

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

Don't keep it to yourself—talk to the helpline counselors.

Preventing sexual harassment will help to create a healthy workplace in which each employee can maximize their personal assets and abilities. Since the company was established, I've been working on the helpline. In conformance with the revised Equal Employment Opportunity Law (April 2007), we have to also deal with the problem of sexual harassment for male employees, so now there are three of us—men and women including myself—who are available for the helpline consultations.

Actions that constitute sexual harassment must not be allowed. But many people say that it takes courage to seek advice about such matters. "We will protect your privacy," "You won't be unfairly treated for consulting with us," "We will work with you to find a way to resolve the problem," "We are here to listen, no matter how small a matter may be" are watchwords for our efforts to do everything possible to make it easy for people to talk with us.



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HR & General Affairs Division

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Respect for Human Rights, Equal Employment Opportunity

Through good 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. NEC Electronics maintains on the internal website 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
 - Various human rights issues in and outside Japan.
 - Checklist for sexual harassment in the workplace (Self-check).
- (2) Activities to promote awareness of human rights issues during Human Rights Week
 - Human rights slogan contest.
 - Circulation of an in-house leaflet on human rights.
 - Sexual harassment prevention training for managers.

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 renovated 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 child's school events, volunteer work, or treatment for infertility.
- (2) Family-friendly fund
 - Lump-sum allowance when a child is born.
- (3) Financial aid for employees who work and have childcare or nursing care responsibilities
 - Provision of childcare and nursing care coupons (discounts on fees charged for recruiting and introducing home helpers and discounts on babysitter fees).
 - Charge subsidy for the use of municipal childcare support services (family support centers, etc.).
 - Financial aid applied toward moving fees when an employee or employee's parents change residence to be able to balance work and childcare responsibilities.

Development of family-friendly support system

fiscal year	Implementation	
	Childcare System	Nursing Care System
1991	Childcare leave	Nursing care leave
1993	Reduced working hours (childcare)	Reduced working hours (nursing care)
	Medical care leave	
1998		Nursing care coupon system
1999	Childcare coupon system	
2001	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	
2003	Family-friendly leave (revision of medical care leave)	
2005	Extension of reduced working hours (to first grade, end of March in special circumstances)	
2006	<ul style="list-style-type: none"> • Period of childcare leave modified (until end of March after child reaches one year or until child reaches 18 months) • Financial aid for use of family support centers • Childcare financial support system (financial aid for change of residence for the purpose of childcare) • Establishment of a Web site to support employees returning to work after a leave 	Removal of restrictions on number of nursing care leaves (leave is permissible per each nursing care requirement)
2007	<ul style="list-style-type: none"> • Extension of reduced working hours (childcare) (to third grade, end of March in special circumstances) • Extension of work-at-home hours and expansion of employees permitted to work at home • Family friendly leave (medical fertility treatment added) 	Expansion of employees permitted to work at home
2008	<ul style="list-style-type: none"> • Financial aid to support use of family support centers (municipal childcare support services added) • Extension of period to receive financial aid for use of family support centers (first grade, end of March → third grade, end of March) 	

Human Resources Development and Career Support

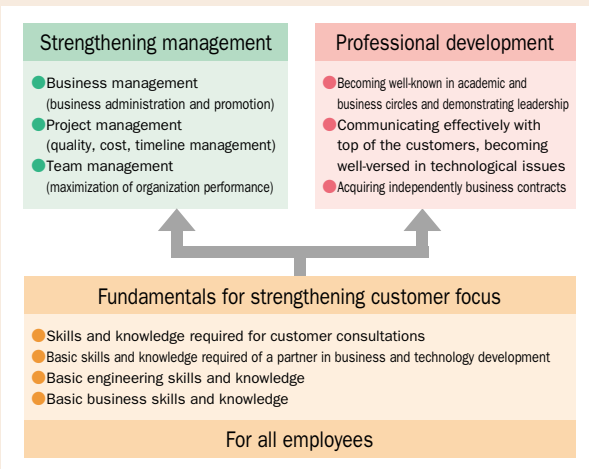
NEC Electronics implements a mandatory training program designed to give all employees a sense of commitment and the job skills they need, and strives to create workplace environments that enable self-actualization.

Human Resources Development

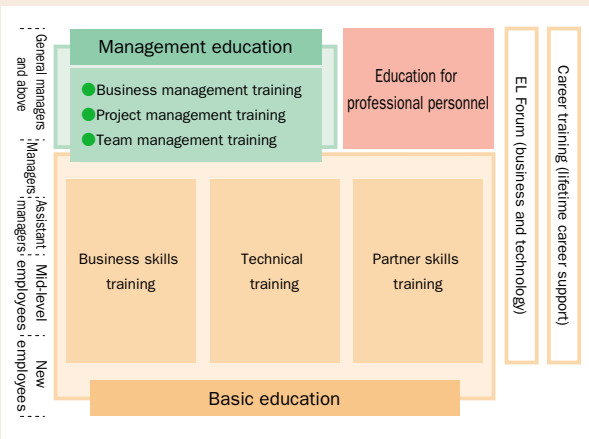
We have devised a three-part training curriculum to develop employees' skills.

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 individuals to achieve self-realization and develop their careers.

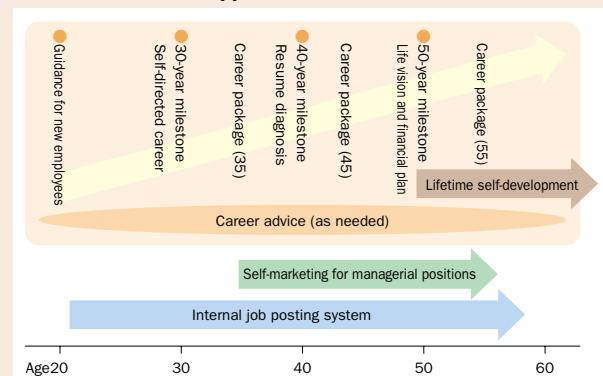
NEC Electronics is working to place the right persons in the right jobs with the double objective of encouraging ongoing personal growth and securing the best human resources for the organization. To achieve this, we are departing from the traditional lifetime employment and seniority system premised 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 support them in setting lofty goals.

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.
In addition, a career design support payment is paid to employees in the fiscal year following the year they turn 50.
- 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.
- 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
Provision of industry- and company-related information Internet <ul style="list-style-type: none"> NEC Electronics website Employment information site Company information fairs <ul style="list-style-type: none"> Joint company information fairs (Sendai, Tokyo, Kanagawa, Osaka, Fukuoka) 	Provision of company and job-related information Company information sessions (Sendai, Kanagawa, Nagoya, Osaka, Fukuoka) Technology lectures (Kanagawa, Osaka, Fukuoka) Job information seminars (Sendai, Kanagawa, Nagoya, Osaka, Fukuoka) Get-togethers with company employees (Kanagawa, Osaka) Worksite tours (Kanagawa) University seminars (Tokyo, Fukuoka)	Applicant screening Individual interviews (Kanagawa, Osaka) Interviews focus on the individual's personal character and are conducted with all applicants who desire an interview.

Work Experience Internships

We support academic institutions by offering the work experience internship programs.

In response to requests from universities, we accept the interns for the work experience internship programs. Many universities have a high regard for work experience programs because they give students learning opportunities unavailable in the classroom. Since fiscal 2005, NEC Electronics has been meeting this need by accepting students in the work experience internship programs.

We will continue to organize these programs from our desire to contribute to university education and to make our business widely known to the public.

Work experience activities in fiscal 2007

	Three-week work experience
Content	Engineering work at the worksite
Date	August 28-September 15
Number of participants	14



Recruitment website

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 are shifting from a conventional focus on safety to a focus on health.

In recent years, the majority of our employees are office and engineering personnel. For this reason, we have made a major policy change from a conventional safety focus to a health focus for our health and safety activities. A variety of activities are carried out based on three key objectives: fostering mental health, safeguarding against overwork, and maintaining and improving health.

Specifically, to foster mental health we provide mental health care education that constitutes seminars on self-care, awareness-raising seminars for supervisors, and a variety of training courses. We are expanding this education program to make it more comprehensive. In regard to safeguards against overwork, we cooperate with the labor union's labor affairs committee; if an employee is working an excessive amount of overtime, we talk in depth with both the employee and the employee's supervisor. To promote health maintenance and improvement, we closely follow up on the regular medical checkups provided by the company.

Mental Health Management

NEC Electronics provides the preventive mental health care services.

We have a few public health nurses attached to the HR & General Affairs Division in cooperation with NEC Corporation's Health Care Center. The nurses have been working with employees, their supervisors, and also in cooperation with industrial physicians and medical specialists to provide employees with dedicated 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. In addition, the nurses have also started up a special website for employees called "News from the Nurses" that provides healthcare information with a focus on mental health care to facilitate self-care. Through measures such as these, we are engaged in promoting mental health care.

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

■ Consultation and support system for mental health problems

