

ESG Data

Environment

Environment

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
ISO14001 Certified Sites(Japan)		Consolidated	%	100	100	100	100	100
ISO14001 Certified Sites(Overseas)		Consolidated	%	90	90	100	100	100

GHG Emissions

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Scope1	CO ₂ Emissions from Fuel Combustion	Consolidated	t-CO ₂	33,206	38,934	39,513	36,688	35,869
	PFC	Consolidated	GWP-t	96,773	125,246	134,198	144,083	129,362
Scope2		Consolidated	t-CO ₂	769,234	780,811	601,299	464,414	407,497
Scope3		Consolidated	t-CO ₂	6,170,646	8,361,894	8,146,551	6,122,363	4,865,055
Total		Consolidated	t-CO ₂	7,069,859	9,306,885	8,921,562	6,767,548	5,437,784

Energy Consumption

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total non-renewable energy consumption		Consolidated	MWh	1,480,876	1,525,665	1,259,119	917,398	877,663
Total renewable energy consumption		Consolidated	MWh	70,020	113,336	396,493	700,097	731,770

Water Usage

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total municipal water supplies (or from other water utilities) (a)		Consolidated	1000m ³	5,993	6,515	6,423	6,264	6,214
Fresh surface water (lakes, rivers, etc.) (b)		Consolidated	1000m ³	727	822	875	934	848
Fresh groundwater (c)		Consolidated	1000m ³	4,366	4,443	4,447	4,390	4,348
Total net fresh water consumption [(a)+(b)+(c)-(d)]		Consolidated	1000m ³	1,701	1,643	1,506	1,707	1,571

Water Discharge

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total (d)		Consolidated	1000m ³	9,385	10,137	10,240	9,881	9,839
Freshwater surface water intake		Consolidated	1000m ³	3,657	4,035	4,075	3,651	3,308
Wastewater discharged into rivers and lakes		Consolidated	1000m ³	5,727	6,102	6,165	6,230	6,531

Total Pure Water Consumption

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ultra-pure water usage		Consolidated	1000m ³	6,269	6,946	6,784	6,140	5,867

Waste

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total waste disposed		Consolidated	t	13,775	17,175	16,720	14,606	12,672
Waste landfilled		Consolidated	t	432	362	326	205	154
Waste recycled		Consolidated	t	13,343	16,813	16,394	14,401	12,518
Rate of waste recycled		Consolidated	%	96.9	97.9	98.0	98.6	98.8

Environment

Hazardous waste (Specifically Controlled Industrial Waste in Japan)

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total waste disposed	Consolidated	t	3,432	4,570	4,447	3,829	2,806
Waste landfilled	Consolidated	t	2	2	2	1	1
Waste recycled	Consolidated	t	3,430	4,568	4,445	3,828	2,805
Rate of waste recycled	Consolidated	%	99.9	99.9	99.9	99.9	100

Chemicals

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
VOC	Consolidated	t	127	138	136	103	92
NOx	Consolidated	t	18	22	25	20	21
SOx	Consolidated	t	14	7	10	8	8

Environmental Label

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Products with environmental labeling (own label)	Consolidated	%	100	100	100	100	100

Environmental Violation

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Violations of Legal Obligations/Regulations	Consolidated	Number	0	0	0	0	0
Accidents(over US\$10,000)	Consolidated	Number	0	0	0	0	0
Environmental Liability Accrued	Consolidated	Millions of Yen	0	0	0	0	0

Environmental Accounting

Item			SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Economic Benefits	Environmental Conservation Costs		Consolidated	Millions of Yen	2,032	4,041	376	793	1,717
	Resource Recycling Costs		Consolidated	Millions of Yen	2,040	2,635	3,117	3,138	2,486
	Total Costs		Consolidated	Millions of Yen	4,072	6,676	3,493	3,931	4,203
Costs	Pollution Prevention Cost	Investments	Consolidated	Millions of Yen	529	819	1,301	689	1,918
		Expenditure	Consolidated	Millions of Yen	1,840	2,289	2,621	2,593	2,374
	Global Environmental Conservation Cost	Investments	Consolidated	Millions of Yen	462	2,227	2,134	1,323	297
		Expenditure	Consolidated	Millions of Yen	102	165	262	1,755	1,604
	Resource Recycling Costs	Investments	Consolidated	Millions of Yen	0	570	337	863	773
		Expenditure	Consolidated	Millions of Yen	614	863	722	665	713
	Administration Cost	Investments	Consolidated	Millions of Yen	3	91	3	14	110
		Expenditure	Consolidated	Millions of Yen	403	478	454	475	480
	Social Activity Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	9	6	3	6	8
	Environmental Remediation Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	1	0	0	0	0
	Others	Investments	Consolidated	Millions of Yen	0	46	1	0	3
		Expenditure	Consolidated	Millions of Yen	58	77	66	60	80
Total	Investments	Consolidated	Millions of Yen	994	3,753	3,775	2,889	3,101	
	Expenditure	Consolidated	Millions of Yen	3,026	3,877	4,128	5,554	5,259	

Social

Employee Demographics

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Consolidated	Male	Consolidated	Person	15,950	16,727	17,125	16,862	16,400
	Female	Consolidated	Person	6,420	6,674	6,629	6,457	6,208
	Total	Consolidated	Person	22,370	23,401	23,754	23,319	22,608
	Percentage of women	Consolidated	%	28.7	28.5	27.9	27.7	27.5
ROHM	Male	ROHM	Person	2,700	2,779	2,917	3,085	3,557
	Female	ROHM	Person	748	767	786	817	869
	Total	ROHM	Person	3,448	3,546	3,703	3,902	4,426
	Percentage of women	ROHM	%	21.7	21.6	21.2	20.9	19.6
Business Sectors (excluding administrative and clerical positions)	Male	ROHM	Person	-	2,283	2,397	2,507	2,726
	Female	ROHM	Person	-	492	503	512	411
	Percentage of women	ROHM	%	-	17.7	17.3	17.0	13.1
Engineers (STEM-related positions)	Male	ROHM	Person	-	2,145	2,144	2,247	2,548
	Female	ROHM	Person	-	139	124	152	212
	Percentage of women	ROHM	%	-	6.1	5.5	6.3	7.7

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Consolidated number of employees (by area)	Japan	Consolidated	Person	5,844	6,015	6,262	6,575	6,716
	Asia	Consolidated	Person	15,988	16,816	16,846	16,016	15,120
	America	Consolidated	Person	176	185	183	156	162
	Europe	Consolidated	Person	362	385	463	572	610
	Number of consolidated non-Japanese employees	Consolidated	Person	16,402	17,242	17,354	16,606	15,770
Temporary Employees (Agency Worker, Part-time Worker, Fixed-term Contract Employees etc.)	Japan	ROHM	Person	200	258	332	341	309
	Japan	Consolidated (Japan)	Person	582	635	700	722	723
	Asia	Consolidated	Person	127	183	49	32	42
	America	Consolidated	Person	2	4	2	0	0
	Europe	Consolidated	Person	6	5	4	7	7
	Total	Consolidated	Person	1,608	1,089	1,087	1,102	1,081

Social

Management Demographics

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of employees in management positions	Male	Consolidated	Person	1,608	1,089	1,134	1,205	1,233
	Female	Consolidated	Person	186	131	163	180	197
	Total	Consolidated	Person	1,794	1,220	1,297	1,385	1,430
	Percentage of women	Consolidated	%	10.4	10.7	12.6	13.0	13.8
Total number of employees in management positions	Male	ROHM	Person	449	303	324	363	358
	Female	ROHM	Person	3	3	3	6	9
	Total	ROHM	Person	452	306	327	369	367
	Percentage of women	ROHM	%	0.7	1.0	0.9	1.6	2.5
Junior management level positions	Male	Consolidated	Person	-	902	925	915	935
	Female	Consolidated	Person	-	126	149	159	164
	Total	Consolidated	Person	-	1,028	1,074	1,074	1099
	Percentage of women	Consolidated	%	-	12.3	13.9	14.8	14.9
Junior management level positions	Male	ROHM	Person	403	215	247	245	250
	Female	ROHM	Person	3	2	2	4	7
	Total	ROHM	Person	406	217	249	249	257
	Percentage of women	ROHM	%	0.7	0.9	0.8	1.6	2.7
Management (department head class)	Male	Consolidated	Person	-	187	209	290	298
	Female	Consolidated	Person	-	5	14	21	33
	Total	Consolidated	Person	-	192	223	311	331
	Percentage of women	Consolidated	%	-	2.6	6.3	6.8	10.0
Management (department head class)	Male	ROHM	Person	48	88	77	118	108
	Female	ROHM	Person	0	1	1	2	2
	Total	ROHM	Person	48	89	78	120	110
	Percentage of women	ROHM	%	0	1.1	1.3	1.7	1.8

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Management (business units only)	Male	ROHM	Person	-	230	247	232	229
	Female	ROHM	Person	-	0	0	0	3
	Total	ROHM	Person	-	230	247	232	232
	Percentage of women	ROHM	%	-	0	0	0	1.3
Management (STEM Positions)	Male	ROHM	Person	-	193	219	202	234
	Female	ROHM	Person	-	0	0	0	3
	Total	ROHM	Person	-	193	219	202	237
	Percentage of women	ROHM	%	-	0	0	0	1.3
Executive (Consolidated)	Male	Consolidated	Person	50	53	58	55	62
	Female	Consolidated	Person	3	3	3	3	3
	Total	Consolidated	Person	53	56	61	58	65
	Percentage of women	Consolidated	%	5.7	5.4	4.9	5.2	4.6
Executive (ROHM)	Male	ROHM	Person	11	10	11	12	9
	Female	ROHM	Person	1	1	2	2	2
	Total	ROHM	Person	12	11	13	14	11
	Percentage of women	ROHM	%	8.3	9.1	15.4	14.3	18.2
Next-generation management (Consolidated)	Male	Consolidated	Person	-	-	1,182	1,289	1,312
	Female	Consolidated	Person	-	-	151	172	186
	Total	Consolidated	Person	-	-	1,333	1,461	1,498
	Percentage of women	Consolidated	%	-	-	11.3	11.8	12.4
Next-generation management (ROHM)	Male	ROHM	Person	-	-	390	491	476
	Female	ROHM	Person	-	-	23	36	37
	Total	ROHM	Person	-	-	413	527	513
	Percentage of women	ROHM	%	-	-	5.6	6.8	7.2

Social

Recruitment

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of new employees (total)		ROHM	Person	130	207	269	249	172
Number of new graduates employed	Total	ROHM	Person	111	131	180	163	142
	Male	ROHM	Person	83	95	137	130	128
	Female	ROHM	Person	28	36	43	33	14
Item		SCOPE	Unit	2020/4~ 2021/3	2021/4~ 2022/3	2022/4~ 2023/3	2023/4~ 2024/3	2024/4~ 2025/3
Number of mid-career hires	Total	ROHM	Person	19	76	89	86	30
	Male	ROHM	Person	18	69	81	77	27
	Female	ROHM	Person	1	7	8	9	3
	Management-level hires	ROHM	Person	2	5	3	2	2
Percentage of mid-career hires		ROHM	%	14.6	36.7	33.1	34.5	17.4
Number of mid-career hires by age group	Under 29 years old	ROHM	Person	3	21	23	34	6
	30 - 39 years old	ROHM	Person	8	39	43	35	13
	40 - 49 years old	ROHM	Person	4	11	19	16	7
	Above 50 years old	ROHM	Person	4	5	4	1	4

Average Years of Service

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Average Years of Service	Male	Consolidated	Years	-	-	13.1	13.7	13.4
	Female	Consolidated	Years	-	-	10.9	11.5	12.0
	Total	Consolidated	Years	-	-	12.4	13.1	12.9
Average Years of Service	Male	ROHM	Years	15.7	15.9	15.7	15.6	14.1
	Female	ROHM	Years	10.9	11.4	11.8	12.4	12.2
	Total	ROHM	Years	14.7	14.9	14.9	14.9	13.7

Age Groups

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of employees by age group	Under 30 years old	Consolidated	%	27.7	28.4	31.4	29.1	25.8
	31 - 50 years old	Consolidated	%	62.3	60.9	56.9	58.1	60.0
	Above 51 years old	Consolidated	%	10.0	10.7	11.7	12.8	14.1
Average age (ROHM)	Male	ROHM	Age	42.2	42.5	42.5	42.4	43.3
	Female	ROHM	Age	35.9	36.4	36.8	37.4	38.1
	Total	ROHM	Age	40.9	41.2	41.3	41.4	42.2
Average age (consolidated)	Male	Consolidated	Age	36.8	37.4	37.9	38.7	39.6
	Female	Consolidated	Age	33.9	34.2	35.0	35.5	36.3
	Total	Consolidated	Age	36.0	36.5	37.1	37.7	38.7

People with Disabilities

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of employees with disabilities	Consolidated(Japan)	%	2.33	2.30	2.38	2.27	2.34

* The employment rate as of March 2024 was 2.27% for the group as a whole (legal employment rate: 2.30%) due to the strong demand in the semiconductor market, especially in the automotive-related market, and the increase in the overall number of employees to meet this supply.

Social

Salary

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Executive level ^{*2} (base salary only)	Male	ROHM	Yen	27,770,004	26,791,380	24,582,406	28,235,916	26,255,775
	Female	ROHM	Yen	0	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Executive level ^{*2} (base salary + other cash incentives)	Male	ROHM	Yen	31,331,070	32,698,708	36,015,551	41,473,942	31,122,819
	Female	ROHM	Yen	0	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Management level (base salary only)	Male	ROHM	Yen	7,843,080	7,823,748	8,238,501	9,723,126	9,889,038
	Female	ROHM	Yen	7,260,000	7,054,800	7,714,420	9,788,307	9,788,307
	Difference Ratio ^{*3}	ROHM	%	93	90	94	101	99
Management level (base salary + other cash incentives)	Male	ROHM	Yen	12,509,578	12,700,961	13,598,578	14,283,520	13,059,557
	Female	ROHM	Yen	11,621,317	11,349,353	12,898,770	14,033,497	12,975,160
	Difference Ratio ^{*3}	ROHM	%	93	89	95	98	99
Non-managerial level (base salary only)	Male	ROHM	Yen	5,549,082	5,545,128	5,653,390	6,073,645	5,777,386
	Female	ROHM	Yen	3,306,399	3,427,186	3,603,169	4,040,877	3,819,523
	Difference Ratio ^{*3}	ROHM	%	60	62	64	67	66
Non-managerial (career-track) level (base salary only)	Male	ROHM	Yen	-	-	5,676,132	6,098,718	5,778,511
	Female	ROHM	Yen	-	-	4,412,327	4,915,363	4,411,959
	Difference Ratio ^{*3}	ROHM	%	-	-	78	81	76
Non-managerial (general staff) level (base salary only)	Male	ROHM	Yen	3,856,735	3,831,094	3,041,309	3,538,758	3,538,758
	Female	ROHM	Yen	3,922,789	3,831,094	3,085,983	3,395,412	3,352,281
	Difference Ratio ^{*3}	ROHM	%	102	100	102	96	95
Average benefit amount during the year - full-time employees		ROHM	Yen	7,500,300	7,712,674	8,563,727	8,920,579	8,102,348
CEO Pay ratio			Times	-	-	14.7	10.4	6.5

^{*2}: Executive level targets: internal directors and executive officers
^{*3}: Formulas for calculating the difference ratio between male and female salaries: Average female salary / Average male salary x 100

Employee turnover

Item		SCOPE	Unit	2020/4~ 2021/3	2021/4~ 2022/3	2022/4~ 2023/3	2023/4~ 2024/3	2024/4~ 2025/3
Turnover rate		Consolidated	%	5.8	7.4	8.7	7.7	5.2
Number of Turnover Employee	Male	ROHM	Person	52	73	94	86	131
	Female	ROHM	Person	13	23	36	23	34
	Total	ROHM	Person	65	96	130	109	165
Number of Turnover Employee for personal Reasons	Male	ROHM	Person	48	67	76	66	97
	Female	ROHM	Person	13	22	33	18	19
	Total	ROHM	Person	61	89	109	84	116
Turnover rate		ROHM	%	1.9	2.7	3.5	2.8	3.7
Turnover rate of employees leaving for personal reasons		ROHM	%	1.8	2.5	2.9	2.2	2.6
Percentage of employees leaving for personal reasons among all turnover employees		ROHM	%	93.8	92.7	96.5	91.3	70.3

Social

Uptake of Available Systems

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of annual paid leave taken		ROHM	%	63.3	72.9	80.1	81.7	82.7
Average number of days of annual paid leave taken		ROHM	Days	-	14	15	15.2	15.5
Number maternity leave		ROHM	Person	68	53	44	34	27
Number of employees using the parental leave system	Male	ROHM	Person	17	35	48	55	64
	Female	ROHM	Person	48	52	47	35	27
	Total	ROHM	Person	65	87	95	90	91
Acquisition rate of childcare leave	Male	ROHM	%	15.4	30.2	42.9	55.6	58.1
	Female	ROHM	%	100	100	100	100	100
Return to work rate for childcare leave		ROHM	%	91.7	96.6	97.8	98.9	98.9
Childcare leave retention rate		ROHM	%	97.1	94.4	88.9	96.3	93.5
Number of childcare short-time work system users		ROHM	Person	119	147	150	153	194
Number of caregivers who have acquired leisure time		ROHM	Person	1	2	21	32	42

Unions

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of employees covered by collective agreements	ROHM	%	75	67	75	72	73
Percentage of workers belonging to a union	ROHM	%	100	100	100	100	100

Working Hours

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total annual actual working hours per person	ROHM	Hours	2,110.0	2,075.2	1,992.4	1,983.9	2,043
Monthly overtime hours per person	ROHM	Hours	17.1	23.1	20.8	16.4	21.5

Engagement

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of positive responses on engagement survey*5	ROHM	%	-	76.0	-	75.0	-
Number of positive responses on engagement survey*5	Consolidated	%	-	-	91.0	-	-

*5-. The score represents the percentage of employees who responded favorably to questions related to "sustainable engagement."
The Group manages engagement scores through the Willis Towers Watson (WTW) Employee Engagement Survey.

Social

Human Development

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

Health Management

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Periodic Health Examination Attendance Rate	ROHM	%	100	100	100	100	100
Percentage of people receiving periodic health checkups with findings	ROHM	%	57.0	50.8	60.1	58.5	59.4
Percentage of people requiring periodic health checkups who visited a medical institution	ROHM	%	98.8	96.2	96.4	96.1	93.1
Percentage of people maintaining an appropriate weight(BMI 18.5-25)	ROHM	%	70.7	70.3	78.6	73.2	72.1
Percentage of employees who regularly exercise ^{*6}	ROHM	%	66.2	72.6	77.4	73.0	70.7
Ratio of employees well rested through sleep	ROHM	%	73.1	68.5	70.3	68.6	52.7
Ratio of employees at risk for blood pressure ^{*7}	ROHM	%	0.1	0.3	0.3	0.4	0.7
Ratio of employees considered to be at risk for blood sugar ^{*8}	ROHM	%	0.2	0.3	0.4	0.5	0.4
Ratio of employees with poorly controlled diabetes ^{*9}	ROHM	%	0.7	0.7	0.3	0.3	0.4
Ratio of employees with metabolic syndrome	ROHM	%	11.6	10.3	12.1	12.9	15.7
Percentage of employees receiving specific health guidance for those eligible for guidance	ROHM	%	99.5	98.5	98.5	93.4	98.1
Percentage of habitual drinkers ^{*10}	ROHM	%	11.9	12.4	16.5	15.1	12.8
Percentage of smokers ^{*11}	ROHM	%	-	-	-	-	20.0
Presenteeism ^{*12}	ROHM	FY2022: 1,000 Yen FY2023: %	-	-	914.8	36.2	80.0
Abenteeism ^{*13}	ROHM	Days	-	-	2.4	2.2	2.1

^{*6}. Percentage of employees who exercise once a week for 30 minutes or more per exercise session.
^{*7}. Percentage of employees whose systolic blood pressure is 180 mm Hg or higher or diastolic blood pressure is 110 mm Hg or higher.
^{*8}. Percentage of employees whose fasting blood glucose is 200 mg/dl or higher.
^{*9}. Percentage of employees whose HbA1c is 8.0% or higher.
^{*10}. Percentage of employees who drink occasionally or daily and consume the amount of alcohol equivalent to more than 360 ml of sake per day on drinking days.
^{*11}. Percentage of employees who smoke regularly
^{*12}. Calculated based on WHO-HPQ in FY2023 and stress check surveys conducted by the University of Tokyo in FY2024. FY2024: 4,222 Responses/4,573 Employees, Response Rate of 92.3%.
^{*13}. Calculated the average annual number of days of absence due to illness per employee. Number of employees: 4,348 (as of March 31, 2025). Response rate: 100%.

Social

Safety Management System

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of ISO 45001 certified locations	Japan	ROHM	Company	15	16	16	16	15
	Overseas	ROHM	Company	7	7	9	9	9
Rate of ISO45001 certification		Consolidated	%	92	96	100	100	100

Accidents and Diseases

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of occupational accidents		ROHM	Number	3	0	0	5	1
		Consolidated	Number	5	6	2	8	8
		Contracting companies (Consolidated)	Number	1	2	0	2	0
Number of lost time injuries		ROHM	Number	0	0	0	0	0
		Consolidated	Number	1	2	1	6	3
		Contracting companies (Consolidated)	Number	1	1	0	0	0
Number of fatalities due to occupational accidents		ROHM	Person	0	0	0	0	0
		Consolidated	Person	0	0	0	0	0
		Contracting companies (Consolidated)	Person	0	0	0	0	0
Accident frequency rate		Consolidated	%	0.041	0.037	0.018	0.116	0.151
Accident Intensity Rate		Consolidated	%	0.00114	0.00159	0.00021	0.00215	0.00397

Stress Check

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Stress check examination rate	ROHM	%	96.6	98.3	94.8	97.8	92.3

Privacy Information

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of serious complaints	ROHM	Number	0	0	0	0	0

Social Contribution Spending, Political Expenditures

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Charitable donations	ROHM	Millions of Yen	-	459.7	363.9	379.8	675.0
Contributions to lobbying, etc.	ROHM	Millions of Yen	0	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	ROHM	Millions of Yen	0.90	2.20	0.63	1.68	0.6
Trade associations or tax-exempt groups	ROHM	Millions of Yen	0	0	0	0	0
Other	ROHM	Millions of Yen	0	0	0	0	0

Governance

Top Management

Item			SCOPE	Unit	June 2021	June 2022	June 2023	June 2024	June 2025
Directors	Total ^{*14}		ROHM	Person	11	13	13	14	11
		Independent Directors ^{*14}	ROHM	Person	5	7	7	7	6
		Female Directors ^{*13}	ROHM	Person	1	2	2	2	2
		Directors Who Are From the Other Countries ^{*14}	ROHM	Person	0	1	1	1	1
		Senior Managing Directors ^{*14}	ROHM	Person	0	0	0	0	0
		Part-time Directors ^{*14}	ROHM	Person	0	0	0	0	0
	Average Age ^{*15}		ROHM	Age	60.2	61.0	61.8	61.5	61.5
	Enrollment Period in CEO ^{*16}		ROHM	Years	1	2	3	4	0
Audit & Supervisory Board Members	Total ^{*14}		ROHM	Person	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}
		Full-time Company Auditors ^{*14}	ROHM	Person	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}
		Outside Company Auditors ^{*14}	ROHM	Person	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}
Average Enrollment Period in Directors ^{*18}			ROHM	Years	4.0	4.2	3.8	4.5	3.7
Directors in Charge of Risk Management			ROHM	Person	1	1	1	1	1
Directors in Charge of Sustainability			ROHM	Person	1	1	1	1	1

Board of Directors

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Holding Frequency of Board Meetings (Times/Year)	ROHM	Number	15	15	15	15	19
Average Percentage of Attendance of Independent Directors	ROHM	%	98.7	100	100	100	97.5
Average Percentage of Attendance of Independent Audit & Supervisory Board Members	ROHM	%	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}	0 ^{*17}
Holding Frequency of Supervisory Board Meetings and Audit and Supervisory Board Meetings (Times/Year)	ROHM	Number	14	15	15	15	16
Average percentage of attendance of Independent Audit & Supervisory Board Members and directors (Audit and Supervisory Board Members)	ROHM	%	100	100	100	100	100

*14. Number of persons elected or appointed to office at the General Meeting of Shareholders in June 2010.

*15. Age of those elected or appointed to office at the June General Meeting of Shareholders.

*16. Number of years in office until the June general meeting (e.g., if the CEO was appointed at the June 2015 general meeting of shareholders and retires at the June 2019 general meeting of shareholders, the number of years in office will be 4 years)

*17. Appointed as a member of the Audit Committee (outside director) due to the transition from a company with a board of corporate auditors to a company with an audit committee in June 2019.

*18. The term of office shall be 0 years in the case of newly appointed directors as of the General Meeting of Shareholders. In the case of a director appointed from corporate auditor to director (member of the audit committee), the cumulative tenure shall be the number of years.

Governance

Compliance

Item		SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Internal Reporting / Whistle-blowing		Consolidated (Japan)	Number	10	5	15	28	21
		Consolidated	Number	-	-	-	55	52
		Supplier	Number	0	0	0	0	0
Cease and Desist Noticeby the Government Offices Concerned		ROHM	Number	0	0	0	0	0
Business Suspicion by Scandals		ROHM	Number	0	0	0	0	0
Criminal Accusation over Accidents about Compliance		Consolidated	Number	0	0	0	0	0
	Exposing Price Cartels	Consolidated	Number	0	0	0	0	0
	Exposing Corruption	Consolidated	Number	0	0	0	0	0
	Exposing Other Problems	Consolidated	Number	0	0	0	0	0

Compliance Education

Item			SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Compliance Seminars for Directors(Times/Year)			ROHM	Number	1	1	1	1	1
Number of Compliance Seminars for Employees(Times/Year)			ROHM	Number	9	5	9	7	4
			Consolidated	Number	1	1	1	2	1
Providing ROHM Group Business Conduct Guidelines	Employees	Coverage	Consolidated	%	100	100	100	100	100
		Agreement on Document	Consolidated	%	100	100	100	100	100
		Training	Consolidated	%	100	100	100	100	100
	Suppliers	Coverage	ROHM	%	100	100	100	100	100
		Agreement on Document	ROHM	%	100	100	100	100	100
		Training	ROHM	%	100	100	100	100	100