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RENEASAS CSR REPORT 2009

Last updated 22 Oct 2009

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.

Environmental Activity

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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Aiming for an energy-efficient sustainable society through semiconductor control technology

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This provides a profile of Renesas Technology.

Review of Operations

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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Introduction

Executive Message



Aiming for an energy-efficient sustainable society through semiconductor control technology

Katsuhiko Tsukamoto
Representative Director, Chairman
Renesas Technology Corp.

Aiming to improve energy efficiency of society as a whole

Seven years have passed since Renesas Technology was founded. Since establishment, we have been undertaking corporate social responsibility ("CSR") activities by establishing our philosophy in our "CSR Charter" and standards of conduct for our employees in our "Corporate Ethics Program". And now, we believe we are at the stage of reflecting and evaluating our CSR activities up till now, and further improving on them. For that purpose, it is important to have a clear understanding of the issues surrounding CSR for a semiconductor supplier such as ourselves. Bearing in mind the pursuit of "reassurance, comfort, and dreams" in our corporate philosophy, we will work seriously on "improving energy efficiency of society as a whole", which is an issue of especial interest to us, through our primary business of semiconductor manufacture centered around our strength in semiconductor control technology.

Environmental activities are the CSR centerpiece

Within the furiously changing semiconductor market, there are certain areas that are steadily showing growth: hybrid vehicles with good gas mileage, and budget-pleasing and eco-friendly products such as LCD TVs and inverter air conditioners. These sorts of eco-friendly products can truly be called the fruits of the pursuit of improved energy efficiency through semiconductor control technology. Of course, an energy-efficient society is not something that can be achieved by semiconductor products alone. We are profoundly aware that the fruits of improved efficiency are achieved because we are trusted by our customers, the application manufacturers, who incorporate our products into end products for use by consumers.

Meanwhile, we continue to work on various ways to reduce the environmental loads of our semiconductor products themselves. The semiconductor production process requires large amounts of electricity, water, chemical substances, and the like. At Renesas, we daily save energy, resources, and appropriately manage chemical substances, in order to reduce the environmental loads of our production processes. At the same time, we perform environmental assessments at the development and design stages when we design new products, enabling us to provide eco-friendly products to the market.

In furtherance of "CSR through our primary business", namely further pursuing the improvement of energy efficiency using our semiconductor control technology and the reduction of environmental loads of semiconductor production processes, at Renesas we say, "Environmental activities are the CSR centerpiece".

Nurturing the engineers to carry on the next generations

Renesas also places great importance on the nurturing of the next generation towards the achievement of a

sustainable society, the fundamental of CSR and environmental activities, and we provide industry-academia training and educational support using semiconductors. One representative endeavor is our support of the various "Micom Car Rallies" sponsored by the Hokkaido and The National Association of Principals of Technical Senior High Schools. In these tournaments, high school students race hand-built "micom (microcontroller) cars". Renesas provides participating domestic and overseas high schools and universities with MCU boards and micom car lectures, and aids in tournament operation. Even with the growing societal concern regarding lost of interest in science by young people, we see participant numbers increasing with each successive tournament, and we continue to provide the high school students that will carry on the next generation with valuable opportunities to have hands-on experience with the latest semiconductor technology.

Together with our stakeholders

A symbiotic relationship with all our stakeholders is essential for Renesas to continue to be chosen by the community and to be a sustainable company. We would like to gain even more trust from all our stakeholders - our customers who buy our semiconductor products, business partners, employees and their families, residents of local communities, and so on - by sincerely listening to their opinions and maintaining interactive communication.

Through this CSR report, we would like to receive feedback and comments from even more people to help in deciding and developing our future activities. Your honest feedback would be greatly appreciated.

Katsuhiro Tsukamoto, Representative Director and Chairman



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- Name Renesas Technology Corp.
- Head Office Nippon Bldg., 2-6-2, Ote-machi, Chiyoda-ku, Tokyo 100-0004, Japan
- Paid-in capital 104.5 billion yen (Hitachi, Ltd. 55% Mitsubishi Electric Corporation 45%) <as of September 30, 2009>
- 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 702.7 billion yen in FY2008 (consolidated)
- Employees 25,000 <as of March 2009> (consolidated)
- Representative Katsuhiko Tsukamoto: Representative Director, Chairman
Yasushi Akao: Representative Director, President
- Our Group 39 companies (Japan: 19, Overseas: 20) <as of April 1, 2009>

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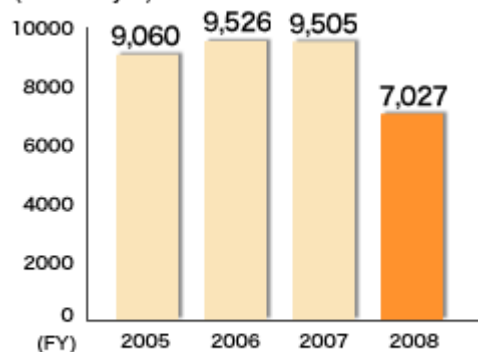
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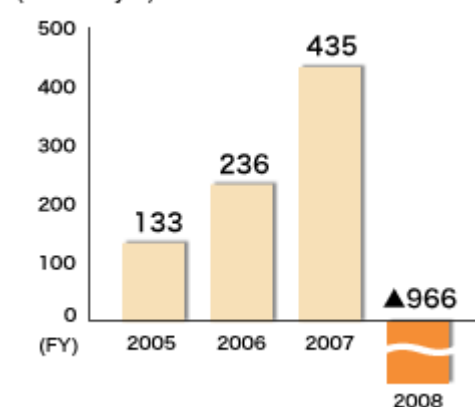
Review of Operations

We are preparing for the coming era of ubiquitous computing by offering high-performance products and services with a focus on microcomputers, SoC, and discrete products.

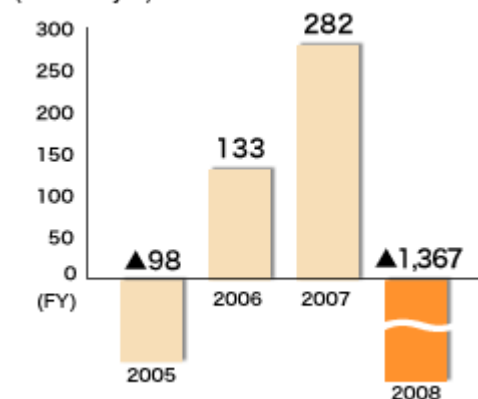
■ Annual Sales
(Billions of yen)



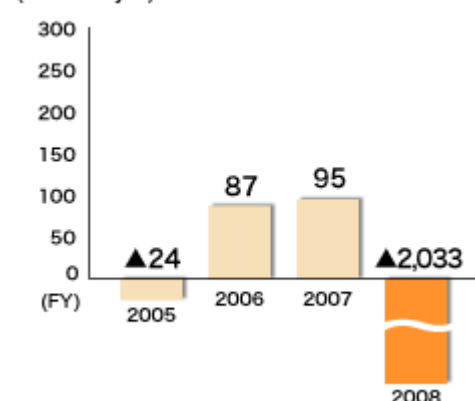
■ Operating Income
(Billions of yen)



■ Income Before Tax
(Billions of yen)



■ Net Income
(Billions of yen)



About The Renesas Group

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

■ Domestic Network

Renesas Technology Corp.

(Sales)

Renesas Technology Sales Co., Ltd.

Renesas Easton Co., Ltd.

(Design and Application Technologies)

Renesas Solutions Corp.

Renesas Design Corp.

(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 Kyushu 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

(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..

- France -

Renesas Design France S.A.S

- Malaysia -

Renesas Semiconductor Design (Malaysia) Sdn.Bhd.

- Vietnam -

Renesas Design Vietnam Co., Ltd.

(Manufacturing Companies)

- China -

Renesas Semiconductor (Beijing) Co., Ltd.

Renesas Semiconductor (Suzhou) Co., Ltd.

- Malaysia -

Renesas Semiconductor (Malaysia) Sdn. Bhd.

Renesas Semiconductor Technology (Malaysia) Sdn. Bhd.

Renesas Semiconductor (Kedah) Sdn. Bhd.

(Business Corporation)



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RENESAS CSR REPORT 2009

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 promotion 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

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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 companys

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.

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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

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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

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

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. One of the board's twelve directors is an outside director. We also have eight managing officers separate from the board directors.

Board of Corporate Auditors

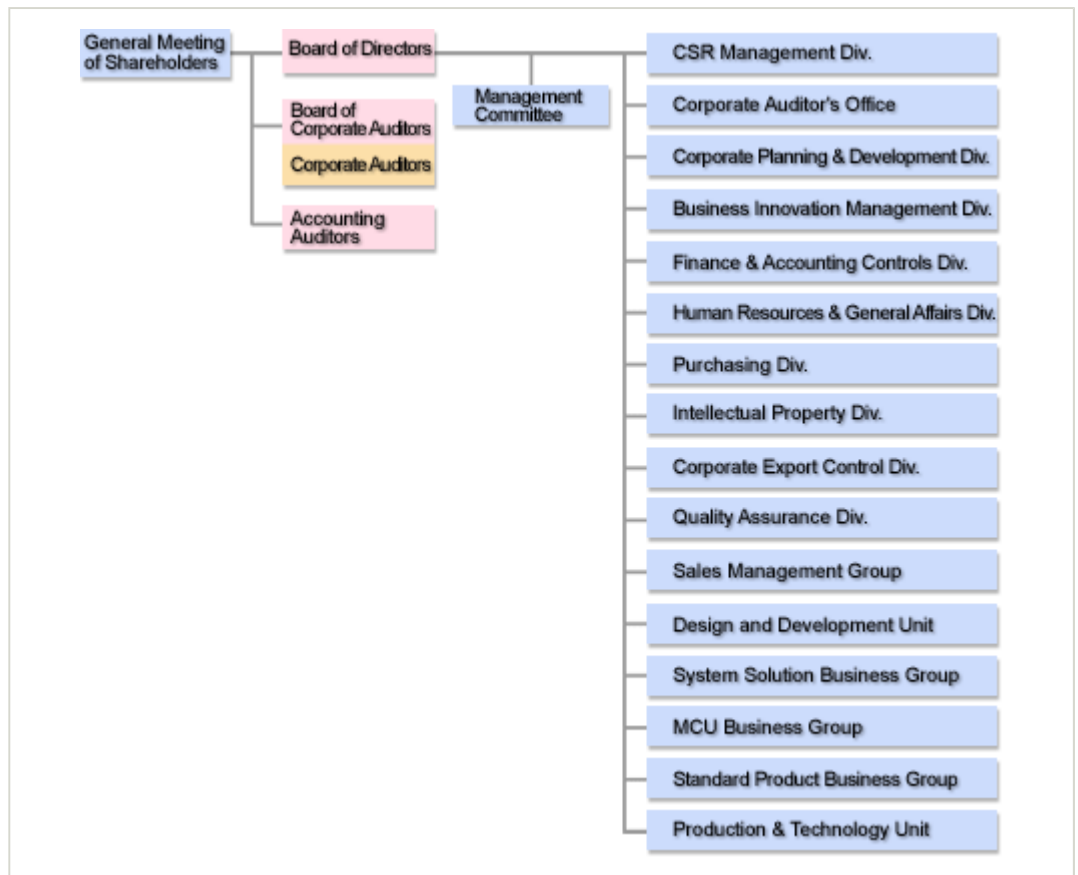
The board of auditors exercises oversight to ensure that Renesas' operations are in accordance with laws, regulations, and its articles of incorporation. The board receives reports on important matters relating to audits, discusses these matters, and makes decisions.

Beyond the minimum requirement by law that half of the board members are outside auditors, at Renesas' board, three out of five 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.

- System for promoting corporate governance



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System for promotion of CSR

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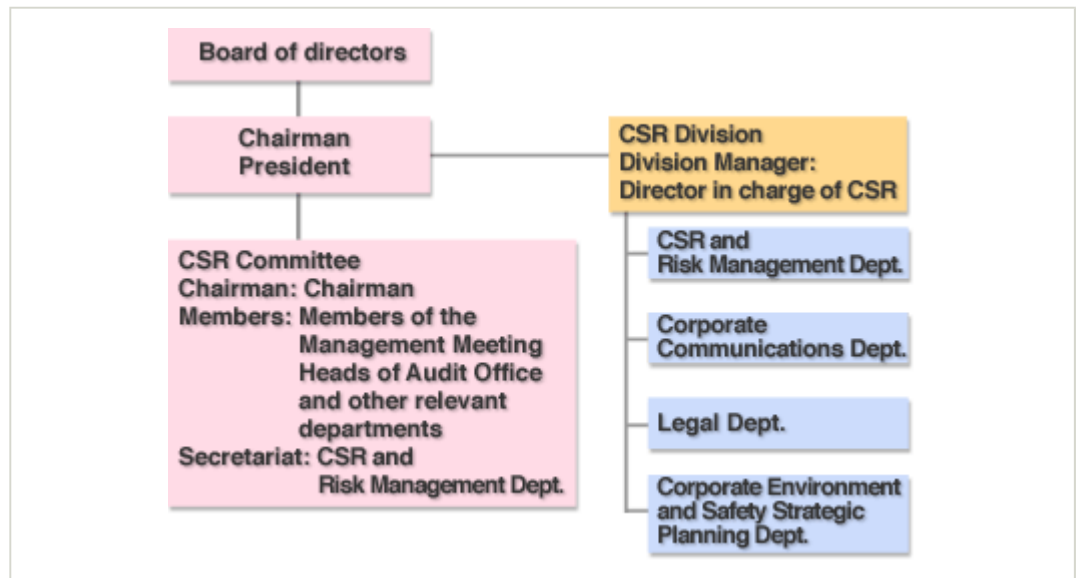
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System for promotion of CSR

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 and Risk Management Dept. serves as the secretariat for the CSR Committee.



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Risk management

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Risk Management

By establishing risk and crisis management systems and risk management and crisis response protocols, Renesas seeks to prevent and minimize loss of business operation and undertake fair and honest business activities in order to provide our customers with safety and reassurance.

Risk Management System

Renesas has established risk and crisis management rules and is clearly defining a basic policy as a company for risk management, crisis response, and the like.



Companies face seven types of risk: accident/disaster, legal (litigation), financial, labor, political, economic, and social. The mission of our CSR and Risk Management Dept. 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, novel influenza, 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 a CSR and Risk Management Dept. 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

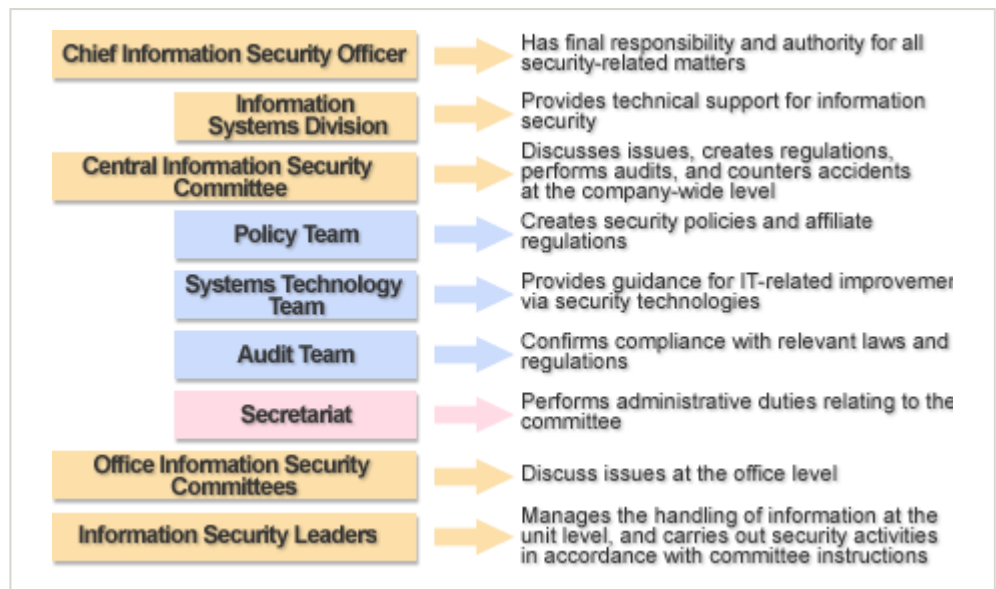
In order to practice thorough information security, we encourage all employees to be aware of the need to protect confidential information, and implement a number of measures to prevent human error, including the use of IT support tools.

- (1) We have introduced IT support tools in order to prevent third parties from illegal accessing data in case a PC is lost or stolen.
 - ▶ The encryption tool also has a feature to log all data transferred via the PC. 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.
 - ▶ We automate PC vulnerability checks, such as password length and idle time before screen lock.
- (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.

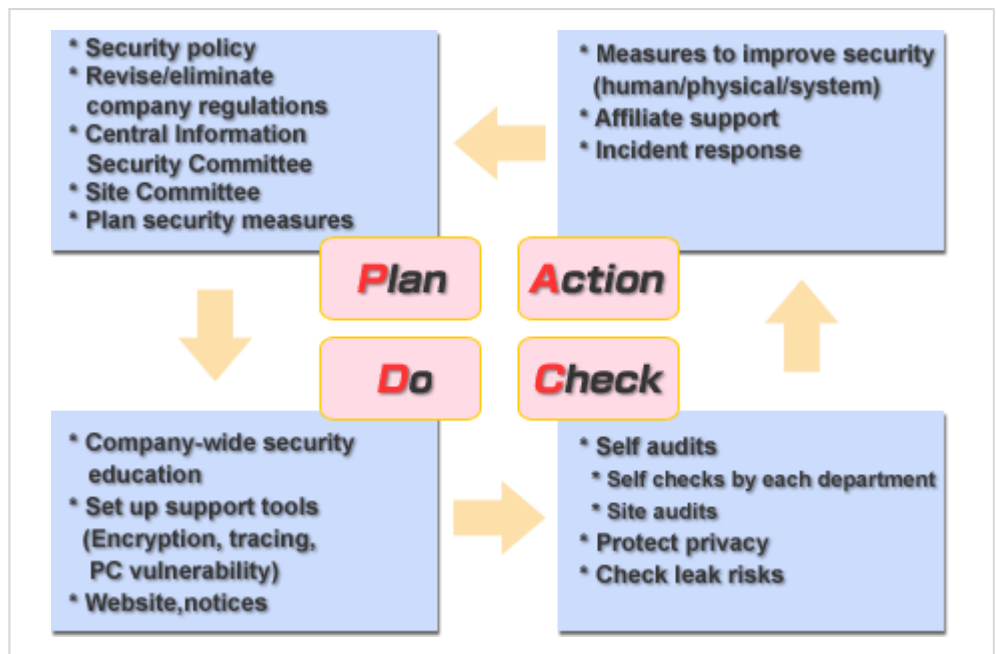
- Information Security Organization



■ 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	We have introduced data protection encryption tools for PCs lent by the company, as well as automate vulnerability checks such as password length. 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.

*Full text of Renesas Technology's [Privacy Protection Policy](#)

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Corporate Quality Assurance

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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

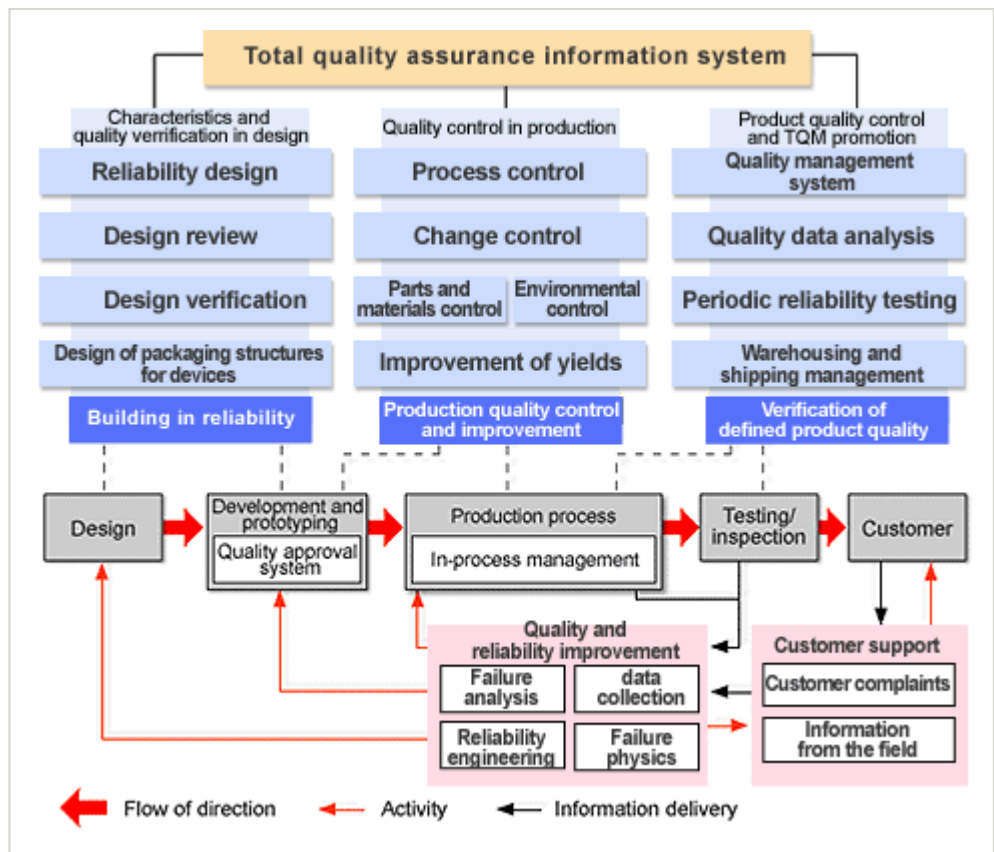
■ Corporate Quality Policy ■

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.

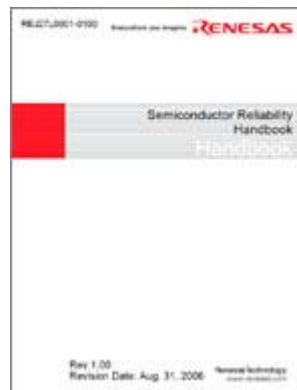
- (1) To thoroughly implement built-in reliability into all development and design stages
- (2) Creation of targets for minimum deviation of product quality and establishment of a system to detect abnormality as early as possible in the fabrication stage
- (3) To aim for zero defect by thoroughly measuring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

■ Quality Assurance System



Publishing and distributing the Reliability Handbook

Partly in response to customer demand, we publish the Reliability Handbook in booklet and PDF file formats, and distribute 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 available on our Web site is also popular with customers.

[Download the PDF version here.](#)

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 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.

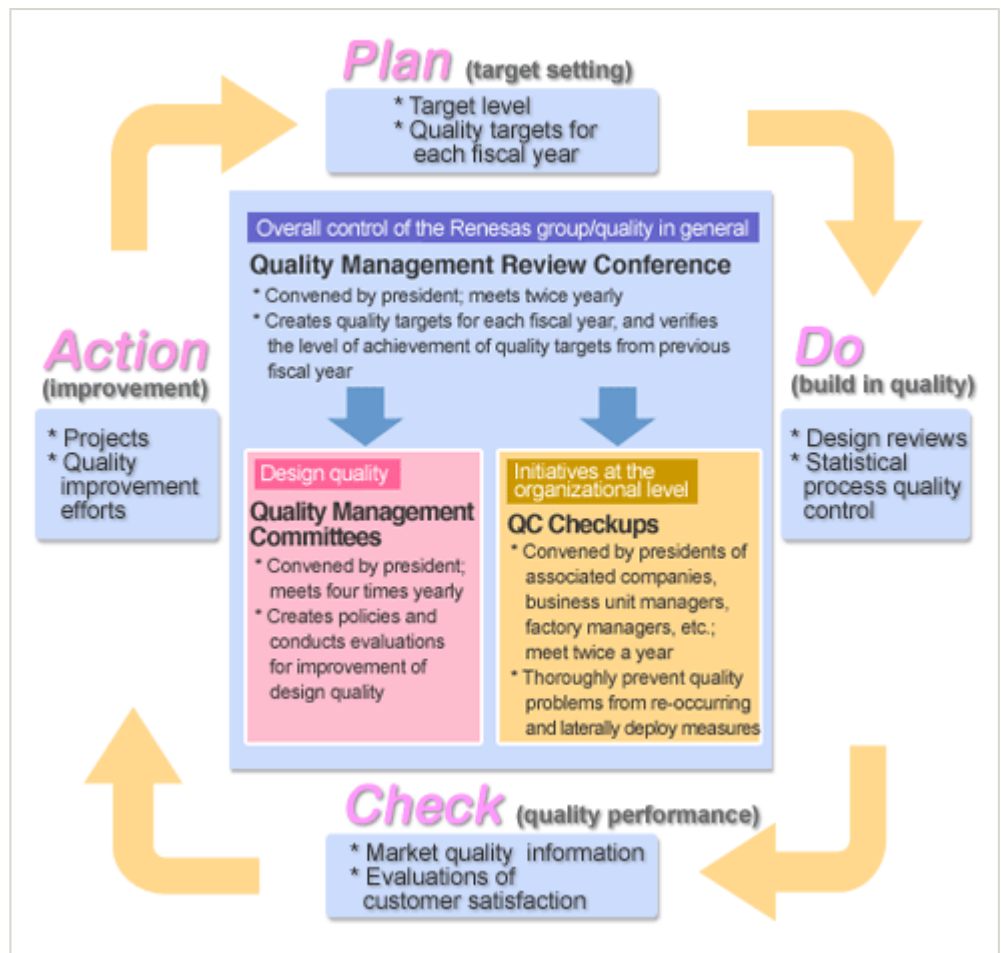
Initiatives to improve quality at overseas sites

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
- (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

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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 security export control management but also determines what should be done voluntarily as a company's responsibility, and conducts management that goes beyond those 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

The 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 2008, we continued our compliance-inspection efforts from fiscal 2006, conducting a regular 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. In addition, we have started implementing a 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 conducted in-person training sessions for employees of Renesas in Japan, Europe, the United States, and other Asian countries in FY 2008. In addition, we also provided such training via our e-Learning system.

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Security export control initiatives

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Security export control initiatives

The semiconductor products and technologies of the Renesas Group are used in all industrial fields. It is necessary to handle these products and 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 a security export control compliance program so that the appropriate status is maintained at all times, performing regular audits and making improvements as needed.

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Beyond Legal Requirements

Rejection of transaction with antisocial forces

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 2008, we continued advancing from fiscal 2007 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, the Renesas board of directors adopted a resolution on the basic principles of Renesas' internal control system. A resolution to revise these basic principles was adopted this year, in order to respond to changes in state of affairs of Renesas and society. We are also working to improve and properly operate our internal control system for financial reporting in order to comply 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 three messages in fiscal 2008, and none of these matters involved legal or ethical (public order and morality) violations. The results of our regular compliance-inspection, now with a PDCA (Plan-Do-Check-Act) cycle approach applied to our former self-assessment, 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 RENEASAS CSR REPORT 2009

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 have since remained steadily 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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Toward Respect for the Individual

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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Diverse Workforce

Renesas has been strengthening our initiatives to promote employment of a variety of people from a global viewpoint. In our hiring activities we do not discriminate in terms of nationality, gender, or disabilities, in order to contribute to a society as a company that enables everyone to harness their individual capabilities. We also continue our efforts to create and maintain comfortable and attractive workplaces. As of June 1, 2009, Renesas' disabled employee ratio is 1.86%. As a result of continued hiring initiatives at each of our business sites, we were able to achieve compliance with the statutory employment ratio (1.8%) for the second successive year.

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.



A platform lift provides access to the roof at our Kitaitami Site

Employee Comment

I would like to contribute to Renesas Design Vietnam's development while achieving a work-life balance

Ha T. N Ho

Department Manager, HR Department
Renesas Design Vietnam



About Working at Renesas

1. What motivated you to work at Renesas?

Before I joined Renesas, I worked in the automotive industry. In comparison, high-tech industries, especially the semiconductor industry, are very new fields in Vietnam, and the demand for excellent human resources is high. For such reasons, I decided to join Renesas Design Vietnam (abbr. RVC) so I could learn many new things.

There was also another reason. Since I joined RVC, my morning commute has become shorter. I am able to see my children to school in the morning, which they are very happy about.

2. Do you think Renesas is a good company for women to work at?

Yes, of course.

RVC has very strict principles of equality. Men and women are treated equally in terms of respect, remuneration, welfare, and particularly importantly, chances for promotion. I myself am satisfied with

being a female employee of RVC, and I believe other staff feel the same.

In addition, I think the RVC workplace is comfortable and safe. Also, the view from the windows of the building is fantastic. From here, you can see green trees, falling rain, and white clouds in a blue sky, and the many big ships moving up and down the Saigon River are nothing but graceful. Recently, I've been enjoying the charming shining splendor of the Phu My Bridge. This bridge, a new symbol of Ho Chi Minh City's continuing remarkable development, is clearly visible from the RVC building.

3. Please tell us what makes you glad to be working at Renesas.

The best part of working here is the teamwork. Thanks to the constant strong support I receive from my boss, the Renesas Technology Human Resources Department, colleagues at work, and other related departments, ever since I joined the company I haven't had much stress. Whenever I need information or support, the people around me are quick to tell me about their own experiences and offer advice. This is the most important motivation for me to continue working at RVC for a long time.

About the Job Content

1. Could you summarize your current duties?

My job is about matters related to human resources, and that includes recruitment, remuneration and welfare, labor relations, and administrative training. Since RVC is a rapidly growing high-tech company, recruitment needs are high every year. We recruit about 100 design engineers every year. My job is to maintain RVC employees' motivation, so I make a variety of suggestions to ensure that RVC's employment conditions never fall below that of other high-tech companies in Vietnam, while keeping within the company's budget and preserving consistency across the company. RVC is a young company. Most of our young leaders were both in the '80s, and don't have much experience in management. Another important duty for me is to provide knowledge about management to these young leaders to contribute to improving their management skills.

2. Is the work you are doing now the job that you wanted to do?

Of course! I've always wanted to do the type of work that I am doing now. This job gives me the change to communicate with and build relationships with people at all levels of the company. At the same time, I can say that out of all the experiences I've had until now, being able to see the company's development through the growth of the young engineers with my own eyes is the most meaningful and significant.

About the Work Environment

1. As the person responsible for human resources and general affairs, what do you think of the work environment at RVC?

To be honest, my work environment is very friendly. We don't just work together and share duties, we live our daily lives together, have common hobbies, and share grievances and joys. And as I said before, RVC treats all employees fairly. We hold our principles of equality for fair employment, evaluation, and competition in high esteem, and work according to those principles.

2. What do you think is important for making an ideal workplace?

I think that the most important thing is for every employee to connect sincerely with each other. The best interpersonal relationship can only be attained through wholehearted cooperation, loyalty, and integrity. It is in this type of environment that an ideal workplace is born.

About Future Outlooks

1. What are your future goals in regards to your job?

First of all, to recruit engineers with even more advanced technical skills, to aid in RVC's even faster development. Next is to lower the turnover rate and help to stabilize the company's operations. Finally, I would like to further improve communication between RVC employees. It is my fervent hope for the RVC workplace to become even better in the future.

2. Do you have any dreams you would like to see realized in the future in regards to work or your private life?

For work, I would like to see RVC become the most in-demand employer for Vietnam's able new graduates. I think RVC employees are becoming increasingly proud of their company. I would like RVC to gain more independence, grow into the most important and biggest design center, and contribute greatly to the Renesas Group as a whole. Lastly, and this is extremely important, I think it would be wonderful to be able to know everything about any employee, from their name and to their

character, just from seeing their face.

In terms of private life, first of all I wish to see my country grow even more. In particular, a very important issue is the improvement of the educational environment of our children. Next, I think it is important to maintain a good balance between work and family so that I can secure time to enjoy my own life. I'd like to go to the United States and Europe within the next five years. I think seeing the differences between Vietnam and other countries with my own eyes would help me in my efforts to make Vietnam better.

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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

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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 - Raising Awareness of Human Rights
 - Occupational Safety and Health and Health Management
 - Support for Health, Welfare, and Next-generation Support**
- Environmental Activity
- 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 2008
Childcare leave	generally until March 31 following first birthday	34 people began leave in fiscal 2008
Shorter working hours for childcare	working hours can be shortened to a minimum of 6 hours/day	26 new program users in fiscal 2008

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



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

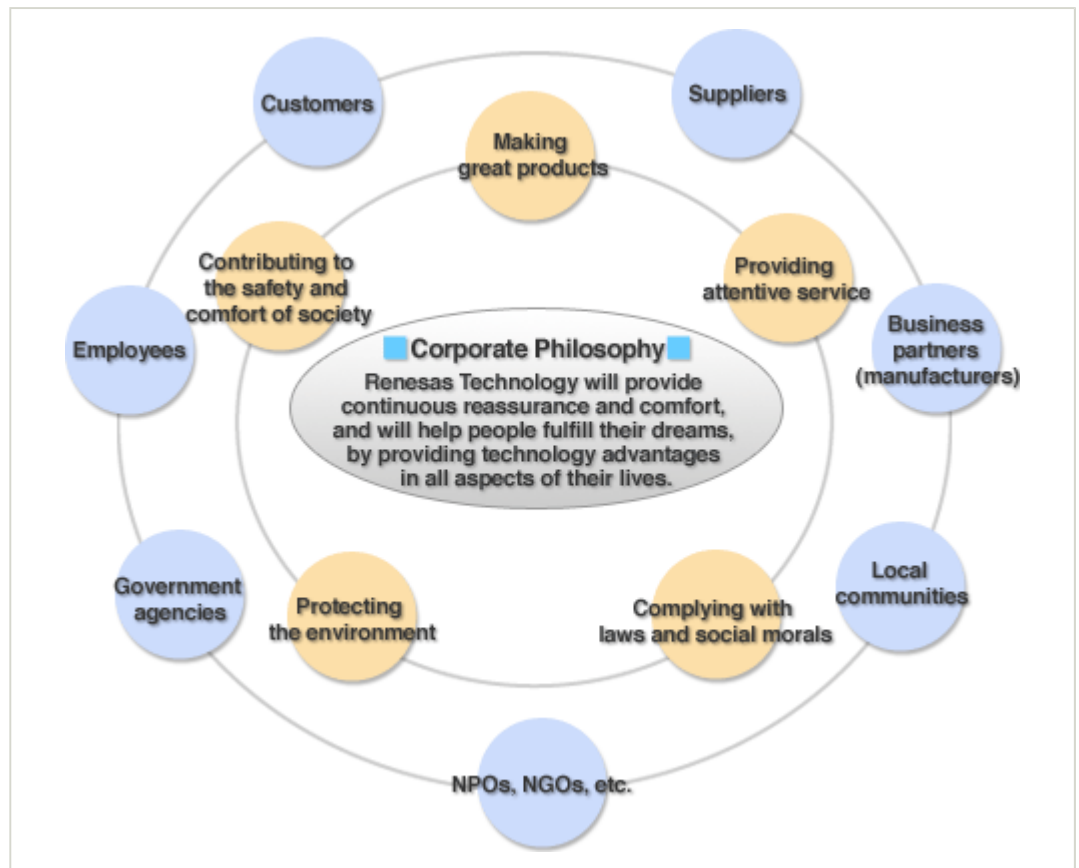
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Relations with stakeholders

RENESAS CSR REPORT 2009

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.



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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 microcomputer boards, 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 project the environment, and conducting local clean-up activities.

Community support activities at overseas sites

The 20 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

For a More Livable Society

Renesas supports the development of industry and an affluent society by providing semiconductors, peripheral products, and related services. As the world's top microcontroller manufacturer and with the newly developed RX Family with new CPU core as a pillar, Renesas will continue to contribute to the pursuit of higher functionality and lower power consumption in a broad range of fields, including digital consumer, industrial, and automotive.

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.



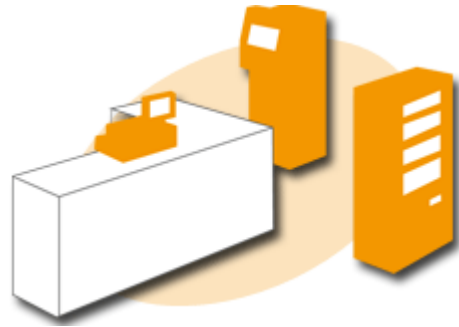


● **Making business more efficient**

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

High Tech University in Shiga

Renesas collaborated in the "High Tech University" youth education program in Shiga prefecture organized by SEMI (a global industry association for microelectronics manufacturing systems and materials) in March 2009 by co-sponsoring 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 third time the event has been held in Japan, and 31 students of Shiga prefectural high schools (24 boys and 7 girls) participated.

Two Renesas employees participated in the program 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

- At first, I thought semiconductors would be difficult, but the instructor used familiar examples to explain so it was easy to understand. I was able to see a world I had never seen before.
- I learned that semiconductors are used in many things around me, and about the role they play in everyday life.
- I found the lifestyle of the instructors fascinating. There were many things I was impressed with, and I'm glad I was able to be exposed to a global viewpoint, different ways of looking at countries, and so on.
- The instructors said they are trying to continue studying different languages and obtaining qualifications. The fact that they are not yet satisfied even with their current situations and are making efforts to grow even more is impressive.
- They spoke from real experience, so I really felt they've experienced many different things. It had a global feel.

Nikkei Education Challenge 2008

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.

Renesas has been assisting in Nikkei Education Challenge since fiscal 2006 as a company in the electronics field. In fiscal 2008, employees from our overseas sales department gave a lecture to 106 high-school students, titled "The World Seen Through Tiny Semiconductors: Can You Feel the Passion and Globalization?"



Minjeong Kim
 Sales & Marketing Div.
 Global Strategic Customers,
 Sales Management Div.



After the lecture, we had the students hand in assignments. We then selected the best assignments, giving the prizewinners a variety of opportunities for extraordinary experiences such 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

- I was reminded that effort always pays off.
- I learned that something small can be the catalyst for something big, and felt profoundly the importance of every little thing.
- I learned that semiconductors are used in many things around me.
- I could see the world becoming more globalized.

Building and Support of University Laboratory

Renesas also provides support to universities outside of Japan. In collaboration with the Vietnamese government, Renesas built an LSI design lab at the HoChiMinh City University of Technology in Vietnam, and provided equipment and programming teaching materials. Students have the opportunity to use real programming technology through their teaching materials. Renesas will continue contributing to the nurturing of the next generation of engineers both within and outside of Japan.

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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 by the Hokkaido Association of Principals of Technical Senior High Schools and The National Association of Principals of Technical Senior High Schools, with the slogan, "Developing products, hearts, and people."



Race in the high-school category



Renesas has supported and sponsored the rally over the past 14 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.



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



A participant performing a careful inspection before the race

engineering. In fiscal 2008, 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. In May 2009, The National Association of Principals of Technical Senior High Schools presented the Renesas Group with a certificate of appreciation for the contribution of its many years of support to the spread and promotion of technical education.



Certificate of appreciation presentation ceremony

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 14th rally, held in January 2009, 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.



Award ceremony
at 14th Micom Car Rally

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

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. In 2008, 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

For a More Livable Society

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 plans and hosts its own events, such as a Spring Festival, Summer Festival, and Softball Festival, which have been very popular among local residents. Other community contributions include the opening of parking lots to the public for local events.

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 Technology 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)



Making traditional large pot imoni (thick potato and meat soup) (Renesas Northern Japan Semiconductor Inc - Yonezawa Factory)



Opening of parking lot to the public for an event (Renesas Technology Kochi Site)



Softball Class (Renesas Technology Takasaki Site)

Participating in Local Disaster Preparedness Activities

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Activities to Ensure Reliable Business Continuity and Keep Communities Safe

For a More Livable Society

Accidents and disasters such as earthquakes, floods, and fires may cause more damage than we can imagine. At such times, it is even more important that we maintain stable business continuity, deliver society what it needs, and sustain economic activity as our "orporate social responsibility". The Renesas Musashi Site has organized a fire brigade based on the core philosophy that we should protect our workplaces ourselves. We have maintained continuous disaster-preparedness activities over the 50 years since. Our fire brigade mobilizes in the event of a fire on Renesas property, and will also mobilize in response to a nearby fire at the request of the local fire station, cooperating in local firefighting and disaster-preparedness of the whole community.

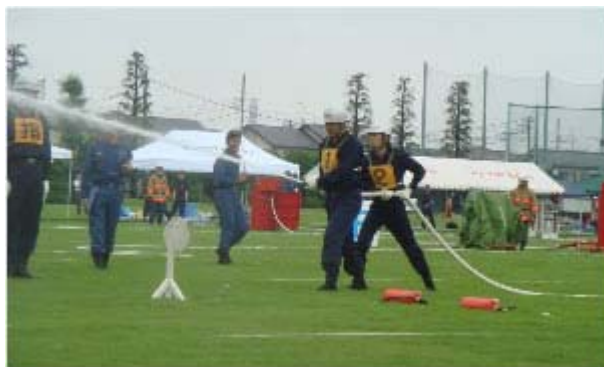


Periodic training is conducted twice per month (Musashi Site)

Breaking Down Barriers between the Company and the Community: Community disaster preparedness activities in collaboration with local companies and government agencies

The Renesas Musashi Fire Brigade actively participates in joint fire drills organized by local governments and fire stations.

On June 24, 2009, we participated in the thirty-first fire brigade drill competition held by the Kodaira City Fire Brigade Training Board in the men's division with a special team consisting of a leader and three members. We competed with 11 other company and other fire brigades on conducting disaster response (including reporting the fire by dialing 119, leading evacuations, operating fire extinguishers, and operating indoor fire hydrants) correctly and in a short amount of time. The Renesas Musashi Fire Brigade's ingrained fire and disaster prevention spirit focused on "safety", "certainty", and "speed", and orderly and energetic maneuvers enabled us to retain our championship from last year for a second consecutive win.



Fire brigade members demonstrating water spraying at the Thirty-First Kodaira City Fire Brigade Drill Competition



The special team that splendidly captured a consecutive win

Mutual Support Arrangement with Neighboring Companies

On August 26, 2009, the Renesas Musashi Site entered a mutual support arrangement for disasters with neighboring companies Summit Inc. and Kohnan Shoji Co., Ltd. We established a framework for mutual cooperation in response to any kind of disaster that could be expected at the business locations of all three companies (factories, offices, supermarkets, hardware stores, etc.), and held joint training.



Ceremony for mutual support arrangement for disasters on August 26, 2009



Joint training

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 employees from 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, and keep all employees informed of the brigade's activities via company newsletters and the like.

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



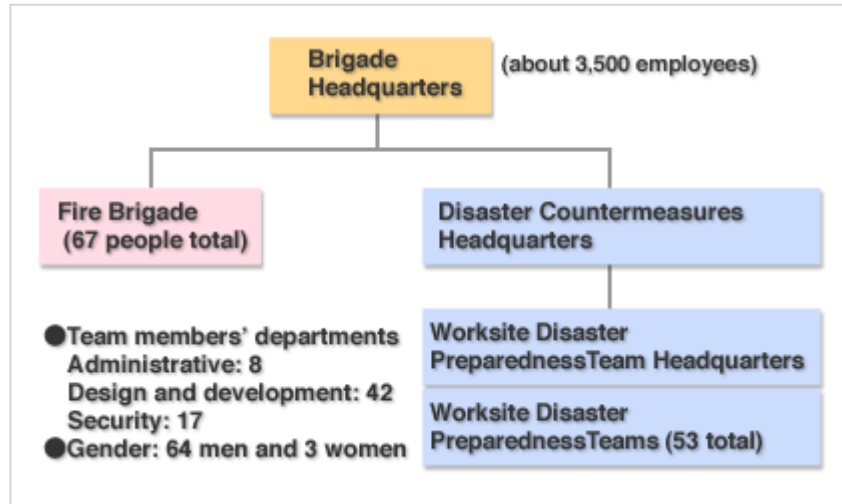
Photo from New Year's Fire Brigade Parade

(earthquake and firefighting training) (once per year)

held at the Musashi Site in January 2009

- Acquisition of first-aid skills certifications (CPR and AED operation skills)
- Registration with Tokyo Fire Department as disaster relief volunteers

■ Musashi Site Fire Brigade Organizational Chart



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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 cooperation and support of local events, visiting nursing and welfare facilities, repairing wheelchairs, conducting clean-up activities, and maintaining cherry blossom trees at parks.



Clean-up activities
(Renesas Technology Musashi Site)



Assisting at Katsuta Marathon
(Renesas Technology Naka Site)



Assisting at a walking competition
(Renesas Technology Saijo Site)



Maintenance of cherry blossom trees at parks
(Renesas Technology 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 20 group companies outside Japan, each of which is committed to putting forth its own efforts to support the community. In fiscal 2008, our overseas sites worked to conserve energy by recycling office paper and photocopier toner, 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, donating to organizations that combat cancer, and sending staff as 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.



Tree-planting activities (Renesas Technology Beijing, a manufacturing company of the Renesas Group)



Tree-planting activities (Renesas Technology Shanghai, a sales company of the Renesas Group)



Donations and comfort to flood victims (Renesas Design Vietnam, a design company of the Renesas Group)



Participation in charity marathon (Renesas Technology Singapore, a sales company of the Renesas Group)



Environmental course for local elementary school children (Renesas Semiconductor Malaysia, a manufacturing company of the Renesas Group)



Obon festival (Renesas Technology America, a sales company of the Renesas Group)



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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 FY2008

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.	64
Donations	Collecting money or donating used stamps and pre-paid cards.	85
Volunteering	Clean-up activities and visiting facilities such as hospitals and nursing homes.	63
Sports exchange	Possessing a company sports team, providing technical guidance by each specialized division, holding sport meets.	32
Opening Facilities	Opening facilities such as gymnasiums, grounds, and tennis courts to the general public and accepting requests for tours of the plants.	36
Courses/teacher dispatch	Holding courses at Gunma University and Ibaragi University, dispatching teachers and testers to government sponsored events.	13
Traffic safety	Dispatching personnel to and participating in local traffic safety campaigns.	4
Other	Supporting activities by organizations outside the company, providing internships, cooperating with blood drives in each area, etc.	40

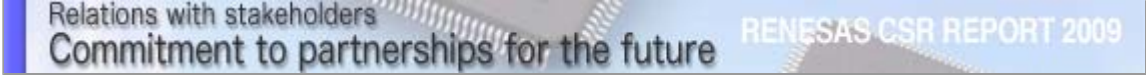
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Renesas activities in partnership and collaboration with its stakeholders aimed about building a better tomorrow.

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 2008, we again 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%. From 2007 onwards, however, the response rate has been 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 by our Customer Satisfaction Information Committee 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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Commitment to partnerships for the future

High expectations for Renesas' technology to aid in realizing products of new worth

Osamu Ohno,
Production General Manager
Executive Officer
CASIO COMPUTER CO., LTD.



Which aspects of Renesas products do you value and use in your products?

Number one for us is not having to worry about the quality or technology. Sometimes, I do hear from my engineers that they would like to see more improvements in processing speed, but I don't think this is an indication that Renesas products are inferior to those of competitors in terms of quality or technology. Furthermore, Renesas is very accommodating with us in terms of supply. The demand for our products that use Renesas LSIs varies tremendously, and the model of LSI that we need supplied at any given time changes very quickly. Of course for manufacturers it's all about having more of items that are selling and less of those that are not, and Renesas is very easy to deal with because they understand that and respond flexibly.

What was a particularly memorable project for you?

The card-size EXILIM digital camera, I suppose. In June 2002, we came out with the EX-S1 based on the new concept of a "wearable card camera" one could easily carry around in one's daily life. At the time it was released, the EX-S1 was the thinnest camera in the world. Thanks to the ultra-compact SiP (System in Package) developed and provided to us by Renesas using advanced mounting technology, we achieved a thickness of 11.3 millimeters. I'm not exaggerating when I say that at the time that was a dramatic reduction in thickness. The achievement of a camera that thin was a special kind of feeling for us as well.

At Casio, the notion of creating something ("1") from nothing ("0"), the challenge to not be bogged down by existing stereotypes and create something of new worth, is our corporate culture. To us, semiconductors and LSIs are like magic mallets; with the aid of never before seen types of semiconductors, we can give our notions of new worth form and bring them to the world as products. This aspect of semiconductors and LSIs makes them incredibly significant for us.

What are your future expectations for Renesas?

In our line of work, the strongest marketing strategy is to have products with better performance and capabilities than the competitors'. A good product speaks for itself, saying "please use me" to an engineer's mind. We would love to see Renesas continue creating products of such worth that they speak for themselves. In addition at Casio, our way of thinking for product development is "Don't create new products - create new markets." I know this may be a daunting request for semiconductors as well, but we would be very happy for Renesas not to be timid, take up the spirit of challenge, and offer us solutions to support us in our endeavors.

In terms of quality, capabilities, and performance, my engineers on staff have high expectations for

improvements to circuit processing speed. And above all, we value eco-friendly products. In order for us to greatly improve our products' energy-saving capabilities, Renesas' semiconductor control technology is crucial. We'd like to see technical development of, rather than merely energy-saving semiconductors, energy-saving systems that encompass those semiconductors.

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CSR activities through the supply chain

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

Specifically, before starting actual business, we strive to provide a clear explanation to our business partners to ensure that they fully understand the concepts incorporated in our contract documents, including our requirements regarding social contribution and environmental conservation.

Moreover, in addition to day-to-day communication, we also hold partner-briefing sessions to ensure that our suppliers fully understand Renesas' procurement policies. 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 laid down by headquarters.

Our approach to green procurement

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

Taking into consideration the requests of our customers as well as various laws and regulations in Japan and other countries, we strive to ensure that our green procurement is practiced not only by our direct suppliers but also throughout the supply chain including the suppliers who are on the upstream of our direct suppliers.

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 for "providing external stimulus" and "supporting their autonomous efforts".

Through various communication efforts such as visits by Renesas representatives, we undertake various information sharing initiatives to constantly encourage our suppliers and increase their awareness and knowledge of green procurement so that they actively follow our green procurement policies, rather than just passively complying with our requirements.

CSR promotion at SCM suppliers

At Renesas, we believe that rather than acting independently, it is important to respond to various demands of society and undertake CSR activities throughout the supply chain as a united team, including all the business partners involved in various business processes.

Therefore, we created the CSR Guidebook in order to explain our thought process on CSR to our partners, and undertake various activities with a common perspective. We distribute this guidebook to our partners, and work actively to increase awareness of CSR.

We also conduct a survey of 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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