

# Creating a Corporate Culture We Take Pride In

**The NEC Electronics Group and its employees are making a concerted effort to build and foster a corporate culture that enables all employees to fully develop their individuality and demonstrate their capabilities.**

## Our Corporate Culture

**We will create a corporate culture that enables all employees to fully demonstrate their capabilities.**

It is only in safe, healthy workplace environments free of discrimination and harassment that employees are able to fully develop their individuality and demonstrate their capabilities. Good workplaces such as these also generate increased efficiency and productivity. All employees at NEC Electronics play a role in building a corporate culture we take pride in.

## TALK about CSR

**Health care support for every employee is part of the CSR effort.**

Health care support for company employees doesn't just mean maintaining and improving physical health. It is becoming increasingly important to provide both mental and physical health care so that employees can fully realize their unique qualities and capabilities.

As public health nurses, we undertake many activities—health counseling, mental health seminars, regular provision of health-related information, self-checks for stress—to provide health care support and help employees raise their health awareness. We want to do everything possible to help all the employees make full use of their talents and abilities; in this way we are doing our part to contribute to an even more vibrant company.

**Naomi Hirayama** (left)  
**Yoshiko Yamaguchi** (right)

Public health nurses  
HR & General Affairs Division



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# Respect for Human Rights, Equal Employment Opportunity

Through meaningful communication with employees, NEC Electronics will develop a workplace environment that promotes mutual trust and enables individuals to fully demonstrate their capabilities.

## Awareness of Human Rights Issues

**We are working to maintain workplaces free of discrimination and harassment, where employees can fully demonstrate their capabilities.**

### Awareness of human rights issues

NEC Electronics undertakes a number of activities to promote human rights awareness. A Human Rights Awareness Committee was established with the mandate to implement training programs for employees that promote awareness of human rights issues throughout the NEC Electronics Group. The internal website maintains a page on "Human Rights and Employment of Persons with Disabilities," and carries out activities to foster human rights awareness during Human Rights Week.

#### Human rights activities

- (1) Inclusion of information on human rights issues on the internal website
  - a) Various human rights issues in and outside Japan.
  - b) Checklist for sexual harassment in the workplace (Self-check).
- (2) Activities to promote awareness of human rights issues during Human Rights Week
  - a) Human rights slogan contest.
  - b) Circulation of an in-house leaflet on human rights.

### Prevention of sexual harassment and promotion of equal employment

The NEC Electronics Group Code of Conduct clearly prohibits sexual harassment. We endeavor to prevent sexual harassment in the workplace by conducting educational and awareness-raising activities, providing relevant information, and responding appropriately to incidents of sexual harassment.

In the effort to create an environment conducive to consultation on sensitive issues, NEC Electronics has also established an internal service staffed partly by women for consulting on equal rights and other issues. Posters are displayed to let employees know about the service.

## Employment for Physically Challenged People

**We are developing barrier-free workplaces for the physically challenged.**

NEC Electronics is making every effort to develop workplace environments considerate of employees who are physically challenged. Employees with hearing disabilities are now able to receive signing translations of the audio portion of meetings transmitted over the internal website. We also introduced contactless cards for security gate entrance, and are renovating lavatory facilities in the effort to create workplace environments that are considerate to persons with upper or lower limb disabilities.

## Balancing Work and Family Life

**We are implementing a progressive, family-friendly workplace program that seeks to enhance work and family life.**

In addition to supporting employees' efforts to fully demonstrate their capabilities, NEC Electronics implements many family-friendly measures (described below) that help employees balance work and family responsibilities so that they can experience satisfaction both at work and at home.

### Family-friendly measures

- (1) Family-friendly leave
  - Leave for multiple purposes including preventive medical care for the employee or a family member, childcare or eldercare, attendance at a child's school events, and volunteer work.
- (2) Family-friendly fund
  - a) Lump-sum allowance when a child is born.
  - b) Cash incentive for employees with company-sponsored child education insurance.
  - c) Monthly allowance for designated dependents.
- (3) Coupons
  - a) Provision of nursing care coupons (discounts on fees charged for recruiting and introducing home helpers/Benefit Association) and childcare coupons (discounts on babysitter fees).
  - b) A fixed sum to apply toward fees for the use of municipal family support centers.

### Development of family-friendly support system

Year	Implementation	
	Childcare System	Nursing Care System
1990	Childcare leave	Nursing care leave
1992	Reduced working hours (childcare)	Reduced working hours (nursing care)
	Medical care leave	
1997		Nursing care coupon system (Benefit Association)
1998	Childcare coupon system	
2000	Extension of reduced working hours (childcare) (3 years old, end of March → entrance into elementary school)	Extension of reduced working hours (nursing care) (3 years → until nursing care is no longer necessary)
	Work-at-home system	
2002	Family-friendly leave (revision of medical care leave)	
2004	Extension of reduced working hours (to first grade, end of March in special circumstances)	
	Enabled to set the working hours on a half-hour basis instead of one-hour basis	
2005	Extension of reduced working hours (to third grade, end of March in special circumstances)	
	Family-friendly leave (morning sickness, medical treatment of infertility)	

# Human Resources Development and Career Support

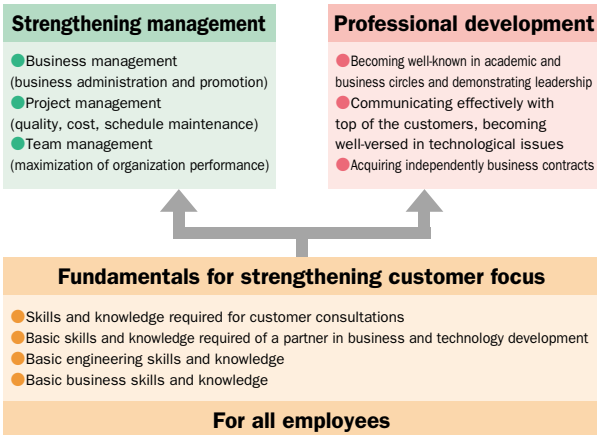
NEC Electronics implements a mandatory training program designed to give all employees a sense of commitment and the job skills they need, and strives to create workplace environments that enable self-actualization.

## Human Resources Development

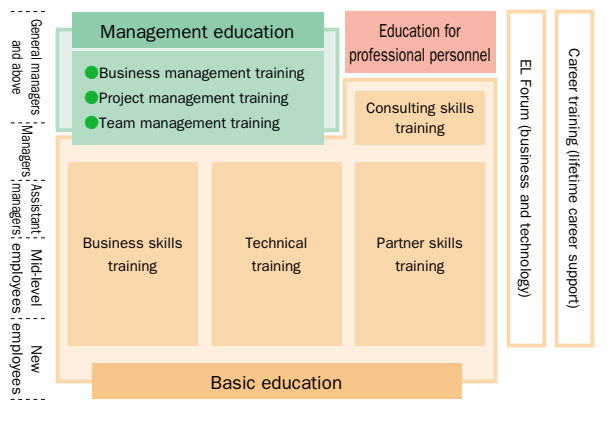
We have devised a three-part training curriculum to develop employees' skills.

NEC Electronics is building a curriculum for our training program that emphasizes three areas: fundamentals for strengthening customer focus, which underpins the program, strengthening management, and professional development. Our training program is designed to raise employees performance levels and to help employees acquire the knowledge and know-how needed to carry out their job duties and responsibilities. We support employees' voluntary efforts toward self-development and self-actualization.

### Triple-emphasis curriculum for human resources development



### Human resources development curriculum



## Lifetime Career Support

We support the efforts of pro-active individuals to achieve self-realization, and implement measures to raise employees' morale.

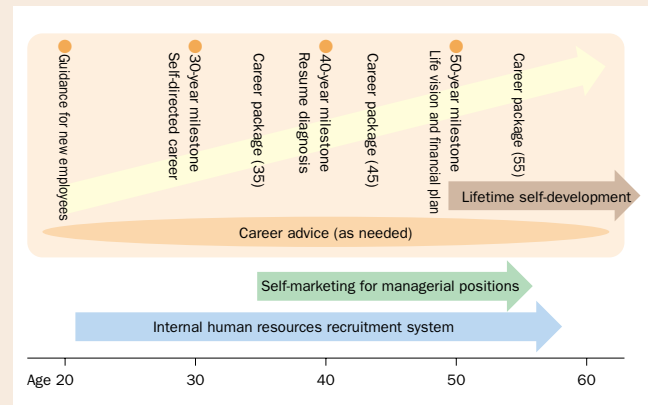
NEC Electronics is working to place the right persons in the right jobs with the double objective of encouraging ongoing personal growth and securing the best human resources for the organization. To achieve this, we are departing from the traditional lifetime employment and seniority system premised on mutual dependence of the company and its employees, to build a revolutionary new company-employee relationship in which the company supports the individual's ongoing professional growth over the long term.

We encourage employees to be innovative and to keep developing their talents and abilities, in the effort to inspire them to set lofty goals and to be self-motivated toward their achievement.

### Career Support

- Career advice**  
All employees can seek advice on career advancement.
- Milestone training, sabbaticals**  
Training courses are held for employees reaching the milestone ages of 30, 40, and 50, held in the fiscal year following their birthday, and they are entitled to take a one-week leave of absence.
- Career packages**  
A package of books and a list of training opportunities is mailed to employees' home addresses between the milestone ages when they reach 35, 45, and 55 years of age.
- Career design support payment**  
Paid to employees in the fiscal year following the year they turn 50.
- Internal job posting system**  
All employees can apply for open positions in the company (not contingent on approval by the supervisor).
- Self-marketing for managerial positions**  
Employees in a managerial position can apply for any position that they believe fit better than the sitting (not contingent on approval by the supervisor).

### Lifetime career support



# Recruitment

NEC Electronics conducts open recruitment activities in the effort to secure a versatile workforce and ensure fair employment opportunities.

## Recruitment activities

**We accept applicants from a wide range of countries and educational institutions.**

NEC Electronics strives for impartiality in recruitment practices and has eliminated the system of school recommendations, replacing it with a free application system for students desiring employment with NEC Electronics. We want job applicants to have a sufficient understanding of our business and the jobs available, so early in the recruitment process we provide information on our company through our website and other employment media and actively participate in joint company information fairs and job information seminars at universities. We also offer many worksite tours and get-togethers with company employees in the effort to give job applicants a taste of our corporate culture.

To ensure the highest quality employees, NEC Electronics focuses on the selection process, with a particular emphasis on individual interviews. We are also active in recruiting foreign job applicants and we are proud to have a rapidly growing workforce of international employees. This is also an advantage from the viewpoint of corporate internationalization.

## Recruitment events

October-December	January-March	April-May
<b>Provision of industry- and company-related information</b> <b>Internet</b> ■ NEC Electronics website ■ Employment information site  <b>Company information fairs</b> ■ Joint company information fairs (Tokyo, Kanagawa, Osaka) ■ Job information seminars at universities (Sapporo, Sendai, Tokyo, Kyoto, Osaka)	<b>Provision of company- and job-related information</b> <b>Company information sessions</b> (Sapporo, Sendai, Kanagawa, Nagoya, Osaka, Fukuoka)  <b>Job information seminars</b> (Sapporo, Sendai, Kanagawa, Nagoya, Osaka, Fukuoka)  <b>Get-togethers with company employees</b> (Kanagawa, Osaka)  <b>Worksite tours</b> (Kanagawa)  <b>University seminars</b> (Tokyo, Fukuoka)	<b>Applicant screening</b> <b>Individual interviews</b> (Kanagawa, Osaka)  <b>Interviews focus on the individual's personal character and are conducted with all applicants who desire an interview.</b>



Recruitment website

## Work Experience Internships

**We support academic institutions by cooperating with work experience internship programs.**

In response to requests from universities, we are actively involved in cooperating with work experience internship programs for students. Many universities have a high regard for work experience programs because they give students learning opportunities unavailable in the classroom. Since fiscal 2004, NEC Electronics has been answering this need by actively accepting students from work experience internship programs.

We will continue to take an active part in these programs from our desire to contribute to university education and to make our business widely known by the public.

## Work experience activities in fiscal 2005

	Three-week work experience	One-day work experience
Content	Engineering work at the worksite	■ Lecture on the semiconductor business ■ Group work ■ Worksite tour
Date	August 23-September 9	From July to September
Number of participants	22	192

# Occupational Health and Safety (OH&S)

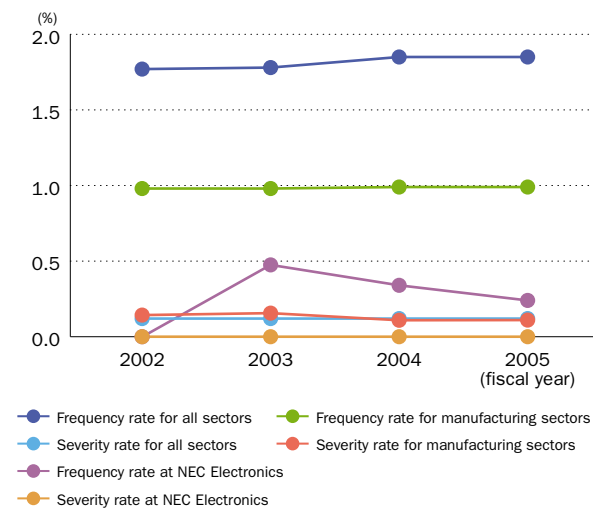
NEC Electronics recognizes that health is an irreplaceable asset and places high priority on ensuring the safety and health of employees. This core principle underpins the preventive focus of safety and health measures implemented by the NEC Electronics Group.

## Occupational Health and Safety (OH&S)

We promote OH&S with the watchword "zero accidents" by implementing an infrastructure for OH&S management in each workplace.

"Zero accidents" is the watchword we have coined to express the goal of OH&S management infrastructures in each workplace, whose close cooperation with work and health management divisions to devise and implement preventive measures and carry out detailed daily safety management activities has resulted in a steady decline in workplace accidents.

### Trend in work-related accidents



The frequency rate is equivalent to the number of injuries and deaths due to industrial accidents divided by total actual working hours x 1,000,000. The severity rate is equivalent to the number of lost working days divided by total actual working hours x 1,000. Most work-related casualties occurred away from the workplace (e.g., tripping and falling down the stairs at the train station), and did not involve fatal accidents.

## Mental Health Management

NEC Electronics bases development of mental health care services on prevention and early response.

Change in industrial structures accompanied by a shift in work styles from labor-intensive to knowledge-intensive has given rise to the important task of preventing stress-related physical and mental health problems in the workplace.

In cooperation with NEC Corporation's Health Care Center, NEC Electronics placed two public health nurses on the staff of the HR & General Affairs Division in the second half of fiscal 2005. Since that time, the nurses have been working with employees, worksite managers, and in cooperation with industrial physicians and medical specialists to provide employees with strong mental health care support.

Specifically, this involves professional instruction in mental health for all managers to heighten their awareness of mental health issues and of their responsibility as the most likely person to spot potential problems in employees under their supervision and approach the individuals concerned. The nurses have also started up a special website for employees called "News from the Nurses" that provides information on mental health care to facilitate self-care. Through measures such as these, we are developing a company-wide system for promoting mental health care.

We will continue to develop even more closely focused activities to facilitate early detection and treatment of mental health problems and also promote preventive activities.

### Consultation and support system for mental health problems

