

Verification Opinion



30 September 2024
Opinion No : SGS24/069

Mr. Hidetoshi Shibata
Representative Executive Officer, President and CEO
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Objective

SGS Japan Inc. (hereinafter referred to as "SGS") was commissioned by Renesas Electronics Corporation (hereinafter referred to as "the Organization") to conduct independent verification based on Criteria of Verification (the SGS verification protocol) regarding the social data posted on the Organization's website (hereinafter referred to as "the Statement"). The objective of this verification is to confirm that the Statement in the Organization's applicable scope has been correctly calculated and reported in the Statement in conformance with the criteria, and to express our views as a third party. The Organization is responsible for the preparation and fair presentation of the Statement.

Scope

The scope of verification is the 11 social data specified by the Organization, which posted on the Organization's website.

The period subject to report is from January 1, 2023 to December 31, 2023.

Refer to the attached sheet for the detailed scope of verification and the period subject to report.

Procedure of Verification

The Statement was verified in accordance with Criteria of Verification, and the following processes were implemented at a limited level of assurance:

- Verification of the calculation system: Interviews on the tabulation, calculation and reporting methods employed by the Organization as well as review of related documents and records
- Verification of the Statement: Review of vouchers, related documents and records at the head office

The criteria for this review are based on the protocol specified by the Organization.

Conclusion

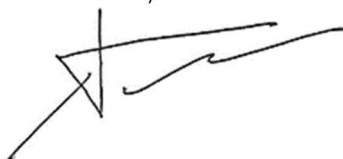
Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's Statement was not calculated and reported in conformance with the criteria.

SGS Japan Inc. affirms our independence from the Organization, being free from bias and conflicts of interest with the Organization.

For and on behalf of SGS Japan Inc.

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Head of Certification/Accreditation

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1 / 2

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Attached file

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The details of the scope of verification

The scope		The boundary	The statement
1	Rate of employees in important positions outside of Japan Number of companies managed by a local head	Overseas Group 46 companies (As of December 31, 2023)	Rate: 78.3% Number of companies managed by a local head: 36
2	Rate of female employees in managerial positions	Global (As of December 31, 2023)	8.6%
3	Rate of female employees in managerial positions equivalent to senior manager positions	Global (As of December 31, 2023)	8.9%
4	Employee turnover rate	Global Japan	Global: 7.6% Japan: 3.7%
5	Rate and number of occurrences of occupational accidents with days away from work	Global	Rate: 0.03% Number of occurrences: 6
6	Rate of employees with disabilities	Japan (As of June 1, 2023)	2.24%
7	Number of employees using childcare leave	Japan	55 people
8	Number of employees using spousal maternity leave	Japan	24 people
9	Number of employees using short working hours for childcare	Japan	74 people
10	Number of employees using nursing care leave	Japan	4 people
11	Average annual salary at management level and rate of female to male	Japan	Male average: 11.8 million yen Female average: 11.7 million yen Rate: 99.2%

- ※ "Global" refers to the Organization and domestic and overseas group companies, and "Japan" refers to the Organization and domestic group companies in the boundary
- ※ The scope No.11 excludes employees transferred outside the group and employees transferred within the group who were posted overseas.