
採用数 Number of new employees	合計 Total	449	703	1,012	1,196	
	新卒 (各年4月1日入社者。前年度通年採用含む) New graduate hires (Employees who joined the Company on April 1 of each year, including those who joined through year-round recruitment of the previous year)	—	—	630	577	660
	中途 Mid-career hires	—	—	382	619	
男女別採用数 (比率) Number of new employees by gender (ratio) (中途含む) (Including mid-career hires)	合計 Total	449	703	1,012	1,196	
	男性 Male	317	515	721	872	
	女性 Female	132 (29.4%)	188 (26.7%)	291 (28.8%)	324 (27.1%)	
外国籍新卒採用人数 Number of new employees who are new graduates with non-Japanese citizenship		31	17	11	5	

障がい者雇用 Hiring of People with Disabilities		2019年 2019	2020年 2020	2021年 2021	2022年 2022
単独障がい者雇用数 (比率) Non-consolidated number of employees with disabilities (ratio) (各年6月1日現在) (As of June 1 of each year)	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.	372 ◎ 2.33%	383 ◎ 2.38%	387 ◎ 2.37%	399 2.39%
連結障がい者雇用数 (比率) Consolidated ratio of employees with disabilities (ratio) (各年6月1日現在) (As of June 1 of each year)	国内連結子会社 Consolidated Group in Japan	— ◎ 1.99% ^{*6}	— ◎ 2.18% ^{*7}	608 ◎ 2.27% ^{*7}	611 2.25% ^{*7}

※障害者雇用促進法に基づく

Under the Act for Promotion of Employment of Persons with Disabilities

※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) および国内連結子会社13社合計の従業員数は、2021年6月1日現在約63,000人です。
As of June 1, 2021, the total number of employees at NEC Corporation, NEC Friendly Staff, Ltd., NEC Management Partner, Ltd., and 13 consolidated Group companies in Japan is approximately 63,000.

^{*6} 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

^{*7} 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

従業員データ Employee Data		2019年 2019	2020年 2020	2021年 2021	2022年 2022
従業員平均年齢 (歳) Average age of employees (Years old)	全体 Total	◎ 43.4	◎ 43.7	◎ 43.7	◎ 43.6
	男性 Male	◎ 43.9	◎ 44.2	◎ 44.2	◎ 44.3
	女性 Female	◎ 41.5	◎ 41.8	◎ 41.5	◎ 41.4
年齢層別従業員数 Number of employees by age group	合計 Total	20,252	20,125	20,589 ^{*4}	21,350 ^{*4}
	0-18歳未満 Between 0-18	0	0	0	0
	18-30歳未満 Between 18-30	2,146	2,202	2,527	2,780
	30-50歳未満 Between 30-50	10,654	9,847	9,473	9,592
	50歳以上 Above 50	7,452	8,076	8,589	8,978
従業員平均勤続年数 (年) Average length of employment (Years)	合計 Total	◎ 19.0	◎ 19.2	◎ 18.9	◎ 18.5
	男性 Male	◎ 19.2	◎ 19.4	◎ 19.2	◎ 18.9
	女性 Female	◎ 18.1	◎ 18.3	◎ 17.8	◎ 17.3

勤務状況 Length of Employment		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
定着状況 ^{*8} New graduate hire retention ^{*8} (学歴に関係なく、新卒入社全員) All new graduate hires, regardless of academic history	全体 Total	—	89.1%	90.7%	93.6%
	男性 Male	—	88.0%	90.6%	92.7%
	女性 Female	—	91.7%	91.2%	95.5%
離職率 Turnover rate		6.0%	3.5%	2.5%	2.9%

^{*8} FY2022の数値は、2019年4月1日新卒入社者の3年後 (2022年4月1日) の在籍割合

2019年度、2020年度の数値も同様に算出

The fiscal 2022 figures are the percentages of the new graduates hired on April 1, 2019, who were still employed by the Company three years later (April 1, 2022). The fiscal 2020 and 2021 figures have been calculated in a similar manner.

 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 Workstyle Environment

ワーク・ライフ・バランス Healthy Work-life Balance		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
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 carryover)		21.5	21.5	21.5	21.5
年次有給休暇取得率 Ratio of taking paid leave		67.5%	67.6%	55.8%	59.0%
育児休暇取得者数 Number of people utilizing childcare leave	合計 Total	☑ 381	☑ 354	☑ 374	☑ 366
	男性 Male	33	40	67	83
	女性 Female	348	314	307	283
育児休暇復帰率*9 Ratio of people returning to work after childcare leave*9		97.3%	97.5%	98.5%	99.0%
育児短時間勤務者数 Number of people working shorter hours due to childcare	合計 Total	845	781	765	489
	男性 Male	21	14	5	7
	女性 Female	824	767	760	482
介護休暇取得者数 Number of people utilizing nursing care leave	合計 Total	☑ 24	☑ 15	☑ 12	☑ 16
	男性 Male	9	7	8	9
	女性 Female	15	8	4	7
介護短時間勤務者数 Number of people working shorter hours due to nursing care	合計 Total	23	26	20	7
	男性 Male	4	10	5	0
	女性 Female	19	16	15	7
従業員月平均残業時間(時間) Average monthly overtime (Hours)		16.2	19.0	19.9	21.6

*9 前々年度に育児休暇を開始した従業員が復帰した割合
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 Workstyle Environment

給与 Salary		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
平均年間給与(百万円) Average annual salary (Million yen)		7.99	8.15	8.29	8.14
男女差(女性:男性) Female to male ratio	管理職 Management	—	—	96.8%	97.8%
	主任クラス Assistant managers	—	—	97.9%	99.3%
	担当者 Other employees (without job titles)	—	—	101.6%	100.7%

人材育成 Human Resource Development		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
従業員一人当たり研修日数(日) Number of training days per employee (Days)	日本電気(株) Non-consolidated	5.7	5.8	5.1	6.6
	日本電気(株) + 国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	4.9	5.0	4.8	5.0
	連結(NECグループ全体) NEC Group	—	—	3.2	3.3
正社員一人当たり研修費用(円) Training cost per full-time employee (Yen)	日本電気(株) Non-consolidated	125,844	133,712	107,825	146,230
	日本電気(株) + 国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	81,662	89,564	73,759	96,388
	連結(NECグループ全体) NEC Group	57,299	62,564	50,839	65,791
人材の投資収益率(%) *10 Human capital return on investment		3.44	3.63	3.55	3.38

*10 人材の投資収益率は、(売上高ー(販売費及び一般管理費ー人件費)) / 人件費で算出
Revenue – (Selling, general and administrative expenses – Personnel expenses) / Personnel expenses

従業員エンゲージメント Employee Engagement		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
従業員エンゲージメント指数 Employee engagement index	連結(NECグループ全体) NEC Group	14%*11	20%	25%	35%
従業員サーベイ回答率 Response rate of employee survey	日本電気(株) + 国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	84%*12	87%*13	86%*14	88%*15
	海外連結子会社 Consolidated subsidiaries abroad	72%*16	75%*17	80%*18	76%*19

*11 2018年度は国内連結 The figure for fiscal 2019 is the consolidated figure for Japan.

*12 対象: 23社 Scope: 23 companies

*13 対象: 21社 Scope: 21 companies

*14 対象: 21社 Scope: 21 companies

*15 対象: 27社 Scope: 27 companies

*16 対象: 48社 Scope: 48 companies

*17 対象: 43社 Scope: 43 companies

*18 対象: 52社 Scope: 52 companies

*19 対象: 55社 Scope: 55 companies

 人材開発・育成 Human Resource Development and Training

労働災害発生状況 Labour Accidents and Disasters			2018年 2018	2019年 2019	2020年 2020	2021年 2021
労働災害*20 Labour accidents and disasters	度数率 Frequency rate	日本電気(株) Non-consolidated	☑ 0.1904*20	☑ 0.2600*20	☑ 0.0300	☑ 0.0600
		国内連結子会社 Consolidated subsidiaries in Japan	0.0800	0.0800	0.0600	0.1300
	強度率 Severity rate	日本電気(株) Non-consolidated	☑ 0.0071*20	☑ 0.0037*20	☑ 0.0000	☑ 0.0026
		国内連結子会社 Consolidated subsidiaries in Japan	0.0000	0.0100	0.0000	0.0000

*20 2018年、2019年の日本電気(株)の数値は、各年4月1日から始まる会計年度で算出
The figures in 2018 and 2019 of non-consolidated are those of each fiscal year starting in April.

安全衛生 Occupational Health and Safety	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
全社安全衛生研修修了者数(比率) Companywide OH&S training participants (ratio)	—	18,688 (89.0%)	18,380 (90.9%)	19,259 (91.0%)
普通救命講習会修了者数 Employees completing the Basic Lifesaving Workshop	—	142	109	120

安全と健康 Health and Safety

社会貢献活動 Social Contribution Activities	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
連結社会貢献支出額(百万円) Consolidated expenditure of social contribution (Million yen)	613	493	336	444
金銭支出(政治寄付含む) Cash contributions including political donations	588	467	320	405
施設開放・現物寄贈 Use of Company premises / Contributions of products and equipment	13	10	10	30
工数他 Volunteer hours and others	12	16	5	9
社会貢献活動マネジメント費用(百万円) Management overheads of social contribution activities (Million yen)	—	—	—	27
政治寄付*21(百万円) Political donations*21 (Million yen)	15	15	15	15

*21 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うえで、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 Local Communities

ガバナンス Governance

コーポレート・ガバナンス Corporate Governance	2019年 2019	2020年 2020	2021年 2021	2022年 2022
取締役数*22 Number of directors*22 (各年6月30日現在) (As of June 30 of each fiscal year)	11	11	12 (5)	10 (4)
男性 Male	10	10	10 (5)	8 (4)
女性 Female	1	1	2 (0)	2 (0)
社外取締役数(比率) Number of outside directors (ratio) (各年6月30日現在) (As of June 30 of each fiscal year)	5 (45.5%)	5 (45.5%)	6 (50.0%)	5 (50.0%)
外国籍取締役数(比率) Number of directors with non-Japanese citizenship (ratio) (各年6月30日現在) (As of June 30 of each fiscal year)	—	0	1 (8.3%)	1 (10.0%)
執行役員数 Number of corporate officers (各年4月1日現在) (As of April 1 of each fiscal year)	5	44	45	43*23
男性 Male	4	44	45	41*23
女性 Female	1	0	0	2
外国籍執行役員数 Number of corporate officers with non-Japanese citizenship (各年4月1日現在) (As of April 1 of each fiscal year)	—	0	0	0
監査役数 Number of Audit & Supervisory Board Members (KANSAYAKU) (各年6月30日現在) (As of June 30 of each fiscal year)	5	5	5	5
男性 Male	4	4	4	4
女性 Female	1	1	1	1
外国籍監査役数 Number of Audit & Supervisory Board Members (KANSAYAKU) with non-Japanese citizenship (各年6月30日現在) (As of June 30 of each fiscal year)	0	0	0	0
取締役、監査役および執行役員に占める女性または外国人の割合 Ratio of female or non-Japanese to Directors, Audit & Supervisory Board Members (KANSAYAKU) and corporate officers (各年6月30日現在) (As of June 30 of each fiscal year)	—	—	—	9.4%
(各年4月1日現在) (As of April 1 of each fiscal year)	—	—	—	9.1%
女性あるいは外国人が執行役員以上の役員(監査役を除く)に占める比率 Percentage of officers ranked executive officer or higher who are female or non-Japanese (excluding Audit & Supervisory Board Members) (各年4月1日現在) (As of April 1 of each fiscal year)	—	—	—	☑ 8.0%

*22 任期中の選任・選任はありません。

There were no appointments or dismissals during the term of office.

*23 2022年6月30日時点で執行役員ではない代表取締役1人を含む

Includes one representative director who was not a corporate officer as of June 30, 2022

コーポレート・ガバナンス Corporate Governance

リスク・コンプライアンス Risk / Compliance		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	2021年度 FY2022
コンプライアンスに関するWeb研修修了率 Web-based compliance training completion rate	日本電気(株) Non-consolidated	98.4%	98.8%	99.0%	99.0%
	国内連結子会社 Consolidated Group in Japan	98.6%	98.9%	98.5%	98.5%
コンプライアンス・ホットライン相談件数 Compliance hotline: Number of consultations		121	90	76	62
個人情報保護を含む情報セキュリティ研修修了率 Completion ratio for information security training, including personal information protection		100.0%	98.0%	98.0%	98.0%

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

サプライチェーン・マネジメント Supply Chain Management		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
NECグループにおける情報セキュリティ点検実施社数 Number of NEC Group companies with information security assessments	国内 Japan	46	47	44	45
	海外 Abroad	31	31	46	63
サステナビリティ・情報セキュリティ説明会への調達取引先の出席社数(人数) Number of suppliers (people) that attended the sustainability and information security measures briefing		1,320 (1,758)	1,343 (1,804)	1,436 (1,436)	1,792 (2,131)
戦略サプライチェーンパートナー交流会への調達取引先の出席社数(人数) Number of suppliers (people) that attended the exchange meeting with strategic supply chain partners		—	188 (444)	181 (385)	194 (426)
調達取引先への書類点検への回答社数 Number of suppliers that responded to document check		—	—	696	956
Supplier Visit Record (SVR) 実施件数 Number of Supplier Visit Records (SVRs)		77	104	55	79
調達取引先の情報セキュリティ対策の訪問点検社数 Number of suppliers whose information security measures were inspected and reviewed	訪問点検 On-site assessment	37	28	38 ^{*24}	100 ^{*24}
	書類点検 Document check	1,423	1,465	1,456	1,779
「サプライチェーンにおける責任ある企業行動ガイドライン」を遵守する旨の、宣言書取得会社の連結調達金額カバー率 Percentage of consolidated procurement amount covered by companies that have submitted declarations to comply with the Guidelines for Responsible Business Conduct in Supply Chains		—	—	68%	80%

*24 オンラインで実施
Held online

👤 情報セキュリティとサイバーセキュリティ Information Security


👤 個人情報保護とプライバシー Personal Information Protection and Privacy

🔥 サプライチェーン・マネジメント Supply Chain Management

イノベーション・マネジメント Innovation Management		2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	FY2022 FY2022
研究開発費用(十億円) R&D expenses (Billion yen)	連結(NECグループ全体) NEC Group	108.1	109.8	114.6	126.3
特許件数 Number of patents	連結(NECグループ全体) NEC Group	約 Approx. 49,000	約 Approx. 47,000	約 Approx. 46,000	約 Approx. 45,000

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

NEC Sustainability Report 2022 has been assured by a third party for the social-related data items listed in the following assurance statement.



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the NEC Corporation Sustainability Report 2022

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 2022(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, average length of employment, frequency and severity rate of labor accidents and disasters, Percentage of officers ranked executive officer or higher who are female or non-Japanese 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 organization is responsible for the preparation and fair presentation of the scope of the assurance.

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 (V3) 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.

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 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 2021. 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 social needs and various media such as GRI Standards, ISO26000, SDGs, and the United Nations Global Compact, 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, employees, NPO, NGO and students, are identified, and communication activities were carried out with external experts. 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.

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, social needs and dialogue with external experts. The Organization is taking necessary actions to address the issues in the entire organization and the relevant divisions through the business activities. KPI for these issues were also set.

SGS Japan Inc. confirmed the above processes through the assurance assessment.

Responsiveness

The Organization addresses the identified issues as the business activities. Direct dialogues with stakeholders are also conducted through types of communications. The details of these actions are disclosed 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. 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.

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
13 June, 2022
 Signed: Yuji Takeuchi





AA1000
 Licensed Report
 000-8/V3-UKKHL

The details of the scope of verification			
The scope	The boundary and period	The assertion	
1	Number and ratio of female managers	NEC Corporation 1 April 2022	643/8.1%
		NEC Corporation and its consolidated subsidiaries (Excluding group companies of Japan Aviation Electronics Industry, Limited) 31 March 2022	2,535/9.6%
2	Ratio of employees with disabilities	NEC Corporation 1 June 2021	2.37%
		※Domestic consolidated subsidiaries (13 wholly owned subsidiaries in Japan excluding affiliated companies based on the Act for Promotion of Employment of Persons with Disabilities) 1 June 2021	2.27%
3	Average age of Employees	NEC Corporation 31 March 2022	Total : 43.6 Male : 44.3 Female : 41.4
4	Average years of employment	NEC Corporation 31 March 2022	Total : 18.5 Male : : 18.9 Female : 17.3
5	Number of people utilizing childcare leave	NEC Corporation 1 April 2021~31 March 2022	366
6	Number of people utilizing nursing care leave	NEC Corporation 1 April 2021~31 March 2022	16
7	Frequency and severity rate of labor accidents and disasters	NEC Corporation 1 January 2021~31 December 2021	Frequency rate : 0.0600 Severity rate : 0.0026
8	Percentage of officers ranked executive officer or higher who are female or non-Japanese (excluding Audit & Supervisory Board Members)	NEC Corporation 1 April 2022	8.0%

External Ratings and Evaluations (As of August 2022)

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

Dow Jones Sustainability Indices (DJSI)

In 2020 and 2021, NEC was included in the DJSI World Index and the DJSI Asia Pacific Index.



 DJSI Index family

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.

 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.

Euronext Vigeo World 120


NEC has been included in this index continuously since 2012.



 Half-year review Euronext Vigeo Eiris ESG indices

STOXX Global ESG Leaders Index

NEC has been included in this index continuously since 2014.

 STOXX Global ESG Leaders Index



ISS ESG Corporate Rating

NEC has been rated "Prime" since 2018.

 ISS ESG Corporate Rating



CDP (Climate Change, Water Security, and Supplier Engagement)

With its inclusion in 2021, NEC has been included in “A List” for both Climate Change and Water Security for three years in a row. Furthermore, NEC has been listed in the “Supplier Engagement Leader” of the Supplier Engagement Rating on climate issues for two consecutive years.



NEC Corporation has received external evaluations of its working environment.

“L-boshi” Certification

In April 2016, NEC became the first company to receive the “3-star” mark, the highest level under the “L-boshi” certification program, by meeting all five criteria for certification: recruitment, continued employment, working hours, percentage of women in managerial positions, and diversity of career courses.



Health & Productivity Stock Selection

NEC Corporation was included in the Health & Productivity Stock Selection for the first time in 2022.



Certified Health and Productivity Management Organization Recognition Program

NEC Corporation has been certified as a health and productivity management company from 2018 to 2022, and was certified as a health and productivity management “White 500” company in 2018, 2019, and 2021.



Other External Evaluations

- 🏆 Main awards, Accreditation in Corporate Citizen Activities
- 🏆 Environmental Ratings by External Organizations (Latest Rating/Ranking)

EcoVadis

Since 2012 NEC has been awarded the “Gold” sustainability ranking, placing it among the top 5% of companies assessed by EcoVadis; and in 2020 and 2021, we were awarded “Platinum,” which places NEC among the top 1% of companies assessed worldwide.



Next-generation Support Certification Mark “Platinum Kurumin”

NEC received the “Kurumin” certification in 2007, 2012, and 2015.

In 2018, NEC Corporation received the “Platinum Kurumin” certification for carrying out higher levels of effort in introducing and making use of a considerable number of measures in child-rearing support. To receive the Platinum Kurumin, Kurumin certification is needed.



NEC Awarded “Gold” in Pride Index 2021

NEC was awarded the highest rating of “Gold” in Pride Index 2021.

We met the evaluation criteria in all indices: Policy (Action Declaration), Representation (LGBTQ+ Network), Inspiration (Raising Awareness), Development (Human Resource Management Policy and Programs), and Engagement/ Empowerment (Social Responsibility).



Comparison Table: Global Reporting Initiative (GRI) Standards

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

* : GRI Standards: Core items ○ : Items related to NEC "materiality" in GRI Standards ID 200–400 range
GRI = Global Reporting Initiative (<https://www.globalreporting.org/>)

General Disclosures		ID	Item required by report	Corresponding page
102: General Disclosures	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 headquarters	Profile
		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	Data Collection
		102-9	※ Supply chain	Supply Chain Management
		102-10	※ Significant changes to the organization and its supply chain	Annual Securities Report (Japanese)
		102-11	※ Precautionary principle or approach	Reducing Environmental Impacts
		102-12	※ External initiatives	Activities for Controlling Chemical Substances in Products Participation in International Initiatives Dialogue and Co-creation with Our Stakeholders
		102-13	※ Membership of associations	Participation in International Initiatives Dialogue and Co-creation with Our Stakeholders
	2. Strategy	102-14	※ Statement from senior decision-maker	Message from the President
		102-15	※ Key impacts, risks, and opportunities	Integrated Report Priority Management Themes from an ESG Perspective—Materiality
	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	Topic: Respecting Human Rights Compliance and Risk Management
	4. Governance	102-18	※ Governance structure	Corporate Governance
		102-19	※ Delegating authority	Management for Sustainability
		102-20	※ Executive-level responsibility for economic, environmental, and social topics	Management for Sustainability
		102-21	※ Consulting stakeholders on economic, environmental, and social topics	Management for Sustainability
		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
		102-26	※ Role of highest governance body in setting purpose, values, and strategy	Management for Sustainability
		102-27	※ Collective knowledge of highest governance body	Priority Management Themes from an ESG Perspective—Materiality
		102-28	※ Evaluating the highest governance body's performance	Management for Sustainability Priority Management Themes from an ESG Perspective—Materiality
		102-29	※ Identifying and managing economic, environmental, and social impacts	Priority Management Themes from an ESG Perspective—Materiality Sustainability Advisory Committee The Progress of Sustainability Promotion and Our Response to the Human Rights Risks under Purpose-driven Management Understanding Global Trends in Climate Change and the Risks and Opportunities for NEC Toward Further Development of Human Rights Initiatives in Procurement
		102-30	※ Effectiveness of risk management processes	Management for Sustainability
		102-31	※ Review of economic, environmental, and social topics	Management for Sustainability
		102-32	※ Highest governance body's role in sustainability reporting	Management for Sustainability
		102-33	※ Communicating critical concerns	Compliance and Risk Management
		102-34	※ Nature and total number of critical concerns	Compliance and Risk Management
		102-35	※ Remuneration policies	Remuneration for Directors and Audit & Supervisory Board Members
		102-36	※ Process for determining remuneration	Remuneration for Directors and Audit & Supervisory Board Members
		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	Dialogue and Co-creation with Our Stakeholders
		102-41	※ Collective bargaining agreements	Annual Securities Report (Japanese)
		102-42	※ Identifying and selecting stakeholders	Dialogue and Co-creation with Our Stakeholders Guidelines for Coordination with NPOs (Activities for Contributing to Society)
		102-43	※ Approach to stakeholder engagement	Dialogue and Co-creation with Our Stakeholders
		102-44	※ Key topics and concerns raised	Dialogue and Co-creation with Our Stakeholders

		ID	Item required by report	Corresponding page		
102: General Disclosures	6. Reporting practice	102-45	※ Entities included in the consolidated financial statements	Profile		
		102-46	※ Defining report content and topic boundaries	Information Disclosure Policy		
		102-47	※ List of “materiality” topics	Management for Sustainability Priority Management Themes from an ESG Perspective—Materiality		
		102-48	※ Restatements of information	No restatements		
		102-49	※ Changes in reporting	No change		
		102-50	※ Reporting period	Information Disclosure Policy		
		102-51	※ Date of most recent report	Information Disclosure Policy		
		102-52	※ Reporting cycle	Information Disclosure Policy		
		102-53	※ Contact point for questions regarding the report	Contact us		
		102-54	※ Claims of reporting in accordance with the GRI Standards	GRI (Global Reporting Initiative) Index		
		102-55	※ GRI content index	GRI (Global Reporting Initiative) Index		
		102-56	※ External assurance	Third-party Assurance		
		103: Management Approach		103-1	※ Explanation of the material topic and its boundary	Priority Management Themes from an ESG Perspective—Materiality
				103-2	The management approach and its components	Priority Management Themes from an ESG Perspective—Materiality Management for Sustainability
103-3	Valuation of the management approach			Priority Management Themes from an ESG Perspective—Materiality Third-party Assurance		

Specific Standards		ID	Item required by report	Corresponding page
200: Economic	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	Response to Climate Change
		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	Innovation Management
	203 Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Cooperation with the Local Communities
		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	Promoting Fair Commercial Transactions
		205-2	○ Communication and training about anti-corruption policies and procedures	Compliance and Risk Management Supply Chain Management
		205-3	○ Confirmed incidents of corruption and actions taken	Promoting Fair Commercial Transactions
	206 Anti-competitive Behavior	206-1	○ Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Promoting Fair Commercial Transactions
	207 Tax	207-1	Approach to tax	Basic Approach on Tax Matters
		207-2	Tax governance, control and risk management	Basic Approach on Tax Matters
		207-3	Stakeholder engagement and management concerns related to tax	Basic Approach on Tax Matters
		207-4	Country-by-country reporting	—
300: Environment	301 Materials	301-1	Materials used by weight or volume	Overview of Environmental Impact
		301-2	Recycled input materials used	Overview of Environmental Impact Resource Recycling and Pollution Prevention Initiatives
		301-3	Reclaimed products and their packaging materials	Overview of Environmental Impact Data Collection "Environment"
	302 Energy	302-1	Energy consumption within the organization	Overview of Environmental Impact Data Collection "Environment"
		302-2	Energy consumption outside of the organization	Overview of Environmental Impact Data Collection "Environment"
		302-3	Energy intensity	Overview of Environmental Impact Data Collection "Environment"
		302-4	Reduction of energy consumption	Overview of Environmental Impact Data Collection "Environment"
		302-5	Reductions in energy requirements of products and services	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"

		ID	Item required by report	Corresponding page
300: Environment	303 Water and Effluents	303-1	Interaction between water and business	Water Risk Management and Effective Water Usage
		303-2	Management of water discharge-related impacts	Achievements Water Risk Management and Effective Water Usage
		303-3	Water withdrawal	Overview of Environmental Impact Data Collection "Environment"
		303-4	Water discharge	Overview of Environmental Impact Data Collection "Environment"
		303-5	Water consumption	Overview of Environmental Impact Data Collection "Environment"
	304 Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Initiatives for Biodiversity
		304-2	Significant impacts of activities, products, and services on biodiversity	Resource Recycling and Pollution Prevention Initiatives Initiatives for Biodiversity
		304-3	Habitats protected or restored	Initiatives for Biodiversity
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Initiatives for Biodiversity
	305 Emissions	305-1	○ Direct (Scope 1) GHG emissions	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
				Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
		305-2	○ Indirect (Scope 2) GHG emissions	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
				Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
		305-3	○ Other indirect (Scope 3) GHG emissions	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
				Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
		305-4	○ GHG emissions intensity	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
				Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
		305-5	○ Reduction of GHG emissions	Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
				Policy and Targets Achievements Response to Climate Change Overview of Environmental Impact Data Collection "Environment"
		305-6	Emissions of ozone-depleting substances (ODS)	— Achievements
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Overview of Environmental Impact Data Collection "Environment"
	306 Effluents and Waste	306-1	Water discharge by quality and destination	Overview of Environmental Impact Data Collection "Environment"
		306-2	Waste by type and disposal method	Resource Recycling and Pollution Prevention Initiatives Overview of Environmental Impact Data Collection "Environment"
		306-3	Significant spills	Environmental Management Resource Recycling and Pollution Prevention Initiatives
		306-4	Transport of hazardous waste	Resource Recycling and Pollution Prevention Initiatives
		306-5	Water bodies affected by water discharges and/or runoff	Water Risk Management and Effective Water Usage Resource Recycling and Pollution Prevention Initiatives
	307 Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Environmental Management
		308-1	New suppliers that were screened using environmental criteria	—
		308-2	Negative environmental impacts in the supply chain and actions taken	Environmental Management Supply Chain Management
	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	Environmental Management Supply Chain Management
		308-3	Parental leave	Creating a Diverse Workstyle Environment Data Collection
400: Social Topics	401 Employment	401-1	New employee hires and employee turnover	Data Collection
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Creating a Diverse Workstyle Environment Data Collection
		401-3	Parental leave	Creating a Diverse Workstyle Environment Data Collection
	402 Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	Creating a Diverse Workstyle Environment
	403 Occupational Health and Safety	403-1	Occupational health and safety management system	Health and Safety

		ID	Item required by report	Corresponding page
400: Social Topics	403 Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety Data Collection
		403-3	Occupational health services	Health and Safety
		403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
		403-5	Worker training on occupational health and safety	Health and Safety
		403-6	Promotion of worker health	Health and Safety
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Ensuring Quality and Safety
		403-8	Workers covered by an occupational health and safety management system	Health and Safety
		403-9	Work-related injuries	Health and Safety
		403-10	Work-related ill health	Health and Safety
	404 Training and Education	404-1	○ Average hours of training per year per employee	Human Resources Development and Training Data Collection
		404-2	○ Programs for upgrading employee skills and transition assistance programs	Human Resources Development and Training
		404-3	○ Percentage of employees receiving regular performance and career development reviews	Human Resources Development and Training Creating a Diverse Workstyle Environment
	405 Diversity and Equal Opportunity	405-1	○ Diversity of governance bodies and employees	Data Collection
		405-2	Ratio of basic salary and remuneration of women to men	Creating a Diverse Workstyle Environment
	406 Non-discrimination	406-1	○ Incidents of discrimination and corrective actions taken	Topic: Respecting Human Rights Compliance and Risk Management CS (Customer Satisfaction) Initiative Data Collection
				Topic: Respecting Human Rights
	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	Compliance and Risk Management Supply Chain Management
	408 Child Labor	408-1	○ Operations and suppliers at significant risk for incidents of child labor	Compliance and Risk Management Supply Chain Management
	409 Forced or Compulsory Labor	409-1	○ Operations and suppliers at significant risk for incidents of forced or compulsory labor	Topic: Respecting Human Rights Compliance and Risk Management Supply Chain Management NEC Group Statement for Modern Slavery Acts
				Topic: Respecting Human Rights
	410 Security Practices	410-1	Security personnel trained in human rights policies or procedures	Topic: Respecting Human Rights
	411 Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	Topic: Respecting Human Rights
	412 Human Rights Assessment	412-1	○ Operations that have been subject to human rights reviews or impact assessments	Topic: Respecting Human Rights
		412-2	○ Employee training on human rights policies or procedures	Topic: Respecting Human Rights Data Collection
		412-3	○ Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Topic: Respecting Human Rights Supply Chain Management
	413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Dialogue and Co-creation with Our Stakeholders Cooperation with the Local Communities
		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	Supply Chain Management Guidelines for Responsible Business Conduct in Supply Chains
		414-2	Negative social impacts in the supply chain and actions taken	Compliance and Risk Management Supply Chain Management Data Collection
	415 Public Policy	415-1	Political contributions	Ensuring Quality and Safety
	416 Customer Health and Safety	416-1	○ Assessment of the health and safety impacts of product and service categories	Ensuring Quality and Safety
		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	Ensuring Quality and Safety
		417-2	Incidents of non-compliance concerning product and service information and labeling	Ensuring Quality and Safety
		417-3	Incidents of non-compliance concerning marketing communication	CS (Customer Satisfaction) Initiative
	418 Customer Privacy	418-1	○ Substantiated complaints concerning breaches of customer privacy and losses of customer data	Personal Information Protection and Privacy
	419 Socioeconomic Compliance	419-1	○ Non-compliance with laws and regulations in the social and economic area	Compliance and Risk Management

Comparison Table: Global Compact

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.	Topic: Respecting Human Rights
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	Inclusion and Diversity AI and Human Rights Supply Chain Management
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Topic: Respecting Human Rights Inclusion and Diversity
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Creating a Diverse Workstyle Environment
	Principle 5	Businesses should uphold the effective abolition of child labour.	Health and Safety
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Supply Chain Management
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	Policy and Targets
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Environmental Management
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Response to Climate Change Water Risk Management and Effective Water Usage
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Resource Recycling and Pollution Prevention Initiatives
			Initiatives for Biodiversity Overview of Environmental Impact
			Promoting Fair Commercial Transactions
			Compliance and Risk Management

Comparison Table: SASB Standards

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CODE	CORRESPONDING PAGE
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) Percentage of grid electricity (3) Percentage of renewable	TC-SI-130a.1	Overview of Environmental Impact Data Collection "Environment"
	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Water Risk Management and Effective Water Usage Overview of Environmental Impact Data Collection "Environment"
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Response to Climate Change
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	CS (Customer Satisfaction) Initiative
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	—
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Personal Information Protection and Privacy
	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	TC-SI-220a.4	—
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	—
Data Security	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	TC-SI-230a.1	Personal Information Protection and Privacy
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Information Security and Cyber Security Personal Information Protection and Privacy
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Data Collection
	Employee engagement as a percentage	TC-SI-330a.2	Priority Management Themes from an ESG Perspective —Materiality Inclusion and Diversity Human Resource Development and Training Data Collection
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.2	Data Collection
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Compliance and Risk Management Promoting Fair Commercial Transactions
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues; (2) service disruptions; and (3) total customer downtime	TC-SI-550a.1	—
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Business Continuity

Activity Metrics

ACTIVITY METRIC	CODE	CORRESPONDING PAGE
(1) Number of licenses or subscriptions (2) Percentage of cloud-based	TC-SI-000.A	—
(1) Data processing capacity (2) Percentage of outsourced	TC-SI-000.B	—
(1) Amount of data storage (2) Percentage of outsourced	TC-SI-000.C	—

Comparison Table: ISO 26000

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		Management for Sustainability Information Security and Cyber Security Ensuring Quality and Safety Corporate Governance Compliance and Risk Management Basic Approach to Tax Matters Promoting Fair Commercial Transactions Business Continuity Supply Chain Management
	1. Due diligence 3. Avoidance of complicity 5. Discrimination and vulnerable groups 7. Economic, social and cultural rights	2. Human rights risk situations 4. Resolving grievances 6. Civil and political rights 8. Fundamental principles and rights at work	Topic: Respecting Human Rights Inclusion and Diversity Creating a Diverse Workstyle Environment Compliance and Risk Management Supply Chain Management
Labour Practices	1. Employment and employment relationships 3. Social dialogue 5. Human development and training in the workplace	2. Conditions of work and social relationships 4. Health and safety at work	Inclusion and Diversity Human Resource Development and Training Creating a Diverse Workstyle Environment Health and Safety
Environment	1. Prevention of pollution 3. Climate change mitigation and adaptation	2. Sustainable resource use 4. Protection of the environment, biodiversity and restoration of natural habitats	Policy and Targets Environmental Management Response to Climate Change Water Risk Management and Effective Water Usage Resource Recycling and Pollution Prevention Initiatives Initiatives for Biodiversity Overview of Environmental Impact
Fair Operating Practices	1. Anti-corruption 3. Fair competition 5. Respect for property rights	2. Responsible political involvement 4. Promoting social responsibility in the value chain	Compliance and Risk Management Promoting Fair Commercial Transactions Supply Chain Management
Consumer Issues	1. Fair marketing, factual and unbiased information and fair contractual practices 3. Sustainable consumption 5. Consumer data protection and privacy 7. Training and awareness-raising	2. Protecting consumers' health and safety 4. Consumer service, support, and complaint and dispute resolution 6. Access to essential services	Topic: Respecting Human Rights AI and Human Rights Personal Information Protection and Privacy Ensuring Quality and Safety CS (Customer Satisfaction) Initiative
Community Involvement and Development	1. Community involvement 3. Employment creation and skills development 5. Wealth and income creation 7. Social investment	2. Training and culture 4. Technology development and access 6. Health	Management for Sustainability Dialogue and Co-creation with Our Diverse Stakeholders Cooperation with the Local Communities Innovation Management Activities for Contributing to Society