

# Business Foundation

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# Corporate Governance

## Our Basic Policy

ROHM constantly pursues the best corporate governance in order to realize its objectives and policies, such as the Company Mission and the Basic Management Policy. Based on the recognition that ROHM is supported by all stakeholders, we believe that corporate operations and actions must be rooted in fairness, soundness, and transparency.

Based on our basic policy of maximizing sustainable corporate growth and medium- to long-term corporate value based on an accurate understanding of our company's capital costs from the standpoint of our stakeholders, we are working to enhance corporate governance.

### Basic Policy

- 1. To properly cooperate with all stakeholders, including shareholders, and appropriately consider and respond to issues in sustainability management, including ESG (Environmental, Social, and Governance) factors.
- 2. To respect the rights of shareholders, secure their equal treatment, and engage in constructive dialog with shareholders who share the mid-to-long term perspective.
- 3. To disclose corporate information in a timely and appropriate manner as a part of ensuring our transparency.
- 4. To make the roles and responsibilities of the Board of Directors clear, hold meetings of the Board of Directors in a timely and appropriate manner, facilitate decision-making processes, and ensure that outside officers proactively express their views from an independent and objective standpoint and that the Board of Directors oversees the execution of business.

Based on these views, We have established and published the Corporate Governance Policy and Corporate Governance Report.

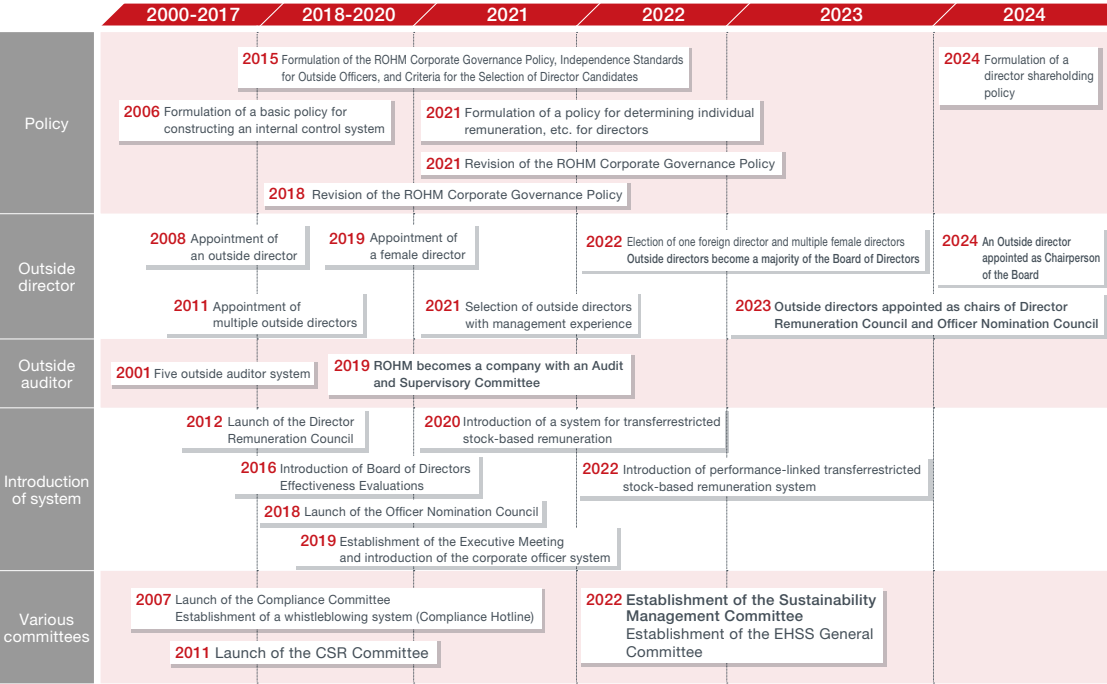
[ROHM Corporate Governance Policy](#)

[Corporate Governance Report](#)

## Reforming and Enhancing Governance

ROHM considers corporate governance to be one of the most important management issues and has been working to reform and strengthen it. We have strengthened our supervisory function by transitioning to a company with the Audit and Supervisory Committee system and introducing the Executive Officer System and created an organization that enables flexible decision-making. In addition, we have established the EHSS General Committee, which oversees the operations of eight management systems related to sustainability, and are building an executive governance system. Furthermore, to ensure objectivity and transparency while promoting diversity on the Board of Directors, we are striving to strengthen governance by electing more than half of the Board as independent outside directors.

### Change Through Governance Reforms



# Corporate Governance

## Medium-term Targets and Achievements

Enhancing Corporate Governance

[Background and Challenges for Activities]  
For corporate activities to comply with the rules of society and meet the expectations of diverse stakeholders, it is necessary to enhance corporate governance with the aim of strengthening competitiveness while ensuring management transparency. To this end, it is essential to clarify the roles and responsibilities of the Board of Directors and other bodies, to make swift decisions, and to promote the separation of management execution and supervision by utilizing outside directors from an independent and objective standpoint, thereby strengthening the monitoring and supervisory functions of the Board of Directors.  
ROHM Group aims to strengthen corporate governance, achieve sustainable growth, and increase corporate and shareholder value.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Secure diversity of the Board of Directors	Increase the female or foreign national officer ratio at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.	21.4% - a decrease over previous year ·Percentage of female directors: 14.3% ·Percentage of non-Japanese directors: 7.1%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.
Review of compensation system to improve medium-to long-term corporate value	1. Increase the number of independent outside directors to a majority of the board of directors	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value.	Board of Directors discussed the composition ratio of independent outside directors.	Increase the number of independent outside directors to a majority.
	2. Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Continue comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members.	Revised the remuneration system and establishment of policy regarding Board members' ownership of company shares.	Review the effectiveness of the performance-linked remuneration system introduced for the next fiscal year at the Director Remuneration Council.
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to utilize support from external organizations in the effectiveness evaluation, and improve quality, not only by reviewing questionnaire methods and question content, but also by considering how to utilize external organizations.	Utilized support from external organizations in effectiveness assessments. Review questions based on internal and external environment requirements, etc.	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.

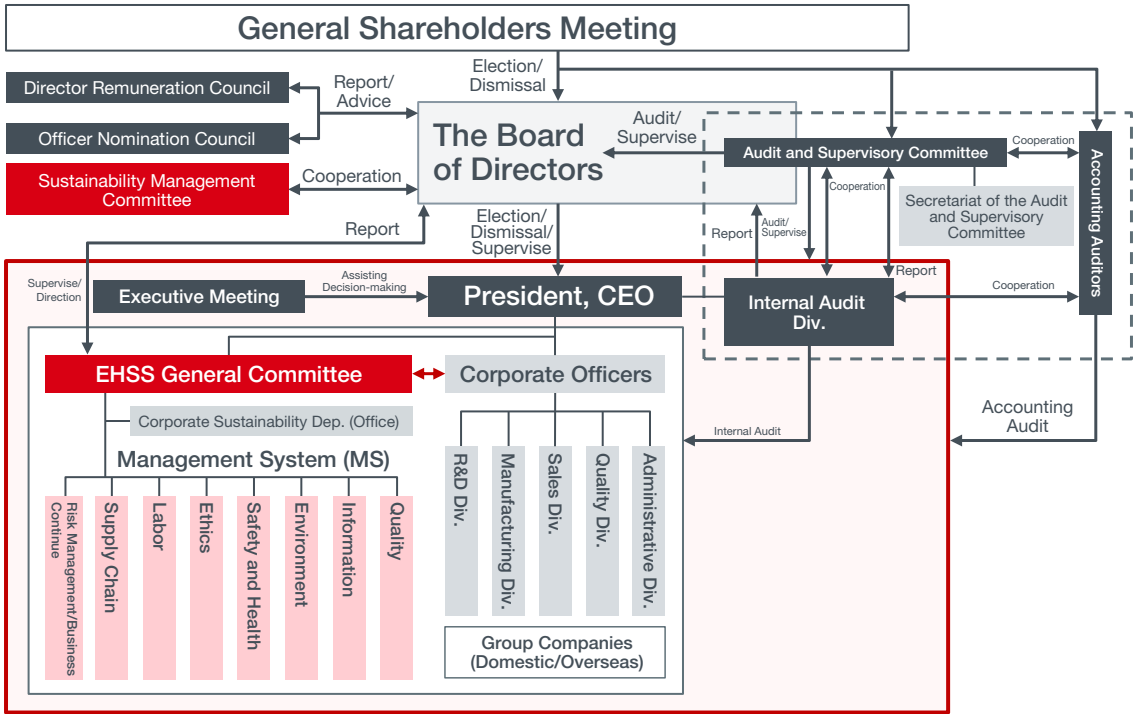
# Corporate Governance

## Corporate Governance System




ROHM has established an appropriate governance system based on the ROHM Corporate Governance Policy to ensure fairness and transparency in management.




From April 2024, the Board of Directors is chaired by an outside director, in order to promote the separation of supervision and execution by the Board of Directors and to ensure the effectiveness of supervision over management.

We are also continuously strengthening governance by establishing the Officer Nomination Council and the Director Remuneration Council as advisory bodies to the Board of Directors, and by strengthening the executive side through the Executive Meeting which serves as a supporting body for the President's decision-making.



Members and Number of Meetings Held for Individual Organizations (as of June 27, 2025)

Organization	① Board of Directors	② Audit and Supervisory Committee	③ Committee Executive Meeting
Structure	 11 directors (of which 6 are outside directors)	 4 Audit and Supervisory Committee members (of which 3 are outside directors)	 12 corporate officers (of which 4 are directors)
Number of times held in FY2024	19 times	16 times	12 times

Organization	④ Director Remuneration Council	⑤ Officer Nomination Council	⑥ Sustainability Management Committee
Structure	 3 directors (of which 2 are outside directors)	 3 directors (of which 2 are outside directors)	 5 directors (of which 1 outside director)
Number of times held in FY2024	5 times	14 times	10 times

### ① Board of Directors

The Board of Directors provides strategic corporate direction under a transparent and fair system in order to achieve sustainable growth for the company and improve its corporate value. It makes management decisions based on the diverse experience and expertise of its members, and also supervises business execution. It is chaired by an independent outside director.

### ② Audit and Supervisory Committee

The audit and supervisory committee establishes audit policies, standards and plans, and audits the legality and appropriateness of the execution of duties by the Board of Directors, while ensuring a reporting line that allows for direct reporting from the internal audit division, which is independent of the business execution division, in the event of any irregularities by directors. It also conducts audits of the entire group in cooperation with the internal audit department.

# Corporate Governance

## 3 Executive Meeting

The Executive Meeting, consisting of corporate officers, deliberates important matters related to the management of the ROHM Group, such as the execution of strategies related to the business portfolio and the allocation of management resources such as human capital management, promotion of focused businesses, and strengthening of the sales structure. In this way, the Executive Meeting assists the President and Representative Director in decision-making.

## 4 Director Remuneration Council

The Director Remuneration Council discusses the remuneration system for directors and the remuneration of each director based on this system, and reports the results of discussions to the Board of Directors and the Audit and Supervisory Committee. It is chaired by an independent outside director.

## 5 Officer Nomination Council

The Officer Nomination Council discusses the appointment and dismissal of the Company's President and any director or corporate officer with titles, as well as the nomination of director candidates, and reports the results of discussions to the Board of Directors. It is chaired by an independent outside director.

## 6 Sustainability Management Committee

The Sustainability Management Committee decides on sustainability policies, aims, and long-term targets, applies these in the EHSS General Committee, and builds a framework for their implementation. It also deliberates important matters related to the sustainability management issues of the ROHM Group and coordinates with the Board of Directors to ensure appropriate decision-making.

## Initiatives to Enhance the Board of Directors

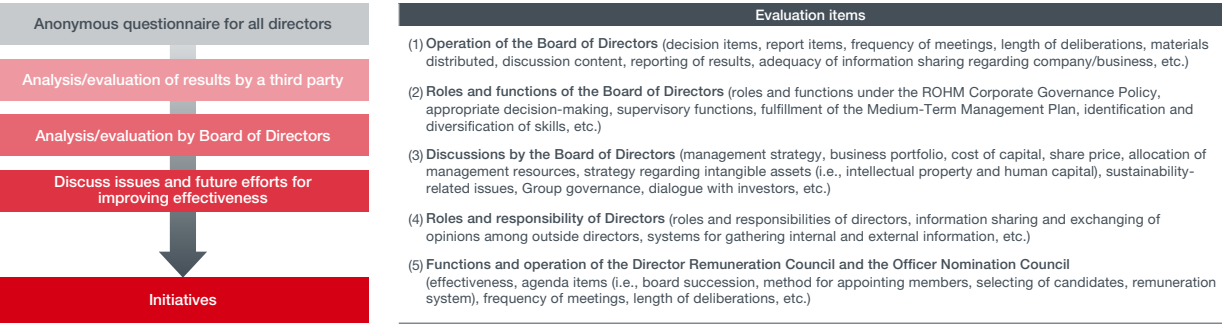
We believe it is important for the Board of Directors to fully fulfill its functions and strengthen governance in order to sustainably increase ROHM's corporate value.

Since 2016, when we introduced the Evaluation of the Board of Directors' Effectiveness, we have conducted an annual survey of all directors on the effectiveness of the Board of Directors. The results of the survey are used by the Board of Directors to analyze and evaluate the effectiveness of the Board of Directors.

In FY2022, we introduced the analysis and evaluation of third-party assessments utilizing an external organization in order to ensure both objectivity and effectiveness of the evaluation, and from FY 2023, in addition to analysis and evaluation of questionnaire results, we will expand support to include setting and reviewing questionnaire items and using and tabulating web systems to further ensure objectivity.

Based on the results of these analyses and evaluations, we are striving to improve the effectiveness of the Board of Directors by discussing issues and future initiatives to improve the effectiveness of the Board of Directors.

### Effectiveness Evaluation Process



# Corporate Governance

## Evaluation Results for FY2024 and Action Policy for FY2025

FY2023 Evaluation Results	We observed improvement in the decision-making process for nominating officers and in the sharing of the status of dialogue with investors, which were among the issues for FY2022. Likewise, the results of the evaluation questionnaires, and the third-party analysis and evaluation, determined that the Board of Directors was generally effective overall.
Efforts in FY2024	We shared and deepened our understanding of the discussions of the Officer Nomination Council and Director Remuneration Council, and through Director training, we acquired the knowledge and perspectives necessary to perform our duties.
FY2024 Evaluation Results	The supervisory function of the Board of Directors was maintained through the enhancement of the outside director system, and active discussions were held at Board meetings, including preliminary briefings, with sufficient time for consideration. In the results of evaluation questionnaires and third-party analysis and evaluations, the effectiveness of the Board of Directors as a whole was evaluated as generally satisfactory.
Challenges for FY2025	We recognize that there is room for further improvement in monitoring the Medium-Term Management Plan and in topics that require further discussion by the Board of Directors (such as strategies and investments related to intangible assets such as human capital management and intellectual property, and management conscious of the cost of capital and stock prices).

## Remuneration

### Policy for Determining Remuneration

ROHM's basic policy is to make the remuneration of directors a system that shares value with shareholders, and to set the remuneration of individual directors at an appropriate level based on their respective responsibilities, in order to clarify their management responsibility and fully function as a sound incentive for the company's sustainable growth and enhancement of corporate value over the medium to long term. ROHM's basic policy is to set the remuneration of individual directors at an appropriate level based on their respective responsibilities.

Specifically, the compensation for executive directors consists of a fixed monetary compensation, performance-linked remuneration, and stock-based remuneration as non-monetary remuneration. The remuneration for independent outside directors and non-executive directors is fixed remuneration only, from the perspective of assuming a supervisory function independent from the execution of business.

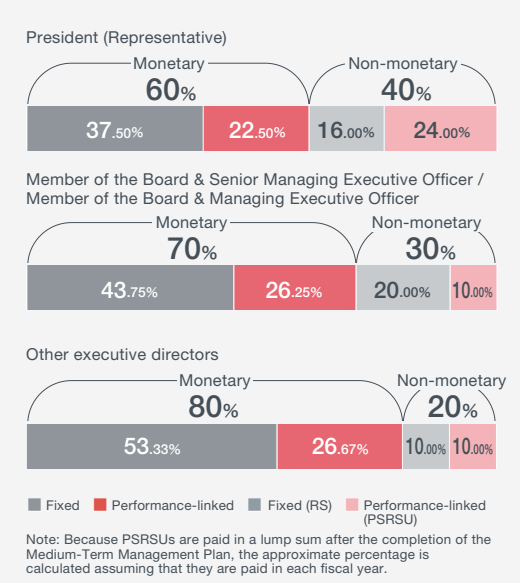
In addition, we have established a policy regarding the ownership of our own shares from the perspective of further increasing our willingness to contribute to the sustainable enhancement of corporate value and strengthening the sharing of value with our shareholders and other stakeholders.

Executive Director			Independent outside directors and non-executive directors
Monetary	Fixed remuneration	Paid in cash monthly according to position and responsibilities	Paid in cash monthly
	Performance-linked remuneration	Calculated according to the level of achievement of the company's consolidated net sales and operating profit targets for the immediately preceding period	-
Non-monetary remuneration (stock remuneration)		Consists of a fixed pre-delivery type (RS:Restricted Stock) and a post-delivery type linked to performance targets (PSRSU:Performance Share Restricted Stock Unit). PSRSUs shall be calculated based on the degree of achievement against targets linked to the Medium-Term Management Plan	-

### (Reference) Performance Cycle and Indicators for PSRSUs

Performance evaluation cycle	From FY2022 to FY2025 (4 years)	
Performance indicators	Financial	ROE
	Nonfinancial	GHG emissions
		Diversity & inclusion (Percentage of women in managerial positions)
		ROHM Group engagement scores

### Estimated Ratio of Remuneration (If Targets Are 100% Achieved)



### Directors' Stock Ownership Policy

The company recommends that executive directors hold the company's shares as follows.

#### President and Representative Director

The President and Representative Director shall hold a number of shares equivalent to 3.0 times the monetary remuneration (fixed remuneration) by either the date on which two years have elapsed since the enactment of this section (June 27, 2026) or the date on which five years have elapsed since their assumption of the position, whichever is later.

# Corporate Governance

## Other Executive Directors

Other executive directors shall hold a number of shares equal to 1.0 times the amount of stock remuneration (fixed remuneration) by either the date on which two years have elapsed since the enactment of this section (June 27, 2026) or the date on which five years have elapsed since their assumption of the position, whichever is later.

## Total Amount of Remuneration for Directors in FY2024

Category	Total Remuneration (Million JPY)	Total Remuneration by Type (Million JPY)			Number of Directors (Target)
		Fixed Remuneration	Performance- linked Remuneration	Non-monetary Remuneration	
Director (Outside Directors)	325 (55)	263 (55)	6 (-)	55 (-)	11 (5)
Directors (Audit Committee Members) (Outside Directors)	84 (54)	84 (54)	- (-)	- (-)	4 (3)
Total (Outside Directors)	409 (109)	348 (109)	6 (-)	55 (-)	15 (8)

\* The amount of remuneration, etc. of Directors does not include the amount of employee salaries of Directors who concurrently serve as employees.

# Member of the Board and Corporate Officer

## Reasons for selecting directors and Meeting Attendance

Reasons for Selecting the Seven Directors Who Are Not Audit and Supervisory Committee Members and Meeting Attendance in FY2024

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Katsumi Azuma	President (Representative Director), Chief Executive Officer	Katsumi Azuma has attained an abundant knowledge and experience in Business Unit, along with outstanding capabilities in strategic oversight and business promotion. As President (Representative Director) of a key subsidiary, he has a proven track record of contributing to integrated group management. Furthermore, he has superior ability to lead the ROHM Group's fundamental structural reforms and drive the growth of its core businesses, and was therefore deemed suitable as a Director.	27,416	19/19	-	-	-
Kazuhide Ino	Member of the Board, Managing Executive Officer, Power Devices Business	Kazuhide Ino has attained an abundant knowledge and experience through the duties in technology development sections of Power device and electronic components. In addition, he has superior ability to drive Power device business strategically which is the ROHM Group's primary focus, and was therefore deemed suitable as a Director.	16,946	19/19	-	-	-
Tetsuo Tateishi	Member of the Board, Senior Executive Officer, LSIs Business and IT	Tetsuo Tateishi has attained highly specialized expertise and abundant experience as a LSI developer, and he is familiar with a broad range of Semiconductor Technologies and he has superior ability to further promote the ROHM Group's digital transformation (DX) and to lead the development and execution of its IT strategy, and was therefore deemed suitable as a Director.	12,209	19/19	-	-	-



# Member of the Board and Corporate Officer

## Reasons for selecting directors and Meeting Attendance

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Peter Kenevan	Member of the Board, Senior Executive Officer, Chief Financial Officer and Sustainability	Peter Kenevan has extensive knowledge and abundant experience in corporate finance, mergers and acquisitions (M&As), among other fields, nurtured over the years through working for a consulting firm. He also has a proven track record serving as the Japan Country Manager of a company that operates globally. He is expected to contribute to the development and promotion of the ROHM Group's financial strategy, as well as to enhancing corporate value through improved capital efficiency., and was therefore deemed suitable as a Director.	700	19/19	-	11/11 `1	3/3 `1
Tadanobu Nagumo	Outside Director, Member of the Board, Chairperson of the Board	Tadanobu Nagumo has attained an abundant knowledge and experience acquired as a top executive of a listed company that operates globally and he has a proven track record of aggressively promoting global strategies. Additionally, as an engineer he has a high level of insight in the field of manufacturing. He is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, to provide advice on the management of the ROHM's business on a wide range of issues from an international and practical perspective, and to manage appropriately the Board of Directors as the Chairperson, and was therefore deemed suitable as a Director.	5,300	18/19	-	14/14	5/5
Fukuko Inoue	Outside Director, Member of the Board	Fukuko Inoue has the practical experiences of strategic human resources at global companies and an international organization. In addition, she is a university professor who has a wide range of knowledge and insight, nurtured as an academic expert in organizational development and human resource management. She is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, and to provide advice on the human capital management, which is the ROHM Group's primary focus. Though she has never previously engaged in company management in any way other than serving as an outside director, she was deemed suitable as an Outside Director for these reasons.	200	19/19	-	11/11 `1	3/3 `1

# Member of the Board and Corporate Officer

## Reasons for selecting directors and Meeting Attendance

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Aiko Kozaki *2	Outside Director, Member of the Board	Aiko Kozaki has the practical experience with a Japanese leading asset management company and private think tank and a wide range of knowledge and insight about resolution of social issues improved through study experience in the U.S. In addition, she is an expert of sustainable finance who has abundant experiences nurturing new businesses. She is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, and to provide advice on the sustainability-focused management, which is the ROHM Group's primary focus. She was therefore deemed suitable as an Outside Director.	300	13/14	-	-	-

\* Tadanobu Nagumo, Fukuko Inoue, Aiko Kozaki, Keita Nakagawa, Tomoyuki Ono and Takaaki Oda are Members of the Board (Outside), and the Company has designated them as Independent Directors pursuant to the rules of the Tokyo Stock Exchange.

\*1 Due to being appointed as a member of the Officer Nomination Council and Director Remuneration Council Director in June 2024, the number of meetings available for their attendance differs from other Members.

\*2 Due to being elected as a Director at the 66<sup>th</sup> General Shareholders Meeting held on June 26, 2024, the number of board of directors meetings attended differs from that of other Directors.

# Member of the Board and Corporate Officer

Reasons for Selecting the Four Directors Who Are Audit and Supervisory Committee Members and Meeting Attendance in FY2024

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Keita Nakagawa	Outside Director, Member of the Board, Audit and Supervisory Committee Member (Full-time)	Keita Nakagawa will be expected to be able to utilize knowledge and insight through long-time experience at a financial institution as well as a global perspective nurtured through overseas assignments and abundant experience as the responsible for an internal audit division and the Director in charge of Compliance to coordinate with the Internal Audit Department and to strengthen audit and supervisory functions of management from an independent perspective, and is therefore deemed suitable as an outside director who is an Audit and Supervisory Committee Member.	900	19/19	16/16	14/14	5/5
Tomoyuki Ono	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Tomoyuki Ono will be expected to be able to utilize professional knowledge and experience, wide insight as a certified public accountant and practical experience at business companies, etc. to ensure transparency and integrity for decision-making of the Board of Directors and to strengthen audit and supervisory functions of management from an independent perspective. Though never having previously engaged in company management in any way other than serving as an outside director, he was deemed suitable as an outside director who is an Audit and Supervisory Committee Member for these reasons.	400	19/19	16/16	-	-
Koji Yamamoto	Member of the Board, Audit and Supervisory Committee Member (Full-time)	Koji Yamamoto has attained an abundant knowledge and experience through the duties in development, production, Supply Chain Management (SCM) and administration sections. He will be well qualified to contribute to strengthening the Company's audit and supervisory functions, including coordination with the internal audit divisions, and was therefore deemed suitable as a Director who is an Audit and Supervisory Committee Member.	14,737	19/19	-	-	-
Takaaki Oda *3	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Takaaki Oda is be expected to be able to utilize professional knowledge and experience, wide insight as an attorney at law to ensure transparency and integrity for decision-making of the Board of Directors and to strengthen audit and supervisory functions of management from an independent perspective. Though never having previously engaged in company management in any way other than serving as an outside director/corporate auditor, he was deemed suitable as an outside director who is an Audit and Supervisory Committee Member for these reasns.	0	-	-	-	-

\*3 Due to being elected as a Director at the 67<sup>th</sup> General Shareholders Meeting held on June 25, 2025, the number of board of directors meetings attended differs from that of other Directors.

# Member of the Board and Corporate Officer

## Director Skill Matrix

We have identified the skill sets (such as knowledge, experience, and ability) that the Board of Directors needs to achieve sustainable growth for the ROHM and to enhance the Group’s corporate value over the medium- to long-term. The skill matrix for the Board members is as follows.

Name		Fields							
		Corporate Management	ESG/ Sustainability	Global	Innovation/ Technology	HR Development	Legal/ Compliance	Finance/ Accounting	Industry Expertise
Katsumi Azuma		●	●			●			●
Kazuhide Ino		●		●	●				●
Tetsuo Tateishi				●	●		●		●
Peter Kenevan		●		●				●	●
Tadanobu Nagumo	■ ■	●	●	●		●			
Fukuko Inoue	■ ■			●		●			
Aiko Kozaki	■ ■		●					●	
Keita Nakagawa	■ ■ ■		●				●	●	
Tomoyuki Ono	■ ■ ■		●					●	
Koji Yamamoto	■		●				●		●
Takaaki Oda	■ ■ ■		●				●		

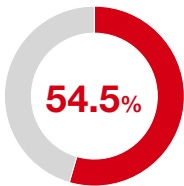
■ Audit and Supervisory Committee Member ■ Outside ■ Independent

Fields	Definition
Corporate Management	Strive to further enhance corporate value by foreseeing changes in the environment surrounding the Company’s business, developing strategies from mid-to long-term perspectives and making decisions and running an organization effectively.
ESG/Sustainability	Contribute to the sustainable development and prosperity of the world, society and companies through conducting business activities with integrity, fairness and transparency, working towards the achievement of the United Nations’ Sustainable Development Goals (SDGs) and establishing and maintaining a good relationship with stakeholders.
Global	Given the rapidly changing international situation, gain increased confidence from international markets by developing strategies and conducting business from global perspectives.
Innovation/ Technology	Promote the creation, establishment and expansion of businesses by capturing the needs of society and customers and focusing time and resources on the development of new technologies and products that are essential for the sustainable growth of the company.
HR Development	Discover human resources who can be the next generation of managers, and conduct human resources development and human resources i nvestment of medium and long term that are linked to the Company’s management strategy.
Legal/Compliance	Perform appropriate risk management by understanding all applicable laws and regulations related to the Company’s business and by recognizing and understanding risks that may materially affect the Company’s business management, always from the standpoint of ensuring legal and other compliances.
Finance/Accounting	Appropriately identify the Company’s business management issues based on the full understanding of accounting, taxation and finance, and develop and monitor the progress of financial strategies and measures that are linked to the Company’s management strategy.
Industry Expertise	Possess insight on semiconductors and a wide network of personal connections in the semiconductor industry, and look to optimize the company’s business portfolio by appropriately monitoring competitive and market trends.

# Member of the Board and Corporate Officer

## Outside Directors

Percentage of outside directors on the Board of Directors



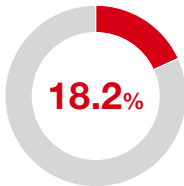
Outside directors currently account for 54.5% of the Board of Directors.

Percentage of outside directors that are independent officers



ROHM has formulated Independence Standards for Outside Officers to supervise and advise management from an independent perspective. Currently, all six of our outside directors meet these standards.

Percentage of female directors on the Board of Directors



Women currently account for 18.2% of the Board of Directors.

[Independence Standards for Outside Officers](#)

## Corporate Officer

In order to complement functions of the Board of Directors and establish a more flexible management structure which can appropriately and swiftly respond to the rapidly, ROHM have introduced corporate officer system since Sep. 2019. The Corporate Officers other than those who also serve as Board members are as follows.

Name	Position
Masaki Sakai	Senior Corporate Officer, in charge of Sales
Tetsuo Aoki	Senior Corporate Officer, in charge of Japan Sales
Motohiro Ando	Corporate Officer, Director of Corporate Strategy Headquarters
Sumihiro Takashima	Corporate Officer, Director of Marketing Headquarters
Masanori Tanimura	Corporate Officer, Director of SiC Power Devices Business Headquarters
Tetsuhiro Tanabe	Corporate Officer, Director of Si Power Devices Business Headquarters
Syoji Higashida	Corporate Officer, FI and Director of General Purpose Devices & Modules Business Headquarters
Takashi Miki	Corporate Officer, SCM and Director of Corporate Quality Headquarters

# Tax Policy

## Our Basic Policy

ROHM Group always pursuits the best corporate governance with a vision of achieving the purposes and policies including Company Mission and Basic Management Policy, with the aim for sustainable corporate growth and maximizing the corporate value over the mid- to long-term. ROHM Group established ROHM Group Business Conduct Guidelines to serve as a code of ethics for all directors, officers and employees, and engages in the global business activities.

>ROHM Group has established a management structure which appropriately understands the tax-related issues relating to its business activities and makes its tax payments in compliance with the relevant tax laws and regulations of each country/region. ROHM Group responds appropriately to any tax reforms in Japan and overseas, including the BEPS (Base Erosion and Profit Shifting) Project published by the OECD (Organization of Economic Co-operation and Development), and will continue to fulfill its corporate social responsibility (CSR) on an even higher level.

## ROHM Group Tax Policy

### (1) Tax Governance

ROHM Group appointed the Corporate Officer in charge of Finance as the Chief Executive and implemented a structure under which the HQ Tax Division cooperates with the group companies and related divisions in order to supervise any tax-related issues. ROHM Group further seeks to secure and train human resources with significant tax knowledge and experience, with the aim of building a strong structure that is capable of handling increasingly complicated tax operations.

### (2) Tax Compliance

ROHM Group engages in the filing of appropriate tax returns and payment of appropriate taxes by understanding the latest laws and tax regulations of each country/region. ROHM Group has also introduced level-specific trainings designed to enhance tax knowledge and to penetrate the awareness of tax compliance.

### (3) Tax Risk Management

For the early identification and minimizing of any tax risks, the HQ Tax Division of ROHM Group gathers information on a timely basis through coordination with the group companies and related divisions. Upon identifying any tax risks, ROHM Group takes immediate actions to solve such risks and requests advice from external professionals as needed.

### (4) Tax Planning

ROHM Group understands that actions for tax avoidance will damage the trust of its stakeholders and will lead to a decline in its corporate value. Therefore, ROHM Group does not perform any tax planning that deviates from the purpose of the law and does not use tax havens for the main purpose of tax avoidance. However, in order to maximize its cash flow, ROHM Group utilizes tax incentives and tax treaties as defined in the tax-related regulations of each country/region, and optimizes its tax payments.

### (5) Transfer Pricing

ROHM Group seeks to conduct its internal transactions appropriately. In accordance with the Transfer Pricing Guidelines published by the OECD and enacted by each country/region, ROHM Group determines the arm's length price by allocating profits to the overseas group companies based on their functions performed, risks assumed and assets owned.

### (6) Relations with the Tax Authorities

ROHM Group endeavors to establish and maintain good relationships with the tax authorities in each country/region. Information requested by the tax authorities in each country/region will be provided in a timely-manner based on the relevant tax laws and regulations. In addition, ROHM Group strives to have constructive communications with the tax authorities during tax audits. With respect to any issues identified, ROHM Group will take measures to prevent the recurrence through coordination with the group companies and related divisions.

\* The Policy has been approved by the Board of Directors at ROHM Co., Ltd.

# Tax Policy

## ROHM Group Tax Data by Country and Region for FY2024

(Unit: million JPY)

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Japan	565,615	-61,166	-2,464	814
Thailand	140,349	580	997	67
Hong Kong	92,759	3,617	428	565
Philippines	91,058	-1,023	852	625
China	76,639	-278	963	583
Germany	46,828	-1,772	456	407
South Korea	44,315	2,583	582	464
Singapore	39,128	4,704	1,000	832
United States of America	26,695	841	148	135
Taiwan	28,060	783	246	164

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Malaysia	30,174	-127	408	383
Subtotal	1,181,621	-51,258	3,615	5,040
Others	6,206	302	74	70
Total	1,187,827	-50,956	3,689	5,110

\* Country data is disclosed so that the subtotal of each column exceeds 90%.  
\* The above amounts are based on "Country-by-Country Report" submitted to Japanese tax authorities, and not directly related to the consolidated financial statements.

# Communications with Shareholders and Investors

## IR Structure and Activities

ROHM has established the Public & Investor Relations Division to oversee the investor relations activities. In order to meet the diverse needs of our broad range of shareholders and investors, we hold various IR events and engage in communication with shareholders and investors throughout the year, including regular IR interviews, twice-yearly financial results briefings, factory tours, and company information sessions for individual investors. In FY2024, in addition to face-to-face and online activities, we resumed visits to overseas investors, which had been suspended due to the COVID-19 pandemic, and conducted more than 600 interviews. In addition, amid growing interest in ESG, we are conducting ESG-focused interviews in collaboration with relevant departments.

### Main topics of discussion and areas of interest

Theme	Issues of interest	
Business Environment and Overall Business Performance	<ul style="list-style-type: none"><li>•Forecast for EV production volume and impact on business</li><li>•Trends in each market and future outlook</li><li>•Future capital expenditures and depreciation</li><li>•Inventory policy, future inventory levels, and operating status</li></ul>	<ul style="list-style-type: none"><li>•Product price trends</li><li>•Alliance with Toshiba and synergies</li><li>•Partnership with Denso</li><li>•Impact of US tariff measures</li></ul>
Medium-Term Management Plan	<ul style="list-style-type: none"><li>•Progress of Medium-Term Management Plan</li><li>•Structural reforms to improve earnings</li></ul>	<ul style="list-style-type: none"><li>•Policy on returns to shareholders and cash allocation</li><li>•Approach to investments for growth and M&amp;A</li></ul>
Business-related	<ul style="list-style-type: none"><li>•SiC business targets, investment plans, and competitive environment</li><li>•LSI strategy TOP 10 progress, improvement in profit margins</li></ul>	
Financial-related	<ul style="list-style-type: none"><li>•Background to the issuance of convertible bonds with stock acquisition rights (CB)</li></ul>	
ESG-related	<ul style="list-style-type: none"><li>•Progress in reducing GHG emissions</li><li>•Human capital strategy linked to management strategy</li></ul>	<ul style="list-style-type: none"><li>•Initiatives to increase the percentage of female managers</li><li>•Corporate governance (nomination and remuneration of directors, etc.)</li></ul>

## Reflecting the feedback from dialogue in management and IR activities

The evaluations and opinions obtained through dialogue with shareholders and investors are reported to the Board of Directors once every quarter, discussed by the management, and used to improve management and IR activities. We are focusing on internal IR activities, such as sharing information on business performance and market evaluations with employees every quarter. We also consider evaluations of our integrated reports to be an important feedback for management, and we report and discuss it with the Board of Directors and relevant departments to ensure the entire company works together to enhance corporate value.

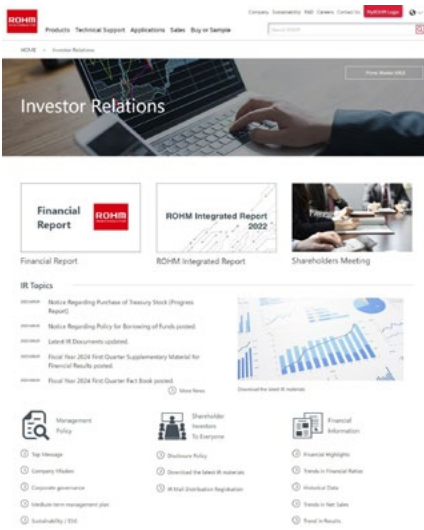
Theme	Improvements
Video streaming of financial results briefings	Since 2023, videos of financial results briefings and transcripts of Q&A sessions will be posted on the website. In addition, a section titled "Frequently Asked Questions (FAQ)" will be added to the Materials for the Financial Results Briefing.
Definition of corporate value	In response to requests to clearly state ROHM's corporate value, a financial logic tree was included in the financial strategy section of the 2023 Integrated Report for the first time. In the 2024 integrated report, the logic tree will be further improved to include non-financial KPIs.
Factory tours	Tour of the new SiC building at ROHM Apollo Co., Ltd. and the ROHM Hamamatsu Co., Ltd. factory for securities analysts and institutional investors
Disclosure of tax payments by country	Since 2024, we have disclosed the amount of taxes paid in each country on our website and in our integrated reports.
Chair of the Board of Directors	In response to requests that the chair of the board of directors should be an outside director rather than the president, we changed the chair to an outside director from 2024.
Election of a director responsible for finance	In response to requests that a person with expertise in finance be appointed to the Board of Directors and elected as the person in charge of finance, Mr. Kenevan was elected as a member of the Board of Directors at the General Shareholders Meeting held in June 2025.
Incentive compensation for directors	In addition to establishing a policy on share ownership by directors in 2024, the percentage of stock remuneration in the remuneration system will be increased in 2024 with the aim of providing long-term incentives to executive directors and sharing value with shareholders.



# Communications with Shareholders and Investors

## Disclosing Information on the Website

ROHM has created a page for shareholders and investors on our website in order to provide timely updates of the information investors need. In order to meet the information needs of a wide range of investors in a timely manner, we have established a page for shareholders and investors on our website. In addition to disclosure documents such as financial statements and securities reports, the website provides Materials for the Financial Results Briefing, Integrated Reports, and long-term financial data. There is also a section for individual investors, and a page on basic knowledge of semiconductors to help the investors to better understand our company.



[Investor Relations](#)

## The Promotion of Appropriate Information Disclosure

ROHM's policies on information disclosure to stakeholders are outlined in the Disclosure Policy and in-house rules on information disclosure including the requirements for fairness and legal compliance.

[Disclosure Policy](#)

We provide information in an appropriate and timely manner, guided by Information Handling Officers and the Disclosure Review Board centered around information management officers who control insider information.

## Vitalizing the Shareholders Meeting and Facilitation of the Exercise of Voting Rights

The Company is working to create an environment that facilitates the exercise of voting rights by preparing and posting the Notice of General Shareholders Meeting in English on its website and investor platform website, and accepting votes via the Internet. In addition, ROHM conducts IR activities based on shareholder identification surveys and initiatives to promote the exercise of voting rights. At the General Shareholders Meetings, in addition to the prescribed reports and resolutions, we strive to promote interactive communication by explaining business performance, market trends, and management policies via video, and by using screens to answer questions frequently asked by shareholders. Also, in order to make the meeting available to a wide range of stakeholders, a video of part of the General Shareholders Meeting was streamed on our website.



The 66th Ordinary General Shareholders Meeting Held in June 2024

# Risk Management

## Risk Management and Business Continuity Policy

The following is defined to implement the objectives and policies such as “ Company Mission” and “Basic Management Policy” and to promote risk management and business continuity management within ROHM Group.

### Risk Management

- Promote group-wide global risk management.
- Identify and assess critical risks and take measures to minimize losses.
- Regularly review the status of evaluation and response to critical risks and share them with the management team.
- In the event of an incident, promptly gather and report information, and transition to a business continuity and recovery plan as appropriate.

### Business Continuity

- Place the highest priority on ensuring the safety and confirming the safety of employees and related persons, and strive to prevent secondary disasters such as fire and environmental pollution.
- To maintain the supply chain, we will work for prompt restoration of production and business.
- Fulfill our social responsibilities as a company.
- The entire company will work together to promote business continuity management and recovery activities under the direction of the management team.
- Periodically review the business continuity plan in response to changes in the business environment and strive for continuous improvement of the business continuity management system.

## Company-wide Risk Management Promotional System

In the course of our business activities, various risks may affect our financial position and business performance. The ROHM Group is working to strengthen its company-wide risk management (Enterprise Risk Management) to avoid or minimize the impact of such risks. Under the Board of directors and the EHSS General Committee\*, which oversees the company-wide management system, the Risk Management and BCM Committee (meets four times a year) is organized. The committee identifies important risks that may occur in the Group, evaluates them on a risk map in terms of their frequency of occurrence and impact on the business, and manages and promotes countermeasures, The Group manages and promotes countermeasures. In addition, in conjunction with each management system, the status of company-wide risk management activities and risk assessment/management indicators are reported to the EHSS General Committee once a half year, and important risks to be disclosed outside the company are reported to and approved by the board of directors.

The Risk Management and BCM Committee is chaired by the general manager of the Corporate Strategy Division, who is also a corporate officer, and the committee and its secretariat are independent of the business units.

\* EHSS (Environment, Health and Safety, Sustainability) General Committee: This committee oversees the eight lower management systems (Risk Management BCP, Supply Chain, Labor, Ethics, Occupational Health and Safety, Environment, Information, Quality) and ensures that the PDCA cycle for each is properly implemented. The committee is chaired by an internal director or executive officer. The committee is chaired by an internal Board member or corporate officer.

# Risk Management

## Internal and External Audits

The Risk Management/BCM Committee conducts annual internal checks within the PDCA cycle of the management system to confirm its effectiveness.

In addition, the Internal Audit Department, an independent organization under the direct control of the President, conducts internal audits of business and compliance risks in the Group, and summarizes key details in an assurance map, which is shared and coordinated with each management system through the Risk Management/BCM Committee. In addition, an Audit and Supervisory Committee has been established as a body with an audit and supervisory function at the board of directors level, with outside directors also participating as members.

The quarterly meetings of the Risk Management/BCM Committee are attended not only by representative members of each management system, but also by Board members, including outside directors, full-time audit and supervisory committee members, and the head of the internal audit department, to monitor and supervise whether risk management is working effectively. The outside directors have experience in risk management and internal control at financial companies and provide advice and supervise ROHM's risk management based on their professional expertise.

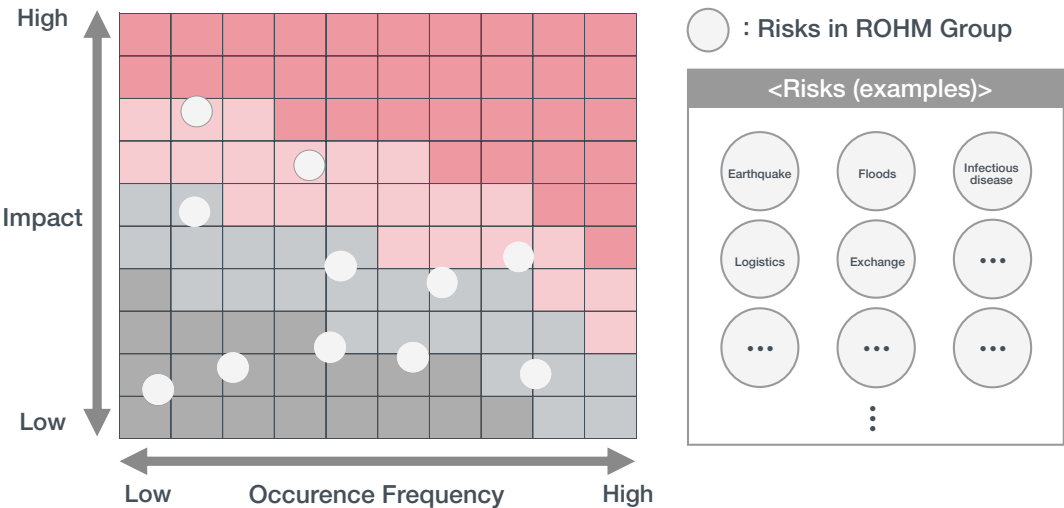
Each management system is subject to periodic external audits, including the RBA Validated Audit Process and ISO audits, to confirm the effectiveness of the management structure, including risk management, from an external perspective.

## Risk Management Indicators and Reporting Structure

The Risk Management and BCM Committee analyzes and evaluates the impact and frequency of key risks in management, business, compliance, sustainability, and other areas, and compiles them into a risk map. In addition, in order to effectively monitor company-wide risk management, we have established Key Risk Indicators for all financial and non-financial risks, which measure the signs of potential risks and the progress of countermeasures. By establishing quantitative indicators as much as possible through sensitivity analysis and other means, we can visualize the signs of risk occurrence, its impact, and the status of response, and promptly reflect them in management.

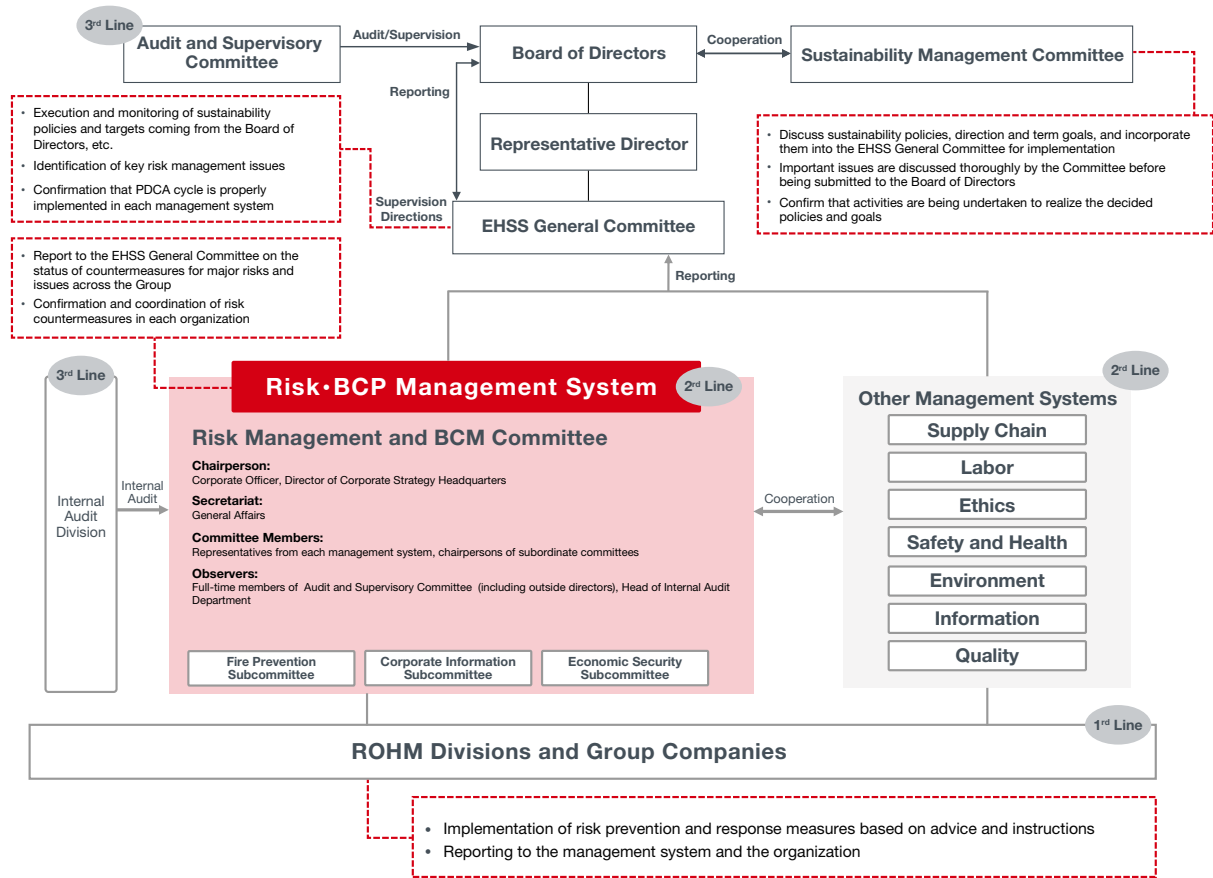
In the event of a risk event, we have established and are promoting a culture and structure to promptly notify the appropriate parties and management (Board members) within the company, and to respond to the event through an internal emergency reporting system and communication tools prepared in advance, regardless of the country or location. In the event of an incident, the system is designed to ensure that it is reported through the internal emergency reporting system communication tool prepared in advance, regardless of the country or location.

For compliance risks, we have established a supplier hotline for employees and an internal hotline for quality risks.



# Risk Management

## Risk Management System



## Activity Cycle for Risk Management

### Identification of Critical Risks

- The "Risk Management/BCM Committee" assumes a variety of risks surrounding the company.
- The "Risk Management/BCM Committee" assumes a variety of risks surrounding the company, and identifies important risks in the group through each management system and department.

### Determination of Lead Management System and Department

- Clarify the management system and department that will be in charge of risk prevention and in case of occurrence.

### Correction of Risk Management System

- If there is a high likelihood of risk occurrence, corrective action is taken as necessary under the direction of the lead management system/department.

### Awareness-raising

- Provide risk information, etc., to ROHM Group.

### Review

- Report to EHSS General Committee.



### Risk Response

- Management system/department in charge analyzes and evaluates risks and decides on a response policy.
- Response based on the response policy.

### Confirmation and Evaluation of Risk Management Systems

- The "Risk Management/BCM Committee" confirms and evaluates the status of the risk management system of the lead management system and departments.

# Risk Management

## Medium-Term Targets and Achievements

ROHM has identified “Risk Management” as a priority issue for achieving the medium-term management plan launched in 2021, and has set it’s 2025 target. We will continue to work toward the sustainable growth of society and ROHM Group.

Risk Management

【Background and Challenges for Activities】

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

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

【Related Activities】

🕒 Risk Management

# Risk Management

## Business Risks

The following are the major risks that we recognize as having the potential to significantly impact the financial position, operating results, and cash flow of the ROHM Group. For each risk, we evaluate the impact and frequency of occurrence on a scale of “large”, “moderate”, or “small”. The impact is evaluated based on internal indicators from the perspective of finance, business interruption, reputation/image, or safety/lives. However, the following is not an exhaustive list of all risks, and there is a possibility that the Group may be affected by risks other than those listed in the future.Matters in the text regarding the future are based on the ROHM Group’s judgments as of the end of June 2025.

\* The following is not an exhaustive list of all risks, and ROHM Group may be affected in the future by risks other than those listed.

1. Risks Related to Business Strategy and Market Fluctuations	Frequency of Occurrence: Moderate	Impact: High
Contents	ROHM Group focuses on the automobile, industrial and consumer equipment, and overseas markets as its key markets, and on power and analog products as its key products. We are concentrating our efforts on markets that offer growth potential and where we can leverage our strengths and technologies. In these key areas, global competition is likely to intensify in the future, and we may be caught up in price competition that goes beyond the limits of cost reduction and fierce development competition. In addition, market growth may slow or markets may shrink due to various changes in social needs and policies and regulations in each country. For example, a slowdown in the growth of the electric vehicle (EV) market could pose a risk to ROHM Group, which manufactures power devices that are increasingly being used in EVs. These market trends and changes in the competitive environment could adversely affect ROHM Group's financial position, operating results, and cash flows.	
Main Measures	In order to address these risks, we have established a new Marketing Division to create a proposal-based planning and development structure that anticipates customer needs. This enables us to anticipate customer needs at the system level and develop new products and technologies centered on ROHM Group's areas of technological strength, thereby enhancing our competitiveness. Specifically, we have reorganized our Marketing Division into the following four functions: (1) marketing function, (2) Field Application Engineer (FAE) and Application Engineer (AE) function, (3) digital (web) marketing function, and (4) marketing communication (Marcom) function. 1. The Marketing Division has been organized into four functions: (1) Marketing, (2) Field Application Engineer (FAE) and Application Engineer (AE), (3) Digital (Web) Marketing, and (4) Marketing Communication (Marcom). 2. In addition, we have separated the marketing function into systems and products, and are shifting to a structure in which system marketing carries out strategy formulation and proposal activities at the system and application levels, while product marketing carries out product planning that captures customer needs and translates them into product specifications. 3. Developed products will be proposed to customers as optimal solutions by FAE and AE, who are familiar with customer development trends, and they will be responsible for providing detailed technical support. 4. These activities are linked to digital marketing (3) to form a wider range of customer touchpoints and strengthen the rapid resolution of customer technical issues through the Engineer Social Hub, a website for solving technical issues. 5. (4) Marcom disseminates information on new products and system proposals to customers around the world through various media.  The synergistic effects of these multiple marketing functions will dramatically improve customer success. In particular, in response to the risk of sales being affected by the rapidly changing automobile market, we will add consumer devices to our key markets of automobiles and industrial equipment, thereby reducing the risk of overreliance on specific markets. We will select priority applications in each market and concentrate our resources on activities in those areas.	

# Risk Management

2.M&A Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	ROHM Group believes that it is necessary to consider and implement M&A worldwide with a view to expanding existing businesses based on future business prospects, entering new fields based on existing technologies, and acquiring new technologies and promising human capital, with the aim of enhancing corporate value. On the other hand, if the governance and management systems, operational structures, and synergy hypotheses are not sufficiently verified through due diligence prior to acquisition, the estimated acquisition price may exceed the actual value, resulting in losses. Even after an acquisition, if Post-Merger Integration (PMI) is not conducted appropriately, unforeseen circumstances or significant changes in market trends may cause the acquired business to fail to progress as originally intended, potentially resulting in losses.	
Main Measures	When conducting M&A activities, we conduct prior exploration of potential acquisition candidates in alignment with Rohm's business strategy. During the execution phase, we form an in-house specialized project team and engage external advisors to incorporate third-party perspectives, conduct thorough investigations and analyses, and ensure the appropriateness of the decision-making process through multi-stage reviews. In addition, in order to ensure effective post-merger integration (PMI), we formulate and execute plans from the execution stage of the acquisition, incorporating the PMI perspective, monitor the achievement of the acquired business's targets, and respond in a timely manner by reviewing our strategy in response to changes in the business environment and other factors.	

3. Exchange Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	ROHM Group has R&D, manufacturing, and sales locations around the world, and its revenues, expenses, assets, and liabilities are denominated in multiple currencies. The translation of the financial statements of each location into the company's currency and the translation of consolidated financial statements into yen are subject to fluctuations in foreign exchange rates, which affect business performance and financial position. In addition, ROHM Group conducts manufacturing activities in Japan, Asia, and Europe, and sales activities in global markets. As a result, the currencies used in transactions between manufacturing sites and sales locations differ, and the Group is constantly affected by fluctuations in foreign exchange rates. Generally speaking, a strong yen has a negative impact on business performance, while a weak yen has a positive impact.	
Main Measures	To mitigate foreign exchange rate fluctuation risks, we enter into foreign exchange forward contracts for a certain portion of our foreign currency-denominated trade receivables.	

# Risk Management

4. Tax Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group has R&D, manufacturing, and sales locations around the world, and there is a risk of additional tax assessments by tax authorities in each country, double taxation due to transfer pricing rules, and damage to ROHM's credit rating as a result of such assessments.	
Main Measures	ROHM Group has established a tax policy, and the head office and each group company and related department work together to comply with the tax laws and regulations of each country and region and pay taxes appropriately. When tax risks are identified, we seek advice from external experts as necessary and strive to build reliability and maintain good relationships with the tax authorities in each country and region. With regard to transfer pricing, we strive to calculate arm's length prices based on the distribution of profits in accordance with the functions, risks, and assets of each company, and to conduct appropriate international transactions.	

5. Financial Market Fluctuation Risk	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group is exposed to various financial market risks that could result in a decrease in financial assets or an increase in procurement costs.	
Main Measures	As a general rule, deposits, which are the main financial assets, are deposited with highly rated financial institutions, and highly secure financial instruments, including bonds, are held. When procuring funds, we strive to reduce procurement costs by considering the purpose and period of use, and have issued bank loans and corporate bonds. Going forward, we will continue to improve capital efficiency and cash generation, utilize cash on hand, and employ procurement methods in line with financial market and interest rate trends.	



# Risk Management

6. Natural Disasters Risks	Frequency of Occurrence: Low	Impact: High
Contents	ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also around the world, and there is a possibility that its production and sales offices in the affected areas may suffer damage, such as a decline in the utilization rate due to natural disasters such as earthquakes and floods. In addition, these risks may occur simultaneously in multiple regions, which could have a significant impact not only on ROHM Group but also on the entire supply chain, including customers and suppliers.	
Main Measures	<p>ROHM Group has taken measures such as locating prouction lines at multiple sites around the world to diversify risk. In addition, we operate each location in accordance with our risk management and business continuity policies. In particular, our major domestic and overseas manufacturing sites conduct risk assessments from the perspectives of natural disasters, infectious diseases, safety, and operational, economic, and political risks in cooperation with external specialized organizations, and identify, analyze, and evaluate the top risks for each plant. Based on these assessments, we have established a committee to formulate business continuity plans and conduct various initiatives to prepare for emergencies, including training based on these plans.</p> <p>As measures to maintain supply to customers, we are transferring some models to other ROHM Group sites and OSATs(*) in order to respond to reduced operations and temporary suspensions. Furthermore, we are working on measures from a long-term perspective to reduce potential risks, such as the development of flexible production lines and labor-saving lines.</p> <p>* OSAT(Outsourced Semiconductor Assembly and Test) Manufacturer that undertakes assembly and testing, which are back-end processes in the semiconductor manufacturing.</p>	

7. Climate Change Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	Global climate change may affect our business activities through damage caused by unprecedented extreme weather, the introduction of carbon taxes, and the incurrence of costs exceeding expectations in response to requests from stakeholders, as well as through a decline in brand value associated with the realization of risks.	
Main Measures	<p>In April 2021, ROHM formulated the ROHM Group Environmental Vision 2050, which sets the following goals for environmental issues: climate change countermeasures, realization of a resource recycling-oriented society, and harmony between the natural cycle and our business activities. ROHM Group is promoting climate change countermeasures throughout the entire group by striving to reduce GHG (greenhouse gas emissions) through continuous energy saving measures and by introducing renewable energy, including solar power generation.</p> <p>In September 2021, we revised our Mid-Term Environmental Targets for 2030 toward the realization of a decarbonized society. At the same time, we endorsed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and are disclosing information in accordance with the TCFD recommendations.</p> <p>In April 2022, ROHM joined RE100, an international corporate initiative that aims to enable all companies to use 100% renewable energy in their operations.</p>	

# Risk Management

8. Geopolitical Risks	Frequency of Occurrence: High	Impact: High
Contents	<p>International relations and the trade environment in various countries and regions are becoming increasingly uncertain due to the prolonged Russia-Ukraine conflict, heightened military tensions in the Taiwan Strait, the South China Sea, and the Middle East, bilateral relations between the United States and China, and the US tariff policy. For ROHM Group, which operates globally, geopolitical risks may not only directly affect production and sales activities, such as business withdrawal and suspension of operations, but also have an impact on the entire supply chain, including material procurement and transactions with customers.</p> <p>In addition, countries and regions are promoting protectionist policies and expanding trade restrictions on semiconductors, which are used in products in all industries, as important materials for economic security. Failure to respond appropriately to these measures could not only result in a loss of business competitiveness, but also adversely affect ROHM Group's business activities and business performance through administrative penalties and legal sanctions.</p>	
Main Measures	<p>ROHM Group established an Economic Security Subcommittee under the Risk Management and BCM Committee in August 2024 with the primary objectives of ensuring the safety of employees and business continuity in the event of an emergency. In addition, the Economic Security Office, which is a specialized department, works with various management systems throughout the company, related departments, and business locations in each region to minimize the impact of geopolitical risks that could affect management by regularly collecting and monitoring information and implementing risk countermeasures.</p> <p>In addition, with regard to export restrictions on semiconductor-related products, an Export Control Committee consisting of relevant departments throughout the company works with lawyers to implement appropriate security export controls.</p>	

# Risk Management

9. Compliance Risks	Frequency of Occurrence: Low	Impact: High
Contents	<p>ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also around the world, and therefore must comply with laws and regulations such as competition laws and anti-corruption laws applicable in each region.</p> <p>Violations of these laws and regulations could result in the payment of fines, suspension of business activities, damage to our brand image, and other factors that could have a significant adverse effect on the ROHM Group's business and business performance.</p> <p>In addition, the ROHM Group utilizes public research funds and public funds in its research and development activities and business operations. In the event that such funds are found to have been used for purposes other than those for which they were intended, the ROHM Group may be required to return the funds, be subject to administrative sanctions, or suffer damage to its social credibility, which could adversely affect its corporate value.</p>	
Main Measures	<p>ROHM Group has established an Ethics Management System under the Compliance Committee, which operates under the EHS Committee, to manage compliance risks within the Rohm Group and prevent such risks. The following are the main measures implemented for this purpose:</p> <p>1) Establishment and operation of internal regulations</p> <p>ROHM Group has established various internal regulations to ensure compliance with laws and regulations. We designate departments responsible for each area of laws and regulations, regularly collect and investigate information on the enactment and revision of laws and regulations, and promptly review and revise these internal regulations as necessary. ROHM Group has established the ROHM Group Code of Conduct, which clarifies the basic ethical rules to be observed in daily business activities, and has disseminated it throughout the ROHM Group. We strive to prevent not only legal violations but also ethical violations.</p> <p>2) Implementation of Education and Awareness Activities</p> <p>As measures to raise awareness of compliance throughout ROHM Group, ROHM Group conducts compliance training for all employees, legal seminars for directors, and compliance training for each job category once a year, as well as training on specific laws and regulations as necessary.</p> <p>3) Establishment and operation of an internal whistleblowing system</p> <p>To ensure the effectiveness of its compliance structure, ROHM Group has established a compliance hotline as an internal whistleblowing system, which is operated by an external law firm, and accepts reports and consultations regarding compliance violations from all employees of domestic Group companies. In addition, overseas Group companies have established global compliance hotlines in conjunction with their own compliance hotlines so that any misconduct or potential misconduct by directors of those companies can be reported to ROHM. Furthermore, in order to promote fair transactions with ROHM Group suppliers, we have established a compliance hotline for business partners (suppliers).</p> <p>In addition, with regard to the receipt of public research funds and financing, we have established a Fair Research and Development Subcommittee and a Public Funds Management Subcommittee under the Compliance Committee to build an appropriate management and audit structure, and we have also established consultation and reporting channels both inside and outside the company and conduct internal education and awareness programs.</p>	

# Risk Management

10. Intellectual Property Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group develops various new technologies and know-how to manufacture products that differentiate themselves from those of other companies, and manufactures and sells these products worldwide. In the unlikely event that a dispute arises regarding the manufacture or sale of these products due to infringement of another company's intellectual property rights, this could potentially impact ROHM's business operations, including the cessation of product sales, payment of damages, or payment of settlement amounts.	
Main Measures	TTo prevent the new technologies and know-how used by the Rohm Group from infringing on the intellectual property rights of other companies, the Rohm Group conducts intellectual property education for its employees at least once a year to ensure they have a proper understanding of the importance of respecting the intellectual property of others. Additionally, during the development of products and technologies, we incorporate intellectual property-related provisions into internal regulations that are referenced during the development process, thereby establishing a system that ensures intellectual property-related checks are conducted during the development of new products and technologies.	

11. Environmental Regulatory Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group complies with all laws and regulations related to the environment, health, and safety in all areas of its business, including the management of exhaust gas, wastewater, and hazardous substances, the use and handling of chemical substances contained in products, waste disposal, and the investigation of soil and groundwater pollution. However, the occurrence of unforeseen circumstances may result in legal liability, which could affect business performance.	
Main Measures	ROHM Group has established and operates an environmental management system throughout the entire group in accordance with the international standard ISO 14001 for environmental management systems, and is promoting continuous environmental improvement, including the reduction of environmental impact, with the aim of conserving the environment. The Environmental Conservation Committee established at ROHM plays a central role in these initiatives, managing the environmental impact of production and activities and services at each location in accordance with laws and regulations, and disseminating improvements identified through internal audits at each location to all Group companies.	

# Risk Management

12. Risks Related to Securing Human Capital	Frequency of occurrence: Moderate	Impact: High
Contents	<p>ROHM Group has expanded its business by accumulating design, manufacturing, quality assurance, and solution proposal technologies. In recent years, securing human capital to support our business activities has become increasingly important. In Japan, the working environment is changing and the working-age population is declining due to the declining birthrate and aging population.</p> <p>In addition to changes in the environment surrounding recruitment activities, the diversification of values and career aspirations among workers means that traditional employment practices and training models are increasingly unable to respond to all situations. Within the company, issues are becoming apparent in terms of responding to generational differences in awareness and skills, passing on knowledge, and systematically developing the next generation of human resources.</p> <p>In order to secure and utilize human capital on a sustainable basis, it will be necessary to enhance organizational flexibility and responsiveness, and to continue investing in human capital from a medium- to long-term perspective. Strategic human capital management is essential to address these issues.</p>	
Main Measures	<p>ROHM Group is focusing on developing a career support system that enables each employee to respond to the changing employment environment and diversifying career aspirations, and to play an active role in the long term by leveraging their individuality and strengths. We support the realization of diverse career paths through a specialist system that certifies employees with advanced specialized skills as leaders in their fields, and a job posting system that encourages voluntary transfers.</p> <p>In addition, strengthening our support system for retaining young employees who will lead the company in the future and promoting the active participation of senior employees with a wealth of knowledge and experience are also important measures for the sustainable utilization of human resources. Furthermore, in order to respond flexibly to technological innovation and changes in the business environment, we are developing a system to support the reskilling and retraining of each employee.</p> <p>In addition, we are working to pass on knowledge across generations and eliminate skill gaps to enhance our organizational responsiveness and flexibility. We are also promoting various measures from a health and productivity management perspective to ensure that our employees can continue to work in good physical and mental health.</p> <p>Through these initiatives, we will ensure that employees feel a sense of self-growth and contribution to the organization, and that their achievements are appropriately recognized, thereby improving engagement and retaining human capital.</p>	

# Risk Management

13. Information Security Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	<p>In our business activities, ROHM Group possesses and uses not only its own confidential information but also confidential information and personal information belonging to its stakeholders. In recent years, the ROHM Group has been actively introducing and utilizing DX tools, including generative AI, to improve operational efficiency and productivity and promote innovation.</p> <p>On the other hand, information security risks such as cyber attacks targeting companies, the removal and unauthorized use of confidential information by retired employees, and the leakage of technology to foreign countries are increasing daily. In recent years, from the perspective of privacy protection and economic security, the establishment and revision of personal information protection laws and data protection regulations, the strengthening of their enforcement, and the development of security clearance (qualification assessment) systems are progressing in various countries, requiring companies to have increasingly advanced information management capabilities.</p> <p>Information is the source of corporate management, and in order to earn the reliability of our stakeholders and achieve the sustainable growth of the ROHM Group, it is an urgent task to not only improve the information literacy of each and every employee, but also to implement multiple and comprehensive technical and physical security measures.</p> <p>If these measures are insufficient, serious accidents such as information leaks, unauthorized use, business interruptions due to system downtime, and legal violations may occur. In addition, such accidents could damage the ROHM Group's brand image, cause a loss of trust from society, result in civil and criminal liability and administrative penalties, and lead to significant financial burdens and the suspension of business activities, which could have a significant adverse effect on the ROHM Group's business, business performance, and financial condition.</p>	
Main Measures	<p>ROHM Group has established a company-wide information management system (PDCA cycle for information management) for confidential information and personal information handled in its business activities, and regularly monitors the operation of this system through the Information Management Committee, which is the central coordinating body, to identify and improve information security risks. In addition, ROHM Group comprehensively ensures information security from four aspects: organizational, human, technical, and physical, in accordance with the objectives and policies established by the Information Management Committee.</p> <p>First, as an organizational measure, we have established company-wide policies and internal regulations (information management policy, cyber security management regulations, confidential information management regulations, privacy policy, personal information protection regulations, etc.) related to information management. In accordance with these rules, each Group company determines and implements information management officers and specific information management methods, and conducts regular internal audits to evaluate activities, thereby standardizing and improving information management standards throughout the Group. In addition, we are continuously working to obtain and expand the scope of certification for ISO 27001, an international standard for information management, and TISAX (Trusted Information Security Assessment Exchange), an information security assessment by the German Association of the Automotive Industry, mainly at our head office and other important business locations in Japan and overseas.</p> <p>Next, as a human resource measure, we strive to maintain and improve the information literacy of our directors and employees by regularly conducting annual education, training by job level and role, phishing email training, and other activities.</p> <p>As technical measures, we have established a 24/7 structure whereby external specialized organizations monitor information terminals and collect access logs, conduct vulnerability assessments and corrective measures, implement malware countermeasures, and conduct incident response training using virtual cases, thereby enabling us to quickly detect and respond to signs of cyber attacks and internal misconduct that could lead to information leaks.</p> <p>Furthermore, As "physical measures," we implement access control to ROHM premises and restricted areas using ID cards, surveillance cameras, and security gates, as well as zoning within facilities and multi-layered access controls for various media containing confidential information and personal data. This prevents unauthorized access, removal, or misuse of confidential information and personal data by both external third parties and internal personnel who do not require access for business purposes (Need-not-to-know).</p>	

# Risk Management

14. Human Rights Risks	Frequency of Occurrence: Low	Impact: High
Contents	<p>Due to growing global awareness of human rights, consideration for human rights is required not only within ROHM Group, but also throughout the entire supply chain, from suppliers to customers. In particular, forced labor, child labor, low wages, and inadequate consideration for occupational health and safety in developing countries can lead to a loss of social reliability.</p> <p>Additionally, as countries and international organizations continue to establish and enforce human rights-related guidelines and regulations, the Rohm Group must identify and address human rights risks across its supply chain to ensure the ability to operate globally.</p>	
Main Measures	<p>As a global company, ROHM Group recognizes the importance of building a sustainable society where human rights are respected. We support and comply with international principles and norms such as the United Nations Global Compact. We have also established the ROHM Group Human Rights Policy and declared our commitment to initiatives and due diligence for the respect of human rights. Specific measures include the establishment of a hotline for employees and suppliers and the issuance of a statement on the UK Modern Slavery Act. We conduct e-learning awareness activities for all employees to promote awareness of the hotline and a basic understanding of human rights.</p> <p>In addition, we are promoting these initiatives not only within the ROHM Group but also throughout our entire supply chain. We conduct audits and surveys based on international norms such as the RBA Code of Conduct to confirm that there are no problems with the working conditions and initiatives of the ROHM Group and its suppliers, and request improvements as necessary. In addition, we are working to prevent human rights violations at our suppliers by requiring them to pledge that they will not violate any laws or regulations, including those related to human rights, when selling products through sales agents.</p> <p>&lt;International Principles and Norms Supported by ROHM Group&gt;</p> <p>Ten principles of the United Nations Global Compact</p> <p>Universal Declaration of Human Rights</p> <p>International Labor Organization (ILO) Fundamental Principles and Rights at Work</p> <p>United Nations Guiding Principles on Business and Human Rights</p> <p>OECD Guidelines for Multinational Enterprises</p> <p>ISO 26000</p> <p>Responsible Business Alliance (RBA*) Code of Conduct</p> <p>Guidelines for Respecting Human Rights in Responsible Supply Chains, etc.</p> <p>*RBA: An alliance that promotes CSR in the supply chain of the electrical and electronic equipment (electronics) industry and industries that use these as main components. It has established the Code of Conduct in the areas of labor, occupational health and safety, the environment, ethics, and management systems.</p>	

# Risk Management

15. R&D Activity Risks	Frequency of Occurrence: Low	Impact: High
Contents	Research and development in the electronics field is subject to intense global competition, and delays in the development of new products and other items directly lead to a decline in competitiveness, which in turn leads to the risk of losing new markets. Specific risks that could cause delays in research and development include stagnation due to the loss of human capital or the inability to acquire suitable human capital, narrow-mindedness due to the uniformity of human capital, inferiority due to technological obsolescence, and suspension of activities due to regulatory deviations or compliance violations. Any of these risks could have an adverse effect on future business performance.	
Main Measures	ROHM does not limit itself to allocating resources with a five-year outlook, but also secures resources for new fields based on a long-term vision, aiming to realize research and development activities that lead to seamless and sustainable growth. We will develop active research and development that anticipates the times and needs by acquiring diverse human capital, enhancing engagement, and organically coordinating internal and external resources while constantly reviewing our themes. In addition, we will continue to conduct research and development that prevents incident risks by maintaining a lawful and fair research and development structure. We are also strengthening our external partnerships, including joint research with many universities in Japan and overseas, with a view to the next 10 years and beyond. Furthermore, we are implementing corporate venture capital (CVC) as an open innovation initiative.	

16. Product Defect Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group's Company Mission is "Quality is our top priority," and we manufacture our products under strict quality control. However, we cannot guarantee that all of our products will be free from defects or that we will not receive claims for damages from customers due to product defects in the future. In the event of a claim for damages, our business performance could be affected.	
Main Measures	ROHM Group ensures design quality through the quality departments of the Development Headquarters and each business division. The Corporate Quality Headquarters is responsible for establishing a company-wide quality assurance system that transcends the boundaries of the Research & Development Center and each business division, as well as for information dissemination and monitoring of quality control operations. In addition, with the aim of reducing the risk of frequent quality compliance violations outside the company, the Corporate Quality Headquarters has taken the lead in establishing specialized committees at the head office and each manufacturing site to promote compliance activities. In order to provide safe and reliable products that satisfy customer requirements in a timely manner, the Research & Development Center and each business division conduct evaluations at each stage of new product development, including development studies, design reviews, initial flow, and mass production. Improvement information is fed back to the source and incorporated into the next design. In the Manufacturing Innovation Division, for in-house developed assembly and processing equipment, we aim to "build quality into the equipment itself" with the goal of creating equipment that cannot produce defects. This includes self-diagnosis of the equipment itself to prevent defects. In the unlikely event that a product defect occurs, ROHM products can be traced back to the actual product from production information (manufacturing date or lot information). Lot information allows us to confirm the 4M information (man, machine, material, and method) for the entire process, enabling us to quickly investigate the production conditions and quality of each product and limit the spread of defects. In addition, ROHM Group is promoting the establishment of a management system that prevents defects from occurring based on the following international quality management systems.  ISO9001: Quality management system IATF16949: Automobile industry quality management system standard ISO 26262: International standard for functional safety of automotive electronic controls	



# Risk Management

17. Production and Procurement Activities Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group has adopted a vertically integrated business model, but the manufacture of electronic components requires various materials, including rare metals. Therefore, restrictions on procurement from specific suppliers could have an adverse effect on production activities and cost structures.	
Main Measures	Business units are promoting multiple purchasing of materials and other items, and are promoting appropriate inventory management based on the BCP status of suppliers. The procurement department is working to gain an overall understanding of the BCP status of the supply chain by investigating and compiling a database of information on the manufacturers and manufacturing locations of procured materials so that it can quickly confirm the status of suppliers in the event of an emergency. In addition, we are promoting initiatives to agree in advance with suppliers that handle important materials on how to respond in the event of an emergency.	

## Business Continuity Management

We have stated that part of our company mission is “to contribute to the advancement and progress of culture through a consistent supply, under all circumstances, of high quality products in large volumes to both the domestic and global markets”. As ROHM Group is conducting development, manufacturing and sales activities in various locations around the world, we believe that one key issue for the management of the company is to establish Business Continuity Management (BCM). We have therefore formulated ROHM Group fire and disaster prevention policy for the implementation of activities. A part of this is the implementation of various measures to prepare for emergencies at our production sites in both Japan and overseas. For example, we identify the risks such as disasters and form countermeasure committees to handle them. We also propose Business Continuity Plans (BCP) and conduct training based on them.

### Fire and Disaster Prevention Policy

“The policy shall be to prevent and be prepared for disasters by promoting the fire and disaster prevention based on the respect for the international norm, etc., and observance of laws and regulations.”  
ROHM Group shall provide the safe and secure work environment and be prepared for emergencies, such as a fire, and also seek to prevent any disasters that possibly affect the business continuity through the continuous approach to the fire and disaster prevention.

# Risk Management

## Main Activity Topics

### [ Action for Earthquake Risks ]

#### 1. Introduction of “Building Safety Judgment Support System” to Prepare for a Domestic Earthquake Risk

In fiscal 2020, ROHM installed the “Building Safety Judgment Support System” at major domestic sites in order to protect the safety of employees in the event of an earthquake and to respond appropriately to business continuity risks. Earthquake risk is one of the highest risks when doing business in Japan. This system analyzes the shaking of the building immediately after the earthquake and judges the safety of the building structure in three stages. By utilizing this system, we can judge the safety of buildings in a timely, professional and objective manner, and can proceed with efforts to reduce and prevent earthquake damage.

#### 2. Conducting Earthquake Drills

ROHM Domestic bases have established a BCM countermeasure headquarters to ensure the safety of employees and others in the event of an emergency, and to ensure the continuity and early recovery of core businesses, and conducts periodic assumed drills and video-based training.

In FY2023, BCM task force training was conducted at the ROHM Head Office for the operational team members the BCM countermeasure headquarters and its subordinate organizations, held at two venues that were connected using tools for remote work to coordinate information. Assuming that not everyone could gather at the same place due to telecommuting or other reasons, we verified the effectiveness and efficiency of methods how to consolidate, organize, and report information on each place where people assemble online and to hold online meetings to make decisions on issues raised at the task force headquarters.

In FY 2024, in response to the recent issuance of a special earthquake warning for the Nankai Trough in Japan, we conducted training and simulations to determine how ROHM's Head Office should respond in a similar situation. This has enabled us to clarify the actions to be taken not only after an earthquake occurs, but also before it occurs, and we are now prepared for a major earthquake in the future.



BCM Headquarters Training for FY2021  
(online)

Information  
linkage

#### 3. Production Building Resistant to Disasters such as Earthquakes

At ROHM Hamamatsu, a seismic isolation structure has been adopted for the production building in anticipation of a Nankai megathrust earthquake or other disasters.

In addition, the SiC building at the ROHM Apollo Chikugo Plant is equipped with a seismic isolation structure that includes the ancillary area, as well as flood prevention measures, gas fire extinguishing equipment, and emergency generators, making it a factory that is prepared for various disasters.



Adoption of Seismic Isolation Structure Including  
Ancillary Areas (ROHM Apollo Chikugo Plant)

### [ Action for Water Risks ]

#### 1. Identification of Water Risks by Using the World Resources Institute’s Aqueduct

ROHM Group has used the WRI Aqueduct, a global assessment tool, to identify water risks. The semiconductor industry uses large amounts of water, so securing water is very important for semiconductor manufacturing. In addition, all factories in Japan have the function of the pre-process (wafer process) of semiconductor manufacturing. Therefore, we have set long-term water intake securing and water consumption reduction targets with “drought risk” as a priority issue. In addition, we have been proceeding with a water intake plan that is linked to production plans and environmental targets.

At overseas factories that have post-process functions for assembly and inspection, flood risks are identified as an issue. The 2011 flood in Thailand caused the group’s factories to shut down. In addition, the loss of facilities and equipment and the economic loss due to the suspension of production had a great impact both inside and outside the company. To prevent such problems from occurring again, we use WRI Aqueduct as a flood risk assessment tool for each factory. Then, the risk assessment and analysis extracted by the Risk Management and BCM Committee will be conducted. From the perspective of BCP, we are working to reduce the risk of production suspension due to floods by formulating and managing a BCP inventory design that reflects the expected number of suspension days.

# Risk Management

## 2. Conducting Drills Based on Lessons Learned from the Flooding in Thailand

At our manufacturing sites in Thailand, we hold annual BCM countermeasure headquarters training sessions to prepare for the possibility of flooding. Based on the action plan we created based on the experience of the 2011 floods, the participants check the items to be implemented in each phase of the flood scenario, such as in the event of flooding in the upper reaches and in the event of flooding equivalent to 2011, when the flood barriers in the industrial park did not function. We also conduct training on assembling flood barriers, starting up drainage pumps, and operating boats, as well as checking the items we will use in the event of a flood and training on the skills we will need.



Remote Assumption Training



Watertight Wall Assembly Training

## 3. Flood-proof Production Building

In the production building at the ROHM Group’s Malaysia plant, the floor height on the first floor was set at an average of +5.1m above mean sea level, based on lessons learned from the flooding that occurred in 2014. In addition, a structure has been established to prevent long-term shutdowns by securing backup through dual power transmission. The new building, which was completed in 2023, also has various BCM measures in place that meet the same standards.



## [ Action for Fires and Other Risks ]

### 1. Response to Fire Risk in ROHM Group

ROHM Group regards fire risk as one of the top risks and is working to reduce it. In the fire-specific risk survey that started in 2021, we conducted hearings, using also online tools, on the status and activities of fire prevention measures at each group factory and held discussions based on fire cases at other companies to confirm our efforts regarding fire prevention. In particular, for clean rooms, we have created Fire Prevention Guidelines that describe fire prevention measures for production equipment and ancillary equipment as well as measures to prevent the spread of fire. We are also rolling out risk assessments aimed at preventing fires across the ROHM Group. We will continue fire prevention measures for the entire group and strengthen awareness of employee safety and business continuity.

### 2. Formation of Self-defense Fire-fighting Teams, and Fire and Disaster Prevention Drill at ROHM Head Office

ROHM has organized a self-defense fire brigade organization in preparation for disasters, and deploys small power pumps, chemical protective clothing, and rescue equipment and other materials according to the situation of each company. We also conduct practical evacuation drills for fires and earthquakes, drills in clean rooms where hazardous materials are handled, and drills for large-scale earthquake scenario to ensure that we can act quickly and appropriately in the event of a disaster. In FY2024, we conducted a company-wide earthquake drill based on the assumption of a magnitude 7.7 earthquake, with a total of 2,000 employees participating. We also conduct nighttime evacuation drills every shift, assuming nighttime holidays. From the perspective of BCP, it is stipulated that the self-defense fire brigade will be dispatched and firefighting equipment will be provided in the event of a surrounding fire.



# Risk Management

## Fostering a Risk Culture

ROHM Group is continuously implementing training and various measures aimed at raising risk awareness and promoting countermeasures throughout the entire company, from Board members and directors to employees, in order to further strengthen risk management and the BCM structure. In particular, in light of the recent increase in risks related to economic security and geopolitics, ROHM provides education and enlightenment through lectures for corporate officers by outside instructors and monthly reports for directors and corporate officers, including those from outside the company.ROHM also conducts e-learning programs for employees to raise their awareness of fire prevention, disaster prevention, and business continuity at ordinary times.In addition, ROHM Group locations are also conducting video-based fire and disaster prevention education and e-learning programs to raise employees’ awareness of how to respond to disasters even during normal times.

### Major Education and Training Achievements

Education and Training	Purpose and Contents	Target	Number of Participants	Attendance Rate
Fire and Disaster Prevention E-Learning 2024	E-learning for employees on fire prevention and disaster control to raise awareness of fire prevention within the company and further enhance the fire prevention system	ROHM	3,814	99%
Fire and Disaster Prevention E-Learning 2023	E-learning for employees to raise awareness of fire prevention within the company and further enhance the fire prevention system	ROHM	3,755	99%

The ROHM Group actively encourages employees to make improvements and suggestions in order to identify and improve not only apparent risks but also potential risks. For example, at manufacturing sites, we solicit ideas for improvements in various areas such as production, quality, safety, and the environment, and award bonuses based on the content of the ideas. In addition, we present the President's Award to recognize particularly outstanding activities within the Group.

# Compliance

## Our Basic Policy

ROHM Group has conducted our business observing the laws, business ethics and in-house rules in order to continue to gain the trust of various stakeholders as a company in compliance with the laws.

ROHM Group has the awareness and responsibility that “the company is a public institution of society” and establishes a system for compliance in accordance with “ROHM Group Basic Ethics Policy” and “ROHM Group Business Conduct Guidelines” to prevent the risk of legal and corporate ethics violations. We are committed to thorough management.

## ROHM Group Basic Ethics Policy

**“Respect for International Standards, and Compliance with Laws, Business Ethics, and in-house rules”**

ROHM Group will conduct its business observing the laws, business ethics, and in-house rules in order to continue to gain the trust of various stakeholders as a company in compliance with the laws. The Group will also, in line with the globalization of business activities, respect international standards of conduct.

### 1. Conduct guidelines:

ROHM Group shall act as specified below in accordance with the basic policy.

#### 1.1 Fair action:

ROHM Group recognizes that a corporation is a public entity of society and responsible for acting honestly and fairly at all times based on social common sense and the awareness that each individual employee represents the Company.

### 1.2 Compliance with laws and regulations, and business ethics:

ROHM Group shall always conduct business activities in good faith and with a law-abiding spirit and solid understanding of ethics. The Group shall strive to constantly collect the related laws and regulations of each country and other information needed for business activities, and to gain a better understanding thereof. In addition, the Group shall establish in-house rules corresponding to the related laws and regulations, and strive to ensure the full awareness of and compliance with those in-house rules.

### 1.3 Prohibition of Personal Conflicts of Interest:

We prohibit any conduct that creates or may create a conflict of interest between the Company and any individual.

### 1.4 Compliance hotline and whistle-blower protection:

ROHM Group shall, by following the provisions of in-house rules, establish a contact point (e.g. compliance hotline) to which Group employees may report business activities that they suspect may be in violation of related laws and regulations or business ethics. Furthermore, in the event of any violation or suspected of any conflict-of-interest transactions, ROHM Group shall immediately implement corrective action to prevent the occurrence or recurrence of the foregoing act, and shall strictly deal with the violation. In addition, the Group shall not subject persons or groups who deny any violations and who report violations or suspected violations to disadvantageous treatment, on the grounds of such reporting.

### 1.5 Prevention of bribery and corruption:

ROHM Group shall, by following the provisions of in-house rules and agreeing with the spirit of corruption prevention required by international standards of conduct, commit no act for the purpose of or that may be suspected of not bribing governmental agencies or officers or employees thereof, or politicians of any country, in order to continue transparent and honest business activities. Any corruption, extortion and embezzlement are also strictly prohibited.

# Compliance

## 1.6 Prohibition of excessive business entertainment:

ROHM Group shall observe the provisions of in-house rules by not giving any gifts or providing any food, drink, or other economic benefits that are socially unacceptable. Furthermore, the Group shall be most cautious with any offers of entertainment and/or gifts from suppliers, and shall not accept any personal benefits, based on the clearly established policies and monitoring procedures of each country and region.

## 1.7 Disclosure of information:

ROHM Group shall disclose to stakeholders not only information in accordance with related laws and regulations, but also information on social connections of the Group, including company missions and policies, business activities, and social contribution activities in a positive, fair, appropriate, and timely manner.

## 1.8 Intellectual property rights:

ROHM Group shall strive to enhance its corporate value by upgrading technologies unique to each individual division and appropriately acquiring and using the rights to the Group’s own intellectual properties. In addition, the Group shall respect and shall not use the intellectual property rights of third parties without permission, nor abuse the Group’s own rights.

## 1.9 Implementation of fair business activities:

In expanding business on a global scale, ROHM Group shall observe the provisions of in-house rules and respect free market competition as a part of conducting fair business activities. The Group shall comply with related laws and regulations, social ethics, and contract provisions, and shall not pursue an increase in sales or income by means contrary thereto. The Group shall not conduct any transactions that violate related laws and regulations, social ethics, and/or contract provisions, including agreements that restrict competition with other companies in the same trade (i.e., cartelling), bid rigging, fictitious transactions, and selling price restrictions. Furthermore, the Group shall comply with import/export-related laws and regulations for the peace and safety of the international community.

## 1.10 Fair and appropriate expression:

ROHM Group shall use fair and appropriate expressions in public relations and advertising activities in compliance with related laws and regulations and based on the facts at all times. In addition, the Group shall observe public order and morality, and shall not use any unjust expressions that constitute false information, slander, social discrimination, or infringement of human rights.

## 1.11 Non-use of conflict minerals:

In the interesting of protecting human rights, ROHM Group shall not use in products any conflict minerals that have helped to finance armed groups that have conducted inhumane acts in conflict regions.

## 1.12 Confidential and personal information management:

ROHM Group shall strive to thoroughly manage the Group’s confidential information obtained in the course of business activities, any third parties’ confidential information acquired through business partnerships, information related to the privacy of concerned persons, and personal information, in accordance with the provisions of in-house rules.

## 1.13 Fair accounting and disclosure:

ROHM Group shall appropriately record and report information based on fair accounting practices and facts, and shall properly make tax payments in accordance with related laws and regulations. The Group shall takeinto account the interests of all stakeholders and respect the positions thereof, in order to build and enhance relations of mutual trust through the disclosure of information.



# Compliance

## 2. Management System:

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

### 2.1 Responsibility:

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

### 2.2 Identification of representative:

ROHM Group shall identify an internal representative responsible for ensuring implementation of the management system and related items, and the top management shall carry out periodic reviews of the status of the management system.

### 2.3 Statutory and customer requirements:

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

### 2.4 Risk assessment and management:

ROHM Group shall 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 complying with related laws and regulations.

### 2.5 Improvement objectives:

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

### 2.6 Training:

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

### 2.7 Communication:

ROHM Group shall define the procedures for communicating this Ethics Policy, improvement objectives, and the assessment of the achievement thereof to employees, suppliers, and customers in an accurate and understandable way.

### 2.8 Feedback and participation of employees:

ROHM Group shall define the procedures for assessing employee comprehension of matters provided for in this Ethics Policy, obtaining employees feedback effectively, and making sustained improvements to this Policy based on those assessment results.

### 2.9 Audit and assessment:

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

### 2.10 Corrective and preventive actions:

ROHM Group shall 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 shall create and retain records related to the management system in accordance with the provisions of in-house rules and related regulations.

### 2.12 Supplier responsibility:

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

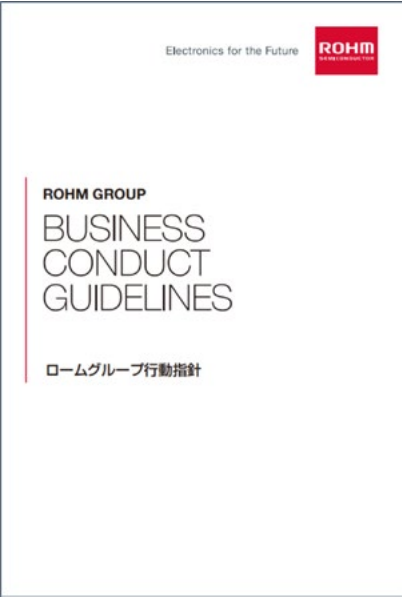
\* The Policy has been approved by the EHSS General Committee.

# Compliance

## ROHM Group Business Conduct Guidelines

ROHM Group translates its Business Conduct Guidelines, which clarify basic ethical rules that must be observed in daily business activities, into seven languages and promotes their use at all group companies. In addition, opportunities for employee education at the company, such as workshops and legal e-learning, along with awareness-raising activities are offered to increase and ensure compliance.

[🔗 ROHM Group Business Conduct Guidelines](#)



## Promotional System

ROHM Group monitors the status of newly enacted or revised laws and regulations as appropriate. This enables the Group to appropriately respond to and develop new items that need to be complied with, thereby preventing the risk of legal violations. In addition to compliance with laws and regulations, the Compliance Committee takes the lead in establishing and operating an ethics management system to promote compliance with corporate ethics.

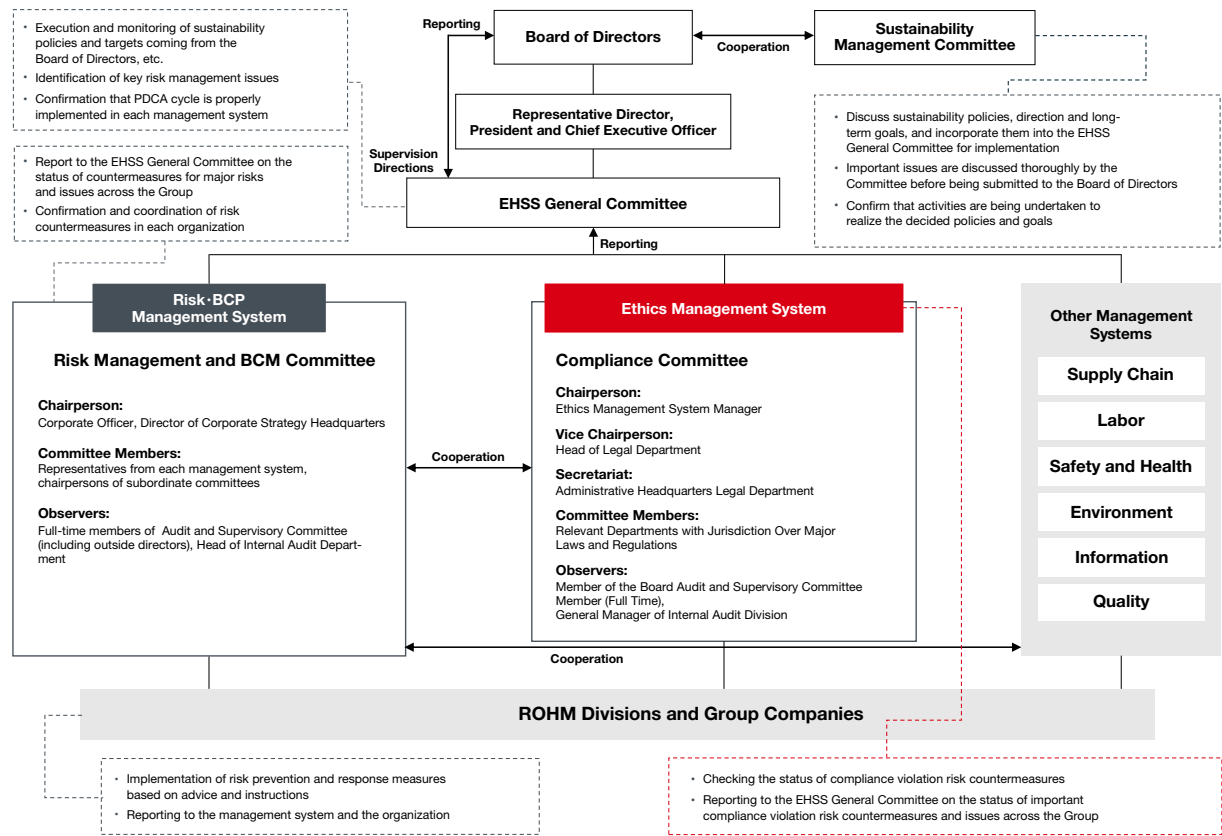
Compliance Committee is a subordinate organization of EHSS General Committee\*, in which directors with executive authority and divisional managers participate, and is responsible for appropriately managing the risk of legal and ethical violations within ROHM Group.

Compliance Committee is chaired by the Ethics Management Officer, with the relevant department heads serving as committee members, and the Audit and Supervisory Committee Member and the General Manager of Internal Audit Divison attending committee meetings as observers. The subordinate organization has a subcommittee dedicated to the “establishment and maintenance of a compliance system (legal investigation, education, establishment and operation of a consultation service, etc.),” which manages the risk of legal and ethical violations in cooperation with the Legal Department, which serves as the secretariat of the committee. In addition, each specialized subcommittee formulates targets, measures, and evaluations for each theme, and reports the progress and results to the Compliance Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Compliance Management System 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. Under this system, we identify serious issues related to laws, regulations, and corporate ethics, and promote and strengthen compliance through appropriate measures, internal and external audits, and continuous improvement.

\* EHSS General Committee : A committee composed of the executive officers of management that oversees the eight lower management systems (Risk Management BCP, Supply Chain, Labor, Ethics, Occupational Health and Safety, Environment, Information, Quality) and ensures that the PDCA cycle for each is properly implemented.



# Compliance



## Management and Audit of Public Research Funds and Prevention of Misconduct in Research Activities

ROHM will properly manage and administer public research funds under the following responsibility system to prevent misconduct in research activities.

### Responsibility System at ROHM

	Top Management	Chief Management	A Person in Charge of Compliance
A person in charge	President	Director in charge of Research & Development	Reader of research and development division using Public Research funds
Role	Person who take the final responsibility for conducting and managing of Public Research funds	Person who support a person is in charge of top management and have the responsibility and authority. for managing all of research institutes	In research division, person who has a practical responsibility and authority for conducting and managing the Public Research funds

# Compliance

## Hotline for Consultation and Reporting Regarding Management and Administration of Public Research Funds and Prevention of Misconduct in Research Activities (Internal and external)

[Contact by Mail]  
ROHM Co., Ltd. Administrative Headquarters Lagal Department  
Consultation and Reporting Desk for Research Fairness  
21 Saiin Mizosaki-cho, Ukyo-ku, Kyoto 615-8585 Japan

- \* ・The above consultation/reporting hotline service is available only for consultation and reporting of misuse of public research funds and misconduct in research activities.
- ・In accordance with national guidelines, the names of those who report incidents are generally disclosed, but anonymous consultations and reports are also possible.
- ・The privacy and personal information of the person consulting or reporting will be treated as confidential and strictly controlled.
- ・We will not accept any consultation or report that is slanderous or defamatory of others, false, or baseless.
- ・We will confirm the facts of the reported matter and take appropriate action.
- ・Except in cases where it is found that the report was made with malicious intent, no disadvantageous treatment will be inflicted on the person who consulted or reported the matter for the reason of consultation or reporting.

### Purpose of Use and Handling of Personal Information

- ・The personal information provided will be used for the following purposes
- ・To investigate and correct the situation based on the consultation or report.
- ・To contact the person who has consulted with us or reported to us
- ・The personal information provided by you will be handled in accordance with the “ Privacy Policy ” posted separately. Please read and agree to the [Privacy Policy](#) before consulting or reporting.

## Education and Training

In order to comply with and thoroughly enforce business ethics, it is important to raise the level of compliance literacy of each employee. ROHM Group have conducted regular training sessions on themes related to compliance and internal education and enlightenment activities such as legal e-learning in order to spread and raise awareness of compliance.

Also we have been providing training for management (directors), department heads, leader classes, and new employees at each level according to their level of compliance. Our aim is for employees at each level to gain an understanding and knowledge of the rules to be followed.

### General Education (FY2024 Result)

Education or Training	Theme and Objective	Subject	Number of Participants	Participation Rate (%)
E-learning on Compliance (Labor and Ethics)	Acquire knowledge of compliance (competition law compliance, anti-bribery, compliance hotline, privacy protection, etc.)	ROHM All employees	4,511	95.6
Legal Seminars for Executives	Board members’ duty of care, duty to supervise, and duty to establish internal control systems	All directors	12	100
Compliance training by level and role	Acquire compliance knowledge required for each level and group leadership position	New hires and promoted employees	471	100
Compliance Education	Mastering the concept of compliance and matters to be complied with	All ROHM Group employees	23,403	98.9

# Compliance

## General Education (FY2024 Result)

\* Education required for specific departments

Education or Training	Theme and Objective	Subject	Method of Execution	Number of Participants・ Participation Rate
E-learning on precautions for exchanging information with competitors	information with competitors Preventing violations and reducing the risk of suspected violations through a better understanding of what information should not be exchanged with competitors	All department heads and all employees of sales departments	Video viewing and response to post-course questionnaire	703/703 (100%)

In addition to the above education and training, ROHM creates and distributes to its employees the “LEGAL Guide Book,” which explains legal knowledge and procedures in an easy-to-understand manner in order to prevent unlawful violation of laws and regulations.

This guidebook focuses on laws related to business activities, ssuch as insider trading, management of confidential information, and bribery, as well as the latest topics such as the use of generative AI and freelance laws, and you can always check the items related to your business. It is also an effective tool that can be used when employees face legal issues or during compliance training within departments.



## Comprehensive Anti-Corruption (Bribery Prevention) Measures

ROHM Group established Regulation on Prevention of Bribery, Donations and Advertising Sponsorship Regulations and Regulations on Procedures for Client Dinners, and aims to eliminate corruption in all affiliated companies in Japan and overseas. In addition to conducting bribery prevention briefings in level-based training courses and e-learning for all employees at ROHM Head Office.

## Whistleblowing System

ROHM has established a Compliance Hotline, which is operated by an external law firm, to receive reports and consultations\* from all employees, including non-regular employees, regarding compliance violations in the ROHM Group in Japan. In addition to the compliance hotlines established at each overseas affiliate, ROHM has also established a global compliance hotline for reporting to the head office any misconduct or potential misconduct by officers.

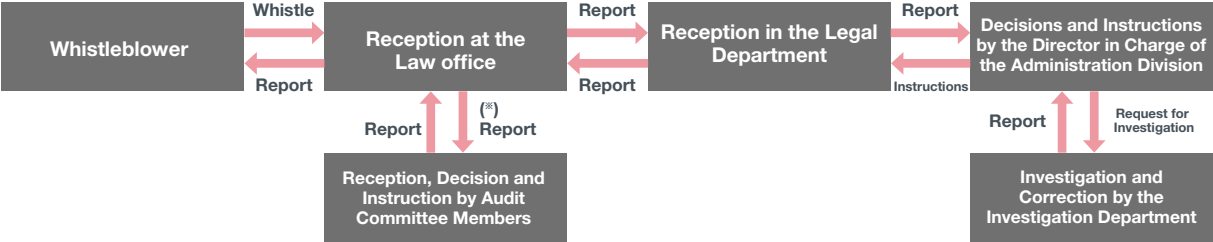
In order to properly operate this system, ROHM Group has established internal regulations to ensure that whistleblowers and information obtained through investigations are kept strictly confidential, and that those who report or consult with us are not subjected to any disadvantageous treatment because of their reporting. In addition, internal training is periodically provided to employees who are engaged in handling the compliance hotline. In addition, by distributing “ROHM Compliance Card” and raising awareness of the reception desk through bulletin boards and in-house training, we are working to promptly grasp risk information such as violations and respond swiftly and appropriately.

The compliance hotline reception and response flow is shown in the diagram below. After the report is received by the law office, it is reported and actions are taken as appropriate.

\* In FY2024 (April 1, 2024 to March 31, 2025), we received 73 reports.  
\* Anonymous reports are also accepted.

# Compliance

Compliance Hotline Reception and Response Flow



\* In the event of a report concerning a ROHM director or a member of Legal Department, the law firm will report the matter to Audit and Supervisory Committee Member, who will take appropriate action.

## ROHM Compliance Card

We distribute the following ROHM Compliance Card to ROHM employees, which describes the items of compliance that each ROHM employee must comply with. In addition, this card also contains information on the law firm, which is the contact point for reporting, so that all employees can consult and report on compliance at any time.



- ①We shall conduct fair business transactions.
- ②We shall not trade with antisocial forces.
- ③We shall keep corporate confidentiality and protect personal information.
- ④We do not offer price cartels or bribes.
- ⑤We shall respect intellectual property rights.
- ⑥We shall not conduct insider trading.
- ⑦We shall conduct development, production, and sales activities with quality as our first priority.
- ⑧We shall comply with other laws and regulations.

In addition to the internal hotline described above, we have also established a compliance hotline for our business partners.

[🔗](#) Compliance Hotline for Business Partners (Suppliers)

# Human Rights

## ROHM Group Human Rights Policy

### Our Basic Policy

ROHM Group recognize “Human rights are the fundamental right, freedom, and standard for treatment that individuals around the world possess”. This policy is a superordinate policy of all documents and norms regarding the efforts to respect human rights in the ROHM Group’s business activities and is applied to all activities carried out by the ROHM Group around the world.

As a company with a globally growing business, ROHM Group views respect for human rights as one of the most basic conditions for its business activities. We recognize that it is important to build a sustainable society in which human rights are respected. In particular, we support and respect the following global standards.

And where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

### Global Principles and Rules

- Ten Principles of the United Nations Global Compact (UNGC)
- Universal Declaration of Human Rights
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- SO26000
- RBA(Responsible Business Alliance) Code of Conduct

### Scope of Application of This Policy

This policy applies to all officers and employees, which consists of ROHM Group and its consolidated subsidiaries. In addition, based on this policy, we will ask our business partners and other parties connected to ROHM Group’s business, to respect human rights and not to violate them.

### Initiatives to Respect Human Rights

- ROHM Group will prohibit any form of discrimination based on race, ethnicity, nationality, social status, lineage, gender, disability, health conditions, ideology, faith, gender identity, sexual orientation, occupation or occupational status and harassment.
- ROHM Group will commit to responsible labor practices including the provision of a safe and healthy environment in the workplace as well as ensuring adequate working hours and minimum wage. We also commit ourselves to respecting freedom of association and the right to collective bargaining.
- ROHM Group will never allow or complicit in slave labor, forced labor, or child labor, including human trafficking.
- ROHM Group will acknowledge and seek to uphold our responsibility to the communities, including indigenous groups, affected by our operations.

### Practice of Respect for Human Rights

- In accordance with principles and norms which we support, ROHM Group will exercise human rights due diligence to identify, prevent and mitigate adverse human rights impacts related to our business activities. We will also endeavor to take appropriate and effective remedies when it becomes clear our activities, products and services by our business relationships have caused or contribute to adverse human rights impacts.
- ROHM Group will establish a hotline for human rights violations, and continue to establish an effective reporting response system.
- ROHM Group will provide the training necessary for our board member and employees to have the knowledge and capacity to implement this policy.
- ROHM Group will strengthen its efforts to respect human rights through the professional advice of external stakeholders about this policy and efforts based on this policy.
- ROHM Group will regularly and properly communicate our progress on our efforts to address adverse human rights impacts including through our CSR website and/or integrated report.

October 28, 2021

# Human Rights

## Promotional Structure

In 2011, the UN Human Rights Council endorsed the UN Guiding Principles on Business and Human Rights, calling on companies to do more to address human rights issues. In response, ROHM Group signed the UN Global Compact in October 2011.

At ROHM Group, the EHSS General Committee, which is composed of Board members with executive authority, corporate officers with equivalent authority, and those in charge of business divisions and management systems, oversees eight subordinate management systems (Risk Management, Supply Chain, Labor, Ethics, Health and Safety, Environment, Information, Quality). Each management system checks that the PDCA cycle is being properly implemented in response to human rights risks identified and extracted in each field. The EHSS General Committee reports and consults with the Board of Directors as appropriate, and also receives supervision and instructions from the Board of Directors.

Resolutions made by the EHSS General Committee are communicated to relevant divisions within ROHM and to group companies through the eight management systems, and measures are implemented accordingly. All management system members are appointed by the chairman of the EHSS General Committee every fiscal year at the same time as the implementation plan is decided, and they carry out their duties.

ROHM Group has obtained management system certification for each theme by implementing the PDCA cycle in cooperation with each specialized subcommittee, relevant departments, and group companies, based on the sustainability management system. Through these activities, we aim to further improve the “Company Quality” and become the company of choice for our stakeholders.

- ② Sustainability Management System
- ② Human Capital Management Promotional Structure

\* We have acquired ISO14001 and ISO45001 certification for the environment and health and safety.  
In the field of labor ethics, we manage human rights issues and risks in labor ethics by building and operating a labor ethics management system that complies with the RBA Code of Conduct.

## Human Rights Assessment in the Supply Chain

ROHM Group is conducting activities in compliance with RBA Code of Conduct with the aim of building a sustainable society in which human rights are respected. Furthermore, efforts are being made to ensure human rights are respected throughout the entire supply chain by respecting the human rights of our business partners and asking them to also act in accordance with RBA Code of Conduct.

We respect the human rights of our suppliers and ask our suppliers to follow the RBA Code of Conduct in our efforts to respect human rights throughout the supply chain.

Specifically, our business partners are asked to perform self-evaluations on labor, health and safety, environment, ethics, management systems and procurement BCP indicated in RBA Code of Conduct. Based on the results of their responses and CSR procurement audits, our business partners are asked to make improvements on items with poor evaluations including those related to human rights. Moreover, during audits and meetings, efforts are made to raise awareness of the need to perform CSR procurement throughout the entire supply chain, including the importance of human rights.

### ② Working Together with Suppliers

# Human Rights

## Human Rights Assessment at ROHM Group

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ROHM Group operates a labor and ethics management system for managing and mitigating human rights issues and risks in terms of labor and ethics.

ROHM on a stand-alone basis has established a Labor Management System and Ethics Management System as subordinate organizations of the EHSS General Committee, and by implementing a management system that draw up plans every year and evaluates their effectiveness at the end of each fiscal year, the company is building a foundation for protecting basic human rights. In addition, Labor and Ethics Committees have been established at each location of domestic and overseas group companies, and these specialized subcommittees and committees serve as the driving force for addressing human rights issues.

As part of ongoing monitoring, we conduct annual SAQ surveys and third-party audits or internal audits in accordance with the RBA Code of Conduct at all production sites within the ROHM Group. In the FY2024 audit, we identified nonconformities in evacuation route safety and working hours and wages at temporary staffing agencies at five locations. We have taken corrective measures at these locations, such as improving evacuation routes and reviewing employment contracts and work rules at temporary staffing agencies, and are continuing our initiatives to prevent recurrence.

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- ② Human Capital Management Promotion System
  - ② Compliance Promotion System

# Human Rights

## Identified Human Rights Risks

	Human Rights Issues (Based on the RBA Code of Conduct)		Subject	Due Diligence	Grievance Mechanism
Labor	<ul style="list-style-type: none"><li>•Freedom of Employment</li><li>•Forced labor, Human Trafficking</li><li>•Working Time</li><li>•Wages and Benefits</li><li>•Elimination of Discrimination</li><li>•Harassment Prevention</li></ul>	<ul style="list-style-type: none"><li>•Occupational Health and Safety</li><li>•Young Workers</li><li>•Privacy Protection</li><li>•Freedom of Association, Right to Collective Bargaining</li></ul>	<ul style="list-style-type: none"><li>•All employees, including contract and immigrant workers</li><li>•On-site contractor employees</li><li>•Women</li><li>•Children</li></ul>	Internal Audit SAQ based on RBA RBA VAP Audits	Internal Hotline External Whistleblowing System
Ethics	<ul style="list-style-type: none"><li>•Elimination of Discrimination</li></ul>	<ul style="list-style-type: none"><li>•Harassment Prevention</li></ul>	<ul style="list-style-type: none"><li>•All employees, including contract and immigrant workers</li><li>•On-site contractor employees</li><li>•Women</li></ul>		
Health and Safety	<ul style="list-style-type: none"><li>•Occupational Health and Safety</li></ul>	<ul style="list-style-type: none"><li>•Emergency Preparedness</li></ul>	<ul style="list-style-type: none"><li>•All employees, including contract and immigrant workers</li><li>•On-site contractor employees</li></ul>		
Environment	<ul style="list-style-type: none"><li>•Water</li><li>•Noise</li></ul>	<ul style="list-style-type: none"><li>•Atmosphere</li></ul>	<ul style="list-style-type: none"><li>•Surrounding environment</li><li>•Local communities and indigenous peoples</li><li>•All other relevant stakeholders</li></ul>		
Supply Chain	<ul style="list-style-type: none"><li>•Labor Issues</li><li>•Ethical Issues</li><li>•Health and Safety Issues</li></ul>	<ul style="list-style-type: none"><li>•Environmental Issues</li><li>•Responsible Mineral Procurement</li></ul>	<ul style="list-style-type: none"><li>•Suppliers</li></ul>		
Information	<ul style="list-style-type: none"><li>•Privacy Protection</li></ul>		<ul style="list-style-type: none"><li>•All employees, including contract and immigrant workers</li><li>•Customers</li><li>•Suppliers</li></ul>		



# Human Rights

## Human Rights Training

ROHM Group respects and embraces a variety of cultural backgrounds, religions, customs, and opinions from each country and each region. We conduct rank-specific human rights training programs for new employees, mid-career recruits, new senior managers, directors, and executive officers.

Also, ROHM conducts Labor and Ethics e-Learning for all employees as a part of employee education to ensure that they understand ROHM’s approach to international norms and customer requirements, including the RBA Code of Conduct.

### [Labor and Ethics e-Learning]

	FY2021	FY2022	FY2023	FY2024
Number of Participants	3,350	3,832	3,941	4,511
Participation Rate (%)	83.6	99.7	98.5	95.6

## Prevention of Child Labor and Forced Labor

ROHM Group prohibits forced labor and child labor. In its supply chains as well, ROHM Group Supply Chain Management Guidelines clearly specify that forced labor and child labor are strictly prohibited, and all suppliers are responsible to follow the human rights guidelines. In fiscal year of 2017, ROHM issued “ROHM Group Statement Regarding UK Modern Slavery Act”, clearly stating its determination to further strengthen its commitment to preventing child labor and forced labor. The effectiveness of and compliance with the initiative are verified annually through internal audits, as well as through external audits such as customer audits and RBA audits.

## Elimination of Discrimination

The entire ROHM Group is committed to showing respect for the human rights of all employees. We respect individuality, human rights, and the privacy of all our employees. We seek to eliminate discrimination of all kinds, whether based on race, nationality, gender, gender identity/sexual orientation, religion, beliefs, or disability, to eliminate child labor and forced labor and we endeavor to create a safe and healthy workplace environment as we have stated in the “ROHM Group Code of Conduct” to help our employees better understand.

As part of our efforts to promote compliance, we have established a whistleblower hotline for employees and business partners (suppliers) to deal with human rights violations

 [ROHM Group Business Conduct Guidelines](#)

 [Compliance Hotline for Business Partners \(Suppliers\)](#)

## Harassment Prevention

ROHM has established a consultation center with advisors who are available to listen to employees’ troubles and provide counseling services. Counseling services via telephone, email, or face-to-face consultation are available issues such as harassment or interpersonal relationships at workplace. By making female advisors available, and ensure all counselors hold license in employment counseling, ROHM works to create an environment in which employees can consult with advisors and receive reliable and professional advices. Furthermore, efforts are being made to raise awareness among employees by continuously conducting training for managers on the prevention of harassment.

# Human Rights

## Privacy Protection

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Appropriate management of personal information of employees, customers, business partners, and other parties involved in the ROHM Group’s business activities is essential for providing better products and services to society and for conducting reliable corporate management. ROHM Group regards the protection of privacy as one of the fundamental human rights, and has established a privacy policy and is committed to specifying the purpose of use of personal information, acquiring it appropriately, and managing it safely and strictly. The privacy policy complies with the Act on the Protection of Personal Information and Ministry of Economy, Trade and Industry Guidelines on the Protection of Personal Information, the GDPR (EU General Data Protection Regulation), and the California Consumer Privacy Act (USA).

In addition, through e-learning and level-specific training, we make our employees aware of the risks of personal information and corporate information leaks and improve their security literacy. In the unlikely event of an incident, we will immediately investigate the cause and promptly take appropriate measures to prevent recurrence.

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[🔗 ROHM Group Privacy Policy](#)

🕒 Information Security

# Information Security

## Policies on Information Protection

ROHM Group has established an information security policy and confidential information management policy to ensure thorough management of confidential information and personal information of ROHM Group and stakeholders obtained in the course of business activities.

### ROHM Group Information Security Policy

#### 1.Compliance

ROHM Group complies with domestic and international laws, regulations, norms, and contractual obligations related to information security. In addition, ROHM Group shall establish internal regulations related to information security that comply with and conform to such laws, regulations, and contractual obligations, and shall ensure thorough compliance with such regulations.

#### 2.Information Security Management System

ROHM Group recognizes that information security is one of the most important issues in management and business, and under the direction of top management, has established an information security management system to maintain and continually improve organizational, personnel, physical, and technical information security.

#### 3.Protection of Information Assets

ROHM Group shall appropriately protect information assets from threats to the confidentiality, integrity, and availability of the information assets handled by ROHM Group, and shall take appropriate control measures.

#### 4.Prevention of Accidents and Response when They Occur

ROHM Group shall strive to prevent information security incidents, and in the event of an incident, minimize the impact by promptly implementing appropriate initial responses, and investigate the cause of the incident to prevent recurrence.

#### 5.Education and Training

ROHM Group will continuously educate and train its top management and employees on information security in order to raise their awareness of information security.

#### 6.Ensure Information Security throughout the Supply Chain

ROHM Group will maintain and improve information security throughout the entire supply chain, including suppliers and contractors.

# Information Security

## ROHM Group Confidential Information Management Policy

ROHM Group (referred to as “We” or “ROHM Group”) recognizes that our information assets and the information assets entrusted to us by our stakeholders (collectively referred to as “Confidential Information”) are the important foundation for conducting our global business activities. We have the social responsibility to rigorously maintain and protect such Confidential Information as confidential.

We affirm that we will establish a management policy as follows and will appropriately manage and protect the Confidential Information.

1. When using and maintaining the Confidential Information, ROHM Group will comply with various laws, regulations, standards, contracts, and other ethical standards, applicable to our business activities.
2. ROHM Group has established its own confidential information management system (referred to as “ROHM Group CIMS”) for the purpose of appropriately managing Confidential Information under the leadership of top management. ROHM Group will operate ROHM Group CIMS proactively and continuously.
3. To protect all Confidential Information, ROHM Group will implement appropriate management measures for the protection and proper control of Confidential Information. “Management measures” means organizational, human, technological and physical measures that are strictly enforced according to the confidentiality level of the applicable Confidential Information.
4. To increase the awareness of appropriate management, ROHM Group will provide continuous education and training programs for all (executives, employees, contract employees, partner company employees, etc.) who can access the Confidential Information.
5. ROHM Group will make best efforts to prevent the leakage of Confidential Information and any other incidents. If any incident should happen, we will immediately investigate the causes of the incident and take proper countermeasures to prevent its recurrence.
6. ROHM Group will conduct regular risk assessments and internal audits in order to examine the operation of ROHM Group CIMS and explore its continuous improvement.

## Information Management System

ROHM Group has identified the establishment of an information security system that enhances business continuity and the development, provision, and utilization of IT tools that support the medium-term management plan as key issues in Information Security Governance, Cyber Security, and IT Governance, and the Information Management Committee takes the lead in the operation of the information management system.

This committee is established as a subordinate organization of the EHSS General Committee\*1, in which directors with executive authority and divisional managers participate, and is responsible for the appropriate management of information security risks, cyber security risks, and IT governance risks in ROHM Group.

The Chairman of the EHSS General Committee delegates the management of these risks to the Board of directors in charge of IT, who has a deep knowledge of IT and provides guidance with a high degree of expertise.

Information Management Committee is chaired by the head of IT Headquarters, and its subordinate organizations are the Confidential Information Management Committee, the ISMS\*2 Committee, the Cyber Security Committee, the IT Promotion Committee, and the Digital Architecture Design Committee. Each committee formulates goals, implements measures, and conducts evaluations for each theme, and reports progress and results to the Information Management Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Information Management 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.

ROHM Co., Ltd., ROHM Hamamatsu Co., Ltd., ROHM Wako Co., Ltd., ROHM Apollo Co., Ltd. and LAPIS Semiconductor Co., Ltd. have acquired ISO/IEC 27001 certification, an information security management system certification, and the scope of registration includes planning, development, maintenance, and operation for internal information systems of ROHM Group companies and development, manufacturing, and sales of semiconductor and electronic components, etc. In addition to ISO/IEC 27001 certification, ROHM Co., Ltd., LAPIS Semiconductor Co., Ltd. and ROHM Semiconductor GmbH have obtained TISAX\*3 certification, an information security assessment by the German Association of the Automotive Industry because of the growing importance of information security in the automotive industry (For the details of TISAX certification, please check [ENX Portal](#)).

# Information Security

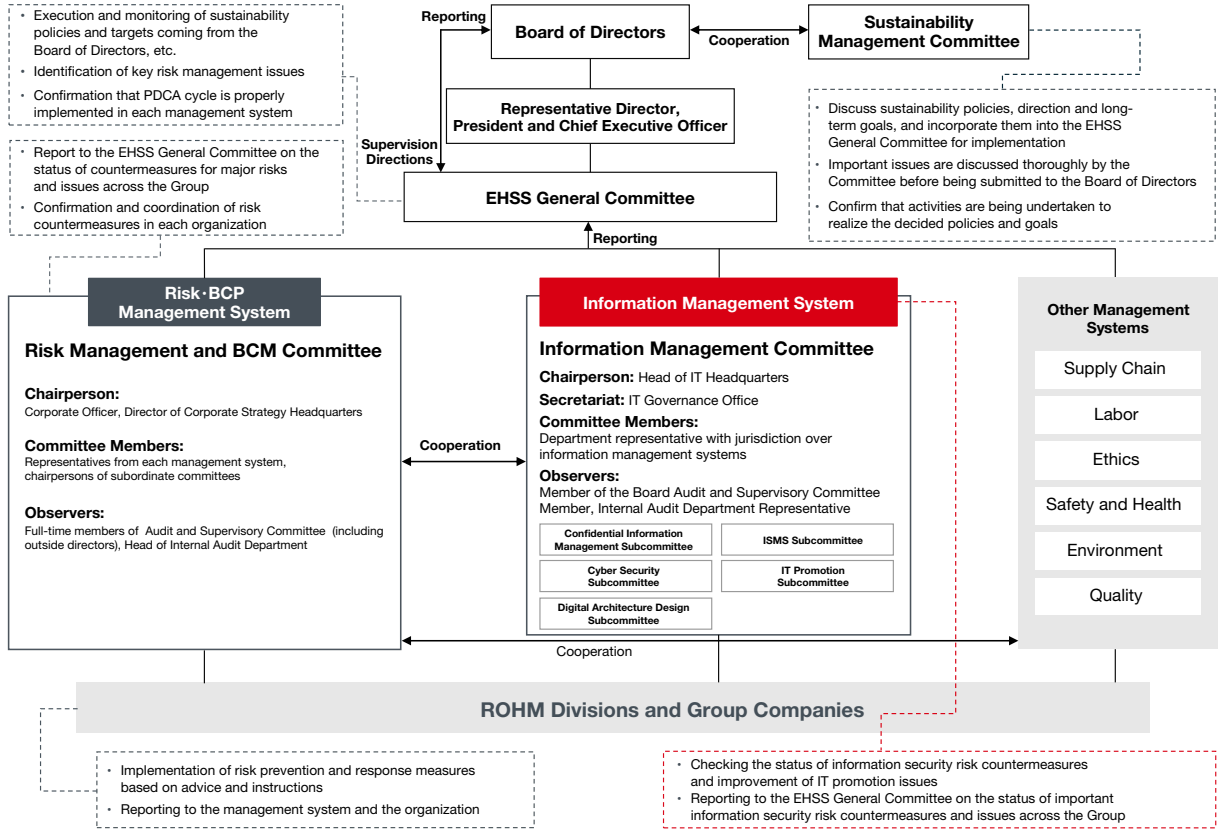
By continuously expanding the scope of operation and certification in addition to conventional internal and external audits and assessment, ROHM is promoting appropriate information management to prevent the leakage of important confidential business information and to eliminate unauthorized use of such information.

\*1 EHSS General Committee: A committee composed of the executive officers of management that oversees the eight management systems (Risk management BCP, Supply Chain, Labor, Ethics, Health and Safety, Environment, Information, Quality) and ensures that the PDCA cycle for each is properly implemented.

\*2 ISMS (Information Security Management System): A system or framework for managing information security in an organization, the standard of which is defined as "ISO/IEC 27001.

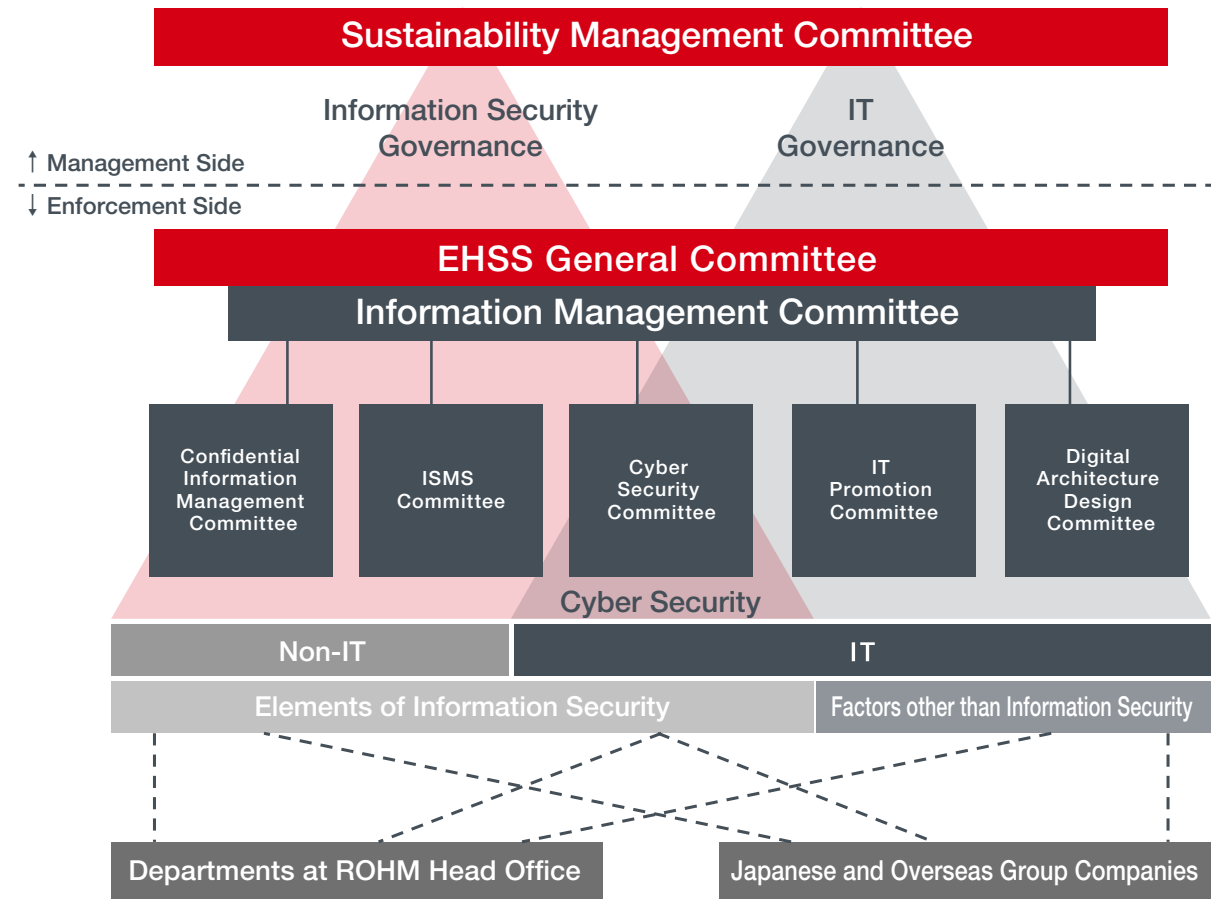
\*3 TISAX (Trusted Information Security Assessment Exchange): A mechanism for suppliers to undergo information security audits by an external audit organization at the request of German automobile manufacturers and others in order to assess the appropriate level of information security within the entire automobile supply chain.

## Overall Governance Structure



# Information Security

Information Management System Promotion Structure



# Information Security

Key Issue	Committee	Priority Implementation Items for FY2024	Targets for FY2024	FY2024 Results	Priority Implementation Items for FY2025	Targets for FY2025
Establishment of an information security system to enhance business continuity	Confidential Information Management Committee	Strengthen the confidential information management structure of entire ROHM Group	<ul style="list-style-type: none"><li>•Deploy the confidential information management system of the head office to seven affiliated companies in Greater China and Korea, and to improve the level of confidentiality management by reorganizing the responsibility structure of each company and the content and operation of internal rules and confidentiality pledges</li><li>•Conduct wide-ranging education and awareness-raising activities for directors and employees of all locations of ROHM Group</li><li>•Conduct internal audits on the status of the confidential information management system and implement improvement activities to establish the PDCA cycle</li></ul>	<ul style="list-style-type: none"><li>•Completed the rollout of the headquarters' confidential information management system across seven affiliated companies in Greater China and South Korea. Reorganized the responsibility framework, internal regulations, and employee confidentiality agreements related to confidential information management, and commenced operations under the new system</li><li>•Conducted company-wide training for all executives and employees across all Rohm Group locations. A total of 23,214 participants attended (attendance rate: 98.1%)</li><li>•Internal audits were conducted at the headquarters' five departments and six affiliated companies</li></ul>	Strengthen the confidential information management structure of entire ROHM Group (ongoing)	<ul style="list-style-type: none"><li>•Introduce and establish a confidential information management system based on headquarters operations for 10 companies in five countries (Germany, Austria, Belgium, the Philippines, and India)</li><li>•Strengthen measures against confidential information leaks and contamination through the establishment of company-wide data access permission policies and the introduction of technology leakage prevention tools</li></ul>
	ISMS Committee	Strengthen the information security structure of entire ROHM Group	<ul style="list-style-type: none"><li>•Achievement of zero major information security incidents</li><li>•Reduce the number of information security incidents by half compared to the previous year</li><li>•To improve awareness of information security by deploying ISMS activities to the information system divisions of all ROHM Group locations</li></ul>	<ul style="list-style-type: none"><li>•Achieved zero major information security incidents</li><li>•Number of information security incidents remained the same as the previous year</li><li>•Completed the rollout of ISMS activities to all information system departments across the Rohm Group. Held bi-monthly ISMS expert meetings with the departments involved to enhance information security awareness</li></ul>	<ul style="list-style-type: none"><li>•Strengthen the information security structure of entire ROHM Group (ongoing)</li><li>•Strengthened information security in the supply chain.</li></ul>	<ul style="list-style-type: none"><li>•Achievement of zero major information security incidents (ongoing)</li><li>•Reduce the number of information security incidents by half compared to the previous year (ongoing)</li><li>•Improve the ISMS management level of each department where ISMS activities have been implemented, and strengthened security in other departments and the supply chain.</li></ul>
	Cyber Security Promotion Committee	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero (ongoing)	<ul style="list-style-type: none"><li>•Conduct internal audits of affiliated companies on the status of cyber security measures and establish a PDCA cycle</li><li>•Enhance vulnerability management and improve the cyber attack resistance of the entire group</li></ul>	<ul style="list-style-type: none"><li>•Conducted internal audits of 12 domestic and overseas affiliated companies, identified nonconformities, and provided guidance on corrective action plans.</li><li>•Launched full-scale operation of attack target area management.</li></ul>	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero (ongoing)	<ul style="list-style-type: none"><li>•Conduct internal audits of affiliated companies on the status of cyber security measures and establish a PDCA cycle (ongoing)</li><li>•Enhance vulnerability management and improve the cyber attack resistance of the entire group</li></ul>

# Information Security

Key Issue	Committee	Priority Implementation Items for FY2024	Targets for FY2024	FY2024 Results	Priority Implementation Items for FY2025	Targets for FY2025
Development, provision and utilization of IT tools to support mid-term management plan	IT Promotion Committee	Promote the introduction of tools such as Cent OS, HPC, Copilot, etc.	Early detection of potential problems in the implementation of IT tools to be applied throughout the company, and recommendations and proposals to the implementing department	<ul style="list-style-type: none"><li>•Collaborated with relevant departments to select and evaluate vendors for the company-wide introduction of an HPC environment</li><li>•Collected examples of temperature and humidity control automation from departments through subcommittees and prepared for company-wide implementation as best practices</li></ul>	Introduce tools for company-wide use, such as HPC, and promote information sharing on IT-related initiatives throughout the company	Early detection of potential problems in the implementation of IT tools to be applied throughout the company, and recommendations and proposals to the implementing department
	Digital Architecture Design Committee	Promotion of data utilization across the entire ROHM Group Architecture design and data collection	Promote data collection and utilization in high value-added manufacturing plants. As a top priority, build a data collection system for electrical characteristics and measurement data (EDS, FT, etc.)	<ul style="list-style-type: none"><li>•Established a policy for building a manufacturing data utilization platform common to ROHM Group. Unified the level of understanding among relevant parties</li><li>•Conducted technical verification to achieve high-speed processing of large amounts of data, which is characteristic of manufacturing</li></ul>	<ul style="list-style-type: none"><li>•Promote the establishment of a manufacturing data utilization platform shared across ROHM Group. Aim to create a platform capable of high-speed processing of large amounts of data.</li><li>•Establish a secure data transfer system that can be used across ROHM Group to improve the quality and reliability of data communications.</li></ul>	<ul style="list-style-type: none"><li>•Construct of a manufacturing data infrastructure</li><li>•Aggregate high-priority electrical characteristics and measurement (EDS, FT, etc.) data.</li><li>•Construct of a MAP communication system as a secure data transfer system.</li></ul>



# Information Security

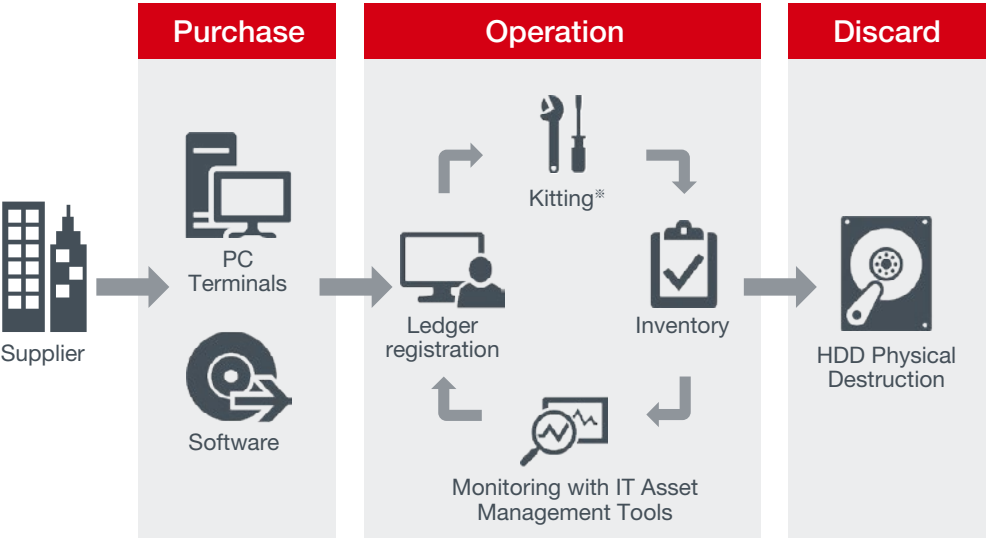
## Information Security Activities

Proper management of information about stakeholders, as well as information held by ROHM Group, is essential for providing better products and services to society and for reliable corporate management.

ROHM Group is promoting information security measures through the following continuous efforts. In the unlikely event of an accident, we will immediately investigate the cause and take appropriate measures including recurrence prevention measures.

### IT Assets Management

ROHM strictly manages its IT assets by centralizing the purchase and disposal of IT assets (PC terminals, software, USB memories and other storage media, and internal communication devices), monitoring usage with an IT asset management tool, and taking monthly inventories. Through these efforts, we prevent and manage compliance and security risks such as illegal use of IT assets, cyber attacks, and security breaches.

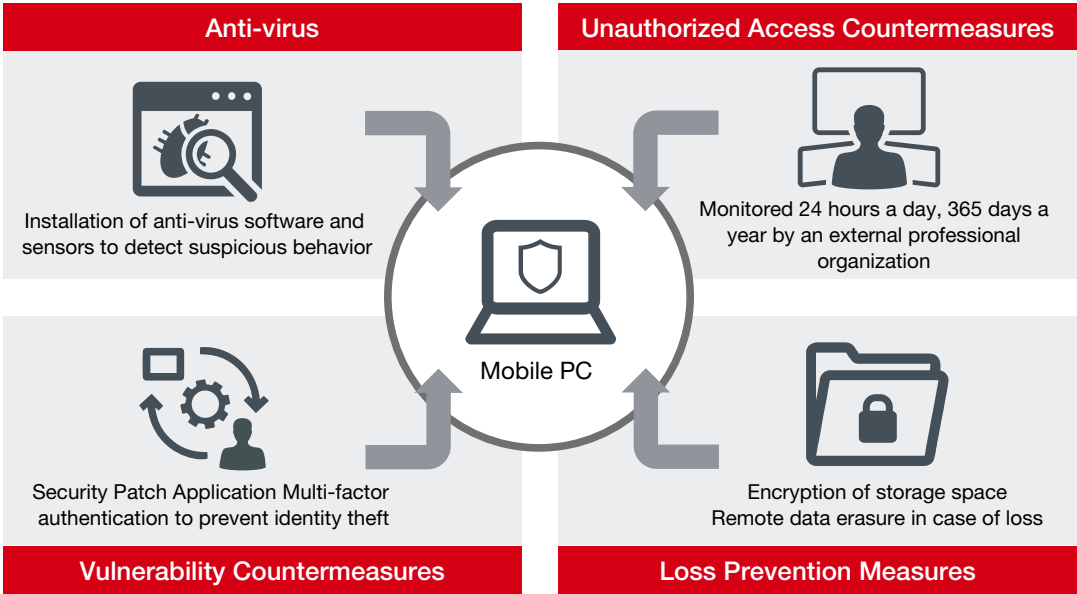


\* Kitting : Setting up PCs and installing software to make them usable for business

## Security Measures for Information Devices

We have implemented anti-virus and Windows vulnerability countermeasures for PCs and other information devices used by employees. Furthermore, we have constructed and been maintaining an environment where information leakage does not occur by introducing multi-factor authentication and mechanisms to remotely perform a factory reset of a computer in case of loss.

In response to the recent increase in the risk of cyber attacks, ROHM has established a system in which computers used by employees are monitored 24 hours a day, 365 days a year by an external specialized organization for signs of cyber attacks, to detect and respond to threats as early as possible.



# Information Security

## Number of Information Security Incidents

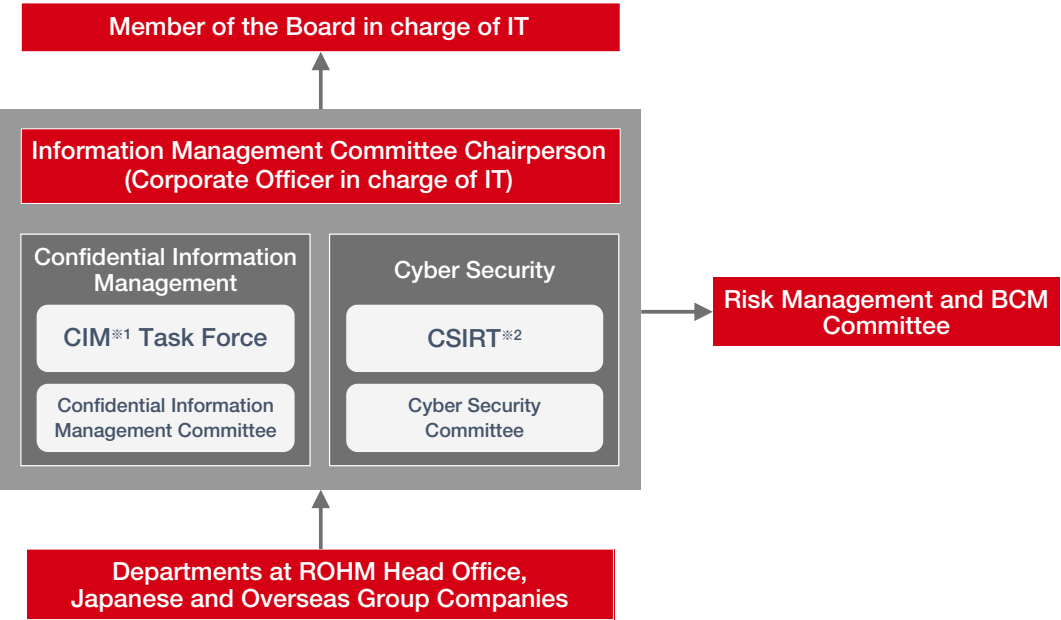
No serious information security incidents occurred in FY2023 and FY2024.

## Emergency response procedures and measures

ROHM Group strives to prevent information security incidents through a variety of management measures, including thorough implementation of information security rules.

We have established an escalation process when an information security incident or suspicious event is detected, so that if an incident should occur, we can promptly take appropriate initial actions to minimize damage and losses.

\* Emergency response procedures and measures are tested once a year.

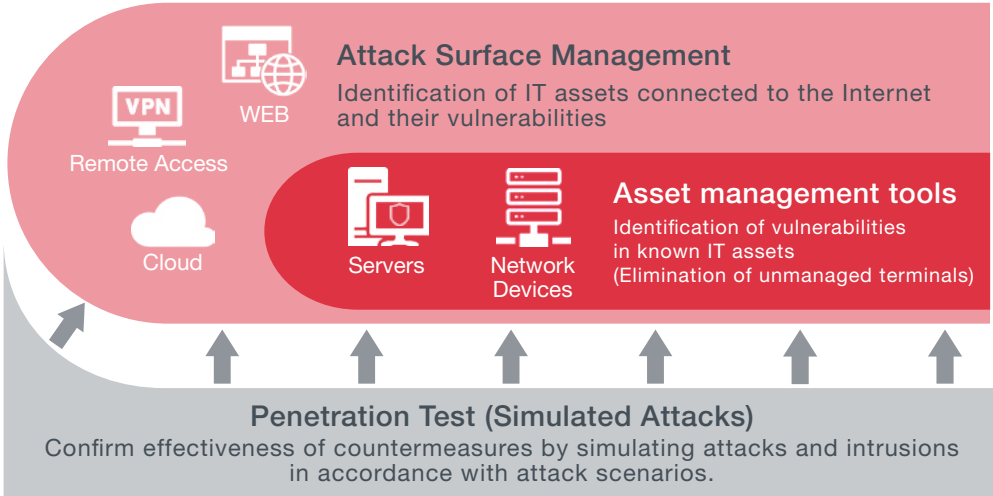


\*1 CIM: Confidential Information Management  
\*2 CSIRT: Computer Security Incident Response Team

## Vulnerability Status

Changes in work styles, such as the shift to cloud computing and the normalization of remote work, have expanded the IT environment for business. In addition, the risk of cyber-attacks targeting Japanese and overseas affiliates, business partners, and outsourcing companies is increasing year by year, and security risk management in the supply chain is becoming increasingly important.

Against this backdrop, ROHM Group is strengthening its cyber attack resistance by combining external attack surface management (attack target area management) service with a penetration testing (simulated attacks) in addition to vulnerability management using conventional asset management tools.



## Education and Training

Many of the causes of information leakage are mishandling, mismanagement of devices and information, and lack of awareness of information security, all of which correspond to human error.

In order to prevent and reduce security risks caused by humans, ROHM requires employees to sing an information security-related pledge when they join the company to make their responsibilities for information clear, and also continuously provides them with training and education to improve their security literacy.

# Information Security

[Education and Training Achievements]

Education/Training	Theme/Purpose	Year	Target	Number of People Trained	Attendance Rate (%)
Cyber Security Education E-learning	Ensure that all employees are aware of newly established internal regulations to ensure cybersecurity	FY2022	ROHM Group	7,625	97%
ISMS Education	To acquire basic knowledge of “ISO/IEC27001” and promote understanding of information security management in order to expand the scope of ISMS certification		ROHM Group(Japan)	902	100%
Confidential Information Management Education E-learning	Ensure that all employees are aware of internal regulations revised to strengthen confidential information management		ROHM Group(Japan)	7,267	100%
Cyber Security Education E-learning	Ensure that all employees are aware of internal regulations revised to ensure cybersecurity	FY2023	ROHM Group	12,455	98%
ISMS Education	To acquire basic knowledge of “ISO/IEC27001” and promote understanding of information security management in order to expand the scope of ISMS certification		ROHM Group(Japan)	866	100%
Confidential Information Management Education E-learning	Ensure that all employees are aware of internal regulations revised to strengthen confidential information management		ROHM Group(Japan)	7,607	100%
Information Security Education	Explain points to keep in mind for ensuring information security using illustrations and easy-to-understand language by distributing the Information Security Guidebook	FY2024	ROHM Group	23,536	100%
3 <sup>rd</sup> Targeted Email Attack Training	Conduct training that simulates phishing emails designed to steal account information to raise employees' awareness and ensure that initial responses are properly established		ROHM Group(Japan)	7,872	100%
ISMS Education	To acquire basic knowledge of “ISO/IEC27001” and promote understanding of information security management in order to expand the scope of ISMS certification		ROHM Group(Japan)	2,057	100%

# Information Security

## Privacy Information Protection Management Efforts

ROHM Group recognizes the protection of personal information as an important management issue and complies with the “Act on the Protection of Personal Information” and other national guidelines and implements the following measures for the purpose of safe and appropriate management of personal information of customers, business partners, shareholders, investors, and others.

### Formulation and Disclosure of Privacy Policy

ROHM Group clarifies the purpose of use of personal information, contact point for inquiries, safety control measures, etc.

[🔗 Privacy Policy](#)

### Privacy Information Protection Regulations

ROHM Group has established basic rules for the proper handling, management, operation, and protection of personal information held by ROHM Group, and has made these rules available to all employees. The Rules specifies that the head of the department that handles personal information shall be assigned responsible for the matter. In addition, the rules specify a reporting system in the event of a leakage or threat of leakage of personal information in order to quickly identify the situation and prevent the spread of damage.

Employees who violate the personal information protection rules may be subject to disciplinary actions.

## Provide Training for Employees

All employees are provided with training on the handling of personal information to improve their understanding of such matters. Through this education, we are working to spread our privacy policy and personal information protection rules throughout the Group.

### [Education and Training]

Education and Training	Purpose and Contents	Year	Target	Number of People Trained	Attendance Rate(%)
Labor and Ethics e-learning	Acquire knowledge of compliance (competition law compliance, anti-bribery, compliance hotline, privacy protection)	FY2024	ROHM Group (Japan)	4,511	95.6%
Compliance Education	Acquiring an understanding of compliance (including personal information protection) and compliance requirements	FY2024	ROHM Group	23,403	98.9%

# Information Security

## Information Security Certification

### ISO27001:2022 (ISMS) Certification

Organization		Certificate	(Registration Date) Last Renewal Date/ Last Revision Date	Certificate Number	Scope of Registration
[Scope of Registration]	ROHM Co.,Ltd.		(2013/07/19) 2025/7/19 /2028/7/18	JQA-IM1197	Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies and Development, Manufacturing and Sales of Semiconductor and electronic components, etc.
	ROHM Co.,Ltd. Headquarters				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies and Development and Sales of SiC
	ROHM Co.,Ltd. Yokohama Technology Center				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies
	ROHM Co.,Ltd. Kyoto Business Center				Sales of SiC
	ROHM Hamamatsu Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems and Manufacuturing of Wafer for Semiconductor and Semiconductor Integrated Circuit of ROHM Hamamatsu
	ROHM Wako Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Wako and Manufacuturing of Wafer of Diodes and Wafer of Power LSIs
	ROHM Apollo Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Apollo Chikugo Factory as well as Manufacuturing of Discrete elements(SiC)
	Lapis Semiconductor Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of Lapis Semiconductor
	Lapis Semiconductor Co.,Ltd. Miyazaki Plant				Maintenance and Operation for Internal Information Systems of Lapis Semiconductor and Manufacturing of SiC
	Lapis Semiconductor Co.,Ltd. Miyazaki Plant				Maintenance and Operation for Internal Information Systems of Lapis Semiconductor

# Intellectual Property

## Intellectual Property Policy

In order to fulfill our Company Mission of “Quality First” at the Rohm Group, we strive to improve upon technologies held by each department by properly protecting and using our own intellectual property, we will improve our corporate value.

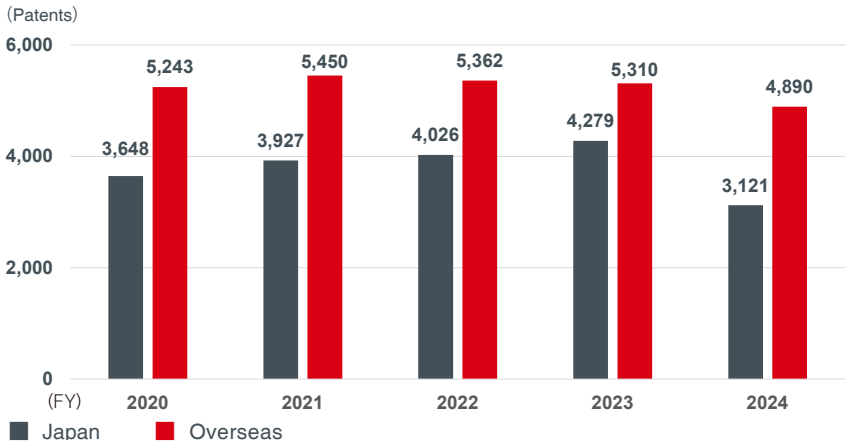
Also, the Rohm Group respects the intellectual property rights and strives to ensure that we do not infringe on the legitimate intellectual property rights of third parties.

## Intellectual Property Activities and Strategy

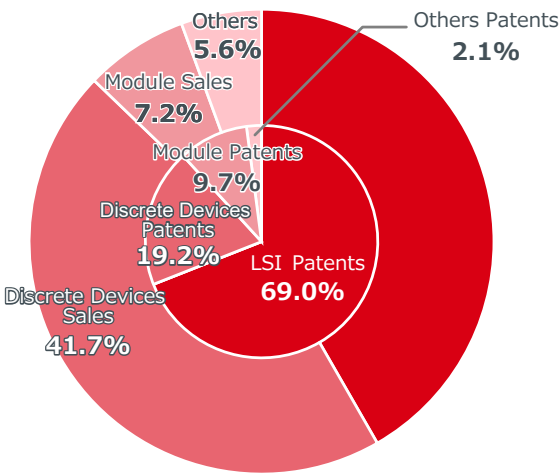
The Rohm Group is analyzing the relationship between sales and the number of patents in order to maintain an appropriate intellectual property position in the semiconductor industry. The Rohm Group sets the target number of patents and the target number of patent applications commensurate with the projected sales and strives to realize an intellectual property position that is aligned with its management strategy.

The Rohm Group holds intellectual property rights in not only Japan, but also overseas for important technologies. In addition, the Rohm Group not only patents its own technology in areas of our business focus, but also procures patent rights from third parties. This strengthens our patent portfolio in accordance with our management and business strategies.

Trends in the number of registered patents.



Patent portfolio and sales by segment.

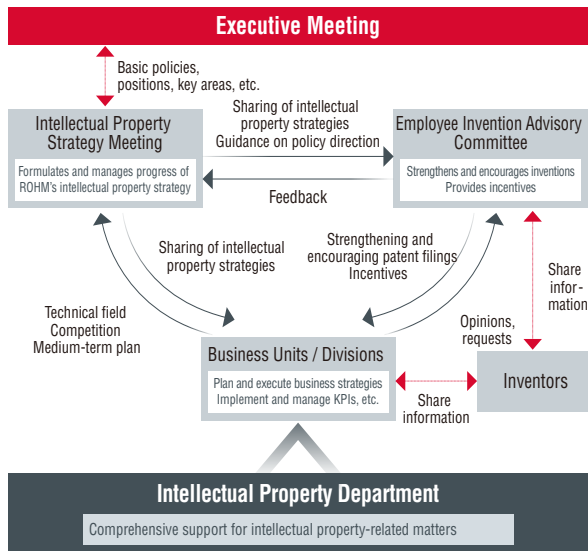


# Intellectual Property

## Intellectual Property Activity Promotion System

In the Rohm Group, the head of the Intellectual Property department hosts and leads the IP strategy meeting, which is composed of executive officers, business division heads, and the Intellectual Property department, and held four times a year. In the IP strategy meeting, discussions and formulations are conducted on the company-wide IP strategies and policies (hereinafter referred to as the IP strategy policy). The formulated IP strategy policy is reported to the management executive meeting that is attended by the president and other executive officers. The company makes management decisions at the management executive meeting. Important matters discussed at the management executive meeting are also reported to the board of directors, and the directors can directly supervise the IP. This IP strategy policy is shared with the business divisions, and the IP strategy is promoted from the top down. Furthermore, the Employee Invention Advisory committee, which is composed of technical department heads, is at the center, encouraging new inventions and promoting the intellectual property rights of those inventions.

### Intellectual property activity promotion system



## Developing Human Resources to Promote Intellectual Property Activities

At the Rohm Group, we systematically implement intellectual property education for employees of all grades, from new hires to managers, aiming to develop personnel who promote intellectual property activities. In addition, the Rohm Group has set its own evaluation criteria to assess intellectual property activities, and every year we honor engineers who have met these criteria as recipients of the Rohm Invention Award. In particular, we promote the creation of intellectual property by inventions born in the Rohm Group through incentives, such as setting up a newcomer award for young employees.



ROHM Invention Award Ceremony

# Intellectual Property

## History of External Awards

ROHM Group has received numerous awards at regional invention awards sponsored by the Japan Institute of Invention and Innovation.

### History of invention awards

Year	Award	Name of invention
2016	Invention Encouragement Award	semiconductor light emitting device
	Invention Encouragement Award	Rotation control device
	Invention Encouragement Award	LED drive device
2017	Kyoto Institute of Invention and Innovation Chairman's Award	Coil load drive circuit
	Invention Encouragement Award	High voltage transistor with improved reverse recovery characteristics
	Invention Encouragement Award	motor driver
	Invention Encouragement Award	Proximity/illumination sensor
2018	Kyoto Institute of Invention and Innovation Chairman's Award	Copper wire bonding technology ideal for semiconductors
	Invention Encouragement Award	Surge countermeasures for long-side electrode type resistors
2019	Commissioner of the Patent Office Award	SiC (silicon carbide) semiconductor device
	Invention Encouragement Award	transformer element

Year	Award	Name of invention
2020	Invention Encouragement Award	Power supply equipment and monitoring method for USBPD
	Invention Encouragement Award	Overcurrent protection circuit and power supply device
2021	Commissioner of the Patent Office Award	CM noise malfunction prevention method for isolated GDIC
	Invention Encouragement Award	Technology to prevent atmospheric discharge on SiC wafers
2022	Invention Encouragement Award	Field plate shape of high voltage IC
	Invention Encouragement Award	Electric field relaxation structure of SiC trench MOSFET
2023	Invention Encouragement Award	Power control method that enables high reliability and low standby power consumption
	Kyoto Institute of Invention and Innovation Chairman's Award	Semiconductor design method that realizes rapid heat generation detection
2024	Invention Encouragement Award	Common electrode structure that improves print quality
	Kyoto Institute of Invention and Innovation Chairman's Award	Package insulation method for isolated gate drive IC (GDIC)