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Policies and Activities for Improving Customer Satisfaction

The Renesas Electronics Group listens to the voice of customers. Based on their feedback, the Company is implementing various measures required so that it can continue to offer products and services that achieve true customer satisfaction. By promoting business that embodies a strong awareness of responsibility for the quality of our products and services, as well as promoting strict adherence to a market-oriented approach rather than a technology-oriented approach, we are continuing to strengthen our customer service and support capabilities.

Basic Policies for Promoting Customer Satisfaction

Enhancing the Customer Satisfaction and Confidence in Renesas Electronics and Contributing to the Creation of a Society That Provides Improved Quality of Life

In promoting customer satisfaction, the Renesas Electronics Group follows the basic policies of: (1) providing high-quality, high-performance semiconductors in a timely manner; and (2) offering semiconductor-based solutions that are developed with customers’ added-value creation in mind. In line with these policies, all Renesas Electronics employees in development, fabrication, sales and marketing, and administration are promoting their daily operations to better serve the Company’s customers.

Customer Satisfaction Management

Everything starts with the voice of customers:

1. Plan
   - Corporate image
   - Products/services

2. Action
   - Solve issues

3. Do
   - Corporate activities

4. Check
   - CS surveys
   - Identify issues

Customer Communication

Always Aiming to Improve Customer Satisfaction through CS Surveys and Other Means

Renesas Electronics constantly receives information on customer needs from customers and sales partners. In addition, the Company is working to acquire such information through annual CS surveys. Results of these surveys are analyzed from the five CS perspectives of “Technology,” “Quality,” “Responsiveness,” “Delivery” and “Cost” (TQRDC). Findings from analyses are used to improve our products, services and business activities.

Contact Centers

Providing Customers with Technical Information on Products and Their Use

To help customers use its products safely, appropriately and effectively, Renesas Electronics has established Contact Centers. Through these Contact Centers, the Company provides a variety of technical information on its products and their use.

During fiscal 2010, the number of customer inquiries received by Renesas Technology and NEC Electronics totaled approximately 17,000. The Contact Centers are working to respond to these inquiries swiftly and accurately. Opinions, requests and other inquiries received from customers are fed back to related divisions and offices, and these divisions and offices use them to improve their documentation and the Company’s Website. In particular, important matters, as well as other matters that are commonly found in inquiries, are compiled as frequently asked questions (FAQs). The FAQs are posted on the Company’s Website in line with efforts to enhance information disclosure. In addition, the FAQs are updated periodically, and their content is strengthened as needed.

Contact Us (Website)

http://www.renesas.com/contact/contact_tech.html
Product Quality and Safety Improvement

As a company specializing in semiconductors, Renesas Electronics develops and supplies extremely reliable, high-quality products based on leading-edge technologies. At the same time, with the aim of constantly improving customer satisfaction, the Company is working to enhance the total quality and safety of its products and services throughout the entire process, from design and manufacturing to support services.

Policy for Product Quality Improvement

In accordance with its Quality Policy, which elaborates the Top Management Commitment regarding product and service quality, Renesas Electronics sets quality objectives every year. To achieve these objectives, divisions and offices in development, manufacturing, and sales and marketing are implementing activities aimed at constantly improving the total quality of their business processes.

Based on these objectives, individual business divisions and offices set prioritized semiannual projects for quality improvement, and they formulate and implement action plans to accomplish these projects. The progress of these action plans is checked at the end of each six-month period, and these action plans are reviewed, and adjusted as necessary. Through this cycle, we are implementing these action plans strategically.

Meanwhile, the Renesas Electronics Group uses a Companywide quality management system in the entire production process, from development to manufacturing and delivery. This approach has enabled the Company to provide extremely reliable, high-quality products and services that achieve improved customer satisfaction. Also, the Company supplies its products to many companies involved with automobile production. In view of this, we use manufacturing tools that conform to automobile sector standards. Through these activities, 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.

At present, NEC Electronics and Renesas Technology have separately acquired the ISO9001 quality management system certification and the ISO/TS16949 automotive quality management system certification. The Renesas Electronics Group aims to acquire Groupwide certification under ISO9001 and ISO/TS16949 by 2011 through the integration of its quality management systems.

Renesas Electronics Group

Quality Policy

We aim to deliver customer satisfaction and enhance society by providing highly reliable and high-quality products and services

We abide by the following principles in all stages of our business activities—including sales, design, development and manufacturing—in accordance with our corporate quality management system. We will:

• Comply with all applicable legal and regulatory requirements
• Enhance product safety and trust
• Commit to continuously improving the quality of products and services
• Strive to continually improve our quality management system

Quality Policy Implementation Process

1. Top Management Commitment
2. Quality Policy
3. Quality Objectives

Companywide Policy Implementation

Business Divisions/Offices
Activities to Constantly Improve the Total Quality

ISO9001 Certificate
NeC Electronics

ISO9001 Certificate
Renesas Technology

ISO/TS16949 Certificate
NeC Electronics

ISO/TS16949 Certificate
Renesas Technology
Activities to Improve Product Quality and Safety

Renesas Electronics is working constantly to improve the total quality of its products and services by setting quality indices in each of the development, manufacturing, and sales and marketing processes. The Company also cooperates with industry groups to improve its quality management systems so that the quality of its products can be assured even after application by customers. These activities are complemented by our product safety risk assessment, enabling us to comply with various laws and regulations. In this way, the Renesas Electronics Group is promoting the development of products that are safe and reliable to use.

- Development Process

The Renesas Electronics Group is working continuously to develop advanced design and testing methods and sophisticated evaluation technologies. These methods and technologies are required to respond to increasingly delicate product design rules attributable to shrinking transistor dimensions and large-scale circuits. Meanwhile, the Company utilizes design reviews (DRs), which are conducted at each key stage of the development process, to better focus on design changes and modifications. Moreover, with the aim of improving the quality of our software products, we are advancing efforts to standardize our software design methods while promoting advanced project management.

- Manufacturing Process

To ensure the stable manufacture of semiconductors, Renesas Electronics is tackling constant improvements of “4M” (Man, Machine, Material and Method) management. At the same time, the Company is promoting quality-focused manufacturing activities, which are underpinned by scientific process management and improvement activities at manufacturing frontlines. These activities are implemented at the Company’s business sites throughout the world. In addition, we are managing the quality of our semiconductors comprehensively to ensure that defective products do not leave our manufacturing sites. This capability has been achieved through procedures to detect and correct abnormalities at an early stage in the manufacturing process.

- Customer Support Process

Renesas Electronics supports its customers throughout the entire production process—from system development to distribution and maintenance—by effectively providing product information and solutions. Also, we have established a system to efficiently respond to customer inquiries so that they can use our products with confidence. As such, we are striving to improve the quality of our support services.

- Product Safety

To promote the safe use of its products by customers, Renesas Electronics undertakes various activities, including the preparation of appropriate product specifications and the provision of documents with accurate technical information and information pertaining to compliance with environmental laws and regulations.

- Commitment to Offering Products and Services That Our Customers Can Rely upon More than Ever

In an effort to achieve the quality of products and services required by customers, we are working to soon generate new synergies through the integration of the technologies and expertise that NEC Electronics and Renesas Technology have accumulated.
Approach to Transparent Management

As a corporate entity that values openness, the Renesas Electronics Group is working to improve the transparency of its management through timely and fair information disclosure and the promotion of proactive corporate communication.

**Investor Relations (IR)**

**Objectives of Our IR Activities**

Renesas Electronics practices the timely, fair and appropriate disclosure of important corporate information—such as management strategies and financial results—that may affect the investment decisions of its shareholders and other investors. In this way, the Company aims to build strong, trusting relationships with these stakeholders and, at the same time, improve management transparency.

In addition to creating a favorable financing environment and raising its future corporate value, Renesas Electronics believes that IR activities have another important objective: contributing to the enhancement of management quality. To accomplish this objective, we regularly report opinions on and assessments of capital markets—gathered through IR activities—to related divisions and offices so that they may make further improvements in management quality.

**Overview of Our IR Activities**

Renesas Electronics continues to reinforce its IR Website to facilitate fair disclosure of information to all of its individual and institutional investors and to other investors inside and outside Japan. Through its Website, the Company provides a variety of IR-related materials, including quarterly earnings reports and annual reports, as well as stock quotes and information on its IR events. In particular, materials used in the Company’s financial results meetings and corporate strategy presentations hosted by the president for institutional investors and financial analysts are promptly posted on our IR Website in both English and Japanese, along with audio files of these meetings and presentations. Also, in order to allow all stakeholders to better understand its activities, the Company has established special Website sections to introduce its technologies and CSR activities. By effectively organizing these Website sections, we are strengthening our corporate communication.

In recognition of the proactive promotion of these activities, in September 2010, Renesas Electronics was included as one of 150 companies in the Morningstar Socially Responsible Investment Index (MS-SRI) operated by Morningstar Japan K.K.

**Shareholders’ Meetings**

**Open Shareholders’ Meetings**

Renesas Electronics believes that shareholders’ meetings are an important occasion for direct dialogue with shareholders. Based on this belief, the Company makes every effort to organize these meetings so that it can take full advantage of such occasions. Specifically, we send out convocation notices to all shareholders three weeks in advance. Moreover, we display exhibits at the meeting venue that introduce our products and technologies. Through these activities, we are working to ensure openness in our shareholders’ meetings.

**Financial results meeting**

**Notice of the 8th Ordinary General Meeting of Shareholders (Website)**
http://www.renesas.com/ir/event/pdf/meeting/08e_meeting.pdf

**Notice of Resolutions Adopted at the 8th Ordinary General Meeting of Shareholders (Website)**
http://www.renesas.com/ir/event/pdf/meeting/08e_resolution.pdf

**IR Website**
http://www.renesas.com/ir/
Renesas Electronics procures high-quality materials and services from global markets at reasonable prices within required delivery timelines. In this way, the Company not only strives to enhance its own corporate value, but also helps its customers and suppliers to enhance their corporate value.

**Procurement Policies**

Renesas Electronics provides suppliers with equal opportunities for competition, while engaging in fair, impartial and open business transactions. Also, Renesas Electronics has always given priority to “Green Procurement,” which essentially means purchasing materials, equipment and services having minimum impact on the environment from suppliers who give extra consideration to environmental issues. In addition, the Company undertakes extensive CSR activities throughout the entire supply chain by incorporating compliance, risk-management and human-rights-protection perspectives into its environmental approach. We understand that cooperation of all the partners involved in our supply chain as well as close collaboration with these partners is the key to successfully conducting these activities.

**Renesas Electronics Group Procurement Policies**

1. Provision of opportunities for fair competition
   We provide information on procurement in an appropriate and timely manner so as 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 which 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.

**Formulation of Business Continuity Plan (BCP)**

Renesas Electronics requests its suppliers to notify it immediately in the event that they are affected by natural disasters or major accidents. The Company has a system in place to ensure that information from suppliers in such an event reaches all the concerned employees both in Japan and overseas, regardless of when the event occurred. Based on this system, the employees in question take appropriate measures in a swift manner.

**Collaborating with Sales Partners**

In order to provide more meticulous services in regions throughout Japan and around the globe, Renesas Electronics is promoting sales activities in cooperation with sales partners, in addition to carrying out direct sales of its products through its local sales subsidiaries.

Specifically, in Japan, Renesas Electronics is promoting sales activities in cooperation with sales partners, in addition to carrying out direct sales of its products through its local sales subsidiaries. At these meetings, we share the Company’s policies and the policies of each business unit, while exchanging opinions and information. Furthermore, the Company holds working-level meetings with staff members of distributors once a month to provide information regarding future product lineups and technologies. In this way, we continue to strengthen mutual understanding.

**Renesas Electronics Website for Suppliers**

http://www.renesas.com/comp/procurement/policy.html

**Involving Suppliers in CSR-Oriented Procurement**

The Renesas Electronics Group is promoting CSR-oriented procurement.

- **Disclosure of Requirements in CSR-Oriented Procurement**
  The Renesas Electronics Group believes that it must keep strengthening cooperative relationships with its suppliers across the entire supply chain so that it can continue to provide products desired by customers and society. To this end, the Company has prepared Guidelines for CSR-Oriented Procurement, which lists the requirements that need to be satisfied by suppliers. These guidelines are posted on the Company’s Website.

  * These guidelines conform to the Supply-Chain CSR Deployment Guidebook, published by the Japan Electronics and Information Technology Industries Association (JEITA).

- **Promotion of Green Procurement**
  Renesas Electronics is promoting green procurement. Specifically, the Company prioritizes the procurement of eco-friendly raw materials and others free of hazardous substances, from suppliers who are proactively promoting environmental protection.

  Requirements to be met by suppliers have been compiled as Green Procurement Guidelines. These guidelines are disclosed to all suppliers. In addition, Renesas Electronics conducts periodic investigations on the environmental measures implemented by suppliers.

  Furthermore, the Company performs examinations of suppliers’ products to confirm that these products comply with the European Union’s RoHS Directive and other environmental laws and regulations. These examinations are promoted based on the understanding and cooperation of our suppliers.
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 solve region-specific problems in an effective manner. The Company also holds regular meetings with sales personnel more frequently than the above-mentioned meetings to tackle individual business issues that arise in the course of their operations. In addition, content and outcome of the meetings with distributors held in Japan is shared with their local subsidiaries, and such information is deliberated upon at regular meetings to solve region-specific issues.

Meanwhile, the Company uses opinions and feedback provided by its overseas sales partners through these meetings for promoting deeper understanding of its technologies, products and solutions among customers. More specifically, we hold annual semiconductor seminars in Tokyo, Osaka and other locations in Japan while staging the Renesas Developers’ Conference (DevCon) in the United States and the Industrial Open Day (IOD) in Europe once every two years through collaboration with our overseas sales partners.

As explained above, the Renesas Electronics Group is constantly strengthening its partnerships with sales partners to enhance its sales activities strategically.

Community Involvement

The Renesas Electronics Group is promoting various social contribution activities in regions where it conducts business. In so doing, and to fulfill its responsibility as a corporate citizen, the Company endeavors to develop systems that enable its employees to engage in such activities in a sustainable manner.

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 shall 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 shall promote social contribution activities that help to improve its corporate image.
(3) The Renesas Electronics Group shall implement social contribution activities through cooperation with its stakeholders in order to enhance its brand value.

Social Contribution Activities in Japan

Support for the Education of Coming Generations (Nippon Building Headquarters)

During the summer vacation period every year, Renesas Electronics hosts a “Make Your Own LED Lantern” seminar for elementary school students. At this event, the Company provides participating students with their own microcontroller kit. Also, the Company supports the holding of the “Micom Car Rally Competition.” We support this nationwide contest featuring self-propelled model cars that use the Company’s microcontrollers. The contest is hosted by the Hokkaido government and the National Association of Principals of Technical Senior High Schools, with the Company providing the microcontroller boards and motors used in the automatic model cars and other equipment used for the event.

Wheelchair Repair and Cleaning at Nursing Home (Takasaki Factory)

Employees of the Takasaki Factory visit a local nursing home every May to repair and clean the wheelchairs used there. Through this volunteer activity in 2009, a total of 70 wheelchairs were repaired and cleaned.

Lake Biwa Reed Mowing (Renesas Kansai Semiconductor Co., Ltd.)

Every January, Renesas Kansai Semiconductor participates in a reed-field preservation program, hosted by the Otsu City government. Through this program in fiscal 2010, employee volunteers mowed withered reed on a 4,000-square-meter reed field around the Activa Biwa nursing home near Lake Biwa.
“Giving Tree” Program
(Renesas Electronics America Inc.)

As part of its “Giving Tree” program, employees of Renesas Electronics America Inc. handmade blankets using their lunchtime and donated these blankets to an orphanage that is taking care of 45 orphans.

Provision of Support for Sichuan Junior High School Students
(Renesas Electronics (China) Co., Ltd.)

Since the Sichuan Earthquake in 2008, Renesas Electronics (China) Co., Ltd. has provided support to the Puyang Junior High School located in Duijiangyan, Sichuan Province. In September 2009, the company made charitable contributions, which covered the six-month tuition for all 32 students of the school, while also contributing stationary and books.

Among employee volunteers, 32 employees have been selected, and each of them exchanges letters with a student counterpart as a means of providing psychological support. To fund these activities, the company collected charitable donations from its employees.

Other Social Contribution Activities

North America

Renesas Electronics America Inc.
(1) The Company supported employees who participated in the “Novi Walking for 28-Hours Marathon” through the Relay for Life program of the American Cancer Society.
(2) The Company provided charitable contributions and foodstuffs to families in need, matching the level of donations collected from employees.
(3) The Company donated backpacks filled with school supplies to underprivileged children through a church.
(4) Employees participated in a home remodeling project for needy families.

Asia

Renesas Electronics Singapore Pte. Ltd.
(1) Employees participated in the Marathon Singapore 2009 charity event.
(2) The Company held the Renesas Green Hour 2009 to clean the seacoast nearby.

Renesas Electronics (Shanghai) Co., Ltd.
(1) The Company implemented the Continuous Support Program for needy students.
(2) The Company made donations to victims of the Haiti Earthquake.

Renesas Electronics Hong Kong Limited
(1) The Company received a Caring Company Award from the Hong Kong Council of Social Service in recognition of its community-oriented activities.
(2) The Company received an Award for WasteWise from Hong Kong’s Environmental Protection Department in recognition of its activities for environmental protection and waste reduction.

Renesas Electronics Taiwan Co., Ltd.
(1) The Company made charitable contributions to the Red Cross.
(2) The Company donated used clothing.

* For more information on our social contribution activities relating to the environment, please refer to pages 43 and 44 of this report.

Community Involvement (Website)
http://www.renesas.com/comp/csr/social/
Renesas Electronics is working to create workplaces where all of its employees can fully exert their capabilities through effective communications and trust-based relationships.

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 shall 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. We make sure that all of our Group companies, which are promoting global operations, are familiar with these principles. In line with these principles, all Renesas Electronics Group companies must not only comply with relevant laws and regulations, but also implement educational and awareness-raising programs on human rights and other related subjects.

More specifically, Renesas Electronics has established a Companywide Human Rights Awareness Committee, which is chaired by a director in charge of personnel affairs and includes general managers of individual divisions and offices. This committee holds meetings twice a year, and at these meetings committee members deliberate on and approve related action plans while promoting the implementation of these action plans. In addition, the committee works to raise employee awareness of human rights through new employee and position-specific training programs and e-training programs for all employees as well as various events held during Human Rights Week every year.

Meanwhile, the Company is striving to prevent sexual harassment by raising employee awareness through the presentation of specific examples. Also, we have launched an in-house service for consultations on equal treatment and other issues. Posters are put up on bulletin boards to inform employees of this service. In this way, we are endeavoring to create an environment that facilitates consultation and enables appropriate responses to the concerns of our employees.

Promoting Diversity in Human Resources

Renesas Electronics is strengthening initiatives to promote human resource diversity. It is, without question, important to recruit people so that they can—regardless of nationality, gender or physical constitution—apply their individual capabilities to contribute to society. This is a prerequisite for every company. Furthering this idea, Renesas Electronics continues to create 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.

As of June 1, 2010, Renesas Electronics’ rate of employment of people with physical disabilities stood at 1.99%, compared with the 1.8% threshold set by the government. The entire Renesas Electronics Group is steadily increasing the employment of such employees. To create workplaces friendly to them—in other words, to allow them to use facilities within the Company’s offices and other business sites with ease—the Company is considering the development of barrier-free environments through new construction and renewal projects.

Human Resources Development and Educational Programs

In order for Renesas Electronics to achieve sustainable growth and contribute to society, each of the Company’s employees must continue to develop his or her skills and capabilities and effectively leverage them. As an organization that promotes human resources development on a Groupwide scale, Renesas Electronics has established a Companywide Human Resource Development Committee. This committee holds meetings twice a year, and at these meetings committee members formulate human resources development policies (incorporating a global perspective), implement specific measures and perform budget allocation, among other activities. Also, each of our sites has established its own Human Resource Development Committee. These committees promote measures specific to their operations and responsibilities in accordance with the policies formulated by the Companywide Human Resource Development Committee.

Companywide Training Programs

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<th>Position-Specific Training</th>
<th>New Employees</th>
<th>Project Managers to Project Leaders</th>
<th>Section Chiefs</th>
<th>Managers and above</th>
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<tr>
<td></td>
<td>New employee training</td>
<td>Mentor introduction training</td>
<td>New section chief training</td>
<td>New manager training</td>
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<td></td>
<td>First-year review training</td>
<td>New section chief training</td>
<td>Trainers’ training</td>
<td>Leadership training</td>
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<td>Training outcome reporting</td>
<td>Action plan formulation</td>
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<td></td>
<td>Second-year employee interview</td>
<td>Approval of action plans</td>
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<th>Skills Training</th>
<th>Technology</th>
<th>Training</th>
<th>New Employees</th>
<th>Project Managers to Project Leaders</th>
<th>Section Chiefs</th>
<th>Managers and above</th>
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</thead>
<tbody>
<tr>
<td>Technology</td>
<td>Basic course</td>
<td>Specialized courses (approx. 90 courses)</td>
<td>New section chief training</td>
<td>Basic management training</td>
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<tr>
<td></td>
<td>Patent training</td>
<td>Skills check trials, system/embedded software training, digital circuitry training, analog circuitry training, system LSI design/comprehensive fabrication training</td>
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<td></td>
<td>Sales training</td>
<td>Sales case-study training, practical sales training, sales skills training, technical knowledge training (approx. 80 courses), negotiation skills training, customer support skills training</td>
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<td></td>
<td>Technical Training</td>
<td>New core staff training</td>
<td>Fabrication leader training, maintenance engineer training, in-house skills training</td>
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<td>International Training</td>
<td>Studying-abroad program, CJE, overseas expatriate program</td>
<td>Advanced English education, in-house English test</td>
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<tr>
<th>Business Skills Training</th>
<th>Business case training, problem-solving training, quality training, marketing training, design training, productivity improvement training</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Training</td>
<td>RISM training, library of books recommended by executives, CSR education</td>
</tr>
<tr>
<td>Self Development Support</td>
<td>Online study (languages, skills, qualifications), language training (English, Chinese)</td>
</tr>
<tr>
<td>Career Development Support</td>
<td>Career training</td>
</tr>
</tbody>
</table>

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Balancing Work and Private Life

With the aim of supporting employees in balancing their work life and private life, while exerting their full capabilities at work, Renesas Electronics carries out various family-friendly measures. These measures are implemented in the form of flexible work conditions, leave systems and benefit plans. For example, our employees are allowed to use their paid holidays for various purposes, such as attending volunteer activities, receiving medical care for injuries and diseases and participating in school events with their children.

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 representatives of employees and management 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 by the workers’ unions and management teams of Group companies in Japan. At overseas Group companies, management teams exchange opinions on working conditions and other matters with workers’ union representatives or employee representatives based on laws and regulations in their respective countries.

Occupational Health and Safety/ Mental Health Management

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

The Renesas Electronics Group recognizes the protection of employees’ safety and health and the creation of rewarding, employee-friendly workplace environments as the basis of its corporate activities. Accordingly, the Company is promoting various activities aimed at ensuring occupational health and safety.

More specifically, a Companywide 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 relating 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 to ensure occupational safety include risk assessment conducted by employees. Through risk assessment processes, disaster risks are identified, and possible countermeasures are prepared. These processes are helping us prevent disasters and accidents.

In the area of occupational health, we are strengthening activities primarily aimed at fostering mental health, safeguarding against overwork, and maintaining and improving health.

Mental Health Management

We are living in a high-stress society today. In such a society, it is important to maintain not only physical health, but also mental health. In view of this, 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, Renesas Electronics has established consultation windows available to all employees who seek diagnosis and counseling by industrial physicians, occupational health nurses and contract counselors. Also, in cooperation with occupational health staff, the Company provides those employees who have taken long-term leaves due to mental health problems with support to enable them to come back to work.

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. Through these educational programs, managerial employees strive to raise their own awareness of workplace mental healthcare. At the same time, managerial employees work to promote mental self-care among their subordinates by, for example, encouraging the use of a simplified stress check system. Also, the Company includes subjects relating 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.

In addition, the Company has established consultation windows for employees who have been assigned to overseas locations and their family members in the belief that working and living overseas may entail a significant mental burden. When these employees and their family members return to Japan, we provide them with opportunities to receive both physical and mental health checkups.

We will continue to implement measures that enable the early detection and treatment of mental health problems while reinforcing activities aimed at preventing such problems in employees.