



# Renesas Electronics

A clean environment society  
A secure society

# A safe car society CSR Report 2015

A comfortable life

Aiming to Realize Our Vision and Build Our Future

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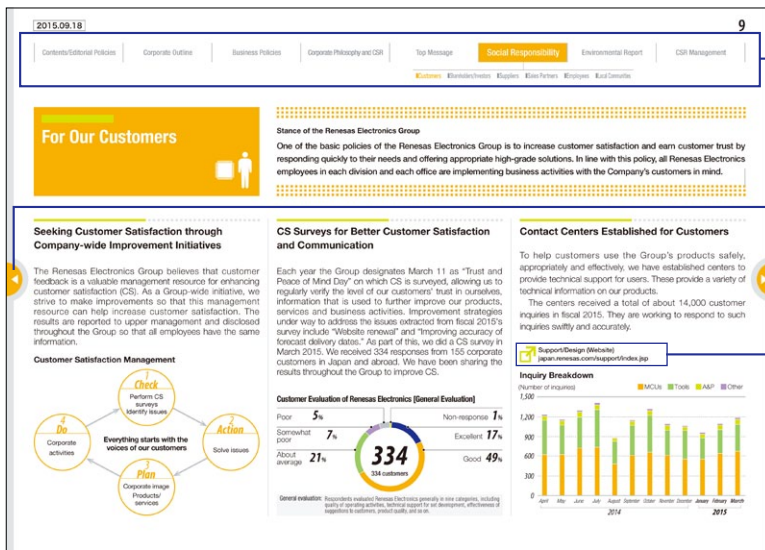
RENESAS

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## How to Use

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**Category tab**

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**Navigation button**

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**Link button**

Support/Design (Website)  
japan.renesas.com/support/index.jsp  
Links to site outside of report.

## Editorial Policies

This CSR Report is intended for the many stakeholders of the Renesas Electronics Group, including employees, customers, members of the local communities where we conduct business, suppliers and partners, and shareholders and investors. With the objective of promoting two-way communication between the Company and these stakeholders, this report explains our approach to CSR and the environment and illustrates our specific activities in an easy-to-understand fashion.

### Guidelines Used

- Environmental Reporting Guidelines 2012 (Ministry of the Environment, Japan)
- Environmental Accounting Guidelines 2005 (Ministry of the Environment, Japan)
- Sustainability Reporting Guidelines 2006 (Third Edition) (Global Reporting Initiative)
- ISO 26000: 2010 Guidance on Social Responsibility (Japanese Standards Association)

### Reporting Scope

The report covers the Renesas Electronics Group, which consists of Renesas Electronics Corporation, 6 domestic Group companies and 26 overseas Group companies.

In this CSR Report, we use the fiscal year, which ends on the last day of March.

- Example:
- Fiscal 2015 (From April 1, 2014 to March 31, 2015)
  - Fiscal 2016 (From April 1, 2015 to March 31, 2016)

### Reporting Period

This report primarily covers the period from April 1, 2014 to March 31, 2015, and includes reports on certain subsequent activities.

### Publication Date

September 2015 (Next publication scheduled: September 2016)

### Reporting media

Information on our CSR activities may be found on our Website as well as in this report.

- ▶ [http://www.renesas.com/comp/csr\\_eco/csr/index.jsp](http://www.renesas.com/comp/csr_eco/csr/index.jsp) (CSR section)
- ▶ [http://www.renesas.com/comp/csr\\_eco/eco/index.jsp](http://www.renesas.com/comp/csr_eco/eco/index.jsp) (Environmental Activities section)

We report economic information on our Website.

## Corporate Outline

### Company Name

Renesas Electronics Corporation

### Headquarters

TOYOSU FORESIA, 3-2-24 Toyosu,  
Koto-ku, Tokyo 135-0061, Japan

### Established

November 1, 2002

(Started operation on April 1, 2010 as Renesas Electronics Corporation)

### Capital Stock

228.3 billion yen (As of March 31, 2015)

### Major Operations

Research, development, design, manufacture, sale, and servicing of semiconductor products

### Employees

(Consolidated) 21,083 (As of March 31, 2015)

### Websites

[japan.renesas.com](http://japan.renesas.com) (Japanese version)

[www.renesas.com/index.jsp](http://www.renesas.com/index.jsp) (English version)

### Domestic Sites

#### Manufacturing and Engineering Service Companies

Renesas Semiconductor Manufacturing Co., Ltd.

Renesas Semiconductor Package & Test Solutions Co., Ltd.

#### Design and Application Technologies Companies

Renesas Electronics Corporation

Renesas System Design Co., Ltd.

Renesas Engineering Services, Co., Ltd.

#### Sales Company

Renesas Electronics Corporation

### Overseas Sites

#### Manufacturing and Engineering Service Companies

Renesas Semiconductor (Beijing) Co., Ltd.

Renesas Semiconductor (Suzhou) Co., Ltd.

Renesas Semiconductor Singapore Pte. Ltd.

Renesas Semiconductor KL Sdn. Bhd.

Renesas Semiconductor (Malaysia) Sdn. Bhd.

Renesas Semiconductor (Kedah) Sdn. Bhd.

Renesas Semiconductor Technology (M) Sdn. Bhd.

#### Design and Application Technologies Companies

Renesas Semiconductor Design (Beijing) Co., Ltd.

Renesas Design Vietnam Co., Ltd.

Renesas Semiconductor Design (Malaysia) Sdn. Bhd.

#### Sales Companies

Renesas Electronics America Inc.

Renesas Electronics Canada Limited

Renesas Electronics Brasil-Servicos Ltda.

Renesas Electronics Europe Limited

Renesas Electronics Europe GmbH

Renesas Electronics (China) Co., Ltd.

Renesas Electronics (Shanghai) Co., Ltd.

Renesas Electronics Hong Kong Limited

Renesas Electronics Taiwan Co., Ltd.

Renesas Electronics Korea Co., Ltd.

Renesas Electronics Singapore Pte. Ltd.

Renesas Electronics Malaysia Sdn. Bhd.

Renesas Electronics India Pvt. Ltd.



## Business Domains and Semiconductor Sales Ratio by Business (Fiscal 2015)

### Automotive Business



#### Products

- Microcontrollers
- Analog & power semiconductors
- SoC (system-on-chip)

#### Applications

- **Automotive Control** : solutions for control of automotive engines, bodies and so on
- **Automotive Information** : solutions for automotive information equipment such as car navigation systems

Note) Sales of other semiconductor account for 1% of the semiconductor sales.

### General-Purpose Business

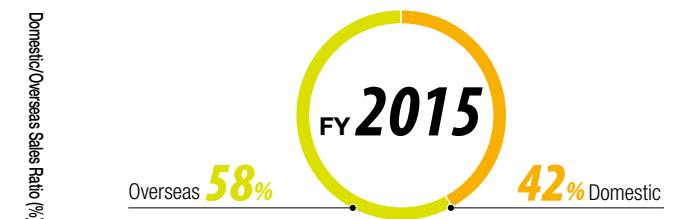
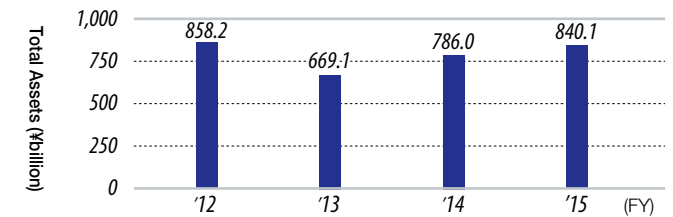
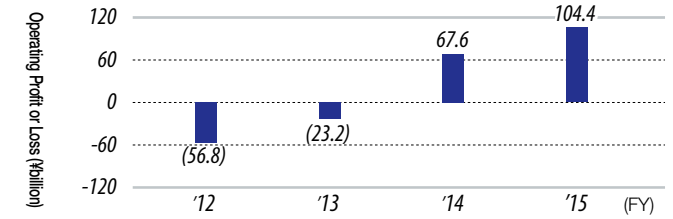
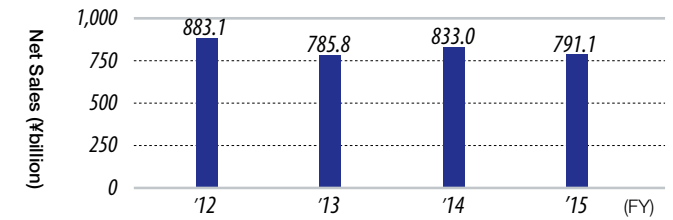


#### Products

- Microcontrollers
- Analog & power semiconductors
- SoC (system-on-chip)

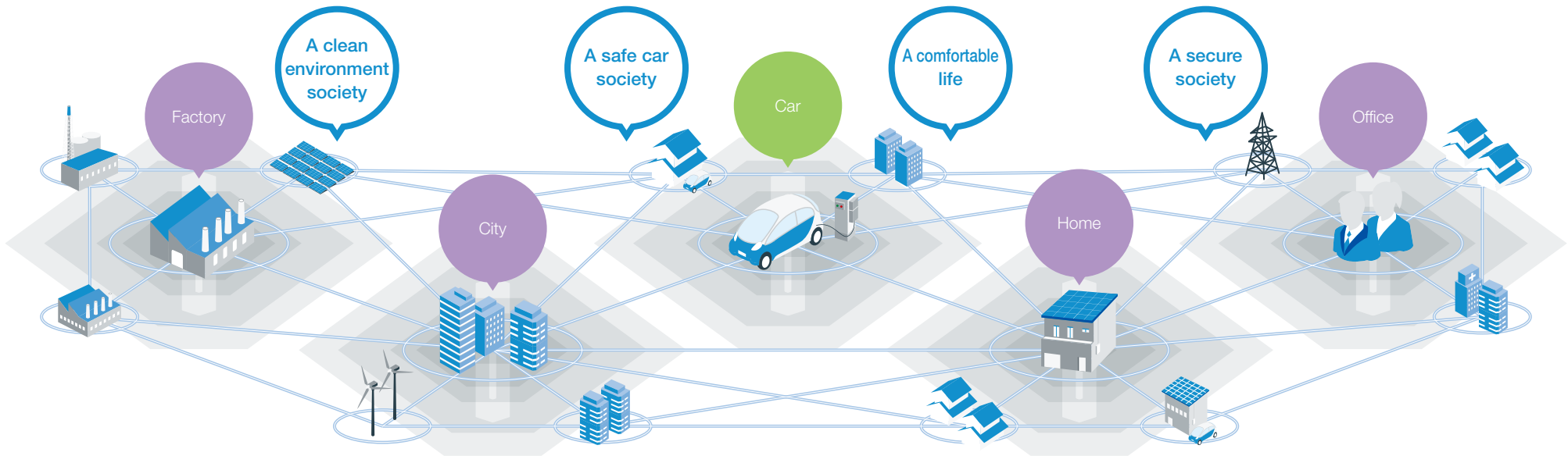
#### Applications

- **Industrial / Home Electronics** : solutions for industrial equipment, white goods
- **OA / ICT** : solutions for OA (Office Automation) equipment and for ICT (Information and Communication Technology) equipment such as network infrastructure
- **General-purpose products** : solutions for other general-purpose applications



## Business Policies of the Renesas Electronics Group

We seek to resolve issues such as soaring demand for electric power, rapid urbanization of developing countries and the growth and aging of populations



We focus on domains where stable market growth is forecast, where the Company can leverage its strengths and where barriers to entry are high and profit growth can be expected

### Automotive

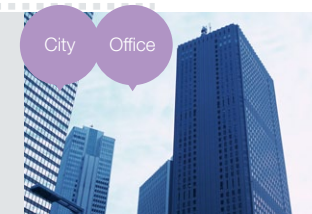


- Powertrains
- Car bodies
- Automotive analog and power semiconductors
- Car information systems/ADAS, etc.

### General-Purpose



- Factory Automation
- Smart meters
- White goods
- Lighting, etc.



- Printers
- Network security
- Network cameras, etc.

## Corporate Philosophy and CSR

The Renesas Electronics Group believes the CSR we are called on to practice is to contribute to solving the problems that society is facing, like the environment, human rights, poverty, and support for industrializing nations. We do this by conducting business based on our Corporate Philosophy. To that end, the Group undertakes business activities with a balance of environmental, social, and economic aspects. We maintain good relations and value dialogue with our various stakeholders (customers, suppliers, shareholders, and the local community), and we actively take on social problems and contribute to the sustainable development of society.

### Corporate Philosophy

Harnessing our collective expertise in new technologies, Renesas Electronics contributes to a world where people and the planet prosper in harmony by realizing our vision and building our future.

### Corporate Vision

We will be first to respond to customer needs worldwide with our creative power and technology innovations to become a strong, growing semiconductor manufacturer and a trustworthy partner.



### CSR activities in response to changes in society and the needs of the times

- | Employees  | Environment  | Local Community  | Customers   | Sales Partners   | Suppliers  | Shareholders/Investors   |
|--|--|--|---|--|--|--|
| <ul style="list-style-type: none"> <li>Respecting Human Rights</li> <li>Providing Opportunities to Develop and Use Talents</li> <li>Building a Safe Workplace Environment</li> </ul> | <ul style="list-style-type: none"> <li>Eco-Management Initiative</li> <li>Eco-Factories Initiative</li> <li>Eco-Products Initiative</li> <li>Eco-Communication Initiative</li> </ul> | <ul style="list-style-type: none"> <li>Communicating with Local Communities</li> <li>Supporting the Fostering of a New Generation</li> </ul> | <ul style="list-style-type: none"> <li>Providing Safe Products and Exacting Service</li> <li>Providing Appropriate Information and Practicing Dialogue</li> </ul> | <ul style="list-style-type: none"> <li>Sharing the superiority of products and services</li> <li>Maintaining close communication with customers</li> </ul> | <ul style="list-style-type: none"> <li>Promoting CSR Procurement</li> <li>Promoting Fair Transactions</li> </ul> | <ul style="list-style-type: none"> <li>Making Timely, Appropriate and Fair Information Disclosures</li> <li>Practicing Proactive Dialogue by Holding Briefing Sessions, Etc.</li> <li>Returning an Appropriate Profit</li> </ul> |

### Renesas Electronics Group CSR Charter

Formulated April 1, 2010

The Renesas Electronics Group will contribute to the sustainable advancement of society. As an enterprise, we will conduct business that helps build a better future for people around the world by supplying superior semiconductor products powered with advanced technologies and by providing customer service that is honest and sincere. We pledge to conduct our business with integrity and in compliance with legal requirements. We will work with and for the benefit of our stakeholders based on the following guiding principles:

#### Customer focus

We will quickly provide optimized, high-quality solutions in response to our customers' needs to maximize customer satisfaction and to earn our customers' trust.

#### Sound business practices

We will carry out fair, ethical and transparent business practices and convey these practices to all our stakeholders. In addition, we will maximize our corporate value through business practices that allow us to continue to grow.

#### Healthy work environment

We will respect the individual personalities of our employees. We will promote a rewarding, safe, and flexible working environment where each person is able to demonstrate his/her best talents and capabilities.

#### Global perspective

As a member of the global community, we will respect the history, culture, customs and human rights of each country and region, and we will not practice or permit any forced or child labor. In addition, we will promote activities that contribute to the betterment of the global society.

#### Environmentally friendly

We pledge to develop, manufacture and sell semiconductor products that respect the environment, and we will strive to minimize the environmental impact of our products throughout the entire product life cycle. We will also participate in activities intended to harmonize human pursuits and the environment, promoting increased awareness of issues such as climate change and biodiversity.

## Top Message



**Takao Endo**

Representative Director, Chairman and CEO

## We contribute to the sustainable advancement of society with superior semiconductor products and customer service that is honest and sincere.

The Renesas Electronics Group has a CSR Charter declaring that "The Renesas Electronics Group will contribute to the sustainable advancement of society. As an enterprise, we will conduct business that helps build a better future for people around the world by supplying superior semiconductor products powered with advanced technologies and by providing customer service that is honest and sincere." We will continue to highlight our technical capabilities and improved service, with which we can contribute to realization of a sustainable society.

■ ■ We will engage in equitable, fair, and transparent business practices, and we will actively engage in disclosure of corporate information.

The amended Companies Act went into effect in 2015, bringing demands for development and supervision of Group governance in the corporation as well as enhancement and appropriate disclosure of corporate governance. These are apparent, for example, in the Corporate Governance Code adopted by the Tokyo Stock Exchange. At Renesas Electronics we respect the requirements of laws and regulations in Japan and other countries, and we therefore engage in equitable, fair, and transparent business practices, and actively engage in disclosure of corporate information. This is the course we take to earn the trust of our stakeholders.

■ ■ Our aim is to achieve sustainable growth by becoming a trusted partner of our customers around the world.

Our company started operating as Renesas Electronics in 2010. Due to various factors, however, including the Great East Japan Earthquake of 2011, which struck our main plant, and the persistent trend toward a high yen, we were unfortunately unable to produce results in line with our stakeholders' expectations. However, we formulated a Reform Plan following our capital increase in September 2013, and execution of our reforms has begun to yield steady results, including 104.4 billion yen of profit in fiscal 2014.

We consider it particularly crucial to further deepen our customers' trust in Renesas Electronics in order to return to the growth track and continue sustaining our development into the future. In order to win this deeper trust, Renesas Electronics has determined to reinforce and revitalize our human resources as our human wealth, as well as to refine the innovativeness of our technology and provide solutions that will increase value for our customers. By becoming trusted partners with our customers, we are confident that Renesas Electronics will also be able to generate stable profits and achieve sustainable growth.

## Top Message

### ■ We will contribute to the realization of a sustainable society by providing superior semiconductor products and optimal solutions.

In recent years, we have experienced global warming, localized heavy rainstorms, large droughts and other abnormal weather, together with issues on a global scale, such as problems of water resources and energy that have become matters of international concern. The expanding disparity between rich and poor, the problem of conflict minerals, problems of human rights and other such issues that can only be addressed by society as a whole, have grown to overwhelming magnitude. In order to resolve issues like these and welcome a future of prosperity, Renesas Electronics is committed to providing customers with superior semiconductor products and optimal solutions, and in doing so to contribute to the

realization of a sustainable society. We will do this by providing semiconductor products that take into careful consideration their impact on the global environment, from design through to disposal, so that our customers can use our products with a sense of security. We will also work to make semiconductor products that consume less power, and enable highly precise energy control functionality by means of our semiconductors, so as to contribute to the heightened energy-saving performance of our customers' equipment.

We are also committed to continuing consideration of the problems of human rights, the environment and conflict minerals. Renesas Electronics has been endorsing and practicing the 10 Principles of the United Nations Global Compact in the four areas of human rights, labor, the environment and anti-corruption since 2008. By complying with these 10 Principles and putting them into practice, we will act as a global enterprise to contribute to the realization of a sustainable society.

### ■ Our work on developing and fostering human resources heightens their value and our corporate value as well, helping to realize a sustainable society.

Going forward, the key to returning to the growth track and heightening the corporate value of Renesas Electronics is developing and fostering human resources. As we see it, a vibrantly energetic workplace and employees who can work autonomously are also important components.

In addition to continuing our efforts to foster human resources through employee education and other measures, Renesas Electronics introduced a new personnel evaluation system in 2014 for the purpose of raising employee motivation and promoting their ability to work autonomously. Our aim for the future under this new evaluation system is to create a society and a workplace that enable every individual employee to work autonomously with a high degree of motivation and to display their creative abilities.

### ■ As good corporate citizens, we will work to increase our contributions to society with the aim of achieving harmonious coexistence with the local community.

Our goal at Renesas Electronics is to become a corporate citizen that is a familiar, friendly presence for the residents of the local communities in which we operate. It is important, therefore, that Renesas Electronics also accurately grasps the needs of the local community members and provides a solid response. The Renesas Electronics Group is engaging in social contribution programs in different regions throughout the world. Looking to the future, we aim to continue serving as a good corporate citizen, to listen to what the residents of local communities are saying, to become a company that is viewed warmly by local communities, and to coexist in harmony with them.

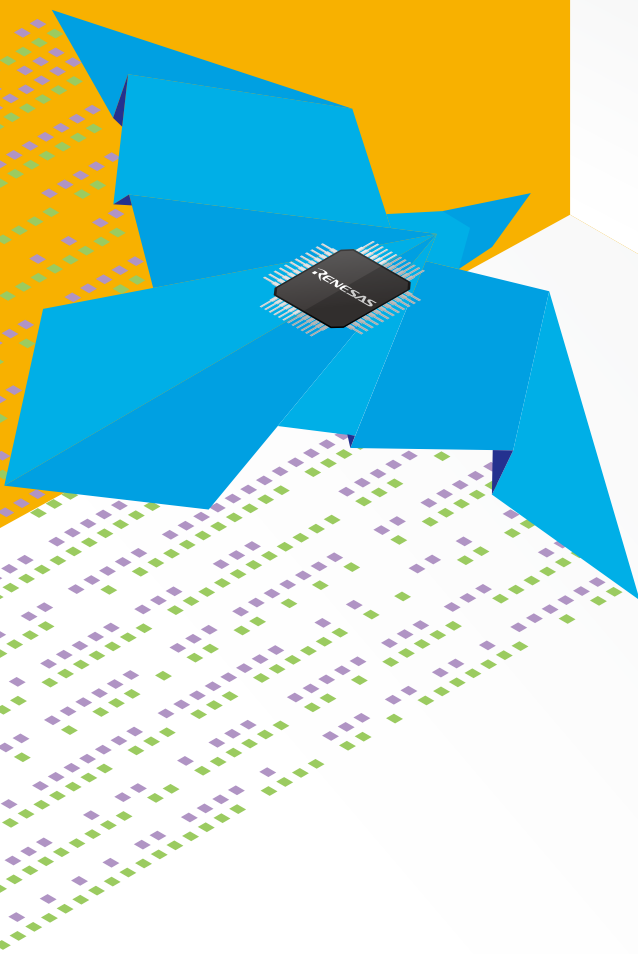




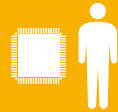
# Social Responsibility

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- Customers
- Shareholders/Investors
- Suppliers
- Sales Partners
- Employees
- Local Communities



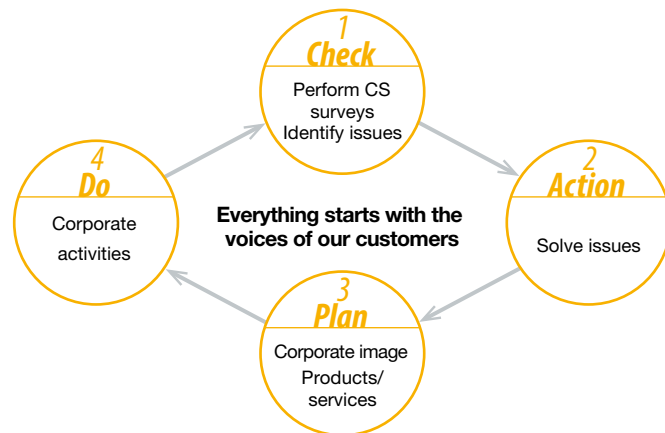
## For Our Customers



### Seeking Customer Satisfaction through Company-wide Improvement Initiatives

The Renesas Electronics Group believes that customer feedback is a valuable management resource for enhancing customer satisfaction (CS). As a Group-wide initiative, we strive to make improvements so that this management resource can help increase customer satisfaction. The results are reported to upper management and disclosed throughout the Group so that all employees have the same information.

#### Customer Satisfaction Management



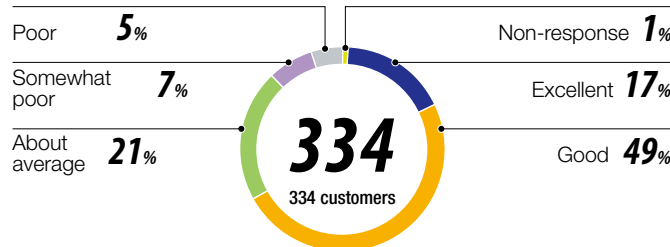
### Stance of the Renesas Electronics Group

One of the basic policies of the Renesas Electronics Group is to increase customer satisfaction and earn customer trust by responding quickly to their needs and offering appropriate high-grade solutions. In line with this policy, all Renesas Electronics employees in each division and each office are implementing business activities with the Company's customers in mind.

### CS Surveys for Better Customer Satisfaction and Communication

Each year the Group designates March 11 as "Trust and Peace of Mind Day" on which CS is surveyed, allowing us to regularly verify the level of our customers' trust in ourselves, information that is used to further improve our products, services and business activities. Improvement strategies under way to address the issues extracted from fiscal 2015's survey include "Website renewal" and "Improving accuracy of forecast delivery dates." As part of this, we did a CS survey in March 2015. We received 334 responses from 155 corporate customers in Japan and abroad. We have been sharing the results throughout the Group to improve CS.

#### Customer Evaluation of Renesas Electronics [General Evaluation]



General evaluation: Respondents evaluated Renesas Electronics generally in nine categories, including quality of operating activities, technical support for set development, effectiveness of suggestions to customers, product quality, and so on.

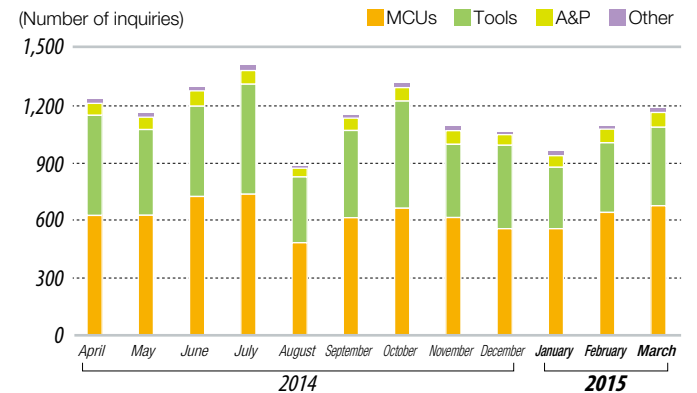
### Contact Centers Established for Customers

To help customers use the Group's products safely, appropriately and effectively, we have established centers to provide technical support for users. These provide a variety of technical information on our products.

The centers received a total of about 14,000 customer inquiries in fiscal 2015. They are working to respond to such inquiries swiftly and accurately.

Support/Design (Website)  
<http://www.renesas.com/support/index.jsp>

#### Inquiry Breakdown



## For Our Customers

### Policy for Product Quality Improvement

The Renesas Electronics Group sets concrete quality objectives every fiscal year based on the Quality Policy top management has committed to. To achieve these objectives, we work for continuous improvement of overall quality in the development, design, manufacturing, and support processes. Individual divisions and offices set prioritized semiannual projects for quality improvement, and they formulate and implement action plans to accomplish these projects. Action plans go through an improvement cycle that checks their progress during each six-month period and revises them.

### Quality Assurance Systems

The Renesas Electronics Group has quality assurance systems Group-wide, which we use from development and design to production and delivery. This way we are able to provide high-quality, reliable products and services for greater CS. We supply products to many companies involved with automobile production. In view of this, we use manufacturing tools that conform to automobile sector standards. Through such activities as these, we are continuing to improve the quality of our products and services so that we are always able to accommodate the specific requirements of our customers. As quality management systems, we have acquired ISO 9001 quality management system certification on a Group-wide basis. In the meantime, individual manufacturing sites and their support sites have acquired ISO/TS 16949 certification.

### Quality Control in Each Process

Renesas has built a comprehensive quality assurance system that covers every stage from development, design, mass production, and shipping through to actual use by the customer. In addition, we advance semiconductor product safety as part of quality improvement, as we believe that quality includes product safety.

#### Quality Control in Development and Design Processes

Optimization and design review (DR) of device construction, circuit design, packages, and processes are important components of ensuring product specifications and building in quality. Every model we make only goes to mass production after we have checked the characteristics of its prototypes and verified its reliability.

#### Quality Control in Manufacturing Processes

We have a quality control program to build in quality during manufacturing processes. It uses an electronic data processing (EDP) system that ties quality information about our products' workmanship to information about equipment, tools, environment, and manufacturing conditions. Another initiative is "Product quality enhancement project activities," on which overseas and domestic factories are working closely together.

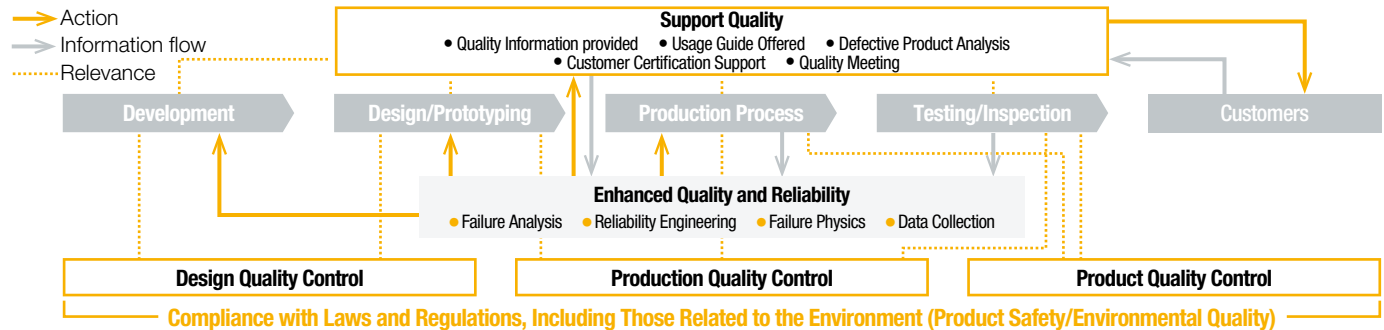
#### Product Quality Control

We sample finished products and test their reliability in-house to confirm that they have the prescribed functions and reliability. We also give customer support by providing claims processing, quality information, and other services.

#### Product Safety

To promote the safe use of its products by customers, the Group undertakes various activities, including the preparation of appropriate product specifications and the provision of documents with accurate technical information, as well as information pertaining to compliance with environmental laws and regulations. As a result, no product safety incidents have occurred.

### Quality Assurance Systems

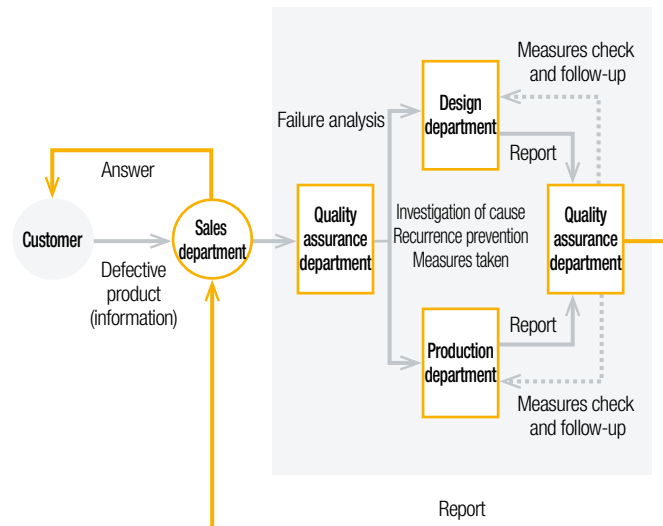


## For Our Customers

### Studying Defective Products and Taking Corrective Action

If a shipped product is found to be defective, the quality assurance department leads an effort to determine the cause and take corrective measures. The quality assurance department tracks defects found by customers and uses measuring and analysis instruments of various types to analyze the product failure. Design, production, and other concerned departments confer with each other and take the necessary corrective measures as based on study results, and those results are reported to the customer.

### Defective Product Inquiry Flow



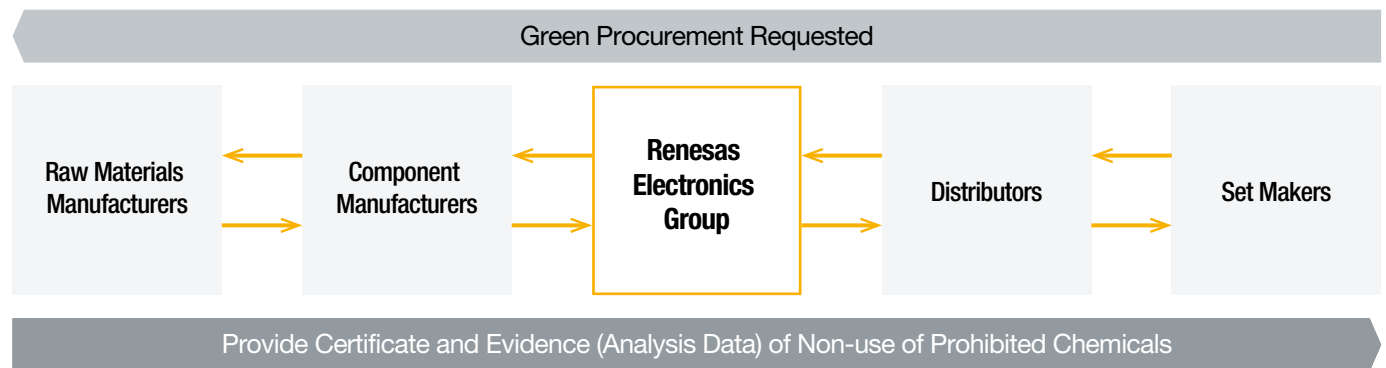
### Product Environmental Quality

At Renesas Electronics Group, we believe that product chemical substance management in all processes, from material selection during design and development to preventing pollution during manufacturing process, requires working with the entire supply chain. Thus we have our suppliers certify that their products do not contain prohibited substances and provide analysis data. We also conduct supplier audits to confirm their management systems. We additionally ask our sales companies and agents to manage

chemical substance they use in their packing materials. We also provide information on the chemical substances and RoHS Directive\*/prohibited substance analysis data to our customers so that they can use our products with confidence. Moreover, we allow customers to confirm the Group's management system for chemical substance and the actual activities.

\*RoHS Directive: A European Union directive limiting the content of specified hazardous substances (lead, mercury, cadmium, hexavalent chromium and brominated flame retardants PBB and PBDE) in electric and electronic devices

### Product Chemical Content Control throughout the Supply Chain



## For Our Shareholders/ Investors



### Stance of the Renesas Electronics Group

The purpose of our IR activities is to ensure that shareholders and investors appropriately assess our corporate value. To that end, we provide them with the information they need to make investment decisions, and we do so in a timely, fair and ongoing manner. We moreover proactively enhance two-way communication with shareholders and investors.

### Overview of IR Activities

Following our basic policy on IR activities, we seek to provide shareholders, investors, and securities analysts with information on our business, finances, strategies, and other important matters in readily understandable form. To do this, we work to increase opportunities for top management to speak directly to these parties, for example at our general meeting of shareholders, quarterly results briefing sessions, or business overview sessions. We also proactively hold meetings with institutional investors and securities analysts

as needed so they have an opportunity to better understand our business activities. We also aim constantly to provide important management information that is timely, fair, and easily understood, to as many parties as possible, whether they are individual or institutional investors, located in Japan or abroad. For that purpose, we are enhancing our disclosed materials and IR Website. As for opinions and requests that shareholders, investors, and securities analysts have regarding our business activities, top management and other parties within Renesas Electronics share this information periodically and put it to use improving our business activities and maximizing our corporate value.

### Communication Using Information Disclosure Tools

The Renesas Electronics Group uses a variety of tools to disclose information so that shareholders and investors will know us better. On our IR Website in particular, we offer press releases, securities reports, and other publications of use to those making investment decisions. We are also working to enlarge the range of information available relating to financial results, such as settlement of accounts briefs and presentations, in addition to English-language materials.

### Fiscal 2015 IR Calendar

	First quarter			Second quarter			Third quarter			Fourth quarter		
	April	May	June	July	August	September	October	November	December	January	February	March
Announcement of financial results		Fiscal year			First quarter		Second quarter				Third quarter	
Shareholders			Annual shareholders meeting									
Others			Business report		Management policy overview			News to shareholders				



Shareholder news



Results briefing session

## Working with Suppliers



### Procurement Policies

#### 1. Provision of opportunities for fair competition

We provide information on procurement in an appropriate and timely manner in order to offer opportunities for fair competition to all domestic and overseas companies who express an interest in working with us.

#### 2. Fair evaluation and selection of suppliers

We employ a comprehensive supplier evaluation and selection process that considers: the reliability of the potential supplier's management; the prices, quality, delivery timelines and advanced technical features of the products and services to be procured; and the supplier's CSR policies.

#### 3. Development of mutual trust

We value communication with our suppliers and always strive to form relationships of mutual trust that will grow stronger in the years to come.

#### 4. Management and protection of information

We recognize the value of the information that we obtain through our procurement transactions, and we manage it appropriately.

### Stance of the Renesas Electronics Group

Renesas Electronics provides suppliers with equal opportunities for competition, while engaging in fair, impartial and open business transactions. Our goal is to contribute to the development of a sustainable society by working with the cooperation of all our partners in the supply chain on collaborative initiatives to meet the various demands of society.

### CSR Procurement Initiatives

#### CSR Activities Through Procurement

The Renesas Electronics Group requests its business partners to actively work together to drive CSR initiatives that uphold social responsibility with regard to environmental protection, fair business and corporate ethics, quality and safety, information security, health and safety, and human rights and labor.

Also, in order to facilitate a deeper understanding of our position on CSR and to promote activities based on a shared perspective, we have created a CSR promotion handbook for the supply chain, which has been distributed to around 1,000 of our business partners.



Promotion of CSR Procurement (Website)  
<http://www.renesas.com/comp/procurement/csr/index.jsp>

#### Promoting Green Procurement

Renesas Electronics is promoting green procurement. Specifically, the Company prioritizes the procurement of ecofriendly products free of hazardous substances from suppliers who are proactively promoting environmental protection.

These guidelines are disclosed to all suppliers. In addition, Renesas Electronics conducts periodic investigations on the environmental measures implemented by suppliers.

In addition, the Company advances its procurement initiatives with the understanding and cooperation of our suppliers in relation to testing of purchased items for hazardous substances, compliance with the European Union's RoHS directive\* and other laws and regulations and so on.

We also practice green purchasing of goods such as office supplies and IT equipment. When we select such goods, we give preference to eco-friendly products based on the environmental burden data for each item. Our current green purchasing rate is more than 80%.

\*RoHS Directive: A European Union directive limiting the content of specified hazardous substances (lead, mercury, cadmium, hexavalent chromium and brominated flame retardants PBB and PBDE) in electric and electronic devices

## Working with Suppliers

### Initiatives Against the Conflict Minerals Problem

In the Democratic Republic of the Congo and some of its neighboring countries in Africa, some minerals have become problematic, as they are a revenue source for armed groups and may lead to violations of human rights and the prolonging of conflicts. The US's Dodd-Frank Wall Street Reform and Consumer Protection Act requires companies listed in the US to disclose information about their usage of conflict minerals (gold, tantalum, tungsten, tin, etc.).

In accordance with this act, the Renesas Electronics Group is working to eliminate conflict minerals from our supply chain as far as possible.

To ensure follow-through on this initiative, we take a survey of our suppliers, asking them to identify the refineries they use. Results of the survey are being disclosed to our customers as we strive to procure minerals responsibly through our supply chain.

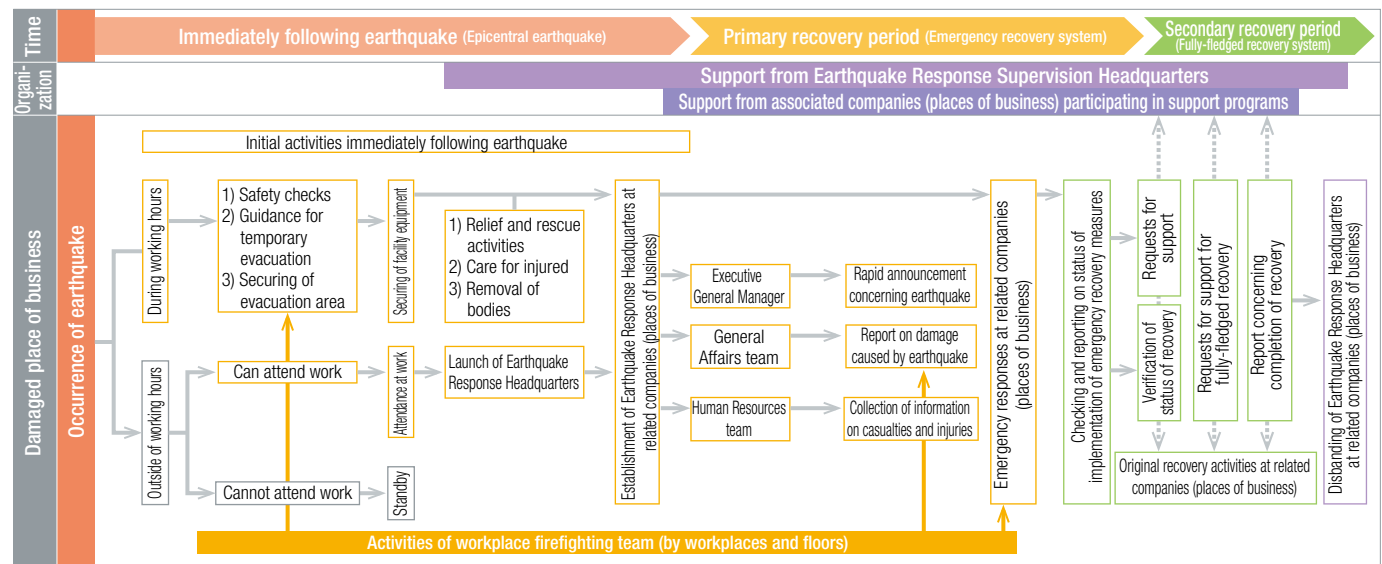
### BCP Initiatives with Suppliers

Renesas Electronics requests that its suppliers immediately notify its emergency information center of any damage in the event of being affected by natural disasters or major accidents. The Company has a system in place to ensure that, in such an event, information from suppliers reaches all concerned Group employees, both in Japan and overseas, regardless of when the event occurs. Based on this system, the employees in question take appropriate measures in a swift and efficient manner in order to address our customers' concerns swiftly.

### Communication with Suppliers

Smooth communication with suppliers is essential for Renesas Electronics Group business activities. Suppliers keep us informed about trends in the electronics industry and their own industries and provide valuable suggestions to the Group for the development of society.

### Flow of Recovery Activities Following an Earthquake



## Working with Sales Partners



### Collaborating with Sales Partners

#### Japan

In Japan, Renesas Electronics holds meetings with executives of distributors at least twice a year. At these meetings, we share the Group's policies and the policies of each business unit, while exchanging opinions and information. Furthermore, the Group holds working-level meetings with distributors' staff members once a month to provide information regarding future product lineups and technologies. In this way, we continue to strengthen mutual understanding.

#### Overseas

Outside Japan, Renesas Electronics holds "Distributor Meetings" at least once a year and management-level quarterly review meetings with distributors in order to confirm local sales policies and business continuity plans (BCPs), and solve region-specific problems in an effective manner.

### Stance of the Renesas Electronics Group

In order to provide more exacting service to our customers in regions throughout Japan and around the globe, the Renesas Electronics Group believes it necessary not only to sell directly through our sales companies, but to market in collaboration with our sales partners—authorized distributors, agents, and overseas distributors. Therefore we are working actively to strengthen these partnerships.

### Voice Comments from Sales Partners

We at Hagiwara Electric aim to be a global supplier to our customers of one-stop solutions that represent industry best practices, from devices to complete systems.

The Electron Device Business is the nucleus of the company and the most important operation, and automotive is positioned as a core business domain. The company is based in Nagoya, the local area of major customers Toyota Motor Corporation, Denso Corporation and others, and has an active overseas network in seven different countries. In particular, Renesas Electronics Corporation is our largest supplier.

As a technology-specific trading company with around 120 engineers working primarily in its Technology Center, Hagiwara Electric is working on initiatives for continuous growth together with Renesas Electronics Corporation, while continuing Hagiwara Electric's business philosophy of "Creativity and Ambition" and aiming to fulfil its social responsibilities as a good corporate citizen.

#### Kenji Nishizaki

General Manager, Device Promotion Division  
Hagiwara Electric Co., Ltd.

We at Renesas Easton, a technological trading company, blend our core range of Renesas Electronics products with our own strengths in proposal-based marketing to create high-value-added products and to actively work to realize the "smart society" of the future.

Renesas Electronics Corporation supports us by working closely with us on proposal activities that precisely match customer needs.

Renesas Electronics Corporation is an extremely valuable partner from the perspective of our growth strategy and we will work to further deepen our strong relationship to achieve continuous growth and to bring about the "smart society" of the future.

#### Masahiro Yamazaki

Manager, Sales Planning Department  
Renesas Easton Co., Ltd.



# Working with Employees



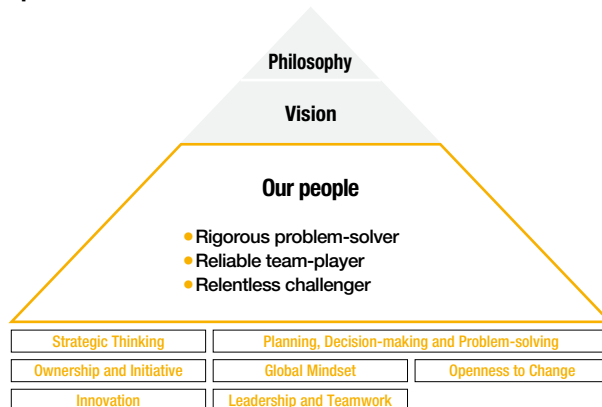
## Stance of the Renesas Electronics Group

Our Company aims to be a positive place for our employees to work. With proper communication and mutual trust, we are building a workplace where each person can work to his or her full capacity.

## Human Resources Development and Education Programs

For Renesas to achieve sustainable growth and contribute to society in a global market, all of its employees must grow and be active. Our human resources development system aims to realize the “required human resources.” This image is our vision of the talents, skills and actions required so that our employees can think and act for themselves and our personnel have the capacity to act and succeed on the world stage. The following graphic lays out the specific characteristics we are trying to develop.

### Required Human Resources



### 1. Fostering Human Resources able to Flourish as Leaders on the Global Stage

Human resources who act as leaders have a great influence on organizations and affect the outcomes of those organizations. The continuous fostering of these human resources is an important initiative from the perspective of a company’s growth, sustainability, and stability.

In addition, we aim to ensure a stable supply of individuals to each post through 1) Succession plans (plans for successive personnel to fill a post), and 2) A system for the cultivation of leaders (plans for the fostering of human resources).

### 2. Creating an Environment to Invigorate Human Resource Cultivation in the Workplace

Because on-the-job training (OJT) is the foundation for cultivating human resources, the nurturing of subordinate staff members is an evaluation metric within the system of management by objectives and evaluation of behavior applied to those in managerial positions. Linking this to evaluation contributes to further enhancements in the awareness of the need to nurture subordinates and to a reassertion of the importance of OJT and OJT methods, leading to more effective cultivation of subordinate employees. Training opportunities are provided to those evaluating others to impart the knowledge and skills required to conduct fair and objective assessments.

### 3. Creating Mechanisms for Voluntary Learning by Employees

In order to promote independent learning, we believe it is important that individuals be aware of the importance of their own growth, that they understand what they should learn, and that they put what they have learned into practice in the workplace.

As concrete examples of these steps, we provide business skill courses that anybody may join, specialized engineering courses for different fields, distance learning programs chosen from a range of 120 courses, and partial repayment of costs for those who complete courses.

### 4. Creating a Rotation System to Allow Individuals to Pursue the Career of Their Choice

By considering the career objectives and abilities established during MBO discussions with subordinate employees when allocating human resources, the active use of rotation in the context of career development is further encouraged. In addition, by limiting the implementation of open recruitment, the individual is given opportunities to independently build their own career.

## Working with Employees

### 5. Educating New Employees and Invigorating Young Workers

We conduct training of new hires with the aim of getting them full-fledged and up to speed quickly. By means of 1) Introductory training, factory visits and sales training, 2) A man-to-man training system under which young employees are responsible for providing guidance to new employees, 3) Review training of the first year, and 4) Meeting to report on outcomes in the second year, we inculcate the mindset appropriate for a member of society and an employee of our company, provide training in the basic skills and techniques necessary for the specific job, and cultivate the ability to switch between roles. By this means we create the foundations for human resources who will thrive in our company.

For young employees, we offer opportunities to increase a variety of business skills, and we are introducing measures to boost motivation based on their needs, as determined using methods such as questionnaires.

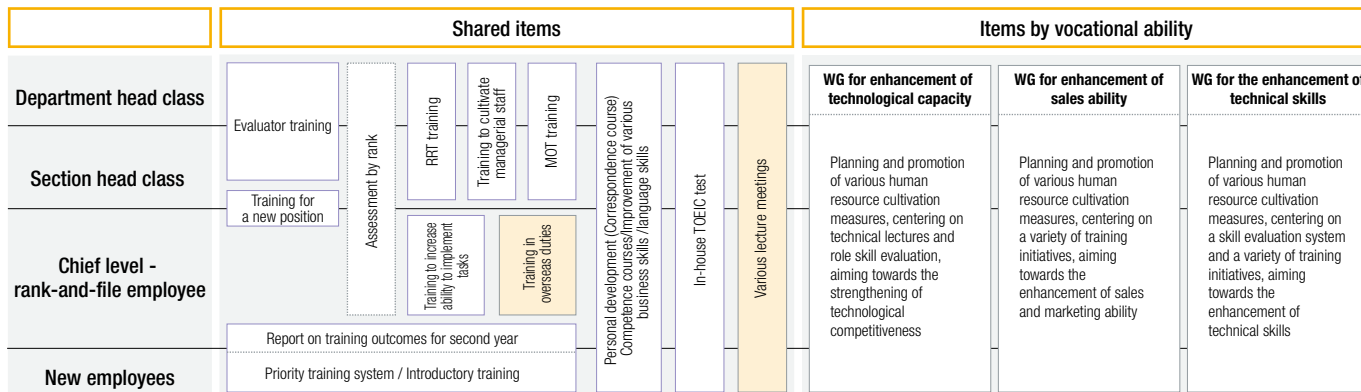
In addition, we are also working to expand our system of training in overseas duties, seeking to offer more young employees the experience of overseas work.

### Promoting Diversity in Human Resources

The Renesas Electronics Group is strengthening initiatives to promote human resource diversity. At Renesas, we respect differences. We aim to actively use differences to respond most effectively to the changing business environment and diversifying customer needs and thereby establish an advantage.

Specifically, we recruit people so that, regardless of nationality, gender or physical constitution, they can apply their individual abilities and contribute to society. In addition, the Group aims to create more employee-friendly, pleasant workplaces by placing particular focus on human resource diversity. For example, we are promoting the hiring of more female employees and people with disabilities.

### Image of skill development system



Being implemented / scheduled for implementation Under consideration Not implemented in FY2016

## Working with Employees

### Respecting Human Rights

Both the Renesas Electronics Group CSR Charter and the Renesas Electronics Group Code of Conduct clearly state that the Renesas Electronics Group will respect human rights in hiring, human resources development, employee treatment and all other aspects of employment, while eliminating any discrimination based on race, belief, gender, age, social position, family origin, nationality, ethnicity, religion, or physical and mental disability, to ensure that all of its employees are treated equally. Also, the charter and the code of conduct clearly prohibit sexual harassment, as well as forced labor and child labor. Since March 2008, we have also endorsed and participated the United Nations Global Compact for business operation with a strong sense of ethics in accordance with international guidelines. As we promote global operations, we ensure that all of our Group companies are familiar with these principles. In line with the principles, each Renesas Electronics Group company must not only comply with relevant laws and regulations, but also implement educational and awareness-raising programs on human rights and other related subjects.

Specifically, we raise employee awareness of human rights during new-employee and position-specific training and e-training programs for all employees, as well as various events during Human Rights Week every year. We put up posters in places visible to employees and use our intranet to inform them about our in-house service for consulting on issues of sexual harassment, harassment of subordinates by superiors, equal opportunity for men and women, and other issues. In these ways, we are endeavoring to facilitate consultation and enable appropriate responses to employee concerns.

### Balancing Work and Private Life

With the aim of supporting employees in balancing their work and private lives while realizing their full abilities at work, Renesas Electronics carries out various support measures. These measures are implemented in the form of flexible work conditions and leave systems. We are also encouraging our employees to have some variety in their lives. For example, individual factories and offices establish days when everyone leaves at the set time.

#### People Using the Childcare Leave Program (data over time)

		Fiscal 2012	Fiscal 2013	Fiscal 2014	Fiscal 2015
Number of people using childcare leave	Men	3	1	0	0
	Women	154	121	70	52
	Total	157	122	70	52

\*The number dropped in fiscal 2014 because of such factors as use of our early retirement program.

### Communicating with Labor Unions

Renesas Electronics holds labor-management meetings twice a year with the Renesas Electronics Labor Union, to which its employees belong, to exchange frank opinions on management policies and business conditions. In addition, committees consisting of employee and management representatives are promoting activities aimed at preventing long working hours, improving working conditions and supporting the development of employees who will play an important role in achieving the future growth of the Company. In this way, Renesas Electronics is helping to build stable labor-management relations.

Similar efforts are being made with labor unions at Group companies in Japan. Overseas, our Group companies exchange opinions with workers' unions or employee representatives based on laws and regulations in their respective countries.

## Working with Employees

### Basic Policy

In line with the basic policy, “Renesas Electronics shall protect the safety and health of its employees and work to realize employee-friendly, safe workplace environments,” the Company is implementing various measures.

### Occupational Health and Safety

#### Group-Wide Initiatives

The Renesas Electronics Group is promoting various activities aimed at ensuring disaster prevention, occupational health and safety. More specifically, a Company-wide Safety and Health Conference—consisting of occupational health and safety officers at individual business sites and Group companies—has formulated the Renesas Electronics Group Disaster Prevention and Occupational Health and Safety Management Policy. Based on this policy, the occupational health and safety officers organize related activities. Meanwhile, the Company is promoting the sharing of information related to occupational health and safety within the Group. Such information is utilized to prevent disasters and reinforce the Group’s occupational health and safety activities.

#### Specific Activities

**Occupational safety activities:** Through risk assessment processes, disaster risks are identified, and possible countermeasures are prepared. These processes are helping us prevent disasters and accidents. For Group factories with production lines, Occupation Safety and Health Management Systems have already been adopted and labor accident prevention activities are being conducted. We have designated March 11 of each year as The Day of “Strength and Trust” in the Group. We conduct disaster preparedness inspections on workplaces and employee homes, all on this one day.

**Occupational health activities:** Programs are being implemented by industrial physicians, public health nurses and occupational health and safety staff working together to follow up the results of medical examinations, offer counseling, provide meetings to discuss long-term overtime, offer education on mental health issues and implement measures to help stop or reduce smoking. These include “Promoting and Keeping a Healthy Body,” “Better Mental Health” and “Overwork Countermeasures.”

### Mental Health Management

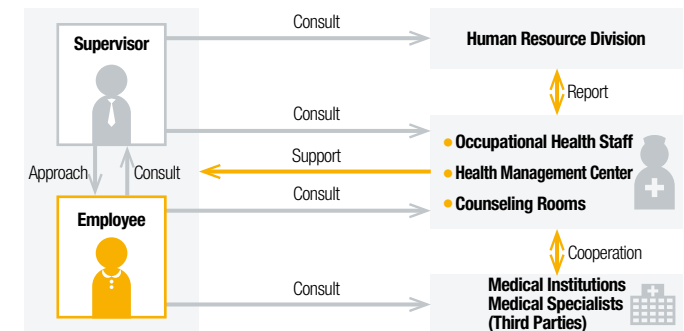
The Renesas Electronics Group considers measures to promote mental health as a paramount management issue and is consequently promoting various activities in this regard. Specifically,

- 1) Industrial physicians give consultations and advice to employees working long hours.
- 2) A contact point has been established so that any employee can obtain diagnosis and counseling from industrial physicians, occupational health nurses, and contracted counselors.
- 3) The Company provides support to employees who have taken leave to enable them to return to work by standardizing procedures that last from the start to end of leave.

The Company periodically offers mental health education programs to managerial employees as part of efforts to establish a

mental health management structure based on lines of command. At the same time, we encourage the use of a simplified stress check system. Also, the Company includes subjects related to mental health in various training programs. Through these initiatives, Renesas Electronics is endeavoring to remain a company where all employees can better maintain their health and work with vigor and enthusiasm.

#### Mental Health Consultation Mechanism



### Voice

#### Comments from an Attendee at a Mental Health Education Course (Excerpt)

##### Self-care education

“I realized that it’s important to find a way of dealing with stress.”  
 “I was glad to have another chance to learn about the company’s procedure for in-house consultation.”  
 “I got a feel for how important it is to ‘not suffer alone’ but to instead talk to your boss or a professional body.”

##### Education for management awareness of mental health in the workplace

“I understood the value of daily communication with my subordinates in the department.”  
 “Provided a good opportunity to think again about how to improve the workplace going forward.”  
 “I would like this educational program to be continued.”

## Working with the Local Community



### Basic Policies for Social Contribution Activities

The Renesas Electronics Group's Basic Policies for Social Contribution Activities are as follows.

1. As a good corporate citizen, the Renesas Electronics Group will work to preserve the global environment, which is closely related to the sustainability of the semiconductor industry, and make meaningful contributions to society.
2. As it pursues business on a global scale, the Renesas Electronics Group will promote social contribution activities that help to improve its corporate image.
3. The Renesas Electronics Group will implement social contribution activities through cooperation with its stakeholders in order to enhance its brand value.

### Financial Support for Social Contribution Activities during the Fiscal Year

The Renesas Electronics Group has endorsed the objectives of the 1% Club, established in November 1990 by KEIDANREN (the Japan Business Federation). Endorsing businesses voluntarily contribute at least 1% of their recurring profits to social contribution activities. As one of these businesses, we have been proactively pursuing social contribution activities in a number of fields.

### Stance of the Renesas Electronics Group

The Renesas Electronics Group aims to help build a rich society on a global scale through our business, and we have taken a variety of opportunities to implement social contribution activities. Thinking of ourselves as a member of society, we proactively engage in social contribution activities so that, as a corporate citizen, we can fulfill our responsibility to the community and society.

### Activities in Japan

#### Working with the Micom Car Rally


As a means of supporting the nurturing of engineers through the teaching of craftsmanship, the Company has long provided backing for the "Micom Car Rally," a speed competition for microcontroller-driven robot cars. The Micom Car Rally consists of the "Japan Micom Car Rally" (JMCR), which is aimed primarily at technical high school students, and the "Renesas Micom Car Rally" (RMCR), which has a wide range of participants from across generations and that has even spread overseas. In JMCR, about 2,300 vehicles from technical high schools nationwide were entered in the regional heats for the FY2015 event, and at the national competition held in January 2015, competitors aimed for the



No.1 spot in Japan. RMCR was held in August 2014 and March 2015, sponsored by the Company, and attracted 194 vehicles to compete against each other in a technological competition.



 [Official Micom Car Rally Website  
www.mcr.gr.jp/  
\(Japanese language only\)](http://www.mcr.gr.jp/)

 [Official Renesas Micom Car Rally Website  
www.mcr.gr.jp/general  
\(Japanese language only\)](http://www.mcr.gr.jp/general)

#### Electronics Workshop

From 2013, Renesas Electronics has held electronics workshops during the spring and summer holidays that parents and children can attend together. The workshop is aimed at familiarizing attendees with the Company's semiconductor products, primarily in the later years of elementary school, but participants as young as 5 and as old as 74 have so far taken part. In FY2015, in workshops held in August 2014 and March 2015, 141 attendees learned how to assemble and run "Micon Racers" that make it easy to learn measurement and control programming using Renesas microcontrollers.



## Working with the Local Community

### **Water Splashing Campaign 2014 (Headquarters)**

The 2014 Nippon Building campaign to cool the city by splashing water (uchimizu) on the pavement held regularly at the Nippon Building (Chiyoda Ward, Tokyo) where the Renesas Headquarters is located took place on July 30. Organized by the Chubu Sewerage Office of the Tokyo Metropolitan Government Bureau of Sewerage, the campaign is part of measures to counter the heat island effect. This year also many people in the Nippon Building and neighboring buildings participated. About 80 people from the Renesas Group took part, using the buckets and dippers provided to splash water around the Nippon Building. After only 15 minutes of splashing water we felt the effects ourselves, as the breeze that blew by seemed to have carried away the earlier sweltering heat. And using recycled water for the splashing made for an environmentally friendly event.



### **Letter of Thanks from Gunma Softball Association (Takasaki Site)**

On January 17, 2015, the Takasaki Site received a letter of thanks from the Gunma Softball Association during a ceremony held by the same association to honor the softball teams and players of Gunma prefecture. The Takasaki Site had supported as a corporate sport the Renesas Electronics

Takasaki women's softball team for 34 years (the team was transferred to Bic Camera Inc. on January 1, 2015) and was praised for having contributed to the development of softball within Gunma prefecture.



### **Cleaning Konan City Together (RSMC Kochi Factory)**

On June 13, 2014, the Kochi Factory of Renesas Semiconductor Manufacturing (RSMC) took part in the "Let's all make the streets clean! Cleaning Konan City together" event organized by Konan City. On the day, 45 participants divided into four routes and collected litter around the factory. Various kinds of rubbish, including combustible items, non-flammable objects such as bottles and cans, and broken plastic umbrellas had been abandoned in the roadsides and in the grass of the side ditches but the volunteers painstakingly gathered and sorted it, filling around 30 bags full of litter.



### **PET Bottle Cap Donations (RSPT Yonezawa Factory)**

On August 25, 2014, the Yonezawa factory of Renesas Semiconductor Package & Test Solutions (RSPT) donated 92,000 PET bottle caps (23 cardboard boxes full) to the Yonezawa branch of the Yamagata Bank. This was the seventh donation to various groups made as part of the Ecocap Movement, in which all employees participate as part of their contributions to society, and the first donation since the previous one made in November 2012. The donated PET bottle caps have a value equivalent to the cost of vaccinations for 115 people and result in the saving of 674kg of CO<sub>2</sub>.



## Working with the Local Community

### Activities Overseas

#### *Campaigns on World Environment Day (Beijing, China)*

On June 5, 2014, Renesas Semiconductor (Beijing) Co., Ltd. held two campaigns under the slogan “Breathe Together, Move Together” to coincide with World Environment Day, namely “Low Energy Consumption Through Eco-Commuting” and “Volunteer Cleaning Around the Factory.” For “Low Energy Consumption Through Eco-Commuting,” participants avoided commuting by car and instead took the initiative to use public transportation such as buses and the subway. On the day, 138 people took part, leading to a reduction in use of 768 liters of gasoline and 728kg of CO<sub>2</sub> emissions. For “Volunteer Cleaning Around the Factory,” 39 participants cleaned up around the factory and collected about 100kg of litter.



#### *Support for Flood Victims (Selangor, Malaysia)*

In January 2015, Renesas Semiconductor KL Sdn. Bhd. set up a collection center for two days to gather relief

supplies for victims of the East Malaysian Floods. Due to the cooperation of employees and of other companies within the industrial park, more than three tons of food, toiletries, mineral water and clothes were collected and sent to the victims. Moreover, due to shortages of blood supplies for transfusion, Malaysia's blood bank put out an urgent appeal for blood donations, in which people also participated. The volume of blood donations to the hospitals that cooperated with this appeal was such that donations exceeded the daily target they had set. The company will continue to support the victims of the floods.



#### *Helping to Feed the Hungry (California, United States)*

Since April 2010, Renesas Electronics America (REA) has been helping to feed the hungry in their local communities. By working with the Second Harvest Food Bank (SHFB), one of the largest food banks in the nation, REA members are able to contribute their time, muscle power, and smiles, to help prepare and distribute food to many who would otherwise go hungry. Several times each year, you can find REA members enjoying an afternoon together at a main warehouse, boxing and weighing fruits and vegetables; or distributing food to families

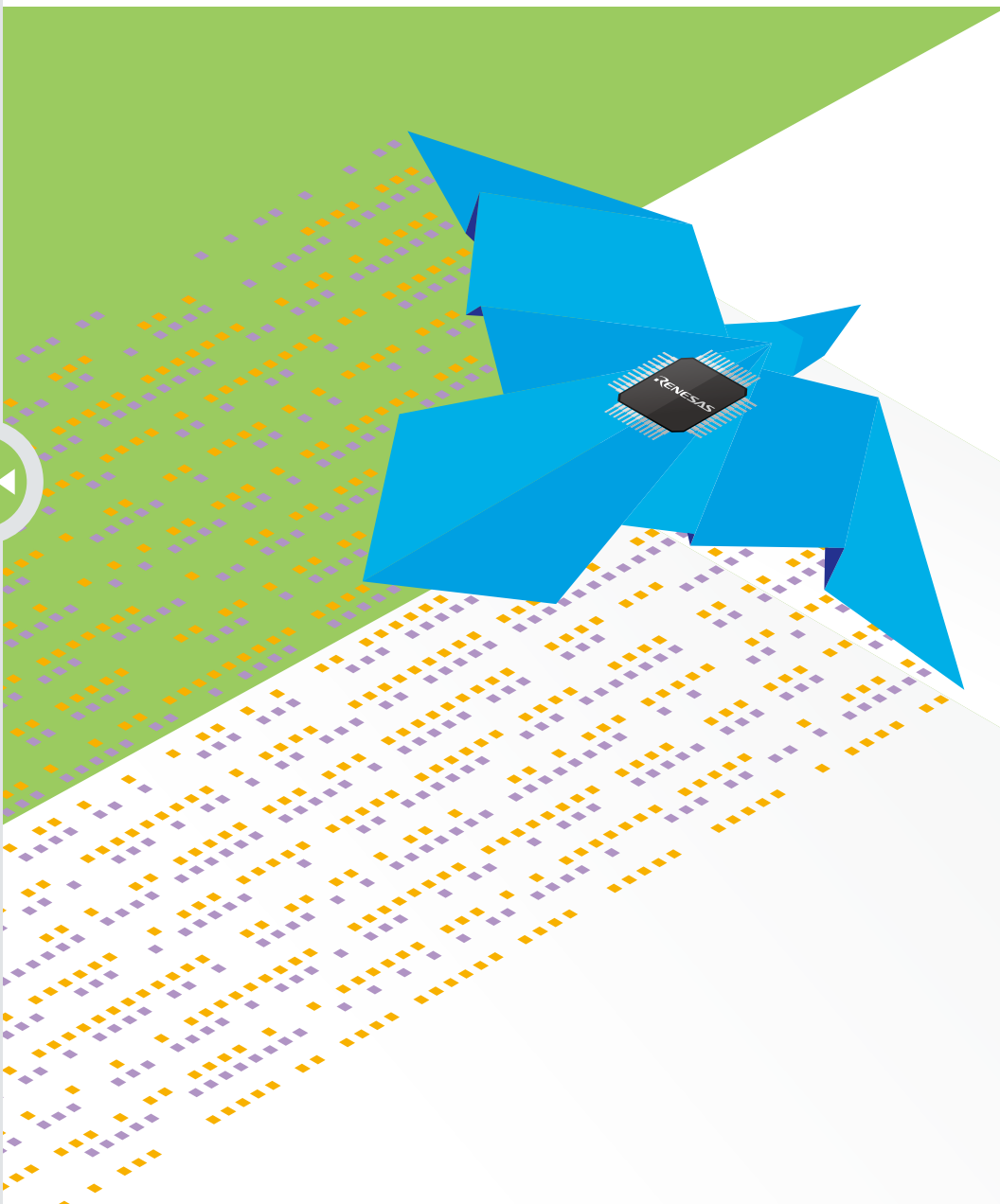
at neighborhood distribution centers. Supporting SHFB gives REA a chance to make a difference in the world from one bag of groceries.



#### *University Program (Taipei, Taiwan)*

Renesas Electronics Taiwan (RETW) has been running their “University Program” to deepen collaboration with universities. By providing education tools and materials, RETW is now having over 20 partner universities and had over 1,600 university students were trained. Furthermore, to encourage students learning the WW No.1 MCU and applying to their real design, RETW also sponsors one of the local major MCU contests “Intelligent Robot and MicroMouse Contest” which is hosted by Taiwan Ministry of Education, by providing MCUs, tools and technical consultant. At the Contest in September 2014, students who adopted Renesas MCUs won The Champions for the both group, “Intelligent Robot” and “MicroMouse”.





# Environmental Report

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- Environmental Measures
- Eco-Management Initiative
- Eco-Factories Initiative
- Eco-Products Initiative
- Eco-Communication Initiative



# Renesas Electronics Group Environmental Measures



## Environmental Policy

We will contribute to the harmonization of society and the environment in the course of our business activities.

## Action Guidelines

1. We will incorporate environmental considerations into all stages of the product life cycle, including research & development, design, procurement, production, sale, logistics, use and disposal.
2. We will strive to prevent pollution as well as to minimize the impact of our products on the environment. When environmental problems arise, we will take appropriate steps to minimize the environmental impact and disclose accurate information.
3. Our environmental management efforts will involve compliance with all environmental laws, regulations and agreements, and we will promote compliance activities.
4. We will disclose environmental information to stakeholders and encourage communication with society for the purpose of promoting mutual understanding.
5. We will educate all employees in environmental conservation to create a company culture that promotes harmony between the environment and business activities.

## Stance of the Renesas Electronics Group

Businesses in recent years have begun to take environmental initiatives with a wide range of approaches. Aside from combating pollution, enterprises today are working to reduce greenhouse gases, lower emissions, regulate chemical content in products, and more. The Renesas Electronics Group works to reduce environmental burdens as guided by the cooperative targets of industry groups. We develop and offer products that save energy and lower environmental burden by increasing environmental performance. The yearly policies and targets of such environmental activities are deliberated by the Environmental Promotion Meeting chaired by the board member in charge of environmental issues.

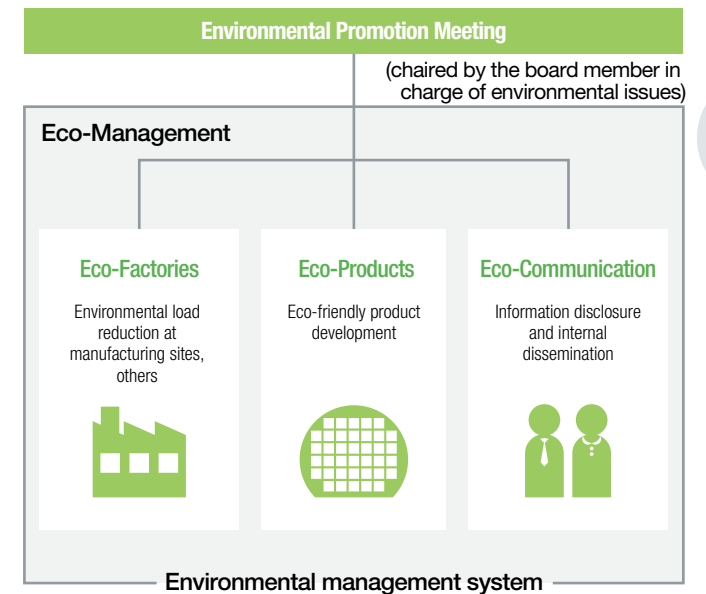
## Three Environmental Cornerstones of Renesas Electronics

Some of the key issues in our environmental measures are 1) legal compliance, 2) reduction of environmental burden, 3) the development of eco-friendly products and 4) maintaining good relations with stakeholders.

We are tackling these issues through environmental management, in which all employees participate. Such management is based on a so-called Eco-Management system built on the cornerstones of the Eco-Factories, Eco-Products and Eco-Communication initiatives.

- **Eco-Factories Initiative:** Aimed at reducing the environmental impact of manufacturing sites through the reduction of greenhouse gasses (GHG) and the appropriate management of chemical substances in manufacturing processes
- **Eco-Products Initiative:** Aimed at supplying eco-friendly semiconductors produced with environmental considerations in mind throughout their lifecycles, including the control of chemical substances contained in products and the development of products with excellent energy-saving performance
- **Eco-Communication Initiative:** Aimed at strengthening employee awareness through environmental education and disseminating the Group's environmental information to society

## Three Environmental Cornerstones of Renesas Electronics



## Renesas Electronics Group Environmental Measures

### Fiscal 2015 Initiative Results and Fiscal 2016 Targets

Item	Fiscal 2015 Plan	Fiscal 2015 Results	Evaluation	Fiscal 2016 Plan
<b>Eco-Management</b>	<ul style="list-style-type: none"> <li>Promote integration of ISO 14001 certification of manufacturing sites</li> </ul>	<ul style="list-style-type: none"> <li>Completed certification integration of new production companies</li> </ul>	◎	<ul style="list-style-type: none"> <li>Optimize environmental management systems and organize certification systems</li> </ul>
<b>Eco-Factories</b>	<ul style="list-style-type: none"> <li>Comply with action plan of four electric and electronics groups for post-Kyoto Protocol era.</li> </ul>	<ul style="list-style-type: none"> <li>Reduced 26% from benchmark year (energy consumption per unit sales)</li> </ul>	◎	<ul style="list-style-type: none"> <li>Reduce 3% or more from benchmark year (energy consumption per unit sales)</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce PFC<sup>*1</sup> emissions</li> </ul>	<ul style="list-style-type: none"> <li>Reduced PFC emissions 9.5% (However, increased 0.01GWP-kg/cm<sup>2</sup> per unit wafer area)</li> </ul>	△	<ul style="list-style-type: none"> <li>Reduce PFC emissions from previous year's results (per unit wafer area)</li> </ul>
<b>Eco-Products</b>	<ul style="list-style-type: none"> <li>Deal with substances subject to legal and voluntary regulations</li> </ul>	<ul style="list-style-type: none"> <li>Deal with substances subject to Japanese and foreign regulations and voluntary regulations</li> </ul>	◎	<ul style="list-style-type: none"> <li>Deal properly with foreign and Japanese regulations</li> </ul>
<b>Eco-Communication</b>	<ul style="list-style-type: none"> <li>Issue environmental report</li> </ul>	<ul style="list-style-type: none"> <li>Published CSR report and enhanced Web content</li> </ul>	◎	<ul style="list-style-type: none"> <li>Publish CSR report and enhance Web content</li> </ul>
	<ul style="list-style-type: none"> <li>Enhance environmental education materials</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced training materials</li> </ul>	◎	<ul style="list-style-type: none"> <li>Revise training materials and conduct training</li> </ul>
	<ul style="list-style-type: none"> <li>Implement Environment e-learning</li> </ul>	<ul style="list-style-type: none"> <li>98.3% of employees attended Environment e-learning</li> </ul>	◎	<ul style="list-style-type: none"> <li>Attendance rate 98.3% or more</li> </ul>
	<ul style="list-style-type: none"> <li>Continue environmental and social contribution activities</li> </ul>	<ul style="list-style-type: none"> <li>Activity implemented (Please refer to pages 20 to 22.)</li> </ul>	◎	<ul style="list-style-type: none"> <li>Continue environmental and social contribution activities</li> </ul>

\*1 PFC: Perfluorocompound (The semiconductor industry has specified CHF<sub>3</sub>, CF<sub>4</sub>, C<sub>2</sub>F<sub>6</sub>, C<sub>3</sub>F<sub>8</sub>, C<sub>4</sub>F<sub>8</sub>, SF<sub>6</sub> and NF<sub>3</sub> for emissions reduction.)

### Voice from Board Member in Charge of Environmental Issues

#### Contributing to Stakeholders through Eco-Friendly Products and Manufacturing

In addition to reducing the power consumption of our products to enable us to maximally enhance energy conservation performance for our customers who wish to use less power in operating the electronic devices (transportation and industrial equipment, home electronics, etc.) that make our lives so rich and convenient, Renesas works to develop products that offer energy-saving functions that our customers can make use of themselves. In our IC/LSI manufacturing process as well, we consider our impact on the global environment at all stages, from design to disposal, offering our customers products they can use with confidence.

As we attempt to make our products ever smaller, the semiconductor industry makes use of clean rooms that eliminate as much dust as possible, in addition to high-precision, high-tech equipment. Our production activities consume large amounts of energy, and we use materials that have a high environmental impact. As integrated device manufacturer (IDM), semiconductor company that designs and manufactures its products, Renesas is introducing energy-saving devices and optimizing systems, increasing the efficiency of our use of materials, and installing pollution abatement equipment that eliminates environmental impact at all of our Group factories. By means of these measures, we are attempting to realize comprehensive energy efficiency. We are also working to maintain comfortable

environments around our factories by establishing voluntary factory emissions standards that are more stringent than required by law.

Through these environmental initiatives, the Renesas Electronics Group will continue to provide our customers with products of the highest possible quality and performance level that also contribute to saving energy and reducing environmental impact, manufactured in clean and efficient factories.



**Masahiko Nozaki**  
Executive Vice President for Environment Issue

# Eco-Management Initiative



## The Group's Business Activities and Environmental Footprint

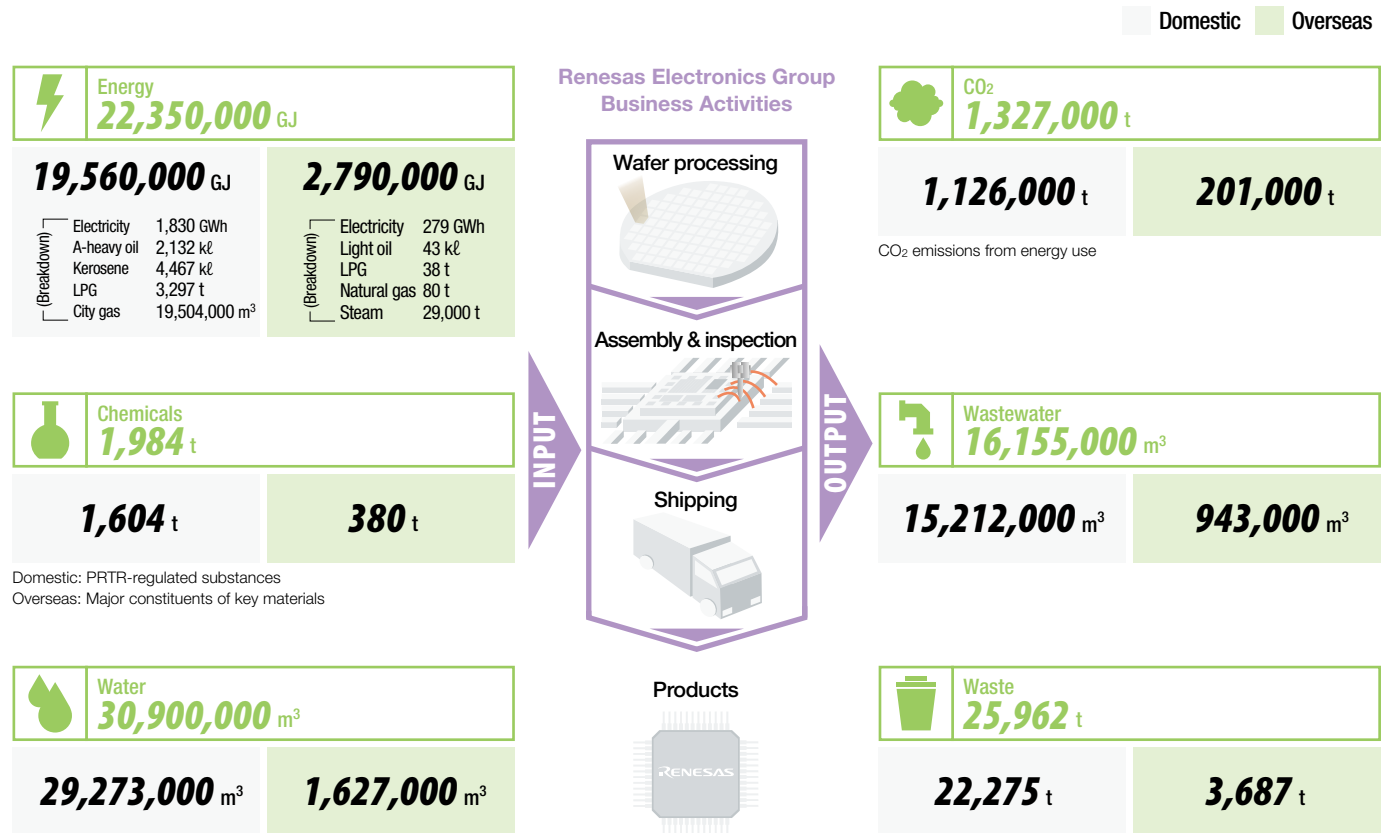
The semiconductor products and solutions offered by the Renesas Electronics Group help our customers to make their own products and systems smaller and more energy efficient. This boosts protection of the global environment by helping to prevent global warming and use resources effectively.

On the other hand, it is true that production activities place a large burden on the environment. They consume energy (electric power, fuel, etc.) and resources (chemicals, water, etc.) while producing waste in solid, liquid, and gaseous forms.

We are attempting to reduce our environmental impact by conducting detailed measurements of our volume of input and output from production to distribution, and making planned reductions.

The Renesas Electronics Group is committed to using limited resources and energy in an effective manner and to offering eco-friendly products that are manufactured efficiently.

### Overview of Environmental Footprint



## Eco-Management Initiative

### Internal Audits of Environmental Law Compliance Systems and Environmental Management Systems

The Renesas Electronics Group's Basic Rules of Management sets out our Environmental Policy and Basic Rules of Environmental Management. Following these guidelines, our bases, including affiliated companies, each establish an environmental management system and conduct environmental initiatives. Each year, we conduct mutual audits within the Group to check that our environmental management systems and performance are continually improving. In fiscal 2015, we performed mutual audits at 15 sites. The 142 suggestions yielded by this process, including 68 requested improvements, are leading to better outcomes overall. To meet our aim of conducting highly reliable audits, the Group has CEAR<sup>\*1</sup>-certified auditors with environmental management system auditor qualifications to perform mutual audits. Again in fiscal 2015, none of the Group's business sites or Group companies had to pay penalties or fines for incidents impacting the environment. There were also no environment-related lawsuits against the site or companies.

\*1 CEAR: Center of Environmental Auditors Registration



A site audit



Document audit

### ISO 14001 Certification

All of the Group's domestic sites and all of its overseas manufacturing sites and major sales sites have acquired certification under ISO 14001, the international standard for environmental management systems. The Group will continue the process of acquiring and sustaining ISO 14001 certification as efficiently and effectively as possible.

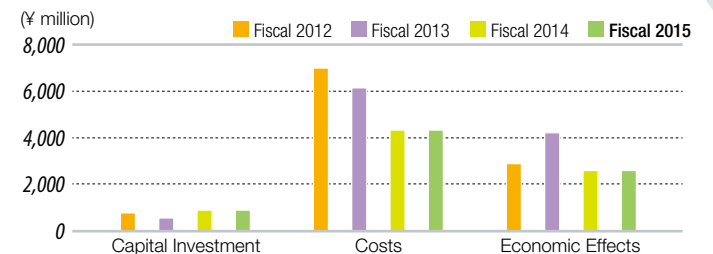
### Environmental Accounting

Major investments in fiscal 2015 were in measures to meet the Water Pollution Control Law. We also took such energy conservation measures as making our air-conditioning systems

and freezers more efficient, enabling pumps to conserve electric power, and installing LED lighting. Of the costs, air pollution prevention totaled ¥601 million, water pollution prevention ¥1,595 million, soil pollution prevention ¥115 million, and waste processing ¥1,067 million.

The economic effects included ¥599 million in proceeds from sales of recyclables. These figures do not include economic effects calculated based on estimates.

### Environmental Accounting Trends



### Fiscal 2015 results

Category/Subcategory	Description	Environmental Conservation Costs		Effects	
		Capital Investment (¥ million)	Cost (¥ million)	Economic Effects (¥ million)	Environmental Impact Reduction
Within Business Sites	Pollution Prevention	584	2,341	29	Energy use reduction 71.9GWh
	Energy Conservation/Global Environmental Conservation	587	704	1,319	
	Resource Recycling	0	1,180	714	
Upstream/Downstream Processes	0	0	—		
Management Activities	0	478	—		
R&D	0	0	—		
Social Contribution Activities	0	18	—		
Environmental Damage	0	5	—		
Total		1,171	4,726	2,062	

# Eco-Factories Initiative



## Global Warming Prevention through Energy Conservation

The Renesas Electronics Group takes an active part in semiconductor industry initiatives to help prevent global warming. We also work continuously to conserve energy in a number of ways to meet electrical and electronic industry associations' targets and emissions intensity reduction targets under the Law Concerning the Rational Use of Energy.

To meet these targets, we organize working groups, share information, and carry out effective measures internally while considering new energy conservation measures through partnerships with equipment manufacturers and working with industry initiatives.

### Reducing Energy

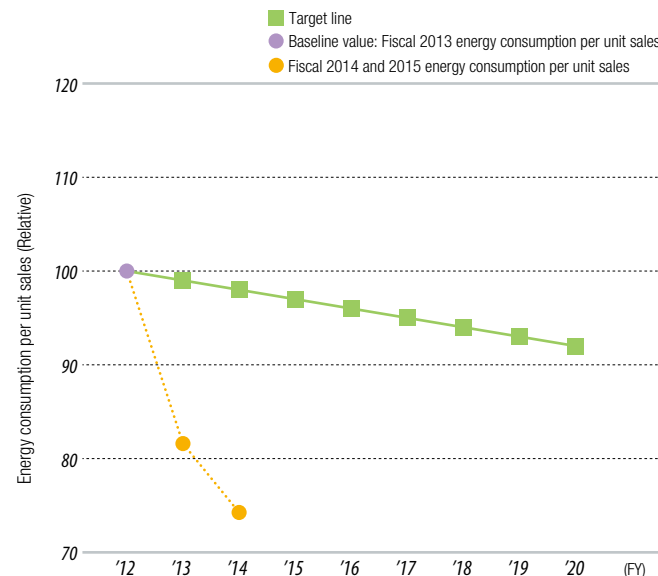
Renesas started participating in the Commitment to a Low Carbon Society, an effort of the electrical and electronic industry, in fiscal 2014.

Under the commitment, the baseline value for a business is the value for fiscal 2013. Our target is to reduce energy consumption from the baseline by an average of 1% per year through fiscal 2021 (7.73% decrease compared to the value in fiscal 2013).

As of fiscal 2015, we have reduced energy use by 26% from the benchmark year.

Because the electric power supply is forecast to remain tight in fiscal 2016 and beyond, we will continue to actively take measures that focus on energy conservation as we strive to cut CO2 emissions. We have moreover endorsed the "Commitment to a Low Carbon Society" put forth by KEIDANREN (the Japan Business Federation), and will continue the fight against global warming by joining initiatives by the electrical and electronic industry associations.

### Energy consumption per unit sales



## Energy Reduction on Production Lines

We are also working toward achieving our energy conservation target under the Law Concerning the Rational Use of Energy, and therefore on our production lines we seek to reduce the rate of energy consumption by 1% year on year. Specifically, we have systematically taken such measures as putting air conditioners, pumps, fans, etc. under inverter control, replacing lighting with LEDs and chillers and boilers with energy-saving models. We are furthermore optimizing equipment operation depending on our production volume.

### Major Measures Taken in Fiscal 2015

Renesas Electronics accounts for energy conservation effectiveness and investment effectiveness, giving priority to implementing effective measures.

Major measures taken in fiscal 2015 included the following.

- Replacing lighting with LEDs
- Making Air-Conditioning Systems More Efficient
- Making freezers more efficient
- Enabling pumps to conserve electric power

### Increasing efficiency by using pure water spray in our air conditioners (Shiga Factory)

Making the transition of an air conditioner humidification system from steaming to a pure water spray system has enabled us to conserve energy and increase efficiency.

## Eco-Factories Initiative

### Reducing GHG Emissions

The Renesas Electronics Group uses PFC<sup>1</sup> gas, which is a greenhouse gas, primarily as a reaction chamber cleaning gas for semiconductor production processes. These gases do not readily decompose, and since their global warming potential (GWP<sup>2</sup>) is between about 5,000–20,000 or even higher, it is critical to reduce these emissions. Therefore the Group has set PFC gas emission reduction targets and is actively working to help prevent global warming. Methods of reducing the greenhouse effect of PFC gases include 1) switching to gases with a lower GWP, 2) optimizing processes to reduce the volume of PFC gases used, and 3) installing abatement systems that remove PFC gases to break them down. The Group had been developing technology to cut emissions to 90% or lower in 2010 as compared to 1995, using a combination of these three techniques.

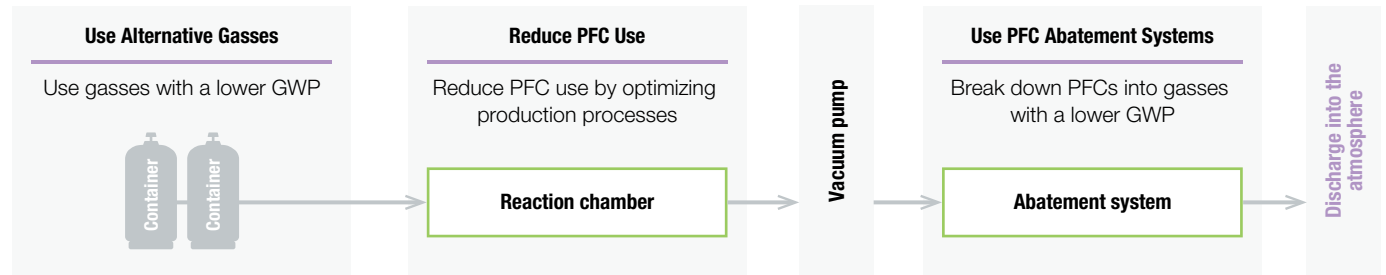
In 2014, we continued working toward that target as we engaged in reduction initiatives. While production volume did have an effect, emissions were kept to only about 22% of the 1995 level. Thanks to our ongoing reduction initiatives, we have achieved our reduction targets since 2008 and are steadily cutting emissions of greenhouse gases.

We will pursue further emissions reductions in 2015 and beyond.

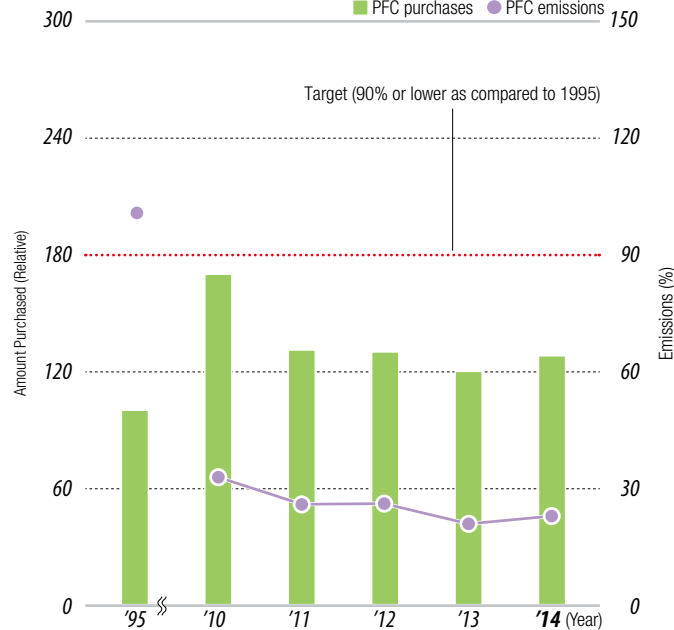
\*1: Perfluorocompound (The semiconductor industry has specified CF<sub>4</sub>, C<sub>2</sub>F<sub>6</sub>, C<sub>3</sub>F<sub>8</sub>, C<sub>4</sub>F<sub>8</sub>, CHF<sub>3</sub>, SF<sub>6</sub> and NF<sub>3</sub> for emissions reduction.)

\*2: Global warming potential, a coefficient indicating how much a given mass of greenhouse gas is estimated to contribute to global warming (CO<sub>2</sub> = 1)

### GHG Emissions Reduction Image



### PFC Gas Emissions Trend



### PFC Gases and GWP

PFC gas	GWP*
CF <sub>4</sub>	7,390
C <sub>2</sub> F <sub>6</sub>	12,200
C <sub>3</sub> F <sub>8</sub>	8,830
C <sub>4</sub> F <sub>8</sub>	10,300
CHF <sub>3</sub>	14,800
SF <sub>6</sub>	22,800
NF <sub>3</sub>	17,200

\*2006 IPCC Guidelines

### PFC Gases Subject to Reduction Initiatives

Gases subject to reporting under the Act on Promotion of Global Warming Countermeasures <sup>1</sup>	Seven gases subject to reduction by the semiconductor industry
CO <sub>2</sub> (carbon dioxide)	Controlled as CO <sub>2</sub> attributable to energy use
CH <sub>4</sub> (methane)	Not covered
N <sub>2</sub> O (nitrous oxide)	Not covered
HFC (hydrofluorocarbon)	CHF <sub>3</sub>
PFC (perfluorocarbon)	CF <sub>4</sub> , C <sub>2</sub> F <sub>6</sub> , C <sub>3</sub> F <sub>8</sub> , C <sub>4</sub> F <sub>8</sub>
SF <sub>6</sub> (sulfur hexafluoride)	SF <sub>6</sub>
NF <sub>3</sub> (nitrogen trifluoride) <sup>2</sup>	NF <sub>3</sub>

\*1: Act on Promotion of Global Warming Countermeasures

\*2 NF<sub>3</sub>: Subject to reporting from fiscal 2016

## Eco-Factories Initiative

### Chemical Substance Management

The Group conducts various assessments of the chemical substances it uses, based on its chemical substance database compiled through green procurement activities and the acquisition of information about related laws and regulations. The Group strives to accurately understand and reduce the total volume of chemical substances used and manages the volume of hazardous chemical substances used and their emissions. In this manner, we are pursuing research

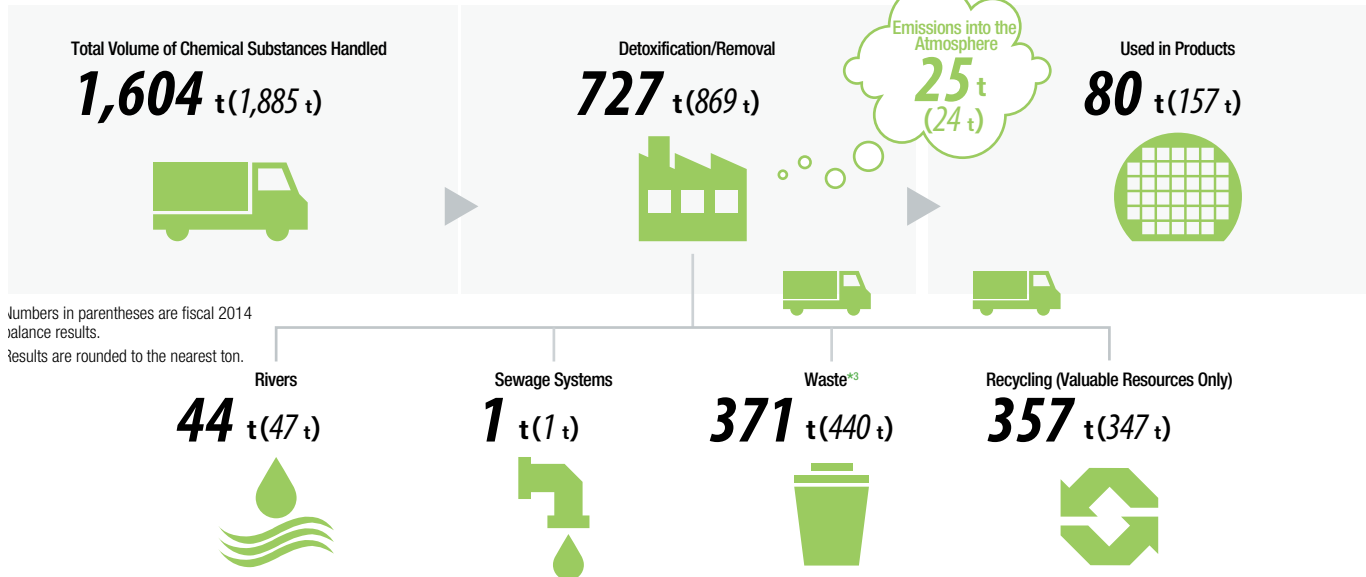
and development for green products and eco-factories. Under risk management, we practice material-balance management without rounding down figures on the amount of PRTR<sup>\*1</sup>-regulated chemical substances and VOCs<sup>\*2</sup> we handle. The results of this material-balance management are reported to the relevant authorities, and are also analyzed and utilized in our activities to promote the use of alternative substances and reduce chemical substance emissions.

<sup>\*1</sup>: Pollutant Release and Transfer Register Law (A law concerning the monitoring of emissions of specified chemical substances into the environment and their management)  
<sup>\*2</sup>: Volatile organic compounds

### Reducing VOC Emissions

In the Renesas Electronics Group, VOCs such as isopropyl alcohol and xylene are released from factories only after they have been rendered as harmless as possible by equipment that processes organic gas emissions. Along with this, we optimize production processes and use production equipment effectively as we endeavor constantly to lower VOC emissions. Fiscal 2015 VOC emissions fell substantially, by about 28%, compared to fiscal 2001, showing that our measures so far are steadily paying off. Going forward, we will continue our proactive efforts to cut VOC emissions, which includes further optimizing production processes.

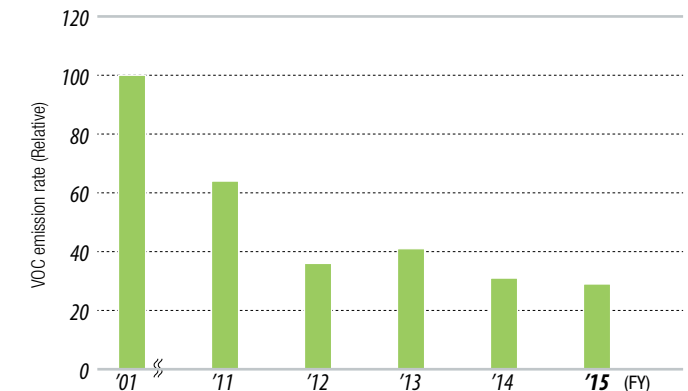
### Fiscal 2015 Balance of PRTR-Regulated Chemical Substances



Numbers in parentheses are fiscal 2014 balance results. Results are rounded to the nearest ton.

<sup>\*3</sup>: Includes waste for recycling at the Company's expense.

### VOC Emissions Trend



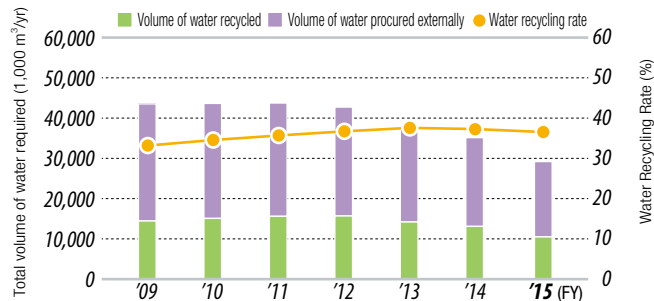
## Eco-Factories Initiative

### Conserving Water Resources

The Renesas Electronics Group is conserving water by actively recycling and reusing it.

In fiscal 2015, total water consumption was 29,352,000 m<sup>3</sup>, of which we recycled 37.0%. Moreover, the amount of water taken from the water supply was down 16.2% compared to the fiscal 2014.

#### Water Consumption and Recycling Rate



Total volume of water required = Volume of water recycled + Volume of water procured externally  
 Water recycling rate = Volume of water recycled ÷ Total volume of water required × 100

### Environmental Measures in Logistics Operations

The Renesas Electronics Group implements various environmental measures in its logistics operations. Specific measures include the reduction of energy used for the transport of products and waste, reduction and reuse of product packing materials, and switching to eco-friendly company vehicles.

Pursuant to the revision to Japan's Law Concerning the Rational Use of Energy, which stipulates "Specified Consignor" obligations, the Group is striving to reduce CO<sub>2</sub> emissions in its logistics operations. In fiscal 2015, the Group reorganized manufacturing sites and warehouses in Japan. As a result, our domestic shipping volume declined 11.1% from the previous year. We will continue our efforts to reduce energy use in logistics operations in fiscal 2016 and beyond.

#### Domestic shipping volume

Fiscal Year	Renesas Electronics	Totals for Each Group Company
2011	1,712million ton-km	833million ton-km
2012	1,255million ton-km	722million ton-km
2013	1,178million ton-km	669million ton-km
2014	862million ton-km	566million ton-km
2015	765million ton-km	505million ton-km

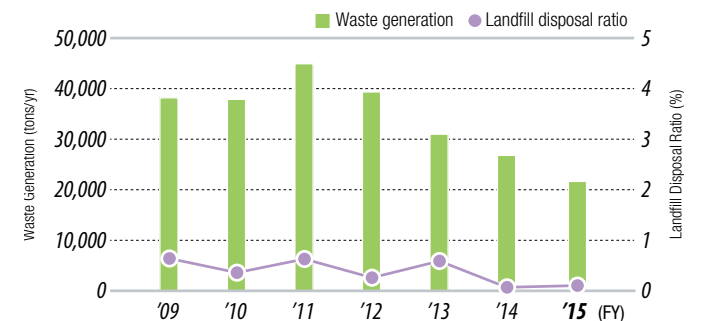
### Waste Management

The Renesas Electronics Group's waste management target for fiscal 2015 was to "maintain our zero-emissions status (landfill disposal ratio of less than 1%)." We were able to realize this goal with a landfill disposal ratio of 0.08%, and thus achieved zero emissions.

Additionally, we practiced strict legal compliance and continued to periodically visit our industrial waste processing contractors to ensure that they were processing waste appropriately.

The Group practices strict storage, management and reporting of equipment that uses PCBs, in accordance with the law. The Group practices strict storage, management and reporting of equipment that uses PCBs, in accordance with the law. Concerning disposal of PCB wastes in storage, we have completed early registration of affected equipment with the Japan Environmental Storage & Safety Corporation (JESCO), which oversees regional PCB disposal programs.

#### Domestic Waste Generation and Landfill Disposal Ratio





## Eco-Factories Initiative

### Protecting the Ozone Layer

The Montreal Protocol on Substances That Deplete the Ozone Layer classifies ODSs<sup>\*1</sup> into Class I (CFCs<sup>\*2</sup>, etc.) and Class II (HCFCs<sup>\*3</sup>). The Group has completely eliminated the use of all these from our production processes.

Furthermore, we are systematically reducing the use of CFCs used as refrigerants in chillers, refrigerators, air conditioners and other equipment and replacing them with alternative substances in line with Montreal Protocol program. We are also recovering ODSs when affected equipment is scrapped and making sure these substances are destroyed.

\*1: Ozone-depleting substances  
\*2: Chlorofluorocarbons  
\*3: Hydrochlorofluorocarbons

### Overseas Initiatives

The Renesas Electronics Group's overseas manufacturing sites conduct environmental initiatives using ISO 14001 environmental management, based on the Group's Environmental Policy. Each manufacturing site sets its own targets and specific measures in accordance with local legal regulations and industry initiatives.

### Renesas Semiconductor (Beijing)

On June 5, 2014, Renesas Semiconductor (Beijing) Co., Ltd. held campaigns under the slogan "Breathe Together, Move Together" to coincide with World Environment Day. The campaign called on the company's employees registered to park on the company's grounds to avoid commuting by car and use public transportation such as buses and the subway. A total of 138 employees took part on the day, reducing gasoline use by 768L and CO<sub>2</sub> emissions by 728kg. A large number of employees participated actively in the campaign, and it represented an excellent opportunity for each of them to increase their environmental awareness and take action to prevent environmental pollution. Renesas Semiconductor (Beijing) will continue to regularly conduct activities of this type, actively contributing to society and conducting environmental protection activities in the public interest.



Renesas Semiconductor (Beijing)'s Environment Day campaign



### Preventing Soil Pollution

In response to the Ordinance to Partially Revise the Water Pollution Prevention Act Enforcement Ordinance, commonly known as the Revised Water Pollution Prevention Act, we are taking appropriate measures in facilities where there is a risk of groundwater contamination (soil pollution). The photograph (right) shows the status of work to uncover buried pipes that had not been able to be checked for leaks. Work to improve the situation will continue in sequence.



Status of work to uncover buried pipes (Kochi Factory)

### Amount of environmental investment and number of investments in response to Water Pollution Prevention Act

Fiscal year	Fiscal 2013	Fiscal 2014	Fiscal 2015
Investment (¥ million)	22	100	209
Number of investments	7	10	6

Since fiscal 2013, the Renesas Electronics Group has been making environmental investments to ensure our compliance with the Water Pollution Prevention Act. In fiscal 2015, we conducted six environmental investments totaling 209 million yen associated with the Water Pollution Control Act. These investments were completed as of fiscal 2015.

# Eco-Products Initiative

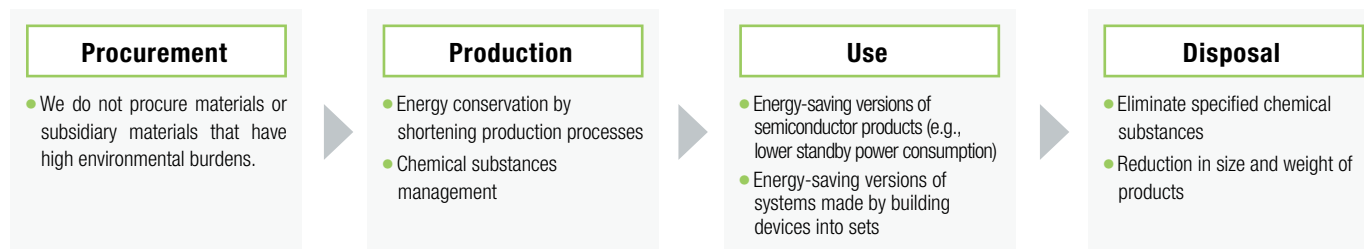


## Eco-Products Initiative

Customers' environmental requirements for our semiconductor products are growing stricter every year. The Renesas Electronics Group is proceeding with its Eco-Products Initiative to meet these requirements. To turn a product into an eco-product, it is important to build in a variety of innovations at the development and design stages to reduce environmental burden at all life cycle stages, including procurement, production, usage and disposal.

Our eco-products are made possible through product environmental assessments, which are comprehensive evaluations of the product environmental burden reduction measures. Product environmental assessments are divided into two stages: time of development and prior to mass production.

### Eco-Products Initiative at Each Stage



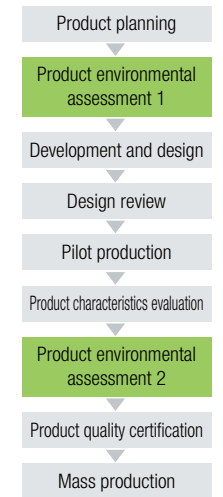
## Creation of Eco-Friendly Products

As a way to create eco-friendly products, we include a product environmental assessment (see figure on right), a way of evaluating how much a project mitigates environmental burden, into our development and design flow. The evaluation compares new products against old ones in eight categories, including volume reduction, product safety, and energy savings. The process yields quantifiable results that can be visualized, for example with charts. This helps improve the performance of our semiconductor product itself, and when used in our customers' products, helps make them smaller and more energy-efficient. This ultimately decreases the environmental burden of the customers who use those products.

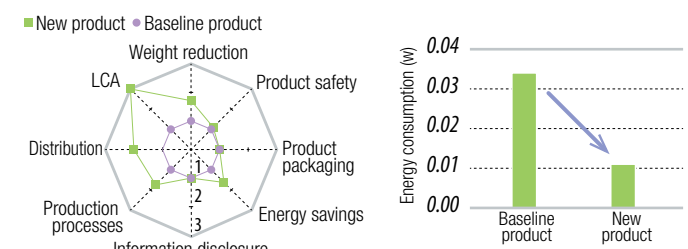
Example of Product Environmental Assessment Sheet

Category	Item	Target	Actual	Score
Environmental Burden	Volume reduction	...	...	...
	Product safety	...	...	...
	Product packaging	...	...	...
	Energy savings	...	...	...
	Information disclosure	...	...	...
	Production processes	...	...	...
	Distribution	...	...	...
	LCA	...	...	...
Other	...	...	...	...
	...	...	...	...

Example of Development and Design flow



Product Environmental Assessment Results Chart and Energy Consumption Comparison



## Eco-Products Initiative

### Compliance with Environmental Laws and Regulations

Embedded in wide-ranging finished products, Renesas Electronics' semiconductors are being used worldwide. In order to ensure compliance with environmental laws and regulations relating to its products and to enable necessary countermeasures for potential issues, Renesas Electronics is working to obtain information regarding such laws and regulations in major countries immediately after its publication.

#### Major Environmental Laws Overseas and Our Response

The RoHS Directive<sup>\*1</sup> and the ELV Directive<sup>\*2</sup> of the European Union have defined threshold values for chemical substances contained in certain products. In response to these and other similar directives, Renesas Electronics makes sure that it receives product analysis data from suppliers of semiconductor device components as well as reports certifying that their products are free of banned substances. In addition, we conduct voluntary analysis of these components to confirm that sub-threshold values are observed.

<sup>\*1</sup> **RoHS Directive:** EU directive on the Restriction of the use of certain Hazardous Substances in electrical and electronic equipment. Limits content of lead, mercury, cadmium, hexavalent chromium and brominated flame retardants (PBB, PBDE).

<sup>\*2</sup> **ELV Directive:** EU directive on End-of-Life Vehicles. Limits content of lead, mercury, cadmium and hexavalent chromium.

#### Initiatives in China

China's Administrative Measure on the Control of Pollution Caused by Electronic Information Products—also known as China RoHS—requires manufacturers to use specific labels on products that contain designated toxic and hazardous substances. Since semiconductors are too small to mark with logos and labels, Renesas Electronics provides information relating to chemical substances contained in its products and product EFUP values through its Website and through local sales companies and authorized dealers.



Product Information for China RoHS (Website)

[www.renesas.com/products/lead/specific\\_info/el/china\\_rohs\\_list/index.jsp](http://www.renesas.com/products/lead/specific_info/el/china_rohs_list/index.jsp)

#### Initiatives in Europe

Renesas Electronics is not required to register its semiconductor devices under the EU's REACH Regulation<sup>\*3</sup>, since they are articles (finished products) that do not intentionally emit chemical substances. Moreover, we obtain information relating to substances of very high concern (SVHCs<sup>\*4</sup>) from the supply chain and provide it to customers.

The Group will continue to closely monitor movements of environmental laws and regulations overseas and implement appropriate measures.

<sup>\*3</sup> **REACH Regulation:** Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals. Requires registration and evaluation to produce or import chemical substances in the EU, requires authorization for substances of very high concern, and sets limits (including bans) on high-risk substances.

<sup>\*4</sup> **SVHC:** Substances of Very High Concern (because they harm or may harm health and safety.)

### Voice

— Comments from Fuhrmeister Electronics Co., Ltd. —

#### “The manufacture of environmentally conscious products is a sign of reliability”

Established in 1988, Fuhrmeister Electronics Co., Ltd. is a trading company that sells semiconductors, electronic materials and liquid crystal display modules to Korea's LG Electronics, Inc. and LG's affiliated companies. The company has a particularly strong record of sales of our products including automotive MCU, microcontrollers for white goods, and analogue and power devices in Korea. We asked Yoshiaki Kimura of the company's Electronics Sales Division about Renesas semiconductor products.

“When selecting semiconductor products, consideration of whether efforts have been made to reduce the product's environmental impact is an important factor in addition to the product's performance and quality. This does not just mean that the product conserves energy. It is necessary to consider the product from the perspective of comprehensive environmental performance. For example, does it clear the requirements of national and regional laws and regulations, and is it small and lightweight, in order to conserve resources? Our customers' needs also have to be taken into consideration.”

“Renesas products are subjected to Product Environmental Assessments, which include Life Cycle Assessments (LCA), at major development stages. The company's manufacturing process is based on environmentally conscious design at every stage, from the procurement of materials, through production, distribution and use, to disposal. To us, this is a sign of reliability that we can recommend to our customers with confidence.”



**Yoshiaki Kimura**

Deputy General Manager,  
Semiconductor Sales Department,  
Electronics Sales Division,  
Fuhrmeister Electronics Co., Ltd.

“In the future, we expect Renesas to achieve even higher levels of performance and greater reductions of environmental impact in its semiconductor product manufacturing processes.”

# Eco-Communication Initiative



## Communication with Local Communities

Our Kochi Factory agreed to participate in the collection of aluminum cans by the Students' Association of the neighboring Kagami Junior High School, the proceeds from which are used in career education. The factory collected aluminum cans for one month, filling two 500L containers (1,500 cans, weighing 24kg), the contents of which were donated to the school. Each of our production bases actively continued to participate in local clean-up activities with local residents also in fiscal 2015.

- **Naka Factory:** 76.7kg of waste collected Total number of participants: 470
- **Kita-Itami:** Beautification of Daroku River and area around company facility 98 participants
- **Saijo Factory:** Saijo City Clean Walk 50 participants
- **Kochi Factory:** Collective clean-up activities in Konan City 25 participants
- **Kawajiri Factory:** Work to beautify the area around the factory (Two occasions) Total amount of waste collected: 417 kg
- **Shiga Factory:** Weekly beautification activities in the area around the factory, in front of the station and the environs of Lake Biwa



Collection of aluminum cans



Clean Walk



Beautification of area around factory

## Environmental Education

The Renesas Electronics Group's environmental education system is divided into a general environmental education program and a specialized environmental education program.

In the general environmental education program, the Group provides basic environmental education to help all our Group executives and employees acquire necessary environmental knowledge mainly through online sessions. Meanwhile, the specialized, operation-specific environmental education program has been designed to allow employees to gain the environmental knowledge required for their respective operations. This program offers education and training specific to the individual fields of development, design, sales and manufacturing. Finally, the ISO 14001 and ISO 19001 education programs help employees understand the certification systems and help internal auditors develop their auditing skills.

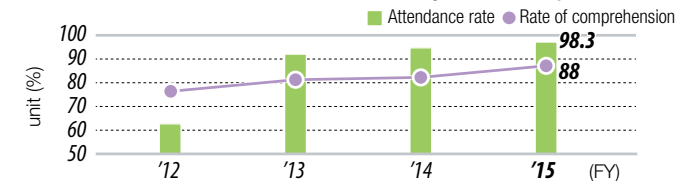
### Renesas Electronics Environmental Education System

Program	Purpose	Fiscal 2016 target
General Environmental Education	Raising the environmental awareness of employees	<ul style="list-style-type: none"> <li>● Basic environmental education (for all Group employees)</li> <li>● Position-specific education (new employees/new leaders/new managers)</li> </ul>
Specialized Environmental Education	Gaining environmental knowledge required for operations	<ul style="list-style-type: none"> <li>● Environmental education for design and development divisions</li> <li>● Environmental education for sales divisions</li> <li>● Environmental education for manufacturing divisions</li> </ul>
ISO 14001 Education	<ul style="list-style-type: none"> <li>● Understanding the ISO 14001 certification system</li> <li>● Developing the skills of internal auditors</li> </ul>	<ul style="list-style-type: none"> <li>● Basic ISO 14001 education</li> <li>● ISO 19001 education</li> <li>● Internal auditor education</li> </ul>

## Fiscal 2015 Achievement

We offered general environmental education covering details including the latest status of environmental problems and environmental laws and regulations to our development and design divisions. We also offer an online basic environmental course intended for all Group employees. In many cases, this course forms part of a division's targets, and the attendance rate has been increasing annually since its introduction in 2011. The results of questionnaire surveys of participants demonstrate the effectiveness of the program, and are reflected in the materials used when the program is next conducted.

### Trends in attendance rate for basic environmental training and rate of comprehension



### Comments from Environmental Education Participants

- Abnormal weather is occurring throughout the world as a result of global warming, and more and more natural disasters are being reported close to home. I am concerned, and it is essential that we do something.
- I am aware that the development of civilization has resulted in environmental destruction, and it worries me. We have to make serious efforts to improve the environment and work to give future children an environment in which they can live comfortably.
- The concept that simply fulfilling our work duties produces ecological results is easy to understand, and makes us feel pride in manufacturing products that help the global environment.

## Eco-Communication Initiative

### Biodiversity Conservation Activities

#### Habitat surveys

In order to ensure that its operations are not affecting surrounding natural habitats, the Yamaguchi Factory has been conducting surveys of bird habitats four times a year since 1995.

Using three survey points around the factory, and under instruction from specialists, employees count local bird species by sight and based on calls, monitoring changes in the number of species. Large numbers of species have been identified in every survey, indicating that a good habitat has been maintained.



Mandarin ducks



Daurian redstart

### Forest Preservation Activities

The Group conducts forest conservation activities in various places. In fiscal 2015 we received certificates of CO<sub>2</sub> offsets as follows.



CO<sub>2</sub> offset certificate issued by Kochi Prefecture



Kumamoto Prefecture forest offset certificate

#### List of CO<sub>2</sub> offset certificates

Business sites	Issued by	Amount of CO <sub>2</sub>
Headquarters	Kanagawa Prefecture	247 t-CO <sub>2</sub> over five years, starting in October 2010 (forest CO <sub>2</sub> offset calculation statement)
Kochi Factory	Kochi Prefecture	142 t-CO <sub>2</sub> (Kochi Prefecture CO <sub>2</sub> offset certificate)
Kawajiri Factory	Kumamoto Prefecture	30.97 t-CO <sub>2</sub> (Kumamoto Prefecture forest offset certificate)
Annual total: 222 t-CO <sub>2</sub>		

### Environment-Related Troubles

In fiscal 2015, there were no problems of note.

### Site Reports

The Group issues site reports for its domestic sites and Group companies primarily for the sake of local communities.

- Naka Factory, Renesas Semiconductor Manufacturing Co., Ltd.
- Takasaki Site, Renesas Electronics Group



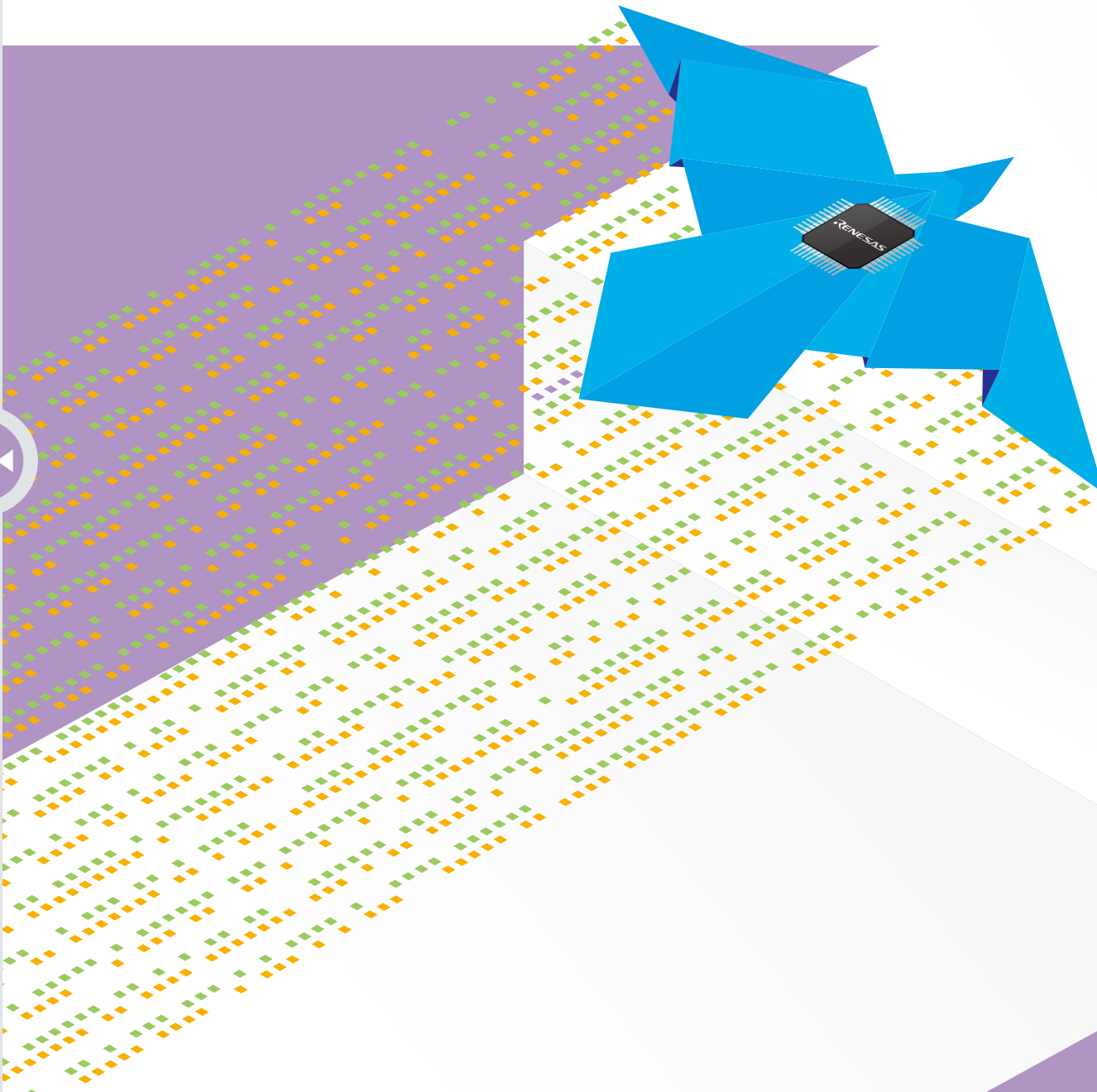
Site reports

#### Information in Various Formats

Renesas is using social media, such as Facebook, Twitter, RSS (our technical information web magazine Renesas Edge), YouTube etc. to facilitate communication with and among our customers. Through such media, we make timely announcements of our social initiatives, symbol sports, exhibitions, and the latest product information, among others.



[www.facebook.com/Renesas.Japan](http://www.facebook.com/Renesas.Japan)



# CSR Management

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# Corporate Governance

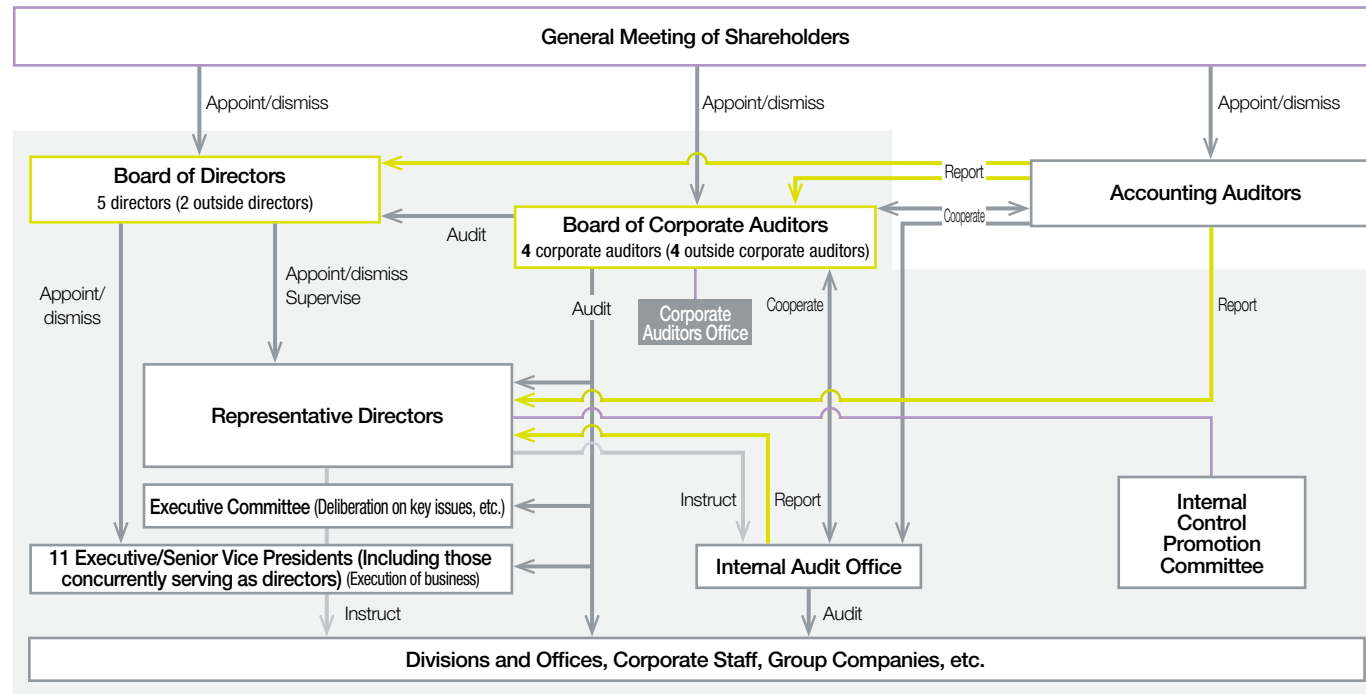


## Stance of the Renesas Electronics Group

Renesas Electronics is working constantly to reinforce its corporate governance, based on the understanding that efficient, sound and transparent corporate management is the key to making continuous improvements in its corporate value. To this end, the Company establishes necessary management frameworks and implements various initiatives.

## Corporate Governance Structure

### Corporate Governance Structure



(As of July 1, 2015)

## Overview of Boards

	Board of Directors	Board of Corporate Auditors
<b>Role</b>	<ul style="list-style-type: none"> <li>Makes decisions on important management issues</li> <li>Supervises Directors' performance of duties</li> </ul>	<ul style="list-style-type: none"> <li>Audits Directors' performance of duties</li> <li>Decides auditing policies, etc.</li> <li>Supervises Directors' performance of duties</li> </ul>
<b>Members</b>	<ul style="list-style-type: none"> <li>Five directors (two outside directors)</li> <li>* The chief role of external directors is to audit the execution of duties by other directors for appropriateness and to take part in management decision-making with their outside perspective.</li> <li>* Both of the outside directors are independent.</li> </ul>	<ul style="list-style-type: none"> <li>Four corporate auditors (four outside corporate auditors)</li> <li>* Three of the corporate auditors have considerable knowledge of finance and accounting.</li> <li>* Three of the outside corporate auditors are independent.</li> </ul>
<b>Notes</b>	<ul style="list-style-type: none"> <li>As a rule, meets once a month and whenever necessary.</li> <li>Matters referred to the Board of Directors as a rule go through a pre-deliberation by the Executive Committee to allow for a fuller deliberation.</li> <li>* To clarify business execution responsibilities and speed up decision-making, we have implemented an executive officer system and provide appropriate authority to executive officers based on the area of responsibility they are assigned by the Board of Directors.</li> </ul>	<ul style="list-style-type: none"> <li>As a rule, meets once a month and whenever necessary.</li> <li>* To enhance the effectiveness of audits, Corporate Auditors collaborate with the accounting auditor, Renesas Electronics' Internal Audit Office and other related divisions and offices to collect auditing-related information and to exchange views.</li> </ul>

Corporate Governance Report and Internal Control System (Website) [www.renesas.com/ir/company/governance.html](http://www.renesas.com/ir/company/governance.html)

# Risk Management

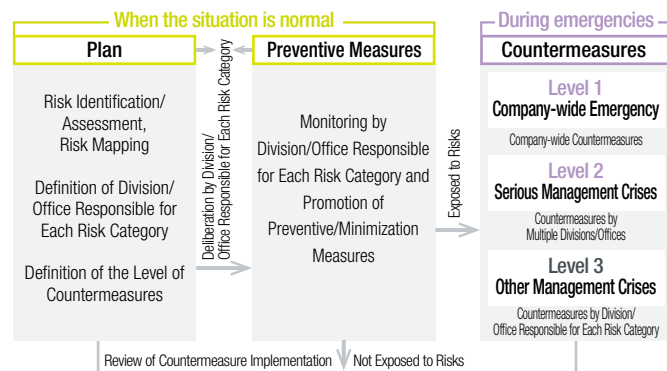


## System of Risk Management

Renesas Electronics has formulated Basic Rules for Risk Management and, based on these rules, the Company has established a Group-wide risk-management structure.

Risks in overall corporate management are categorized according to the level of possible exposure and the degree of potential impact on the Company. The Company designates a division or office responsible for each risk category. When a management crisis occurs, Renesas Electronics sets up a risk-specific task force in line with planned countermeasures. These risk-specific task forces do their utmost to minimize the negative impacts of a management crisis.

## Risk Management Structure



## Establishing BCPs

As part of enhancing its risk management system, Renesas Electronics recognizes business continuity plans (BCPs) as the primary means to prevent disasters and manage risks. Together with our Group companies, we have worked proactively to establish and strengthen our BCPs in order to protect the safety of employees, continue supplying products and services and safeguard our management resources. We performed a general inspection of our BCP predating the Great East Japan Earthquake and have made further revisions based on that experience and anticipated damage from an earthquake directly beneath the Tokyo metropolitan area and a Nankai Trough earthquake.

Specific issues raised included strengthening our emergency response systems and measures for safety, damage mitigation, business continuity and quick recovery after a disaster, as well as enhancing measures for restoring operations in the event of a disaster (e.g., establishing recovery procedures and specifying who is in charge at these times), putting in seismic reinforcement, establishing alternate production networks and enhancing risk communication with customers. Each division or office of the Renesas Electronics affected by these issues is working out countermeasures and putting them into practice as part of their new BCPs. In addition, matters of importance are brought up for discussion at management meetings and carry out these efforts at individual business sites. In these ways, we are working to enhance the entire Group's capacity for business continuity.

## Risk Management outside Japan

To perform risk management outside Japan, we work with the head office division that supervises each overseas site, as well as the local risk management office, to identify potential risks associated with each risk event. Then, working with the local risk management office, we draft countermeasures and write manuals. There are certain risk events that call for us as a Group to be especially vigilant and to share information, such as new strains of influenza and terrorism. We are putting a system in place to notify Group employees, including those overseas, with the information we collect on such events. And in case of damage from natural disasters or other events at or near the Group, we have a system in place for all Renesas staff concerned with risk countermeasures to share information rapidly as we promote global risk management.



# Compliance



## Compliance Promotion Structure

Renesas Electronics' Internal Control Promotion Committee, chaired by the CEO, deliberates and makes decisions on compliance matters, and reports key issues to the Executive Committee and the Board of Directors.

The CEO Office oversees all matters relating to promoting compliance and designates a division or office responsible for each compliance risk category.

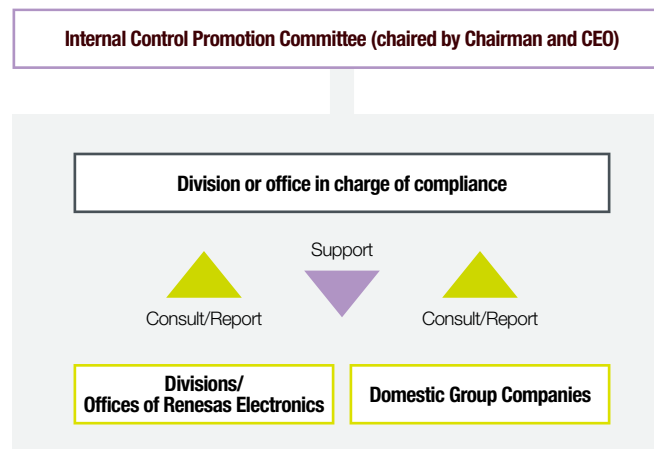
General managers of Renesas Electronics divisions and offices and presidents of domestic Group companies are responsible for compliance in their respective organizations. They cooperate with those in charge of compliance in each field to decide on and implement the measures necessary to promote compliance.

If a compliance violation does occur, the division/office or domestic Group company reports it promptly to the head of the division or office in charge of compliance for the field in question and to the chief of the CEO Office.

## Stance of the Renesas Electronics Group

For Renesas Electronics, we define compliance as obeying the law and responding to what society requires of us. We believe that the practice of thorough compliance is critical to a company's survival. To that end, we formulated the Renesas Electronics Group Code of Conduct as a common Group guideline for the practice of compliance.

## Compliance Promotion Structure



## Compliance Promotion Activities

The division/office in charge of compliance in each field monitors trends in the establishment or revision of laws, etc., that underlie compliance promotion. Then it raises awareness by preparing regulations and manuals, providing training and practicing communication, and performs monitoring.

The CEO office conducts training and awareness-raising

initiatives on all compliance matters. All Group employees, moreover, fill out a questionnaire to verify that compliance has taken root. If necessary, the results are shared with the divisions/offices in charge of compliance, which find this information useful when they revise the measures necessary to promote compliance. Division/office heads and Group company presidents and compliance promoters, who assist Division/office heads and Group company presidents, lead activities that promote compliance within their own organizations.

## Compliance Risks

Major Compliance Risks	
Fraudulent order/fictitious revenue	Subcontract Law violations, camouflage contracting, illegal importing, interest-conflicting transactions
Illegal export	Computer viruses, illegal software copying, unauthorized access
Deceptive advertising	Infringement of other parties' intellectual property rights
Antimonopoly Law violations (cartels, etc.), transactions with antisocial forces, confidential/personal information leaks, insider trading, internal illegal activities	Defective products, product data falsification
Accounting fraud	Inappropriate relationships with sales partners, illegal conduct against sales partners
Human-rights abuses (sexual harassment, etc.), occupational accidents, corporate entertainment/gift-giving scandals, illegal political donations	Environmental damage, contamination of specified hazardous substances

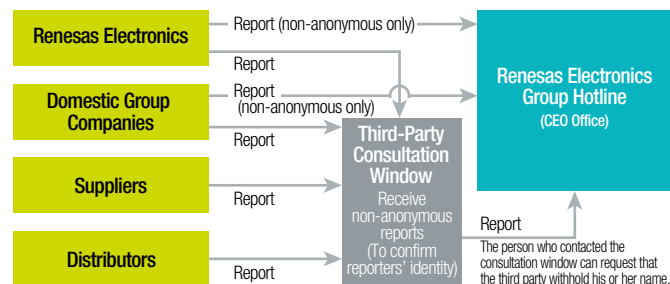
## Compliance

### Compliance Hotline

Group executives and employees may encounter a situation in which they are not able to consult with or report to their supervisors or divisions and offices responsible due to certain reasons and circumstances, even when they have identified compliance-related problems. To deal effectively with such situations, the Company has established the Renesas Electronics Group Hotline (“Group Hotline”) as a whistleblower’s contact for consultation by executives and employees of domestic Group companies and for reporting such problems.

In addition, by employing a third party who serves as an external contact point, we have established a system under which the anonymity of the person reporting is protected at his or her request. This external contact point can be accessed not only by the Group’s executives, employees or temporary staff, but also by members of the Group’s suppliers and authorized distributors. The Company’s internal rules clearly prohibit the adverse treatment of those who consult with or report to the Group Hotline. The Company has posted such rules on its Intranet and Internet Websites so that people can use the Group Hotline without anxiety. The hotline was used 13 times in fiscal 2015 for consultation or reporting.

#### Renesas Electronics Group Hotline



### Initiatives against Antisocial Forces

In June 2007, the Japanese government announced guidelines for enterprises to prevent damage by antisocial forces. This is part of a rapidly growing movement in recent years to eliminate antisocial forces. In our Code of Conduct and Basic Rules for Rejecting Transactions with Antisocial Forces, Renesas likewise prohibits employees from doing business with antisocial forces and has set up a system to prevent such transactions. Specifically, there is a self-verifying system at each workplace and affiliated company that uses self-discipline to decide whether transactions can go forward and works to prevent business with antisocial forces. In addition, workplace managers and affiliated company presidents perform self-audits and check on the status of their businesses.

### Security Export Control Initiatives

The Renesas Electronics Group’s products are used in industries around the world. To ensure that these products are not used to disrupt international peace and security, the Group must manage our exports appropriately day to day.

Naturally, the Group complies with laws and regulations regarding security export controls, and by setting out in a compliance program the independent actions it should take from the perspective of risk management, it attains a level more stringent than that required by statute. Moreover, we


periodically audit all sites in Japan and overseas to ensure they are constantly maintaining appropriate control, and we provide systematic position-specific and job-specific training to all employees.

Furthermore, Renesas Electronics has obtained a Special General Bulk License from Ministry of Economy, Trade and Industry, and has been authorized as an “Authorized Economic Operator (AEO) exporter” by Tokyo Customs of Ministry of Finance of Japan.

### Confidential Information Management/ Personal Information Protection

The Renesas Electronics Group has formulated its Information Security Policy, Privacy Policy and Basic Rules for Confidential Information Management. At Renesas divisions and Group companies in Japan, persons with ultimate responsibility are appointed, along with information management promoters. The latter head up our information management activities. Additionally, our system allows personal information to be acquired through the Web and handled only if consent is given in advance. This is one of the ways in which we take great care to ensure that we stay in compliance with the laws of nations around the world.

 [Privacy Policy \(Website\)](http://www.renesas.com/privacy/)  
www.renesas.com/privacy/

 [Information Security Policy \(Website\)](http://www.renesas.com/comp/csr_eco/csr/management/security_policy/index.jsp)  
www.renesas.com/comp/csr\_eco/csr/management/security\_policy/index.jsp