



Sustainability Commitment

ROHM Group's Sustainability Management

- Becoming a company that continues to support people’s affluent lifestyles and the development of society even 50 years, 100 years from now -

ROHM's Company Mission is to contribute to the advancement and progress of culture with quality first, and our management is based on CSV (Creating Shared Value), which aims to simultaneously solve social issues and enhance corporate value. This is also clearly demonstrated in ROHM's statement “Electronics for the Future”—representing what we aim to be—and in our Management Vision. As a “company that solves social issues,” we are widely promoting, both internally and externally, our commitment to continue supporting people's affluent lifestyles and the development of society 50 years, and even 100 years from now.

Company Mission	Quality is our top priority at all times. Our objective 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 the global market.
Basic Management Policy	Secure reasonable profit through a concerted company-wide effort for a comprehensive quality assurance program. Develop globally leading products by improving upon technologies held by each department for continued advancement of the company. Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society. Search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity.



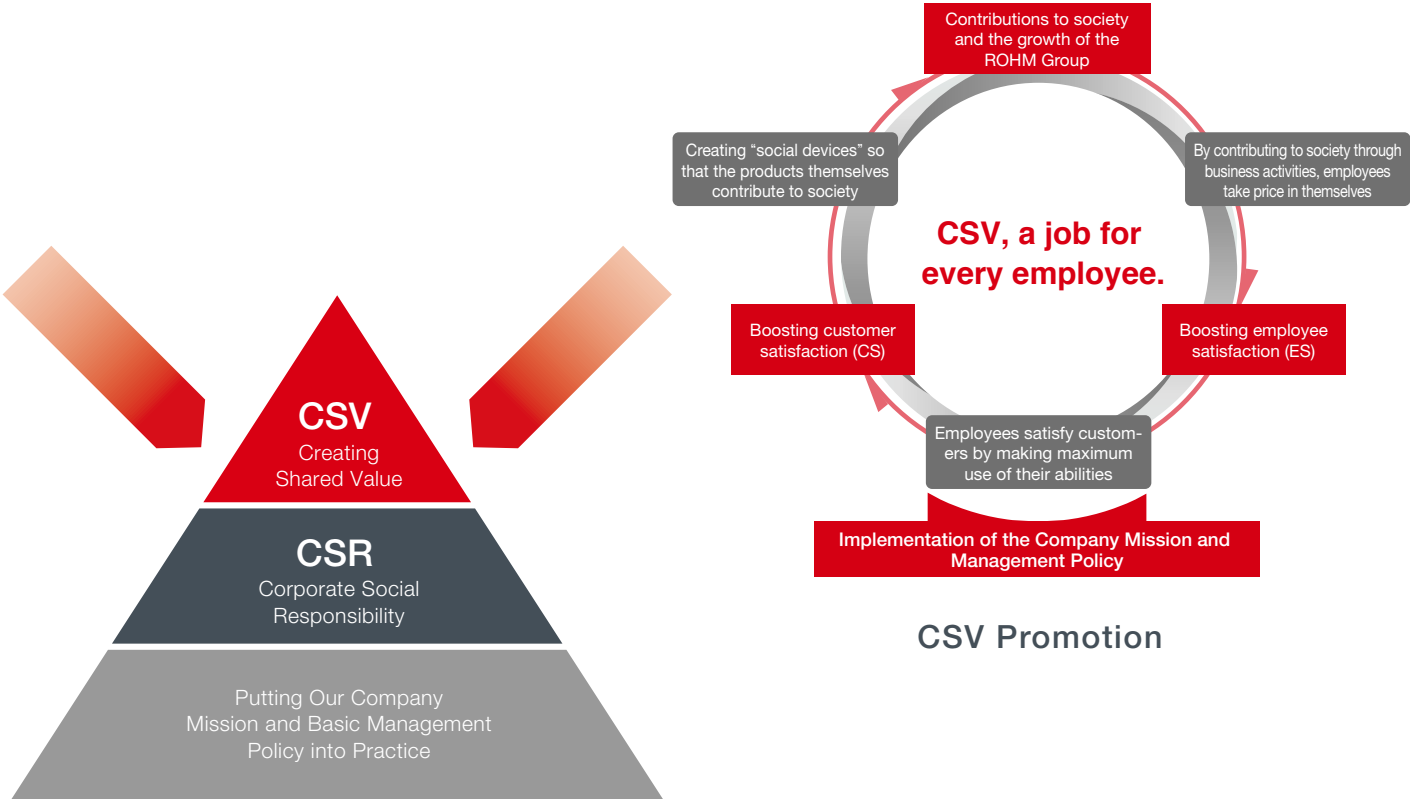
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We believe that when each and every employee puts our Company Mission and Basic Management Policy into practice, and positions SDGs as the source to realize CSV, and promotes activities such as innovative product development and high-quality manufacturing that contribute to solving social issues, it will lead to greater satisfaction for all of our stakeholders. This cycle of value creation will boost the confidence and pride of our employees, serving as a driving force to take on new challenges, and bringing about a virtuous cycle in which both the company and society can grow together.

In the more than 60 years since our foundation, the size of the company and the management environment have changed dramatically, but CSV has remained our fundamental idea, becoming a part of ROHM's DNA, passed down from generation to generation.



SDGs are the source of CSV





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Towards the Future that ROHM Aims for

Since our founding in 1954, we have conducted our business based on our Company Mission: “Quality is our top priority at all times. Our objective 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 the global market.” The reason we do not specify “how” we will contribute to the advancement and progress of culture lies in our founder’s philosophy of pursuing the creation of social value without limiting our future business domains.

In formulating our first Medium-Term Management Plan in 2021, to rephrase our unchanging Company Mission for the modern era and clarify our direction from a medium-to-long-term perspective, we first adopted the statement “Electronics for the Future.” We then substantiated this in our Management Vision, which outlines our goals for 2030: “We focus on power and analog solutions and solve social problems by contributing to our customers’ needs for ‘energy savings’ and ‘minituarization’ of their products.”

Our Statement : Electronics for the Future Management Vision

We focus on power and analog solutions and solve social problems by contributing to our customers’needs for“energy saving”and “downsizing”of their products.

What and how We Want to be

· We intend to be a company that solves social problems

Based on our company mission of “Quality is our top priority at all times” and “...contribute to the advancement and progress of our culture”, ROHM intends to be a company that solves social issues such as ESG by contributing to our customers’ needs for “energy saving” and “downsizing”. For this purpose, product development, production, and sales will work together as one to exceed customers’ expectations with highly improved power and analog performance matching technology. Under all circumstances, we will keep challenging the world’s best technology and businesses without being afraid of failure, with the entrepreneurial spirit that we have had since the establishment of the company.

· We intend to be a company where employees work enthusiastically by improving their contribution to humanity and intelligence

In order for ROHM to be a company that solves social issues, ROHM will support a diversified work style, and broadly look for and develop talented human resources so they can be the foundation of company’s growth.



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The “quality” we uphold is not limited to the QCD (quality, cost, and delivery) of our products and services, but also encompasses the quality of overall corporate operations—namely, “management quality.” Based on the belief that improving management quality is the very foundation of sustainability management, we aim to be a company that is chosen by its stakeholders and can achieve sustainable growth. To accomplish this, we have established the “ROHM Group Sustainability Policy” and defined the “ROHM Group Business Conduct Guidelines” as specific rules concerning laws and ethics for employees to follow, ensuring full compliance across the entire Group.

Furthermore, to strengthen our sustainability management promotion structure, we established a governance system in FY2022 that clearly separates the roles of management and execution. The Sustainability Management Committee, established on the management side, works in coordination with the Board of Directors to identify and discuss group-level management issues, formulate high-level sustainability policies, and monitor execution. On the executive side, we have established the EHSS General Committee and set up eight management systems (committees) under it which operate a PDCA cycle to improve issues while comprehensively capturing risks.

As society’s demands regarding sustainability issues continue to grow, we have been working to enhance our structure for more in-depth discussions and reviews by appointing a new independent director who is an expert in sustainable finance in July 2024, and subsequently appointing a Director in charge of sustainability in July 2025.

Promotion of the Achievement of Non-financial Targets in Medium-term Management Plan

Under this structure, we continue to move forward with concrete initiatives to address the sustainability priority issues re-identified in 2021 as essential for the sustainable growth of both society and ROHM Group.

Regarding environmental issues, which represent one of our most critical themes, we have set a target to reduce greenhouse gas (GHG) emissions (scopes 1 and 2) by 50.5% compared to FY2018 by 2030, with the goal of achieving net-zero GHG emissions by 2050. We have obtained SBTi certification and are gradually introducing renewable energy. In addition, we have been disclosing climate-related information based on TCFD recommendations since FY2022. Furthermore, in addressing climate change—a pressing global challenge—reducing GHG emissions not only within our own operations but also throughout our entire supply chain (Scopes 1, 2, and 3) is essential, and requests from customers with a keen interest in sustainability are increasing year by year. Because of this, standing on the same perspective as our customers and suppliers, we will promote decarbonization through close collaboration with all stakeholders. By doing so, we will balance the improvement of customer satisfaction with the resolution of social issues, and ultimately achieve the sustainable growth of both society and ROHM.



With regard to human resources, based on sharing a common empathy for our Company Mission and Management Vision, we aim to be a company where professional talent—who continue to grow autonomously—can work together as one while respecting each other's diverse personalities, thereby contributing to the growth of our business.

To achieve this, we will provide appropriate growth opportunities and platforms to each employee, while working to enhance systems that allow diverse talent to thrive. We will continue to drive a “cycle of sustainable growth for individuals and the organization”—translating employee growth into enhanced corporate value and returning those results back to the individuals.

In addition, to ensure the sustainable growth of our company and organization during times of transformation, we are driving succession plans to systematically develop and place successor candidates for key positions, while simultaneously fostering young leaders who will shape the next generation. Furthermore, by expanding the scope of our stock-based compensation system, we will establish a mechanism where more leaders can proactively commit to enhancing medium-to-long-term corporate value, thereby further boosting the value-creation capabilities of the entire organization.

Regarding governance, we have increased the ratio of independent outside Directors, establishing a structure in which outside directors account for half of the Board of Directors from FY2022. In FY2024, we welcomed a new outside director who has extensive experience in supporting business creation as an expert in sustainable finance. This allows us to receive advice on realizing management that integrates financial and non-financial aspects as two integral pillars, while further advancing our efforts to cultivate an environment where diverse employees can take on new challenges. Additionally, we have revised our director remuneration system to incorporate non-financial indicators. By adding inclusion in international ESG indices—alongside GHG emission reductions—to our non-financial evaluation metrics, we will further promote management that contributes to sustainable value creation.

ROHM Group will continue to strategically invest in initiatives that contribute to sustainability management, thereby strengthening our intangible assets and building a solid foundation for growth. On this foundation, we will continuously generate CSV that balances the creation of social value—the core of our management—with corporate performance. Under this newly established sustainability management structure, we will steadily achieve our non-financial targets, linking them to the solution of our priority issues, as we aim to remain a company that is continuously chosen by all of our stakeholders.