

Renesas Group Human Rights Policy

Rule Number: RGR-JA01

Establishment: November 1, 2021

Latest Revision: May 15, 2026

Managed By: Sustainability

1. Purpose

Renesas Group (hereafter “Renesas”, “our” or “we”) sets “To Make Our Lives Easier” as its purpose. Renesas aspires to realize a sustainable society through our semiconductor solutions; and in return we are deeply committed to looking after our people. Our human rights policy governs how we treat everyone – from our employees to our customers, communities and in our supply chain.

Renesas has stated its commitment to respecting human rights in our Renesas Global Code of Conduct and in our Renesas Supplier Code of Conduct.

Renesas Group Human Rights Policy (hereafter, “this Policy”) clearly articulates our commitment to respecting and promoting human rights in all aspects of our operations. This Policy is approved at the executive level of Renesas Electronics Corporation, and its implementation is overseen through the Company’s governance framework, with appropriate reporting to the Board of Directors.

2. Scope

This Policy applies to all directors and employees of Renesas Electronics Corporation and its affiliated companies. We expect suppliers and business partners to respect this Policy and to act in alignment with its principles throughout our business relationships, including through their adherence to the Renesas Supplier Code of Conduct and related procurement requirements. This Policy also applies, where applicable, to on-site contractors working at our facilities. For newly acquired or integrated entities and sites, this Policy informs the integration process and guides the development and

implementation of appropriate human rights policies and practices as they become part of the Renesas Group.

3. General Principles

Renesas is committed to respecting internationally recognized human rights, including those outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Recognizing these as minimum standards, Renesas conducts its business in alignment with the UN Guiding Principles on Business and Human Rights and supports the principles of the UN Global Compact.

Renesas complies with the laws and regulations of each country and region where it conducts business. In cases where national laws and regulations conflict with international human rights standards, Renesas will seek ways to honor the higher standard while complying with applicable laws.

4. Respect for Human Rights of Stakeholders

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

Renesas engages stakeholders, including employees, suppliers, customers, and communities, to understand and address human rights concerns.

5. Elimination of Discrimination

Renesas prohibits discrimination based on race, ideology, creed, gender, age, social status, family origin, nationality, ethnicity, religion, disability, sexual orientation, gender identity, or other protected characteristics, in compliance with applicable laws. Renesas supports and respects freedom of expression and the right to access information, while ensuring compliance with applicable laws and legitimate requirements, including those related to confidentiality, privacy, export controls, and sanctions.

6. Respect for Human Rights in Workplaces

Renesas respects the human rights of its employees, applicants, contractors, and people

working in its supply chain. This is reflected in our Global Code of Conduct, and our Supplier Code of Conduct. Taking into account the laws and regulations of each country and region, we prohibit harassment and strive to provide healthy and safe working environments.

Renesas complies with the laws and regulations of each country and region regarding minimum wages and working hours, and strictly prohibits child labor, forced labor, and modern slavery, including human trafficking, in all operations and supply chains, with established prevention, detection, and remediation measures. Employment is based on merit alone. We respect freedom of association, the right to collective bargaining, and peaceful assembly where applicable. Renesas also recognizes that privacy protection is an important element of respect for human rights and works to ensure that personal privacy is thoroughly protected through appropriate information management in compliance with applicable laws.

7. Responsible sourcing of minerals

Renesas commits to responsible mineral sourcing to avoid contributing to human rights abuses in procurement.

8. Implementation of human rights due diligence

Renesas conducts ongoing, risk-based human rights due diligence to identify, prevent, mitigate and account for actual or potential adverse human rights impacts across our operations and value chain, in line with the UN Guiding Principles on Business and Human Rights. We prioritize risks based on their severity (scale, scope, and irremediability of harm) and our relationship to the impact (whether we caused, contributed to, or are directly linked through business relationships). Human rights due diligence is integrated into decision-making processes and reviewed regularly, including in response to significant regulatory, organizational, or contextual changes. We maintain appropriate records of human rights due diligence activities in line with internal governance frameworks. Where Renesas has caused or contributed to an adverse human rights impact, we are committed to providing or enabling access to appropriate remediation. We cooperate with legitimate remediation processes and track outcomes to prevent recurrence. Renesas continuously tracks the results of its human rights initiatives and maintains appropriate systems and mechanisms to disclose those results.

Renesas continually assesses and enhances its human rights practices to align with evolving international standards.

9. Prohibition of retaliation

Employees and stakeholders, including suppliers and business partners, may report human rights concerns through multiple accessible means, including confidential reporting mechanisms and channels made available by Renesas. Reports made in good faith are handled in accordance with applicable procedures and without retaliation.

10. Training on human rights

Renesas continuously provides its executives and employees with the education and training necessary to promote human rights initiatives based on this Policy.

11. Transparency of information

Implementation of this Policy is overseen by cross-functional governance, including the Sustainability Operating Team and Audit & Sustainability Committee, with Board-level monitoring. Progress is disclosed transparently via our corporate website and Business & Sustainability Report.

【Related Rules】

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| Parent Rules | GR | — |
| Relevant Rules | GR | RER-AA07 “Renesas Electronics Group Code of Conduct” |
| Previous Rules | EL | — |
| | RT | — |
| | REL | — |

【Revision History】

| Revision | Date of Issue | Points of Revision |
|----------|------------------|--|
| 1 | November 1,2021 | Established |
| 2 | May 1,2023 | Change of management department |
| 3 | January 31, 2024 | Revision according to Global Rules system change (change of Rule Number) |
| 4 | May 15, 2026 | Amendments in connection with the review of international |

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| | | human rights standards and the internal governance framework. |
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