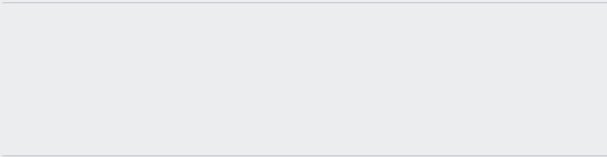# ROHM Group's

Sustainability

Sustainability Management

ROHM Group's Sustainability

Ever since there has been attention drawn to the importance of CSR (Corporate Social Responsibility), there have also been questions asked about whether "management quality" has been secured for a company. This management quality refers to the quality of the overall management of a company and goes beyond just the QCDS (Product Quality = Quality, Cost, Delivery, Service) for the goods and services that a company supplies. At ROHM Group, we consider the fulfillment of both of these requirements as "corporate quality" and are committed to this pursuit on a daily basis.

The Company Mission and Basic Management Policy stated by ROHM Group reflect our strong desire to enrich society through our business activities and each and every employee uses them as a foundation when executing their duties. We also use this mission and policy as a foundation to define our ROHM Group Sustainability Policy for each separate stakeholder from the aspect of CSR and we have defined ROHM Group Business Conduct Guidelines as more specific rules for action for ROHM employees.

The mission and policy in the Company Mission and Basic Management Policy will remain unchanged from now on, but the Sustainability Policy and ROHM Group Business Conduct Guidelines will continue to evolve in response to our dialogue with our stakeholders and the shifts in international norms. In addition to our CSR efforts, we will promote sustainability management that creates CSV to solve social issues, which will lead to trust from society and sustainable development of the company.

Company Quality

Product Quality
QCDS

+

Management Quality
CSR

ROHM aims to correctly grasp changes in society and further improve the "company quality" to become a company of choice for customers and other stakeholders around the world. ROHM Group has embodied objectives and policies such as Company Mission and Basic Management Policy since company's foundation, and has promoted sustainability initiatives.

CSV
Creating
Shared Value

CSR
Corporate Social
Responsibility

Putting Our Company
Mission and Basic Management
Policy into Practice

Sustainability Management

ROHM Group Sustainability Policy

We will conduct sincere, fair, and transparent business activities from a global perspective in accordance with objectives and policies such as Company Mission and Basic Policy, and work to achieve the Sustainable Development Goals (SDGs) to contribute to the sustainable development of society. In addition, we will build good relationships through communication with all stakeholders as follows, gain trust from society, and achieve continued growth of our company.

Customers	ROHM seeks to obtain customer satisfaction and confidence by continuing to supply high quality products and services in a timely and appropriate manner. ROHM is also open to customer feedback and suggestions, and will evaluate them internally. ROHM places the highest priority on the safety of our products and strives to disclose relevant information as necessary.
Business Partners	ROHM selects business partners according to equitable and rational criteria. ROHM values the relationship with its business partners and conducts equal and fair transactions for mutual prosperity.
Employees	ROHM strives to ensure a safe and pleasant working environment, respect human values and individuality, and create a fair and appropriate workplace where each employee may demonstrate individual initiative.
Shareholders and Investors	ROHM seeks to continuously improve corporate value and secure appropriate profits in order to provide a steady return to both shareholders and investors. ROHM offers financial information in order to keep shareholders and investors actively informed.
Local Societies and Communities	ROHM aims to deepen exchanges with each country and local community, respect their cultures and customs, and create relationships that can develop together with society and local communities. In addition, ROHM will carry out social contribution activities, cultural and artistic activities, etc., and support activities, and actively engage in global environmental conservation activities through our business activities.

The deadline for achievement of SDGs by 2030 is less than 10 years. The world is still in the midst of social problems such as global warming, large-scale natural disasters caused by climate change, food and water shortages, human rights issues, and some issues are becoming more serious than ever before. In order to realize a sustainable society together with all stakeholders, it is important to tackle these issues throughout the value chain.

ROHM Group believes that the linking of business activities to these SDGs will lead to the realization of CSV, which is value common to both society and the company. In order to make CSV a reality and to advance the company and society, we arrange opportunities for dialogue with various stakeholders globally and define sustainability priority issues for ROHM Group so that we can actively contribute to the creation of a sustainable society through our business activities.
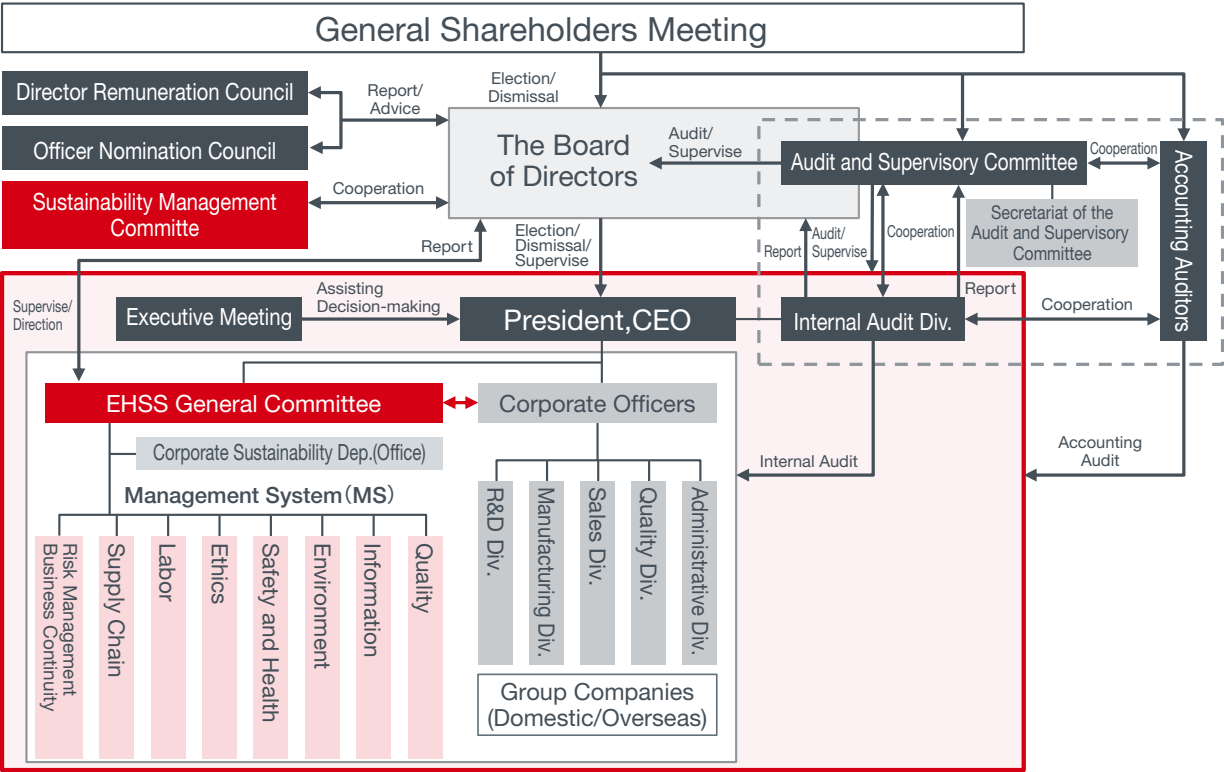
Sustainability Management

Sustainability Management System

ROHM Group has established the following management system to promote initiatives related to sustainability issues. Specifically, it consists of the Board of Directors, the Sustainability Management Committee, the EHSS General Committee, and eight management systems under the EHSS General Committee. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets. Furthermore, the Board of Directors incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

The EHSS General Committee consists of directors with executive authority, corporate officers with equivalent authority, business unit managers, and managers responsible for each management system. The EHSS General Committee oversees the eight subordinate management systems (Risk Management, Supply Chain, Labor, Ethics, Safety and Health, Environment, Information, and Quality), and regularly checks whether the PDCA cycle for each system is properly implemented. The results are reported to and discussed with the Board of Directors as appropriate. The Corporate Sustainability Department, which is the secretariat of the EHSS General Committee, oversees the EHSS management systems and is responsible for maintaining and improving the accuracy of sustainability management by checking whether each management system is being properly implemented through internal audits and other means.

In FY2023, the Sustainability Management Committee met eleven times to deepen discussions on sustainability issues such as TCFD, governance enhancement measures, and indicators related to human capital.
In FY2024, the Sustainability Management Committee meeting were held ten times to discuss environmental-related topics such as TCFD, product carbon footprint measures, and the introduction of internal carbon pricing (ICP), as well as various other topics including human capital management metrics, employees' well-being, and information security. Additionally, the Board of Directors discussed initiatives toward renewable energy and the human capital management story.

Based on this Sustainability Management System, ROHM Group has obtained management system certification by implementing the PDCA cycle in cooperation with each specialized subcommittee, relevant in-house departments, and group companies.
Through these activities, we aim to further improve our "company quality" and become a company of choice for our stakeholders.

Sustainability Management

Management System Assurance & Operation Status

Themes		Management System Certification/ Customer Demands
Product Quality	Quality	ISO 9001
	Quality/Functional Safety for the Industrial/ Automotive Industry	ISO/TS 16949 IATF 16949 ISO 26262
Management Quality (Quality of Business Activities)	Environment	ISO 14001
	Occupational Health and Safety	ISO 45001
	Information security	ISO/IEC 27001
	Labor, Health and Safety, Environmental, Ethics, Management Systems	RBA[1] VAP audit[2]

*1 RBA(Responsible Business Alliance) Code of Conduct is a set of social, environmental and ethical industry standards. The standards set out in the Code
   of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD
   Guidelines for Multinational Enterprises, ISO and SA standards, and many more. While the Code of Conduct originated with the electronics industry in mind,
   it is applicable to and used by many industries beyond electronics.
*2 VAP stands for Validate Audit Process. This is a third-party Audit of RBA Code of Conduct.

Quality Certifications
Environmental Certifications
Safety and Health Certifications

Sustainability Priority Issues

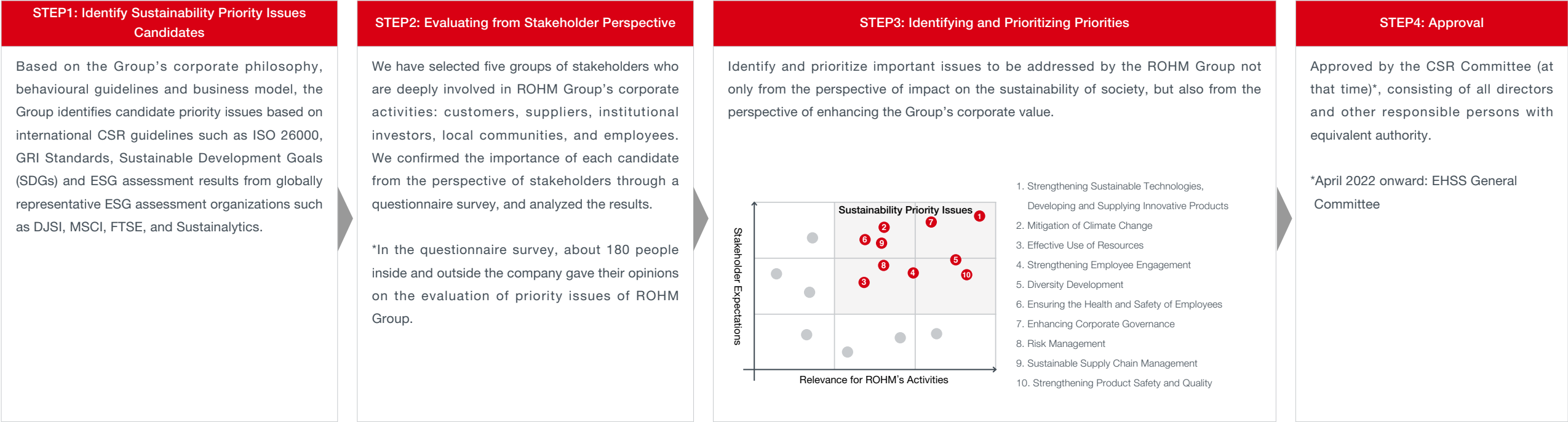## Background of Re-identification of Sustainability Priority Issues

ROHM Group aims to solve environmental and social issues in the future and to be a company that continues to be chosen by stakeholders. In April 2021, we established the "ROHM Group Environmental Vision 2050" and declared our commitment to carbon neutrality and zero emissions.

In addition, we have re-identified the key sustainability issues necessary for the sustainable growth of society and ROHM, and have set specific achievement indicators to be achieved from a medium-term perspective as non-financial targets in the "Moving Forward to 2025" medium-term management plan.

By working toward the achievement of the sustainability issues necessary to realize the ideal vision and the medium-term management plan, we will work toward sustainable growth for ROHM and society.

Process of Identifying Sustainability Priority Issues

Sustainability priority issues and medium-term goals were set after analyzing and verifying the results of external evaluations, international guidelines such as ISO 26000, and expectations for ROHM from dialogues with internal and external stakeholders.

STEP1: Identify Sustainability Priority Issues Candidates	STEP2: Evaluating from Stakeholder Perspective	STEP3: Identifying and Prioritizing Priorities	STEP4: Approval
Based on the Group's corporate philosophy, behavioural guidelines and business model, the Group identifies candidate priority issues based on international CSR guidelines such as ISO 26000, GRI Standards, Sustainable Development Goals (SDGs) and ESG assessment results from globally representative ESG assessment organizations such as DJSI, MSCI, FTSE, and Sustainalytics.	We have selected five groups of stakeholders who are deeply involved in ROHM Group's corporate activities: customers, suppliers, institutional investors, local communities, and employees. We confirmed the importance of each candidate from the perspective of stakeholders through a questionnaire survey, and analyzed the results. *In the questionnaire survey, about 180 people inside and outside the company gave their opinions on the evaluation of priority issues of ROHM Group.	Identify and prioritize important issues to be addressed by the ROHM Group not only from the perspective of impact on the sustainability of society, but also from the perspective of enhancing the Group's corporate value.	Approved by the CSR Committee (at that time)*, consisting of all directors and other responsible persons with equivalent authority. *April 2022 onward: EHSS General Committee

Sustainability Priority Issues

Stakeholder Expectations (vertical axis)
Relevance for ROHM's Activities (horizontal axis)

1. Strengthening Sustainable Technologies, Developing and Supplying Innovative Products
2. Mitigation of Climate Change
3. Effective Use of Resources
4. Strengthening Employee Engagement
5. Diversity Development
6. Ensuring the Health and Safety of Employees
7. Enhancing Corporate Governance
8. Risk Management
9. Sustainable Supply Chain Management
10. Strengthening Product Safety and Quality

Sustainability Priority Issues

Sustainability Priority Issues

Sustainability priority include "creating shared value (CSV), that is resolving social issues through business activities", in which, by playing a part in solving social issues, our business activities themselves will also lead to ROHM's own growth. They also include "business activities that could bring positive social impact to the society," in which we will meet the expectations of our stakeholders by mitigating the impact that our business activities have on those around us.

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Sustainable Technologies, Developing and Supplying Innovative Products	SDG 3 GOOD HEALTH AND WELL-BEING; SDG 7 AFFORDABLE AND CLEAN ENERGY; SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	·Decline in sales due to stagnation in development of products that contribute to energy saving and miniaturization ·Intensifying competition in the development of energy-saving and compact devices ·Decrease in market share due to rise of competition including from emerging countries ·Intensifying competition in development of energy-saving and compact devices ·Decline in quality due to failure to meet customer quality requirements	·Rising demand for electronic components due to the expansion of new vehicle sales in the xEV (electric vehicle) market ·Expanding sales to the industrial equipment market, such as solar panels, due to the introduction of renewable energy ·Increase in the number of electronic components installed due to the growing need for energy saving and the increasing sophistication of electronic devices	·Contribute to solving energy problems through technological development and supply that can lead to substantial power saving	Contribution by developing energy-saving products and supplying them to the market
				·Minimize the burden on the global environment by contributing to the reduction of materials and waste through miniaturization of devices	Contribution by developing and supplying miniaturized products
				·Promote technological development to produce cars that do not cause traffic accidents	Contribution by developing and supplying products pursuing functional safety

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Mitigation of Climate Change	7 AFFORDABLE AND CLEAN ENERGY / 13 CLIMATE ACTION / 15 LIFE ON LAND	·Cost increase due to introduction of carbon pricing ·Loss of reputation with customer due to inadequate response to climate change ·Damage to production facilities and production stagnation due to severe wind and flood damage ·Increased costs to strengthen measures against natural disasters	·Increased demand for products that help customers save energy and reduce GHG ·Maintain and increase sales volume by strengthening resilience ·Increased demand for our products due to extreme weather and other environmental changes	·Develop and disseminate products and services that contribute to the realization of a low-carbon, recycling-oriented, and natural coexistence society	Reduction in GHG emission
					Reduction of energy consumption
					Promotion of Introduction of renewable energy
Effective Use of Resources	3 GOOD HEALTH AND WELL-BEING / 6 CLEAN WATER AND SANITATION / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	·Soaring material prices and restrictions on production activities due to resource shortages (rare metals, water, etc.)	·Cost reduction through waste reduction, recycling, and review of energy supply sources ·Creation of brand value as a company with advanced environmental measures	·Build a business foundation that leads to recycling-oriented management	Effective use of water resources
					Reduction of waste

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Employee Engagement	8 DECENT WORK AND ECONOMIC GROWTH	·Due to decreased employee engagement - Decreased productivity - Increased turnover - Decreased customer satisfaction	·Improve organizational strength by increasing employee engagement ·Attracting and retaining talented human resources ·Improve productivity by enhancing employee competence and autonomy	·Realize a workplace environment in which employees at ROHM can take on challenges for social and corporate growth without fear of failure	Foster a corporate culture that creates challenges
					Enhancement of job satisfaction
					Improve employee engagement scores
Diversity Development	5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH / 10 REDUCED INEQUALITIES	·Due to delays in reforming outdated personnel systems and corporate culture - Low retention rates - Decline in innovation - Decline in engagement and productivity - Increased reputation risk	·Attracting and retaining excellent human resources ·Strengthen competitiveness by promoting diversity management ·Creation of new innovations	·Increase the number of human resources who can independently think about things from a broad perspective and create new value	Promote women's active participation
					Global capacity development and personnel allocation

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Ensuring the Health and Safety of Employees	SDG 3 GOOD HEALTH AND WELL-BEING / SDG 8 DECENT WORK AND ECONOMIC GROWTH	·Negative impact on employees due to occupational accidents and occupational illnesses ·Decreased employee engagement due to lack of improvement in the working environment	·Improve productivity by improving the working environment ·Securing and motivating human resources	·Realize a work environment in which employees can work safely and in good physical and mental health	Securing a safe workplace
					Promotion of health management
Enhancing Corporate Governance	SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS / SDG 17 PARTNERSHIPS FOR THE GOALS	·Scandals due to violations of laws and regulations, corporate ethics, etc. ·Stricter management evaluation by shareholders due to increase in ESG investment, etc.	·Improve transparency of decision-making by establishing a strong governance structure ·Ensure management stability through a strong financial base and respond appropriately to changes in the business environment	·Build a solid management foundation to increase corporate value	Secure diversity of the Board of Directors
					Review of compensation system to improve medium-to long-term corporate value
					Secure the effectiveness of management

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Risk Management	SDG 11 SUSTAINABLE CITIES AND COMMUNITIES / SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	·Increase in large-scale disasters (e.g., earthquakes, floods, typhoons, fires) ·Delayed response to information leaks and cyber attacks due to security breaches ·Legal lawsuits such as infringement of patents and other intellectual property rights held by other companies	·Achieve business continuity and growth by establishing a risk management system that responds to changing risks.	·Establish a system that functions effectively against anticipated future crises in order to ensure the safety of employees and their families and to continue business	Strengthening BCM system

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Sustainable Supply Chain Management	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 17 PARTNERSHIPS FOR THE GOALS	·Stable supply to customers due to outages or reduced capacity utilization of production bases ·Suspension of transactions with overseas companies or suspension of supply of materials such as rare metals due to changes in international conditions ·Noncompliance due to human rights violations in the supply chain or procurement of banned substances	·Resilience through sustainable raw material procurement	·Work with partner companies to build a supply chain that can respond to unprecedented situations and provide society with high-quality products	Strengthening BCM System / Promotion of green procurement / Promotion of CSR procurement activities

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Product Safety and Quality	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	·Quality problems and customer defection due to inadequate quality control system ·Loss of credibility due to violations of laws and regulations	·Improve customer satisfaction through thorough safety and quality control ·Expand sales opportunities by offering new products that meet customer needs	·Ensure product quality that meets customer needs and create products and services that customers choose	Establishment and establishment of a quality assurance system through front loading / Achieving Appropriate Quality by Incorporating the Customer's Perspective

Sustainability Priority Issues

Targets for Each Sustainability Priority Issues

*Sustainability priority issues were formulated in 2021.

Strengthening Sustainable Technologies, Developing and Supplying Innovative Products

[Background and Challenges for Activities]

Decarbonization is an issue that must be achieved worldwide. To achieve these goals, technological innovations are progressing around the world to significantly reduce environmental impact, including the use of electric vehicles and renewable energy.

On the other hand, as technologies such as automatic operation have become widely spread throughout society, ensuring safety has also become a major issue. ROHM's strengths are power and analog technologies. By utilizing these technologies to develop and provide new value-added technologies and products, we will contribute to the realization of global environmental problems and a safe society.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Contribution by developing energy-saving products and supplying them to the market	Achieve sales amount of 600 billion yen or more* with sales as the total amount of social contribution *Target set in 2021 as part of the Medium-Term Management Plan	480 billion yen	448 billion yen	440 billion yen
Contribution by developing and supplying miniaturized products				
Contribution by developing and supplying products pursuing functional safety				

[Related Activities]

Sustainability Priority Issues

Mitigation of Climate Change

[Background and Challenges for Activities]

The awareness of climate change has been increasing on a global scale, including the establishment of the Paris Agreement.

"The ROHM Group Environmental Vision 2050" has also been formulated with a strong recognition that this is a threat to our business activities and ourselves. In order to pass on the global environment to the next generation in a better state, ROHM Group will not only solve problems through its products, but also promote energy conservation throughout its business activities and introduce renewable energy, thereby contributing to the realization of a decarbonized society.

Theme	Targets (Target Year: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Reduction in GHG emission	Reduce GHG by 50.5% in 2030 compared to FY2018	Reduction by over 1.0% (compared to previous year) Reduction by over 35.6% reduction (compared to FY2018)	Reduction by 11.2% (compared to previous year) Reduction by 42.2% (compared to FY2018)	Limit the increase to 6.8% (compared to previous year) Reduction by over 35.6% (compared to FY2018)

Theme	Targets (Target Year: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Reduction of energy consumption	Reduce per-unit emissions by 45.0% by 2030 compared to FY2018	Limit the increase to 6.9% (compared to previous year) Reduction by over 40.7% (compared to FY2018)	Reduction by 7.4% (compared to previous year) Reduction by 48.6% (compared to FY2018)	Limit the increase to 8.9% (compared to previous year) Reduction by over 44.1% (compared to FY2018)
Promotion of Introduction of renewable energy	Promote the conversion to renewable energy with the aim of achieving a 100% introduction ratio by 2050	Over 44.2%	45.5%	Over 54.0%

[Related Activities]

Sustainability Priority Issues

Effective Use of Resources				

[Background and Challenges for Activities]

In order to create a sustainable society for the future without exhausting the limited resources on the earth, it is necessary to realize a "recycling-oriented society" that can produce the greatest effect with the smallest resources and energy. ROHM Group is pursuing recycling-oriented management that minimizes the impact on the global environment by establishing new systems and production technologies to reduce the impact on the global environment.

Theme	Targets (Target Year: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Effective use of water resources	Water recovery and reuse rate by 5.5% compared to FY2019	Improve by over 0.5% (compared to previous year) Improve by over 2.9% (compared to FY2019)	Improved by 2.2% (compared to previous year) Improved by 4.6% (compared to FY2019)	Maintain FY2024 result Improve by over 4.6% compared to FY2019 results

Theme	Targets (Target Year: FY2030)		Targets for FY2024	FY2024 Results	Targets for FY2025
Reduction of waste	Aim for zero emissions (recycling rate of 99.0% or more) on a consolidated basis in Japan and overseas	Japan Consolidated	Maintain zero emissions	Zero emissions achieved	Maintain zero emissions
		Overseas consolidated	Over 95.0%	97.2%	Over 96.7%
		Domestic and Overseas	Over 98.0%	98.8%	Over 98.6%

[Related Activities]

Sustainability Priority Issues

<div style="background:red;color:white;text-align:center">Strengthening Employee Engagement</div>

[Background and Challenges for Activities]

To become a company that solves the social issues outlined in its management vision, must be a company where every employee of ROHM Group working lively. To this end, it is important to create a working environment in which every employee at diverse lifestyle and life stages can work comfortably and achieve results. Through stronger engagement with employees, ROHM Group is committed to fostering a corporate culture that continues to boldly take on challenges without fear of failure in every workplace, and to creating a work environment that encourages employees to take on challenges.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Foster a corporate culture that creates challenges	Establish a system to train world-class next-generation leaders and professionals	Developing next-generation leaders through global trainee programs and MBA (Master of Business Administration) programs that enable employees to think from a global perspective and challenge the unknown.	·Three global trainees dispatched and coaching provided ·Three employees dispatched to MBA/MOT programs, and support system introduced for employees with advanced expertise and doctoral degrees	Build a personnel evaluation system that encourages challenges and rewards results through dialogue between management and labor unions. In addition, introduce a highly competitive personnel remuneration system that raises awareness of contributions to the company among executive employees who lead the ROHM Group.
Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	With the keyword "subjective view of health" (≒"Creating one's own health"), we will develop health maintenance and promotion activities that maximize performance, rather than merely promoting health.	Centered on the Health Up Challenge 7[1], health promotion activities to improve presentism[2] were conducted throughout the year. The walking campaign attracted a record number of over 900 participants, and the BBQ & Walking was held for the first time in six years in cooperation with the labor union.	Through dialogue with labor unions, we will consider and implement welfare measures that are more necessary in the current environment.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Enhancement of job satisfaction	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Maximize organizational performance by establishing a structure to support the resolution of human resource issues at each headquarters.	Established a new HR organization to serve as a business partner and built a structure capable of responding quickly and in a timely manner to human resource issues in each organization.	Maintain and continue the structure created in line with the objectives.
	③Establish a system within the personnel mission-critical system to make data on employees' abilities, expectations, experience, qualifications, etc., and utilize it for appropriate hiring and assignment	Collecting employee career plans in the core human resources system and converting relevant information into data.	Visualized management skills, language skills, and skills necessary for work in the core human resources system.	Build a company-wide succession plan from the executive level based on the visualized data.
Improve employee engagement scores	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Consider and implement measures to further improve engagement in anticipation of the third Head Office and the second group company in 2025.	Support the improvement of the organizational culture of each organization, centered on HR business partners.	Consider and implement activities that contribute to improving employee engagement at every opportunity.

*1 Health Up Challenge 7: A program that aims to improve presenteeism and achieve well-being by having each person work to clear as many of the seven health-related items as possible: sleep, stress, exercise, diet, alcohol consumption, smoking, and communication.

*2 Presenteeism: a state of being at work but with reduced productivity due to mental or physical illness.

[Related Activities]

Sustainability Priority Issues

Diversity Development				

[Background and Challenges for Activities]

With production and sales bases around the world, ROHM Group consist of employees from a variety of nationalities and backgrounds.

By demonstrating the individuality and capabilities of these diverse human resources and teamwork as "ONE ROHM", innovation can be created, and products that lead to the resolution of social issues can be provided. To this end, regardless of gender or nationality, it is essential for employees to develop human resources with a global mindset that allows them to think proactively, accept different cultures and ideas from a broad perspective, and create new value. Based on this philosophy, ROHM Group has identified "Promoting Diversity" as an important management issue. We will take measures that everyone can make the most of their abilities.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promote women's active participation	Increase global female manager ratio to 15.0% by 2025 and to 20.0% by 2030	13.7%	13.8%	15.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Global human capital development and personnel allocation	①Establish a human capital development system for ROHM Group	Provide career paths for growth-oriented employees and motivate them to realize life and career plans through their work.	Prepared a wide range of elective training courses, which were attended by 894 employees. We verified the effectiveness of the training using the NPS method.	In addition to the existing selective training, establish a training system that is more closely linked to business units and carefully considers the target participants and content.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2023 Results	Targets for FY2024
Global human capital development and personnel allocation	②Integrate the mixed human resources system and deploy it as a global system within the Group to promote the enhancement of career planning, appropriate human resource allocation, and the management and promotion of diverse human resources	Collecting employee career plans in the core human resources system and converting relevant information into data.	Integrated human resources core systems across multiple Japanese domestic group companies.	Aim to integrate the human resources core systems of all domestic group companies and standardize systems.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2023 Results	Targets for FY2024
Global human capital development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Visualize career paths for employees aiming to become global leaders based on the "Succession Survey" and "Next Generation Selection Program" at the Head Office.	Implemented a successor training program for high-priority positions. Ten people participated, and seven were actually appointed as department heads.	Establish company-wide talent review opportunities, visualize the status of successors for key positions, and implement systematic training plans.

[Related Activities]

▷ Women's Active Participation

Sustainability Priority Issues

Ensuring the Health and Safety of Employees

[Background and Challenges for Activities]

Accidents at work sites can threaten the lives of employees and affect business continuity. For this reason, ROHM Group believes that it is important to create a workplace in which all employees and stakeholders involved in business can work safely and protect the lives and human rights of employees. Furthermore, for every employee to be motivated and to maximize their abilities, it is necessary for employees to be healthy both physically and mentally. Based on these concepts, ROHM Group recognizes that realizing safe, secure, and healthy workplaces is an important management issue, and will actively work to create a comfortable and secure workplace environment and to maintain and promote mental and physical health.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Securing a safe workplace	Achieve and maintain "0" in the number of lost time accidents in ROHM Group	Number of Serious accidents*: 0 *Cases in which it is judged that there is a possibility of death or physical loss or disability, and cases in which hospitalization is required.	Number of Serious accidents: 2 (Accidents resulting in business suspension: 3)	Number of Serious accidents*: 0

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	①Establish a ROHM Group-wide health management promotion system	Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.	Set targets and implement initiatives to improve Health Up Challenge 7 at all Japanese domestic group companies.	Set targets and implement initiatives aimed at improving two or more items of the Health Up Challenge 7 at all ROHM Group companies.
	②Improved health through Health Up Challenge 7 (65% or more of employees complete at least four items)	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 48.4% or more Percentage of people who exercise regularly: 72.0% or more.	Percentage of people being well rested from sleep: 52.7% Percentage of people who exercise regularly: 70.8% or more.	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 55.7% or more Percentage of people who exercise regularly: 70.0% or more.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	③Address presenteeism*2 by improving mental and physical health	Improve the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%).	Labor productivity loss rate due to presenteeism*2: 20.0%	Improve the labor productivity loss rate due to presenteeism*2 compared to previous year (below 20.0%).

*1 Health Up Challenge 7: A program that aims to improve presenteeism and achieve well-being by having each person work to clear as many of the seven health-related items as possible: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication.

*2 Presenteeism: a state of being at work but with reduced productivity due to mental or physical illness.

[Related Activities]

Sustainability Priority Issues

Enhancing Corporate Governance

[Background and Challenges for Activities]

For corporate activities to comply with the rules of society and meet the expectations of diverse stakeholders, it is necessary to enhance corporate governance with the aim of strengthening competitiveness while ensuring management transparency. To this end, it is essential to clarify the roles and responsibilities of the Board of Directors and other bodies, to make swift decisions, and to promote the separation of management execution and supervision by utilizing outside directors from an independent and objective standpoint, thereby strengthening the monitoring and supervisory functions of the Board of Directors.

ROHM Group aims to strengthen corporate governance, achieve sustainable growth, and increase corporate and shareholder value.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Secure diversity of the Board of Directors	①Increase the percentage of female and non-Japanese directors at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.	21.4% - a decrese over previous year ·Percentage of female directors: 14.3% ·Percentage of non-Japanese directors: 7.1%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.
	②Increase the number of independent outside directors to a majority of the board of directors	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value.	Board of Directors discussed the composition ratio of independent outside directors.	Increase the number of independent outside directors to a majority.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Review of compensation system to improve medium-to long-term corporate value	②Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Continue comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members.	Revised the remuneration system and establishment of policy regarding Board members' ownership of company shares.	Review the effectiveness of the performance-linked remuneration system introduced for the next fiscal year at the Director Remuneration Council.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to utilize support from external organizations in the effectiveness evaluation, and improve quality, not only by reviewing questionnaire methods and question content, but also by considering how to utilize external organizations.	Utilized support from external organizations in effectiveness assessments. Review questions based on internal and external environment requirements, etc.	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.

[Related Activities]

Sustainability Priority Issues

Risk Management

[Background and Challenges for Activities]

Amid the diversification of risks surrounding companies in conjunction with economic globalization and changes in society, appropriately managing various internal and external uncertainties related to business is indispensable for the execution of management strategies and business objectives. Even if we suffer damage from a large-scale natural disaster, accident, infectious disease, or other epidemic, etc., it is an important responsibility as a company to ensure that critical operations are not interrupted, and that recovery and resumption of operations are carried out in the shortest possible time in the unlikely event of interruption. ROHM Group considers "risk management" to be an important management issue for the business foundation, and considers events that may interfere with operations and business performance as "risks" and minimizes the occurrence of such events, and takes measures to ensure business continuity and recovery smoothly even when events occur.

Theme	Targets(Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM system	Strengthen BCM system through company-wide risk management	·Continue activities implemented in FY2023 ·Updating the Group's risk management regulations to the latest status ·Conduct Nankai Trough earthquake simulation drills at domestic group companies ·Create and deploy the Three Fire Risk Assessments as a group-wide tool to strengthen fire prevention activities not only for production equipment, but also for major electrical equipment and high temperature equipment in production areas, ancillary areas, and other workplaces	·Continue activities implemented in FY2023 ·Updated the ROHM Group's risk management regulations ·Conducted simultaneous earthquake evacuation drills at domestic Group companies, identify issues during evacuation, and reflect them in the drill manual ·Conducted BCP drills at the head office in the event of a temporary announcement of a Nankai Trough earthquake. Also, roll out standard tools that can be used to conduct similar drills at domestic Group companies ·Rolled out risk assessment content to domestic group companies, held online briefings, and completed the creation of three assessment tools for production areas, ancillary areas, and other workplaces	·Continue activities implemented in FY2024 ·Formulate a master policy for the Group's BCM ·Reorganize company fire-fighting teams and strengthen evacuation guidance, rescue, and information gathering functions through simultaneous evacuation drills based on earthquake scenarios ·Conduct BCP drills at domestic group companies in the event of a temporary announcement of a Nankai Trough earthquake ·Conduct risk assessments at domestic group companies covering all factory buildings and warehouse areas, compile risk assessment tools in the first half (April to September) and second half (October to March), and identify fire risks

[Related Activities]

Sustainability Priority Issues

Sustainable Supply Chain Management				

[Background and Challenges for Activities]

In order to stably bring high-quality products to the world that meet the needs of society, it is essential to establish a robust procurement system and build strong partnerships with our business partners, which are important partners. In addition, to provide society with high-quality products in preparation for natural disasters and infectious diseases, which have recently become a threat to business continuity risks, it is essential to establish a management system with all suppliers surrounding the ROHM Group in terms of quality, safety, the environment, human rights, and BCM together with business partners, and to improve management quality throughout the supply chain.

With our business partners, we will work together to establish a procurement system that meets the expectations of society and build a sound supply chain to provide society with high-quality products based on the concept of mutual trust and prosperity.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	90.0%	94.5%	94.5%
	② 100% survey of manufacturing sites of Tier-1 suppliers	80.0%	90.0%	100.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM System	③100% prior agreement rate for emergency response of critical suppliers	80.0%	86.0%	100.0%
Promotion of green procurement	Environmental management system self-evaluation pass rate 100%	92.0%[*1]	92.7%	100.0%
Promotion of CSR procurement activities	90% or more of purchases from suppliers* with CSR Self-Assessment result of B or higher *The target value for FY 2025 has been revised to include only material suppliers in the calculation.	85.0%	90.7%	90.0%

*1 As a result of reviewing the scope of the group-level target, the target has been changed from 96.0% to 92.0%.

[Related Activities]

Sustainability Priority Issues

Strengthening Product Safety and Quality

[Background and Challenges for Activities]

The basic philosophy of "Quality is our top priority at all times" is the foundation of ROHM's manufacturing (MONOZUKURI).

Quality is a measure of customer satisfaction. At ROHM, all employees work together as ONE ROHM to achieve our Company Mission, keeping "quality first" in mind in everything we do, from new product development and production system development to raw material procurement and all manufacturing processes, as well as customer service. Based on this fundamental philosophy, the ROHM Group will continue to implement initiatives aimed at improving customer satisfaction, in addition to ensuring product safety.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Establishment and consolidation of quality assurance system through front loading Realizing Proper Quality from the Customer's Perspective	Quality Satisfaction Score +10.0% Improvement (compared to FY2020)	Overall score: 7.5% improvement	·Overall score from customers: 7.3% improvement ·Rate of "satisfied" and "somewhat satisfied" responses: 13.0% improvement (Reason: High evaluation rates increased across all items. In particular, there were significant increases in "nature of defects," "involvement of top management," and "horizontal deployment and recurrence prevention." The results of company-wide efforts to improve quality are evident.) ·The response rate for "unsatisfactory" and "somewhat unsatisfactory": 0.1% improvement *All three items above are calculated from FY2020 figures	Overall score: 10.0% improvement

[Related Activities]

↗ Approach to Quality

Sustainability Priority Issues

Communication with Stakeholders

The main stakeholders of the ROHM Group are the customers to whom our group provides products and services, shareholders and investors who directly influence our group's business, our employees, business partners, and the communities and regions affected by our group's business development.
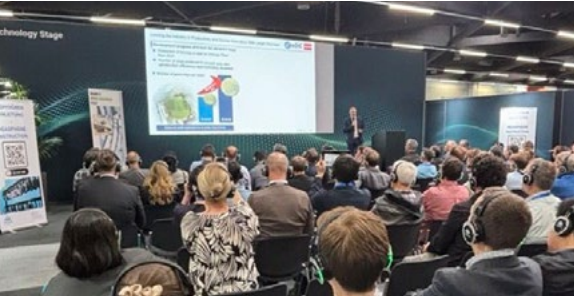
Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Customers	Ensure product qaulity	Contact our support team through the official website
	Disclose relevant information of products	Exhibition
		Product information session
		Disclose on the websites
	Improve customer satisfaction	Customer satisfaction survey
	Meet potential requirements of customers	Inquiry form on the WEB site
		Exchange of information during customer visit
Business partners	Transparent and fair trade	Briefing for CSR Procurement
	The concern for human rights, labor, safety, and environmental issues in global supply chain system	CSR Procurement Self-Assessment (CSR Questionnaire))
		Compliance Hotline for suppliers

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Employees	Ensure health and safety issues in the workplace	Internal Online Portal Site
		Agreement with labor union
	Respect for human rights and eliminate discrimination	Internal Online Portal Site, Internal magazine
		Internal whistleblowing system (Compiance Hotline)
	Human resources and talent development	Employee survey
	Respect for diversity	Internal whistleblowing system (Compiance Hotline)
	Understanding and trust between labor management	Agreement with labor union
Shareholders and investors	Accountability for Management	Shareholders' meetings
		Briefing of financial results from President and Board of Directors
		Briefing Sessions for Individual Investors
		Investor and Analyst Meetings

Sustainability Priority Issues

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Shareholders and investors	Accountability for Management	Overseas investors visits
		Shareholder Relations Activities
	Reflection of opinions on management	IR reports to management (quarterly)
	Fair Disclosure of Information	Timely disclosure
		Corporate Governance Report
		Integrated Report
		Official IR Website
Society and local communities	Leverage our business for social contribution activities	Social contribution activities
	Response to NPO	Answer to questionnaire surveys
	Develop activities in response to issues differ from community to community	Business trips for education activities
		Receive company and factory visit requests from schools
		Music support (Music foundation)

Dialogue with Customers

Exhibition etc.

Dialogue with Shareholders and Investors

Financial Results Briefing etc.

Dialogue with Employees

Dialogue Events between Outside Directors and Employees

Dialogue with Business Partners

Partners Meeting etc.

Dialogue with Local Societies and Community

Dialogue with Local Societies and Community

Business Trips for Education Activities, etc.

Participation in Initiatives, External Evaluation

Participation in Initiatives

ROHM Group has the company mission "Quality is our top priority at all times. Contributing to the advancement and progress of culture" as its cornerstone, and we actively participate in international initiatives with the aim of solving future environmental and social issues to be a company that continues to be chosen by its stakeholders.

United Nations Global Compact

The United Nations Global Compact (UNGC) is an international initiative that aims to get corporations an organizations achieve sustainable development through responsible and creative leadership in ten principles covering four areas: human rights, labor, environment, and anti-corruption.
ROHM Group joined the UNGC in May 2011 and supports the 10 principles.

Task Force on Climate-related Financial Disclosures (TCFD)

In September 2021, we endorsed the recommendations of "The Task Force on Climate-related Financial Disclosures (TCFD)" towards the realization of a decarbonized society.
Recognizing that climate change is one of the most important management issues that significantly affects our business activities, we will work to disclose information in line with the recommendations of the TCFD and strive to realize a sustainable society.

SBTi(Science Based Targets initiative)

ROHM has been certified in February 2022 by the Science Based Target initiative (SBTi) at the 1.5°C level for its greenhouse gas reduction target for 2030, which is recognized as having a scientific basis for achieving the 2°C target of the Paris Agreement.
ROHM is not only aiming to solve society's problems by contributing to energy conservation and miniaturization of semiconductor products, which are our mainstay products, but also to reduce the environmental impact of our overall business activities, including production processes. We will actively promote the use of renewable energy and the introduction of environmentally friendly production facilities throughout the Group.

International Initiatives [RE100]

Since April 2022, ROHM has been a member of RE100 (100% Renewable Electricity), an international corporate initiative that aims to use 100% renewable energy for electricity used in its business operations. Based on the ROHM Group Environmental Vision 2050 formulated in April 2021 and the medium-term management plan announced in May of the same year, we will gradually increase the amount of renewable energy introduced and aim to achieve the goal of 100% renewable electricity used for all business activities in Japan and overseas by FY2050. We are promoting activities to increase the amount of renewable energy sources (water, geothermal, solar power, etc.) to 100% by 2050.

JCI : Japan Climate Initiative

ROHM has joined the Japan Climate Initiative, a network for realizing the decarbonization of the environment. Japan Climate Initiative was established to reinforce discussions among companies, governments and NGOs, which are actively engaged in climate change measures in Japan.

Participation in Initiatives, External Evaluation

External Evaluation

ROHM actively communicates with shareholders and investors around the world, for example by disclosing business results and other corporate information promptly.
In addition, ROHM has formulated a disclosure policy and strives to provide fair and accurate information in a timely manner.

Inclusion in Major ESG Indeces

Dow Jones Best-in-Class Asia Pacific Index

ROHM has been selected for the first time as a constituent stock of the Dow Jones Best-in-Class Asia Pacific Index, which targets companies in the Asia-Pacific region and is part of the Dow Jones Best-in-Class Indices, one of the world's leading ESG investment indices.
The Dow Jones Best-in-Class Asia Pacific Index is an index developed by S&P Dow Jones Indices in the United States and RobecoSAM, a Swiss investment advisory firm. It evaluates companies worldwide across three dimensions—economic, environmental, and social—to identify those with outstanding sustainability performance. For investors interested in ESG, it serves as an important benchmark for measuring a company's sustainability performance.In FY2024, 161 companies (including 78 Japanese companies and 3 semiconductor sector companies) were selected for the DJSI Asia Pacific from approximately 610 major companies in the Asia-Pacific region.

FTSE4Good Index Series

ROHM has been selected as one of the components of the FTSE4 Good Index, the leading index for environmental, social, and governance (ESG) investing developed by British Index Company FTSE Russell for 22 consecutive years.

Participation in Initiatives, External Evaluation

Selection for the ESG investment indexes adopted
by the Japanese Government Pension Investment Fund (GPIF)

FTSE Blossom Japan Index

ROHM has been selected as a component of the FTSE Blossom Japan Index, a new ESG investment index developed by FTSE Russell, since 2017, for the eighth consecutive year.

FTSE Blossom Japan Sector Relative Index

ROHM has been included in the FTSE Blossom Japan Sector Relative Index. The FTSE Blossom Japan Sector Relative Index is designed to be sector-neutral, reflecting the relative performance of Japanese companies that excel in environmental, social and governance (ESG) performance in their respective sectors.
In order to facilitate the transition to a low-carbon economy, only those companies with particularly high greenhouse gas emissions that are recognized for their improvement efforts by the TPI Management Quality Score are included.

Morningstar Japan ex-Reit Gender Diversity Tilt Index

This index, developed by Morningstar Inc. of the United States, focuses on companies that have established gender diversity policies that permeate their corporate culture, as well as companies that are committed to equal opportunities for employees regardless of gender. ROHM has been selected as Group 2.

MSCI Nihonkabu ESG Select Leaders Index

ROHM has been selected as a constituent of the MSCI Nihonkabu ESG Select Leaders Index, a representative ESG (environmental, social, and governance) investment index provided by MSCI and adopted by the Japanese Government Pension Investment Fund (GPIF).MSCI Nihonkabu ESG Select Leaders Index is an ESG investment index created by Morgan Stanley Capital International (MSCI). It is an index composed of companies with high ESG ratings within each industry, selected from the constituents of the MSCI Japan IMI Index.

2024 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX

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S&P/JPX Carbon Efficient Index

ROHM has been included in the S&P/JPX Carbon Efficient Index. The S&P/JPX Carbon Efficient Index was jointly developed by S&P Dow Jones and the Tokyo Stock Exchange, and covers Japanese domestic stocks. The investment weighting of the component stocks is determined by the disclosure status of environmental information and the level of carbon efficiency (carbon emissions per unit of sales).

Participation in Initiatives, External Evaluation

External Sustainability Evaluation

S&P Global Sustainability Yearbook Member

ROHM has been selected as a Sustainability Yearbook Member by S&P Global and included as a company in the top 15% of the Semiconductors & Semiconductor Equipment industry in the Sustainability Yearbook 2025, which lists companies with excellent sustainability efforts.Every year, S&P Global uses its proprietary Corporate Sustainability Assessment (CSA) methodology to evaluate the sustainability efforts of major companies worldwide in terms of three aspects: economy & governance, environment, and society. The most advanced companies in each industry are then listed in The Sustainability Yearbook. In 2024, more than 7,690 companies in 60 industries worldwide were evaluated, and 780 companies (including 80 Japanese companies) were selected.

MSCI ESG Ranking

ROHM received an A rating in MSCI's ESG rating for 2024. MSCI's ESG ratings are characterized by their evaluation of companies based on their industry characteristics and a narrow focus on ESG issues that are most important to each company.

CDP Climate Change and Water Security A List

ROHM has been selected as a CDP Climate Change A List Company and a CDP Water Security A List Company by CDP, an international non-profit organization that evaluates and certifies the environmental strategies and initiatives of companies and other organizations.
This is the first time for ROHM to be selected as an A List Company in the Climate Change category and the fourth consecutive year in the Water Security category.
CDP conducts surveys of approximately 22,700 companies worldwide and evaluates their effectiveness in addressing issues such as climate change, deforestation, and water security, assigning scores from A to D-.

Silver Rating in EcoVadis Sustainability Assessment

ROHM has been awarded the rank of "Silver" in the 2025 Sustainability Assessment by Ecovadis. Ecovadis is a third-party organization that evaluates and monitors the sustainability of supplier companies, assessing the CSR activities of more than 130,000 organizations and companies in 175 countries and 220 industries in four areas: environment, labor and human rights, ethics, and sustainable resource procurement.

Participation in Initiatives, External Evaluation

White 500 Company for Outstanding Health and Productivity Management

ROHM has been certified as a Certified Health and Productivity Management Organization - White 500 by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi for the eighth consecutive year. This is a program that honors companies, such as large corporations and small and medium-size enterprises, that are practicing particularly excellent health management based on health promotion efforts promoted by the Health Council and Nippon Kenko Kaigi.

Acquisition of "Certification from Association for Business Innovation in harmony with Nature and Community" from ABINC

ROHM has been highly praised for its biodiversity-friendly environmental conservation efforts in the vicinity of our Head Office, and obtained the certification from Association for Business Innovation in harmony with Nature and Community (ABINC)[1].

ABINC certification is a system that began in 2014 to evaluate and certify biodiversity-friendly efforts in the creation, management, and use of green spaces in accordance with the Guidelines for Promoting Biodiversity in Business Sites developed by general corporations and Japan Business Initiative for Biodiversity (JBIB)[2].

[1].Association for Business Innovation in harmony with Nature and Community(ABINC)

[2].Japan Business Initiative for Biodiversity (JBIB)

Participation in Initiatives, External Evaluation

Awards and Evaluations from Customers

ROHM Group has been making daily efforts to improve quality and environmental issues in order to meet customer expectations.
Our efforts have been evaluated by our customers and we have received the following awards.

Year	Award contents
2024	"Best Partner of the Year" from Delta Electronics, Inc.
2024	"Excellent Quality Awards" from Sanden Corporation
2024	"Quality Award" from Mitsubishi Electric Mobility Corporation Sanda Office
2024	"Contribution Award" from Tokai Rika Co., Ltd.
2023	"Premiere Partner" from FUJIFILM Business Innovation Corp.
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Malaysia Sdn Bhd (PSNM)
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Vietnam Co.,Ltd (PSNV)
2023	"QCDS Best Supplier Award"from FUJI Electric Co., Ltd.
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"SDGs Special Award" from Sumitomo Electric Industries
2023	"Excellent Quality Awards" from Sanden Corporation
2022	"Supplier of the Year 2022" from Vitesco technologies
2022	"Supplier of the Year 2022" from Continental
2022	"Environmental Award 2022" from Furukawa Electric
2022	"Supplier Excellence Award" from Gentex

Year	Award contents
2022	"Best Quality Award" from Canon Nakayama Plant.
2021	Awarded by Denso Corporation as the best "Quality Supplier" in the quality evaluation system for electronic components in the general bipolar IC category for five consecutive years.
2021	"Quality Excellence Award" from the Canon Nalayama factory.
2020	"Supplier of the Year 2019 Best Performance within Global Category Discretes"from Continental
2020	"Quality Contribution Award" by Minebeamitsumi.
2020	"Quality Excellence Award" from Stanley Electric for its quality of delivery in 2019.
2020	"Quality Excellence Award" from Sumitomo Wiring Systems.
2020	"Certificate of appreciation" for its efforts in quality from Toyota.
2020	"GM Supplier Quality Excellence Award" from General Motors.
2019	"Quality Excellence Award" from Stanley Electric for its quality of delivery in 2018.
2019	"Quality and Delivery Excellence Award" by Power Supply Technology.

*The results for the last six fiscal years are shown.