

GLOBAL HUMAN RESOURCES STRATEGY



MAY 19, 2023

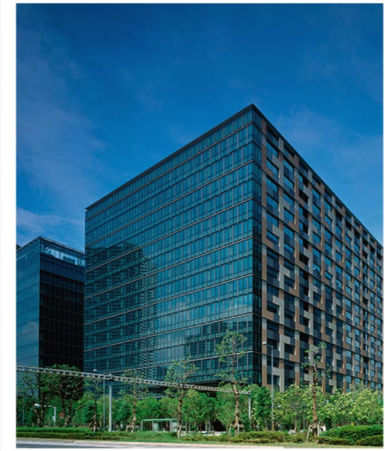
JULIE POPE
SVP AND CHRO
RENESAS ELECTRONICS CORPORATION

RENESAS: THE POPULATION HR SUPPORTS

21,000+ Employees

25+ Countries

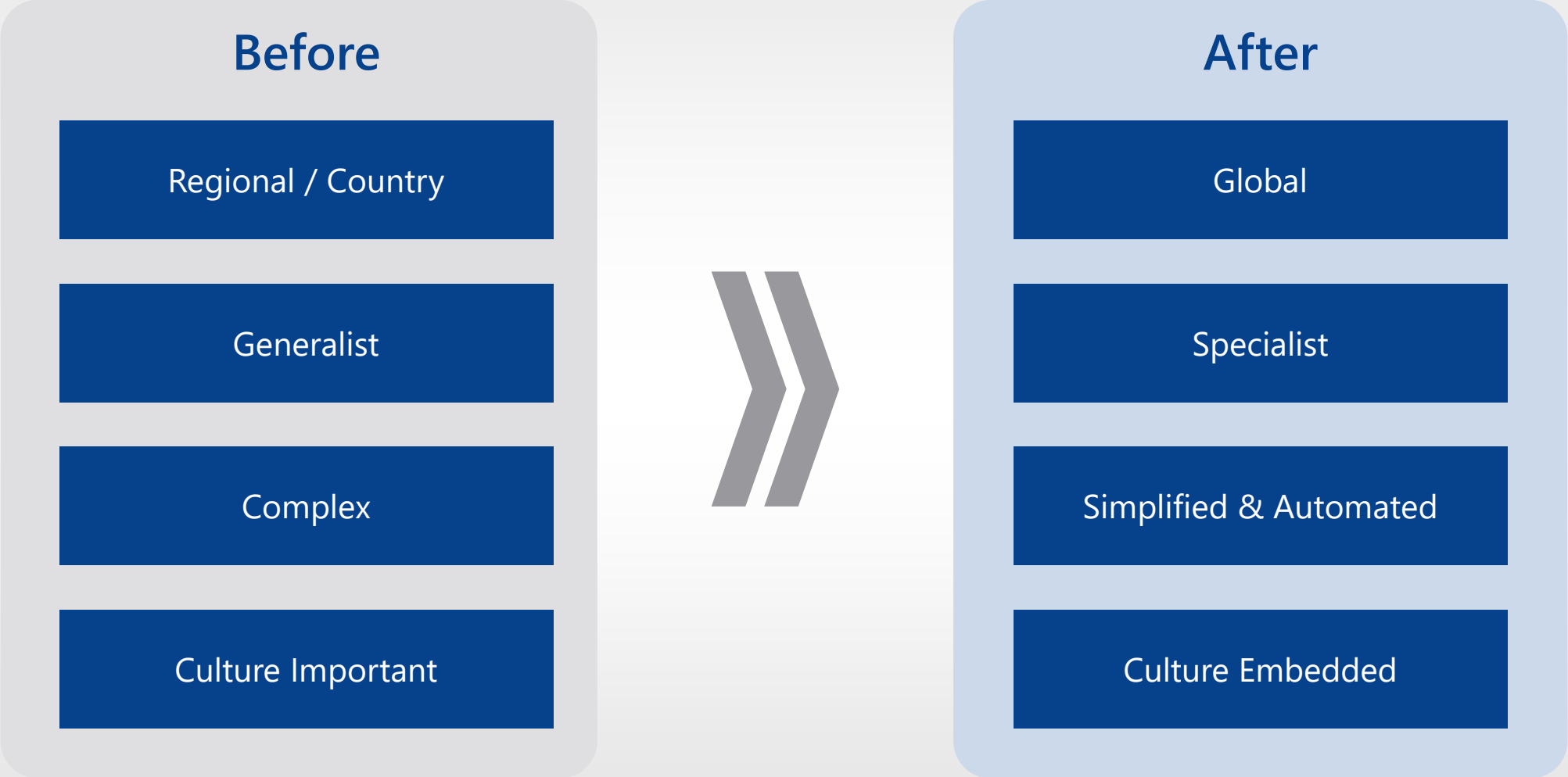
125+ Office Locations



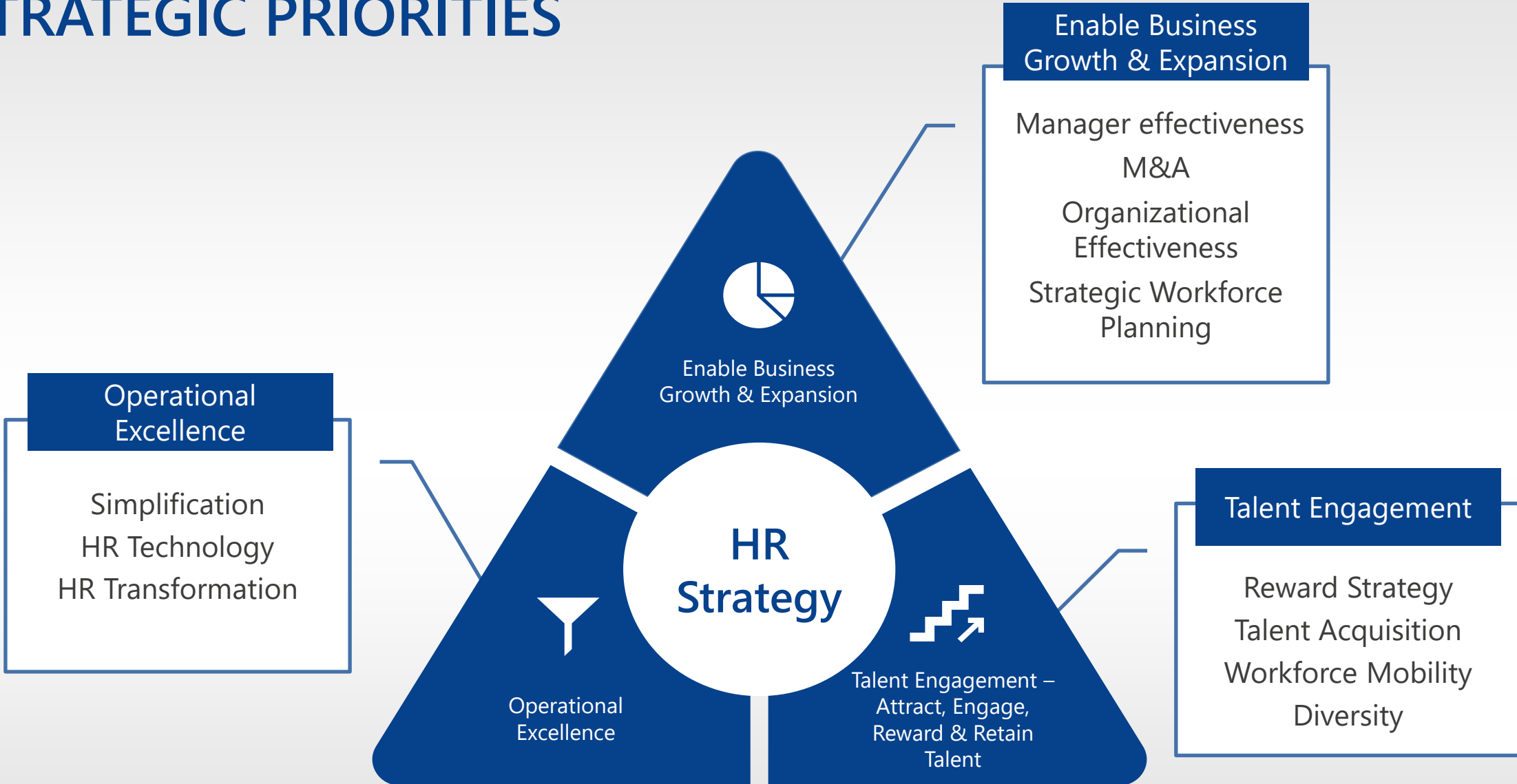
RENESAS HR: OUR CONTEXT



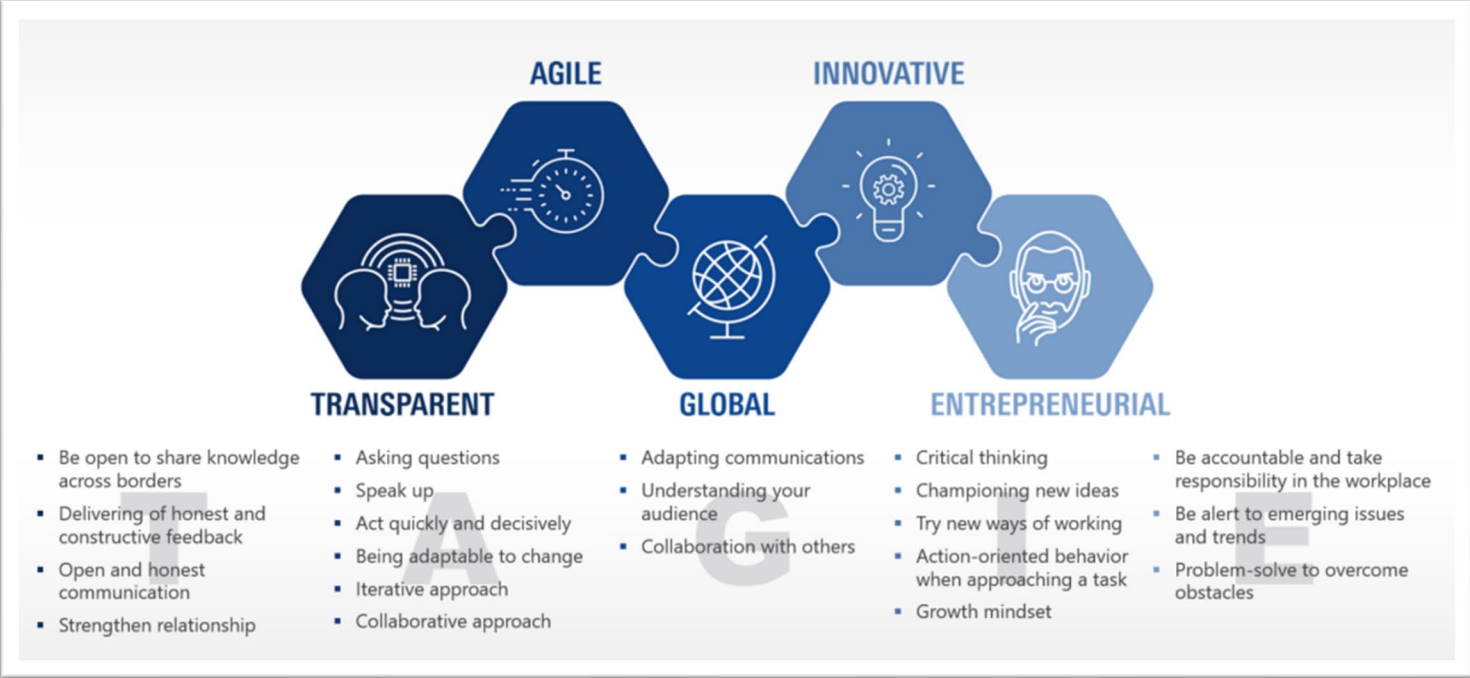
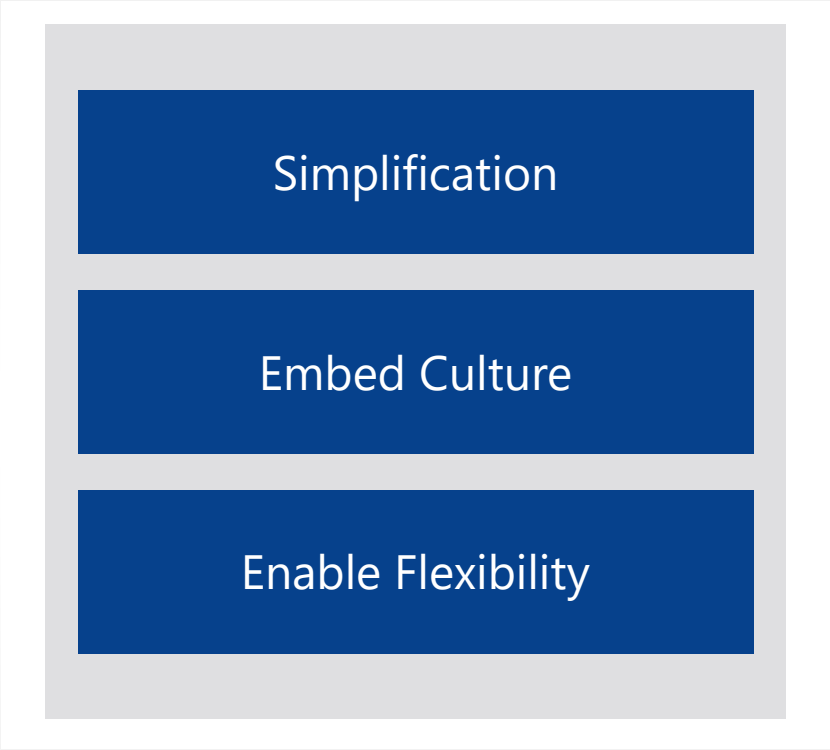
STRUCTURING HR FOR THE FUTURE



STRATEGIC PRIORITIES



OUR CULTURE



EMBEDDING CULTURE

Engaging Communications

Embedding in Employee Lifecycle

Enhancing Capability



ASKING GOOD QUESTIONS

Join Julie and Toshi as they discuss the power of critical thinking and asking good questions when approaching tasks. What is a good question?

CULTURE – TAGIE

problems and ultimately survive, I believe that Renesas needs to be an "Global, Innovative and Entrepreneurial" culture. These 5 elements are a guide for how to achieve the "mission" which is expressed through Renesas' mission and strategies.

Hidetoshi Shibata – President and CEO

What is a TAGIE Mindset?

Our goal is to embed TAGIE in everything we do. A TAGIE mindset is a way of thinking and an approach to work that reflects the TAGIE elements. Use the statements below as a guide to approaching tasks and decisions in your everyday work.



Transparent	Agile	Global	Innovative	Entrepreneurial
<ul style="list-style-type: none"> Cultivate openness by sharing information, within the bounds of discretion, to help others make good decisions Align frequently and keep others informed Give honest feedback with positive intent Escalate issues in the best interests of Renesas 	<ul style="list-style-type: none"> Willingness to change ideas based on new information Adapt quickly to changing circumstances and ambiguity with resilience Willing to work with 'enough' but not all information to enable a project to move with speed and course correct real time Able to work in a 'rapid iteration' style by sharing drafts and iterating with stakeholders Reflect frequently and recognise when it's right to change course 	<ul style="list-style-type: none"> Develop insight into the environment in which Renesas is operating and take time to be curious and learn about other cultures Use language that is easy to understand Listen to the voices of our diverse stakeholders Harness the knowledge of our colleagues globally Take time to prepare your communications 	<ul style="list-style-type: none"> Challenge outdated assumptions and processes; contribute new creative ideas and solutions Take measured risks and not be afraid to fail Lead and champion new ideas Try new ways of working by learning from prior experience and incorporating insights from peers 	<ul style="list-style-type: none"> Keep overall company purpose in mind Be accountable and take responsibility for results; care about the outcome Be alert to emerging issues and trends Understand and evaluate the commercial impact of ideas and decisions made Acknowledge constraints and work to problem-solve to overcome obstacles

FLEXIBILITY

Increase Flexibility

Heighten Engagement

Increase Productivity

RENESAS AUGUST INITIATIVES

FOCUS FRIDAYS

Japanese follows English

What is Focus Fridays at Renesas?

During the month of August, all employees companywide will be encouraged to not book meetings on Fridays (5th, 19th and 26th). This practice enables you to engage in focused work for a full day and boost efficiency.

Why has Renesas introduced this initiative?

We have introduced this initiative to create space for you to trial "meeting free" days with Focus Fridays in August. We hope this initiative will help employees to focus on their wellbeing, provide flexibility and allow them to plan for the week ahead.



Tips for how you can maximise Focus Fridays



EMPLOYEES

Plan ahead

Avoid scheduling meetings on Fridays in August

Move meetings

Rearrange calls to other days

Thinking time

Set aside time for tasks that require more thinking or work in a different place that boosts your creativity

Keep flexible

It's ok to have spontaneous calls as needed

Take a break

Go on a walk, have lunch with family or friends



LEADERS

Be proactive

Encourage your teams to create space in their diaries

Role model

Clear your diary of meetings, so your team does the same

Offer support

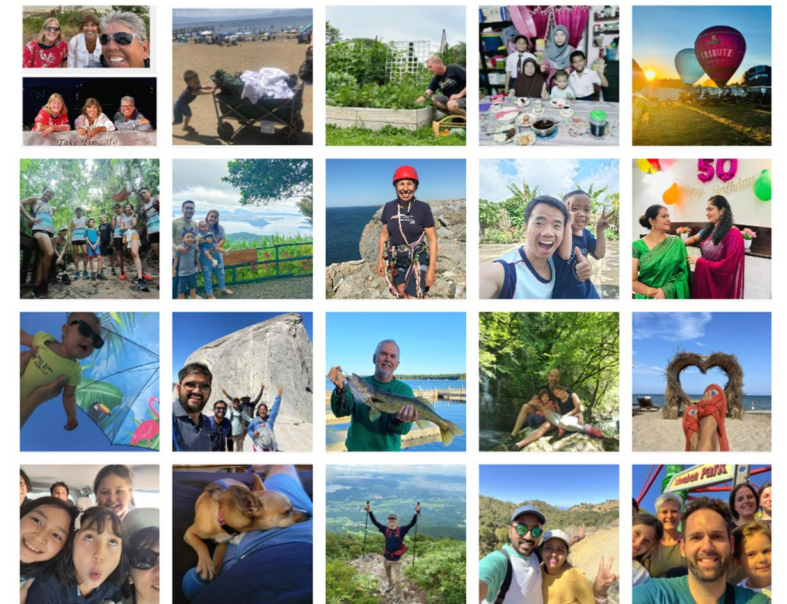
Help team members understand where calls can be postponed or rearranged

Keep flexible

Tell team members that spontaneous calls are welcome

On Friday 12th August we are having a "Renesas Day". On this day, we ask you not to work unless it is absolutely necessary. Please see FAQ documents or speak with your local HR contact for more information.

Renesas Day 2022



FLEXIBILITY – REMOTE WORKING ABROAD

2,092 Nationality &
Destination Combinations

60 Employees Booked Week 1

30 Days To Work Remotely



DIVERSITY


Talent Acquisition

Talent Engagement & Retention


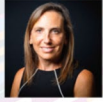


Inclusion




EMEA / AMERICA SESSION
Tuesday, 4th October, 16:00 BST

Moderator

Shari Begun
Senior Director Sales WW Segment





Panelists

 Julie Pope Senior Vice President and CHRO	 Marta Martinez Vazquez Senior Staff Product Marketing Engineer	 Angelica Caicedo Guzman Team Lead Bus. Planning	 Mark Childs Group Manager System Architect
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EMEA / APAC SESSION
Thursday, 6th October 07:00 am BST

Moderator

Edel Griffith
Senior Manager, Product Marketing

Panelists

 Julie Pope Senior Vice President and CHRO	 Jean-Francois Chouteau Senior Director, Product Marketing	 Stephanie Sessler Director, Finance	 Basma Tantawi Senior Tape-Out Engineer
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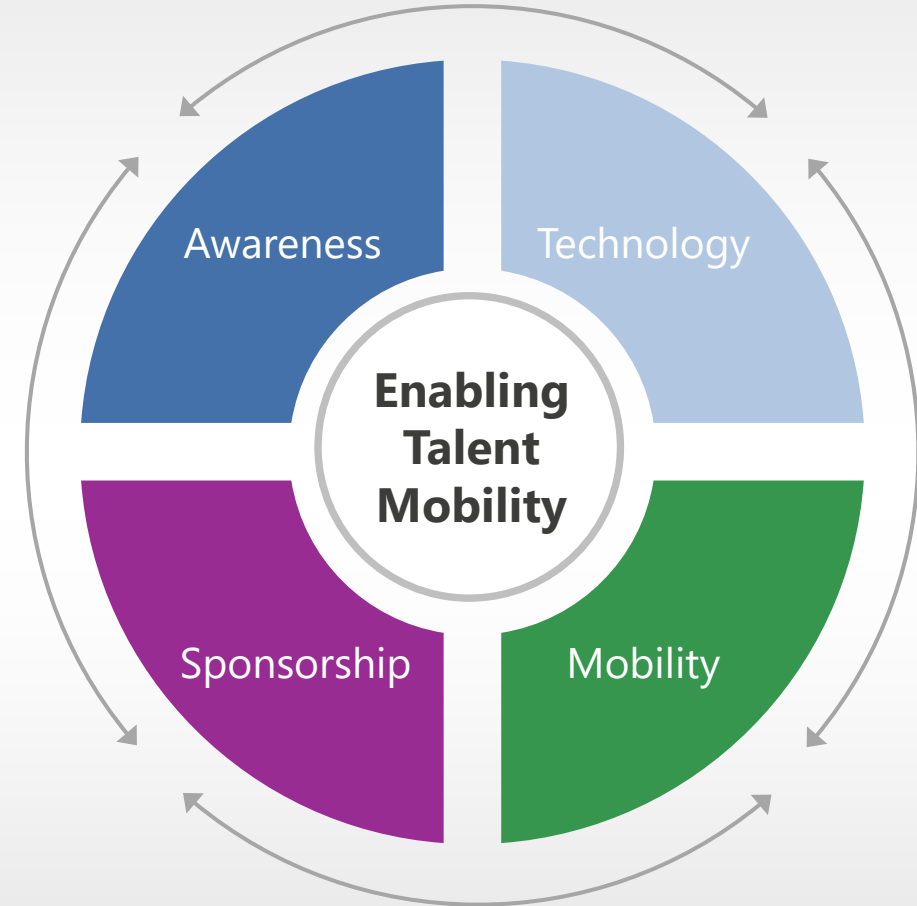
International Women's Day **#EmbraceEquity**



"I believe diversity, equity and inclusion (DEI) are critical to our success. When our teams reflect the diversity of our communities and customers, we are better equipped to serve their needs. During the time of increasing division and split, let's showcase the beauty of DEI by bringing forth greater creativity and innovation."

HIDETOSHI SHIBATA
CEO


TALENT MOBILITY



2023 RENESAS CULTURE SURVEY

20,645 (92%) response; 4,448 comments

TAGIE Strengths



Transparent
Entrepreneurial

TAGIE Opportunities



Agile
Global
Innovative

TAGIE Progress



69% felt
'TAGIE has improved in the last 12 months'

Engagement Opportunities



Employee experience

- Well-Being
- Collaboration

The 2023 Global Renesas Culture Survey was conducted in May 2023

3 GLOBAL PRIORITIES

Global

Global connection & collaboration

Acquisition integrations

Nomenclature changes

Collaborative workspaces

Employee Experience

Improving our employee's experience

Mobility between teams and cross borders

Well Being support and site activities

Simplification

Talent Density

Increasing proportion of high performing talent

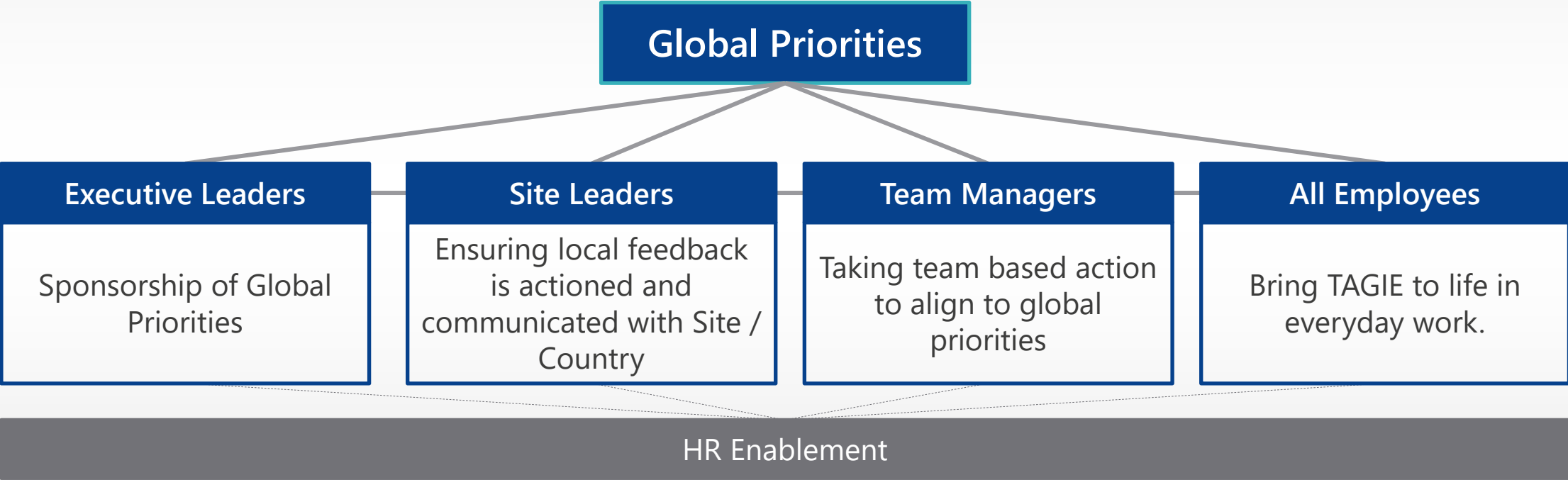
Employee Value Proposition (EVP)

Focused talent acquisition

Manager capability

TAKING ACTION

Distributed Accountability enables empowerment and personalization of action taking



SUMMARY



Structured for the future

Prioritizing for impact

Enabling the exciting new journey



THANK YOU

(FORWARD-LOOKING STATEMENTS)

The statements in this presentation with respect to the plans, strategies and forecasts of Renesas Electronics and its consolidated subsidiaries (collectively "we") are forward-looking statements involving risks and uncertainties. Such forward looking statements do not represent any guarantee by management of future performance. In many cases, but not all, we use such words as "aim," "anticipate," "believe," "continue," "endeavor," "estimate," "expect," "initiative," "intend," "may," "plan," "potential," "probability," "project," "risk," "seek," "should," "strive," "target," "will" and similar expressions to identify forward looking statements. You can also identify forward-looking statements by discussions of strategy, plans or intentions. These statements discuss future expectations, identify strategies, contain projections of our results of operations or financial condition, or state other forward-looking information based on our current expectations, assumptions, estimates and projections about our business and industry, our future business strategies and the environment in which we will operate in the future.

Known and unknown risks, uncertainties and other factors could cause our actual results, performance or achievements to differ materially from those contained or implied in any forward-looking statement, including, but not limited to: general economic conditions in our markets, which are primarily Japan, North America, Asia and Europe; demand for, and competitive pricing pressure on, our products and services in the marketplace; our ability to continue to win acceptance of its products and services in these highly competitive markets; and movements in currency exchange rates, particularly the rate between the yen and the U.S. dollar. Among other factors, a worsening of the world economy, a worsening of financial conditions in the world markets, and a deterioration in the domestic and overseas stock markets, would cause actual results to differ from the projected results forecast.

This presentation is based on the economic, regulatory, market and other conditions as in effect on the date hereof. It should be understood that subsequent developments may affect the information contained in this presentation, which neither we nor our advisors or representatives are under an obligation to update, revise or affirm.