



ROHM Group's Sustainability

Sustainability Management



Sustainability Priority Issues



Participation in Initiatives,
External Evaluation





Sustainability Management

ROHM Group's Sustainability

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



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

The Company Mission and Basic Management Policy stated by ROHM Group reflect our strong desire to enrich society through our business activities and each and every employee uses them as a foundation when executing their duties. We also use this mission and policy as a foundation to define our ROHM Group Sustainability Policy for each separate stakeholder from the aspect of CSR and we have defined ROHM Group Business Conduct Guidelines as more specific rules for action for ROHM employees. The mission and policy in the Company Mission and Basic Management Policy will remain unchanged from now on, but the Sustainability Policy and ROHM Group Business Conduct Guidelines will continue to evolve in response to our dialogue with our stakeholders and the shifts in international norms. In addition to our CSR efforts, we will promote sustainability management that creates CSV to solve social issues, which will lead to trust from society and sustainable development of the company.



[🔗 ROHM Group Business Conduct Guidelines](#)



Sustainability Management

ROHM Group Sustainability Policy

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

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

The deadline for achievement of SDGs by 2030 is less than 5 years. The world is still in the midst of social problems such as global warming, large-scale natural disasters caused by climate change, food and water shortages, human rights issues, and some issues are becoming more serious than ever before. In order to realize a sustainable society together with all stakeholders, it is important to tackle these issues throughout the value chain.

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





Sustainability Management

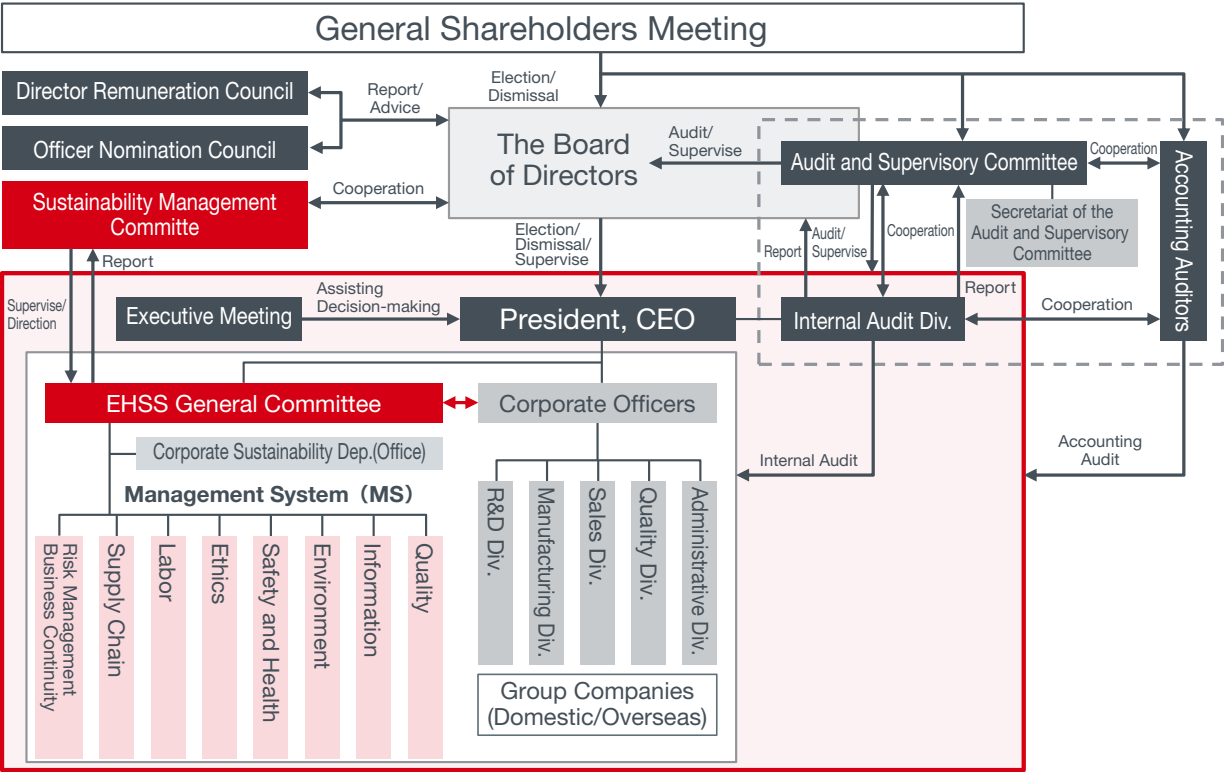
Sustainability Management System

ROHM Group has established the following management system structure to promote initiatives addressing sustainability issues. Under the Board of Directors and the Sustainability Management Committee, this structure comprises the EHSS General Committee and eight underlying management systems.

Chaired by the Director in Charge of Sustainability, the EHSS General Committee oversees eight management systems: Risk Management & Business Continuity, Supply Chain, Labor, Ethics, Safety & Health, Environment, Information, and Quality. Executive Officers, heads of business divisions, and heads of Group companies serve as leaders for each management system, continuously monitoring whether an effective PDCA (Plan-Do-Check-Act) cycle is functioning for risks identified in their respective areas.

Positioned on the executive side, the EHSS General Committee reports risks, challenges, and plans to the Sustainability Management Committee on the management side for deliberation. Furthermore, critical matters are discussed by the Board of Directors in coordination with the Sustainability Management Committee. Based on these discussions, the Board of Directors provides oversight and necessary directives to executive management, including the EHSS General Committee.

In FY2025, the Sustainability Management Committee met four times to deepen discussions on sustainability issues including TCFD, renewable energy, measures to strengthen sustainability governance, and human capital management strategies incorporating talent development.



Based on this Sustainability Management System, ROHM Group has obtained management system certification by implementing the PDCA cycle in cooperation with each specialized subcommittee, relevant in-house departments, and group companies.

Through these activities, we aim to further improve our “company quality” and become a company of choice for our stakeholders.



Sustainability Management

Management System Assurance & Operation Status

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

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

^{*2} VAP stands for Validate Audit Process. This is a third-party Audit of RBA Code of Conduct.

- Quality Certifications
- Environmental Certifications
- Safety and Health Certifications
- Information Security Certification



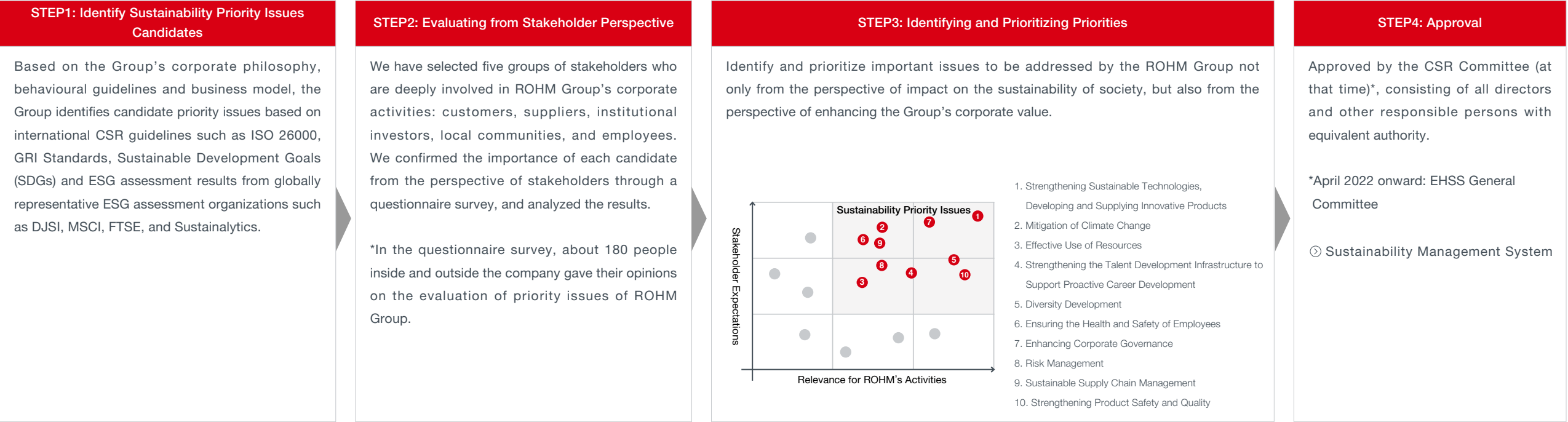
Sustainability Priority Issues

Background of Re-identification of Sustainability Priority Issues

ROHM Group aims to solve environmental and social issues in the future and to be a company that continues to be chosen by stakeholders. In April 2021, we established the "ROHM Group Environmental Vision 2050" and declared our commitment to carbon neutrality and zero emissions. In addition, we have re-identified the key sustainability issues necessary for the sustainable growth of society and ROHM, and have set specific achievement indicators to be achieved from a medium-term perspective as non-financial targets in the "Moving Forward to 2025" medium-term management plan. In line with the formulation of the 2nd Medium-Term Management Plan "MOVING FORWARD to 2028" in November 2025, a review of priority issues resulted in changing "Strengthening Employee Engagement" to "Strengthening the Talent Development Infrastructure to Support Proactive Career Development."

Process of Identifying Sustainability Priority Issues

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





Sustainability Priority Issues

Sustainability Priority Issues

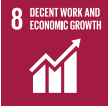
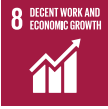
Sustainability priority include “creating shared value (CSV), that is resolving social issues through business activities“, in which, by playing a part in solving social issues, our business activities themselves will also lead to ROHM's own growth. They also include “business activities that could bring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

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



Sustainability Priority Issues

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

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
(Before) Strengthening Employee Engagement		·Due to decreased (Before)		·Realize a workplace environment in which employees at ROHM can take on challenges for social and corporate growth without fear of failure	Foster a corporate culture that creates challenges
		·Due to decreased employee engagement	·Improve organizational strength by increasing employee engagement		
		- Decreased productivity			
(After) Strengthening the Talent Development Infrastructure to Support Proactive Career Development		- Increased turnover	·Attracting and retaining talented human resources	·By establishing an environment and development framework, we aim for Group employees to become talent capable of demonstrating value through proactive career development.	Enhancement of job satisfaction
		- Decreased customer satisfaction	·Improve productivity by enhancing employee competence and autonomy		
		(After)			
		·Skill mismatches, sub-optimal talent allocation, and insufficient capability development leading to:			
		- Stagnated business growth and diminished capacity for innovation			
		-Reduced organizational competitiveness			
		-Increased talent attrition			Improve employee engagement scores



Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Diversity Development	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	·Due to delays in reforming outdated personnel systems and corporate culture - Low retention rates - Decline in innovation - Decline in engagement and productivity - Increased reputation risk	·Attracting and retaining excellent human resources ·Strengthen competitiveness by promoting diversity management ·Creation of new innovations	·Increase the number of human resources who can independently think about things from a broad perspective and create new value	Promote women's active participation
					Global capacity development and personnel allocation
Ensuring the Health and Safety of Employees	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	·Negative impact on employees due to occupational accidents and occupational illnesses ·Decreased employee engagement due to lack of improvement in the working environment	·Improve productivity by improving the working environment ·Securing and motivating human resources	·Realize a work environment in which employees can work safely and in good physical and mental health	Securing a safe workplace
					Promotion of health management

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Enhancing Corporate Governance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS	·Scandals due to violations of laws and regulations, corporate ethics, etc. ·Stricter management evaluation by shareholders due to increase in ESG investment, etc.	·Improve transparency of decision-making by establishing a strong governance structure ·Ensure management stability through a strong financial base and respond appropriately to changes in the business environment	·Build a solid management foundation to increase corporate value	Secure diversity of the Board of Directors
					Review of compensation system to improve medium-to long-term corporate value
					Secure the effectiveness of management



Sustainability Priority Issues

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

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Sustainable Supply Chain Management	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS	·Supply disruption to customers due to outages or reduced capacity utilization of production bases ·Suspension of transactions with overseas companies or supply of materials such as rare metals due to changes in international conditions ·Noncompliance due to human rights violations in the supply chain or procurement of banned substances	·Resilience through sustainable raw material procurement	·Work with partner companies to build a supply chain that can respond to unprecedented situations and provide society with high-quality products	Strengthening BCM System Promotion of green procurement Promotion of CSR procurement activities
Strengthening Product Safety and Quality	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	·Quality problems and customer defection due to inadequate quality control system ·Loss of credibility due to violations of laws and regulations	·Improve customer satisfaction through thorough safety and quality control ·Expand sales opportunities by offering new products that meet customer needs	·Ensure product quality that meets customer needs and create products and services that customers choose	Establishment and establishment of a quality assurance system through front loading Achieving Appropriate Quality by Incorporating the Customer's Perspective



Sustainability Priority Issues

Targets for Each Sustainability Priority Issues

*Sustainability priority issues were formulated in 2021.

Strengthening Sustainable Technologies, Developing and Supplying Innovative Products

[Background and Challenges for Activities]

Decarbonization is an issue that must be achieved worldwide. To achieve these goals, technological innovations are progressing around the world to significantly reduce environmental impact, including the use of electric vehicles and renewable energy. On the other hand, as technologies such as automatic operation have become widely spread throughout society, ensuring safety has also become a major issue. ROHM's strengths are power and analog technologies. By utilizing these technologies to develop and provide new value-added technologies and products, we will contribute to the realization of global environmental problems and a safe society.

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Contribution by developing energy-saving products and supplying them to the market	Achieve sales amount of 600 billion yen or more* with sales as the total amount of social contribution *Target set in 2021 as part of the Medium-Term Management Plan	440 billion yen	481 billion yen	510 billion yen
Contribution by developing and supplying miniaturized products				
Contribution by developing and supplying products pursuing functional safety				

[Related Activities]

- ② ① Pursuing Lower Energy Consumption
- ② ② Pursuing Smaller Size of Products
- ② ③ Pursuing Security and Safety



Sustainability Priority Issues

Mitigation of Climate Change

[Background and Challenges for Activities]

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

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

Theme	Targets (Target Year: FY2030)	Targets for FY2025	FY2025 Results	Targets for FY2026
Reduction in GHG emission	Reduce GHG by 50.5% in 2030 compared to FY2018	Limit the increase to 6.8% (compared to previous year) Reduction by over 38.3% (compared to FY2018)	8.4% increase (compared to previous year) Reduction by 37.4% (compared to FY2018)	Limit increase to 6.4% (compared to previous year) Reduction by over 33.4% (compared to FY2018)

Theme	Targets (Target Year: FY2030)	Targets for FY2025	FY2025 Results	Targets for FY2026
Reduction of energy consumption	Reduce per-unit emissions by 45.0% by 2030 compared to FY2018	Limit the increase to 8.9% (compared to previous year) Reduction by over 44.1% (compared to FY2018)	1.0% increase (compared to previous year) Reduction by 48.1% (compared to FY2018)	Maintain FY2025 results Reduction by over 48.1% (compared to FY2018)
Promotion of Introduction of renewable energy	Promote the conversion to renewable energy with the aim of achieving a 100% introduction ratio by 2050	Over 54.0%	49.0%	Over 50.0%

[Related Activities]

- 🔍 2030 Medium-term Environmental Targets
- 🔍 Climate Change Measures



Sustainability Priority Issues

Effective Use of Resources

[Background and Challenges for Activities]

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

Theme	Targets (Target Year: FY2030)	Targets for FY2025	FY2025 Results	Targets for FY2026
Effective use of water resources	Water recovery and reuse rate by 5.5% compared to FY2019	Maintain FY2024 result Improve by over 4.6% compared to FY2019 results	Improved by 1.8% (compared to previous year) Improved by 6.4% (compared to FY2019)	Improve by over 6.4% compared to FY2019 results

Theme	Targets (Target Year: FY2030)		Targets for FY2025	FY2025 Results	Targets for FY2026
Reduction of waste	Aim for zero emissions (recycling rate of 99.0% or more) on a consolidated basis in Japan and overseas	Japan Consolidated	Maintain zero emissions	Zero emissions achieved	Maintain zero emissions
		Overseas consolidated	Over 96.7%	97.0%	Over 95.0%
		Domestic and Overseas	Over 98.6%	98.8%	Over 98.0%

[Related Activities]

- 🔍 2030 Medium-term Environmental Targets
- 🔍 Resource Recycling Activities



Sustainability Priority Issues

(Before) Strengthening Employee Engagement

(After) Strengthening the Talent Development Infrastructure to Support Proactive Career Development

[Background and Challenges for Activities]

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

(After)
Copilot said: To become a company that addresses the social challenges set forth in our Management Vision, it is essential to develop the human resources that support the sustainable growth of the Group and to achieve mutual growth for both employees and the Company. To this end, we must promote human capital management that links employee growth to enhanced corporate value and returns the resulting value to individuals. It is also important to cultivate talent that continues to learn and grow autonomously by providing development opportunities tailored to diverse career aspirations and by establishing mechanisms that encourage employees to take on new challenges. Through the development of human resources and the promotion of mutual growth, the Group is committed to building a foundation that creates a virtuous cycle in which both individuals and the organization grow together.

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
(Before) Foster a corporate culture that creates challenges (After) Creating an environment that fosters challenge-taking and growth	Establish a system to train world-class next-generation leaders and professionals	Build a personnel evaluation system that encourages challenges and rewards results through dialogue between management and labor unions. In addition, introduce a highly competitive personnel remuneration system that raises awareness of contributions to the company among executive employees who lead the ROHM Group.	·Introduced a Group-wide personnel and compensation system for executive-level employees at Head Office and domestic Group companies. ·Revised the bonus system for managers at Head Office to better reflect individual performance and achievements. ·Initiated discussions with the labor union on the development of a new personnel and compensation system that is aligned with current business needs and provides greater rewards for contributions to the Company.	·Identify key positions within overseas Group companies to strengthen governance and establish a foundation for the introduction of a unified Group-wide personnel system. ·Continue labor union consultations regarding the development of the new personnel and compensation system and complete the roadmap leading to its implementation.



Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
(Before) Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	Through dialogue with labor unions, we will consider and implement welfare measures that are more necessary in the current environment.	·Expanded the "Benefit Station" employee welfare package service across all domestic Group companies. ·Unified payout amounts across all Group companies to ROHM standards for the "Survivor and Family Income Protection Pension Benefits" and "Special Benefits for Work-Related and Commuting Accidentss".	·Aim to establish a welfare and benefit system that all employees across domestic Group companies can utilize fairly, tailored to their individual lifestyles and career stages. ·Position welfare benefits not merely as lifestyle support, but as a foundation that supports each employee's autonomy, health, learning, and growth, while exploring program options that contribute to creating a workplace environment where employees feel safe to take on challenges.
(After) Strengthening the human capital foundation	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Maintain and continue the structure created in line with the objectives.	Conducted detailed interviews with each department to clarify required roles and expectations, creating job recruitment postings with clearly articulated job descriptions.	Formulate group-wide unified recruitment standards. Establish an environment where employees can maximize their capabilities and experience personal growth through optimal assignments, thereby achieving both individual job satisfaction and organizational growth.
	③Establish a system within the personnel mission-critical system to make data on employees' abilities, expectations, experience, qualifications, etc., and utilize it for appropriate hiring and assignment	Build a company-wide succession plan from the executive level based on the visualized data.	Identified and visualized primary successors, emergency replacements, and next-generation leadership candidates for positions at the department head level and above.	Establish a evaluation scale to measure candidate readiness for positions at the department head level and above, laying the groundwork for more timely talent appointments and tailored development support.



Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
(Before) Improve employee engagement scores				
(After) Enhancing organizational capability through talent development and effective utilization of human resources	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Consider and implement activities that contribute to improving employee engagement at every opportunity.	Conducted an organizational health survey to identify key focus metrics for improvement, and provided improvement support led primarily by HR Business Partners (HRBPs).	Identify and implement initiatives that contribute to improving organizational health by leveraging every available opportunity.

[Related Activities]

- ② Human Capital Development
- ③ Strengthening Employee Engagement



Sustainability Priority Issues

Diversity Development

[Background and Challenges for Activities]

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

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Promote women's active participation	Increase global female manager ratio to 15.0% by 2025 and to 20.0% by 2030	15.0%	13.8%	15.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Global human capital development and personnel allocation	①Establish a human capital development system for ROHM Group	In addition to the existing selective training, establish a training system that is more closely linked to business units and carefully considers the target participants and content.	In collaboration with the Marketing Division, a B2B Marketing Training Program was conducted, with 35 employees participating.	Redefine talent requirements under the new organizational structure resulting from the restructuring of the domestic Group's manufacturing-related operations, thereby establishing a foundation for integrated Group-wide education and development.
Global human capital development and personnel allocation	②Integrate the mixed human resources system and deploy it as a global system within the Group to promote the enhancement of career planning, appropriate human resource allocation, and the management and promotion of diverse human resources	Aim to integrate the human resources core systems of all domestic group companies and standardize systems.	Implemented a core HR system at major domestic Group companies, enabling centralized management of employee information.	Further promote system integration among Group companies to enhance workforce mobility and improve the Group's overall organizational capabilities and value creation capacity.



Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Global human capital development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Establish company-wide talent review opportunities, visualize the status of successors for key positions, and implement systematic training plans.	Institutionalized regular Executive Talent Review Meetings and established a management review framework. In addition to identifying primary successors and emergency replacements for positions at the domestic division head level and above, next-generation leadership candidates were also identified and visualized.	Strengthen the talent pipeline for next-generation leaders by establishing a new development framework for high-potential employees in non-managerial positions and supporting their early growth and contribution.

[Related Activities]

- ② Human Capital Development
- ② Recruitment and Development of Global Talent
- ② Women's Active Participation
- ② Senior Employees Active Participation
- ② Career Course Transition System



Sustainability Priority Issues

Ensuring the Health and Safety of Employees

[Background and Challenges for Activities]

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Securing a safe workplace	Achieve and maintain “0” in the number of lost time accidents*1 in ROHM Group	Number of Serious accidents*2: 0	Number of Serious accidents*2: 0	Number of Serious accidents*2 across ROHM Group: 0

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Promotion of health management	①Establish a ROHM Group-wide health management promotion system	Set targets and implement initiatives aimed at improving two or more items of the Health Up Challenge 7*3 at all ROHM Group companies.	All Group companies established targets and implemented initiatives covering at least two improvement areas.	Each Group company to implement at least one initiative aimed at improving employees’ health awareness and behaviors, as well as fostering a healthier organizational culture.
	②Improved health through Health Up Challenge 7*3 (65% or more of employees complete at least four items)	Health Up Challenge 7*3 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 55.7% or more Percentage of people who exercise regularly: 70.0% or more.	Percentage of people being well rested from sleep: 55.1% Percentage of people who exercise regularly: 66.5% or more.	Conduct a work engagement survey and implement improvement measures for the following fiscal year.



Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Promotion of health management	③Address presenteeism*4 by improving mental and physical health	Improve the labor productivity loss rate due to presenteeism*4 compared to previous year (below 20.0%).	Labor productivity loss rate due to presenteeism*4: 22.8%	Improve the labor productivity loss rate due to presenteeism*4 compared to previous year (below 22.8%).

*1 Occupational accidents resulting in one or more lost workdays.

*2 Cases evaluated as carrying a risk of fatality, permanent disability, or physical impairment, as well as cases evaluated as requiring hospitalization.

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

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

[Related Activities]

- ② Occupational Incidence Rate and Severity
- ② Initiatives to Promote Safety
- ② Initiatives to Promote Health



Sustainability Priority Issues

Enhancing Corporate Governance

[Background and Challenges for Activities]

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

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Secure diversity of the Board of Directors	Increase the percentage of female and non-Japanese directors at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.	Total 20.0% ・Percentage of female directors: 10.0% ・Percentage of non-Japanese directors: 10.0%	Maintain and enhance the diversity of the Board of Directors.
Review of compensation system to improve medium-to long-term corporate value	①Increase the number of independent outside directors to a majority of the board of directors	Increase the number of independent outside directors to a majority.	Outside director ratio: 60.0%	Maintain a majority of independent outside directors on the Board.

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Review of compensation system to improve medium-to long-term corporate value	②Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Review the effectiveness of the performance-linked remuneration system introduced for the next fiscal year at the Director Remuneration Council.	Operated a compensation system linked to the Mid-Term Management Plan, including both financial and non-financial performance targets.	Introduce a compensation system linked to the Second Mid-Term Management Plan.
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.	Based on the analysis and assessment of third-party evaluations conducted with the support of an external organization, the Board of Directors received a report on its effectiveness.	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.

*Unless otherwise specified, the figures presented in this report are based on information as of the end of the fiscal year (March 31). However, figures relating to the composition of the Board (including the ratios of outside directors, female directors/officers, and foreign directors/officers) are based on the latest information following appointments approved at the 68th Annual General Meeting of Shareholders, in order to reflect the most current Board composition.

[Related Activities]

- 🔍 Corporate Governance
- 🔍 Member of the Board and Corporate Officer



Sustainability Priority Issues

Risk Management

[Background and Challenges for Activities]

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Strengthening BCM system	Strengthen BCM system through company-wide risk management	·Continue activities implemented in FY2024 ·Formulate a master policy for the Group’s BCM ·Reorganize company fire-fighting teams and strengthen evacuation guidance, rescue, and information gathering functions through simultaneous evacuation drills based on earthquake scenarios ·Conduct BCP drills at domestic group companies in the event of a temporary announcement of a Nankai Trough earthquake ·Conduct risk assessments at domestic group companies covering all factory buildings and warehouse areas, compile risk assessment tools in the first half (April to September) and second half (October to March), and identify fire risks	·Continued activities implemented in FY2024 ·Prepared a draft of the Group-wide BCM Master Policy. ·Reorganized the in-house fire brigade structure and strengthened evacuation guidance, rescue, and information-gathering functions through company-wide earthquake evacuation drills. ·Conducted BCP drills at domestic Group companies based on the issuance of a Nankai Trough Earthquake Advisory. In addition, headquarters conducted a blind exercise without prior notification to assess initial emergency response capabilities. ·Conducted fire risk assessments covering all factory and warehouse areas at domestic Group companies.	·Roll out the Group-wide BCM Master Policy across the organization and develop accompanying BCM guidelines. ·Continue strengthening evacuation guidance, rescue, and information-gathering capabilities through the reorganization of the in-house fire brigade structure and company-wide earthquake evacuation drills. ·Conduct BCP drills simulating cyberattacks to strengthen initial response capabilities and recovery frameworks in the event of information system disruptions. ·Conduct practical evacuation drills based on established damage scenario levels and aim to enhance disaster response capabilities and practical evacuation readiness across the entire organization, including both domestic and overseas Group companies. ·Conduct fire risk assessments covering all factory and warehouse areas at domestic Group companies.

[Related Activities]



Sustainability Priority Issues

Sustainable Supply Chain Management

[Background and Challenges for Activities]

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

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	90.0%	93.1%	-
	② 100% survey of manufacturing sites of Tier-1 suppliers	100.0%	100.0%	Maintain the previous year's performance

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Strengthening BCM System	③100% prior agreement rate for emergency response of critical suppliers	100.0%	100.0%	-
Promotion of green procurement	Environmental management system self-evaluation pass rate 100%	100.0%	91.7%	-
Promotion of CSR procurement activities	90% or more of purchases from suppliers* with CSR Self-Assessment result of B or higher *The target value for FY 2025 has been revised to include only material suppliers in the calculation.	90.0%	90.7%	Achieve a procurement ratio of 95.0% or higher from suppliers rated B or above

[Related Activities]

- ⌕ Working Together with Suppliers
- ⌕ Green Procurement



Sustainability Priority Issues

Strengthening Product Safety and Quality

[Background and Challenges for Activities]

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

Theme	Targets (Target Year: FY2025)	Targets for FY2025	FY2025 Results	Targets for FY2026
Establishment and consolidation of quality assurance system through front loading	Quality Satisfaction Score +10.0% Improvement (compared to FY2020)	Overall score: 10.0% improvement	·Overall score from customers: 9.0% improvement ·Rate of “satisfied” and “somewhat satisfied” responses: 13.9% improvement (Reason: Higher satisfaction ratings were achieved in areas related to product quality, including front-loading initiatives, as well as quality issue management, specifically top management involvement, frequency and timeliness of reporting, and the quality and persuasiveness of reports. Improvements in front-loading activities and customer engagement initiatives contributed to these positive results.) ·The response rate for “unsatisfactory” and “somewhat unsatisfactory”: 0.6% increase *All three items above are calculated from FY2020 figures	Conduct a deeper analysis of quality-related issues and implement improvement initiatives in preparation for the next customer survey scheduled for FY2027.
Realizing Proper Quality from the Customer’s Perspective				

[Related Activities]

- 🔗 Approach to Quality
- 🕒 Awards and Evaluations from Customers



Sustainability Priority Issues

Communication with Stakeholders

The main stakeholders of the ROHM Group are the customers to whom our group provides products and services, shareholders and investors who directly influence our group's business, our employees, business partners, and the communities and regions affected by our group's business development.

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Customers 🔗 Approach to Quality	Ensure product qaulity	Contact our support team through the official website
	Disclose relevant information of products	Exhibition
		Product information session
		Disclose on the websites
	Improve customer satisfaction	Customer satisfaction survey
	Meet explicit and latent needs of customers	Inquiry form on the WEB site
		Exchange of information during customer visit
Business partners 🕒 Supply Chain Management	Transparent and fair trade	Briefing for CSR Procurement
	The concern for human rights, labor, safety, and environmental issues in global supply chain system	CSR Procurement Self-Assessment (CSR Questionnaire))
		Compliance Hotline for suppliers

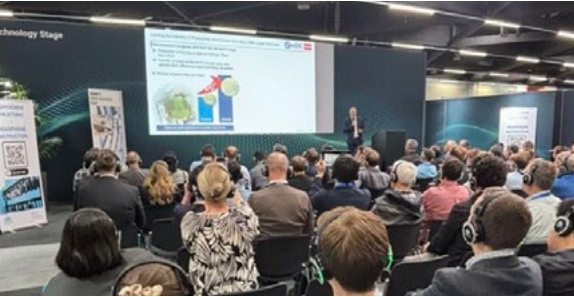
Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Employees 🕒 Human Capital Management	Ensure health and safety issues in the workplace	Internal Online Portal Site
		Agreement with labor union
	Respect for human rights and eliminate discrimination	Internal Online Portal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



Sustainability Priority Issues

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Shareholders and investors ② Communication with Shareholders and Investors	Accountability for Management	Overseas investors visits
		Shareholder Relations Activities
	Reflection of opinions on management	IR reports to management (quarterly)
	Fair Disclosure of Information	Timely disclosure
		Corporate Governance Report
		Integrated Report
Society and local communities 🔗 ROHM Group's Social Contribution	Leverage our business for social contribution activities	Social contribution activities
	Response to NPO	Answer to questionnaire surveys
	Develop activities in response to issues differ from community to community	Business trips for education activities
		Receive company and factory visit requests from schools
		Music support (Music foundation)

Dialogue with Customers



Exhibition etc.

Dialogue with Shareholders and Investors



Financial Results Briefing etc.

Dialogue with Employees



Dialogue Events between Outside Directors and Employees

Dialogue with Business Partners



Partners Meeting etc.

Dialogue with Local Societies and Community



Dialogue with Local Societies and Community



Educational Outreach Activities



Participation in Initiatives, External Evaluation

Participation in Initiatives

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

United Nations Global Compact

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

ROHM Group joined the UNGC in May 2011 and supports the 10 principles.



② The Ten Principles of the UN Global Compact

Task Force on Climate-related Financial Disclosures (TCFD)

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



② Disclosure Based on the TCFD Framework

SBTi(Science Based Targets initiative)

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



International Initiatives [RE100]

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



JCI : Japan Climate Initiative

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





Participation in Initiatives, External Evaluation

External Evaluation

ROHM actively communicates with shareholders and investors around the world, for example by disclosing business results and other corporate information promptly.

In addition, ROHM has formulated a disclosure policy and strives to provide fair and accurate information in a timely manner.

Inclusion in Major ESG Indexes

Dow Jones Best-in-Class Asia Pacific Index

ROHM has been selected as a constituent of the Dow Jones Best-in-Class Asia Pacific Index (DJBIC Asia Pacific Index). This index is a regional component of the Dow Jones Best-in-Class Indices, one of the world's leading ESG (Environment, Social, Governance) investment indices, composed of companies in the Asia-Pacific region. This marks the second consecutive year that ROHM has been selected.

The Dow Jones Best-in-Class Indices, provided by U.S.-based S&P Dow Jones Indices, are indices that analyze and evaluate the activities of over 13,000 major companies worldwide across three perspectives: Governance & Economic, Environmental, and Social. They are designed to select companies with outstanding sustainability performance. It is one of the most important indicators for investors interested in ESG. In FY2025, 162 companies (including 76 Japanese companies and 3 in the semiconductor sector) were selected for DJBIC Asia Pacific out of 614 major companies in the Asia-Pacific region.

FTSE4Good Index Series



ROHM has been selected as one of the components of the FTSE4 Good Index, the leading index for environmental, social, and governance (ESG) investing developed by British Index Company FTSE Russell for 23 consecutive years.



Participation in Initiatives, External Evaluation

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

FTSE JPX Blossom Japan Index



FTSE JPX Blossom Japan Index

ROHM has been included in the FTSE JPX Blossom Japan Index. Created by the global index and data provider FTSE Russell, the FTSE JPX Blossom Japan Index is designed as an industry neutral benchmark that reflects the performance of companies demonstrating specific Environmental, Social and Governance (ESG) practices in Japan. The FTSE JPX Blossom Japan Index is widely used for the creation and evaluation of sustainable investment funds and other financial products.

FTSE JPX Blossom Japan Sector Relative Index



FTSE JPX Blossom Japan Sector Relative Index

ROHM has been included in the FTSE JPX Blossom Japan Sector Relative Index. The FTSE JPX Blossom Japan Sector Relative Index is designed as a sector neutral benchmark that reflects the performance of companies demonstrating specific Environmental, Social and Governance (ESG) practices in Japan. The index selects companies with higher ESG Ratings within the top 50% of each sector and supports climate transition to a low carbon economy by evaluating companies' climate governance and climate change efforts via the Transition Pathway Initiative's Management Quality Score.

Morningstar Japan ex-Reit Gender Diversity Tilt Index

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

MSCI Nihonkabu ESG Select Leaders Index

2026 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

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

*THE INCLUSION OF ROHM CO., LTD IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF ROHM CO., LTD BY MSCI OR ANY OF ITS AFFILIATES.
THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

S&P/JPX Carbon Efficient Index



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



Participation in Initiatives, External Evaluation

External Sustainability Evaluation

S&P Global Sustainability Yearbook Member



ROHM has been selected as a Sustainability Yearbook Member by S&P Global and included as a company in the top 15% of the Semiconductors & Semiconductor Equipment industry in the Sustainability Yearbook 2026, which lists companies with excellent sustainability efforts. Every year, S&P Global uses its proprietary Corporate Sustainability Assessment (CSA) methodology to evaluate the sustainability efforts of major companies worldwide in terms of three aspects: economy & governance, environment, and society. The most advanced companies in each industry are then listed in The Sustainability Yearbook.

In 2025, more than 9,200 companies worldwide from 59 industries were evaluated, and 848 companies (including 69 Japanese companies) were selected.

CDP Climate Change and Water Security A List



ROHM has been selected as a CDP Climate Change A List Company and a CDP Water Security A List Company by CDP, an international non-profit organization that evaluates and certifies the environmental strategies and initiatives of companies and other organizations. This marks the second consecutive year for Climate Change and the fifth consecutive year for Water Security that ROHM has been included in the A List, the highest rating by CDP. CDP conducts surveys of approximately 22,100 companies worldwide and evaluates their effectiveness in addressing issues such as climate change, deforestation, and water security, assigning scores from A to D-.

Silver Rating in EcoVadis Sustainability Assessment



ROHM has been awarded the rank of "Silver" in the 2026 Sustainability Assessment by EcoVadis. EcoVadis is a third-party organization that evaluates and monitors the sustainability of supplier companies, assessing the CSR activities of more than 100,000 organizations and companies in 175 countries and 200 industries in four areas: environment, labor and human rights, ethics, and sustainable resource procurement.



Participation in Initiatives, External Evaluation

KENKO Investment for Health



ROHM has been certified under the "KENKO Investment for Health (Large Enterprise Category)," jointly presented by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi. This marks the ninth consecutive year ROHM has received this certification since February 2018.

This program recognizes corporations and other organizations that practice outstanding health and productivity management, evaluating them based on their initiatives to address local health challenges and their health promotion efforts aligned with the Nippon Kenko Kaigi.



Participation in Initiatives, External Evaluation

Awards and Evaluations from Customers

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

Year	Award contents
2025	"Excellent Quality Award" from DENSO Philippines
2025	"Outstanding Partner Award" from TOTO
2025	"The Best Partners Award" from Sumitomo Electric Wiring Systems (Thailand)
2025	"Excellent Supply Chain Award" from two companies: AUMOVIO and Changchun
2025	"Best Quality Award" from Panasonic Automotive Systems Co., Ltd.
2024	"Best Partner of the Year" from Delta Electronics, Inc.
2024	"Excellent Quality Awards" from Sanden Corporation
2024	"Quality Award" from Mitsubishi Electric Mobility Corporation Sanda Office
2024	"Contribution Award" from Tokai Rika Co., Ltd.
2023	"Premiere Partner" from FUJIFILM Business Innovation Corp.
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Malaysia Sdn Bhd (PSNM)
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Vietnam Co.,Ltd (PSNV)
2023	"QCDS Best Supplier Award"from FUJI Electric Co., Ltd.
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"SDGs Special Award" from Sumitomo Electric Industries

Year	Award contents
2023	"Excellent Quality Awards" from Sanden Corporation
2022	"Supplier of the Year 2022" from Vitesco technologies
2022	"Supplier of the Year 2022" from Continental
2022	"Environmental Award 2022" from Furukawa Electric
2022	"Supplier Excellence Award" from Gentex
2022	"Best Quality Award" from Canon Nakayama Plant.
2021	Awarded by Denso Corporation as the best "Quality Supplier" in the quality evaluation system for electronic components in the general bipolar IC category for five consecutive years.
2021	"Quality Excellence Award" from the Canon Nalayama factory.
2020	"Supplier of the Year 2019 Best Performance within Global Category Discretes"from Continental
2020	"Quality Contribution Award" by Minebeamitsumi.
2020	"Quality Excellence Award" from Stanley Electric for its quality of delivery in 2019.
2020	"Quality Excellence Award" from Sumitomo Wiring Systems.
2020	"Certificate of appreciation" for its efforts in quality from Toyota.
2020	"GM Supplier Quality Excellence Award" from General Motors.

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

🔗 Approach to Quality