



# Renesas CSR activities

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## Renesas CSR activities

### RENEASAS CSR REPORT

Last updated 26 Dec 2008

#### ▶ Introduction

This provides an overall picture of the Renesas that strives to meet its corporate social responsibility (CSR).

#### ▶ Renesas CSR

This explains Renesas basic stance and ideas on CSR.

#### ▶ Beyond Legal Requirements

While of course adhering to laws, regulations and international rules, Renesas strives to conduct business based on high corporate ethics.

#### ▶ Toward Respect for the Individual

In addition to thinking of employee safety and health, Renesas wants to create a work environment that is easy to work in.

#### ▶ Aiming for Environmental Friendliness

Initiatives ranging from creating environmentally friendly products to efforts by individual employees to preserve the environment.

#### ▶ Relations with stakeholders

Our activities are supported by a wide range of stakeholders, including our local communities, customers, and suppliers.

**Editorial policy and the scope of this report**



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# Introduction

RENESAS CSR REPORT 2008

This provides an overall picture of the Renesas that strives to meet its corporate social responsibility (CSR).

### CEO Message

Dedicated to Business Activities that Help Provide Reassurance, Increase Comfort, and Enable Dreams  
Working to accelerate the achievement of a sustainable society that is holistically efficient

### Company Information

This provides a profile of Renesas Technology.

### Business performance

This provides information on financial figures such as sales and profits over the past couple of years and the composition of The Renesas Group.

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# CEO Message

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**Introduction**

## CEO Message



**Dedicated to Business Activities that Help Provide Reassurance, Increase Comfort, and Enable Dreams**

**Working to accelerate the achievement of a sustainable society that is holistically efficient**

**Satoru Ito**  
Chairman & CEO  
Renesas Technology Corp.

### Establishing and implementing an altruistic operating philosophy

When Renesas Technology was founded, we stated that our corporate philosophy was to do business in ways that encouraged and aided the pursuit of reassurance, comfort, and dreams. We declared that we were committed to achieving this objective by producing advanced, optimized semiconductor devices. Five years have passed, so now is a good time to evaluate our actions. During the interim we have operated the company in a manner consistent with our corporate philosophy.

As we work to produce products that contribute to reassurance, comfort, and dreams, global warming and other environmental issues are posing significant challenges to our efforts while also opening market opportunities. Society as a whole is seeking to stem global warming by using energy more efficiently. Electronic control technologies utilizing semiconductors are solutions for boosting efficiency and decreasing pollution. This reality has reinforced our conviction that our sincere commitment to semiconductor manufacturing will contribute to the betterment of the environment and the lives of people around the world.

### Adapting to changes in emphasis and scope

Corporate social responsibility ("CSR") was once perceived to be merely a public-relations buzzword. Today, though, CSR has taken on a life of its own, gaining importance, stature and relevance in the process. Whereas CSR once was applied separately to narrow themes, it's increasingly taken to mean management itself. Renesas has always taken CSR very seriously and has welcomed and accommodated its evolution.

A similar shift in emphasis and expansion in scope has occurred in approaches for dealing with environmental issues. For example, it is now widely recognized that to maximize the impact of individual activities such as reducing CO2 and recycling waste, environmental problems and solutions must be viewed from a broad, holistic perspective. Society is being encouraged to use energy more efficiently in a context that takes into account all aspects of the overall situation.

### Manufacturing the chips needed for new and better solutions

Semiconductors are enabling the creation of a society that is holistically efficient. Already, advanced chips improve the fuel efficiency of cars through tight control of engine operation, while simultaneously decreasing emissions. Microcomputers conserve electricity in air conditioners by implementing inverter control of motors, and they save water and electricity in washing machines by using sensors and feedback loops to regulate cleaning cycles. Many other applications could be cited.

Nevertheless, semiconductor devices by themselves cannot reduce emissions and conserve resources.

They deliver benefits only when they are embedded in volume products such as automobiles, home appliances and HVAC (Heating, Ventilation, Air Conditioning) equipment. That is, the products Renesas makes can contribute to the betterment of society and the environment only when customers design them into electronic products.

We therefore do not believe that Renesas is capable of carrying out CSR or environmental activities on a standalone basis. Rather, we must cooperate with partners and share our results in order to facilitate increased efficiency in diverse applications. One way we accomplish this is by generating information highlighting the critical role that semiconductors play in all aspects of life. People everywhere depend on the chips hidden from view inside millions of electronic products.

## **Operating in partnership with our stakeholders**

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The number-one management priority at Renesas is fulfilling the objectives stated in our corporate philosophy, with the understanding that we are supported by the trust and empathy of our stakeholders. Building on this dedication, we continually work to strengthen business relationships in fulfilling our responsibility as a first-rate global corporate citizen. Further, we are steadily forging a business system that is environmentally conscious throughout the supply chain and collaborate to resolve a wide range of stakeholder issues, among others.

We have a particularly strong commitment to enhancing Renesas as an employee-friendly workplace — not through one-off policy improvements, but through the pursuit of enrichments as an ongoing challenge. We often remind our employees of our determination to allow them to achieve a good balance between work and private life.

In terms of the environment, Renesas pursues a range of solution-oriented activities with other companies, educational institutions and local communities. We want results far in excess of the industry targets of the World Semiconductor Council (WSC). Thus, for instance, we have reduced PFC gas emissions and introduced solar power generators at our Kochi Site, working in cooperation with the local government.

## **Progressing from fundamental CSR to value-added CSR**

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Over the five short years since Renesas was established, work on our CSR philosophy has been non-stop. Creation of our CSR Charter, the first phase of these activities, basically ended in fiscal 2007. Having then established a solid CSR foundation, we initiated the second phase of activities aimed at developing ways to be more proactive and add extra value to our CSR projects. Good progress is being made in both of these areas.

Clearly, the business situation in which Renesas operates is constantly changing. Conditions are particularly dynamic at the moment. As a result, we must be flexible and agile, refining our CSR Charter as we address matters related to growing our business globally and obtaining solid CSR gains. We remain steadfastly committed to earning the increased trust of our stakeholders through — among other things — achieving an overall improvement in the quality of our business operations. We look forward to your continued support as we advance these important initiatives.

Satoru Ito: Chairman & CEO



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### Introduction

## Company Information

- Name Renesas Technology Corp.
- Head Office Nippon Bldg., 2-6-2, Ote-machi, Chiyoda-ku, Tokyo 100-0004, Japan
- Paid-in capital 50 billion Yen (Hitachi, Ltd. 55% Mitsubishi Electric Corporation 45%)
- Established April 1, 2003
- Business Development, design, manufacture, sales and servicing of system LSIs, including microcomputers, logic and analog devices, discrete devices and memory products, including SRAM.
- Annual Sales 950.5 billion yen in FY2007 (consolidated)
- Employees 26,800 as of 2008/03 (consolidated)
- Representative Satoru Ito: Chairman & CEO / Katsuhiko Tsukamoto: President & COO
- Our Group 44 companies (Japan: 21, Overseas: 23)

As of April 2008

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# Review of Operations

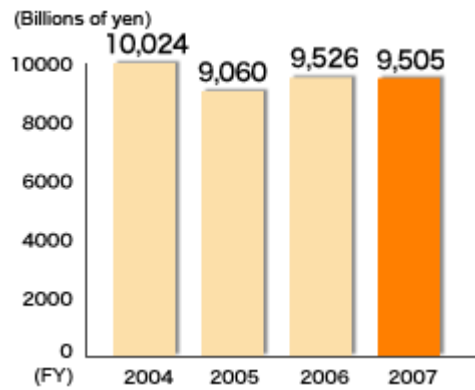
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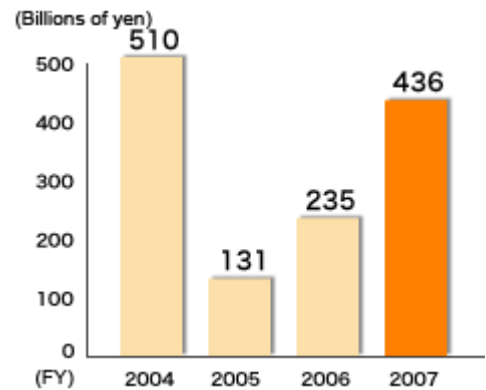
## Review of Operations

We are preparing for the coming era of ubiquitous computing by offering high-quality products and services in four fields, with a focus on microcomputers and system solutions. In each of the past three years, we have exceeded the earnings of the previous year.

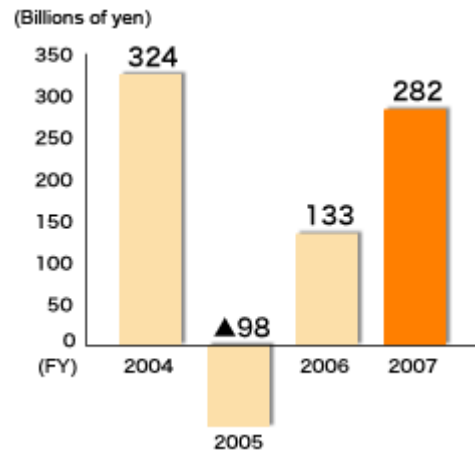
■ Annual Sales



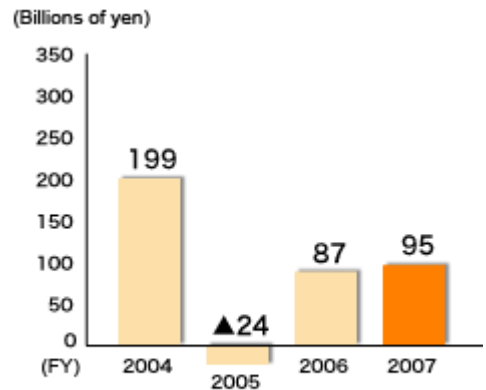
■ Operating Income



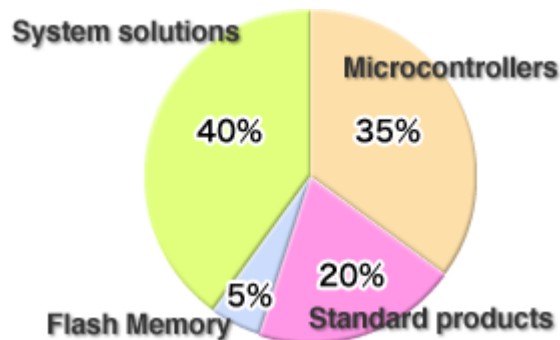
■ Income Before Tax



■ Net Income



■ Breakdown of sales by product category



The Renesas Group is led by semiconductor manufacturer Renesas Technology Corp. The group's companies are divided into five fields: Sales, Design and Application Technologies, Manufacturing, Engineering Services, and Information Systems Services.

■ **Domestic Network**

Renesas Technology Corp.

(Sales)

Renesas Technology Sales Co., Ltd.

Renesas Device Sales Co., Ltd.

(Design and Application Technologies)

Renesas Solutions Corp.

Renesas Design Corp.

Key Stream Corporation

(Manufacturing)

Renesas Northern Japan Semiconductor, Inc.

Hokkai Electronics Co., Ltd.

Haguro Electronics Co., Ltd.

Renesas Eastern Japan Semiconductor Inc.

Renesas High Components Inc.

Renesas High Qualities Inc.

Renesas Yanai Semiconductor Inc.

Renesas Naka Semiconductor Co., Ltd.

Renesas Nagano Semiconductor Corp.

Renesas Kyusyu Semiconductor Corp.

(Business Corporation)

Renesas SP Drivers Inc.

(Engineering Services)

Renesas Semiconductor Engineering Corp.

Renesas Takasaki Semiconductor Corp.

Renesas Kodaira Semiconductor Corp.

Renesas Quality Engineering Corp.

(Information Systems Services)

Renacentis IT Service Co., Ltd.

■ **Global Network**

(Administration Companies)

- China -

Renesas Technology (China) Co., Ltd.

(Sales Offices)

- Canada -

Renesas Technology Canada Limited

- China -

Renesas Technology (Shanghai) Co., Ltd.

Renesas Technology Hong Kong Ltd.

Renesas Technology Taiwan Co., Ltd.

- Europe -

Renesas Technology Europe Limited

Renesas Technology Europe GmbH

- Korea -

Renesas Technology Korea Co., Ltd.

- Malaysia -

Renesas Technology Malaysia Sdn. Bhd.

- Singapore -

Renesas Technology Singapore Pte. Ltd.

- U.S.A. -

Renesas Technology America, Inc.

(Design and Application Technologies Companies)

- China -

Renesas Semiconductor Design (Beijing) Co., Ltd.  
Renesas System Solutions (Beijing) Co., Ltd.  
Renesas System Solutions Asia Pte. Ltd.  
- France -  
Renesas Design France S.A.S  
- Malaysia -  
Renesas Semiconductor Design (Malaysia) Sdn.Bhd.  
- Vietnam -  
Renesas Design Viet Nam Co., Ltd.

**(Manufacturing Companies)**

- China -  
Renesas Semiconductor (Beijing) Co., Ltd.  
Renesas Semiconductor (Suzhou) Co., Ltd.  
- Germany -  
Renesas Semiconductor Europe (Landshut) GmbH  
- Malaysia -  
Renesas Semiconductor (Malaysia) Sdn. Bhd.  
Renesas Semiconductor Technology (Malaysia) Sdn. Bhd.  
Renesas Semiconductor (Penang) Sdn. Bhd.  
Renesas Semiconductor (Kedah) Sdn. Bhd.

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# Renesas CSR (Corporate Social Responsibility)

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- CSR Vision
- Corporate Governance
- System for promoting of CSR
- Risk management
- Information security measures
- Corporate Quality Assurance

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### Toward Respect for the Individual

### Aiming for Environmental Friendliness

### Relations with stakeholders

## Renesas CSR

## RENESAS CSR REPORT 2008

This explains Renesas basic stance and ideas on CSR.

### Renesas Corporate Philosophy

This recognizes and clearly states Renesas responsibilities within the society.

### CSR Charter

This clearly states The Renesas Group's thoughts on how CSR should be met and various CSR topics.

### Corporate Ethics Program

Employees in all The Renesas Group companies adhere to a high moral code, and there are established guidelines of conduct.

### CSR Vision

This shows the position of the CSR Charter and the Corporate Ethics Program.

### Corporate Governance

This provides an explanation of Renesas stance towards strengthening and conducting corporate governance.

### System for promoting of CSR

There are various bodies such as committees and a secretariat so that each individual employee can effectively promote CSR activities, and this provides a description of these bodies.

### Risk management

This explains the measures to prevent risks that could hinder Renesas business activities both within Japan and overseas and the appropriate response during emergencies.

### Information security measures

Renesas is striving to strengthen its information management system in order to prevent information leaks.

### Corporate Quality Assurance

Information is provided on efforts throughout The Renesas Group to ensure the quality of our products so that customers can use them with peace of mind.

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# Corporate Philosophy

Renesas CSR

## Renesas Corporate Philosophy

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### Corporate Philosophy

Renesas Technology will provide continuous reassurance and comfort, and will help people fulfill their dreams, by providing technology advantages in all aspects of their lives.

### Corporate Vision

#### 1. Aiming to provide the ubiquitous technology needed by a networked society.

We will offer intelligent microchip solutions to customers all over the world through our ongoing technological innovations.

#### 2. As a leading microcomputer company

We will continue to offer superior microcomputers for a broad range of applications.

#### 3. As a trustworthy company

We will continue to grow through trustworthy management.



# CSR Charter

Renesas CSR

## CSR Charter

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### CSR Charter

Renesas Technology Corp., the member companies of The Renesas Group, and their employees pledge to steadfastly implement our Corporate Ethics Program and, with the wisdom and opportunities arising from the symbiosis between us and our stakeholders, including customers, partners such as suppliers, shareholders, and the local community, as the wellspring of our business, to contribute to the realization of peace of mind, comfort, and dreams, and to further the sustainable advancement of society, by supplying superior semiconductor products and sincere service.

#### <Beyond Compliance with Legal Requirements>

We will comply with the laws of the nations in which we operate and international rules, undertake our activities with a high sense of ethics and fairness as a corporate citizen and based on a philosophy of orderly competition, and work to develop our operations together with our partners.

#### <Toward Respect for the Individual>

In addition to respecting the abilities of individuals, we will work to build and maintain a workplace that is inspiring, safe, and a good working environment. We will also support the efforts of individuals to utilize their abilities to the fullest extent.

#### <Aiming for Environmental Friendliness>

We accept that assisting in the preservation, improvement, and revitalization of the environment is our responsibility as a global citizen, and we pledge to participate actively in environmental initiatives. In addition, we will endeavor to develop, manufacture, and sell environmentally friendly semiconductor products.

#### <For a More Livable Society>

We will respect the culture and customs of the local community and actively participate in the planning and implementation of activities that contribute to society.

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# Corporate Ethics Program

Renesas CSR

## Corporate Ethics Program

### Corporate Ethics Program

Renesas Technology Corp., the member companies of The Renesas Group, and their employees pledge to comply with all applicable laws of the countries in which we operate, to uphold a high sense of ethics, and always to act based on the viewpoints outlined below. Furthermore, top executives and management personnel pledge to lead by example, with this program as a basis, to endeavor to create a vibrant workplace in which company regulations are maintained in an appropriate manner, and to inspire the morale of the employees under their authority.

#### Fair Competition and Equitable Dealings

1. We will make a fair and orderly concept of competition the basis for our actions and carry out business transactions in an equitable manner.

#### Corporate Transparency

2. We will observe applicable laws and regulations, and disclose the circumstances of the company, in the form of corporate information, etc., in a timely and fair manner.

#### Environmental Initiatives

3. We will comply with environmental laws in all business operations and actions by employees.

#### Respect for Human Rights

4. We will respect the rights of individuals, not discriminate on the basis of factors such as race, nationality, religion, or gender, and never violate the human rights of persons through actions such as sexual harassment.

#### Preventing Transactions that Harm Society

5. We will never adopt an antisocial stance that threatens the order and safety of civil society, and never do business with organizations having such a stance.

#### Information Management

6. We will maintain proper respect for the value of management and technical information possessed by other companies and, based on a full awareness of the value of management and technical information possessed by our company, work to establish and scrupulously administer a strict management system for such information.

#### Export Management

7. We will comply with the export related trade laws of Japan and other countries.

#### Self-Awareness as a Member of a Corporate Family

8. We will maintain a strict distinction between the public and private realms with regard to the assets, time, information, etc., that we handle.

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# CSR Vision

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## CSR Vision

### Role of the CSR Charter and Corporate Ethics Program



Our Corporate Vision is the foundation of our corporate philosophy. The CSR Charter and Corporate Ethics Program define policies for actions and activities to achieve this vision.

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# Corporate Governance

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## Corporate Governance

Over the past few years, enhancing corporate governance has become increasingly vital for maximizing corporate value. Renesas considers that fulfilling its corporate social responsibilities is the most important condition for increasing its corporate value. We strive to enhance and manage our corporate governance in order to speed up decision making and carry out day-to-day operations in a fair and transparent manner, in accordance with our CSR Charter.

### Board of Directors

The board of directors makes key operational decisions for the company, including setting management targets and strategies. Two of the board's twelve directors are outside directors. We also have eight managing officers separate from the board directors.

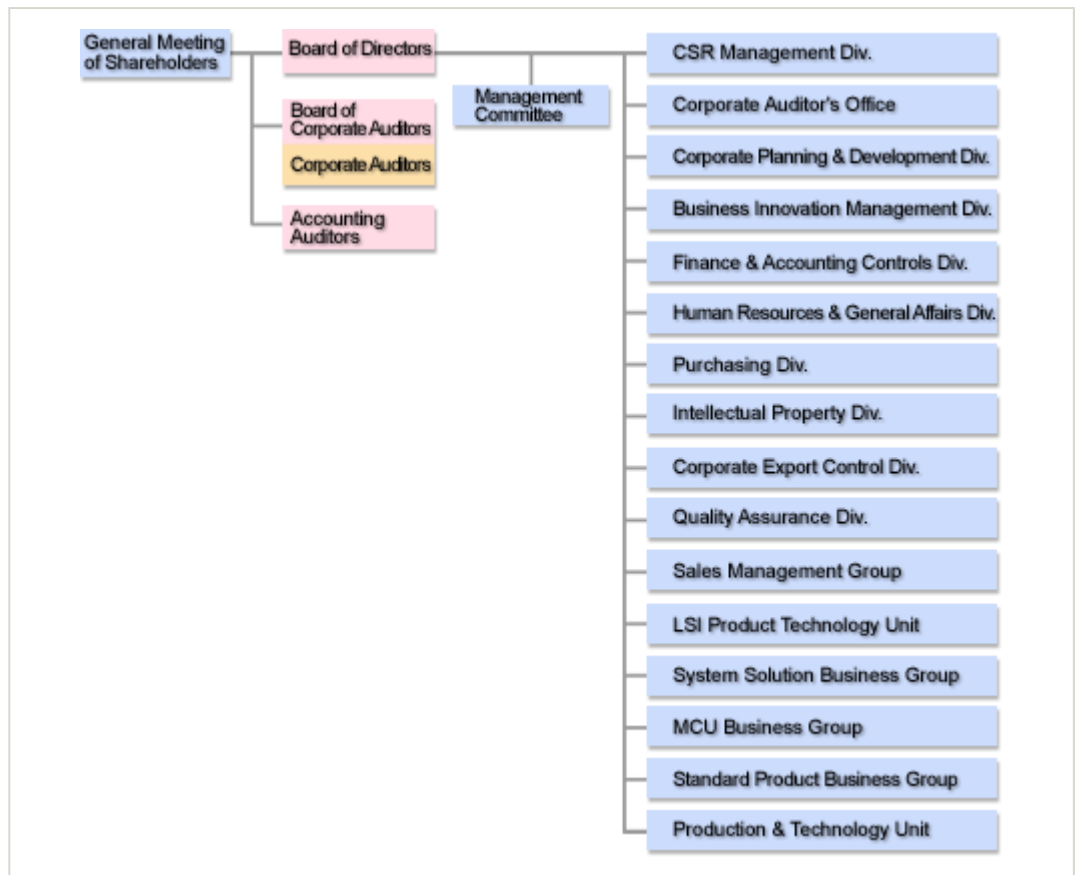
### Board of Corporate Auditors

The board of auditors exercises oversight to ensure that Renesas' operations are in accordance with laws, regulations, and its articles of incorporation. The board receives reports on important matters relating to audits, discusses these matters, and makes decisions.

Beyond the minimum requirement by law that half of the board members are outside auditors, at Renesas' board, three out of four members are outside auditors so that its operation monitoring (auditing) function is enhanced.

### Accounting Auditors

The accounts auditor audits whether our accounting statements and other accounting documents are prepared in accordance with the laws and regulations.



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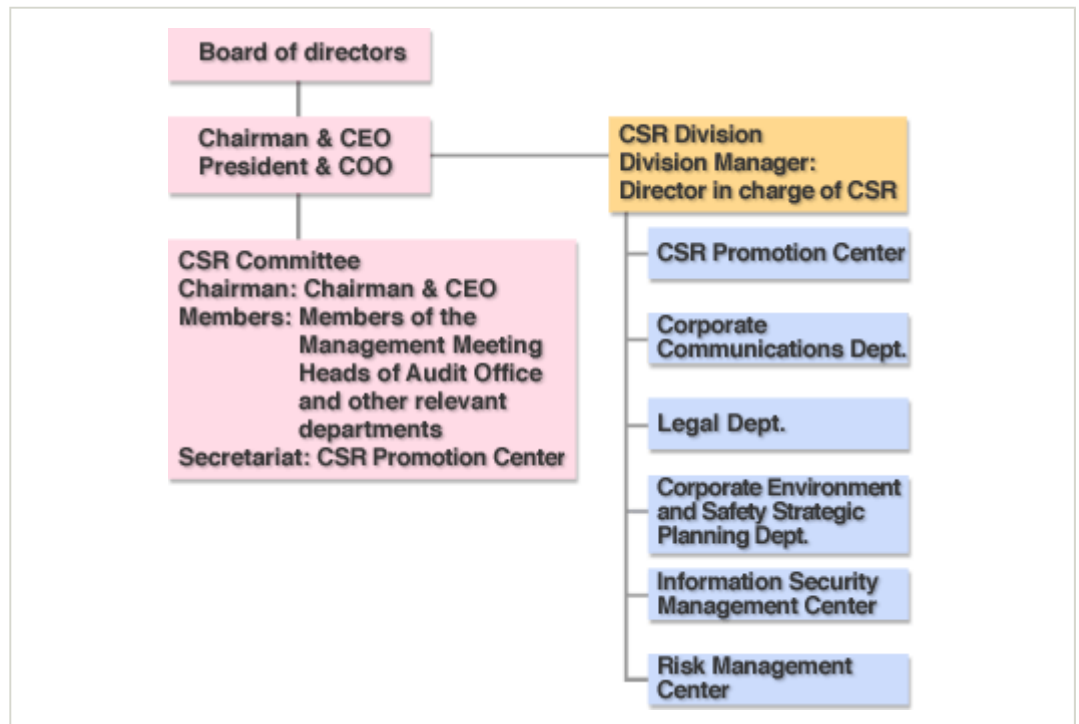
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## System for promotion of CSR

Renesas CSR

## System for promoting of CSR

Everyone in the company participates actively in CSR activities. Consequently, each employee plays a leading role in the advancement of CSR. We have created a CSR Committee, whose role is to increase the effectiveness of these activities. In turn, the CSR Center serves as the secretariat for the CSR Committee.



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# Combating Risk

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## Combating Risk

Companies face seven types of risk: accident/disaster, legal (litigation), financial, labor, political, economic, and social. The mission of our Risk Control Center is to prevent internal and external factors that would impede the business activities of the Renesas group, and develop appropriate emergency response, with a core philosophy of self defense and respect for human life. Renesas does business globally; evaluating all possible risks both in Japan and internationally, we have identified the following four points as key challenges.

- (1) Accidents and disasters (including earthquakes, volcanic eruptions, torrential rains, fires, explosions, lightning, and infectious diseases)
- (2) Political conflict (including terrorism, war, revolution, and civil war)
- (3) Crime (including abduction, hijacking, bombings, arson, and blackmail)
- (4) IT faults (including computer viruses and hacking)

### Business Continuity Management (BCM) and Business Continuity Planning (BCP)

The introduction of BCM/BCP has become one of the social responsibilities of the corporation. Natural disasters, fires, and explosions don't just affect the stricken company: they have often greatly impacted the companies it does business with as well. Against this backdrop, our customers in both Japan and abroad have increasingly demanded that we introduce BCM/BCP; additionally, the Japanese cabinet, Ministry of Economy, Trade, and Industry (METI), and Small and Medium Enterprise Agency have published guidelines on their adoption.

Under these circumstances, The Renesas Group is moving forward with BCM and BCP based on the following policies, with our CSR Charter as the core philosophy.

■ BCM/BCP Policies

■ BCM/BCP Policies ■

- (1) Identifying BCM/BCP as the linchpin of disaster prevention and crisis management, we will actively take necessary measures to prevent, avoid, and overcome the various risks facing the Renesas group, and fulfill our responsibility to continually offer products and services and conserve our management resources.
- (2) We will counter any risks that occur with top priority to the lives of everyone involved in the operation, including customers and employees. We will also prevent secondary accidents and disasters, and quickly recover our business.
- (3) We will periodically inspect and revise our BCM/BCP, and enhance and develop it through continual improvement.
- (4) We will strive to maintain and improve our codependent relationship with local communities in the development and implementation of BCM/BCP.
- (5) In order to sustain and develop our businesses, everyone from management to employees will continually raise their awareness of crisis management and practical disaster preparedness, and participate actively and autonomously, recognizing that the development and advancement of BCM/BCP is their responsibility and duty.

\* BCM(Business Continuity Management)/ BCP (Business Continuity Plan)

## Overview of BCM/BCP at The Renesas Group

- (1) Increasing numbers of our customers both in Japan and abroad are inquiring about our response to a major earthquake. In part based on this, we have created an earthquake BCP, envisioning an earthquake of magnitude 6 (the value endorsed by the Japanese cabinet). The BCP is centered on safety measures, emergency readiness, measures to minimize damage, business continuity measures, and measures for swift recovery by each of our relevant divisions: production, sales, human resources, materials, IT, and design development.
- (2) We are applying the above BCP to develop new BCPs in response to such risks as natural disasters other than earthquakes, SARS, and the like.
- (3) We are operationally integrating and advancing the BCPs created by each company and division, building a BCM system that continually improves each BCP via a PDCA cycle.

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## Information Security Measures

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## Information security measures

The Renesas group is committed to enhancing our information-management regime in order to prevent information leaks. Our Central Information Security Committee at our headquarters functions as our company-wide readiness. We also operate an Information Security Center in our CSR division, which is dedicated to information security measures. We have also improved our information security policy, which has precedence over all regulations, as well as related regulations. We have ensured that these are known by all executives and employees, creating a unified awareness of information security within the company.

We were among the first to analyze our own information-security risk, as part of a series of information security measures. We identify vulnerabilities, scrupulously assess them, and implement improvements based on these assessments.

### Countering Human Error

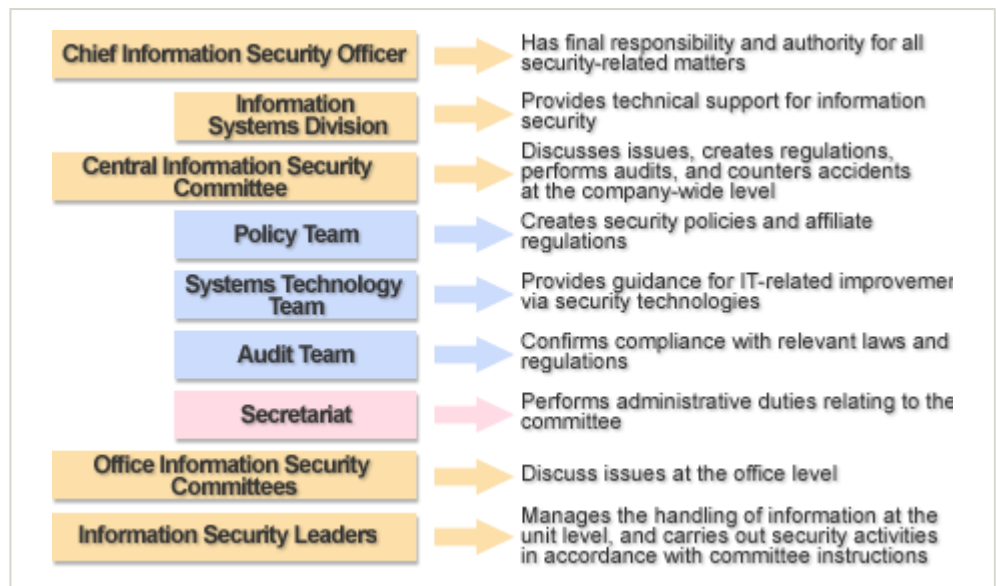
In order to practice thorough information security, we encourage all employees to be aware of the need to protect confidential information, and implement a number of measures to prevent human error, including the use of IT support tools.

- (1) We have introduced encryption tools in order to prevent third parties from illegal accessing data in case a computer is lost or stolen.
  - ▶ The encryption tool also has a feature to log all data transferred via the computer. Thus, if there is ever a leak of information, it will be easy to identify the source of the leak by tracing the data-transfer log.
- (2) We have prohibited employees from using private computers or recording media for work.
  - ▶ Encrypted PCs are loaned to employees by the company. Employees are given encrypted USB memory with the company logo for use as recording media.
- (3) We implement periodic self audits.
  - ▶ We periodically fill out a checklist to ensure that our information-security initiatives are actually functioning.

### Employee Education

We educate our employees about information security at the company-wide level. In addition to new-employee training and other educational seminars for specific job types, we also provide e-Learning on information security using independently produced educational materials. We also produce educational videos for sites that cannot be served via seminars and the like, such as smaller retail stores and business partners. We are providing the same level of education available at smaller sites as at headquarters.

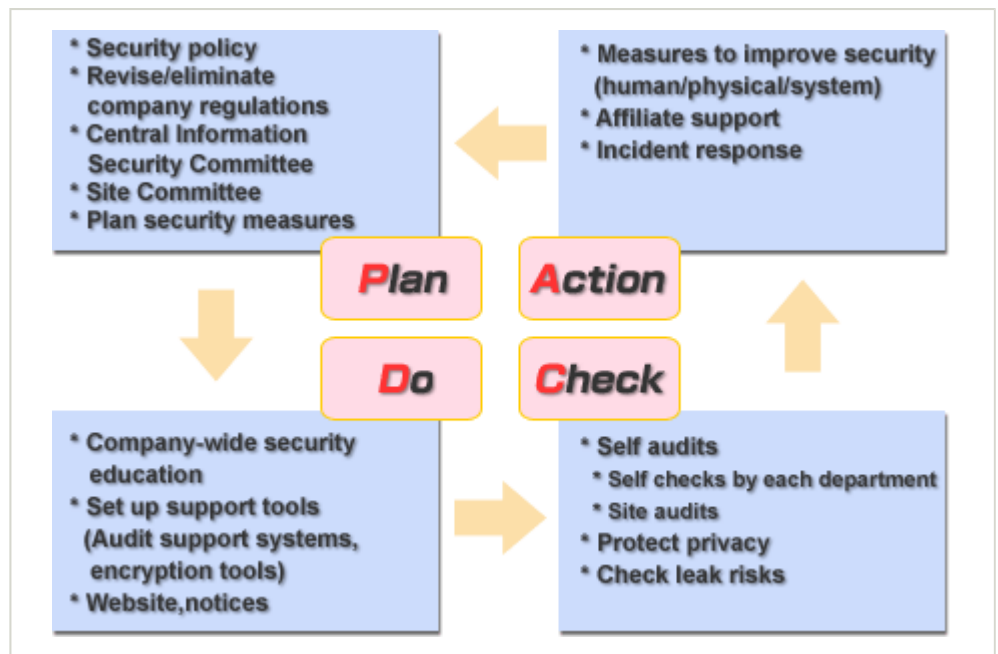
■ Information Security Organization



■ Status of Information Security Measures

No.	Initiative	Outline
1	Create a management regime	We have created a Central Information Security Committee and a dedicated organization for security measures, and have appointed leaders in each division to carry out security activities in their divisions.
2	Create regulations	We have identified our information security policy as having precedence over all regulations, and created regulations for carrying out security measures. We also revise these as needed in accordance with changes in the security environment.
3	Education and awareness raising	All officers and employees had received security training using e-learning and other means. After the training was complete, each person submits a written pledge to strictly comply with each regulation, ensuring that each individual was thoroughly aware of the importance of security measures.
4	Introduction of support tools	As measures to prevent information leaks, we have prohibited the use of personal computers, USB devices, and the like, and introduced encryption tools for computers lent by the company. We have also installed antivirus software, email and Web filtering, anti-cracking measures, and the like.
5	Access control	We have prevented incidents by insiders due to human error and the like by moving all computer administrator privileges to the IT division, and enhancing control of intranet access.
6	Auditing	Each division conducts self-audits using checklists. Additionally, the audit team of the Central Information Security Committee conducts on-site reviews, and makes improvements to information security measures.
7	Incident response	Each division must immediately report to the Central Information Security Committee if an incident has occurred or there is a possibility that one will occur. We have created and operate a readiness and regulations to make a company-wide unified response to any incidents.

■ Operations cycle for information security



■ Privacy Protection Policy

■ Privacy Protection Policy ■

Renesas Technology is a semiconductor manufacturer aiming to be a leader in the era of ubiquitous computing. We thus fully respect the personal information of our customers, trading partners, and officers and employees (including at-will employees, consultants, part-time employees, contract employees, and temporary employees), and are committed to establishing and thoroughly enforcing strict management of such information.

\*Privacy Protection Policy [Details](#)

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# Corporate Quality Assurance

Renesas CSR

## Introduction

### Renesas CSR

- Renesas Corporate Philosophy
- CSR Charter
- Corporate Ethics Program
- CSR Vision
- Corporate Governance
- System for promoting of CSR
- Risk management
- Information security measures

### Corporate Quality Assurance

### Beyond Legal Requirements

### Toward Respect for the Individual

### Aiming for Environmental Friendliness

### Relations with stakeholders

## Corporate Quality Assurance

At Renesas Technology Corp., we keep in mind our aim of being an enterprise that inspires trust.

We consider continuing to provide products with quality such that customers feel secure in using them to be an important part of achieving this vision.

As quality assurance activities towards this goal, we have set the basic policy on quality given below for all employees and established a company-wide quality management system incorporating compliance with international standards such as ISO9001 and ISO/TS16949, so we are all working together to realize product quality that satisfies our customers.

### ■ Corporate Quality Policy

#### ■ Corporate Quality Policy ■

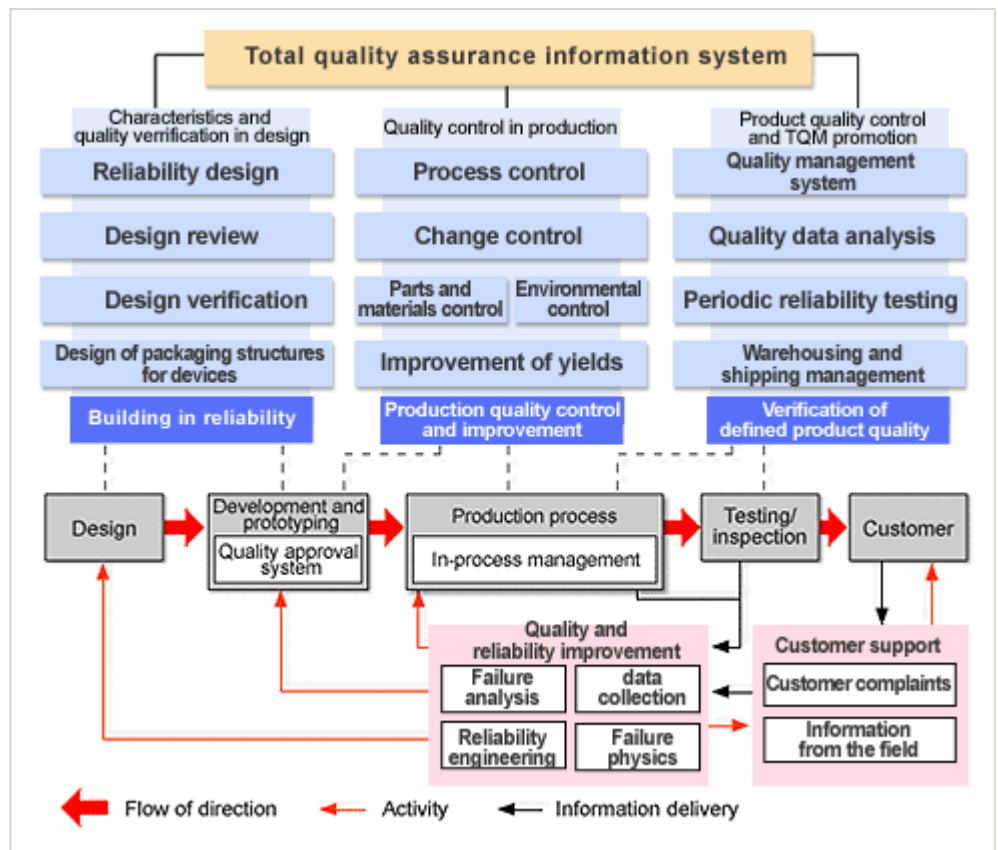
Our basic quality policy is to promote activities for continuous improvement of quality, based on full recognition that the impact of the semiconductor products on the society is spreading continuously.

1. Our first priority is to ensure customer satisfaction by offering quality products, support and services.
2. To conduct business ethically and responsibly.
3. To establish an efficient quality management system based on ISO9001 and ISO/TS16949, and to further improve on the effectiveness of the system.
4. Each Group/Division in the company issue its annual quality targets for key subjects listed below, and always reviews the status of quality performance, followed by a feedback into all related processes.

- (1) To thoroughly implement built-in reliability into all development and design stages
- (2) Creation of targets for minimum deviation of product quality and establishment of a system to detect abnormality as early as possible in the fabrication stage
- (3) To aim for zero defect by thoroughly measuring output to prevent deliveries of defective products to our customers.
- (4) An enhancement of employee' s ability and improvement of job performance.

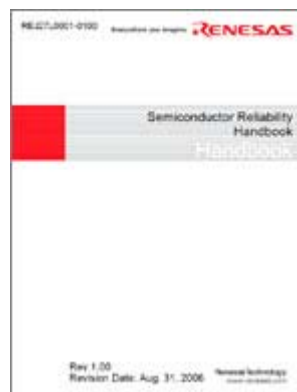
### ■ Quality Assurance System





### Publishing and distributing the Reliability Handbook

Partly in response to customer demand, we published the Reliability Handbook in booklet and PDF file formats, and distributed it to our customers. The handbook summarizes everything from Renesas' approach to quality and our quality-assurance systems, to reliability technologies for building in quality from the development and design stage, and technologies for failure analysis.



#### Reliability Handbook (booklet edition)

The PDF version is also popular with customers, and has been downloaded from our Website numerous times. Go [here](#) for the download page.

#### ■ Status of ISO 9001 and ISO/TS 16949 certification

Site	Date of ISO 9001 certification	date of ISO/TS 16949 certification
Renesas Technology Corp. Headquarters and production sites	Sep. 1993 to Oct. 1994	Dec. 2004
Renesas Northern Japan Semiconductor, Inc. Headquarters and production sites		
Renesas Eastern Japan Semiconductor, Inc. Headquarters and production sites		
Renesas High Qualities Inc.		
Renesas Naka Semiconductor Co., Ltd.		
Renesas Design Corp.		
Renesas Quality Engineering Corp.		
(The companies above obtained ISO 9001 certification while part of Hitachi Limited or Mitsubishi Electric, before the incorporation of Renesas Technology)		



Renesas Kyushu Semiconductor Corp.	Nov. 1994	Mar. 2004
Renesas Yanai Semiconductor, Inc.	Jun. 1994	Jan. 2008
Renesas High Components, Inc.	Dec. 1994	N/A
Renesas Technology Sales Co., Ltd.	Dec. 2006	Dec. 2006
Renesas Semiconductor (Beijing) Co., Ltd	Jun. 2001	May. 2006
Renesas Semiconductor (Suzhou) Co., Ltd	Dec. 1998	N/A
Renesas Semiconductor (Malaysia/PENANG) Sdn. Bhd.	Dec. 1993	Sept. 2007
Renesas Semiconductor (Malaysia/KEDAH) Sdn. Bhd.	Dec. 1993	Sept. 2007
Renesas Semiconductor Europe (Landshut) GmbH	Jan. 1993	Mar. 2007
Renesas Technology America Inc.	N/A	Dec. 2004
Renesas Technology Europe GmbH.	Feb. 1993	Dec. 2004

## Quality Improvement Initiatives

Semiconductor products are growing more compact and higher functionality at an extremely rapid pace. In order to ensure particularly high levels of quality, reliability, and safety, we are actively committed to improving product quality from the stance that quality is the foundation of the business.

Specifically, our Quality Management Review Conference, which performs overall reviews, and our Quality Management Committee, which improves quality at the organizational and operational levels, evaluates quality at the company-wide level.

We also strive to improve overall quality by constantly advancing a quality-improvement cycle through such initiatives as design reviews for improving the quality of product designs, and process quality control, whose goal is to achieve the ultimate quality.

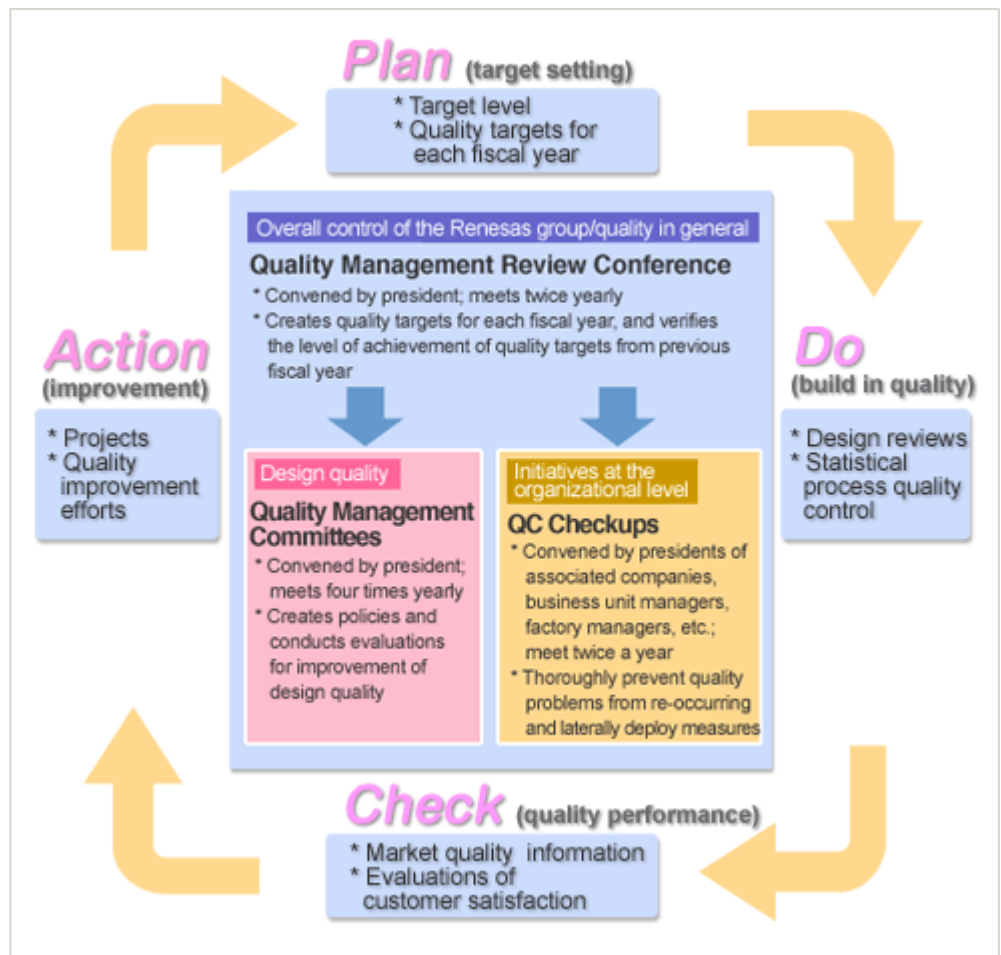
### Initiatives to improve quality at overseas sites

Renesas has a large number of overseas production sites. Recognizing the great importance of improving quality control and quality at our overseas facilities, we operate a number of initiatives - especially employee education - while taking into account such factors as local law, working conditions, and lifestyles. Rather than perform design in Japan and production overseas, we have utilized our overseas sites for design as well. The improvement of design skills at our overseas sites is thus an important task as well.

Our specific initiatives in fiscal 2008 were as follows.

- (1) Improve upstream design quality by advancing quality management
- (2) Advance utilization of ISO/TS16949 quality management systems
- (3) Enhance guidance to overseas production sites, outsourcers, and parts/material manufacturers

- Quality management system



## Product Safety

At Renesas, we believe that in addition to quality assurance of finished semiconductor products, true product safety means building quality into semiconductors, and ensuring that the final products and systems carrying our semiconductors operate safely.

We strive to maintain constant close communication with our customers so that they can embed the semiconductors into their final products and systems that are appropriate for the operating and utilization environment, and envisioning the various possible loads.

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# Beyond Legal Requirements

**Introduction**

**Renesas CSR**

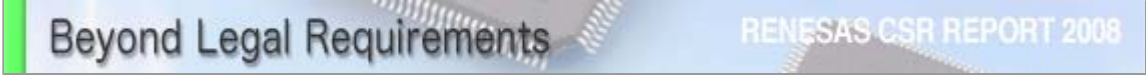
**Beyond Legal Requirements** ➔

- Legal Compliance
- Security export control initiatives
- Rejection of transaction with antisocial forces
- Internal Control / Renesas Corporate Ethics Hotline

**Toward Respect for the Individual**

**Aiming for Environmental Friendliness**

**Relations with stakeholders**



While of course adhering to law, regulations and international rules, Renesas strives to conduct business based on high corporate ethics.

**Legal Compliance** ➔

The Renesas Group requires within its corporate rules adherence to all laws and regulations, works to cultivate respect for the law among its employees by conducting in-house employee education, and prevents and corrects illegal behavior through various efforts including internal audits.

**Security export control initiatives** ➔

The Renesas Group not only adheres to government-stipulated laws and regulations on export control management but also collects items that should be done voluntarily as a company, and conducts management that goes beyond laws and regulations.

**Rejection of transaction with antisocial forces** ➔

Preventing business with anti-social forces is clearly stated in the Corporate Ethics Program, and The Renesas Group actively works to prevent such business.

**Internal Control / Renesas Corporate Ethics Hotline** ➔

Renesas has established operating rules based on laws in force and has created and launched operation of a Renesas Corporate Ethics Hotline.

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# Legal Compliance

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## Legal Compliance

Renesas group positions legal compliance as the minimum requirement of CSR activities. Our CSR Charter declares that we will comply with the laws of the nations in which we operate, as well as international rules.

Each Renesas group company reaffirms in its company rules our obligation to comply with the applicable laws and regulations, and strives for prevention and correction of any non-compliance through in-house employee education and internal audits etc.

### Group-wide Self-Assessment on Compliance

In fiscal 2007, we continued our compliance-inspection efforts from fiscal 2006, conducting self-assessment on compliance status throughout Renesas group companies, with the goal of identifying potential risks of violating laws and regulations, and our own company rules. Based on the results of this inspection, we reviewed our operation and other practices. We thought about taking PDCA(Plan-Do-Check-Act) cycle approach to our compliance-inspection.

### Compliance with Competition Law

Renesas has been enhancing employee training on competition laws in order to ensure strict and thorough compliance. In addition to the existing education programs focusing mainly on sales and management employees, we provided such programs with all employees of Renesas and its domestic affiliated companies via our e-Learning system in 2007. In addition, we conducted in-person training sessions at the offices in Japan and other Asian countries.

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## Security export control initiatives

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## Security export control initiatives

Beyond Legal Requirements

The semiconductor products and technologies of the Renesas group are used in all industrial fields. Today, semiconductor technologies are essential for telecommunications, safety management, and other fields; it is thus necessary to handle these technologies with care, so that they are not diverted to purposes that impede the maintenance of international peace and security.

The Renesas group strictly complies with (a) all national laws and regulations and (b) other applicable laws and regulations relating to security export control. We also have our own voluntary compliance program, which controls our transactions at a level exceeding that of the law.

Additionally, we provide education at the group level on the importance of security export control, so that all employees can respond appropriately to the world situation. We manage exports so that the appropriate status is maintained at all times, performing regular audits and making improvements as needed.

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# Rejection of transaction with antisocial forces

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## Rejection of transaction with antisocial forces

Beyond Legal Requirements

Our Corporate Ethics Program states, "We will never adopt an antisocial stance that threatens the order and safety of civil society, and never do business with organizations having such a stance." The Renesas group is actively committed to rejecting transactions that harm society (transactions that are directly or indirectly related to so-called sokaiya racketeers or other entities similarly seeking illicit gain from a corporation). Specifically, we have created Self-check Committee at each of our sites and associated companies. The committees strive to prevent transactions that harm society, using self discipline to decide whether to accept or reject each transaction. We have also created a Central Self-check Committee, which oversees the group as a whole, deciding policy, raising awareness and providing guidance, and checking the status of operations of each production site and associated company.

In fiscal 2007, we began advancing the incorporation of a clause about eliminating so-called sokaiya racketeers or other entities in all agreements. We also called attention to unscrupulous business practices, including certain types of telephone scams that have gained attention in the public eye, in order to prevent the employees of the Renesas group and their families from falling victim.

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## Internal Control / Renesas Corporate Ethics Hotline

Beyond Legal Requirements

In 2006, the Companies Act of Japan went into effect. In response, Renesas board of directors, having checked the status of Renesas' internal control system, adopted a resolution on its basic principles of internal control. We are also working on a project to ensure compliance with the Financial Instruments and Exchange Law (so-called "J-SOX" law), which requires necessary systems for ensuring the properness of financial information and the like.

### Renesas Corporate Ethics Hotline

In April 2006, the Whistleblower Protection Act\* came into effect. In accordance with this law, we created The Renesas Group Corporate Ethics Hotline Operating Regulations on January 10, 2006 - before the law went into effect - with reference to the intent of the law and our approach to corporate ethics based on the Renesas CSR Charter.

Actions at the organizational or individual level that violate or could violate ethical standards (accepted social standards), the law, or the company rules would cause great harm to the company, and by extension to people and property. Such actions also have a major impact on society, and could engender distrust in the company and the industry. All group companies are committed to utilizing the Renesas Corporate Ethics Hotline in order to prevent such actions, and swiftly and appropriately remedy any violations that may occur.

The Renesas Corporate Ethics Hotline received two messages in fiscal 2007, and none of these matters involved legal violations. The results of our self-assessment on compliance status confirmed that there were no issues with violations of laws and regulations, and our own company rules. We believe that the Renesas Corporate Ethics Hotline is a highly effective means of maintaining this status, and we are thus committed to improving the system so that it is easier to report incidents, and making improvements to reduce the reluctance of whistleblowers to step forward. At the same time, we are promoting the Renesas Corporate Ethics Hotline in our corporate newsletter and our Intranet Website.

\* Whistleblower Protection Act: A law that protects workers from dismissal or other disadvantageous treatment on the basis of whistleblowing business operators' criminal acts.

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## Toward Respect for the Individual RENESAS CSR REPORT 2008

In addition to thinking of employee safety and health, Renesas wants to create a work environment that is easy to work in.

### Focus on Human Development

This provides information on various items including the Group's thoughts on future human resources related efforts and the concept behind how employees are treated within the Group.

### Development of Human Resources

This provides information on efforts by the Group to strengthen individual employees and make the organization more dynamic in order to develop employees that can respond to the changing times.

### Diverse Workforce

In addition to continuing to employ the handicapped, Renesas is working to create an attractive workplace that is also easy for them to work in.

### Raising Awareness of Human Rights

Renesas is aiming to create a work place that is easy for everyone to work in without being discriminated against and to respect the personality and human rights of all employees.

### Occupational Safety and Health and Health Management

At Renesas, the health and safety of employees is protected and efforts are made daily to create a comfortable and motivating work environment, which is the core of corporate activities.

### Support for Health, Welfare, and Next-generation Support

Information is provided on the employee benefit system, the goal of which is to improve each employee's safety and desire to work, and the support system of the next generation training, which helps employees balance work and family.

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## Focus on Human Development

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# Focus on Human Development

Toward Respect for the Individual

At Renesas, we identify the vitalization of human resources and organizations as a key element in our business foundation. We advance a variety of human-resource initiatives, with the aim of expanding in concentric circles from the individual, to the company, to society.

Our employees are a valuable asset of the company. We are committed to treating our employees fairly; we respect employee individuality and diversity, and provide a wide range of support to enable each employee to find a high level of motivation in his or her work. In 2005, we created the concept of a human-resource treatment system covering the entire Renesas group, and we remain committed to this concept.

### Approach to Future Human Resource Initiatives

1. Through their work, employees improve their skills and knowledge, and grow as professionals and members of society.
2. Improve the unity of the organization, and fully tap the hidden potential of each employee. Tie concrete results directly and indirectly to company growth.
3. Offer the value of the Renesas vision of peace of mind, comfort, and dreams broadly to a large segment of society through vibrant business activities.

### Human Resources Treatment System Concept

1. Build the Renesas human resources treatment system based on the concept of role and performance orientation
2. Provide salaries and bonuses in accordance with role level and actions and results within that role
3. Base the system on results, but also emphasize actions rather than reflecting results alone
4. Create a unified system founded on the three pillars of treatment evaluation, skills development, and assignment, and aim to create a system of mutual links and loops

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# Development of Human Resources

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## Development of Human Resources

The growth and advancement of each of our employees are essential for the continued growth and development of our company, and to enable us to contribute broadly to society. Our Human Resource Development Committee, whose mission is to promote the development of human resources throughout the group, meets twice a year to create company-wide HR development policies, implement specific measures, apportion budgets, and the like. Each of our sites also has its own Human Resource Development Committee, which responds to HR development policies from headquarters by implementing measures at the workplace level.

In order to develop human resources who can adapt to changing times, we improve and revise our HR development policy each year, also reflecting employee feedback collected through our Employee Awareness Survey. One example is our cross-mentor program. Under this program, each new hire is assigned a mentor: a junior employee from another department who has been with the company five to six years. Mentors offer advice about problems new hires are having adjusting to life in the company and their jobs, and support their development. The program was introduced in June 2006 in response to our Employee Awareness Survey and feedback from junior employees. The program vitalizes the organizations of every Renesas company by improving the communication and teamwork capabilities of new and junior employees, speeding the growth of both groups.

### Initiatives to vitalize human resources and organizations

	Category	Initiative (although specific initiatives will differ by country and group, they will be rolled out with the same approach)
1	Individual improvement	Enhance and expand individualized plans for improving skills and capacity development
2		Enhance global capabilities (increase opportunities to learn international mindset, clarifying international work careers, improving care for employees working overseas, etc.)
3		Expanding educational programs at the site level (enhanced grade-specific training)
4		Create and expand educational curricula for affiliates and international subsidiaries
5		Increase hiring and expand recruiting with a focus on development and design engineers
6		Diversify workforce and enhance utilization of external resources (e.g. alliances and acceptance of loan employees)
7	Improving unity	Increase communication between senior/middle management and junior employees
8		Continue and improve quality of RISM training
9		Utilize management by objectives (MBO) system more effectively (communication tool)
10		Creation of cross-mentor program (support for new hires from more experienced employees from other departments)
11		Roll out training program to improve communication skills of junior employees throughout the company
12	Treatment & others	Refine operation of raise and bonus system (e.g. strengthen messages)
13		Enhance award programs (build a system that enables more active, fine-grained, and timely employee recognition)
14		Strive for life-work balance

## ■ Renesas Company-wide Educational Curriculum

### Grade-specific education

New employees	Leader to assistant manager	Section manager	General manager and above
New hire training	Initial mentor training Development leader training	Selective section-manager training	Selective general-manager training
First-year review training	Training for new assistant managers	Training for new section managers	Leadership training
Report results of training			

### Job-specific training / Technical training

New employees	Leader to assistant manager	Section manager	General manager and above
Basic course	Specialized courses (about 70 classes)		
Patent training	Skill-check trials		

### Job-specific training / Sales training

New employees	Leader to assistant manager	Section manager	General manager and above
Sales case study training			
Practical sales; skills; technical knowledge (about 80 courses)			

### Job-specific training / Skills training

New employees	Leader to assistant manager	Section manager	General manager and above
New manager training	Production leader development training Renesas SET college In-house skills testing		

### Globalization training

New employees	Leader to assistant manager	Section manager	General manager and above
	Overseas student exchange/OJT		
Selective Chinese-language training			
In-house English-language testing			

### Business skills training

New employees	Leader to assistant manager	Section manager	General manager and above
	Study in Japan (full-time attendance of university/business school)		
	Logical thinking and presentation training		

### Common education

New employees	Leader to assistant manager	Section manager	General manager and above
RISM training			
Management reading list			
Third-party education (technology, business skills, internationalization, etc.)			
CSR education			

### Support for self-directed study

New employees	Leader to assistant manager	Section manager	General manager and above
Distance education			
Language training (English/Chinese)			

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## Diverse Workforce

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- Relations with stakeholders

## Diverse Workforce

In order to contribute to a society as a company that enables everyone to harness their individual capabilities, Renesas has been strengthening our initiatives to promote employment of persons with disabilities at each of our business sites. As of June 1, 2008, Renesas' disabled employee ratio is 1.89%. Although we were below the statutory employment ratio (1.8%) until last year, we have achieved compliance with statutory standards. We will continue our efforts to hire persons with disabilities, and advance initiatives to create a workplace that is attractive to and supportive of persons with disabilities.

### Creating a barrier-free environment

At our Kitaitami Site, the building roof serves as an employee break area. We have built elevator and ramp access to the roof, in order to make it easier for employees with physical handicaps to utilize this break area. We also have a policy to create an environment that is barrier free in a variety of aspects during future construction and renovation of buildings and facilities.



An elevator provides access to the roof at our Kitaitami Site

### Employee Comment

Yusuke Tokuyoshi, who has a hearing disability, works on supporting employees' health at Renesas. He talks about the current situation of employment of the disabled at Renesas and his thoughts on his job.

**I would like to continue to contribute to supporting employees' health.**

**Yusuke Tokuyoshi**  
Renesas Health Insurance Society

#### Are you satisfied with your job and current work environment? Do you face any difficulties in your work?

I work for the Renesas Health Insurance Society. I deal with vouchers for compensation for partial costs of health exams for employees and their families. I check the vouchers to see whether there are any mistakes or not, and pay out the correct amount at the end of the month. I enjoy working here and I often practice track and field after work. I'm really happy to be able to put myself into training to improve my running speed.

Although I don't have any serious difficulties in my current situation, I sometimes have trouble communicating with employees who come to our office. If they begin speaking to me without realizing that I have a hearing disability, I may have trouble responding well.

#### What do you think about diversity at Renesas?

There are currently four people with hearing disabilities at Renesas, including me. I hope that Renesas will provide more opportunities for people with hearing disabilities in the future.

#### Do you have any worries about communicating with people at work?

I feel nervous when I meet people for the first time, but communication improves after speaking with

them several times. I really appreciate my superiors and coworkers for speaking to me loudly and slowly.

**Would you like to continue in your current job? Do you have any dreams for your work or private life?**

Although I haven't considered deeply about my future yet, I would like to continue with my current job as long as possible. Since my work involves getting and keeping people healthy, I hope that everyone, including me, can continue to work in good health.

I love cycling, so my dream is to someday cycle all by myself in France, the cradle of bicycle road racing.

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# Raising Awareness of Human Rights

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## Raising Awareness of Human Rights

The resolution of human-rights issues is a national issue.

Corporations also have a great social responsibility to help resolve these issues. At Renesas, we respect the individuality and human rights of all employees, and we strive to create a discrimination-free workplace that is supportive of everyone. For this purpose, our Human Rights Awareness Committee meets once per year, and we strive to increase awareness of human rights through training and other awareness-raising activities, in order to ensure that each employee understands the essence of this concept.

We also have a Company-wide Guideline for the Prevention of Sexual Harassment. We strive to prevent sexual harassment and actions that could be misconstrued, and we are committed to creating an environment that facilitates consultations about sexual harassment through the creation of a Sexual Harassment Support Center.

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# Occupational Safety and Health and Health Management

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## Occupational Safety and Health and Health Management

Toward Respect for the Individual

We believe that protecting our employees' safety and health is a priority. At Renesas, we have an unflinching commitment to protecting our employees' safety and health and creating a comfortable and motivating working environment. These efforts are the foundation of our corporate activities.

Actual safety programs are controlled and managed at the site level, in accordance with our Disaster Preparedness, Safety and Health Mid-Term Plan and our annual policy, which are discussed and approved at our Company-wide Safety and Health Conference. Each site has an Occupational Safety and Health Committee chaired by the site manager. This committee leads checks of the occupational safety and health environment of each workplace. If areas for improvement are then reported, each site responds individually, and a report is sent to the Company-wide Safety and Health Conference. Verification is then performed, and more thorough safety implemented.

In fiscal 2007, all of our targeted sites (7 total) obtained certification for Occupational Health Management System (OHMS). We are now continuing activities with the involvement of all employees aimed at eliminating the potential for accidents and disasters, assiduously performing risk assessments (which are the foundation of OHMS) in order to achieve true safety.

### Mental healthcare

In today's stressful society, it is recognized that it is extremely important to maintain both physical and mental health. We implement mental-health measures at all sites, including at associated companies.

Our goal is to enable our employees to stay healthy, cheerful, and enjoy their work. At our Health Management Center, we have created a consultation environment that makes it easy for anyone to receive diagnoses and counseling from industrial physicians and contracted counselors. We also build plenty of time for mental-health training into our training programs.

Additionally, when employees are assigned to overseas posts, the different working environments make them susceptible to loss of mental balance. We therefore give employees a consultation service of mental-health and its checkups upon their return to Japan.

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# Support for Health, Welfare, and Next-generation Support

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- Aiming for Environmental Friendliness
- Relations with stakeholders

## Support for Health, Welfare, and Next-generation Support

Our health and welfare program aims to provide peace of mind to each employee and improve their job satisfaction, accurately tracking changes in employee needs and lifestyles over time, based on a fundamental approach of ensuring a wide range of choices and fairness, appropriate payments by beneficiaries, and support for self-help efforts.

Our next-generation system supports a work-life balance. The system offers multiple programs available at each stage of the child-raising process, from pregnancy, to childbirth, to infant care, to schooling. The system also offers many different forms of support, including shortened working hours, short and long-term leave, and re-hiring after resignation. This gives our employees choices suited to their life and work.

This system includes a unique Renesas program: Support Leave, which enables employees to take leave for their spouse's fertility treatments, and their children's school ceremonies and other events. In addition to Support Leave, our Spouse Childbirth Leave Program helps our male employees to balance work with their families.

In the future, we will work to improve the utilization of these programs, actively encouraging employees to take advantage of them rather than simply making them available.

### Health and welfare programs supporting work-life balance, and utilization rates

Program	Description	Utilization
Childbirth leave	generally up to 8 weeks before childbirth and 8 weeks after childbirth	Utilized by 33 people in fiscal 2007
Childcare leave	generally until March 31 following first birthday	36 people began leave in fiscal 2007
Shorter working hours for childcare	working hours can be shortened to a minimum of 6 hours/day	22 new program users in fiscal 2007

### The Support Leave Program

Employees can utilize the Support Leave program flexibly to meet a variety of leave needs, including treatment of an injury or illness, spouse fertility treatments, medical examinations, volunteering, and events relating to children's education, such as school ceremonies and classroom observations. We created this unique Renesas health and welfare program in August 2006 in order to provide a broad range of support to our employees, including enabling employees to independently manage their health and contribute to society, and balancing work with personal life.





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# Environmental Activity

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## Environmental Activity



### Renesas CSR activities

#### Renesas Philosophy

Renesas Technology will provide continuous reassurance, comfort, and help people fulfill their dreams, by maintaining and promoting of environmental conservation through our whole business activities and employees' action.

#### Environmental Protection Action Guidelines

1. Through a concise understanding of how best to resolve environmental problems facing the world, we will work to make contributions to society through the development of highly reliable technologies and products that meet those needs.
2. We consider reducing the negative environmental impacts which products will have throughout its entire life cycle, from the R&D and design stages, through to production, logistics, use, and disposal.
3. In addition to observing international, national and local environmental regulations, we will develop our own standards where necessary to maintain environmental conservation.
4. In addition to working towards enhancing the environmental awareness of our employees, we will focus our activities on society at large, contributing to that society through environmental preservation activities carried out from a broad perspective.
5. When environmental problems arise as a result of our business activities, we will take appropriate steps to minimize the environmental impacts, and disclose accurate information about that immediately.

#### Lineup:

#### Environmental Report

#### Environmental Vision

#### Green Procurement

#### ISO14001 Certification

## Relations with stakeholders

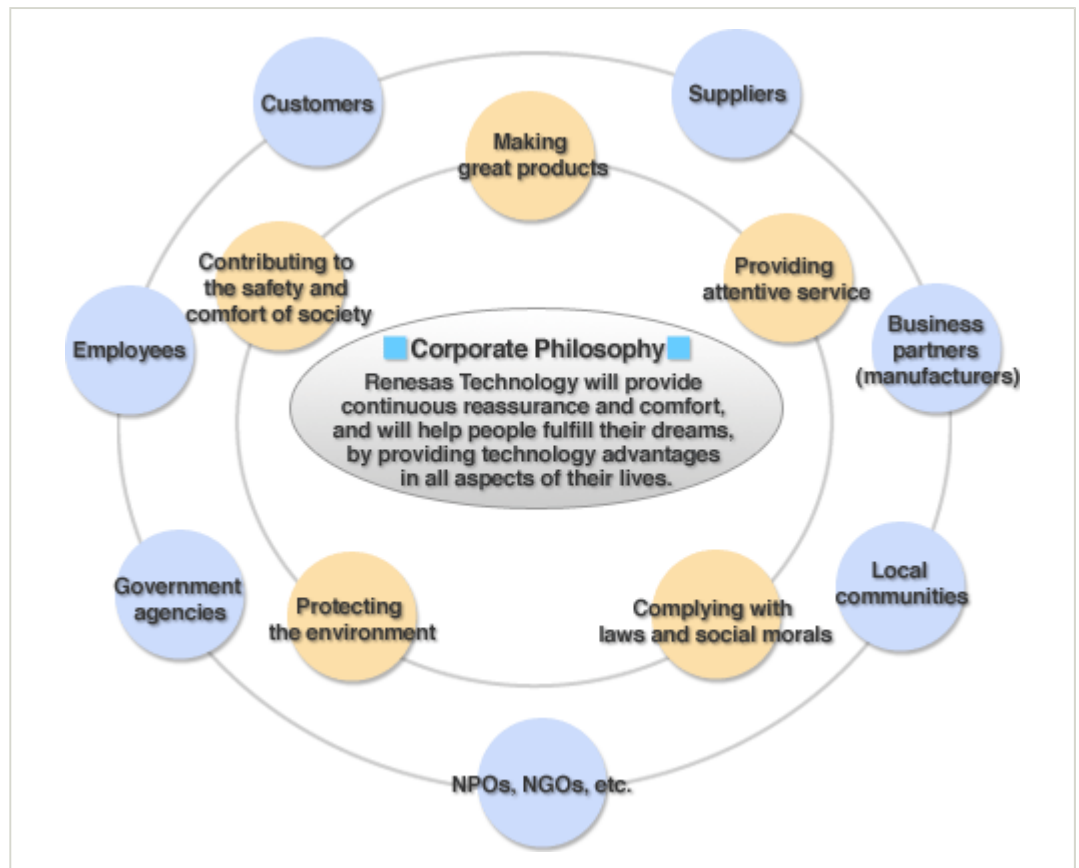
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### Relations with stakeholders

RENESAS CSR REPORT 2008

Our business activities are supported by a wide range of stakeholders. As a member of society, our top priority is communication with our stakeholders. We must respect diverse values, comply with laws and social mores, and strive actively to fulfill our duty to society. If we neglect any one of these, smooth communication with society will not be possible.

We are sincerely committed to contributing to a sustainable society, and continuing to win the confidence of society through mutual understanding and smooth communication with all of our stakeholders.



#### For a More Livable Society

How Renesas is supporting its local communities as a corporate citizen

#### Commitment to partnerships for the future

Renesas activities in partnership and collaboration with its stakeholders aimed about building a better tomorrow.



## For a More Livable Society

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### Relations with stakeholders For a More Livable Society

RENESAS CSR REPORT 2008

How Renesas is supporting its local communities as a corporate citizen

#### Supporting communities through semiconductor products and services

At Renesas, it gives us joy to be able to make a difference in many different fields of society through semiconductor products and services.

#### Activities to Support the Development of Young People

Renesas supports the future leaders of Japan in many ways, including participation in educational programs and sponsorship of events.

#### Support for education about "production engineering"

Renesas has supported and sponsored the Japan Micom Car Rally hosted by the National Association of Principals of Technical Senior High Schools. We have supported and sponsored this event since the first race, including providing devices, lending equipment and materials to stage the race, and providing technical guidance at technical workshops.

#### Interaction with the local community

Renesas independently plans and sponsors local events and is active in interacting with the local community through sports events.

#### Participating in Local Disaster Preparedness Activities

At Renesas, we believe that we should protect our own workplaces. At the same time, we are committed to actively participating in disaster-preparedness initiatives in our local communities. We have a company fire brigade consisting of Renesas employees, which is active in disaster-preparedness efforts.

#### Volunteer activities

Renesas has developed diverse volunteer activities, which included visiting nursing and welfare facilities, planting trees in order to protect the environment, and conducting local clean-up activities.

#### Community support activities at overseas sites

The 23 Renesas Group companies outside Japan are all independently committed to supporting their communities.

#### Other activities

This provides information on contributions made in other areas by The Renesas Group.

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## Supporting communities through semiconductor products and services

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### Supporting communities through semiconductor products and services

For a More Livable Society

Renesas supports the development of industry and an affluent society by providing semiconductors, peripheral products, and related services. Renesas is a top semiconductor manufacturer, which is evident by the company's various achievements, including having reached in February 2007 the milestone of having shipped an accumulated total of more than 1.0 billion units of its main product flash microcomputers. The company is active in a broad range of fields, including the civilian, industrial, and automobile ones.

As for CSR, Renesas first demands that employees adhere to the laws, regulations, and rules and give consideration to the company's common ideas. We are aware of the critical need to support local communities, as well as the vital importance of supporting communities through our businesses. We also believe that there is strong demand for such support from society. For this reason, we are continually searching for ways to support communities through our role as a semiconductor manufacturer.

#### In all areas of people's lives,.....

As Renesas corporate philosophy is "Renesas Technology will provide continuous reassurance and comfort, and will help people fulfill their dreams, by providing technology advantages in all aspects of their lives," the Group's products are used in everyone's daily life.

### Moving toward a ubiquitous society



● For pleasant home life

- Microcomputer controls for various home electric appliances
- Home network system
- Flat panel display
- Portable DVD player
- Digital movie
- Digital camera
- Portable audio
- Mobile phone

● Making cars safe

- Hybrid cars
- Car navigation
- Engine controls
- ABS controls, etc.



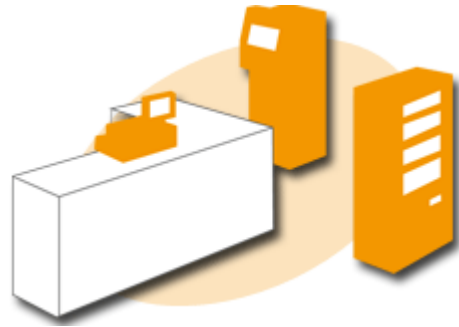


● **Making business more efficient**

- Note PC
- Storage
- PDA
- CIS
- Multi-function printers

● **Making towns easier to live in**

- Vending machines
- ticket machines
- ATM/CD
- POS terminals



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## Activities to Support the Development of Young People

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### Activities to Support the Development of Young People

[For a More Livable Society](#)

Renesas supports the future leaders of Japan in many ways, including participation in educational programs and sponsorship of events.

#### High Tech University in Ibaraki

Renesas collaborated in the "High Tech University" youth education program in Ibaraki prefecture organized by SEMI (a global industry association for microelectronics manufacturing systems and materials) in March 2008 by co-sponsoring and hosting the event. The High Tech University is a worldwide educational program for high-school students that communicates the importance of the semiconductor industry, and combines teaching the fun of math and science with practical exercises. This was the second time the event has been held in Japan, and 36 students of Ibaraki prefectural high schools (18 boys and 18 girls) participated.

We offered our Naka Factory for the second day of the program. Our employees also served as instructors, with presentations on semiconductors in our lives, and lectures on what working in engineering and development is like.

It is our hope that this event will increase children's interest in math, science, and engineering, and help produce the engineers who will lead the semiconductor industry in the future.

#### Selected Comments by Participants

- I found out that semiconductors have a bigger role in my life than I expected.
- I felt that seeing the world of the small gave me a view of the larger world.
- I learned about semiconductors, as well as a society where failure is not something to be feared.
- I learned a lot by actually seeing things first hand instead of just hearing about them.
- I got a good understanding of the relationship between Japan and the rest of the world in the semiconductor industry.
- I learned that the stronger your human network, the wider the range of your career possibilities.
- I learned that there is a big profession of linking the people of the world through semiconductors.

#### Nikkei Education Challenge 2007

The Nikkei Education Challenge is a hands-on social studies class for high-school students given over summer vacation by Nikkei Inc. This event is sponsored by companies in a wide range of industries, including semiconductors as well as finance, chemistry, and foods. The event is an opportunity for students to learn the significance of working in a living economy from instructors who are active in their fields.



Vakil Premal

Renesas has been assisting in Nikkei Education Challenge since fiscal 2006 as a company in the electronics field. In fiscal 2007, employees from our Purchasing Division gave a lecture to 113 high-school students, titled "Little Semiconductors and Big Jobs: Are We Global Yet?"

After the lecture, we had the students hand in assignments. We



then selected the best assignments, giving the prizewinners a variety of opportunities for such extraordinary experiences as participating in an overseas internship tour. We at Renesas remain committed to providing the leaders of tomorrow with the opportunity to think seriously about their futures and giving them bright outlooks on the future.

#### **Selected Comments from Attendees of the Renesas Technology Lecture**

- It was a learning experience to hear about the difficulties of people active on the global stage.
- I learned that for an actual job, it is essential to have technical skills, knowledge, and language skills, as well as to communicate and build interpersonal relationships.
- I saw that work is fun and can make a difference in society.
- I felt that in the future, international exchange will be required of companies and individuals. I want to learn the knowledge and ability to think globally.

#### **Offering and supporting college courses**

Renesas offers not only the Renesas Technology Advanced Analog Circuit Engineering course at Gunma University but also the Advanced Semiconductor Manufacturing Processes course at Ibaragi University, and in these ways, the company contributes to educating the next generation of engineers. In addition to dispatching teachers when offering these courses, Renesas also provides other support including donations of test material.

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## Support for education about “production engineering”

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### Support for the Micom Car Rally: developing products, hearts, and people

For a More Livable Society

The Micom Car Rally is a national event in which participants create their own cars equipped with microcomputer boards provided by the race steering committee, programming and making the car by themselves, and compete in timed trials. The race is divided into two categories: one for high-school students and another "open" category. The high-school category in particular is an educational opportunity for high-school students to come into contact with leading-edge semiconductor technologies. It's organized of which include the National Association of Principals of Technical Senior High School, with the slogan, “Developing products, hearts, and people.”



Race in the high-school category



Renesas has supported and sponsored the rally over the past 13 years, since the first race in 1996, by providing microcomputer boards and motors used by participants; lending courses, time-measuring gates, and other equipment and materials for the races; and providing technical workshops.

#### Commitment to providing educational opportunities that get children genuinely interested in learning

The Micom Car Rally is an educational event that contributes to the development of children. The event took the form of a car race with the aim of instilling an attitude of self study in children. It gives children aiming to become future engineers a chance to show their interest without the need to learn theory. The rally brings a playful spirit to the study of science, and allows children to have fun while learning.



Students participating in the event



Student volunteers clear snow at the venue

Managing the event is also a learning opportunity, and students, teachers, and parents create the venue by hand. A Mini Micom Car Making Class was organized in 2002, targeting elementary and junior high-school students with the aim of getting more children interested in science and engineering. In fiscal 2007, the class was given at 37 venues nationwide. High-school students who participate in the Micom Car Rally serve as instructors, teaching the elementary and junior-high students.

Mini micom cars are easy to make, consisting of a central microcomputer and other parts that can be easily assembled together. We support and sponsor the Mini Micom Car Making Class, provide mini “micom” car kits, and lending courses and time-measuring gates and other materials and equipment for the venue.

#### Transmitting the joy of making things and Japanese engineering skills to the next generation

Recently, there has been alarm over the flagging interest in technical subjects among children. Combined with this decline in interest, school districts are being reorganized, and some schools are being closed, due to Japan’s low birth rate. These and other issues are causing a decrease in the numbers of



technical high schools to teach our future engineers. Amidst these circumstances, the Micom Car Rally has more participants each time. At the 13th rally, held in January 2008, the cumulative total of participant micom cars reached the 30,000 level. We remain actively committed to supporting the Micom Car Rally, and the development of talented future engineers.

**We fulfill our responsibility as a global corporation by supporting production engineering and engineer development outside Japan as well**



Award ceremony

We have also sponsored events in Vietnam and China modeled on the Micom Car Rally. In Vietnam, we have sponsored the HUS-RENASAS Micom Car Rally was organized by the Ho Chi Minh City University of Natural Sciences (HCMUNS) since 2006. This year, the HUS-RENASAS Micom Car Rally was also held at Hanoi University of Science. We provided operational support, microcomputer boards, and other support. In Beijing, China as well, the China-Renesas Micom Car Rally has been held since 2007 as an event in the National Undergraduates IT & AT Employment Skills Competition organized by the Chinese Ministry of Education. University students from throughout China participate, and those who perform well are awarded an IT Skills Certificate, which is an official government certification.

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## Interaction with the local community

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## Interaction with the local community

At Renesas, each office has traditionally taken part in various local community activities in their area. In recent years, Renesas not only supports local events, which includes taking part in the event, but also under the banner of Renesas Festival Throughout Japan, plans and hosts its own events, such as a Spring Festival, Summer Festival, and Softball Festival, which have been very popular among local residents.

One of Renesas characteristics is that the Group also emphasizes contributing to the local community through sports activities. In addition to supporting both softball clinics for local students and citizens conducted by Renesas Takasaki Women's Softball Team and a basketball event at our Kofu Site, the Group holds various other sporting events. Furthermore, Renesas helps promote local community sports by opening gymnasiums and grounds that the company possesses to the general community.



Taking part in Nebuta Festival (Renesas Northern Japan Semiconductor Inc. - Tsugaru factory)



Participation in the squid dance at the Hakodate Harbor Festival (Renesas Northern Japan Semiconductor Inc. - Hakodate Factory)



Renesas Mini Basketball Tournament (Renesas Kofu Site)

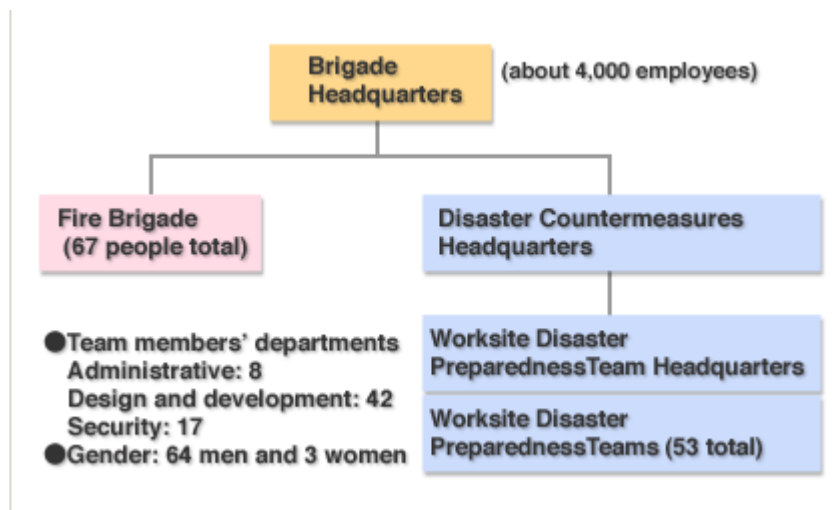


Softball Class (Renesas Takasaki Site)

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### Taking the Initiative in Raising Disaster Awareness at the Company

The activities of the fire brigade are not only useful in the event of an actual disaster: they also take the initiative in raising awareness of disaster prevention within the company. For this reason, we encourage as many departments as possible to join the fire brigade, and we provide continuous training, conduct regular disaster-prevention inspections, and the like in accordance with our yearly action plan.

#### Details of Fire Brigade Activities

- Periodic training (twice per month)
- General fire drills (four times per year)
- Emergency call-up training (twice per year, with no prior notice)
- Overnight training camps (once per year)
- Building fire extinguisher and fire alarm inspections (daily)
- New Year's Fire Brigade Parade (once per year, in January)
- Participation in Kodaira City-wide Disaster Prevention Drill (earthquake and firefighting training) (once per year)
- Acquisition of first-aid skills certifications (CPR and AED operation skills), and registration with Tokyo Fire Department as disaster relief volunteers



Training in operating fire hoses from fire hydrants

#### Comment



### My Role in the Fire Brigade is Made Possible by My Colleagues' Support

Engineer  
Imaging Network Design Division  
System Solution Business Unit 4  
System Solution Business Group

**Shinichi Shuto**  
(leader, instructors' squad)

I joined the brigade on the recommendation of my boss, but I had been interested in it for some time, and was very positive about joining. I have been in the team for 10 years now, and I am very grateful to my coworkers for their support, because the firefighting team's activities often overlap with my work duties. In a certain sense, a company fire brigade is a special kind of organization. There is a kind of a sense of fellowship between people who currently work at the company, and retirees. It has a great advantage for facilitating internal communication. For example, when meeting a person who has retired from the firefighting team even for the first time, he/she often treats me kindly just by seeing me wearing with the fire brigade's uniform.

### Being in the Fire Brigade = Sense of Duty to Protect Workplace

Senior Staff  
Labor Section, Musashi General Affairs Department  
Human Resources & General Affairs Division

**Mayu Fukuju**  
(assistant leader, headquarters squad)



When I was assigned here from another office, I became interested in the Musashi Site Fire Brigade because it has a tradition here, and I wanted to integrate here as quickly as possible. Due to the nature of my work, I have many opportunities to be in contact with the fire brigade, and seeing the passion of the brigade members, I decided to become a member as well. The members of the brigade wear their uniforms while performing their day-to-day duties as well. This is why I say that being on the fire brigade gives you a sense of duty for protecting the workplace. Although my job is public relations and advertising, my training has given me knowledge of fire preventing and firefighting. My goal is to provide backup support in ensuring workplace safety.

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## Volunteer activities

For a More Livable Society

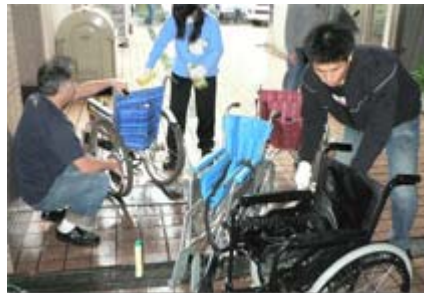
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## Volunteer activities

Volunteer activities include both contributing to local communities as a corporation and supporting volunteering by individual employees.

As a corporate citizen that is a member of the local community, Renesas conducts clean up activities targeting local parks, river beds, and the area around offices. In addition, Renesas, which has offices and group companies throughout Japan, does numerous types of volunteer work that is closely tied to the local community, which includes visiting nursing and welfare facilities, repairing wheelchairs, conducting clean-up activities, and maintaining cherry blossom trees at parks.

The Kochi office supported work to plant trees in order to preserve water resources and participated in the planting of trees on the upper part of the Monobe River in cooperation with both prefectural and local municipal public employees.



Wheelchair repair and janitorial work (Renesas Musashi Site)



Participation in the Ozu-machi Environment Beautification Day (Renesas Kyushu Semiconductor Corp.)



Participation in the Kami District Tree-planting Association's forest maintenance activity (Renesas Kochi Site)



Maintenance of cherry blossom trees at parks (Renesas Kitaitami Site)



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## Community support activities at overseas sites

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## Community Support Activities at Overseas Sites

For a More Livable Society

Renesas has 23 group companies outside Japan, each of which is committed to putting forth its own efforts to support the community. In fiscal 2007, our overseas sites worked to conserve energy by recycling office paper, turning off lights when rooms are vacant, minimizing use of personal automobiles, and using buses and other forms of public transportation. Our group companies and their employees also worked actively to support their communities through such activities as river cleanup and other environmental protection measures, getting involved in the activities of organizations that combat cancer, and sending instructors to local schools. Through these many activities, we will continue to expand the scope of the community-support activities of Renesas as a whole.



Creation of microcomputer course at university  
(Renesas System Solutions (Beijing))



River cleanup  
(Renesas Semiconductor (Malaysia))



Donation of ambulance  
(Renesas Semiconductor (Malaysia))



Participation in activities of organization combating cancer  
(Renesas Technology America)

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## Other activities

The Renesas Group actively cooperates with charity fund raising for disasters such as earthquakes that have occurred either in Japan or other areas of the world.

In addition, the Musashi office provides part of its grounds to the city for use as a park and, as a measure to relieve congestion on neighboring roads, allows city buses to use the roundabout on the grounds. These are some of the examples of the various efforts that are helpful to local citizens.

The Renesas Group Local Community Contribution Activities for FY2007

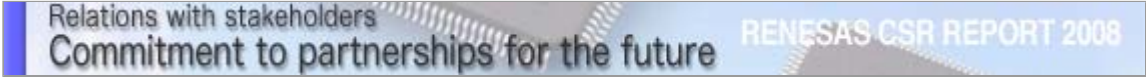
Type	Details	No. of events
Event related	Renesas sponsoring events, co-sponsoring events with Hitachi Ltd. and Mitsubishi Electric Corp., dispatching personnel, making donations, and participating in running local festivals and exhibitions, etc.	91
Donations	Collecting money or donating used stamps and pre-paid cards.	50
Volunteering	Clean-up activities and visiting facilities such as hospitals and nursing homes.	60
Sports exchange	Possessing a company sports team, providing technical guidance by each specialized division, holding sport meets.	19
Facilities	Opening facilities such as gymnasiums, grounds, and tennis courts to the general public and accepting requests for tours of the plants.	52
Courses/teacher dispatch	Holding courses at Gunma University and Ibaragi University, dispatching teachers and testers to government sponsored events.	8
Traffic safety	Dispatching personnel to and participating in local traffic safety campaigns.	5
Other	Supporting activities by organizations outside the company, providing internships, cooperating with blood drives in each area, etc.	43





# Commitment to partnerships for the future

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Renesas activities in partnership and collaboration with its stakeholders aimed about building a better tomorrow.

### For Customer Satisfaction

We listen to the feedback from the companies that purchase our products, and we advance a wide range of initiatives aimed at developing products that truly satisfy our customers.

### Supplier comment

A comment by Renesas supply-chain management (SCM) partner.

### CSR activities through the supply chain

Renesas conducts appropriate procurement throughout the supply chain from the perspectives of contributing to society, protecting the environmental preservation, and satisfying its customers.

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## For Customer Satisfaction

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Commitment to partnerships for the future

## For Customer Satisfaction

We listen to the feedback from the companies that purchase our products, and we advance a wide range of initiatives aimed at developing products that truly satisfy our customers. We advance our business with a sense of accountability for the quality of the products we offer, and we strive to improve our customer-support capabilities by maintaining a constant focus on the needs of our customers rather than our perspective as makers of products.

### Customer Satisfaction Survey

We conduct a customer satisfaction survey each year, as a means to ascertain the needs of large numbers of customers. The purpose of this survey is to get the product purchasing managers at our customers to rate our service and support, quality, and several other areas. In 2007, we distributed the survey to over 100 corporate customers in Japan and internationally, and we were able to gather frank feedback.

When we first started sending out the survey in fiscal 2004, we had a response rate of over 80%. In our latest survey (2007), however, the response rate was over 90%. This is one proof that our recognition has grown among our customers, and that this has raised our employees' awareness as well. We believe that this customer satisfaction survey is growing more deeply rooted each year.

The results of the survey are reported at our twice-yearly Quality Management Review Conference, thereby sharing this information within the company. The results are reflected in measures to improve customer service, top-level decision making, management, and other aspects.

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## Supplier Comment

Commitment to partnerships for the future

### Creating a system to offer the best products with minimum impact

Supply Chain Management (SCM) Partner

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#### What is your company's role as a member of the Renesas supply chain? What kinds of things to you look out for on a day-to-day basis?

We mainly provide photo mask and IC lead-frame products to Renesas Technology. As a member of the supply chain, we take always regard to provide our products with "reliable quality". We have also created a business continuity plan with contingencies for disaster mitigation, and we are committed to increase our accountability as an SCM partner, in order to meet our corporate social responsibility through out our business.

#### What is your greatest challenge in providing reliable quality?

To take photo masks as an example, they are the original negatives of integrated circuits, so our job is not to mass produce hundreds of thousands of units that are absolutely identical, rather, to make them one-by-one individually. We never receive multiple orders of the same mask, and therefore we can't produce ahead of time and keep them as a stock. Given the nature of semiconductor products, we are also under the constant pressure of reducing our cycle time.

In short, our key challenge is to deliver masks with stable quality and short cycle time. This is not a matter of quantity, but rather of pursuing long term stability of quality. The challenge is not only reducing defect rates per 10,000-unit lot, but rather of reducing variation in the specific quality over the long time period such as years. This is what we consider to be "reliable quality."

#### What kinds of initiatives do you conduct to make your products more environmentally friendly?

We have a number of environmental initiatives. For example, our products meet all the requirements of the RoHS Directive in order to meet our customers' green-procurement needs. We also replace or reduce our usage of harmful substances in our manufacturing processes, and conserve resources by downsizing our products.

#### What would you like to see from Renesas in the future in terms of CSR and the environment?

I hope that we can continue to work in partnership and can create a system of offering the best products with minimum impact and actively can propose new technologies and products. I hope that Renesas Technology also will develop new package technologies that help us to conserve various resources.



## CSR activities through the supply chain

### Introduction

### Renesas CSR

### Beyond Legal Requirements

### Toward Respect for the Individual

### Aiming for Environmental Friendliness

### Relations with stakeholders

### For a More Livable Society

### Commitment to partnerships for the future

For Customer Satisfaction

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## Promoting CSR through the supply chain

[Commitment to partnerships for the future](#)

At Renesas, we conduct appropriate procurement through our supply chain, with the goals of contributing to society, conserving the environment, and satisfying our customers.

Before starting concrete business dealings, we strive to provide a clear explanation to our business partners to ensure that they have a complete understanding of the concepts incorporated into our Agreement, including our requirements regarding contribution to society and environmental conservation.

We also hold partner-briefing sessions with our suppliers to gain their understanding of Renesas' procurement policies as well as to facilitate communication with them in day-to-day activities. These sessions also give us an opportunity to explain topical issues to our suppliers on which we want to place a special emphasis.

In addition, we hold periodic meetings with purchasing managers to ensure that all our production sites and the entire company thoroughly understand and observe the procurement standards prescribed by the headquarters.

### Our approach to green procurement

When purchasing raw materials to use in our products, we practice a green procurement policy, giving priority to the products of suppliers who are actively committed to environmental conservation, and products with lower environmental impact that do not contain harmful chemical substances.

Taking into consideration the demands of our customers as well as laws and regulations in Japan and abroad related to the green procurement, we practice our green procurement not only with our direct suppliers but also with those on upstream, aiming for the penetration of our green procurement across the entire supply chain.

### Support system for our suppliers

While most of our larger suppliers are able to meet our green-procurement requirements through self-management on their own initiative, some of our smaller suppliers have difficulties meeting our expectations for environmental conservation through their own efforts.

In order to support such suppliers, we visit them on a regular basis, to stimulate and support their autonomous efforts.

Through communicational efforts such as visits by Renesas representatives, we strive to constantly encourage our suppliers, and provide an external stimulus, in order to raise their awareness of green procurement positively, rather than passively complying with our requirements.

### CSR promotion at SCM supplier

At Renesas, we believe that rather than acting independently, it is vital for every business partner involved in our business processes to make a commitment to CSR activities throughout the supply chain and respond to the demands of society as a united team.

Therefore, we created the CSR Guidebook in order to give our partners an understanding of our approach to CSR, and advance activities with a common perspective. We distribute this guidebook to our partners, and work actively to improve awareness of CSR.

We also conduct a survey with our partners based on the checklist prepared by the Japan Electronics and Information Technology Industries Association (JEITA), and promote CSR activities throughout the supply

chain based on the results.

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