



Renesas Electronics Group Human Rights Policy

1. Purpose

Renesas Electronics Group (hereafter "Renesas") sets "To Make Our Lives Easier" as its Purpose, and aspires to realize a sustainable society through its semiconductor solutions.

As a precondition for this, Renesas believes that the human rights of all individuals must be respected and must not be violated, and has clearly stated its commitment to respecting human rights in the Group Code of Conduct.

Renesas Electronics Group Human Rights Policy (hereafter, "This Policy") has been established based on the Group Code of Conduct with the intention of specifying measures to prevent human rights violations that might happen in its business activities. This Policy is approved by the Board of Directors of Renesas Electronics Corporation and its operation is monitored by the Board.

2. Scope

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

3. General Principles

Renesas understands that the human rights provided in the "International Bill of Human Rights", and "ILO Declaration on Fundamental Principles and Rights at Work" by the International Labor Organization are the minimum human rights, and will conduct its business activities with respect for human rights in accordance with the "Guiding Principles on Business and Human Rights" by the United Nations Human Rights Council and in support of the principles of the United Nations Global Compact.

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



4. Respect for Human Rights of Stakeholders

Renesas respects the human rights of all individuals involved in its business activities, including its customers, employees, applicants, suppliers, business partners, and local communities.

5. Elimination of Discrimination

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

6. Respect for Human Rights in Workplaces

Renesas respects the human rights of its employees, applicants, contractors, and people working in its supply chain. Renesas will strive to eliminate any form of harassment and provide a healthy and safe working environment in compliance with the laws and regulations of each country and region.

Renesas will comply with the laws and regulations of each country and region regarding minimum wages and working hours, and will not engage in any form of forced labor, child labor, or human trafficking, and will protect freedom of association and the collective bargaining right. Renesas also recognizes that the privacy of individuals is an important element of respect for human rights, and will work to ensure that privacy is thoroughly protected through appropriate information management in compliance with the laws and regulations of each country and region.

7. Responsible sourcing of minerals

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

8. Implementation of human rights due diligence

Renesas assesses and identifies human rights risks in its business activities and supply chain in accordance with the Guiding Principles on Business and Human Rights of the United Nations Human Rights Council, and implements initiatives to prevent and reduce any adverse impacts on human rights.



9. Prohibition of retaliation

Renesas provides a mechanism for stakeholders to report human rights concerns without fear of retaliation.

10. Training on human rights

Renesas continuously provides its executives and employees with training programs to promote human rights initiatives based on This Policy.

11. Transparency of information

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

November 1, 2021