

Human Capital Management

Human Capital Management

Our Basic Policy

ROHM Group’s Basic Management Policy states, “We will seek out and develop a wide range of talented human resources to lay the foundation for the company’s permanent prosperity.” Our company’s history, technologies, and assets accumulated since our foundation are important assets for the company, and it is undeniably human resources that have cultivated these assets. That is why ROHM Group aims to achieve cyclical growth for the company and its employees by investing in the growth aspirations of each and every employee to bring out their individual abilities to the fullest, focusing on human capital development, and also providing a stage where a wide range of talented human resources can play an active role.

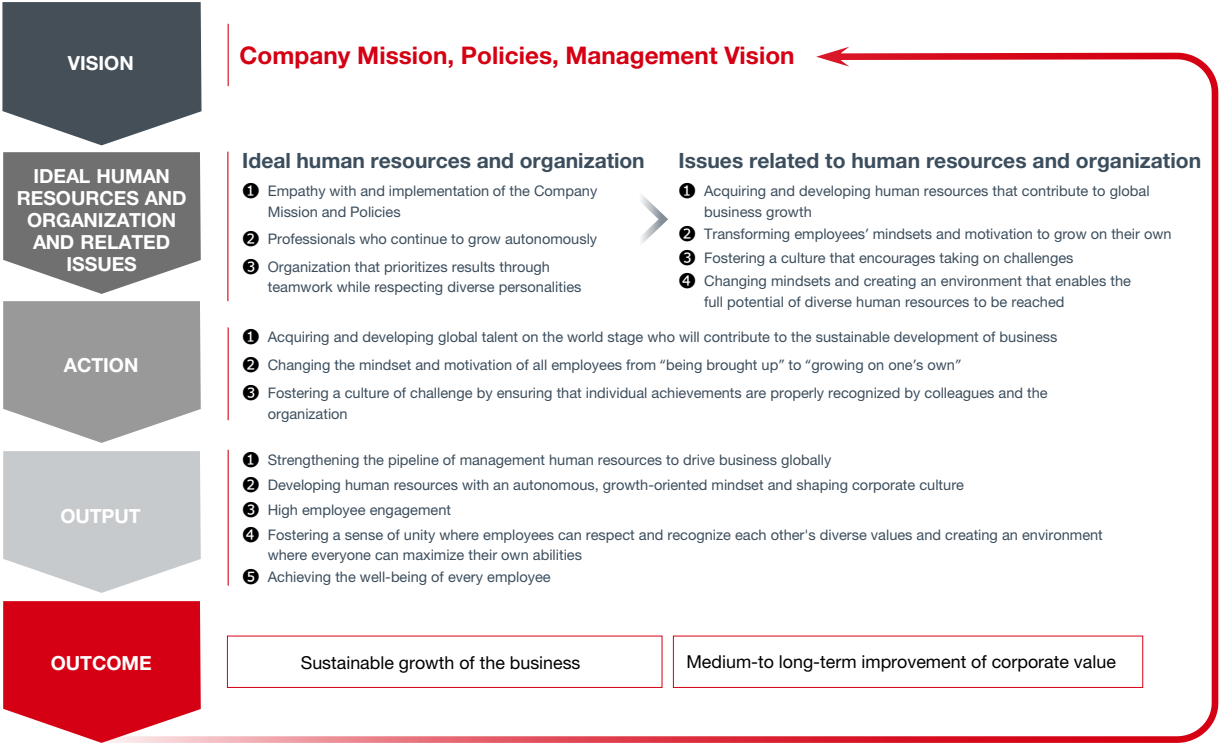
In order to achieve these goals, we believe that we must grow our business and increase corporate value by promoting human capital management.

ROHM’s Vision for Human Capital Management

ROHM Group defines human capital management as “the realization of a cycle of perpetual growth for both the individual and the company, achieved by incorporating the growth of each employee into the company and reinvesting corporate profits to improve the market value of the individual.”

The company provides the employees with appropriate growth opportunities and actively supports their growth. Employees who find this attractive gather at ROHM, grow through their work and increase their market value. As a result, the company grows, increasing its corporate value in the medium- to long-term and further reinvesting in its employees. We see ROHM’s human capital management as a cycle that continues to be perpetuated in this way.

We believe that the ideal image of human resources and an organization required to achieve our Management Vision is one in which professional human resources empathize with the Company’s Mission, Policies and Vision and continue to grow autonomously while respecting the diversity of individual personalities and work together as ONE ROHM to contribute to business growth. By promoting human capital management, we will achieve sustainable business growth and improve our corporate value in the medium- to long-term.



Strengthening Employee Engagement

Our Basic Policy

In the midst of major transitions such as digitalization and decarbonization, and against the backdrop of structural labor shortages caused by the declining birthrate and aging population, it is becoming more important to continue to develop and secure human capital over the long term. In particular, failure to continuously develop and secure highly specialized human capital may lead to a decline in competitiveness.

In order to continue to develop and secure human capital over the long term, it is important to create a stage where a wide range of talented people can play an active role. It is also important to enhance and strengthen human resource policies and systems to increase employee engagement with the company and productivity, and to enable each employee to fully display their abilities.

Specifically, to ensure that the highly specialized human resources that will support the Company’s sustainable growth can fully demonstrate their capabilities, we have drastically revised our employee career system and established the Specialist Position System in FY2019. In addition, under the Job Posting System, which launched in FY2022, job openings at the times of reinforcement or increase the number of employees in focused businesses are publicly disclosed and advertised within the company, providing opportunities for employees to raise their hands and realize transfers on their own.

Furthermore, we have introduced various systems to enable each employee to work flexibly according to their own lifestyle and life stage. In addition to providing childcare and nursing care leaves, we are focusing on creating an environment where employees can continue to work with peace of mind through a system that allows them to change their place of work.

We will continue to use the Engagement Survey to understand the gap between the ideal state of the organization and the current situation and issues, and to implement effective measures to improve engagement to create a stage where excellent human resources can play an active role with vigor.

Strengthening Employee Engagement

Medium-Term Targets and Achievements

In order to realize a workplace environment in which employees, who support ROHM Group’s growth, can work vigorously and foster a better corporate culture, it is essential to strengthen engagement through two-way communication between the company and employees, since group-wide corporate management is crucial. ROHM has set “strengthening employee engagement” as one of ROHM Group’s sustainability priority issues (set for FY2021), and is promoting efforts to achieve this goal.

Strengthening Employee Engagement

[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.

Strengthening Employee Engagement

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】

Strengthening Employee Engagement

Enhancement of Job Satisfaction

We define job satisfaction as a state in which workers are committed to their work and organization, are provided with opportunities for challenges and self-improvement, and feel a sense of self-efficacy. We define ease of working as a workplace environment in which workers can work with peace of mind in accordance with various life stages and events.

In order to increase employee job satisfaction, it is not enough to satisfy either one or the other. We believe that it is necessary to resolve issues related to “ease of work” and then link them to “job satisfaction. For this reason, we introduce the ROHM Group’s initiatives to enhance employee satisfaction by addressing both "ease of working" and the more specific elements of "work fulfillment."

1. Systems that lead to a comfortable work environment and the status of their use

ROHM has introduced various systems to enable each employee to work flexibly according to his or her lifestyle and life stage. ROHM believes that in order to improve productivity in the face of changing lifestyles and life stages, a workplace environment that is easy to work in is the first step.

ROHM will continue to provide an environment that allows employees to choose a way of working that is compatible with their individual values.

Program Name	Description	Subject
Work interval program	Rest time is ensured by creating an interval of at least 10 hours between finish time and start time the following day, to prevent employees' health problems.	All employees
Remote work (work from home) program	A system that allows employees to work in locations other than their regular workspace to support different work styles and improve productivity.	All employees
Relocation of work place programs	In cases where an employee is forced to relocate their home for reasons such as their spouse being transferred, marriage, childcare or to provide nursing care to a family member, a change of their place of work for personal reasons is recognized.	All employees
Rejoining program for retired employee	In cases where an employee is forced to resign from their job due to their spouse being transferred, marriage, childcare or to provide nursing care to a family member, the employee is granted the right to rejoin the company within five years of leaving.	All employees
Acquisition of paid vacations in hours	To enable diverse work styles, employees can take paid leave in units of one hour up to 5 days per year.	All employees
Staggered working hours system	A system that allows employees to change their working hours when it is necessary to respond to customers or telephone calls to overseas locations outside of regular working hours.	All employees

Going forward, we will develop and spread the use of various systems and aim to achieve a working environment that enable employees to work with energy.

Strengthening Employee Engagement

2.Support Systems and Initiatives for Childcare and Nursing Care

ROHM strives to create an environment in which each and every employee can play an active role in accordance with his or her lifestyle. In addition to the systems stipulated by law, ROHM has established its own enhanced systems to allow employees to work flexibly and diversely in accordance with life events such as childcare and nursing care.

System	Contents	Subject	Special Remarks
Maternity leave	Six weeks before and eight weeks after childbirth. During the leave period, compensation in the form of a allowance is paid through the health insurance association.	All employees	
Childcare leave	①In principle, the childcare leave period is extended until the child reaches one year of age. If the child cannot be enrolled in a daycare center, the childcare leave period can be extended until the child reaches three years of age. ②Up to 2 installments per child can be taken (not applicable for extensions) Childcare leave benefits are provided through employment insurance for children up to two years of age.	All employees	•Adapted to the 2022 legal revision •Exceeds legal requirements (up to 3 years of absence)
Father Childcare Leave after childbirth	Twice (up to 4 weeks in total) while spouse is taking maternity leave within 8 weeks after childbirth. Father Childcare leave benefits are provided through employment insurance during paternity leave after childbirth.	All employees	Adapted to the 2022 law revision
Nursing time	May request 30 minutes of parenting time each morning and afternoon per day to raise a child under one year of age.	All employees	
Establishment of a policy to promote the use of maternity leave	Established a policy to encourage male employees to take childcare leave and to extend the period during which they can take leave, and made it known to all employees.	All employees	Adapted to the 2022 law revision
Establishment of a dedicated consultation service	Dedicated consultation service for inquiries about the childcare leave system, past cases of childcare leave taken, etc.	All employees	
Creation of Mother's Room	Support for female employees who are breastfeeding	All employees	Installed at HQ, Kyoto Ekimae Building, and Shin-Yokohama location
Recommendation of acquisition and confirmation of intent to acquire acquisition for all eligible employees	Inform employees whose spouses have given birth of the childcare system, encourage and confirm their intention to using the system.	All employees	

Strengthening Employee Engagement

System	Contents	Subject	Special Remarks
Childcare/nursing care support work	<ul style="list-style-type: none">•Shortened working hours (maximum 2h reduced)•Move working hours up or down (2h possible at most)* Shortened working hours are available until graduation from junior high school at the maximum.* Up to the graduation from elementary school in the case of accelerated and accelerated work	All employees	Exceeds legal requirements (for children up to junior high school graduation)
Leave to care for a child	<p>The following number of vacation days can be taken during one year (April to March of the following year)</p> <ul style="list-style-type: none">•For one child: up to 5 days•For two or more children: up to 10 days	All employees	<p>Can be taken in 1-day, half-day or hourly increments</p> <p>Compliant with 2025 law amendments</p>
Family Member Nursing leave	<p>The following number of vacation days can be taken during one year (April to March of the following year)</p> <ul style="list-style-type: none">•For one eligible family member requiring nursing care: up to 5 days•For two or more eligible family members requiring nursing care: up to 10 days	All employees	Exceeds legal requirements (paid vacation portion)
Long-term Family Member Nursing leave	<p>Up to three years of long-term family member nursing leave can be taken for each family member requiring care</p> <p>Up to 93 days of caregiver leave allowance is provided through employment insurance</p>	All employees	Exceeds legal requirements (up to 3 years of absence)
Allocation of accumulated leave to childcare leave/Leave to care for a child/family member nursing leave/long-term family member nursing leave	<p>Accumulated vacation (unused portion of past paid holidays) can be used.</p>	All employees	ROHM's unique system

Strengthening Employee Engagement

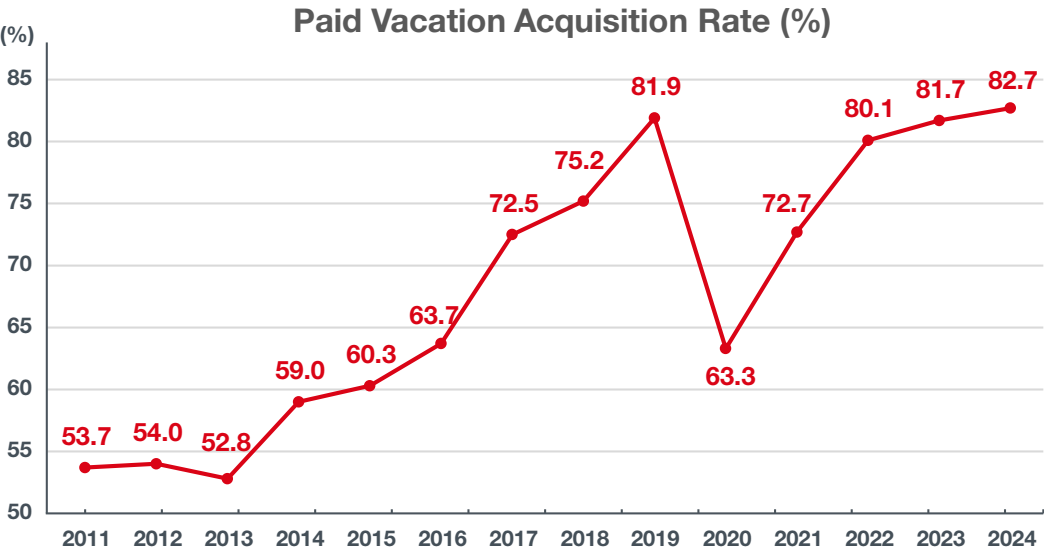
3. Promoting the Acquisition of Paid Vacations

We are promoting the acquisition of paid vacations through the following initiatives to help employees maintain good health or refresh their body and mind.

**Implemented
Contents**

- 1. Training is implemented to boost their awareness and understanding of rules related to paid vacations.
- 2. Establishment of scheduled annual paid vacations (4 days a year)
- 3. Establishment of a paid-vacation promotion day.
- 4. Establishment of paid vacation in hours.

In FY2024, the paid leave utilization rate was 82.7%, an improvement of 1.6% from the previous year. In FY2025, we will continue to maintain a company-wide environment that facilitates the use of paid leave, and we have set a minimum acquisition rate of 50% not only for the company average, but also for each individual.



4. Approach to Harassment Prevention

As part of initiatives to create workplaces where employees can work energetically in good health, harassment prevention training by the general counsel is implemented toward divisional heads, including board members.

[Training Content]

Education while utilizing changes in social demands and specific cases to prevent sexual harassment, power harassment, and maternity harassment.

[Training Achievements]

	FY2021	FY2022	FY2023	FY2024
Participants(number)	34	422	-	-
Attendance Rate	100	100	-	-

Similar harassment prevention training, which will be continued, is also implemented as part of the training provided when employees are promoted to a new position.

In FY2024, remedial and corrective actions were taken for two harassment complaints.The procedures are as follows:

- Investigate the facts, taking care not to cause any disadvantage to the reporter by reporting the incident.
- The company will take corrective action against the incident that is found to be true.
- Provide psychological support to the victim of harassment through counseling by the counseling office and the medical bureau.

Strengthening Employee Engagement

5. Awarding Employee

ROHM Presidential Award

ROHM Presidential Award ceremony is held every year at ROHM to present awards to employees who have contributed positively to the company based on our corporate goals and philosophy.

The awards are presented for employees’ annual contribution to developing new technologies and new products, as well as for their contribution to local and regional communities and our society in general. The awards help to improve the motivation of employees. Employees from group companies are also awarded the same prizes, and this has been a major event for the entire ROHM Group of companies.

[Number of Awards Received]

	Amount of Commendation (Million Yen)	FY2020	FY2021	FY2022	FY2023	FY2023
Gold Prize	3-10	10	10	8	8	8
Silver Prize	1.5	17	17	21	14	14
Bronze Prize	0.5	58	60	55	49	49
Effort Award	0.2	59	-	-	-	-
Total	-	144	87	84	71	71

* Effort awards discontinued in FY2021.

* The results for FY2024 are to be announced in September 2025.

To verify whether this is a motivational measure, we have conducted a questionnaire since 2023. More than 70% of the respondents answered that they would like to try for the President’s Award next year, and among those who participated in the ceremony, more than 90% said they would like to try again next year, indicating that this is a measure that leads to motivation.

6. Specialist Position System

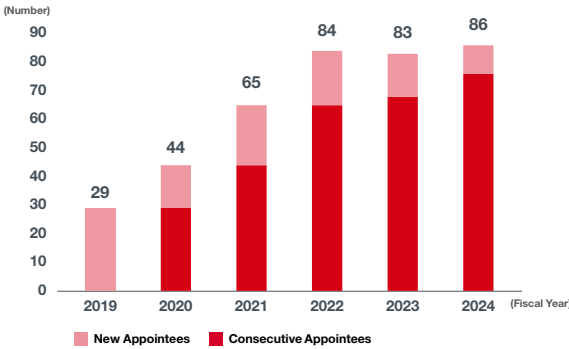
In order to develop products that are chosen by customers in the global market, it is necessary to enhance the expertise of everyone’s individuality and the capabilities of our engineers.

To enable the highly specialized human resources that support ROHM’s sustainable growth to fully demonstrate their capabilities, we have drastically revised our career system for engineers and established the Specialist Position System in FY2019. This system recognizes employees who contribute to the company with their highly specialized skills as “specialists” regardless of whether they have subordinates or not, and clarifies their career paths as leading experts in their fields.

Goals of the Specialist System

- 1. Indication of an image of growth for specialized personnel and planned development of highly specialized personnel when requiring each employee to improve and exhibit specialized skills that could become a source of competitiveness in ROHM’s management and business strategy.
- 2. Expanding opportunities to actively participate and contributing to the personal development of employees whose strength is contributing to the company through advanced specialization.
- 3. Quickly recognizing the path suitable for one’s aptitude, and increasing motivation for conscious and proactive self-improvement of each individual.

[Number of Specialist Appointments]



Strengthening Employee Engagement

In addition, the titles of Fellow and Senior Fellow are given to highly specialized human resources at the top level of specialist positions. The purpose of this program is to nurture human resources who contribute to the company with their expertise and technical capabilities, in addition to those who are responsible for management, and to encourage the relevant employees to maximize their performance for the sustainable growth of ROHM. We plan to appoint about 10 fellows over the next five years, with five having been appointed as of 2025. Senior Fellows will be treated as general managers and executive officers, and a system has been established to enable them to grow as highly motivated, highly specialized human resources.

Specialist positions not only require a high level of contribution as highly specialized human resources, but also have the important duties of fostering future generations and passing on expertise and technology. Through this system, ROHM aims to motivate and develop highly specialized personnel to further improve their expertise, accelerate technological development that supports ROHM's competitiveness, and thereby achieve further growth and development of the company.

Employees from certain grades apply for specialist positions on their own or on the recommendation of others, and if they pass the selection process, they are promoted to the position of chief technical officer or other positions. Among them, employees who meet the selection criteria are appointed.

*Specialist positions are term positions for 4-5 years.

[Specialist Employee Testimonials]



Corporate Quality HQ
Analysis Center
Masao Yoshikawa

I am in charge of managing the Analysis Center, which specializes in advanced analysis technology. The mission of the Analysis Center is to “use advanced analysis equipment to provide results that exceed expectations in a timely manner.” Currently, we are working toward three goals: “actively cooperating to eliminate chronic defects,” “improving the analytical capabilities of the entire ROHM Group,” and “becoming an industry leader recognized by other companies.”

I want to utilize my experience to become a leader in spreading analytical technology across the ROHM Group, transcending organizational boundaries, and to develop more human capital who can properly manage and use analytical equipment and correctly interpret analytical data. Through these efforts, I hope to grow even more myself.



LSI Development HQ
Circuit Technology
Development Division
Kenji Hamachi

I am in charge of developing and promoting model-based technology. Model-based technology is an essential technology and development style in the automotive field. By expressing ICs and devices in mathematical formulas and other models, we can streamline specification reviews and design verification. My specialty is that I can model not only ROHM ICs but also our customers' applications and develop integrated verification environments. For motors, I also model our customers' motors, loads, and mechanical mechanisms. During my term, I aim to model the entire system using model-based technology, strengthen sales of our solutions, and acquire new customers. I also hope to contribute to improving the efficiency of design verification throughout the company by sharing technical information internally.

Strengthening Employee Engagement

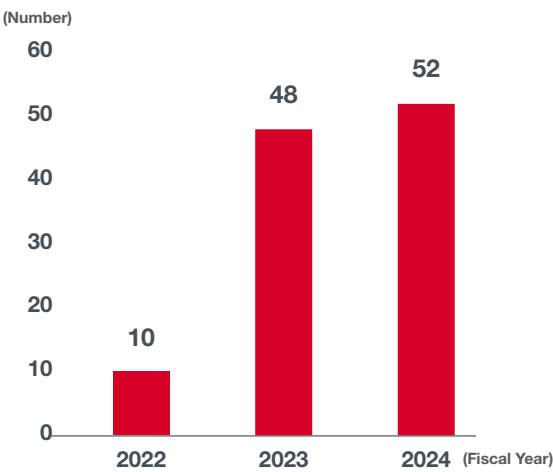
7. Job Posting System

In order to provide employees with the opportunity to transfer by raising their hands on their own, we established the Job Posting System in FY2022. This system is commonly referred to as the internal recruitment system. Employees apply for positions posted within the company, and if they are matched with a department that has a vacancy, they can be transferred.

This system was introduced in December 2022, and as of FY2024, 52 employees have started working in the department of their choice. By having each employee proactively and continuously address his or her own career development and having the company support them, we are revitalizing career development and increasing the internal mobility of human resources. Through this system, we will be able to respond quickly to rapid changes in the environment and secure the human resources needed for our focused businesses.

The results of a questionnaire survey of 30 employees who had been using the system for one to two months after their transfer showed that they were more satisfied with their work and their own careers, and more motivated to work after using the system.

[Number of transfers (cumulative)]



Purpose of introducing a job posting system

- 1. Allow in-house career path choice for oneself.
- 2. Foster a corporate culture that boldly takes on challenges and continues to innovate.
- 3. Increase the internal mobility of human capital.

Strengthening Employee Engagement

8. Evaluation System

System	System details	Frequency	Situation
Management by Objectives System	Aiming at both contribution to the organization and personal growth, we introduced a target management system in FY2016. Employees set personal goals that are linked to management and departmental goals, and the degree of achievement is evaluated at the end of the fiscal year. The system is positioned as a mechanism to develop career paths through communication between supervisors and subordinates in the cycle of the evaluation system, from goal setting to evaluation and feedback, in the process of defining and sharing expectations and ideal images, and achieving them.	Twice a year	Feedback completion rate (FY2024) 99.4%
Performance Evaluation	Evaluation is based on performance and results achieved on the job. In order to maintain clear and fair standards, multiple evaluators are involved in determining evaluations.	Once a year	
360° Feedback	Assessments for managers are conducted so that they are constantly exposed to feedback from others and can promote self-management and self-improvement autonomously. In addition, from FY2022, group coaching will be implemented as a post-assessment measure to support personal and organizational growth.	Once a year	Not conducted in FY2024

9. Long-Term Incentives

Introduced as a mechanism to increase appropriate incentives for executive officers, who are responsible for the management of ROHM Group, and to promote further value sharing with shareholders in order to achieve sustainable growth of ROHM Group and to enhance corporate value over the medium to long term.

10. Employee Stock Ownership Plan

ROHM Group has established an employee stock ownership plan. The purpose of this program is to enhance employee benefits and increase their awareness of participation in management. Employees can continually purchase shares from their own monthly salaries and bonuses, starting from a small amount.

In March 2022, the incentive grant rate for the stock ownership plan was increased from 10% to 20% in order to improve employees' asset building with the company's shares and to increase employees' engagement further.

This has had the effect of increasing the participation rate in the employee stock ownership plan by about 15% throughout the ROHM Group, and as of March 2025, the membership rate was 50.9%.

In addition, we hold briefings on financial results and employee stock ownership plan every quarter. In addition to providing an overview of the financial results and explaining the employee stock ownership plan, a representative from a securities company also speaks about the attractiveness of the plan. The information is also distributed via the company intranet.

We will continue to take measures that lead to employees' participation in management from the same perspective as that of shareholders, aiming to further enhance our corporate value.

11. Expansion of Employee Benefit Package Services

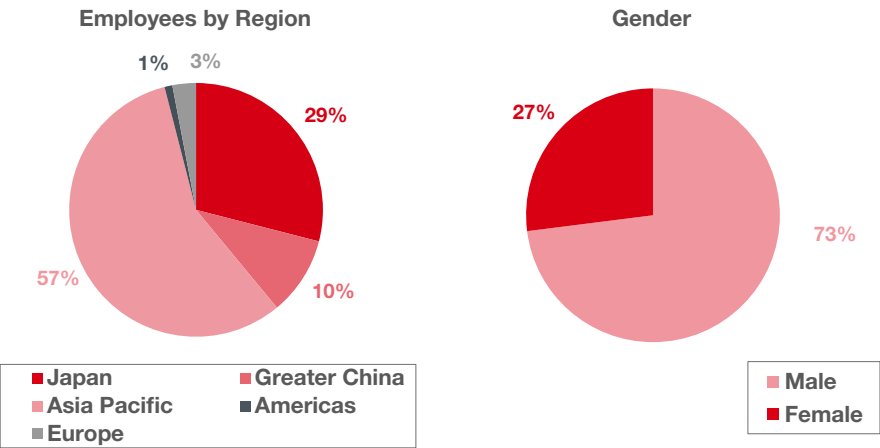
As working styles change dramatically and lifestyles and preferences continue to diversify, we are introducing a new benefit package service in FY2022 that can be used without being affected by circumstances or location and can meet a variety of needs. We are planning to expand and enhance the support services, focusing on providing employees with opportunities for growth, a comfortable work environment, and health support for their families, in order to create an environment in which employees and the company can grow further.

Diversity Development

Our Basic Policy

ROHM Group’s priority is to acquire excellent human resources with diverse values regardless of nationality, gender, age, or disability. Therefore, we are actively promoting recruitment and promotion at the global level. We believe that it will be possible to provide products that will lead to the creation of innovation and the solution of social issues through demonstrating the individuality and abilities of diverse human resources and demonstrating teamwork as “ONE ROHM”. Therefore, we have set “promotion of diversity” as a sustainability issue identified in 2021. Especially in the decision-making process, we believe that incorporating diverse ideas is necessary to make superior decisions, and we have therefore established indicators related to the promotion of diversity as key indicators. We will continue to take measures to ensure that everyone working at ROHM can maximize their abilities.

ROHM Group Employee Ratio by Item(Number of Employees as of the End of March 2025: 22,608)



Note:
Regional categories are defined as follows:
Americas: North America, Central America, South America
Europe: Europe, Russia, Africa, Middle East
Greater China: China, Taiwan, Hong Kong
Asia Pacific: Southeast Asia, Korea, India, Oceania

Country	Percentage
Japan	29%
Philippines	24%
Thailand	21%
China	10%
Malaysia	10%
South Korea	2%
Other	4%

Diversity Development

Medium-term Targets and Results

ROHM has identified “Diversity Development” as one of the key sustainability issues related to human resource management, which is important for the sustainable growth of ROHM and society, and is working to achieve the target for FY2025.

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% by 2025 and to 20% by 2030	13.7%	13.8%	15.0%
Global capacity 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 metod.	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.
	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.

Diversity Development

Theme	Targets(Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Global capacity 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

Diversity Development

Recruitment and Development of Global Talent

ROHM has production and sales sites around the world, and our employees are of various nationalities. We believe that bringing together employees with diverse backgrounds to work as a team will lead to corporate innovation, solve social issues, and increase corporate value. To this end, it is important to hire and train global human capital. Global human capital is not only those who are fluent in languages, but also those who can think independently, accept different cultures, ideas, and thoughts from a broad perspective, and create new values. ROHM is actively working to find and hire global human capitals.

With regard to our initiatives for developing human resources, we believe that the semiconductor industry needs to develop global talent, so we are implementing development activities that go beyond our own company, including industry-academia collaboration projects and exchanges with other companies.

• Recruitment

In anticipation of the further expansion of our global business, ROHM is pursuing activities that will allow the recruitment of people who possess the skills and expert knowledge that we need, regardless of their nationality.

Furthermore, ROHM hires a given number of foreign-national employees each year, with a focus on international students.

TOPICS. Initiatives for Human Capital Development and Recruitment [Practical Training Internship]

We provide opportunities to learn more about ROHM by experiencing ROHM's cutting-edge technologies at actual development sites and producing results with your own hands.

(Number of participants...FY2020: 57, FY2021: 66, FY2022: 92, FY2023: 108, FY2024:116)

[Features]

- On-site employees provide close support for internships
- 1-2 weeks of work experience
- Choose the program that suits you from more than 70 themes



Scenes from Practical Training

[Social Problem-Solving Internships]

ROHM is preparing an opportunity for participants to deepen their understanding of “in what situations ROHM products can solve social issues” based on group work in teams.

(Number of participants...FY2020: 372, FY2021: 597, FY2022: 538, FY2023: 507)

[Features]

- Provide students with a deeper understanding of social issues and the SDGs
- Learn how electronics technology can be used to solve various issues the society is facing



Practical Training in Web Format

[Product Development Online Event]

We are preparing an opportunity for you to deepen your understanding of how product development is carried out through lectures and group discussions.

(Number of participants...FY2023: 508, FY2024: 337)

[Features]

- Experience product development through lectures and group discussions with engineers
- It is possible to learn about the perspectives from which companies carry out manufacturing.

Diversity Development

• Industry-academia collaboration projects

We hold lectures and other events for students of electrical and physical engineering, where employees who are active as engineers at ROHM explain how the research they do at university is connected to industry and manufacturing in the future. In March 2023, we also held a class at Osaka University that led to the acquisition of credits, and conducted a problem-solving class (PBL: Project Based Learning) on the theme of “Interesting experiments with robot cars using electromagnets, sensors, and photoelectric elements”. Participants commented that they enjoyed setting their own issues and working together to solve them, and that they found it challenging but enjoyable to work in groups to solve problems. There were also comments such as “I want ROHM to give a lecture again next year”, so the lecture was well received. We also give lectures at several universities and technical colleges that are related to semiconductors.

Women’s Active Participation

ROHM has identified “diversity development” as an important management issue for sustainable growth, and its mid-term management plan and its achievement targets include promotion of women’s career development and appointment of women and non-Japanese to management positions. The active participation of women is not only expected to lead to the securing of excellent human resources, but also to various effects such as “improved results” by understanding and solving problems from a different perspective than men, “improved career development image” for young female employees through the presence of role models, and “reform of corporate culture” by creating a climate in which women can play an active role regardless of gender. ROHM is committed to providing a wide variety of benefits to its employees. Based on this idea, ROHM is promoting efforts for career development of working women from all angles. In May 2021, we set the 2025 target of increasing the ratio of female managers in the entire ROHM Group to at least 15% by 2025, and increasing the ratio of female or non-Japanese executives in the head office to at least 10% by 2025. We will continue to enhance training opportunities, revise existing systems, and introduce new systems to achieve these targets.

Diversity Development

1. Action Plan for Women’s Active Participation

ROHM has formulated and disclosed, both internally and externally, an action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act of Advancement of Measures to Support Raising Next-Generation Children.

Furthermore, the company aims to realize work styles that suit diverse values by implementing a variety of initiatives aimed at the achievement of goals.

ROHM Co., Ltd. General Employer Action Plans (Excerpt)

Plan period: Apr.1,2023 to Mar.31,2027

Goal :

1. Increase the percentage of female engineers hired from new graduates to 15% or more.
2. Achieve a paid leave utilization rate of 50% or more for all employees.
3. Create an environment in which men can actively participate in childcare.

* We have acquired the Next Generation Certification Mark (Platinum Kurumin Mark) for achieving the goals set in our action plan for April 1, 2019 - March 31, 2023.

[Press release on the the acquisition of Platinum Kurumin Certification](#)

2. Initiatives to Promote Women’s Active Participation

Various forms of training ranging from individualized training to training for department supervisors and superiors are carried out to promote the active participation of women.

Program	Purpose	Target
Career designing program for core position staffs (*1)	Training with the objective of helping women form future visions by providing them with an opportunity to think about their future life and career plans, and consider what kind of an active role they can play	Core position staffs (*1)
Career designing program for administrative assistants (*2)		Administrative assistants (*2)
Leadership program for female employee	Training with the objective of discovering and developing future female leaders who can play an active role in business and employee management	Core position staffs (*1)
Diversity management program for managers	Training through which management-level employees reflect on their awareness related to the development of sucordinates and behavioral changes, and rethink their role as management who enable women to play an active role in a wide range of situations	Managers

*1. A regular full-time position with the prospect of promotion
*2. A position limited to general office work

Diversity Development

[Activities]

• Career Designing Program for Core Position Staffs

A career design training program has been organized since June 2020 for the purpose of providing support to enable female employees to express their individuality. Over 100 female core position staff participated in the training, providing an opportunity to re-examine their career plans from a medium- to long-term perspective.



• Career Designing Program for Administrative Assistants

Career designing training was conducted to support career formation by enabling employees to think about their future lifestyles and work styles. Since 2019, over 300 female employees subject to training participated. The training was not limited to reflecting on careers to that point, but also led to the formation of a community among participants who usually have few opportunities to interact with each other.



• Leadership Program for Female Employees

Training was conducted for female employees aiming to be managers or leaders in future in order to let them find their own ideal image of a leader and provide them with the knowledge and skills required for taking action to approach that image. The training was offered to 20 female employees who volunteered, and carried out three times over three months. Opportunities were provided to participants to aim for their own ideal leader image through basic lectures on leadership by outside instructors and presentations by female leaders actually working in other companies.



• Diversity Management Program for Managers

Diversity management training for managers was conducted to provide support on a workplace level for promotion of active participation of employees with diverse backgrounds including women, and all of ROHM's division heads participated.(Since 2019, over 100 managers participated.) This training involved inviting outside instructors to give presentations on the theme of “Managers Developing the Careers of Female Subordinates”.

• Opinion Exchange Meeting for Board Members and Female Employees

We hold meetings for the exchange of opinions with Board members for female leaders and candidates who will lead ROHM in the future. We aim to achieve more comprehensive and fair human capital management by collecting the opinions of female employees about their careers and the current situation in their departments, and by proposing issues to the management team. In addition, we also contribute to the creation of networking among female employees through these meetings for the exchange of opinions.

Diversity Development

3. Disclosure based on the Act on the Promotion of Womens' Active Participation in Society

Company Name (Number of full-time employees)	Percentage of female workers among full-time employees hired*1	Competitive Ratio in Recruitment		Percentage of female workers in the workforce*1	Percentage of female workers at the assistant manager level	Percentage of female workers in management positions*3	Percentage of female workers among directors
		Male	Female				
ROHM Co., Ltd. (4,398)	15.8%	15.1	37.7	19.0%	6.7%	1.9%	12.5%
ROHM Wako Co., Ltd. (328)	14.3%	3.8	-	11.8%	2.4%	0.0%	0.0%
ROHM Apollo Co., Ltd. (778)	9.4%	5.0	4.8	7.9%	2.5%	3.2%	0.0%
ROHM Hamamatsu Co., Ltd. (242)	7.1%	20.7*2		12.3%	2.3%	0.0%	0.0%
ROHM Mechatech Co., Ltd. (65)	33.3%	17.4	16.6	16.2%	0.0%	0.0%	0.0%
LAPIS Semiconductor Co., Ltd. (637)	11.5%	21.4	22.2	13.3%	2.7%	0.0%	0.0%

Diversity Development

Company Name (Number of full-time employees)	Mid-career hiring results		Wage differentials between men and women *Male as 100		
	Male	Female	All employees		
				Of which regular (full-time) employees	Of which, non-regular employees
ROHM Co., Ltd. (4,398)	27	3	64.0%	63.5%*4	61.7%*5
ROHM Wako Co., Ltd. (328)	5	0	63.9%	63.8%	45.6%
ROHM Apollo Co., Ltd. (778)	2	0	73.2%	76.7%	57.9%
ROHM Hamamatsu Co., Ltd. (242)	2	1	63.1%	66.4%	48.0%
ROHM Mechatech Co., Ltd. (65)	2	0	64.3%	67.2%	70.7%
LAPIS Semiconductor Co., Ltd. (637)	20	4	83.7%	83.4%	80.7%

*1: The percentage of female workers is affected by the low ratio of women in the science and engineering human capital, which makes up the majority of the workforce and are technical employees (see “Basic School Survey” by the Ministry of Education, Culture, Sports, Science and Technology).

*2: The overall competitive ratio is stated because Hamamatsu does not obtain gender information until employees are registered.

*3: Due to the merger, the percentage of female managers at LAPIS Technology is combined with that of ROHM.

*4: The difference in wages between male and female regular employees at ROHM is affected by the ratio of male and female employees by course.

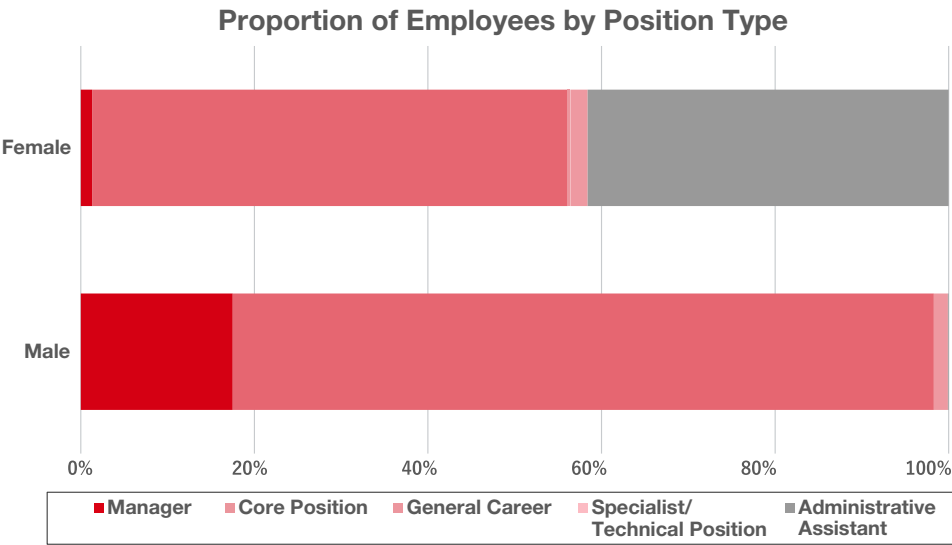
*5: The gender pay gap among non-regular employees at ROHM is influenced by the ratio of male to female employees in each employment category.

Diversity Development

• Gender Pay Gap

When calculating the average wages of all employees by gender, there is in fact a difference between men and women at ROHM. After analyzing the causes, it was found that the main factor was due to the difference in the ratio of the number of men and women in each job category. As this point is related to the way each individual wants to work, we do not intend to forcibly correct it. However, we have established a “course conversion system” so that we can provide opportunities for those who wish to take on a challenge. In addition, although the monetary impact was small, we have reviewed a system that had a bias in the actual recipients of benefits due to the conditions for obtaining benefits.

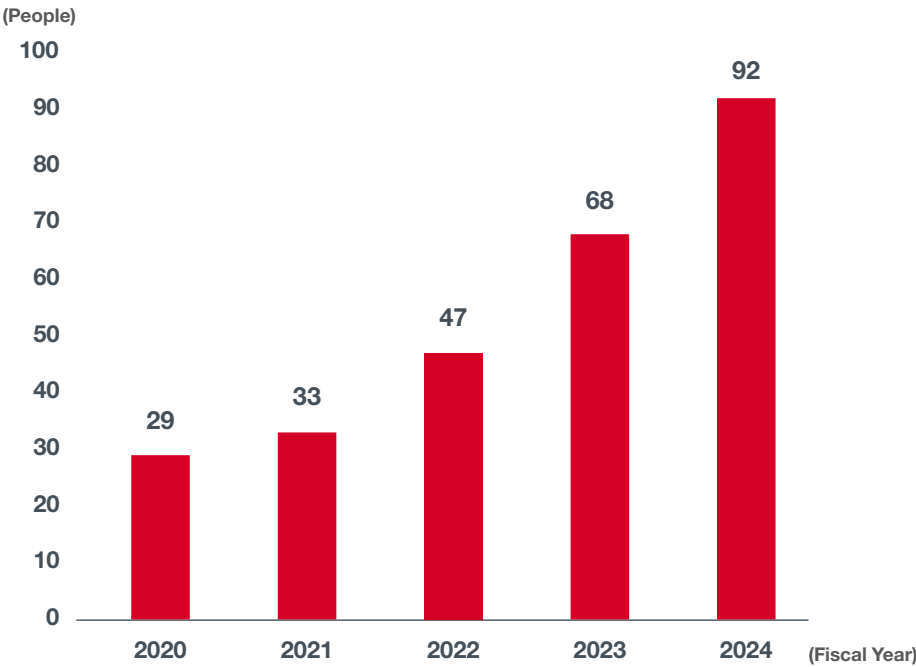
[Proportion of Employees by Position Type]



4. Career Course Transition System

The existing career course system was revised with the objective of encouraging general staff who wish to expand their duties and further advance their careers to switch to become core position staff. Until now, this was only available to administrative assistants who were recommended by the company, but under the new system, all administrative assistants who wish may apply, and those employees who pass the examination may switch to being core position staff. A cumulative total of 92 employees have been converted to core positions staff through this program, expanding the scope of their activities.

[Number of Career Course Transitions(Total)]



Diversity Development

[Voice of the Person in Charge]

Expectations for expansion of professional development programs for overseas employees

I am an Assistant General Manager in the Euro/American Sales Division of ROHM Semiconductor Singapore, responsible for developing non-Japanese customers. I came across ROHM when I was looking for a job in sales because I like the challenge of communicating and negotiating with people.

For ROHM, quality includes not only our products, but also our employees and services. Therefore, we focus on improving quality throughout our business activities, such as ensuring a stable supply chain and striving to minimize our impact on the environment. I also feel that the company fosters a corporate culture that values employees and respects diversity, emphasizes teamwork, and provides individuals with opportunities for growth. In addition, the company encourages work-life balance and has introduced a flextime system to allow working mothers to balance work and home life, allowing them to continue working and actively participate in society.

I also admire ROHM's efforts to promote diversity and increase the ratio of female managers globally.

I believe that ROHM Head Office has always placed a strong emphasis on improvement and innovation, as well as continuous learning and professional development of its employees. I expect ROHM to make the same commitment to the professional development of its international employees as it does to its headquarters. I hope that ROHM will continue to focus on human capital and become a global major through its efforts to improve the value and motivation of its employees.



Kelly Ang
Assistant General Manager
Euro American Sales Division
ROHM Semiconductor Singapore

Senior Employees Active Participation

An age in which people live to be 100 years old has arrived, and there are major changes taking place in people's work and life styles. ROHM considers the preparation of an environment where competent senior employees with skills developed over their long career is extremely important for the future growth of the company.

In addition, assets such as senior employees' experiences, skills and networks inside and outside the company acquired through their long careers are also valuable assets for ROHM.

The company will establish an environment enabling active participation of senior employees, and strengthen its organizational structure to enable continued production of large output.

1. Reemployment system

Aiming to create a work environment in which employees can remain active even after retirement, we have uniformly set the reemployment period up to 65 years for all applicants, regardless of age.

2. Career Designing Program

To provide support that enables employees to proactively think about their own careers and self-actualization, ROHM implements, on a regular basis, age-group-based career training that helps each employee develop careers that are suitable to them. (Since 2012, we have conducted career design training for people in their 40s and 50s, with a total of more than 200 participants.)



Career Designing Program

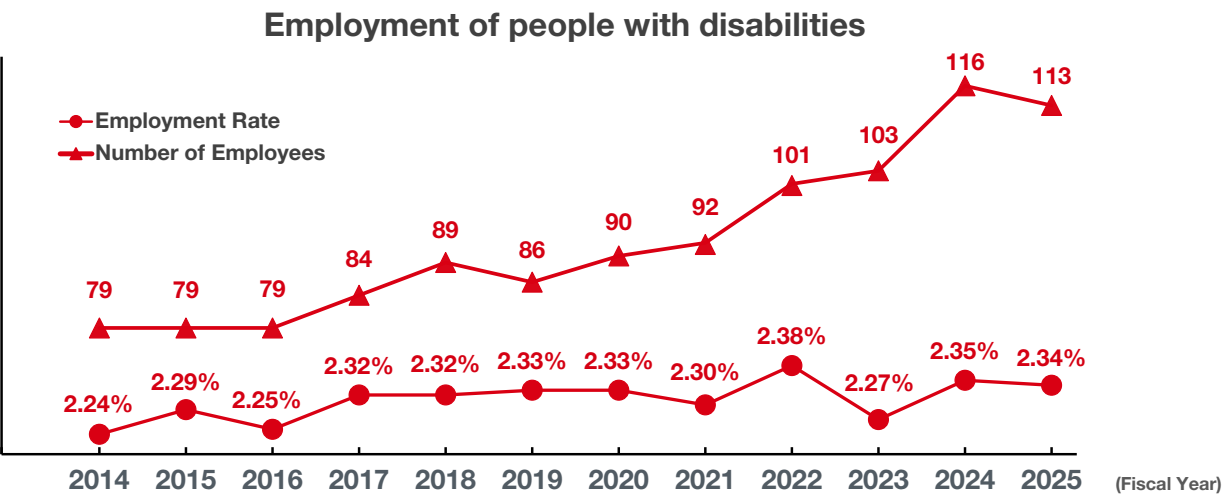
Voice from the Attendees

- It was useful as it offered me an opportunity to learn different sets of values, such as what others my age were thinking of.
- It gave me a chance to reflect on myself and my career plan, which was something that I didn't ordinarily think about.
- I was worried about my future career image, but this training gave me a good opportunity to think about it.

Diversity Development

Empowerment of People with Disabilities

In promoting diversity and inclusion, we are actively working to employ and promote the activities of people with disabilities with the aim of realizing a work environment in which employees with disabilities can play an active role in various workplaces. As of June 2025, the number of employees within the domestic group was 113, with an employment rate of 2.34%.



We are promoting a way of working that allows employees to take on a variety of challenges by making the most of their diverse strengths. In April 2024, we established a new site for hiring people with disabilities and are expanding opportunities for employees to play an active role. We have been improving the workplace environment by installing unisex toilets, ramps, underfloor wiring, and large displays to create an environment that is comfortable for a diverse range of human resources. We will continue to promote employment expansion so that everyone can work with peace of mind and leverage their strengths.

Initiatives toward LGBT

ROHM Group will of course promote diversity and inclusion. However, to create workplace environment where everyone can work energetically, the inclusion of LGBT employees must also be insured, such as by giving consideration to their needs and proactively deepening the understanding of LGBT by other employees. Going forward, we will promote the development of an environment where there is no violation of employee identities. This includes the implementation of in-house training and education, improvement and expansion of consultation services and the creation of working environments that are even more inclusive.

Approach in the Past

- Introduction of business names (implemented since April 2015)
This allows the use of a pseudonym (a names other than one's legal name) as a “business name”
- Revision of the dress code (implemented since April 2016)
We abolished the dress code (i.e., wearing of a designated skirt) that was established on a limited basis according to gender and employee category
- Removing gender field
We removed gender field on entry sheet for job application.

Human Capital Development

Our Basic Policy

ROHM Group has clearly established how to develop personnel through training in its “Basic Goals for Education and Training” “Basic Policy for Education and Training” that have existed within its corporate goals and policies as a universal philosophy since ROHM was founded.

Basic Goals for Education and Training	<div>1. Develop personnel at all levels to constantly strive to obtain new knowledge and to acquire empirical reasoning ability from a broad perspective.</div> <div>2. Train staff to be dedicated as leaders in their field by utilizing their knowledge and experience.</div> <div>3. Develop personnel who can overcome any adversity and strive towards achieving targets.</div> <div>4. Train staff to place the highest value on teamwork, resulting from the combined efforts of all individuals.</div>
Basic Policy for Education and Training	<div>1. All employees will use every available opportunity to enhance self-development.</div> <div>2. Those in leadership positions will exemplify model behavior at all times.</div> <div>3. The emphasis of education is on-the-job training led by the supervisors through daily operations. Supplementary training off the job is also provided.</div> <div>4. Each head of all management levels will appraise staff fairly and conduct effective training programs periodically and consistently.</div> <div>5. Appraisals for each head of all management levels is based, as a general rule, on the success of staff education and training.</div>

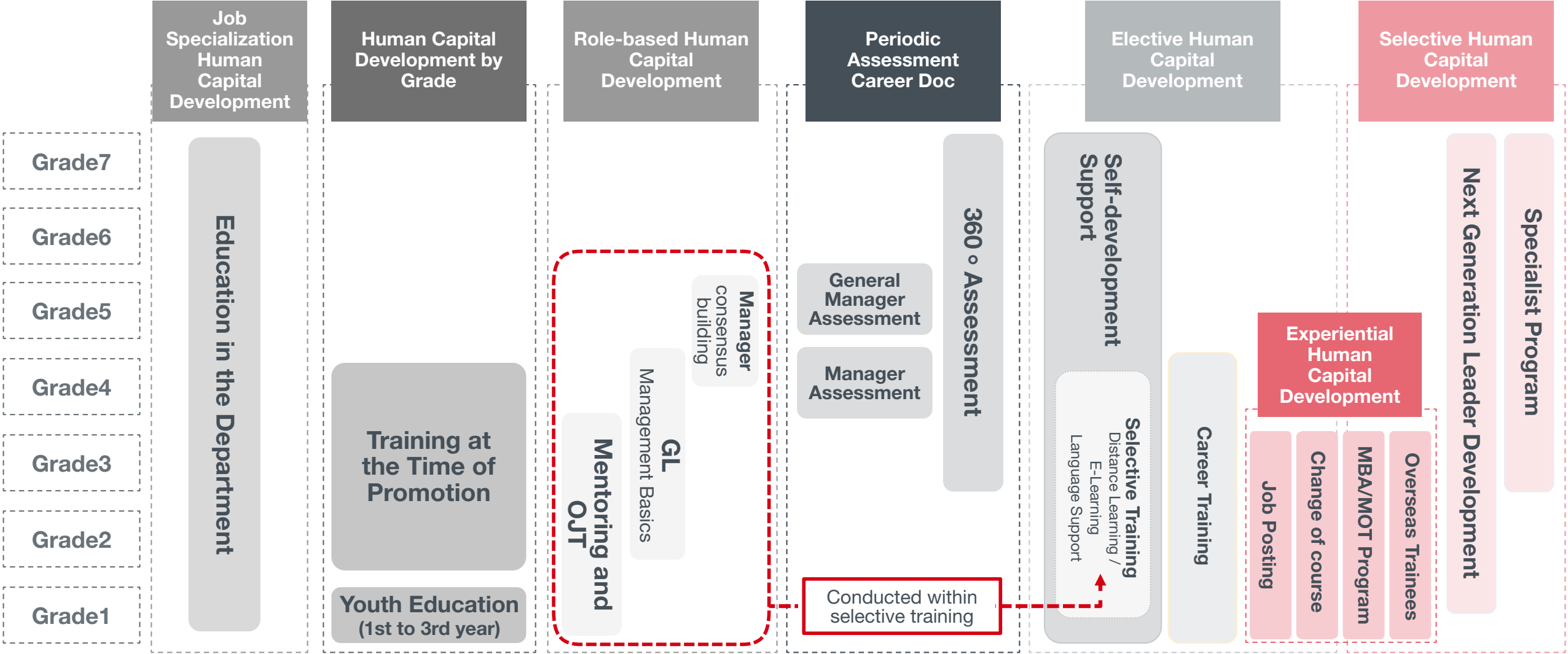
In order to realize ROHM Group’s management vision, it is important to develop next-generation leaders and professional human resources who can create innovation in accordance with the Basic Goals for Education and Training. Based on this idea, Diversity Development is set as a sustainability priority issue. The important themes are “recruiting and training human capital with a global mindset who can think things independently and create new value” and “securing next-generation leaders and professional human resources”. By increasing the educational opportunities for employees, we will foster rewarding feelings of growth and improve employee performance, which in turn will lead to the growth of the company.

Human Capital Development System

The Basic Goals for Education and Training in the Corporate Objectives and Policies, which have existed as a universal philosophy since the company’s founding, clearly define the type of human capital that should be developed through education and training. In accordance with the Basic Goals for Education and Training, we are working to establish and operate an education and training system at the group level and to systematically develop human capital who will be responsible for the next generation of management, as described below.

Human Capital Development Structure	Objective
1.Career Development	Learn the mindset, knowledge, and skills to think about and design one’s own career and involve others in its realization.
2.Job Specialization Human Resource Development	Learn the specialized knowledge and skills needed to perform one’s job.
3.Human Resource Development by Grade	Learn the minimum required knowledge and skills as a ROHM human resource, as well as the thinking skills that form the foundation for capacity building.
4.Role-based Human Resource Development	Learn the knowledge and skills required for the development and management of subordinates and junior staff and organizational development.
5.Periodic Assessments	Learn organizational management skills through external assessments and apply them in practice.
6.Elective Human Resource Development	Learn the knowledge and skills necessary for your career when necessary.
7.Selective Human Resource Development	A system for discovering, selecting, and systematically developing human resources who will support the company’s management and technology.
8.Experiential Human Resource Development	Gain the experience opportunities you need for your career.

Human Capital Development



Human Capital Development

In-house Training Programs and Achievements

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2023		FY2024			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Grade-specific human capital development	Training for new graduates*1	Acquire basic knowledge as a working person and business etiquette (basic skills of a working person), as well as learning about the company and the basics of how to approach work.	1	290	100%	296	100%	80	900
	Plant Training	Training mainly for new graduates in the engineering field to experience actual manufacturing sites so that they can understand the issues and difficulties at manufacturing sites before setups.	1	93	100%	-	-	-	-
	Training for Promoted Employees	Training to acquire the knowledge, skills, and mindset required for each grade. It is based on an understanding of Company Mission and policies, participants will consider the role they will be expected to play in the future and set action goals.	7	296	100%	260	100%	13 (Grade2) 14 (Grade3) 17 (Grade4)	4,332
Role-based Human Resource Development	Harassment Training	Aimed at managers responsible for increasingly complex human resources management to learn about the current situation in their companies and how to deal with problems in order to prevent misconduct, loss of human resources and mental health issues.	4	-*3	-	-*3	-	-	-

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2023		FY2024			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Role-based Human Resource Development	Mentor/Mentee Training*2	Foster a culture of human resource development and encourages long-term career development through the development of new graduates.	10	60	100%	-	-	-	-
Periodic Assessment	Assessment training	Quantify the skills required for management to unite an organisation, analyse strengths and weaknesses, correctly recognise one's own management style and use it in the future management of the organisation.	4	112	100%	106	100%	6 (Junior Managers) 62 (Department Managers)	10,460
Elective Human Capital Development	Career design program	Focuses on the individual's career, regardless of grade or role, and fosters the ability to act proactively to think about one's own career and achieve self-fulfilment.	2	130	100%	-*3	-	-	-
	Elective training	Provides selective training in the three areas of "Reskilling Update," "Career Design," and "Leadership Development" in order to provide selective career development opportunities.	16	1084	100%	894	100%	8.4	17,119
Selective Human Capital Development	Next Generation Leader Development	A succession plan system that aims to quickly discover excellent human resources who will be candidates for next-generation management, and to develop and secure them from a long-term perspective, which will drive ROHM's stable growth.	24	-*3	-	10	100%	84	4,430

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2023		FY2024			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Experiential Human Capital Development	Course Change System	System designed to promote course transfers to key positions for employees in limited key positions who wish to broaden the scope of their duties and take on the challenge of further career advancement.	-	130	100%	20	100%	3	0
	Learning language study abroad system	Support acquisition of the language skills required for carrying out business overseas, through a program that allows one to four weeks of study at a language school in the Philippines.	-	0	-	0	-	-	-

*1:Training for new graduates and Follow up training for new graduates are also available to employees of affiliated companies in Japan.
*2:This training has been shifted to an elective training program.
*3::Not held in this fiscal year.

Human Capital Development

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Average annual educational development hours per capital	ROHM	Hours	-	-	12.7	13.2	9.6	7.6
Average annual educational development cost per capital	ROHM	Yen	-	-	23,000	40,118	33,142	15,023
Average annual educational development hours per capital	Consolidated	Hours	-	-	-	-	-	-
Average annual educational development cost per capital	Consolidated	Yen	-	-	-	12,471	14,051	12,015

MBA/MOT Challenge Program

Within the program, promising employees are selected and encouraged to pursue a Master of Business Administration (MBA/MOT) or doctoral degree. The aim is to develop human capital with a managerial perspective and highly specialized skills, thereby ensuring the sustainable growth of the company.

DX Education

With the aim of improving the digital skills of our employees, we are promoting the automation of business processes through e-learning of IT knowledge and the utilization of generative AI and low-code development tools. Through both classroom and hands-on training, we are promoting the improvement of individual employee productivity. In particular, RPA tools are used company-wide, leading to the automation of more than 420 operations and tasks and achieving annual operational efficiency gains of more than 24,000 hours.

Support for Qualification Acquisition

In order to support employees in improving their abilities, ROHM pays up to 100% of the examination fees for certification acquisition. In addition, for some certifications, employees are allowed to take the exam during working hours.

Overseas Trainee System

Since FY2015, we have adopted an overseas trainee system that allows young employees to spend one year at an overseas Group company to experience different work and learn about other countries' culture. The aim is to discover and develop human capital capable of thinking on their own from a global perspective as well as launch challenges to stretch themselves by providing an opportunity for them to boost their experience by immersing themselves in different operations and cultures.

TOPIC. Voice from the Participant of Overseas Trainee

In addition to experiencing business and daily life abroad, I was also able to feel momentum as well as the hungry attitudes of people, which I didn't feel in Japan, along with differences in what is considered the normal way of thinking. I realized that I had been working from a narrow perspective, using Japanese and personal values as my benchmark. I will work earnestly with a global perspective so that I can make use of what I learned abroad and make a contribution to society.



Labor Management System

Labor Policy

Respect for Humanity and Personality	ROHM Group will respect the humanity and personality of each employee, and ensure sound and stable lives of the Group’s employees. In addition, ROHM Group will comply with international standards of conduct and related laws and regulations of each country and region, and will encourage an open and comfortable office environment that respects cultural diversity, different customs, and other values.
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1. Conduct guidelines:

ROHM Group will act as specified below in accordance with this Policy.

1.1 Maintenance and improvement of labor conditions:

ROHM Group will value the individuality of each and every employee. The Group aim to build diversified systems to handle personnel and employment as well as improve working conditions, in order for employees to feel affluent and comfortable.

1.2 Safe and comfortable office environment:

ROHM Group strives to secure a safe, healthy and comfortable working environment. In order to prevent work-related accidents, the Group will comply with relevant laws and regulations, and in line with international standards (ISO45001), make every effort to maintain occupational health and safety management programs. If any accident occurs in the workplace, the Group will promptly take appropriate measures, and strive to prevent the expansion and recurrence. In addition, the Group will not engage any employee under the minimum age provided for in international standards of conduct, and in related laws and regulations of each country and region, in jobs that endanger their health and safety. Clean toilet facilities and drinking water stations are provided in the workplace, in addition to facilities for providing meals with proper hygienic control, and in case residential facilities would be provided, efforts will be made to maintain a clean and safe environment.

1.3 Realization of work-life balance:

ROHM Group realizes that there are diverse working styles. The Group will support work-life balance and strive to maximize possibilities in promoting job satisfaction.

1.4 Respect for privacy:

ROHM Group will respect the privacy of individuals. The Group will pay close attention when dealing with personal data and ensure the appropriate management of it.

1.5 Respect for human rights and prohibition of discrimination:

ROHM Group will respect human rights and other rights of everyone. The Group will not allow discriminatory words, behavior, or treatment.

1.6 Understanding of diversity:

ROHM Group will strive to act in ways that respect the diversity of cultures, religions, customs, systems and other values of each country and region. Furthermore, efforts shall be made to provide reasonable accommodation for religious practices at workplaces with numerous employees who need such special facility. Efforts will also be made to provide workers with disabilities with measures based on reasonable consideration (consideration for the physical environment, consideration for communication, and flexible changes to rules and practices etc.).

1.7 Humane treatment:

ROHM Group will work to prevent harassment and inhuman treatment in the workplace, including sexual harassment, physical or mental oppression, and verbal abuse, and will define disciplinary policies and procedures to eliminate the threat of the foregoing treatment and make those policies and procedures known to every employment.

Labor Management System

1.8 Right to work:

ROHM Group will not employ any forced, bonded, or inhumane labor. All work will be voluntary, and the Group will allow employees to freely leave their job by offering to terminate their employment in accordance with the standards provided for by the relevant laws and regulations of each country and region. In addition, the Group will allow employees to leave the workplace during periods in which they do not engage in work in accordance with internal rules. As employment conditions, the Group will not require employees to surrender their identification card or pay unlawful fees, and will disclose any and all fees incurred by employees. The Group will work to notify employees of labor conditions in writing and verbally so that they are able to understand the contents thereof.

1.9 Prohibition of child labor:

ROHM Group will not employ any person under the minimum employment age provided for in international standards of conduct, and in related laws and regulations. The Group will establish a system to enable the use of job-training programs in compliance with laws and regulations. In addition, the Group will not engage employees under the age of eighteen (18) in jobs that endanger their health and safety.

1.10 Working hours:

ROHM Group will not require employees to work above and beyond the working hours provided for by international standards of conduct, and related laws and regulations, except in emergencies or unusual situations. Furthermore, the Group will strive to prevent overworking that impairs the physical or mental health of the employees, and allow them to have appropriate break time in accordance with related laws and regulations, as well as at least one day off per seven-day week. Also, leave of absence shall be granted without imposing disciplinary actions in case of injury, illness or childbirth, by following the procedures established by each country and region, and by the Group.

1.11 Wages and benefits:

ROHM Group will pay wages and overtime allowances to employees without delay in compliance with international standards of conduct and related laws and regulations. The Group will communicate appropriately in writing the working hours, the basis for payment of overtime allowances, and other details to employees, and appropriately retain the records thereof including taxes, social insurance premiums, and other deductions. In addition, the Group will not deduct wages in excess of the basis provided for in related laws and regulations as a disciplinary measure.

1.12 Freedom of association:

ROHM Group will respect the employees' right of freedom of association as well as their right to join or not to join labor unions in accordance with international standards of conduct and related laws and regulations. In addition, the Group will work to provide opportunities for employees to have frank discussions with management about working conditions and management practices without fear of reprisal, intimidation, or harassment.

2. Management System

ROHM Group will build a management system to observe this Policy and work on the continual improvement of this Policy. The management system will be designed to ensure compliance with applicable international standards of conduct, related laws and regulations, and customer requirements, and the identification and mitigation of operational risks related to this Policy.

2.1 Responsibility:

ROHM Group will operate the management system in accordance with this Policy approved by top management as provided for in in-house rules.

2.2 Identification of representative:

ROHM Group will identify an internal representative responsible for ensuring implementation of the management system and related items. The top management will review the status of the management system on a regular basis.

2.3 Legal and customer requirements:

ROHM Group will define the procedures for identifying, monitoring, and understanding international standards of conduct, related laws and regulations, and customer requirements.

2.4 Risk assessment and risk management:

ROHM Group will define the procedures for identifying risks involved in the Group's business activities, determining the relative significance of each risk, managing the identified risks, and ensuring regulatory compliance.

Labor Management System

2.5 Improvement objectives:

ROHM Group will define improvement objectives and implementation plans, and periodically assess the achievement of those objectives in order to fulfill its social responsibilities.

2.6 Training:

ROHM Group will provide training to employees to implement this Policy and the improvement objectives, and to meet requirements in international standards of conduct and related laws and regulations, as well as customer requirements.

2.7 Communication to employees, etc.:

ROHM Group will define the procedures for communicating this Policy, improvement objectives, and the assessment of the achievement thereof to employees, suppliers, and customers in a clear and accurate way.

2.8 Participation of employees:

ROHM Group will define the procedures for assessing employee's understanding of matters provided for in this Policy and making sustained improvements to this Policy based on those assessment results.

2.9 Audits and assessments:

ROHM Group will conduct periodic self-assessments to ensure conformity with international standards of conduct, related laws and regulations, and customer requirements.

2.10 Corrective and preventive action:

ROHM Group will define procedures for correcting and preventing within an appropriate period of time the recurrence of defects/ inadequacies detected in the course of internal or external audits.

2.11 Documentation and records:

ROHM Group will create and retain records related to the management system in accordance with international standards of conduct, related laws and regulations, and customer requirements.

2.12 Supplier responsibility:

ROHM Group will define procedures for communicating requirements provided for in this Policy to suppliers and monitoring the compliance of the suppliers with this Policy.

Ensuring the Health and Safety of Employees

Our Basic Policy

ROHM Group believes that it is important to protect the lives and human rights of employees by realizing a workplace where all employees and stakeholders involved in the work can work safely and physically and mentally. In addition, ensuring a safe, safe and hygienic workplace is indispensable for creating an environment in which each employee is rewarding and can make the most of their abilities.

ROHM Group operates an occupational health and safety management system with the aim of creating a safe and healthy workplace. Based on the following health and safety policies, we set goals and manage safety and health issues related to ROHM Group’s business activities, and make group-wide efforts for continuous improvement.

Occupational Health & Safety Policy

In accordance with the CSR policy, ROHM Group consider safety and health the top priority in our business activities, thereby proactively work to comfortable work environment without worries as well as preserve and promote our physical and mental health.

- 1. We comply with health and safety laws and their related regulations, other requirements, and our company’s rules.
- 2. We prevent occupational accidents by implementing managerial measures based on the identification of hazard sources in our workplace and their severity via risk assessment.
- 3. We pursue highly-ranked awareness by systematic education, training, and other things concerning health and safety. Additionally we strive to prevent injuries, physical and mental illnesses by promoting the creation of a comfortable workplace through energized, voluntary activities.
- 4. We design and operate the occupational health and safety management system through consultation with our workers and their involvement in decision-making.
- 5. We carry out continuous improvement activities with full participation by setting the health and safety objectives and the action plan that are supported with adequate resources.

June 17, 2024
ROHM Co., Ltd.
ROHM Group Occupational Health and Safety Top Management
Satoshi Fujitani

Ensuring the Health and Safety of Employees

Health and Safety Management Promotional System

ROHM Group has production bases around the world. We operate a management system based on ISO45001 to ensure the safe operation of our factories and the safety of our employees.

Based on the Safety and Health Policy, the Central Safety and Health Committee promotes safety and health activities to ensure the safety of all employees, maintain and promote their physical and mental health, and promote the creation of a comfortable work environment.

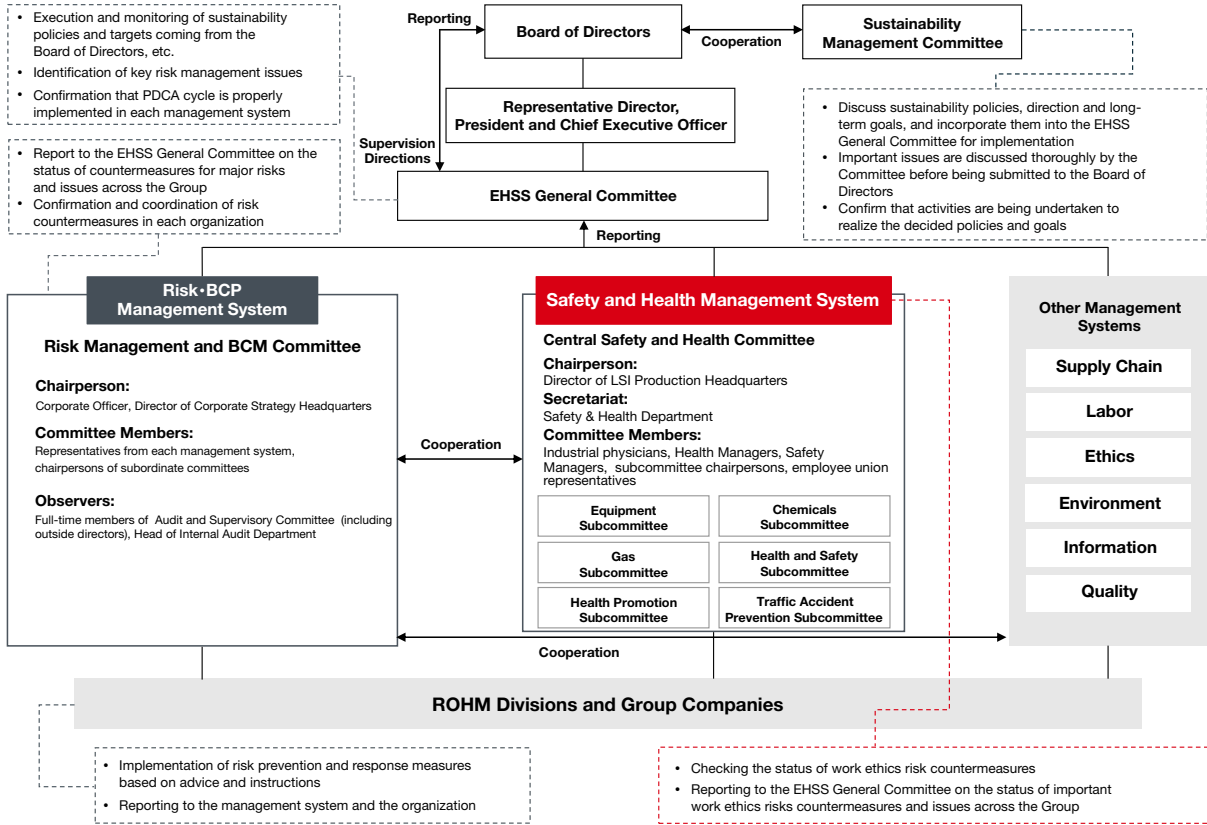
The Central Safety and Health Committee is established as a subordinate organization of the EHSS General Committee*, which is attended by directors with executive authority and division managers, and is responsible for the appropriate management of serious safety and health risks in ROHM Group.

The Central Safety and Health Committee is chaired by the headquarters director, and consists of six specialized subcommittees, which address various themes such as equipment, chemicals, and health promotion, and manage safety and health risks in cooperation with the Safety & Health Department, which serves as the secretariat.

Each subcommittee formulates targets, measures, and evaluations for each theme, and reports progress and results to the Central Safety and Health Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Central Health Committee is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

* EHSS General Committee: A committee composed of executive officers in charge of the eight lower management systems (Risk Management BCM, Supply Chain, Labor, Ethics, Health and Safety, Environment, Information, Quality) to check whether the PDCA cycle for each system is appropriately implemented.

ROHM Group Health and Safety Management Promotional System



Ensuring the Health and Safety of Employees

Medium-Term Targets and Achievements

ROHM has identified “ensuring the safety and health of employees” as one of the sustainability priority issues that are important for the sustainable growth of ROHM and society, and is working to achieve the target to be achieved by FY2025. In addition, to further promote health management, we revised the FY2025 achievement target in FY2023.

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: FY2030)	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 *Occupational accidents requiring one or more days of absence from work	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: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	1. Establish a health management promotion system that unifies the ROHM Group	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.
	2. Improvement of health through “Health Up Challenge 7” (65% or more of participants achieved 4 or more 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
	3. Improve presenteeism by improving physical and mental health	Improved 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%)

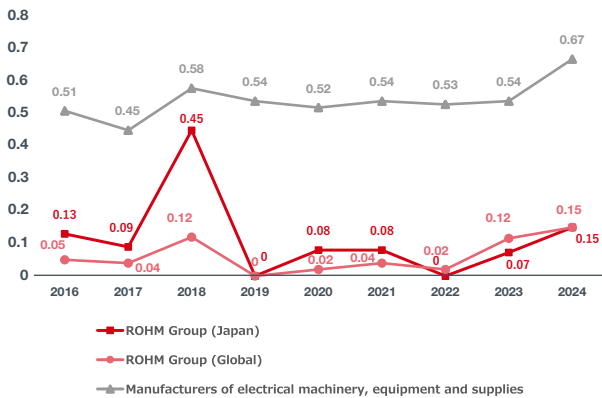
*1 Health Up Challenge 7: A program that aims to improve presenteeism and achieve well-being by having each person work to clear as many of the seven health-related items as possible: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication.
*2 Presenteeism: a state of being at work but with reduced productivity due to mental or physical illness.

Ensuring the Health and Safety of Employees

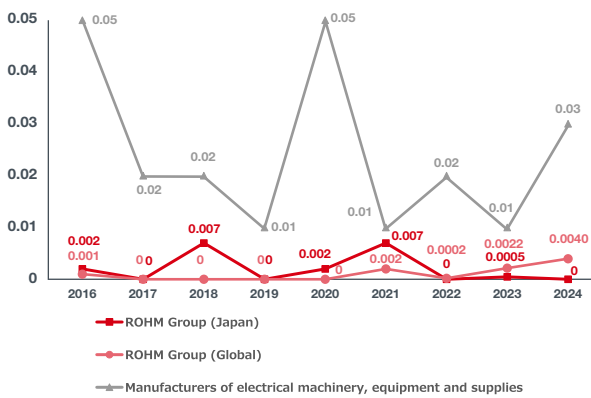
Occupational Incident Rate and Severity

In 2024, As a result of our ongoing safety initiatives, ROHM's occupational accident incidence rate and severity rate remained below the average for the electrical equipment manufacturing industry in Japan at both our domestic and global locations. From now on, ROHM is continuing to work toward zero occupational accidents and work to create a safe and comfortable work environment for all employees.

Incident Rate



Severity Rate



- Incidence Rate (Frequency of injury Occurrence) =
Number of Casualties from Work-Related Injuries ÷ Total Labor Time × 1,000,000
- Severity Rate (Severity of Disaster) = Total Number of Work Days Lost ÷ Total Labor Time × 1,000

Initiatives to Promote Safety

1. Safety Training

The ROHM Group provides ongoing safety training to its employees to ensure a safe and secure workplace. In addition to the legally required training provided upon hiring, we conduct regular training sessions that include review sessions for employees in their second and third years, and safety training tailored to their positions when they are promoted. This ensures that the necessary safety awareness and knowledge are established at every level. In addition, each workplace conducts its own health and safety training through workplace committees, promoting voluntary and proactive health and safety management activities.

*Workplace committees: Formed at the department and floor levels, these committees communicate the decisions made by the health and safety committee at each location and promote the improvement of health and safety performance within their departments. All employees, regardless of position, are encouraged to participate.

In recent years, we have established three basic rules for safety activities as the fundamental actions to take when an abnormality is detected: “Stop (interrupt work),” “Call (contact a supervisor or senior employee),” and “Wait (do not resume work until instructed).” We regularly educate all employees on these rules.

In addition, at our Hamamatsu plant, we have established an “Engineer Training Division” that specializes in training equipment engineers. At the Engineer Academy, a facility dedicated to training, full-time instructors teach not only specialized technical skills but also work safety management using the SEAJ (Semiconductor Equipment Association of Japan) recommended safety training program. In addition, we are training instructors so that this training can be provided at all ROHM Group locations. (The Engineer Academy was certified as a vocational training facility in Shizuoka Prefecture on March 29, 2023.)



Engineer Academy
(Technical Training)

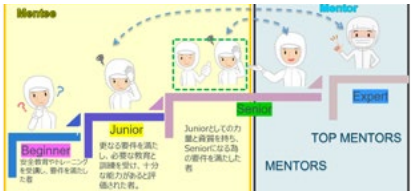


Engineer Academy (Lecture)

Ensuring the Health and Safety of Employees

2. Activities to Prevent Industrial Accidents

In accordance with Safety and Health Management System, we are continuously implementing activities to reduce health and safety risks by conducting risk assessment and KYT (risk prediction) activities, as well as identifying and improving near-miss items. At our overseas plants, we provide training and guidance to employees who have been with the company for a short period of time so that communication on safety issues at the site is not diluted. We are also striving to maintain and improve mutual safety awareness and on-site capabilities while implementing mentor-mentee activities in which senior employees who have been with the company for a long time provide education and guidance to employees who have been with the company for a long time. As a result, in FY 2024, the number of safety-related suggestions from workers increased fivefold over a year, and improvements were made.



Mentor & Mentee Activities

3. Safety Confirmation of Group Locations

With the aim of strengthening the operation of our health and safety management system and preventing disasters at Group locations and reducing risks at work sites, ROHM conducts on-site inspections of Group locations. By having a third party inspect our manufacturing sites, we prevent risks from being overlooked and ensure that safety management levels are consistent across the board. In FY 2024, we will conduct on-site safety inspections and discussions with local members at a total of five manufacturing sites in Japan and overseas, and will systematically correct and confirm the risks and issues identified.



During Audit



During Audit

4. Thorough Implementation of 5S

A workplace environment where nothing is unnecessary and employees can pick up “what they need” “when they need it” “where they need it” is not only efficient but also safe. We believe that these 5S* are the basis of the workplace environment, and we are implementing 5S not only in Japan but also at our overseas sites with the participation of all employees, from the top down.

* 5S means “sorting”, “setting-in-order”, “shining”, “standardizing” and “sustaining the discipline”.

5. Conducting Internal Patrols

Safety is fundamental to the use, management, and implementation of appropriate facilities, machinery, equipment, and operations by workers who are competent in health and safety and follow correct procedures. To ensure this, ROHM is working to identify and correct hazardous areas and unsafe work practices in the workplace through third-party patrols. In addition, by proactively having younger employees accompany the patrols, ROHM provides opportunities for them to develop an eye for detecting defects. In FY 2024, we conducted patrols with an emphasis on interviewing workers and focused on identifying potential risks.



Internal patrols

Ensuring the Health and Safety of Employees

Patrol List (excerpt)

Patrol	Purpose	Frequency
Workplace patrol about health and safety*	Workplace risk assessment by persons competent in health and safety	At least once a month
Patrol by special committee*	Checks to confirm the appropriate use and management of production equipment, chemical agents, fire extinguishing machinery and equipment, and other facilities	At least once a month
Patrol by occupational health physician	Checks to confirm health risks at the workplace as seen from the perspective of industrial physicians	At least once a month

* Each division has a person appointed to be in charge of health and safety. They participate in internal patrols each time to ensure that employees will share a common perception of safety.

TOPIC. Bicycle Parking Patrol: Confirmation of the Obeying Situation of the Traffic Rule

In order to ensure compliance with traffic rules not only for cars and motorcycles, but also for bicycles, we regularly conduct bicycle parking lot patrols and patrols with the cooperation of the police department. We are working to eliminate violations of laws and regulations such as umbrella-toting, using cell phones, wearing earphones, and riding on the right side of the road.



6. Implementation of Safety and Health Managers’ Meetings

ROHM Group regularly holds a meeting for the safety and health managers of each ROHM Group site in Japan. At these meetings, the safety and health targets of the ROHM Group and safety and health activities at each site are shared and opinions are exchanged to promote safety and health activities across the entire Group.



7. Health and Safety Activities with Contractors and on-site stationing companies

In order to realize a safe workplace for everyone involved in our business, we must protect the safety of not only our employees, but also the contractors and stationed companies (cafeteria, cleaning, etc.) who work together on our premises, and create a comfortable and secure work environment. The ROHM Group is cooperating with contractors and stationed companies that work on the premises to implement the following initiatives.

- Safety training upon entering the premises
- Regular health and safety meetings with contractors and companies with staff stationed on company premisses
- Regular health and safety patrols, occupational health physician patrols, and site manager patrols
- Fire extinguisher training, earthquake evacuation drills, and nighttime chemical and gas leak evacuation drills
- KYT* (hazard prediction training) activities, small group activities, 5S activities, and suggestion activities
- Others, such as safety training on chemicals and gases



Safety training upon entering the premises



Small-group activities



Night Evacuation Training

Ensuring the Health and Safety of Employees

8. Response to Occupational Accidents

When an occupational accident occurs, the health and safety representative at the location where the accident occurred shares the information with all relevant parties within the ROHM Group.

In the event of an accident, not only the location where the accident occurred but also relevant parties at the Head Office and related locations cooperate to confirm the details of the accident, analyze its root causes, and consider measures to prevent recurrence. In addition, the Head Office disseminates information to other locations to prevent similar accidents from occurring and to strive for accident prevention.

[Voice of the Person in Charge]



Corporate Sustainability Division
Safet & Health Department
Safety & Health Group
Group Leader
Hiroko Ito

ROHM is a manufacturer of semiconductor components, and many people, including employees and contractors stationed on our premises, are involved in delivering our products to society. In order for each and every employee to be able to engage in their work with a sense of fulfillment, I believe it is very important to realize a safe work environment for all employees and stakeholders involved in our business, and to protect human life. Based on this belief, I am responsible for confirming workplace safety at all ROHM Group locations with the aim of reducing safety risks. When we find a defect, we explain the reason for the defect and what it should be, and after convincing the on-site workers, we try to propose improvements to make the workplace environment safer. We will continue to promote safety and health activities with the motto that everyone working for ROHM Group should return home in the same condition as when they arrived at work, without being injured.

Ensuring the Health and Safety of Employees

Initiatives to Promote Health

1. Stress Reduction Initiatives (Mental Health Measures)

ROHM has established an in-house clinic staffed by doctors and public health nurses, where employees can consult with them about physical and mental health issues at any time.

In addition, we have established a system whereby employees and their families can easily consult with external partner organizations through an Employee Assistance Program (EAP). In addition to this support system, we conduct stress checks to encourage employees to recognize their own stress levels and reduce the risk of mental health issues. Based on workplace analysis results, we intervene directly in high-risk departments and provide feedback to each department to prevent mental health issues from arising within the company.

We also hold online yoga seminars and mental health seminars (line care and self-care) to help employees maintain their physical and mental health.

For employees who have taken leave due to mental health issues, we offer a return-to-work program in which industrial physicians and human resources and labor relations personnel work together to support a smooth return to the workplace.

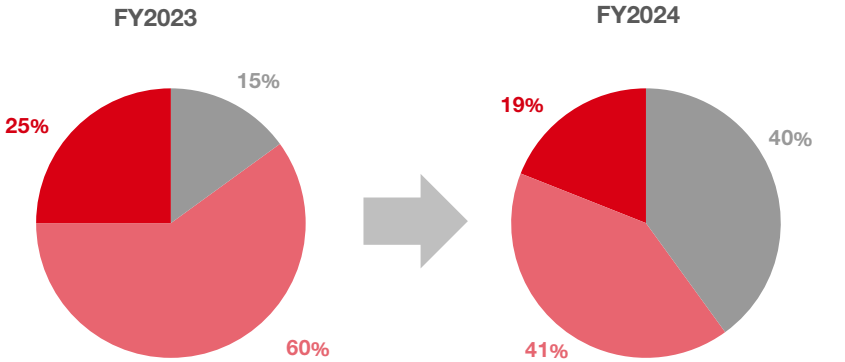
2. Measures to Prevent Lifestyle-related Diseases

The achievement of a 100% participation in regular health checks is natural for ROHM and we also implement measures to prevent lifestyle-related diseases based on the results of those health checks. This includes the implementation of health guidance for an expanded range of employees that includes those who are under 40 years old and not subject to the official “Specific Health Guidance”. The follow-up on the results of the health checks is also strengthened for employees who have particular observations in their results. This includes the industrial physician and health staff recommending examinations at medical institutions and participation in health and exercise seminars.

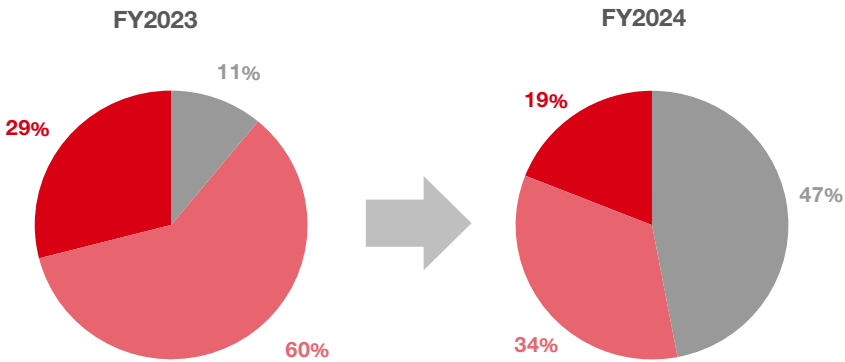
In addition, to support the eating habits that tend to be disrupted by telecommuting, etc., we hold seminars to improve eating habits and introduce simple healthy recipes that can be prepared while working at home that were solicited from employees.

< Changes in Those Who Received Health Guidance for Metabolic Syndrome >

Age: Over 40



Age: 35-39



■ Employees Suffering from or at Risk of Metabolic Syndrome
■ Pre-Metabolic Syndrome
■ Not Applicable to Metabolic Syndrome

Ensuring the Health and Safety of Employees

TOPIC.

ROHM believes that in order to prevent lifestyle-related diseases and enable employees to work in good health, it is necessary to provide opportunities for them to check their own health status. To address this, ROHM has established a health check corner where employees can use various health check devices and fitness equipment, including the InBody body composition analyzer, blood pressure monitors, and vascular age measurement devices, free of charge. By regularly using these devices to measure various metrics such as body fat percentage, muscle mass, body water percentage, basal metabolic rate, nutritional assessment, and muscle mass by body part, each employee can gain an understanding of their own health status and use this information as a starting point to review and improve their daily lifestyle habits.



Health Check Corner

3. Health Support (Cancer Control, Care for Diseases Specific to Women)

Since FY 2019, ROHM has incorporated gynecological examinations (cervical and breast cancer screenings) into its regular health checkups as a measure against cancers specific to women of working age (20s to 50s) in accordance with the guidelines of the Ministry of Health, Labour and Welfare, and has created an environment where female employees can receive medical examinations with peace of mind. Additionally, we encourage all employees to undergo cancer screenings. For employees aged 35 and older, we provide free stomach and colorectal cancer screenings, and for female employees of even-numbered ages, we offer free gynecological examinations. Starting in May 2023, we have established the Cancer Support Consultation Room to assist employees in balancing treatment and work if they are diagnosed with cancer. We are committed to creating a supportive environment where employees can share their concerns and receive thoughtful consideration.

TOPIC.

Awarded as an Excellent Company for Corporate Action to Promote Cancer Control.

Since July 2019, ROHM has been registered as a partner company promoting the Ministry of Health, Labour and Welfare's "Cancer Control Promotion Company Action" and has been engaged in activities. Early detection and treatment of cancer is important for employees to continue working in good health. To date, we have provided opportunities for employees to learn more about cancer through in-house educational activities such as in-house seminars and e-learning, which has led to an increase in the cancer screening rate. In May 2023, we established the Cancer Support Consultation Room with qualified in-house coordinators to provide support to employees and their families who are struggling to balance work and cancer or intractable diseases. In recognition of these activities, we have received an award for excellence in the promotion of cancer control for three consecutive years since 2022.



Certificate of Commendation
for Excellence in Cancer Control Promotion

Ensuring the Health and Safety of Employees

4. Age-friendly Initiatives

ROHM is working to become an age-friendly company throughout the entire organization. We conduct physical fitness tests and self-assessments for middle-aged and older employees aged 55 and over who are at high risk of occupational accidents, providing them with opportunities to identify gaps between their self-perceptions and their actual physical abilities. The results are reviewed by public health nurses, who provide individual health advice to promote a workplace where employees of all ages can work with peace of mind.



5. Infection Control Measures

In order to protect the health of our employees, it is necessary to have a system in place to prevent the spread of infectious diseases. ROHM has a designated infectious disease reporting form that can be accessed by all employees who contract an infectious disease. Based on the information reported, we have established a system that allows us to quickly identify and isolate employees who have come into contact with infected individuals and disinfect their workplaces in order to prevent the spread of infection within the company. In addition, we provide influenza vaccinations to all employees at the company's expense, and approximately 76% of all employees take advantage of this program. Furthermore, overseas employees and their families receive vaccinations recommended by the Ministry of Health, Labour and Welfare according to the circumstances of their assignment.

Initiatives to Promote Health and Productivity Management

6. ROHM Health Up Challenge 7

ROHM has established a set of indicators called “Health Up Challenge 7” and is working to improve presenteeism and achieve well-being by focusing on seven health items: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication. We are implementing various initiatives to encourage each employee to review their daily habits and raise their health awareness so that they can achieve as many of these items as possible.

[ROHM HEALTH UP CHALLENGE 7]

Item	Goal	Achievement Criteria
Sleep	Getting rest from sleep	Getting rest from sleep at least 4 days a week
Stress	Maintaining mental health through self-care	Reducing stress
Exercise	Keeping an exercise routine	Exercise at least 1 day a week for at least 30 min each time
Dietary Habits	Practicing a health-conscious diet	BMI of 18 or more to less than 25
Drinking Habits	Drinking alcohol in moderation or not drinking	At least 2 days a week without drinking alcohol
Non-smoking	No smoking	No smoking or quitting smoking
Communication	Psychological safety maintained in the workplace	Good communication in the workplace

6-1. Sleep Improvement Initiatives

As part of our sleep improvement initiatives, we hold seminars on sleep, conduct sleep posture pressure measurements, and regularly distribute information. In addition, our in-house clinic offers screening tests for sleep apnea syndrome to employees who wish to participate.

Ensuring the Health and Safety of Employees

6-2. Stress Reduction Initiatives (Mental Health Measures)

ROHM has established an in-house clinic staffed by doctors and public health nurses, providing a structure that allows employees to consult with them about physical and mental health issues at any time.
For details on these activities, please click [here](#).

6-3. Initiatives to Improve Exercise Habit

As part of our efforts to encourage regular exercise, we held walking campaigns using health apps, online exercise seminars, walking clubs, and health events. In addition to company-wide activities, we set health goals for each workplace to promote the health of our employees. We regularly monitor changes in our employees' exercise habits, and in FY 2024, we achieved a rate of 70.8% of employees who exercise regularly. Group companies are also implementing initiatives to improve exercise habits, such as sports events and Pilates seminars.

6-4. Initiatives for Dietary Habits

Initiatives to improve dietary habits include holding food education seminars and collaborate with our employee cafeteria to hold regular food fairs. Most recently, we held a seminar on proper sugar intake, which was accompanied by the offering of healthy, low-sugar menu items and the provision of information on improving eating habits.

6-5. Initiatives regarding Alcohol Consumption

We provide opportunities to learn about proper alcohol consumption by disseminating information on alcohol and holding seminars.

6-6. Initiatives against Smoking

ROHM has promoted anti-smoking activities as part of its efforts to promote employee health and create a comfortable workplace. ROHM has been a smoke-free company since 1998, and since 2009, all ROHM Group companies in Japan have banned smoking. ROHM employees and employees of affiliated companies have been working to maintain and improve their health. In addition, ROHM has been disseminating information on the smoking cessation program, and is also implementing an initiative called “Marathon 42 Days for Smoking Cessation,” in which employees are encouraged to take up the challenge of quitting smoking.

6-7. Communication Initiatives

ROHM places great importance on dialogue. As a communication tool for revitalizing our organization and teams, we have established a “Wai-Gaya Space” (utilizing free time in the employee cafeteria) where employees can relax and hold meetings and discussions, thereby creating an open workplace and promoting internal communication.

Ensuring the Health and Safety of Employees

TOPIC.

ROHM selected as a White 500 Company 2025 for eight years in a row

ROHM has been recognized by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council as a “White 500 Company” in the “Excellent Health and Productivity Management Corporation 2025 (Large Corporation Division)” for the eighth consecutive year since February 2018. Introduced in 2017, this White 500, the Certified Health and Management Organization Recognition Program, recognizes both large companies and small- and medium-sized enterprises for outstanding efforts in health and productivity management, by evaluating company’s engagement with regional health problems and with health-building program recommended by Nippon Kenko Kaigi. Considering health to be one of the highest priorities, ROHM will continue to examine effective methods to improve all employee’s well-being and work-life balance.



White 500 Certification Logo

TOPIC.

ROHM was recognized as a Sports Yell Company for the fifth consecutive year

This system certifies companies that are actively engaged in sports to promote the health of their employees, not limited to sports competitions, such as providing exercise opportunities such as gymnastics and stretching in the morning and during lunch breaks, encouraging the use of stairs, walking and bicycle commuting, and holding standing meetings. It was established by the Japan Sports Agency in 2017. ROHM has been recognized for its activities to promote exercise throughout its business sites, and has been certified for five consecutive years since FY2020. In FY2024, ROHM was also certified +, which is given to companies whose employees participate in sports at least once a week at least 70%.



Sports Yell Company 2025
Certification Logo