



ESG Data

Environment



Social



Governance





Environment

Environmental Management Systems

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
ISO14001 Certified Sites(Japan)	Consolidated	%	100	100	100	100	100
ISO14001 Certified Sites(Overseas)	Consolidated	%	90	100	100	100	100

GHG Emissions

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Scope1	CO ₂ Emissions from Fuel Combustion	Consolidated	t-CO ₂ e	38,934	39,513	36,688	35,869	40,746
	PFC	Consolidated	t-CO ₂ e	125,245	134,198	144,083	129,362	181,060
	Total	Consolidated	t-CO ₂ e	164,180	173,712	180,771	165,232	221,806
Scope2		Consolidated	t-CO ₂ e	780,811	601,299	464,414	407,497	398,941
Scope3		Consolidated	t-CO ₂ e	8,361,894	8,146,551	6,122,363	4,865,055	5,462,613
Total		Consolidated	t-CO ₂ e	9,306,885	8,921,562	6,767,548	5,437,784	6,083,359

*For the environmental data assurance report and calculation methods, visit the [🔗 Environmental Certification page](#).

Energy Consumption

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total non-renewable energy consumption	Consolidated	MWh	1,525,665	1,259,119	917,398	877,663	840,925
Total renewable energy consumption	Consolidated	MWh	113,801	398,211	702,121	733,724	809,327

Water Withdrawal and Water Consumption

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total water withdrawal[(a)+(b)+(c)]	Consolidated	1000m ³	11,780	11,746	11,588	11,411	12,542
Total municipal water and industrial water supplies (a)	Consolidated	1000m ³	6,515	6,423	6,264	6,214	6,343
Fresh surface water (lakes, rivers, etc.) (b)	Consolidated	1000m ³	822	875	934	848	801
Fresh groundwater (c)	Consolidated	1000m ³	4,443	4,447	4,390	4,348	5,398
Total water consumption [(a)+(b)+(c)-(d)]	Consolidated	1000m ³	1,643	1,506	1,707	1,572	1,967

*For the environmental data assurance report and calculation methods, visit the [🔗 Environmental Certification page](#).

Water Discharge

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total water discharge (d)	Consolidated	1000m ³	10,137	10,240	9,881	9,839	10,575
Water discharge to sewer systems	Consolidated	1000m ³	4,035	4,075	3,651	3,308	3,218
Water discharge to rivers and lakes	Consolidated	1000m ³	6,102	6,165	6,230	6,531	7,357

*For the environmental data assurance report and calculation methods, visit the [🔗 Environmental Certification page](#).

Total Pure Water Consumption

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Ultra-pure water usage	Consolidated	1000m ³	6,946	6,784	6,140	5,867	6,450

Waste

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total waste disposed	Consolidated	t	17,097	16,643	14,606	12,672	13,013
Waste landfilled	Consolidated	t	284	249	205	154	158
Waste recycled	Consolidated	t	16,813	16,394	14,401	12,518	12,855
Rate of waste recycled	Consolidated	%	98.3	98.5	98.6	98.8	98.8



Environment

Hazardous waste (Specifically Controlled Industrial Waste in Japan)

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total waste disposed	Consolidated	t	4,570	4,447	3,829	2,807	3,066
Waste landfilled	Consolidated	t	2	2	1	2	1
Waste recycled	Consolidated	t	4,568	4,446	3,828	2,805	3,065
Rate of waste recycled	Consolidated	%	99.9	99.9	99.9	99.9	99.9

Chemicals

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
VOC	Consolidated	t	140	136	103	92	94
NOx	Consolidated	t	22	25	20	21	23
SOx	Consolidated	t	7	10	8	8	8

Environmental Violation

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
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	FY2021	FY2022	FY2023	FY2024	FY2025
Economic Benefits	Environmental Conservation Costs		Consolidated	Millions of Yen	4,041	376	793	1,717	5,682
	Resource Recycling Costs		Consolidated	Millions of Yen	2,635	3,117	3,138	2,486	3,106
	Total Costs		Consolidated	Millions of Yen	6,676	3,493	3,931	4,203	8,788
Costs	Pollution Prevention Cost	Investments	Consolidated	Millions of Yen	819	1,301	689	1918	16
		Expenditure	Consolidated	Millions of Yen	2,289	2,621	2,593	2,374	3,544
	Global Environmental Conservation Cost	Investments	Consolidated	Millions of Yen	2,227	2,134	1,323	297	826
		Expenditure	Consolidated	Millions of Yen	165	262	1,755	1,604	2,037
	Resource Recycling Costs	Investments	Consolidated	Millions of Yen	570	337	863	773	45
		Expenditure	Consolidated	Millions of Yen	863	722	665	713	766
	Administration Cost	Investments	Consolidated	Millions of Yen	91	3	14	110	0
		Expenditure	Consolidated	Millions of Yen	478	454	475	480	662
	Social Activity Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	6	3	6	8	8
	Environmental Remediation Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	0	0	0	0	5
	Others	Investments	Consolidated	Millions of Yen	46	1	0	3	0
		Expenditure	Consolidated	Millions of Yen	77	66	60	80	84
Total	Investments	Consolidated	Millions of Yen	3,753	3,775	2,889	3,101	887	
	Expenditure	Consolidated	Millions of Yen	3,877	4,128	5,554	5,259	7,106	



Social

Employee Demographics

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Consolidated	Male	Consolidated	Person	16,727	17,125	16,862	16,400	15,346
	Female	Consolidated	Person	6,674	6,629	6,457	6,208	5,705
	Total	Consolidated	Person	23,401	23,754	23,319	22,608	21,756
	Percentage of women	Consolidated	%	28.5	27.9	27.7	27.5	26.22
ROHM	Male	ROHM	Person	2,779	2,917	3,085	3,557	3,399
	Female	ROHM	Person	767	786	817	869	800
	Total	ROHM	Person	3,546	3,703	3,902	4,426	4,199
	Percentage of women	ROHM	%	21.6	21.2	20.9	19.6	19.1
Business Sectors (excluding administrative and clerical positions)	Male	ROHM	Person	2,283	2,397	2,507	2,726	2,570
	Female	ROHM	Person	492	503	512	411	393
	Percentage of women	ROHM	%	17.7	17.3	17	13.1	13.3
Engineers (STEM-related positions)	Male	ROHM	Person	2,145	2,144	2,247	2,548	2567
	Female	ROHM	Person	139	124	152	212	216
	Percentage of women	ROHM	%	6.1	5.5	6.3	7.7	7.8

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Consolidated number of employees (by area)	Japan	Consolidated	Person	6,015	6,262	6,575	6,716	6,445
	Asia	Consolidated	Person	16,816	16,846	16,016	15,120	14,599
	America	Consolidated	Person	185	183	156	162	161
	Europe	Consolidated	Person	385	463	572	610	538
	Number of consolidated non-Japanese employees	Consolidated	Person	17,242	17,354	16,606	15,770	15,244
Temporary Employees (Agency Worker, Part-time Worker, Fixed- term Contract Employees etc.)	Japan	ROHM	Person	258	332	341	309	320
	Japan	Consolidated (Japan)	Person	635	700	722	723	684
	Asia	Consolidated	Person	183	49	32	42	47
	America	Consolidated	Person	4	2	0	0	0
	Europe	Consolidated	Person	5	4	7	7	0
	Total	Consolidated	Person	1,089	1,087	1,102	1,081	1,051



Social

Management Demographics

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total number of employees in management positions	Male	Consolidated	Person	1,089	1,134	1,205	1,233	1,265
	Female	Consolidated	Person	131	163	180	197	202
	Total	Consolidated	Person	1,220	1,297	1,385	1,430	1,467
	Percentage of women	Consolidated	%	10.7	12.6	13	13.8	13.8
Total number of employees in management positions	Male	ROHM	Person	303	324	363	358	371
	Female	ROHM	Person	3	3	6	9	9
	Total	ROHM	Person	306	327	369	367	380
	Percentage of women	ROHM	%	1	0.9	1.6	2.5	2.4
Junior management level positions	Male	Consolidated	Person	902	925	915	935	911
	Female	Consolidated	Person	126	149	159	164	162
	Total	Consolidated	Person	1,028	1,074	1,074	1,099	1,073
	Percentage of women	Consolidated	%	12.3	13.9	14.8	14.9	15.1
Junior management level positions	Male	ROHM	Person	215	247	245	250	260
	Female	ROHM	Person	2	2	4	7	7
	Total	ROHM	Person	217	249	249	257	267
	Percentage of women	ROHM	%	0.9	0.8	1.6	2.7	2.6
Management (department head class)	Male	Consolidated	Person	187	209	290	298	354
	Female	Consolidated	Person	5	14	21	33	40
	Total	Consolidated	Person	192	223	311	331	394
	Percentage of women	Consolidated	%	2.6	6.3	6.8	10	10.2
Management (department head class)	Male	ROHM	Person	88	77	118	108	111
	Female	ROHM	Person	1	1	2	2	2
	Total	ROHM	Person	89	78	120	110	113
	Percentage of women	ROHM	%	1.1	1.3	1.7	1.8	1.8

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Management (business units only)	Male	ROHM	Person	230	247	232	229	238
	Female	ROHM	Person	0	0	0	3	1
	Total	ROHM	Person	230	247	232	232	239
	Percentage of women	ROHM	%	0	0	0	1.3	0.4
Management (STEM Positions)	Male	ROHM	Person	193	219	202	234	238
	Female	ROHM	Person	0	0	0	3	1
	Total	ROHM	Person	193	219	202	237	239
	Percentage of women	ROHM	%	0	0	0	1.3	0.4
Executive (Consolidated)	Male	Consolidated	Person	53	58	55	62	49
	Female	Consolidated	Person	3	3	3	3	3
	Total	Consolidated	Person	56	61	58	65	58
	Percentage of women	Consolidated	%	5.4	4.9	5.2	4.6	5.2
Executive (ROHM)	Male	ROHM	Person	10	11	12	9	9
	Female	ROHM	Person	1	2	2	2	2
	Total	ROHM	Person	11	13	14	11	11
	Percentage of women	ROHM	%	9.1	15.4	14.3	18.2	18.2
Next-generation management (Consolidated)	Male	Consolidated	Person	-	1,182	1,289	1,312	1,300
	Female	Consolidated	Person	-	151	172	186	191
	Total	Consolidated	Person	-	1,333	1,461	1,498	1,491
	Percentage of women	Consolidated	%	-	11.3	11.8	12.4	12.8
Next-generation management (ROHM)	Male	ROHM	Person	-	390	491	476	474
	Female	ROHM	Person	-	23	36	37	37
	Total	ROHM	Person	-	413	527	513	511
	Percentage of women	ROHM	%	-	5.6	6.8	7.2	7.2



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Recruitment

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of new employees (total)		ROHM	Person	207	269	249	172	145
Number of new graduates employed	Total	ROHM	Person	131	180	163	197	142
	Male	ROHM	Person	95	137	130	163	128
	Female	ROHM	Person	36	43	33	34	6
Item		SCOPE	Unit	2021/4~2022/3	2022/4~2023/3	2023/4~2024/3	2024/4~2025/3	2025/4~2026/3
Number of mid-career hires	Total	ROHM	Person	76	89	86	30	3
	Male	ROHM	Person	69	81	77	27	3
	Female	ROHM	Person	7	8	9	3	0
	Management-level hires	ROHM	Person	5	3	2	2	1
Percentage of mid-career hires		ROHM	%	36.7	33.1	34.5	17.4	2.1
Number of mid-career hires by age group	Under 29 years old	ROHM	Person	21	23	34	6	1
	30 - 39 years old	ROHM	Person	39	43	35	13	0
	40 - 49 years old	ROHM	Person	11	19	16	7	2
	Above 50 years old	ROHM	Person	5	4	1	4	0

Average Years of Service

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Average Years of Service	Male	Consolidated	Years	-	13.1	13.7	13.4	14.1
	Female	Consolidated	Years	-	10.9	11.5	12	12.5
	Total	Consolidated	Years	-	12.4	13.1	12.9	13.6
Average Years of Service	Male	ROHM	Years	15.9	15.7	15.6	14.1	14.2
	Female	ROHM	Years	11.4	11.8	12.4	12.2	13
	Total	ROHM	Years	14.9	14.9	14.9	13.7	14

Age Groups

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employees by age group	Under 30 years old	Consolidated	%	28.4	31.4	29.1	25.8	21
	31 - 50 years old	Consolidated	%	60.9	56.9	58.1	60	61.5
	Above 51 years old	Consolidated	%	10.7	11.7	12.8	14.1	17.5
Average age (ROHM)	Male	ROHM	Age	42.5	42.5	42.4	43.3	43.2
	Female	ROHM	Age	36.4	36.8	37.4	38.1	38.9
	Total	ROHM	Age	41.2	41.3	41.4	42.2	42.4
Average age (consolidated)	Male	Consolidated	Age	37.4	37.9	38.7	39.6	39.9
	Female	Consolidated	Age	34.2	35	35.5	36.3	36.7
	Total	Consolidated	Age	36.5	37.1	37.7	38.7	39

People with Disabilities

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employees with disabilities		Consolidated(Japan)	%	2.3	2.38	2.27	2.35	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	FY2021	FY2022	FY2023	FY2024	FY2025
Executive level ^{*2} (base salary only)	Male	ROHM	Yen	26,791,380	24,582,406	28,235,916	26,355,775	25,975,754
	Female	ROHM	Yen	0	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Executive level ^{*2} (base salary + other cash incentives)	Male	ROHM	Yen	32,698,708	36,015,551	41,473,942	31,122,819	25,975,754
	Female	ROHM	Yen	0	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Management level (base salary only)	Male	ROHM	Yen	7,823,748	8,238,501	9,723,126	9,889,038	9,647,353
	Female	ROHM	Yen	7,054,800	7,714,420	9,788,307	9,788,307	9,392,180
	Difference Ratio ^{*3}	ROHM	%	90	94	101	99	97.4
Management level (base salary + other cash incentives)	Male	ROHM	Yen	12,700,961	13,598,578	14,283,520	13,059,557	12,534,019
	Female	ROHM	Yen	11,349,353	12,898,770	14,033,497	12,975,160	11,921,341
	Difference Ratio ^{*3}	ROHM	%	89	95	98	99.4	95.1
Non-managerial level (base salary only)	Male	ROHM	Yen	5,545,128	5,653,390	6,073,645	5,777,386	5,736,021
	Female	ROHM	Yen	3,427,186	3,603,169	4,040,877	3,819,523	4,172,598
	Difference Ratio ^{*3}	ROHM	%	62	64	67	66.1	72.7
Non-managerial (career-track) level (base salary only)	Male	ROHM	Yen	-	5,676,132	6,098,718	5,778,511	5,755,156
	Female	ROHM	Yen	-	4,412,327	4,915,363	4,411,959	4,677,919
	Difference Ratio ^{*3}	ROHM	%	-	78	81	76.4	81.3
Non-managerial (general staff) level (base salary only)	Male	ROHM	Yen	3,831,094	3,041,309	3,538,758	3,538,758	3,055,949
	Female	ROHM	Yen	3,831,094	3,085,983	3,395,412	3,352,281	3,409,318
	Difference Ratio ^{*3}	ROHM	%	100	102	96	94.7	111.6
Average benefit amount during the year - full-time employees		ROHM	Yen	7,712,674	8,563,727	8,920,579	8,102,348	8,035,364
CEO Pay ratio			Times	-	14.7	10.4	6.4	6.2

*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	2021/4~ 2022/3	2022/4~ 2023/3	2023/4~ 2024/3	2024/4~ 2025/3	2025/4~ 2026/3
Turnover rate		Consolidated	%	7.4	8.7	7.7	5.2	6.3
Number of Turnover Employee	Male	ROHM	Person	73	94	86	131	342
	Female	ROHM	Person	23	36	23	34	90
	Total	ROHM	Person	96	130	109	165	432
Number of Turnover Employee for personal Reasons	Male	ROHM	Person	67	76	66	97	117
	Female	ROHM	Person	22	33	18	19	33
	Total	ROHM	Person	89	109	84	116	150
Turnover rate		ROHM	%	2.7	3.5	2.8	3.7	10.4
Turnover rate of employees leaving for personal reasons		ROHM	%	2.5	2.9	2.2	2.6	3.6
Percentage of employees leaving for personal reasons among all turnover employees		ROHM	%	92.7	96.5	91.3	70.3	35



Social

Uptake of Available Systems

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of annual paid leave taken		ROHM	%	72.9	80.1	81.7	82.7	84.2
Average number of days of annual paid leave taken		ROHM	Days	14	15	15.2	15.5	15.9
Number maternity leave		ROHM	Person	53	44	34	27	45
Number of employees using the parental leave system	Male	ROHM	Person	35	48	55	64	83
	Female	ROHM	Person	52	47	35	27	32
	Total	ROHM	Person	87	95	90	91	115
Acquisition rate of childcare leave	Male	ROHM	%	30.2	42.9	55.6	58.1	78.2
	Female	ROHM	%	100	100	100	100	100
Return to work rate for childcare leave		ROHM	%	96.6	97.8	98.9	98.9	98.4
Childcare leave retention rate		ROHM	%	94.4	88.9	96.3	93.5	100
Number of employees using part-time work option for child rearing		ROHM	Person	147	150	153	194	162
Number of caregivers who have acquired leisure time		ROHM	Person	2	21	32	42	51

Unions

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employees covered by collective agreements	ROHM	%	67	75	72	73	73
Percentage of workers belonging to a union	ROHM	%	100	100	100	100	100

Working Hours

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total annual actual working hours per person	ROHM	Hours	2,075.2	1,992.4	1,983.9	2,043.0	2012.0
Monthly overtime hours per person	ROHM	Hours	23.1	20.8	16.4	21.5	21.3

Engagement

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
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	FY2021	FY2022	FY2023	FY2024	FY2025
Average annual educational development hours per person	ROHM	Hours	12.7	13.2	9.6	7.6	14.6
Average annual educational development cost per person	ROHM	Yen	23,000	40,118	33,142	15,023	20,558
Average annual educational development hours per person	Consolidated	Hours	-	-	-	-	-
Average annual educational development cost per person	Consolidated	Yen	-	12,471	14,023	12,015	8,984

Health Management

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Periodic Health Examination Attendance Rate	ROHM	%	100	100	100	100	100
Percentage of people receiving periodic health checkups with findings	ROHM	%	50.8	60.1	58.5	59.4	57.7
Percentage of people requiring periodic health checkups who visited a medical institution	ROHM	%	96.2	96.4	96.1	93.1	85.0
Percentage of people maintaining an appropriate weight(BMI 18.5-25)	ROHM	%	70.3	78.6	73.2	72.1	68.3
Percentage of employees who regularly exercise ^{*6}	ROHM	%	72.6	77.4	73	70.7	66.5
Ratio of employees well rested through sleep	ROHM	%	68.5	70.3	68.6	52.7	55.1
Ratio of employees at risk for blood pressure ^{*7}	ROHM	%	0.3	0.3	0.4	0.7	0.96
Ratio of employees considered to be at risk for blood sugar ^{*8}	ROHM	%	0.3	0.4	0.5	0.4	0.3
Ratio of employees with poorly controlled diabetes ^{*9}	ROHM	%	0.7	0.3	0.3	0.4	0.29
Ratio of employees with metabolic syndrome	ROHM	%	10.3	12.1	12.9	15.7	11.9
Percentage of employees receiving specific health guidance for those eligible for guidance	ROHM	%	98.5	98.5	93.4	98.1	68
Percentage of habitual drinkers ^{*10}	ROHM	%	12.4	16.5	15.1	12.8	2.4
Percentage of smokers ^{*11}	ROHM	%	-	-	-	20.0	16.2
Presenteeism ^{*12}	ROHM	FY2022: 1,000 Yen FY2023: %	-	914.8	63.8	80	77.2
Abenteeism ^{*13}	ROHM	Days	-	2.5	2.3	2.1	1.7

*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	FY2021	FY2022	FY2023	FY2024	FY2025
Number of ISO 45001 certified locations	Japan	ROHM	Company	16	16	16	15	14
	Overseas	ROHM	Company	7	9	9	9	9
Rate of ISO45001 certification		Consolidated	%	96	100	100	100	100

Accidents and Diseases

Item		SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of occupational accidents		ROHM	Number	0	0	5	1	7
		Consolidated	Number	6	2	8	8	6
		Contracting companies (Consolidated)	Number	2	0	2	0	1
Number of lost time injuries		ROHM	Number	0	0	0	0	2
		Consolidated	Number	2	1	6	3	1
		Contracting companies (Consolidated)	Number	1	0	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	%	0.037	0.018	0.116	0.151	0.152
Accident Intensity Rate		Consolidated	%	0.00159	0.00021	0.00215	0.003969	0.0011

Stress Check

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Stress check examination rate	ROHM	%	98.3	94.8	97.8	92.3	91.3

Privacy Information

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of serious complaints	ROHM	Number	0	0	0	0	0

Social Contribution Spending, Political Expenditures

Item	SCOPE	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Charitable donations	ROHM	Millions of Yen	459.7	363.9	379.8	675	125
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	2.2	0.63	1.68	0.6	1.6
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 2022	June 2023	June 2024	June 2025	June 2026
Directors	Total ^{*14}		ROHM	Person	13	13	14	11	10
		Independent Directors ^{*14}	ROHM	Person	7	7	7	6	6
		Female Directors ^{*13}	ROHM	Person	2	2	2	2	1
		Directors Who Are From the Other Countries ^{*14}	ROHM	Person	1	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	61	61.8	61.5	61.5	63.1
	Enrollment Period in CEO ^{*16}		ROHM	Years	2	3	4	0	1
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	4.2	3.8	4.5	3.7	4.4
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	FY2021	FY2022	FY2023	FY2024	FY2025
Holding Frequency of Board Meetings (Times/Year)	ROHM	Number	15	15	15	19	15
Average Percentage of Attendance of Independent Directors	ROHM	%	100	100	100	97.5	100
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	15	15	15	16	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	FY2021	FY2022	FY2023	FY2024	FY2025
Internal Reporting / Whistle-blowing		Consolidated (Japan)	Number	5	15	28	21	14
		Consolidated	Number	-	-	55	52	57
		Supplier	Number	0	0	0	0	0
Cease and Desist Noticeby the Government Offices Concerned		ROHM	Number	0	0	0	0	0
Business Susppection by Scandals		ROHM	Number	0	0	0	0	0
Criminal Accusation over Accidents about Compliance		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	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Compliance Seminars for Directors(Times/Year)			ROHM	Number	1	1	1	1	0
Number of Compliance Seminars for Employees(Times/Year)			ROHM	Number	5	9	7	4	3
			Consolidated	Number	1	1	2	1	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