



Basis of Reporting

1. Introduction

Renesas Electronics Corporation (Renesas) is a global, publicly listed semiconductor company headquartered in Japan. Formed through the consolidation of several leading Japanese electronics firms, it has a long-standing heritage in microcontrollers, analog and power devices, and SoC technologies. Today, Renesas focuses on enabling a safer, smarter, and more sustainable future through its semiconductor solutions.

As of December 31, 2025, the company employed 21,920 people worldwide. Renesas remains committed to its 2030 Aspiration and its Purpose “*To Make Our Lives Easier*” while advancing environmentally conscious practices and contributing to a sustainable society. The Group actively supports 13 of the 17 United Nations Sustainable Development Goals (SDGs).

2. Organizational Scope

Renesas is the parent company headquartered in Japan and listed on the Tokyo Stock Exchange. It operates globally through a network of wholly owned subsidiaries, regional sales companies, and acquired businesses; these collectively form the Renesas Group, which spans Asia, Europe and the Americas.

3. Reporting Period

Calendar year, 1 January – 31 December.

The reporting period covered in this Basis of Reporting is 2025.

4. External Assurance

This Basis of Reporting has been prepared by Renesas to support the external assurance of twelve social data metrics as detailed in section 7. These data items form part of Renesas’s first globally scoped assurance engagement with Bureau Veritas UK Limited, who will serve as our independent assurance provider.

5. Units

5.1 Headcount (absolute values)

- Headcount figures are reported as absolute numbers of individuals. These values represent the count of employees included within the defined reporting boundary.

- Unit: “Number of employees (headcount)”
- Examples include total workforce, hires, promotions, and counts of employees in specific categories (e.g., number of women in management).

All headcount metrics reflect a point-in-time value unless otherwise stated (e.g., “as at 31 December 2025”).

5.2 Percentage-based metrics (% of population)

- Percentage metrics are reported as a proportion of a defined employee population, such as the total workforce or a specific sub-population (e.g., management, permanent employees).
- Unit: “Percentage (%) of employees”
- Examples include gender representation (% women), percentage of employees receiving training, or percentage of permanent employees.

The population used as the denominator is defined explicitly in the metric methodology (e.g., % of all employees, % of management-level employees).

5.3 Denominator Population

For all percentage metrics, the denominator population is:

- clearly defined within the metric methodology;
- consistent across reporting periods unless changes are disclosed;
- Aligned with the organizational boundary and scope described earlier in this document.

5.4 Rounding Conventions

- Headcount: reported as whole numbers (no decimals).
- Percentages: rounded to one decimal place, unless a whole number is more appropriate for readability.

Any rounding does not materially affect the interpretation of results

6. Process to collect data

Where the data comes from: Identify the HR systems (SuccessFactors, Smart Recruiters), spreadsheets or local reports used to pull the information.

Who collects it: HR users enter data in HR systems. Local HR teams extract the numbers and fill in the required template.

How the data is compiled: Local teams send their figures to the global HR/ESG team, who combine everything into one dataset.



Checks performed: Global HR reviews the data for completeness and obvious errors (e.g., missing countries, numbers that don't make sense).

Final steps: The consolidated dataset is approved internally and then shared with Bureau Veritas for assurance.

7. Data Items

a. Total Number of Employees (Male/Female/Unknown/Undeclared/Others)

Field	Count of employee ID
Definition	Total number of permanent employees employed by Renesas as of the final day of the reporting period, grouped by gender.
Scope	Some Renesas legal entities globally; permanent employees only (excluding board members, contractors, fixed term and intern).
Calculation Method	1. Employee Status = 'Active' 'Dormant' 'Paid Leave' 'Unpaid Leave' 2. Employment Type = Perm (Regular, Re-employment, Delegation contract) 3. Assignment type = Null, Assignee IN (From Renesas), Assignee OUT (To others) 4. Company Legal Entity ID != Z1ZZ, Z208, Z20F 5. To remove who is in garden leave (BU != Leaver) 6. To remove who is future dated hire (The Hiring process In Not Yet Complete = 0, Null) 7. To remove Job title 'Member of the Board, -, Japan' Assignee IN (From Renesas): employee who is assigned from Renesas entity to host country as part of global mobility Assignee OUT (To others): employee who is assigned out to non-Renesas entity
Data Source	SuccessFactors
Frequency	Monthly (at the end of the month)
Data Owner	HR Data Analytics



b. Employees by Age and Region (AMER, APAC, EMEA, Japan | (Male/Female/Unknown/Undeclared/Others)

Field	Date Of Birth
Definition	Distribution of employees by age group and gender within Renesas' four reporting regions.
Scope	Permanent employees globally (excluding board members, contractors, fixed term and intern).
Calculation Method	Age is calculated as the number of fully completed years between the employee's Date of Birth and the reference date. A full year is counted only if the employee's birthday has passed on or before the reference date. Similar to excel DATEDIF(Birth date, Reference date, "Y")
Data Source	SuccessFactors.
Frequency	Monthly (at the end of the month)
Data Owner	HR Data Analytics.

c. Number of Employees in Management (Male/Female/Unknown/Undeclared/Others)

Field	Job Code												
Definition	Employees with a formal managerial responsibility level (e.g., Supervisor/Manager/Director), excluding executive leadership.												
Scope	Permanent employees globally (excluding board members, contractors, fixed term and intern). (The job code for Altium is not determined yet.)												
Calculation Method	Number of employees with following pay grade <table border="1"><thead><tr><th>Description</th><th>Grade</th></tr></thead><tbody><tr><td>Supervisor</td><td>M1</td></tr><tr><td>Asst Manager</td><td>M2</td></tr><tr><td>Manager</td><td>M3</td></tr><tr><td>Sr. Mgr</td><td>M4</td></tr><tr><td>Director</td><td>M5</td></tr></tbody></table>	Description	Grade	Supervisor	M1	Asst Manager	M2	Manager	M3	Sr. Mgr	M4	Director	M5
Description	Grade												
Supervisor	M1												
Asst Manager	M2												
Manager	M3												
Sr. Mgr	M4												
Director	M5												
Data Source	SuccessFactors												
Frequency	Annual.												



Data Owner HR Data Analytics.

d. Number of Employees in Leadership (Male/Female/Unknown/Undeclared/Others)

Field	Job Code										
Definition	Leadership refers to higher-level roles below executive (e.g., senior directors, VPs).										
Scope	Permanent employees globally. (excluding board members, contractors, fixed-term and intern). (The job code for Altium is not determined yet.)										
Calculation Method	Number of employees with following pay grade <table border="1"><thead><tr><th>Description</th><th>Grade</th></tr></thead><tbody><tr><td>Sr. Director</td><td>M6</td></tr><tr><td>Vice President</td><td>M7</td></tr><tr><td>Vice President</td><td>M8</td></tr><tr><td>Vice President</td><td>M9</td></tr></tbody></table>	Description	Grade	Sr. Director	M6	Vice President	M7	Vice President	M8	Vice President	M9
Description	Grade										
Sr. Director	M6										
Vice President	M7										
Vice President	M8										
Vice President	M9										
Data Source	SuccessFactors										
Frequency	Annual.										
Data Owner	HR Data Analytics										

e. Number of Executive Employees (Male/Female/Unknown/Undeclared/Others)

Field	Job Code						
Definition	Members of the Executive Leadership Team (ELT) and equivalent executive roles.						
Scope	Permanent employees globally (excluding board members, contractors, fixed term and intern). (The job code for Altium is not determined yet.)						
Calculation Method	Number of employees with following pay grade <table border="1"><thead><tr><th>Description</th><th>Grade</th></tr></thead><tbody><tr><td>Sr. Vice President</td><td>M10</td></tr><tr><td>EVP & Above</td><td>M11</td></tr></tbody></table>	Description	Grade	Sr. Vice President	M10	EVP & Above	M11
Description	Grade						
Sr. Vice President	M10						
EVP & Above	M11						



Data Source	SuccessFactors
Frequency	Annual.
Data Owner	HR Data Analytics

f. Number of New College Graduates (NCG) Hired (Male/Female/Unknown/Undeclared/Others)

Field	New Graduate Flag
Definition	Employees hired directly from university/college with no prior full-time employment, classified as NCG.
Scope	NCG-designated roles globally who are permanent.
Calculation Method	Count employee with “New Graduate Flag” = Yes
Data Source	SuccessFactors
Frequency	Annual.
Data Owner	HR Data Analytics / Talent Acquisition.

g. Average Years of Service (Male/Female/Unknown/Undeclared/Others)

Field	Hire Date
Definition	Average duration of continuous employment at Renesas for all permanent employees.
Scope	Permanent employees globally (excluding board members, contractors, fixed term and intern).
Calculation Method	Year of service is calculated as the number of fully completed years between the employee’s Hire Date and the reference date. A full year is counted only if the employee’s Hire date has passed on or before the reference date. Similar to excel DATEDIF (Hire date, Reference date, “Y”)
Data Source	SuccessFactors
Frequency	Annual.
Data Owner	HR Data Analytics

h. Employee Turnover Rate (Male/Female)

Field	Termination Effective Start Date
Definition	Percentage of employees who voluntarily left Renesas during the reporting period.
Scope	Permanent employees globally (excluding board members, contractors, fixed term and intern).
Calculation Method	Number of Termination / Average Headcount * 100 Average headcount = Sum of headcount at the end of the month / Number of reporting month

Termination that falls under voluntary is as below

Reason	Secondary Termination Reason
Voluntary Termination	Business Uncertainty
	Career Development
	Company Culture
	Dissatisfied w/ Rewards
	Dissatisfied w/ Management
	Dissatisfied w/ Role
	Job Abandonment
	Performance
	Personal Reasons
	Promotion Opportunity
	Work/Life Balance
Retirement	Mutual Agreement – Retirement
	Voluntary – Retirement

Data Source	SuccessFactors
Frequency	Annual.
Data Owner	HR Data Analytics

i. Occupational Accidents with Days Away from Work

Field	Manually collected
Definition	Workplace accidents resulting in at least one full day of absence.



Scope	All employees and contractors globally excluding intern
Calculation Method	Count the number of accidents resulting in at least one full day of absence in the reporting period
Data Source	Time and attendance system.
Frequency	Monthly/Annual consolidation.
Data Owner	General Affairs

j. Occurrence Rate

Field	Manually collected
Definition	Standardized safety metric representing accidents per 1,000,000 hours worked.
Scope	All employees in Japan excluding Interns
Calculation Method	$(\text{Number of occupational accidents} * 1,000,000) / \text{Total hours worked}$ Total hours worked = summation of monthly working hour from Jan to Dec
Data Source	Time and attendance system
Frequency	Annual.
Data Owner	General Affairs.

k. Total number of Promotions (Male/Female/Unknown/Undeclared/Others)

Field	Promotion Date, Global Pay Grade
Definition	Permanent employees who moved roles through promotion
Scope	Permanent employees globally.
Calculation Method	Promotion Compare the job code as of the end of the previous year against the job code at the end of the current year (per reporting period).

Data Source	SuccessFactors for promotion
Frequency	Annual.
Data Owner	HR Data Analytics / Talent Management

I. Training Hours per Employee

Field	Manual collection
Definition	Total hours of online training (e-learning modules completed in the Learning Management System (LMS) and LinkedIn) completed per employee category.
Scope	All permanent employees.
Calculation Method	Total number of training hours in the reporting period / Average headcount Average headcount = Sum of headcount at the end of the month / Number of reporting month
Data Source	LMS, LinkedIn
Frequency	Annual.
Data Owner	HR Data Analytics / Learning & Development

8. Version History

This document will be reviewed and updated each year, at a minimum, to ensure it accurately reflects the data collection process in place at that time.

Version	Date	Description	Author
1.0	19 March 2026	Initial release	Gill Black Principal HR Compliance Manager
2.0	31 March 2026	Updates from HR Data Team across section 7. Data Items	Biodun Akinola, Senior HRIS Analyst David Chang, Senior Staff HR Data Analyst



2.1	24 April 2026	Removed resolved comments Consistent font format, ready for final issue to BV UK Ltd.	Gill Black Principal HR Compliance Manager
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