



Renesas Electronics Group Human Rights Policy

1. Purpose

Renesas Electronics Group (hereafter "Renesas", "our" or "we") sets "*To Make Our Lives Easier*" as its purpose. Renesas aspires to realise a sustainable society through our semiconductor solutions; and in return we are deeply committed to looking after our people. Our human rights policy governs how we treat everyone - from our employees to our customers, communities and in our supply chain.

Renesas has stated its commitment to respecting human rights in our Group Code of Conduct and in our Supplier Code of Conduct.

Renesas Human Rights Policy (hereafter, "this Policy") clearly articulates our commitment to respecting and promoting human rights in all aspects of our operations. This Policy is approved by the Board of Directors of Renesas Electronics Corporation and its operation is monitored by the Board.

2. OUR APPROACH

2.1 Scope

This Policy applies to all employees of Renesas and its affiliated companies and requires suppliers and business partners to understand this Policy and to comply with it.

2.2 Our Commitment to International Human Rights Standards

Renesas is committed to respecting internationally recognised human rights, including those outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Recognising these as minimum standards, Renesas conducts its business in alignment with the UN Guiding Principles on Business and Human Rights and supports the principles of the UN Global Compact.

In cases where the laws and regulations of the country or region and the international standards on human rights are incompatible, Renesas will respect the international standards on human rights on the premise that we comply with the laws and regulations of the country or region.

2.3 Human Rights Due Diligence



Renesas takes a risk-based and proportionate approach to due diligence, allowing us to identify salient human rights risks through ongoing monitoring and assessments in accordance with the Guiding Principles on Business and Human Rights of the United Nations Human Rights Council. We actively work to mitigate these risks and are committed to taking remedial action where necessary, as well as reporting our findings to maintain transparency and accountability.

3. HOW WE TREAT PEOPLE

3.1 Non-Discrimination and Equal Opportunity

Renesas will not discriminate against anyone based on race, ideology, creed, gender, age, social status, family origin, nationality, ethnicity, religion, disability, sexual orientation, gender identity, etc., in compliance with the laws and regulations of each country and region.

Renesas supports and respects freedom of expression and the right to access information, avoiding censorship and undue restrictions.

3.2 Labour Rights

Renesas respects the human rights of its employees, applicants, contractors, and people working in its supply chain. This is reflected in our Global Code of Conduct, and our Supplier Code of Conduct.

Renesas will strive to eliminate any form of harassment and provide a healthy and safe working environment.

Renesas will comply with the laws and regulations of each country and region and will not engage in any form of child labour or forced labour. Renesas has provisions to ensure there is no modern slavery (including forced, child, or trafficked labour) in any of its operations. These provisions include a suite of both preventative and detective controls to identify instances of modern slavery. Furthermore, Renesas has set out clear remediation plans in the event an incident of modern slavery is identified. These plans have been approved by Chief Human Resources Officer (CHRO) and are available to all Regional Human Resources Business Partners.

We ensure that all employment opportunities with Renesas are available freely and based solely on the merit of candidates. Neither we nor any of our workforce providers accept any payment or benefit, whether in cash or kind, in exchange for employment opportunities. All recruitment costs are covered by Renesas.



Renesas recognises that in some locations of business, employees have the right to join and form trade unions, the right to peaceful assembly, and the right to bargain collectively. Renesas will protect freedom of association, the collective bargaining right, and the right to peaceful assembly, and does not discriminate against employees with union affiliation or for their participation in union activities.

Recognising that privacy of individuals is an important element of respect for human rights, Renesas remains committed to ensuring that privacy is thoroughly protected through appropriate information management in compliance with the laws and regulations of each country and region.

3.3 Reporting Mechanisms

In addition to Human Resources Business Partners working closely with employees in all regions, Renesas also provides employees with access to a confidential hotline to encourage reports of any compliance-related complaints or concerns, including issues related to human rights, bullying and harassment. Hosted by an independent third party, the hotline serves as a mechanism for stakeholders to report human rights concerns or violations and ensures that reports are addressed promptly and effectively. Renesas strictly prohibits any retaliation against individuals for raising complaints or for cooperating in investigations related to those complaints.

4. HOW WE REMAIN ACCOUNTABLE

4.1 Community and Environmental Impact

Renesas commits to responsible sourcing of minerals to ensure that we will not be involved in any human rights violations related to the procurement of minerals.

4.2 Implementation and Accountability

Renesas continuously and transparently discloses the status of its human rights initiatives to our stakeholders through the Renesas Sustainability Website.

Renesas established the human rights promotion system headed by the Senior Vice President and CHRO in 2022 to promote global initiatives to respect human rights. This promotion team was established in HR in Japan, to identify, assess and prioritise human rights risks at Renesas.



In collaboration with the Sustainability Promotion Office, an organisation under the direct control of the Chief Executive Officer that promotes company-wide sustainability activities, we will continuously and transparently disclose the progress of our human rights initiatives to our stakeholders.

4.3 Training and Awareness

Renesas periodically provides its employees with training programs to promote human rights initiatives based on this Policy.

4.4 Stakeholder Engagement

Renesas is committed to engaging with stakeholders, including employees, customers, communities and our supply chain, to understand their human rights concerns and expectations.

4.5 Continuous Improvement

Renesas endeavours to continually assess and improve human rights practices and address any identified gaps or areas for enhancement so that our human rights policy continues to align with international standards and demonstrates our genuine commitment to respecting and promoting human rights throughout our operations.

Policy Revision History

Version	Date	Description
	Nov 2021	Policy on Renesas homepage
V 9 24	Sept 2024	Lite refresh of HR Policy ahead of HR DD review. Approved by S Ahern August 2024.
V 11 15	Nov 2024	Reviewed by Legal November 2024. Changes accepted by G Black.
V 12 19	Dec 2024	Minor change to section 3.2 to add 'peaceful assembly' Ready for Ringi process