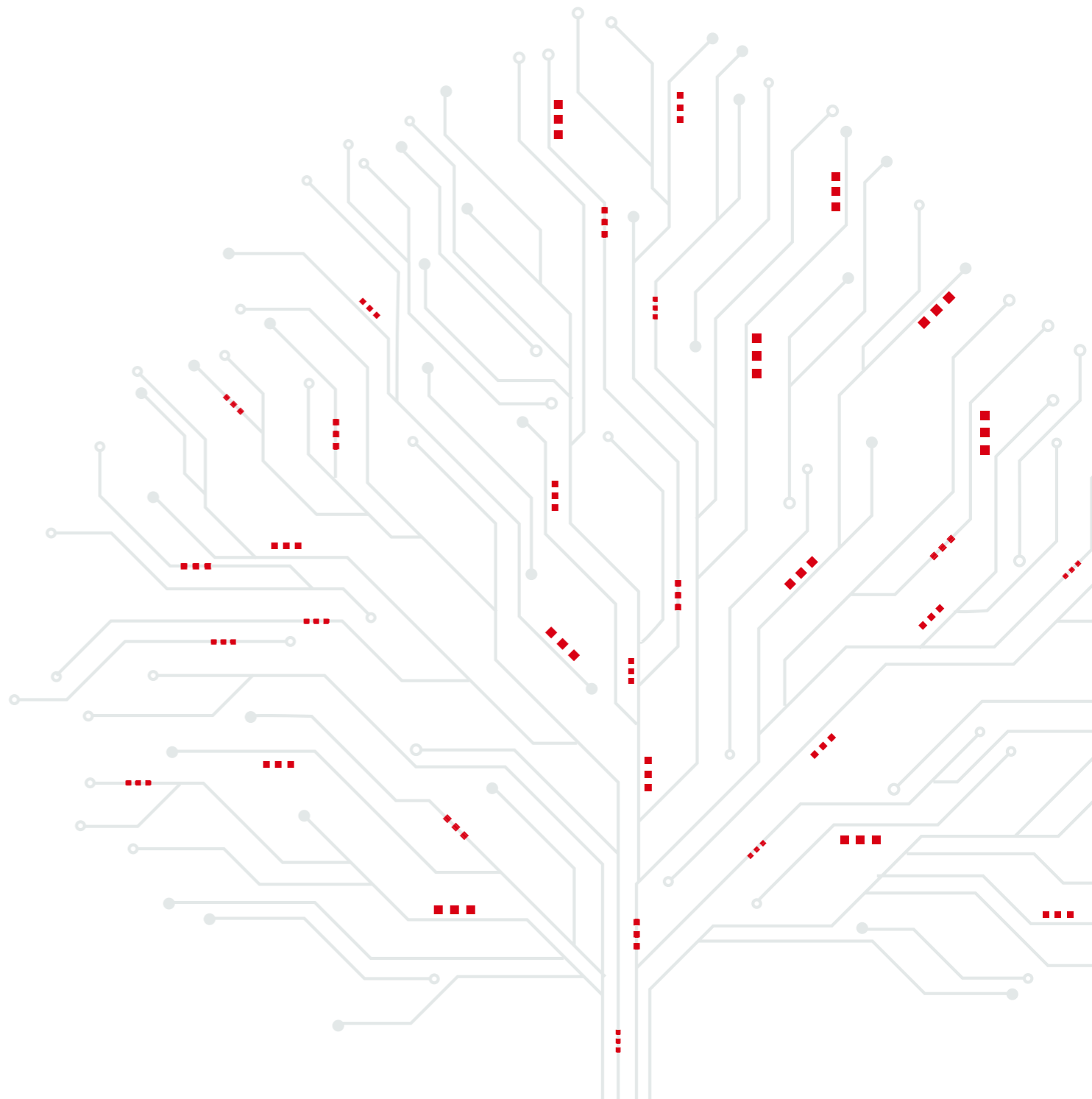




Electronics for the Future

SUSTAINABILITY REPORT 2024



INDEX

Message from the President



ROHM Co., Ltd.
President and Chief Executive Officer
Isao Matsumoto



“Electronics for the Future”

Becoming a company that solves social issues through electronics

As efforts to achieve a sustainable society accelerate around the world, companies are emphasizing activities that help solve social issues, such as the environment and health.

For ROHM these ideas are far from new, as we have contributed to the advancement of culture from the beginning by providing good products and manufacturing based on our Company Mission. And although the scale of our company and business environment have changed significantly, our philosophies remain unchanged, having been passed down from generation to generation as part of our DNA.

To reaffirm this unwavering Company Mission and clarify our mission within the new social infrastructure, we formulated a statement and management vision.

This pledge clearly states our commitment to continue be a company that continues to help enrich people’s lives and contribute to the advancement of society into the future by using electronics to solve various social issues.

The importance of semiconductor and electronic components – ROHM’s core products – is increasing, especially as we work toward achieving a decarbonized society, which is quickly becoming a pressing issue.

As the expectations of our customers and society grow, in addition to accelerating our efforts toward the development of new products and technologies, stable product supply, and environmental considerations in manufacturing, we will build a stronger management foundation, both financial and non-financial, based on our medium-term management plan.

Sustainability Commitment

- From the Director in Charge -



Aiming to be the Company of Choice for our Stakeholders

Member of the Board,
Senior Corporate Officer
in charge of SCM and Administration

Koji Yamamoto

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 stated in ROHM’s statement “Electronics for the Future,” which is the company’s vision, and in the Management Vision. As a “company that solves social issues,” ROHM is committed to being a company that continues to support people’s affluent lifestyles and the development of society 50 years, even 100 years from now, and is promoting this within and outside the company.

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.

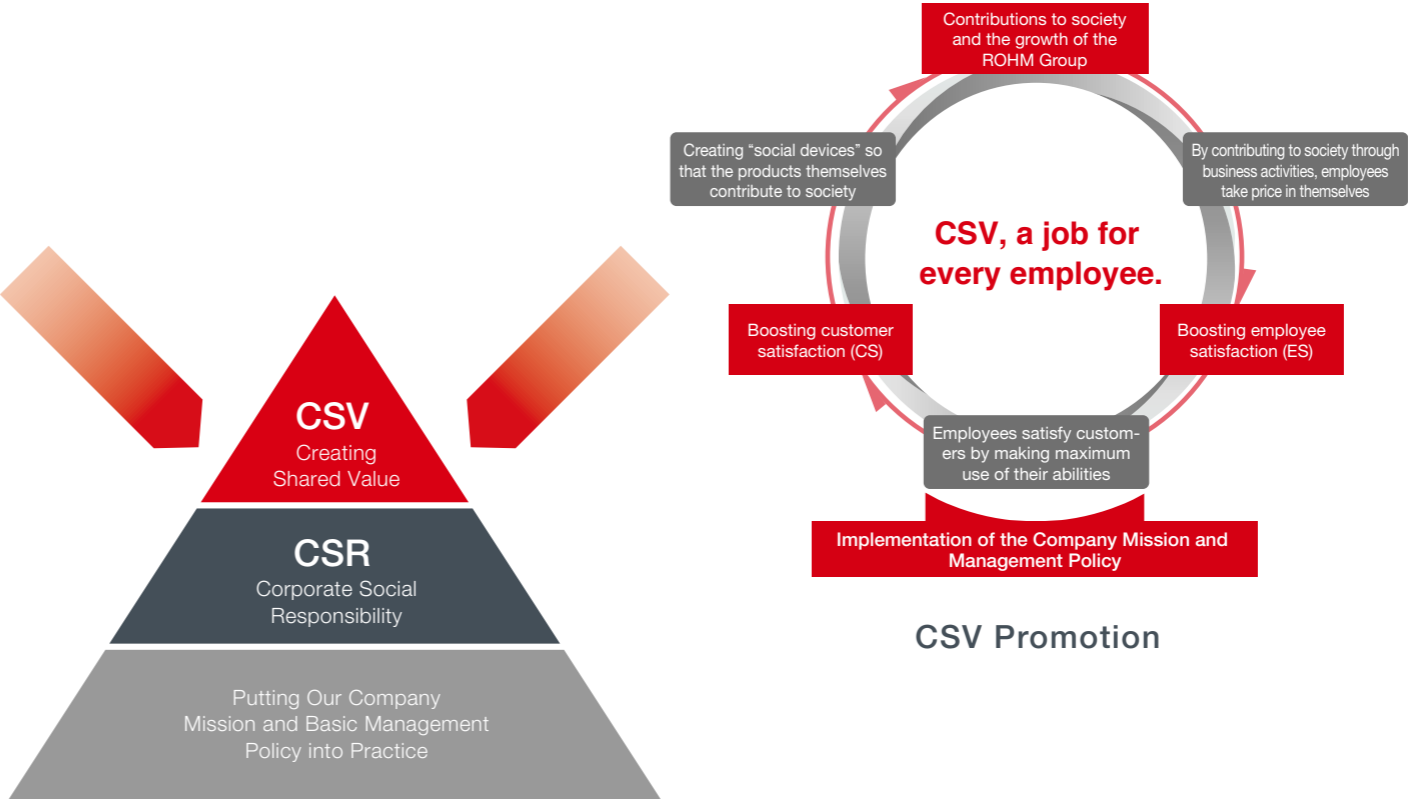
Sustainability Commitment

In the more than 60 years since its establishment, the size of the company and the management environment have changed dramatically, but CSV has remained as the fundamental idea, and has become part of ROHM's DNA and has been passed down from generation to generation.

We believe that each and every employee should put into practice our Corporate Purpose and Basic Management Policies, and that the SDGs are the source of CSV, and that promoting activities such as innovative product development and high-quality manufacturing that lead to solutions to social issues will lead to greater satisfaction for our stakeholders and enable us to contribute to society at large. We believe that this will lead to increased satisfaction of our stakeholders and contribute to society at large. We also believe that this will boost the confidence and pride of our employees and become a driving force to create new challenges, enabling the company and society to grow together.



SDGs are the source of CSV



CSV Promotion

Sustainability Commitment

Towards the Future that ROHM Aims for

As mentioned above, ROHM’s business activities have been based on its unchanging corporate objective since its founding in 1954: “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 for not mentioning how to contribute to the advancement and progress of culture was the founder’s belief that it would not necessarily continue to produce electronic components.

In formulating our medium-term management plan, we believe that it is necessary to clarify what we mean by what we do from a long-term perspective. To this end, we first presented a statement entitled “Electronics for the Future,” and as we envisioned our vision for 2030, we expressed our thoughts more concretely in our management vision. That is, “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.”

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.

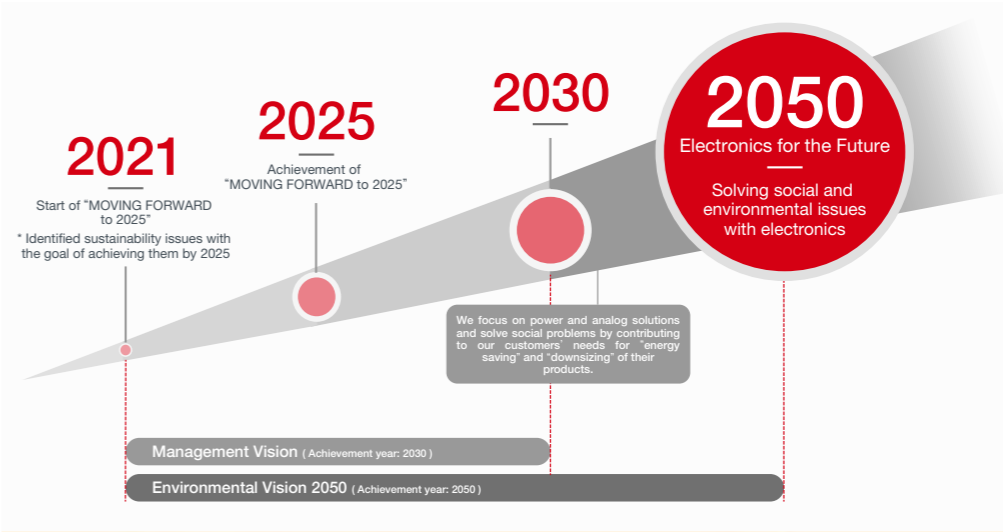
Sustainability Commitment

The “quality” stated in this Company Mission is not limited to the QCD (quality, cost, and delivery) of products and services but also includes the quality of overall corporate operations, in other words, the management quality. By promoting sustainability management with quality first, ROHM aims to be a company that is the choice of our stakeholders and can grow sustainably. To achieve this goal, we have established the ROHM Group Sustainability Policy, which clarifies the responsibilities to be fulfilled by each stakeholder, and the ROHM Group Basic Ethics Policy, which provides specific legal and ethical rules to be followed by employees and the entire ROHM Group complies with them.

ROHM has clearly separated management and executive roles from FY2022 and is strengthening its structure to promote sustainability management. The Sustainability Management Committee, established on the management side, works with the Board of directors to identify and discuss management issues at the group level, discusses high-level policies related to sustainability, and monitors the executive side. On the other hand, on the executive side, the EHSS General Committee has been established, and eight management systems (committees) have been set up under the EHSS General Committee to cover risk factors and implement the PDCA cycle for the improvement of sustainability issues.

Society’s demands regarding sustainability issues, which include not only environmental and human rights issues but also enhanced disclosure of human capital, are increasing more than ever. Since we take the demands of society very seriously and are committed to promoting in-depth discussions and considerations, in July 2024, we appointed a new independent outside director who is an expert in sustainable finance to further strengthen the structure of the PDCA cycle. We will incorporate the priority issues discussed in this way into the executive side (EHSS General Committee and each management system) and work toward achieving the long-term goals we have set.

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



The Medium-Term Management Plan, which has been in effect since FY2021, redefines the sustainability priority issues necessary for the sustainable growth of society and ROHM Group and sets specific achievement targets in the areas of environment, human capital, and governance.

In the area of environment, we have set a target of reducing greenhouse gas (GHG) emissions by 50.5% compared to FY2018 (Scope 1 and 2) by 2030, toward achieving virtually zero GHG emissions in 2050. We also obtained SBTi certification and are promoting the gradual introduction of renewable energy. In addition, we have been disclosing information based on the TCFD since 2022. Again, climate change is one of the World’s most pressing social issues, and in order to achieve carbon neutrality, it is essential to reduce GHG emissions not only in the company itself but also in the entire supply chain (Scope 1, 2, and 3). In recent years, there has been an increasing number of requests from customers who are highly interested in sustainability to take initiatives at the supply chain level. In order for ROHM Group to become a major global player, it is important for us to aim for the sustainable development of society from the same perspective as our customers and suppliers. By working closely with all stakeholders and earnestly confronting and resolving issues, we will increase customer satisfaction, solve social problems, and ultimately achieve sustainable growth for both society and ROHM.

With regard to human capital, we believe that it is important to acquire excellent human capital and develop them within the company in order to transform ourselves into a company that grows globally as a major global player, and that our human capital strategy should lead to the enhancement of corporate value as a result. We believe that two points are important in the formulation of a human capital strategy.

The first one is a dialogue. No matter how much the company management communicates its desire to grow the business, it will not be understood unless all employees are highly engaged. We position dialogue as the basis of human capital management so that each employee can increase engagement and demonstrate their abilities.

The other one is the promotion of DE&I. In order to attract and retain the best global talent, it is essential to create a field in which diverse human capital can play an active role. In order to become a major global player, we believe that we have to create a strong organization in which diverse human capital is connected towards one goal. We plan to achieve this by enhancing the systems that enable diverse human talent to play an active role and by strengthening the incorporation of the company purpose into each employee. In this context, we have established an “employee engagement score above the industry average” as an achievement indicator. We conducted the survey twice at ROHM Head Office, in FY2021 and FY2023, and at the Group companies around the World, and we are striving to improve issues.

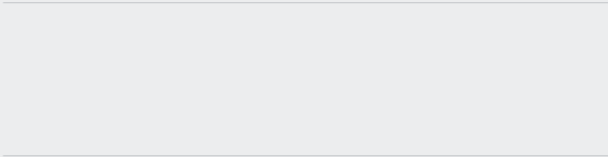
In the area of governance, we have increased the ratio of independent outside Board members, and from FY2022, outside directors have accounted for half of our Board members. We expect that the outside directors we have appointed this time will provide advice on how to realize management that integrates financial and non-financial aspects based on their rich experience in supporting business creation and support the creation of an environment in which diverse employees can take on new challenges.

ROHM Group will continue to actively invest in and promote initiatives that lead to sustainability management, thereby enhancing its intangible assets and building a solid foundation for growth. As a result, we will continue to generate CSV that fulfill the management axis of social value creation and corporate growth. Under this new sustainability management structure, the entire group will achieve its non-financial targets and, by extension, resolve sustainability priority issues, aiming to become a company that continues to be chosen by its stakeholders.

Koji Yamamoto
Member of the Board, Senior Corporate Officer,
in charge of SCM and Administration



ROHM Group's Sustainability



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, etc.) for the “goods” and “services” that a company supplies. At ROHM Group, we consider the satisfaction of both of these requirements to be the “quality of the company” and are striving to achieve this each day.



ROHM aims to correctly grasp changes in society and further improve “corporate 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.



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 is 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 10 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.



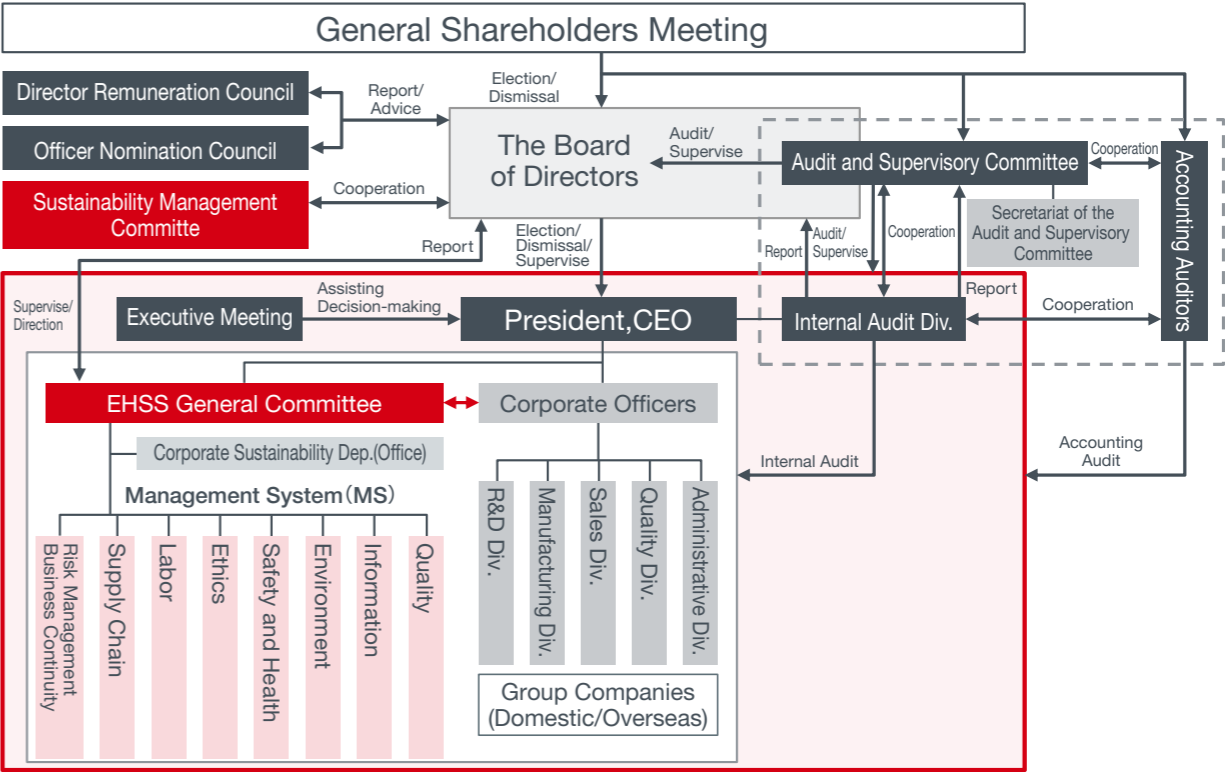
Sustainability Management

Sustainability Management System

ROHM Group has established the following management system to promote initiatives related to sustainability issues. Specifically, it consists of the Board of Directors, the Sustainability Management Committee, the EHSS General Committee, and eight management systems under the EHSS General Committee. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets. Furthermore, the Board of Directors incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

The EHSS General Committee consists of directors with executive authority, corporate officers with equivalent authority, business unit managers, and managers responsible for each management system. The EHSS General Committee oversees the eight subordinate management systems (Risk Management, Supply Chain, Labor, Ethics, Safety and Health, Environment, Information, and Quality), and regularly checks whether the PDCA cycle for each system is properly implemented. The results are reported to and discussed with the Board of Directors as appropriate. The Corporate Sustainability Department, which is the secretariat of the EHSS General Committee, oversees the EHSS management systems and is responsible for maintaining and improving the accuracy of sustainability management by checking whether each management system is being properly implemented through internal audits and other means.

In FY2023, the Sustainability Management Committee met once a month to discuss sustainability issues such as TCFD, governance enhancement measures, and indicators related to human capital.



Based on the above 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](#)

Sustainability Priority Issues

Background of Re-identification of Sustainability Priority Issues

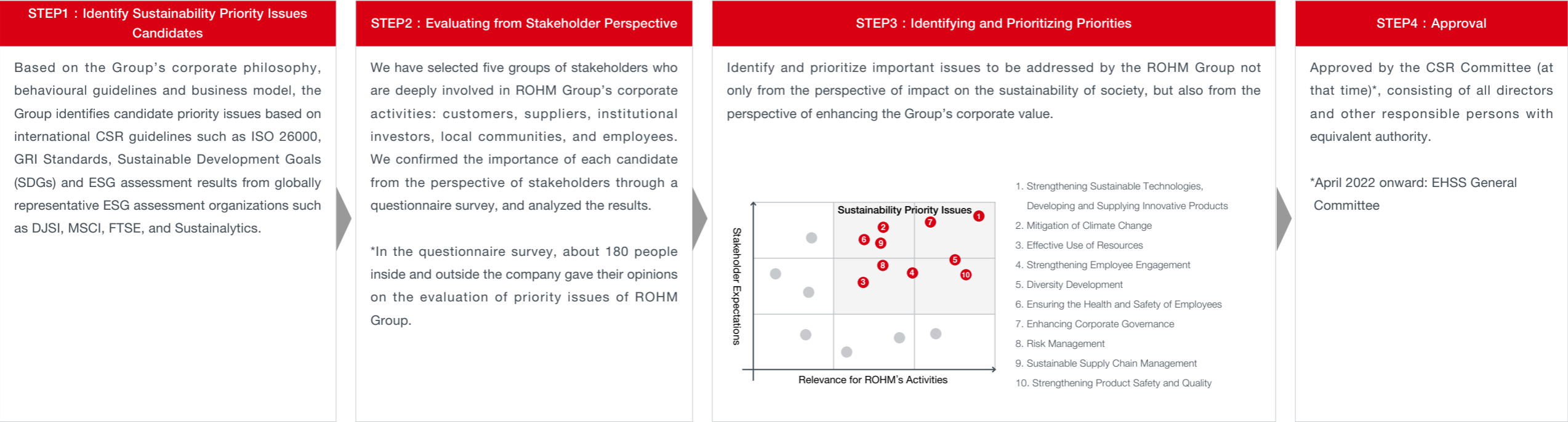
ROHM Group aims to solve environmental and social issues in the future and to be a company that continues to be chosen by stakeholders. In April 2021, we established the “ROHM Group Environmental Vision 2050” and declared our commitment to carbon neutrality and zero emissions.

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.

By working toward the achievement of the sustainability issues necessary to realize the ideal vision and the medium-term management plan, we will work toward sustainable growth for ROHM and society.

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

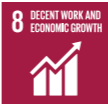

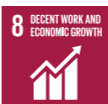

Sustainability Priority Issues

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	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>7AFFORDABLE AND CLEAN ENERGY</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	·Decline in sales due to stagnation in development of products that contribute to energy saving and miniaturization	·Rising 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
		·Intensifying competition in the development of energy-saving and compact devices	·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
		·Decrease in market share due to rise of competition including from emerging countries	·Increase in the number of electronic components installed due to the growing need for energy saving and the increasing sophistication of electronic devices.	·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		·The introduction of a mandatory GHG emissions reduction program and a carbon tax based on GHG emissions*. ·Adverse effects on the environment due to insufficient management of chemical substances	·Increased demand for electronic components due to the expansion of new vehicle sales in the xEV (electric vehicle) market. ·Expanding sales to the industrial equipment market, such as solar panels, due to the introduction of renewable energy*.	·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
					Reduction of energy consumption
					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 ·Creation of brand value as a company with advanced environmental measures	·Build a business foundation that leads to recycling-oriented management	Water resource consumption reduction
					Reduction of waste
					

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Employee Engagement		·Increased competition to secure human resources, sluggish retention rate ·Decline in human resource capacity due to delay in reforming the old personnel system and corporate culture	·Improve organizational strength by increasing employee engagement ·Attracting and retaining talented human resources ·Improve productivity by enhancing employee competence and autonomy	·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
					Enhancement of job satisfaction
Diversity Development		·Increased competition to secure human resources, sluggish retention rate ·Decline in human resource capacity due to delay in reforming the old personnel system and corporate culture	·Attracting and retaining excellent human resources ·Strengthen competitiveness by promoting diversity management	·Increase the number of human resources who can independently think about things from a broad perspective and create new value	Improve employee engagement scores
					Promote women's active participation
					

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Ensuring the Health and Safety of Employees	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div></div>	·Negative impact on employees due to occupational accidents and occupational illnesses	·Improve productivity by improving the working environment	·Realize a work environment in which employees can work safely and in good physical and mental health	Securing a safe workplace
		·Decreased employee engagement due to lack of improvement in the working environment			Promotion of health management
Enhancing Corporate Governance	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div>17PARTNERSHIPS FOR THE GOALS</div></div>	·Scandals due to violations of laws and regulations, corporate ethics, etc.	·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	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Risk Management	<div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>	·Increase in large-scale disasters (e.g., earthquakes, floods, typhoons, fires)	·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
		·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			

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Sustainable Supply Chain Management	<div>9</div> INDUSTRY INNOVATION AND INFRASTRUCTURE <div>12</div> RESPONSIBLE CONSUMPTION AND PRODUCTION <div>17</div> PARTNERSHIPS FOR THE GOALS	·Stable supply to customers due to outages or reduced capacity utilization of production bases	·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
		·Suspension of transactions with overseas companies or suspension of supply of materials such as rare metals due to changes in international conditions			Promotion of green procurement
		·Noncompliance due to human rights violations in the supply chain or procurement of banned substances			Promotion of CSR procurement activities

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Product Safety and Quality	<div>12</div> 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 FY2023	FY2023 Results	Targets for FY2024
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 *Updated from the original target of 470 billion yen or more to 600 billion yen or more	540 billion yen	467 billion yen	480 billion yen
Contribution by developing and supplying miniaturized products				
Contribution by developing and supplying products pursuing functional safety				

[Related Activities]

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 FY2023	FY2023 Results	Targets for FY2024
Reduction in GHG emission	Reduce GHG by 50.5% in 2030 compared to FY2018	15.0% or more (compared to previous year) 33.6% or more (compared to FY2018)	16.5% (compared to previous year) 34.9% (compared to FY2018)	Reduction of 1.0% or more from the previous year's result Reduction of 35.6% or more from FY2018 results

Theme	Targets (Target Year: FY2030)	Targets for FY2023	FY2023 Results	Targets for FY2024
Reduction of energy consumption	Reduce per-unit emissions by 45.0% by 2030 compared to FY2018	14.0% or more (compared to previous year) 47.2% (compared to FY2018)	Over 9.6% (compared to previous year) 44.5% (compared to FY2018)	Limit the increase to 6.9% over the previous year's result Reduction of 40.7% or more from FY2018 results
Promotion of Introduction of renewable energy	Promote the conversion to renewable energy with the aim of achieving a 100% introduction ratio by 2050	43.0% or more	43.0%	44.2%

[Related Activities]

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 FY2023	FY2023 Results	Targets for FY2024
Water resource consumption reduction	Water recovery and reuse rate by 5.5% compared to FY2019	Improve by more than 1.0% (compared to previous year) Improve by more than 1.9% (compared to FY2019)	Improved by more than 1.5% (compared to previous year) Improve by more than 2.4% (compared to FY2019)	Improve by more than 0.5% over the previous year’s result Improve by more than 2.9% over FY2019 results

Theme	Targets (Target Year: FY2030)		Targets for FY2023	FY2023 Results	Targets for FY2024
Reduction of waste	Aim for zero emissions (recycling rate of 99.0% or more) on a consolidated basis in Japan and overseas	Japan Consolidated	Zero emissions	Zero emissions achieved	Maintain zero emissions
		Overseas consolidated	95.0% or more	95.8%	95.0% or more
		Domestic and Overseas	Over 98.0%	98.5%	98.0% or more

[Related Activities]

Sustainability Priority Issues

Strengthening Employee Engagement

[Background and Challenges for Activities]

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.

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Foster a corporate culture that creates challenges	Establish a system to train world-class next-generation leaders and professionals	Expanding the scope of the job-based personnel system to provide more strategic and competitive treatment	<div>·Introduced a remuneration system for certain levels of employees that benchmarks not only internal hierarchy and fairness, but also external remuneration levels</div> <div>·Introduction of programs to send students to MBA (Master of Business Administration)</div>	Developing next-generation leaders through global trainee programs and MBA (Master of Business Administration) programs that enable employees to think from a global perspective and challenge the unknown

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	Introduction of GLTD (Group Long Term Disability Insurance)	Completed introduction of GLTD (Group Long-Term Disability Income Compensation Insurance)	With the keyword “subjective view of health” (≒”Creating one’s own health”), we will develop health maintenance and promotion activities that maximize performance, rather than merely promoting health.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Enhancement of job satisfaction	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Expand the scope of the job posting system, introduce referral recruitment, and increase the number of foreign nationals.	·Job posting system: Approximately 50 employees were transferred to the department of their choice. In addition, transfers to overseas group companies were also possible. ·Referral hiring: Some employees were hired using referrals. ·Human capital from overseas: Transferring employees from overseas group companies.	Maximize organizational performance by establishing a structure to support the resolution of human resource issues at each headquarters.
	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	Collect data across the Group and deploy the HR core system to Group companies, including those overseas	[Group Consolidated] Completed implementation of human resource management systems for two domestic group companies and one overseas group company.	[Group Consolidated] Collecting employee career plans in the core human resources system and converting relevant information into data

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Improve employee engagement scores	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Improve the engagement score at the Head Office	The second engagement survey was conducted at the Head Office. The Sustainable Engagement Score was 75, down one point from the previous survey.	[Group Consolidated] Consider and implement measures to further improve engagement in anticipation of the third Head Office and the second group company in 2025

[Related Activities]

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 FY2023	FY2023 Results	Targets for FY2024
Promote women’s active participation	Increase global female manager ratio to 15.0% by 2025 and to 20.0% by 2030	12.9%	13.0%	13.7%

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Global capacity development and personnel allocation	①Establish a human capital development system for ROHM Group	Expand selective training programs and expand them to some domestic Group companies as opportunities for employees to actively, selectively, and self-deterministically develop their careers	[Group Consolidated] The number of participants more than doubled from the previous year to about 1,300, thanks to the expansion of elective training programs. Some of the programs were open to participation from domestic Group companies, and about 70 of the total participants came from domestic Group companies.	[Group Consolidated] Provide career paths for growth-oriented employees and motivate them to realize life and career plans through their work

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Global capacity 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	In addition to the deployment of the HR Core System to overseas Group companies, begin to build a foundation for human capital information disclosure by establishing common management items.	<div>[Group Consolidated] Started system packaging with a view to expanding to overseas group companies.</div> <div>Common management items: Common management items are set up at locations where the system is installed, contributing to the understanding of personnel data.</div>	<div>[Group Consolidated] Collecting employee career plans in the core human resources system and converting relevant information into data</div>

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Global capacity development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Update selection, dismissal, compensation, and contract management of group company directors from a governance perspective	<div>[Group Consolidated] Conducted job evaluations and prepared job descriptions for global executive positions</div>	Visualize career paths for employees aiming to become global leaders based on the “Succession Survey” and “Next Generation Selection Program” at the Head Office

[Related Activities]

🕒 Women’s Active Participation

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 FY2023	FY2023 Results	Targets for FY2024
Securing a safe workplace	Achieve and maintain “0” in the number of lost time accidents in ROHM Group	“0” lost time injuries	Number of Accidents resulting in 4 or more days of absence: 5	Number of Serious accidents*: 0 *Cases in which it is judged that there is a possibility of death or physical loss or disability, and cases in which hospitalization is required.

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Promotion of health management	①Establish a ROHM Group-wide health management promotion system	Promote health management at group companies in Japan	[Group Consolidated] Declaration of health and productivity management and policy deployment to domestic group companies	[Group Consolidated] Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.
	②Improved health through Health Up Challenge 7 (65% or more of employees complete at least four items)	Employees who achieved at least two of the three key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 10.0% or more compared to the previous year.	The number of employees who achieved 2 or more of the 3 key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 12.6% (from 63.0% to 75.6%) compared to the previous year.	Health Up Challenge 7*1 Improvement of Sleep and Exercise Being well rested from sleep: 48.4% or more regular exercisers: 72.0% or more

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Promotion of health management	③Address presenteeism by improving mental and physical health	Promote health maintenance and initiatives to address presenteeism*2.	Calculated labor productivity loss rate due to presenteeism*2 while implementing initiatives to maintain and promote health (36.2%)	Improved the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%)

*1 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.

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

[Related Activities]

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 FY2023	FY2023 Results	Targets for FY2024
Secure diversity of the Board of Directors	Increase the female or foreign national officer ratio at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors	Maintained 23% in total ·Percentage of female directors: 15% ·Percentage of non-Japanese directors: 8%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
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	Maintain or increase the percentage of independent outside directors on the Board of Directors	54%	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value
	②Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Conduct a comprehensive review of the balance and level of the compensation structure, including the directors' shareholding ratio and the holding period of the company's shares	Continued director remuneration council discussions on the structure of remuneration and the form of Board members' hold of the Company's shares	Continued comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to provide support by an external organization for the effectiveness evaluation	The target was achieved in FY2022 with the start of the introduction of external institutional evaluation. In order to further improve the effectiveness of the evaluation, the use of an external organization will be continued in the effectiveness evaluation to be conducted in March 2024.	Continue to utilize support from external organizations in the effectiveness evaluation, and improve quality, not only by reviewing questionnaire methods and question content, but also by considering how to utilize external organizations

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to provide support by an external organization for the effectiveness evaluation	In addition, the scope of support will be expanded to the stage of setting evaluation questionnaires to ensure further transparency and objectivity in the evaluation results	Continue to utilize support from external organizations in the effectiveness evaluation, and improve quality, not only by reviewing questionnaire methods and question content, but also by considering how to utilize external organizations

[Related Activities]

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 FY2023	FY2023 Results	Targets for FY2024
Strengthening BCM system	Strengthen BCM system through company-wide risk management	<div>·Continuation of activities implemented in FY2022</div> <div>·Build a more robust risk management system in coordination with each management system of the EHSS General Committee</div> <div>·Implement initiatives to raise awareness of fire and disaster prevention among all employees</div> <div>·Establishment of a fire risk assessment system to prevent fires</div>	<div>·The Risk Management and BCM Committee, which meets quarterly, identifies and evaluates the Group's risks and confirms the status of countermeasures, and reports on major risks to the EHSS General Committee, which meets half-yearly.</div> <div>·Monitoring of signs of risk occurrence and progress of countermeasures.</div> <div>·Conducted BCM training based on the assumption of the Nankai Trough earthquake, identifying issues in the event of a disaster and linking this to the update of the BCP.</div> <div>·Conducted remote risk surveys focused on fire and water damage at major domestic and overseas manufacturing locations in Japan to confirm the status of fire and water damage risk response</div> <div>·Visited domestic and overseas group companies to conduct internal audits on fire and disaster prevention</div> <div>·Clean Room Fire Risk Assessment formulated to strengthen fire prevention activities for production equipment was deployed to ROHM Group's domestic and overseas manufacturing sites and put into operation.</div> <div>·Gathering information, monitoring, and implementing countermeasures to respond to heightened geopolitical risks</div>	<div>·Continuation of activities implemented in FY2023</div> <div>·Updating the Group's risk management regulations to the latest status</div> <div>·Conduct Nankai Trough earthquake simulation drills at domestic group companies</div> <div>·Create and deploye the Three Fire Risk Assessments as a group-wide tool to strengthen fire prevention activities not only for production equipment, but also for major electrical equipment and high temperature equipment in production areas, ancillary areas, and other workplaces</div>

[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 FY2023	FY2023 Results	Targets for FY2024
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	80.0% (Consolidated)	87.5%	90.0%
	② 100% survey of manufacturing sites of Tier-1 suppliers	60.0% (Consolidated)	87.5%	90.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Strengthening BCM System	③100% prior agreement rate for emergency response of critical suppliers	60.0% (Non-consolidated)	71.0%	80.0%
Promotion of green procurement	Environmental management system self-evaluation pass rate 100%	96.0% (Consolidated)	92.8%	96.0%
Promotion of CSR procurement activities	90% or more of purchases from suppliers with CSR Self-Assessment result of B or higher	80.0% (Consolidated)	80.6%	85.0%

*Targets ① and ② were established on a non-consolidated basis until FY2022, and the scope of targets was revised to include group-level targets starting in FY2023.

[Related Activities]

Sustainability Priority Issues

Strengthening Product Safety and Quality

[Background and Challenges for Activities]

The basic philosophy of “We always place quality first” is the foundation of ROHM’s manufacturing (MONOZUKURI). We state that “quality” represents customer satisfaction. Therefore, ROHM Group pay careful attention to develop new products, production systems, the purchase of raw materials, and to all manufacturing processes. Moreover, we strive daily to ensure all staff from sales to administrative department, adhere to the corporate objective of “quality first”. Based on this basic philosophy, ROHM Group will strive to improve not only product safety, but also customer satisfaction.

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Establishment and consolidation of quality assurance system through front loading	Quality Satisfaction Score +10.0% Improvement (compared to FY2020)	Overall score: 5.0% improvement	·Overall score from customers: 4.5% improvement ·Rate of “satisfied” and “somewhat satisfied” responses: 7.0% improvement (Reason: Improvement of “automotive response” and “change application” scores. The improvement activities that we have been focusing on are showing results)	Overall score: 7.5% improvement
Realizing Proper Quality from the Customer’s Perspective			·The response rate for “unsatisfactory” and “somewhat unsatisfactory”: worsened by 0.6%. *All three items above are calculated from FY2020 figures	

[Related Activities]

 Approach to Quality

Sustainability Priority Issues

Communication with Stakeholders

The main stakeholders of ROHM Group are customers whom our products and services are provided to; and all those individuals from the society such as shareholders, investors, employees, and suppliers who have direct stake in the functioning and performance of a company.

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Customers	Ensure product qaulity	Contact our support team through the official website
	Disclose relevant information of products	Exhibition
	Improve customer satisfaction	Product information session
	Meet potential requirements of customers	Customer satisfaction survey
		Exchange of information during customer visit
Business partners	Conduct 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 Audit
		CSR Procurement Self-Assessment (CSR Questionnaire))
		Compliance Hotline for suppliers

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Employees	Ensure labor, safety and hygiene issues in the workplace	Internal Online Portal Site
	Respect for human rights and eliminate discrimination	Internal magazine
	Human resources and talent development	Employee survey
	Respect for diversity	Internal whistleblowing system (Compliance Hotline)
		Agreement with labor union
Shareholders and investors	Appropriate and fair profit returns	Shareholders' meetings
	Respect shareholders' voting rights	Briefing of financial results from President and Board of Directors
	Disclose relevant and fair financial information	Visit overseas investors

Sustainability Priority Issues

Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Shareholders and investors	Promote global IR activities	Conferences and technology seminars held by stock and securities company for Institutional investors
		Company briefing for individual investors
		Annual Financial Report
		Official IR Website
Society and local communities	Leverage individual's skills and experiences that contribute to the society	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



Holding of Organizational Culture Committees

Dialogue with Business Partners



Partners Meeting etc.

Dialogue with Local Societies and Community



Dialogue with Local Societies and Community



Business Trips for Education Activities, etc.

Participation in Initiatives, External Evaluation

Participation in Initiatives

ROHM Group has the company mission is “Quality is our top priority. Contribute 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 an 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.



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.



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

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 21 consecutive years.

MSCI ESG Leaders Indexes



MSCI ESG Leaders Indexes are developed by MSCI in the United States, and are global indexes that select companies with outstanding initiatives in the areas of environment, social and governance (ESG). ROHM was selected for inclusion in the MSCI Japan ESG Select Leaders Index, which is composed of Japanese companies with high ESG ratings.

In addition, ROHM Group received an AA rating in the ESG rating conducted by MSCI in FY2023. MSCI is unique in that it conducts its evaluations based on the characteristics of the industries of the companies subject to ESG evaluation, narrowing down the ESG issues that are of high importance.

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

FTSE Blossom Japan Index



FTSE Blossom Japan Index

ROHM has been selected as a component of the FTSE Blossom Japan Index, a new ESG investment index developed by FTSE Russell in 2017, for the seventh consecutive year.

FTSE Blossom Japan Sector Relative Index



FTSE Blossom Japan Sector Relative Index

ROHM has been included in the FTSE Blossom Japan Sector Relative Index. The FTSE Blossom Japan Sector Relative Index is designed to be sector-neutral, reflecting the relative performance of Japanese companies that excel in environmental, social and governance (ESG) performance in their respective sectors.

In order to facilitate the transition to a low-carbon economy, only those companies with particularly high greenhouse gas emissions that are recognized for their improvement efforts by the TPI Management Quality Score are included.

Participation in Initiatives, External Evaluation

MSCI Nihonkabu ESG Select Leaders Index

ROHM has been selected as a constituent of the MSCI Nihonkabu ESG Select Leaders Index, a leading ESG investment index provided by MSCI and used by the GPIF.

The MSCI Nihonkabu ESG Select Leaders Index is an ESG investment index created by MSCI. As of January 2024, 516 companies have been selected for inclusion in the index.

2024 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS 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.
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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.

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

Selected as a Sustainability Yearbook Member by S&P Global



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 2024, 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. This year, more than 9,400 companies in 62 industries were evaluated.

Selected for A List, the Highest Rating in CDP’s “Water Security Survey”



In a survey on water resource management conducted by CDP (headquartered in the United Kingdom), an international environmental non-profit organization, ROHM was selected for CDP Water Security A List, the highest rating possible, for three consecutive year, and recognized as a leading company in sustainability. CDP surveyed over 23,000 companies worldwide and rated them on a scale of A to D- based on how effectively they are addressing issues such as climate change, deforestation, and water security. In the category Climate Change, we received a Leadership Level A- (A minus) rating for our advanced activities.

Silver Rating in EcoVadis Sustainability Assessment



ROHM has been awarded the rank of “Silver” in the 2023 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 130,000 organizations and companies in 175 countries and 220 industries in four areas: environment, labor and human rights, ethics, and sustainable resource procurement.

Certified as Health & Productivity Management Organization



ROHM has been certified as a Certified Health and Productivity Management Organization - White 500 by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi for the seventh consecutive year. This is a program that honors companies, such as large corporations and small and medium-size enterprises, that are practicing particularly excellent health management based on health promotion efforts promoted by the Health Council and Nippon Kenko Kaigi.

Ranked of 4.5 stars in the 11th Quality Management Level Research”

In the 11th “Quality Management Survey of Companies” conducted by the Japan Federation of Japan Science and Technology, ROHM was awarded 4.5 stars, which is the top overall evaluation. The “Corporate Quality Management Survey” is a survey conducted once every two years by the Japan Federation of Japan Science and Technology since 2004 with the support of Japan Keizai Shimbun, mainly in the manufacturing industry, with the aim of reaffirming the importance of “quality” in industry.gain

Participation in Initiatives, External Evaluation

Acquisition of “Certification from Association for Business Innovation in harmony with Nature and Community” from ABINC



ROHM has been highly praised for its biodiversity-friendly environmental conservation efforts in the vicinity of our Head Office, and obtained the certification from Association for Business Innovation in harmony with Nature and Community(ABINC)*1.

ABINC certification is a system that began in 2014 to evaluate and certify biodiversity-friendly efforts in the creation, management, and use of green spaces in accordance with the Guidelines for Promoting Biodiversity in Business Sites developed by general corporations and Japan Business Initiative for Biodiversity (JBIB)*2.

- 🔗 *1.Association for Business Innovation in harmony with Nature and Community(ABINC)
- 🔗 *2.Japan Business Initiative for Biodiversity (JBIB)

Acquisition of Green Certification by ROHM’s Head Office from the Organization for Landscape and Urban Green Infrastructure



SEGES is a system that objectively evaluates and certifies the excellent efforts of companies and other organizations that contribute to society and the environment through activities to protect and nurture greenery. ROHM’s Head Office factory has been continuously certified as “Excellent Stage 2” since March 2021 in the SEGES*1 Green Certification under the Green Development Ranking Division. In March 2024, the certification label was upgraded to “Excellent Stage 3” in recognition of creating a cohesive green space with a strong local identity and strengthening environmental communication with the local community. The “Excellent Stage 3” evaluation received by ROHM is the second highest of the five levels of certification.

- 🔗 *1.SEGES
- 🔗 *2.Organization for Landscape and Urban Green Infrastructure

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
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
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

Year	Award contents
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.
2019	“Quality Excellence Award” from Stanley Electric for its quality of delivery in 2018.
2019	“Quality and Delivery Excellence Award” by Power Supply Technology.
2018	Certified as “Best Supplier” by Pioneer.

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

ROHM's CSV

CSV Initiatives

ROHM’s Development and Technology Strategies for Attaining SDGs - Contribution to the World by Utilizing Technologies

ROHM Group has been actively engaged in CSV activities to help solve social issues in order to contribute to the achievement of the SDGs, which are common global goals.

To contribute to society through our products, we have been supplying innovative products with the keywords of energy saving, miniaturization, safety, and comfort. In recent years, we have been providing many key devices for a wide range of fields, including the automotive market, where technological innovation is progressing, as well as the industrial equipment and IT equipment markets. We will continue to aim to solve social issues based on our three CSV strategies.

Medium-Term Targets and Achievements

ROHM has identified “Strengthening Sustainable Technologies, Developing and Supplying Innovative Products” as an important issue for achieving the medium-term management plan launched in 2021, and has set it's 2025 target. We will continue to work toward the sustainable growth of society and ROHM Group.

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.

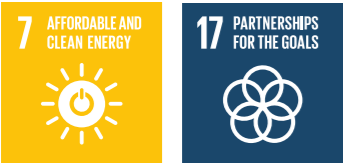
Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Contribution by developing energy-saving products and supplying them to the market	Achieve sales amount of 600 billion yen or more* with sales as the total amount of social contribution *Updated from the original target of 470 billion yen or more to 600 billion yen or more	540 billion yen	467 billion yen	480 billion yen
Contribution by developing and supplying miniaturized products				
Contribution by developing and supplying products pursuing functional safety				

[Related Activities]

CSV Initiatives

[CSV Strategy 1] Pursuing Lower Energy Consumption

Realization of large-scale power saving through development of devices
~ Development of devices with the lowest energy consumption in the world and introduction of such devices onto the market ~



Social Issues : Increased Energy Consumption Stemming from a Rise in Population Has Exceeded the Earth's Bio-capacity

The management resources of a company are generally said to be “people, goods, money, and information,” but the foundation of these management resources is the natural capital, the global environment. The world’s population is expected to increase rapidly from 6.9 billion in 2010 to approximately 8.5 billion in 2030. This population is expected to increase rapidly to approximately 8.5 billion by 2030. If this growing population were to use the same level of energy as today’s developed countries, it would require three to five Earths to secure the capacity to process that energy. Therefore, reducing CO₂ emissions produced by human activities and reducing the burden on the earth are social issues that must be addressed in order to create a sustainable society and company.

ROHM Group believes that replacing the energy used itself with renewable energy and curbing CO₂ emissions, as well as promoting technological development to further reduce power consumption in the products we bring to market as a semiconductor manufacturer, will lead to solutions to energy problems.



ROHM’s Efforts : Development of Power Devices that Contribute to Energy Conservation

It is believed that half of the 20 trillion kWh of global electricity consumption is used for “motors”, and if we could improve the efficiency of all motors by 10%, we could reduce 1/3 of all nuclear power plants in the world. Furthermore, the key to the remaining power consumption is the “power supply”. In various electronic devices, a loss of 5 to 20% is generated at every minute voltage conversion, and improving the efficiency of this loss is also a major issue. Semiconductors called power devices and power supply ICs play an important role as devices to improve the efficiency of these “motors” and “power supplies”. ROHM will contribute to solving the world’s energy problems by providing the world’s most advanced devices, including SiC devices.



SiC Power Devices that can Lead to Substantial Power Saving

Compared to conventional silicon (Si) power devices, silicon carbide (SiC) power devices have lower operating loss, high-speed operation, and excellent high-temperature characteristics. ROHM has been leading the industry in the development of SiC MOSFETs since 2010 and the world’s first full-SiC power module since 2012. Currently, these SiC power device products are widely used in automotive and industrial equipment, demonstrating their effectiveness and contributing to energy conservation and miniaturization in society. ROHM will continue to contribute to the miniaturization and high-efficiency of various motors and inverters by providing total solutions that combine the world’s most advanced SiC power devices, control ICs such as gate drivers that maximize the device performance, and module technologies. We will continue to contribute to the miniaturization and high efficiency of various motors and inverters.

CSV Initiatives

[Voice of the Person in Charge]

ROHM’s ability to make proposals that help customers solve problems

In the pursuit of achieving carbon neutrality, demand for SiC power devices, which contribute to miniaturization and energy savings, is increasing, especially for EVs. SiC power devices using new materials are different from conventional Si devices in terms of usability, and problems that customers have never experienced before may occur. To minimize such problems, we offer proposals based on an understanding of the customer’s needs, including the characteristics of the power device, how it will be used in the application, and how it will be driven to help customers who are adopting SiC devices for the first time to proceed with their evaluations without any problems. ROHM has a large lineup of not only power devices but also ICs that drive devices and general-purpose components and we are proud of our strength in proposing solutions by combining these products and technologies.



Ryo Fuchizaki
Group Leader
FAE3 Division
System Solution Engineering eadquarters

Developing Products that are Better for the Environment and Society

I am working on a module proposal that integrates components from various fields and considers the design of the customer’s product. SiC, which ROHM is currently focusing on, is a product that truly embodies ROHM’s environmental vision, as it is characterized by its ability to significantly reduce power loss and increase the efficiency of power conversion, with data showing that power loss has been reduced by up to 50% in DC/DC converters for solar power generation. I am currently developing SiC molded modules for main engine inverters for electric vehicles. I am also conducting quantitative evaluations to see how much the performance of the inverter improves when ROHM’s SiC is used in comparison to SiC. I am proud of the fact that what I am making is for the betterment of the environment and society, and I take pride in my work.



Kotaro Shibata
Engineer
Package Development Division
Power Discrete Business Unit

CSV Initiatives

Promoting Development to Further Improve Safety of Lithium-Ion Batteries

In a world aiming for carbon neutrality, the battery market is expected to expand further with the spread of battery reuse., and the safety requirements for lithium-ion battery monitoring LSIs are increasing more than ever. In order to maximize the performance of lithium-ion batteries, customers are demanding lower current consumption, highly accurate measurement of remaining battery capacity, and enhanced protection functions.

Currently, in order to achieve even higher accuracy and lower cost of remaining capacity measurement, we are developing a battery monitoring LSI that combines the design technology cultivated in LAPIS Miyazaki’s high-voltage process with ROHM Hamamatsu’s process, which has a lineup of high-performance, high-voltage elements. We also hold regular technical exchange meetings with our customers and make technical proposals to solve their problems. Recently, we have been evaluating the validity of battery degradation measurement methods, and have proposed battery degradation prediction incorporating ROHM’s new technology, and are considering its realization while reflecting customers’ opinions. In addition to improving the functionality of its products, Lapis Technology has been promoting the qualification of its engineers as functional safety engineers for several years.

Through these efforts, we will contribute to further improvement of lithium-ion battery safety by expanding our battery monitoring LSI product lineup and enhancing its functions.



Hiroyuki Kikuta
Group Leader
LSI Business Unit
ASSP Division
Lapis Technology Co., Ltd.

* This interview was originally published in the ROHM Group Integrated Report 2023.

CSV Initiatives

[CSV Strategy 2] Pursuing Smaller Size of Products

Reduction of raw material usage through device development
~ Develop and bring to market optimized, high-efficiency devices ~



Social Issues : Limited “Underground Resources”

The technology required to maintain and further develop our current lifestyle is supported by devices and machines that use electronic components. At present, these electronic components, devices, and machines are made from natural underground resources, and the limited mining potential of each underground resource is a serious problem that is not being addressed. As a company, ROHM Group not only recycles and reuses waste in order to make effective use of limited resources, but as a semiconductor manufacturer, we also believe that the development of technologies to reduce raw materials used and waste itself will lead to solutions to social issues.



ROHM’s Efforts : Reduction of Raw Material Usage by Developing and Bringing to Market Optimized, High-efficiency Devices

Power devices, which play an important role in power saving, can further enhance performance at the system level by matching their characteristics and specifications with analog ICs (control ICs and driver ICs). ROHM has developed a number of analog ICs that maximize the performance of various power devices, mainly SiC devices, and can provide optimal solutions for your system. In addition, by integrating these power devices and analog ICs into a single package or a single chip, it is possible to achieve further miniaturization and higher efficiency in addition to the performance provided by conventional devices. ROHM is committed to minimizing the burden on the global environment by contributing to the reduction of materials and waste through the miniaturization and weight reduction of systems with optimized, high-efficiency devices.



Compact, High-efficiency Power Supply IC with Built-in SiC Power Device

In 2019, ROHM will be the first in the world to mass produce an AC/DC converter IC with built-in SiC MOSFET, which combines a SiC device and control IC in a single package. Compared to the conventional Si device and control IC component configuration, this product not only dramatically improves efficiency by extracting the performance of the SiC device, but also reduces the number of components to 12 in total and the heat sink to only one. In addition, the product eliminates the need for inter-component coordination and improves reliability, contributing to the dramatic miniaturization, higher reliability, and power savings of industrial equipment.

CSV Initiatives

[CSV Strategy 3] Pursuing Security and Safety

Contribution to realizing a society without traffic accidents caused by products
~ Development of products focused on functional safety and introduction of such products onto the market ~



Social Issues : The Number of Traffic Accidents Remains High

While the number of automobiles produced and the rate of automobile ownership increase, the number of deaths from traffic accidents worldwide has decreased by 5% since 2010, to approximately 1.19 million people per year (according to a survey conducted by the WHO in 2023) due to advancements in automobile technologies. As the main cause of many of these fatal accidents is human error, including legal violations, there is a strong need for further safety measures and technological innovations to achieve autonomous driving as soon as possible.



ROHM Group believes that contributing to the development of technologies that will create automobiles that do not cause traffic accidents will solve social issues and create a car society where everyone can drive with peace of mind.

ROHM’s Efforts : Contributing to technological Innovation in Automobiles by Providing a Stable Supply of High Quality Products with safety in Mind

Since its foundation, ROHM has contributed to the automotive market by adopting a “vertically integrated” system in which all processes from development to manufacturing are carried out within the group under the corporate objective of “quality first,” creating high quality in all processes, realizing reliable traceability, and optimizing the supply chain. In recent years, technological innovations represented by ADAS (Advanced Driver Assistance Systems) and automated driving have accelerated, and to ensure the safety of automobiles, it is necessary to achieve safety targets at the level of semiconductors that make up in-vehicle components.

Against this backdrop, ROHM was one of the first semiconductor manufacturers to obtain ISO 26262 development process certification, the functional safety standard for automobiles, in 2018, and in 2021 launched the “ComfySIL™” brand to contribute to the safety, security, and comfort of society through products that support functional safety. ComfySIL™ brand to contribute to the safety, security, and comfort of society through products that support functional safety. As the role of electronic components in automobiles continues to increase, we will strive to create even safer products and contribute to the realization of a safe, secure, and environmentally friendly automotive society through our products.



CSV Initiatives

Providing Solutions for ADAS Camera Systems for Functional Safety



In ICs installed in ADAS camera systems for safety, it is natural to enhance the performance and reliability of ICs, but it is also important to take measures to prepare for possible failures at the semiconductor level in order to build safer systems.

ROHM has developed power supply ICs and communication ICs that are compatible with “functional safety”, which clarifies the risks associated with failures and ensures an acceptable level of safety in the event of a malfunction. In addition to excellent performance aspects such as low power consumption and low noise, these products monitor whether the system and ICs themselves are operating properly, and have functions to notify abnormalities in the event of a failure, thereby contributing to the evolution and safety improvement of ADAS camera systems.

[Voice of the Person in Charge]

Products that Contribute to the World, Saving Energy and Reducing Size

For nearly 10 years since I joined ROHM, I have been involved in the development of power supply LSIs for LCD TVs. Since then, I have shifted to the automotive field, which is currently ROHM's focus, and have been proposing solutions for power supplies that lead to ADAS and automatic driving for automobiles, mainly to major manufacturers in Japan and Europe. I find it really interesting to be involved in the development of such cutting-edge technologies and to be able to develop them together with client companies.

For automotive applications, we have recently released power supply LSI and communication LSI products for cameras, which have enabled us to save 10% energy compared to conventional products. In addition, the miniaturization of the product and its surrounding components has made it possible to use only one substrate, whereas two substrates were previously required to mount various components in an in-vehicle camera module, which is now as small as 20 mm x 20 mm. We have also been able to contribute to the price reduction necessary for the product to be widely used in the world.

We will continue to engage in dialogue with our customers to discover technologies that contribute to the world and to commercialize them.



Shinji Kawata
Manager
Power Management LSI Division
LSI Business Unit

Environmental Management

Environmental Management

Our Basic Policy

To be in harmony with the natural environment refers to a state in which there is a good balance between economic activities and the regenerative and purification abilities of nature. Business activities based on this idea are the activities for the achievement of a sustainable society.

ROHM Group will continue to undertake the conservation of the global environment through eco-friendly products, the reduction of the environmental impact of its production activities, the effective utilization of resources and other green initiatives.

Environmental Policy

We shall always give due consideration to the conservation of the global environment and contribute to the healthy existence of humankind and the permanent prosperity of the company.

1. In order to realize a sustainable society, we engage in environmental conservation activities while promoting the effective use of resources, and taking into consideration the prevention of environmental pollution and biodiversity
2. In order to improve our environmental performance, we ensure the operation of a series of environmental management systems for setting environmental targets, carrying out implementation plans, monitoring and evaluating our environmental performance, and continuously improve our issues.
3. We contribute to the solution and alleviation of social issues such as environmental problems by developing environmentally friendly products that help our customers save energy and miniaturize their products.
4. In order to pursue the minimization of environmental impact through a series of business activities from development to procurement, production, distribution, and sales, we make effective use of energy, raw materials, and water resources while reducing emissions of greenhouse gases, wastes, and water as well as ensuring management of chemical substances contained in materials and sub-materials.
5. We strive to nurture employees who care about the living environment and the global environment, and to educate all concerned.

6. We comply with domestic and international environmental laws and regulations, regional agreements, and the customer requirements to which we have agreed.
7. We appropriately disclose environmental information and contribute to the local environment, and work in partnership and collaborate with stakeholders.

June 19, 2023
ROHM Co., Ltd.
Executive Officer, Module Business Unit Director
Tetsuhiro Tanabe
(Environmental Management Supervisor, ROHM Group Top Environmental Management)

※The Environmental Policy has been approved by the corporate officer in charge of environmental management and afterwards by the Board of Directors.

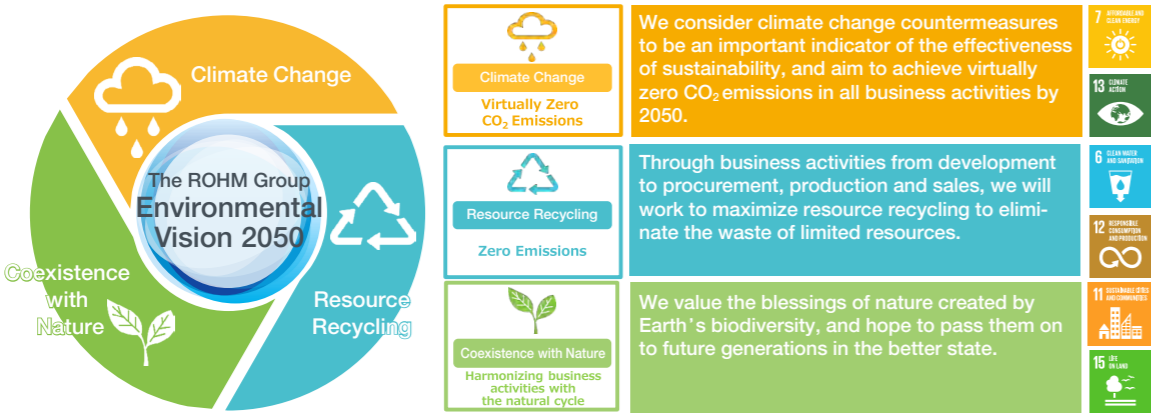
Environmental Management

The ROHM Group Environmental Vision 2050

The international community and the governments have issued strong guidelines for a carbon-free society, such as the Paris Agreement that states that the average global temperature rise should be kept below 2 °C above the pre-industrial levels, and the 2050 Carbon Neutral. Looking at society, problems such as climate change, resource depletion, and biodiversity loss are becoming more serious. Planetary boundaries that objectively assess the impact of human activities on the Earth's system show that climate change, biodiversity loss, and chemical pollution go beyond acceptable levels. It is clear that the negative impact of economic activities on the planet has already reached levels that threaten the safety of human society.

ROHM has been promoting the reduction of environmental impact through its business activities and products in accordance with its corporate philosophy and environmental policy.

Based on the above situation, we set up the ROHM Group Environmental Vision 2050 in 2021 in order to make a strong commitment to pass on the global environment to the next generation in a better condition. We have set three important themes - climate change, resource recycling and coexistence with nature, and have also formulated the “2030 target”, which is an intermediate step.

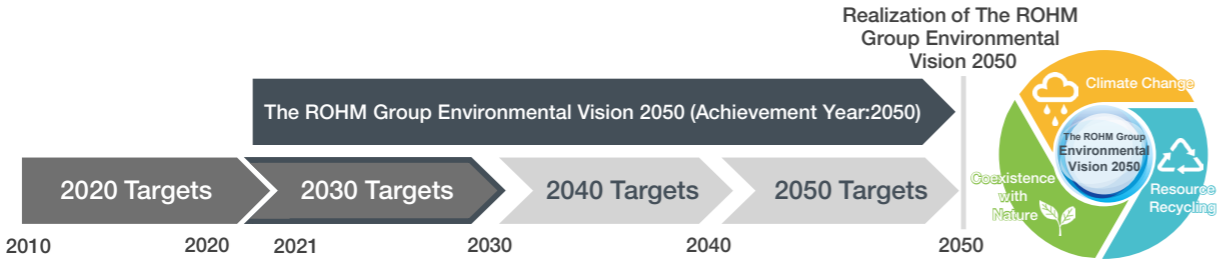


Climate Change	<p>Climate change is one of the most important social issues that the global society is facing. The Paris Agreement requires to keep the global average temperature increase well below 2 °C above the pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5 °C.</p> <p>At the same time, balancing greenhouse gas (GHG) emissions and absorption in the second half of this century to realize a carbon-free society is also an important theme for companies. To realize a carbon-free and low-carbon society, the role of semiconductors, ROHM's main product, is becoming increasingly important, and the efficiency improvement of motors and power sources, which are said to account for most of the world's electricity consumption, is a major mission for ROHM.</p> <p>In addition to contributing through these products, it is also important to reduce the environmental impact of all business activities such as the production process.</p> <p>ROHM recognizes climate change countermeasures as an important management issue, and will work to build an environment-friendly business structure by promoting energy conservation and the introduction of renewable energy in all business activities.</p>
Resource Recycling	<p>Mineral resources, which are also raw materials for semiconductors, are used in a wide variety of fields such as communication equipment and precision machinery and are indispensable for human life. Due to the remarkable progress of society, the mining and use of these resources has continued to expand rapidly in the last 40 years, and the material footprint per capita in the world increased from 8.26 tons in 2000 to 12.18 tons in 2017. We are facing the problem of exhaustion. Some resources will be mined and used up in less than 100 years. Therefore, effective use of resources and resource conservation are important issues for ROHM's business activities. Water, one of the natural capitals, is also the most important resource for our corporate activities. As global warming progresses, there are concerns about procurement risks due to droughts and the seriousness of disasters caused by floods around the world. If effective measures are not taken, the supply and demand for freshwater resources is expected to become increasingly tight. Recognizing the impact of business activities on the environment, ROHM is working on resource recycling as much as possible, reducing waste and improving water recycling rates in order to reduce the waste of limited resources throughout its business activities.</p>

Environmental Management

Coexistence with Nature	Biodiversity is a source of various resources for us people, such as food, lumber for paper and building materials, water, and the atmosphere. At COP25 (25th Conference of the Parties to the Framework Convention on Climate Change) held in December 2019 to discuss measures to prevent global warming, it was reported that about 20,000 species of wild animals had become extinct during about 20 years from 2000. If no action is taken and ecosystems continue to be lost due to deforestation, environmental pollution by chemical substances, and global warming, it is expected to have many negative effects, including floods, droughts, poor food harvests, poor fishing and worsening climate change. ROHM aims to be in harmony with the natural environment, deeply recognizing that we are blessed by the biodiversity of the Earth. Specifically, we will thoroughly manage product chemical substances and carry out biodiversity conservation activities throughout the Group to promote the creation of a global environment that will be passed on to the next generation.
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In order to accelerate our efforts to realize the above vision, ROHM is also participating in international environmental initiatives. Toward 2050, the target year, ROHM will make steady progress toward the goal while setting mid-term environmental targets in stages.



Promotional System

ROHM Group has been working to continuously improve environmental issues by establishing and operating an environmental management system across the entire Group based on ISO 14001 international standard for environmental management systems. The efforts are led by an Environmental Conservation Management Committee established at ROHM Head Office, which manages the environmental impact of ROHM products, activities, and services, and recommends any points for improvement found in separate internal audits of ROHM sites horizontally to the other Group companies.

The Environmental Conservation Management Committee is a subordinate organization to the EHSS General Committee*, which is composed of directors and divisional managers with executive authority, and is responsible for the appropriate management of serious environmental risks within ROHM Group.

The Environmental Conservation Management Committee is chaired by an executive officer, and its specialized subcommittees are working on various themes, such as climate change, effective use of resources, chemical substance management and biodiversity conservation, manage environmental risks in cooperation with the Environmental Management Department, which serves as the secretariat. Each specialized sub-committee formulates goals, measures and evaluations for each topic and regularly reports progress and results to the Environmental Conservation Management Committee. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Environmental Conservation Management Committee is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

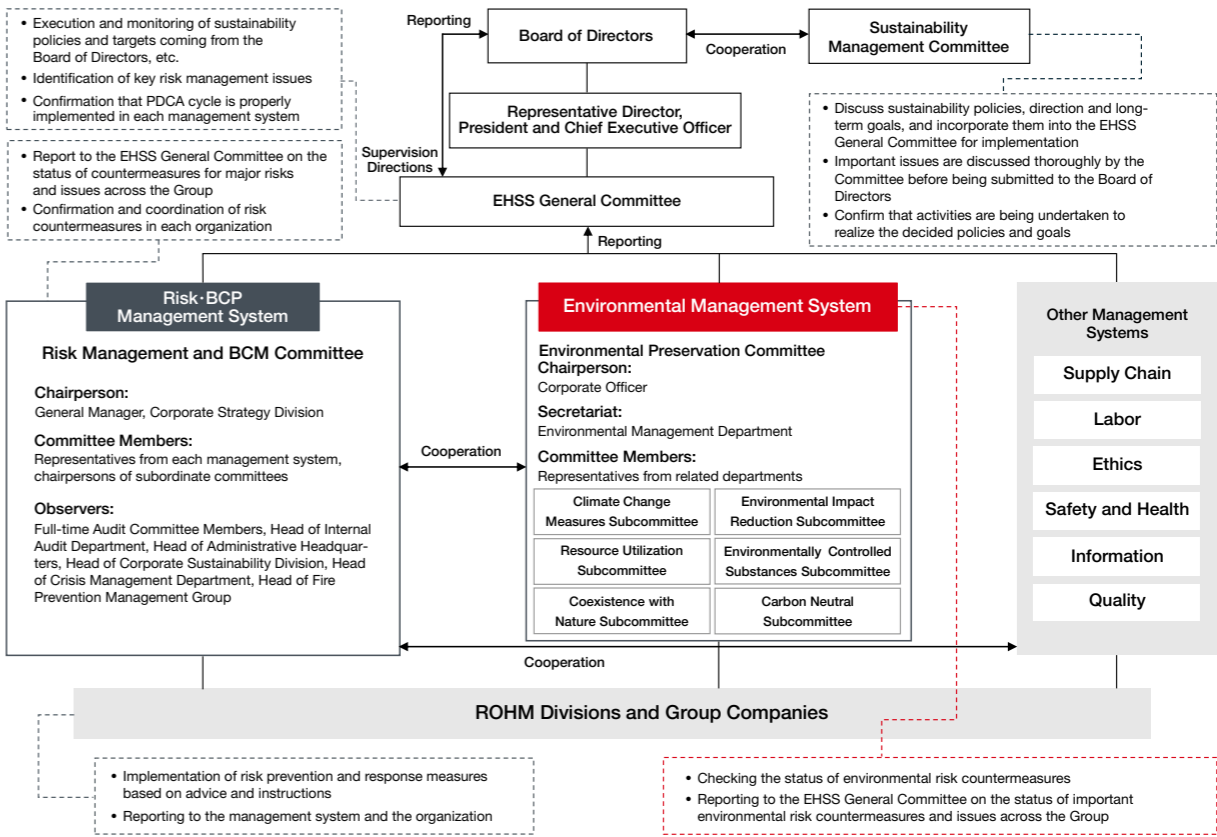
Environmental Management

Integrated ISO14001 certification has been obtained by all Japanese Group companies and ROHM KOREA. Some of our overseas production sites have developed environmental management systems, based on the self-declaration of ISO14001 standards. The environment management staff at ROHM Head Office strictly evaluate and approve the appropriateness of those self-declarations based on a common manual for maintaining a management systems the same way as the sites certified by a third party.

* EHSS (Environment, Health and Safety, Sustainability) General Committee:

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

ROHM Environmental Management Promotional Structure



Targets and Results

2030 Medium-term Environmental Targets and Single-year Results

2030 Medium-term Environmental Targets are set for each of the three priority issues of climate change, resource recycling, and coexistence with nature set forth in ROHM Group Environmental Vision 2050. We also received a certification of greenhouse gas reduction items based on scientific evidence (SBT = Science Based Targets).

Evaluation basis ○: Goal achieved or on track △: Targets not achieved during the course of efforts ×: Insufficient effort

Theme	Policy for Achieving Environmental Vision	2030 Medium-term Environmental Targets		Target for 2023	FY2023 Result	Evaluation	Target for 2024
Climate Change	Consider measures against “Climate Change” to be an important indicator of the effectiveness of our sustainability efforts. Aim to achieve virtually zero CO ₂ emissions from our business activities by FY2050.	①	[Greenhouse gas emissions] •Reduce by 50.5% or more in FY2030 compared to FY2018 results •Aim zero emissions by 2050	Reduction by 15.0% or more from FY2022 results	Reduction by 16.5% from FY2022 results	○	Reduction of 1.0% or more from FY2023 results
				Reduction by 34.0% or more from FY2018 results	Reduction by 34.9% from FY2018 results		Reduction by 35.6% from FY2018 results
		②	[Greenhouse gas emissions per unit of production] •Reduce GHG emissions by 45.0% or more in FY2030 compared to FY2018	Reduction by 14.0% or more from FY2022 results	Reduction by 9.6% from FY2022 results	△	Limit increase to 6.9% over FY2023 results
				Reduction by 47.2% or more from FY2018 results	Reduction by 44.5% from FY2018 results		Reduction by 40.7% from FY2018 results
		③	[Percentage of environmentally friendly products developed] •Maintain 100%	Maintain 100%	92.4%	△	Maintain 100%
Resource Recycling	Work to maximize resource recycling in order to eliminate the waste of limited resources through a series of business activities from development to procurement, production, and sales.	①	[Recycling rate] •Maintain zero emissions on a consolidated basis in Japan •Aim for 97.0% or more on an overseas consolidated basis •Aim for zero emissions on a consolidated basis in Japan and overseas	Domestic consolidated: Zero emissions Overseas consolidated: 95.0% or more Domestic and overseas consolidated: 98.0% or more	Domestic consolidated: Zero emissions Overseas consolidated: 95.8% Domestic and overseas consolidated: 98.5%	○	Domestic consolidated: Zero emissions Overseas consolidated: 95.0% or more Domestic and overseas consolidated: 98.0% or more

Theme	Policy for Achieving Environmental Vision	2030 Medium-term Environmental Targets		Target for 2023	FY2023 Result	Evaluation	Target for 2024
Resource Recycling	Work to maximize resource recycling in order to eliminate the waste of limited resources through a series of business activities from development to procurement, production, and sales.	②	[Waste emissions per unit production at front-end plants] •Reduce by 10.0% or more from FY2019 results	Reduction by 9.0% or more from FY2022 results	Reduction by 10.2% from FY2022 results	○	Reduction by 1.0% or more from FY2023 results
				Reduction by 12.4% or more from FY2019 results	Reduction by 13.6% from FY2019 results		Reduction by 14.5% or more from FY2019 results
		③	[Per-unit waste emissions from back-end process plants] •Reduce by 20.0% or more from FY2019 results	Maintain FY2022 results	Reduction by 14.0% from FY2022 results	○	Maintain FY2023 results
				Reduction by 1.5% or more from FY2019 results	Reduction by 15.3% from FY2019 results		Reduction by 15.3% or more from FY2019 results
		④	[Water recovery and reuse rate] •Improve by at least 5.5% over FY2019 results	Water recovery and reuse rate: 39.5% or higher	Water recovery and reuse rate: 40.0%	○	Water recovery and reuse rate: 40.5% or higher
				1.9% improvement over FY2019 results	2.4% improvement over FY2019 results		2.9% improvement over FY2019 results
Coexistence with Nature	Cherish the blessings of nature created by the biodiversity of the earth and pass on the global environment in a better state to future generations.	①	Promoting the creation of a global environment that can be passed on to future generations through the implementation of biodiversity conservation activities	•Establishment of performance indicators for biodiversity conservation •Further promotion of biodiversity conservation efforts	•Conservation theme identified as “Water” •Expanded the scope of environmental communication to neighboring elementary schools. •Held environment events (5 for employees and their families, 6 for neighboring elementary schools)	○	•Planning and examination of specific measures to promote ROHM Group's theme of coexistence with nature •Conduct environmental events for employees and neighboring elementary schools (Events for schools: 3 times/year, Events for employees and their families: 3 times/year)

Theme	Policy for Achieving Environmental Vision	2030 Medium-term Environmental Targets		Target for 2023	FY2023 Result	Evaluation	Target for 2024
Coexistence with Nature	Cherish the blessings of nature created by the biodiversity of the earth and pass on the global environment in a better state to future generations.	①	Promoting the creation of a global environment that can be passed on to future generations through the implementation of biodiversity conservation activities	•Establishment of performance indicators for biodiversity conservation •Further promotion of biodiversity conservation efforts	•Conservation theme identified as “Water” •Expanded the scope of environmental communication to neighboring elementary schools. •Held environment events (5 for employees and their families, 6 for neighboring elementary schools)	○	•Planning and examination of specific measures to promote ROHM Group's theme of coexistence with nature •Conduct environmental events for employees and neighboring elementary schools (Events for schools: 3 times/year, Events for employees and their families: 3 times/year)
				Identify applicable laws and regulations and ensure compliance and control	Grasping PFAS regulatory trends, disseminating information to relevant divisions, and conducting supplier inclusion surveys across ROHM Group	○	Identify applicable laws and regulations and ensure compliance and control
		②	Thorough management of chemical substances in products	Strengthen the internal management system by closely sharing information with relevant parties	Confirmation of the status of internal product chemical substance management operations and promotion of enhanced operations at the time of parts and materials changes	○	Strengthen the internal management system by closely sharing information with relevant parties
				Thoroughly manage controlled substances with suppliers	Revise and notify suppliers of the requirements for product substance management to reflect the latest regulations and key customer requirements	○	Thoroughly manage controlled substances with suppliers

Climate Change Measures

Disclosure Based on the TCFD Framework

Toward the realization of a decarbonized society, ROHM endorsed the recommendations of the Task Force on Climate-related Financial Disclosures (hereinafter referred to as TCFD) in September 2021. In order to achieve the goals of the ROHM Group Environmental Vision 2050 established in April 2021, ROHM will promote efforts to reduce its environmental impact and, based on the TCFD recommendations, will focus on more transparent information disclosure, including the resilience of its strategies based on climate-related scenario analysis.



Governance

In April 2021, we established the ROHM Group Environmental Vision 2050, which outlines the ideal state of ROHM Group in 2050, with the aim of realizing a sustainable society. The vision identifies climate change as an important issue affecting business sustainability, and sets a goal of reducing greenhouse gas emissions from business activities to virtually “zero” by the year 2050. In addition, the medium-term management plan “Moving Forward to 2025” announced in May 2021 also sets non-financial targets, including environmental themes, and identifies “addressing climate change” as one of the 10 materialities that ROHM should address in its priority sustainability issues. ROHM has also identified “addressing climate change” as one of the 10 materialities to be addressed.

ROHM has also identified “addressing climate change” as one of the 10 materialities to be addressed. ROHM has established a system in which the President has the highest responsibility and authority for climate change issues, and the EHSS General Committee[※], chaired by the director in charge of administration appointed by the President, deliberates and makes decisions. Under the EHSS, eight management systems have been established, one of which is the Environmental Protection Committee, which is in charge of environmental management systems. The Environmental Protection Measures Committee is chaired by the executive officer in charge of a business division, and is actively working to address climate change. The committee formulates our 2030 mid-term environmental targets and deliberates on the progress of environmental management toward achieving these targets, as well as issues related to measures to address climate change, including the introduction of renewable energy. Directors who are members of the Audit Committee attend the EHSS General Committee and the monthly meetings of the Environmental Conservation Measures Committee to continuously monitor and verify the execution status of the overall environmental management led by the President. In addition, in order to further promote value sharing with our shareholders, we have adopted “greenhouse gas (GHG) emissions” as one of the performance indicators in our performance-linked restricted stock compensation program for directors.

[※]EHSS(Environment, Health and Safety, Sustainability)General Committee : A committee composed of executive officers in charge of eight subordinate management systems (environment, health and safety, labor, ethics, information, supply chain, quality, and risk management BCM) and responsible for ensuring that the PDCA cycle for each system is properly implemented.

Climate Change Measures

Strategy

Climate change is one of the most important social challenges facing global society. The Paris Agreement calls for efforts to keep the global average temperature increase well below 2°C above pre-industrial levels and to limit it to 1.5°C. At the same time, it is also an important theme for companies to achieve a balance between greenhouse gas (GHG) emissions and absorption in the second half of this century to realize a decarbonized society. In light of these circumstances, ROHM is accelerating climate change countermeasures, such as improving the efficiency of semiconductor products and building an environmentally conscious business structure, based on our Environmental Vision 2050, by referring to scenarios published by the International Energy Agency (IEA) and the UN Intergovernmental Panel on Climate Change (IPCC), among others.

The study analyzed the impact of climate change on business activities in all sectors, including automotive, industry, and consumer goods. Specifically, we analyzed the impact of climate change in 2050 on ROHM Group’s stakeholders (governments, financial institutions, investors, suppliers, and consumers) under the “1.5°C/2°C scenario,” in which society as a whole succeeds in changing toward decarbonization and reducing temperature increase, and the “4°C scenario,” in which economic development takes priority and global temperature increase and its effects continue to worsen. We examined how climate change in 2050 would affect ROHM Group’s stakeholders (governments, financial institutions, investors, suppliers, customers, and new technologies) and the value chain (corporate, R&D, procurement, manufacturing, and sales) related to our business activities.

Scenario		Reference
Transition Risk Opportunities	1.5℃/2℃ scenario	Sustainable Development Scenario (SDS) ※1 Net Zero Emissions by 2050 Scenario (NZE) ※1
	4℃ scenario	Stated Policies Scenario (STEPS) ※1
Physical Risk	1.5℃/2℃/4℃ scenario	Representative Concentration Pathways(RCP) ※2 Shared Socioeconomic Pathways(SSP1/5) ※2

※1. Source : IEA “World Energy Outlook(WEO)2021”

※2. Source : IPCC “Fifth Assessment Report”

Based on the analysis of climate change impacts under the above scenarios, transition risks identified include increased costs due to carbon tax payments and increased procurement costs of electricity and raw materials, as well as reputational risks if ROHM’s response to climate change is assessed as inadequate.

Physical risks identified include the risk of shutdowns due to severe wind and flood damage to the company or its suppliers, as well as increased air conditioning management costs due to higher average temperatures and increased costs to strengthen resilience to natural disasters.

Opportunities, on the other hand, were identified as increased sales of products that contribute to decarbonization, such as components for electric vehicles (EVs), and improved reputation through enhanced resilience, as well as increased sales of products for air conditioning due to higher average temperatures.

After calculating the impact of the identified risks and opportunities on ROHM Group’s business activities, it was concluded that under both the “1.5°C/2°C scenario” and the “4°C scenario,” the opportunities are expected to outweigh the risks and lead to increased operating income.

ROHM will take various measures to strengthen its management in light of the identified risks and opportunities and their impacts. Specifically, ROHM will continue its efforts to reduce greenhouse gas (GHG) emissions throughout the entire value chain, including suppliers, to mitigate risks, and will also strengthen its business continuity plan (BCP) measures. In addition, in order to maximize the opportunities identified, we will strengthen R&D and sales of products that contribute to decarbonization, such as components for electric vehicles (EVs), and products for air conditioning.

Climate Change Measures

Detailed Scenario Analysis Results

<ROHM's 1.5°C/2°C Scenario for 2050>

As we move toward carbon neutrality, we expect to see an acceleration of decarbonization efforts across stakeholders and an increase in sales as new technologies are developed.

Impact through “Stakeholders”

•Government

The introduction of a carbon tax will increase manufacturing costs, which will accelerate energy conservation in the manufacturing process. In addition, subsidies and tax incentives for the introduction of renewable energy equipment will be developed, and the introduction of renewable energy in our own facilities will also increase. This will reduce our own greenhouse gas (GHG) emissions and allow them to earn profits from the sale of carbon credits in the carbon market, which has become more active under the emissions trading system.

•Financial Institutions and Investors

In the financial market, investors and financial institutions are decarbonizing their investment and loan portfolios and evaluating their environmental initiatives based on non-financial information of the portfolio companies. As a result, if our company's efforts are judged to be insufficient, our reputation will be damaged, leading to higher financing costs. Conversely, if our company is judged to be doing enough, ESG investments and loans can be used, reducing financing costs.

•Suppliers

In some regions, power supply and demand will be temporarily tight and power costs will increase. In addition, the surge in demand for decarbonization-related products will increase the cost of procuring raw materials due to the high market prices of some minerals, such as copper, while semiconductor production equipment will be difficult to procure due to shortages of materials at equipment manufacturers.

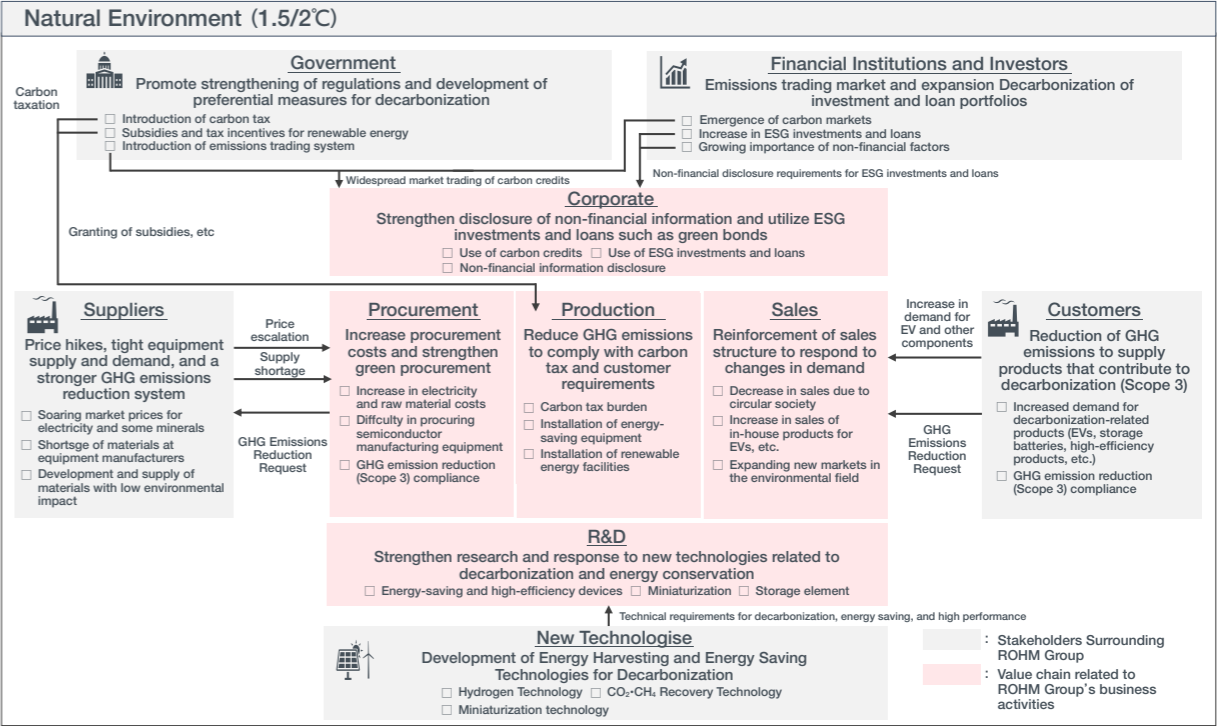
•Customers

Under the circumstances where efforts to decarbonize the entire value chain are accelerating, companies are required to demand reductions in GHG emissions from our suppliers because failure to meet customers' GHG emission reduction demands will result in lower sales due to lower transaction volumes. Therefore, our company will be required to demand reductions in GHG emissions from our suppliers. In addition, sales of consumer and automotive products will decline due to the development of a non-consumption-oriented society (recycling-oriented society and longer product life cycles), while sales will increase through the development and supply of products that contribute to electrification, higher functionality, and further de-carbonization.

Impact through “Stakeholders”

•New Technology

As competition for product performance (higher efficiency and smaller size) intensifies, and technological requirements for semiconductor power devices and other devices used in EVs, renewable energy, and storage batteries increase, the need to respond to new technologies, such as carbon capture, will also increase R&D costs.



Climate Change Measures

<ROHM's 4°C Scenario for 2050>

Efforts to strengthen resilience against wind and flood damage are expected to accelerate, and new technologies will develop as temperatures rise.

Impact through “Stakeholders”

·Government

The weakening trend toward decarbonization will lead to only partial implementation of carbon taxes. On the other hand, changing climate patterns will lead governments to increase budgets for disaster preparedness and tighten disaster preparedness standards for companies, increasing the cost of relocating and decentralizing our own manufacturing sites and enhancing disaster preparedness.

·Financial Institutions and Investors

Financial institutions and investors tend to emphasize BCP measures in order to evaluate the resilience of their portfolio companies against natural disasters. On the other hand, climate change initiatives are positioned as a secondary evaluation item, and economic rationality in corporate activities is prioritized.

·Suppliers

When suppliers are affected by windstorms and floods, or when transportation routes are disrupted, the supply of raw materials stagnates and the company's own production is disrupted. Therefore, as an initiative to strengthen resilience, the implementation of multiple purchasing of raw materials will increase procurement costs without the benefit of quantity advantages. On the other hand, suppliers will also strengthen their efforts to ensure stable supply, reducing the risk of supply chain fragmentation and contributing to their own procurement stability.

·Customers

Rising average temperatures and increasingly frequent windstorms and floods will increase demand for products for HVAC, which in turn will increase sales of these products. In addition, a series of BCP measures will reduce repair costs and lost sales opportunities due to production cutbacks or production stoppages, resulting in new inquiries from customers who value resilience against natural disasters and stable supply, which will boost sales. In the 4°C scenario, sales of semiconductor power devices and other products for each business sector will also increase due to the spread of technologies for electric vehicles (EVs), renewable energy, and storage batteries, but sales will increase only slightly compared to the 1.5/2°C scenario.

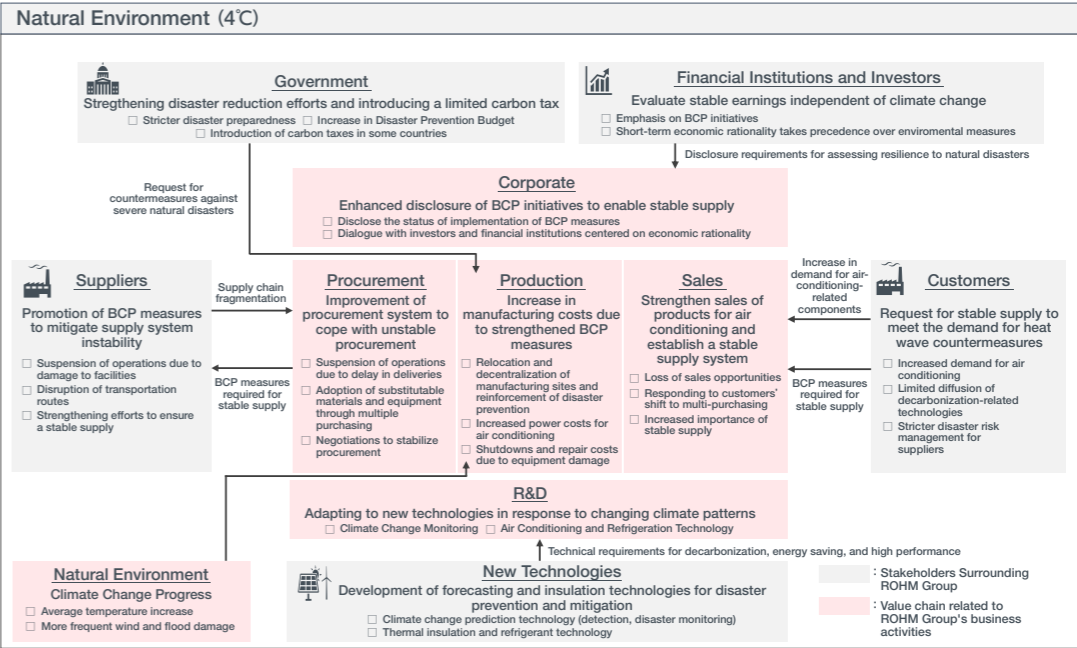
Impact through “Stakeholders”

·New Technologies

The increasing frequency of natural disasters will place greater demands on the development of technologies related to sensors and monitoring for disaster prevention and mitigation, as well as technologies related to insulation and refrigeration that can withstand higher average temperatures, and will increase R&D costs for this purpose.

·Natural Environment

In the semiconductor manufacturing process, where room temperature must be maintained at a constant level, rising average temperatures increase the amount of electricity used for air conditioning, resulting in higher power costs. Furthermore, if manufacturing facilities are damaged due to the risk of flooding caused by wind and water damage from heavy rains, etc., costs will be incurred to repair the damage and production will be reduced or suspended.



Climate Change Measures

<Financial Impact by Risk and Opportunity>

The items of climate-related risks and opportunities identified based on the above two scenario analyses, their significance, probability, and financial impact on ROHM Group's business activities are evaluated as follows.

Classification		No.	Item	Severity ^{*1}	Occurrence ^{*2}	Impact Item	Financial Impact on Business Activities					
							1.5/2°C Impact ^{*3}			4°C Impact ^{*3}		
							Low	Med	High	Low	Med	High
Transition risk	Policy and Regulations	1	Cost increase due to introduction of carbon pricing	High	Med~Long	Cost						
		2	Cost increase due to measures to conserve energy and reduce GHG emissions	High	Short~Med	Cost				—		
	Technology	3	Increase in R&D costs to maintain and improve market competitiveness	Low	Short~Med	Cost				—		
		4	Increase in capital investment costs due to increase in production volume and transition of production facilities	Low	Short~Med	Cost				—		
	Market	5	Decrease in sales due to changes in customer demand	Med	Short~Med	Sales				—		
		6	Decreased demand due to social changes associated with climate change	Low	Short~Med	Sales		—		—		
		7	Increased electricity costs due to increased electricity demand in society as a whole	Med	Short~Med	Cost				—		
		8	Increased material procurement costs due to scarcity of rare metals and other resources	Med	Short~Med	Cost						
	Reputation	9	Loss of reputation with customer due to inadequate response to climate change	Low	Short~Med	Cost		—		—		
Physical Risk	Sudden	10	Damage to production facilities and production stagnation due to severe wind and flood damage	Med	Med~Long	Sales						
		11	Stagnation of raw material procurement due to supply chain damage	Med	Short~Med	Sales						
		12	Increased costs to strengthen measures against natural disasters	Low	Short~Med	Cost		—				
	Continuous	13	Increased energy costs due to rising temperatures	Low	Med~Long	Cost						
Opportunity	Product and Service	14	Increased demand for products that help customers save energy and reduce GHG	High	Short~Med	Sales				—		
	Market	15	Increased revenues from entering new markets	Med	Med~Long	Sales		—		—		
		16	Increased demand for our products due to extreme weather and other environmental changes	Med	Med~Long	Sales		—				
		17	Increased revenues from gaining reputation among clients and investors	High	Short~Med	Cost		—		—		
	Resource Efficiency	18	Decrease in costs through promotion of energy conservation	High	Short~Med	Cost		—		—		
	Energy Source	19	Cost containment by achieving GHG emission reductions and earning profits from the sale of carbon credits	Low	Med~Long	Sales		—		—		
	Robustness	20	Maintain and increase sales volume by strengthening resilience	Low	Med~Long	Sales		—				

※1. Severity: The degree of "high," "medium," or "low" is evaluated by considering the "likelihood of occurrence" and "degree of impact" of climate-related risks and opportunities. ※2. Occurrence: "Short-term" is expected to occur between 2022 and 2025, "Medium-term" between 2026 and 2030, and "Long-term" between 2031 and 2050. ※3. Impact: "1 arrow (small)" indicates a financial impact of 1 billion yen or less, "2 arrows (medium)" indicates a financial impact of more than 1 billion yen but less than 10 billion yen, and "3 arrows (large)" indicates a financial impact of more than 10 billion yen. The impact of risks and opportunities that are difficult to estimate are shown as "-", as they are only qualitatively evaluated in the item.

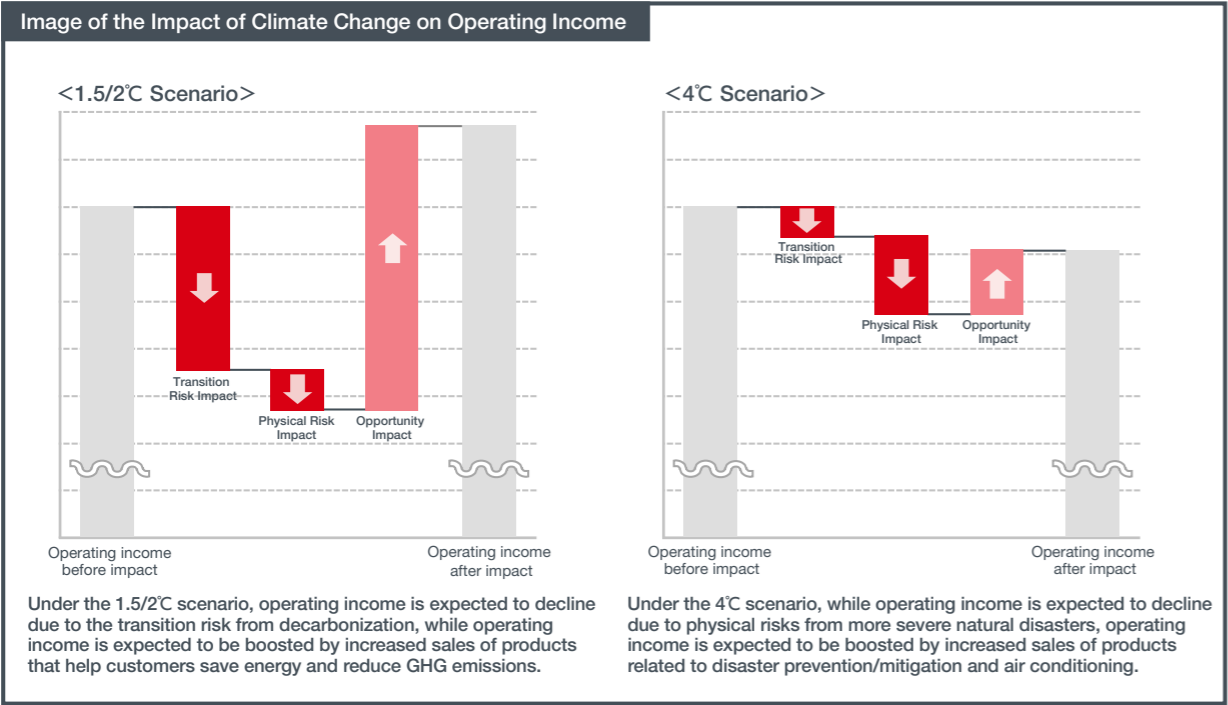
Climate Change Measures

Image of the Impact of Climate Change on Operating Income

Based on the scenario analysis of 1.5°C/2.0°C and 4.0°C, the impact on operating income is estimated and imaged for transition risk, physical risk, and opportunity.

As a result of the review in fiscal 2023, there were no major changes.

ROHM’s response to each of the identified climate-related risks and opportunities is also described below. Based on the risks and opportunities identified as a result of the scenario analysis and their impact on our business, ROHM will focus on the following responses.



※In FY2023, the financial impact was partially revised based on a review of risks and opportunities.

Climate Change Measures

Category		Item	Future Measures		
			~2025	~2030	~2050
Transition Risk	Policy and Regulations	Cost increase due to introduction of carbon pricing	Energy saving/high efficiency of plant ancillary facilities	Energy saving/high efficiency of plant ancillary facilities (estimate to continue)	
		Cost increase due to measures to conserve energy and reduce GHG emissions			
	Technology	Increase in R&D costs to maintain and improve market competitiveness	Installation of PFC abatement equipment (100% installation completed in existing facilities)		Installation of PFC abatement equipment (new equipment)
		Increase in capital investment costs due to increase in production volume and transition of production facilities	Promotion of electrification at production sites		
	Market	Decrease in sales due to changes in customer demand	Convert electricity used at domestic and overseas production sites to renewable energy (Target: FY2030 65%, FY2050 100%)		
		Decreased demand due to social changes associated with climate change			
		Increased electricity costs due to increased electricity demand in society as a whole	Consideration of entering inter-contracts as a countermeasure to rising prices of minerals		
		Increased material procurement costs due to scarcity of rare metals and other resources			
	Reputation	Loss of customer reputation due to inadequate response to climate change	Continuous updating and upgrading of disclosure content through conversations with shareholders Response to CDP		
Physical Risk	Sudden	Damage to production facilities and production stagnation due to severe wind and flood damage	Establishment of alternative production network for wafers (8 sites)	Consideration of outsourcing of automotive parts	Expansion of multi-location production for assembly process
		Stagnation of raw material procurement due to supply chain damage	Creation of database of primary suppliers	Expansion of database to secondary suppliers	
		Increased costs to strengthen measures against natural disasters	Multiple purchasing of auxiliary materials		
	Continuous	Increased energy costs due to rising temperatures	Agreement with suppliers on procurement guidelines in case of emergency		
	Opportunity	Product and Service	Increased demand for products that help customers save energy and reduce GHG	Appeal to customers for energy saving and miniaturization of products	
Market		Increased revenues from entering new markets			
		Increased demand for their products due to extreme weather and other environmental changes	Continuous updating and upgrading of disclosure content through conversations with shareholders Response to CDP		
		Increased revenues from gaining reputation among clients and investors			
Resource Efficiency		Decrease in costs through promotion of energy conservation	Securing human resources with semiconductor technology		
Energy Source		Cost containment by achieving GHG emission reductions and earning profits from the sale of carbon credits			
Robustness		Maintain and increase sales volume by strengthening resilience	Utilization of LCA and other scientific methods and various calculation tools		

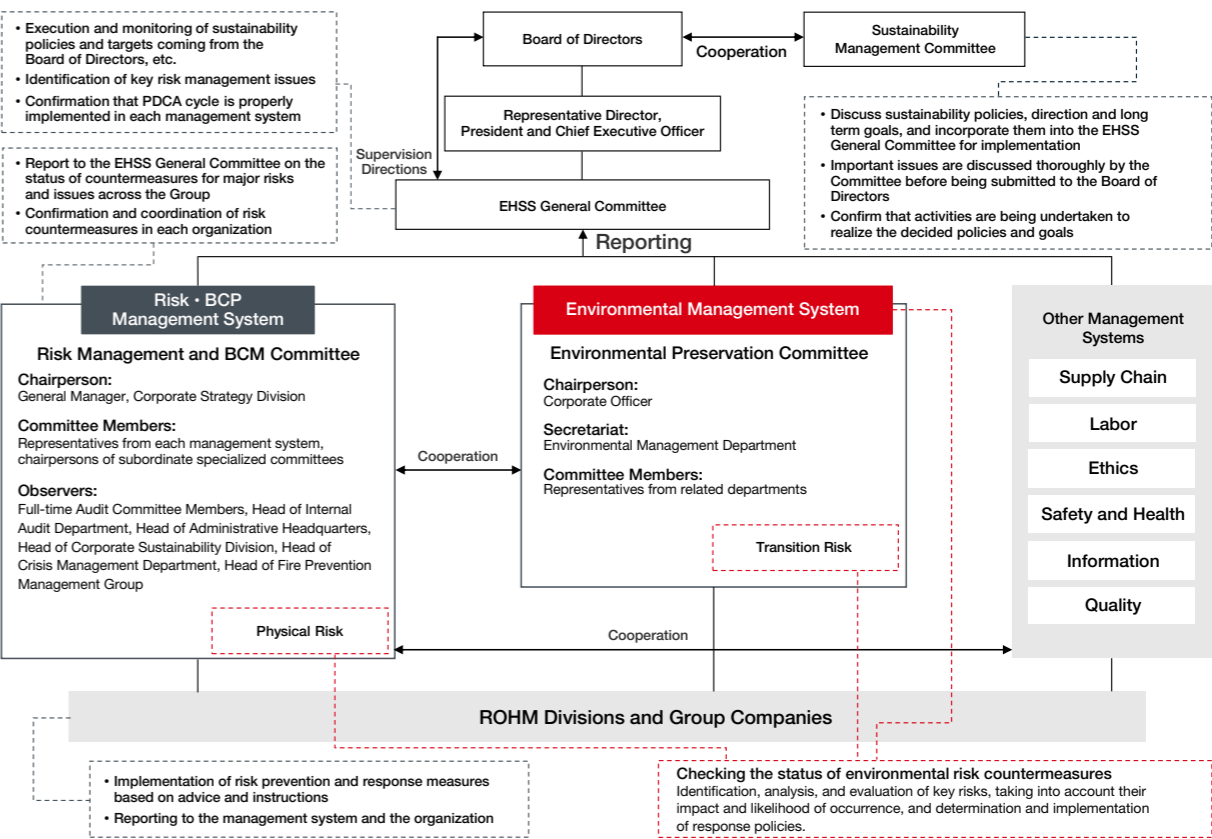
Climate Change Measures

Risk Management

ROHM oversees and manages all significant risks related to business continuity in the Risk Management and BCM Management System under the umbrella of the EHSS General Committee, which is chaired by the director in charge of administration. In addition, the environmental management system identifies and identifies all risks related to the environment, including those with a long-term perspective.

Among these risks, climate change was identified as a significant risk, and in FY2021, we launched a project involving the entire company and group to identify and analyze risks in multiple scenarios in accordance with the TCFD framework. The Risk Management/BCM Committee, in which all company divisions, including business units, participate across the board, is in charge of the risk management and BCM management system for physical risks, and the Environmental Conservation Measures Committee, in charge of the environmental management system, is in charge of transition risks. The Risk Management and BCM Committee, which is a cross-divisional committee of the entire company, including business divisions that control the BCM management system, identifies critical risks by considering their impact and likelihood of occurrence.

In addition, the Risk Management/BCM Committee and the Environmental Conservation Committee oversee the risk management system and report to the EHSS Management Committee, which is composed of those responsible for each management system.



Climate Change Measures

Indicators and Targets

ROHM is promoting environmental management in Japan and overseas based on the Environmental Vision 2050 formulated in April 2021, aiming to achieve virtually zero greenhouse gas emissions and zero emissions by 2050 to reduce its environmental impact. As one of the specific measures, we announced a plan in our medium-term management plan “Moving Forward to 2025” announced in May of the same year, which calls for 100% of electricity used in all business activities in Japan and overseas to be derived from renewable energy sources (hydroelectric, geothermal, solar power, etc.) by FY2050. In the plan, we have announced that 100% of the electricity used in all of our business activities in Japan and overseas will be derived from renewable energy sources (hydroelectric, geothermal, solar, etc.) by 2050.

Based on this medium-term management plan, we are now gradually increasing the amount of renewable energy we use, and in FY2021, we were using 100% renewable energy for our main domestic offices (Kyoto Station Building and Shin-Yokohama Station Building) and for our main SiC wafer manufacturing processes (Germany Plant and new SiC building at Chikugo Plant in Fukuoka, Japan). In addition, from FY2022, we have been using 100% renewable energy sources outside of Japan. Furthermore, the Thailand Plant, our main manufacturing site outside of Japan, has been powered using 100% renewable energy since FY 2022. Since FY2023, the Philippines Plant has also been powered using 100% renewable energy.

Environmental targets for 2030 have been established for each of the three priority issues of Climate Change, Resource Recycling, and Coexistence with Nature, as stated in the ROHM Group Environmental Vision 2050.

For climate change, we have set targets for reducing greenhouse gas emissions from business activities (Scope 1 and 2) by at least 50.5% in FY2030 compared to FY2018 reducing greenhouse gas emissions per unit of production (Scope 1 and 2) by at least 45%, and reducing emissions from the use of products sold (Scope 3: Category 11) by at least 100% in FY2030 compared to FY2018 from the use of products sold (Scope 3: Category 11) by at least 15% in FY2030 compared to FY2018.

These targets were recognized as having a scientific basis (1.5°C level) for achieving the 2°C target of the Paris Agreement, and in February 2022, ROHM received certification from the Science Based Targets initiative (SBTi).

In addition, ROHM Group’s renewable energy introduction plan aims to achieve a renewable energy introduction ratio of 65% in 2030 and 100% in 2050 for the electricity used in its business activities. In April 2022, we joined RE100 (100% Renewable Electricity), an international corporate initiative that aims for 100% renewable energy for electricity used in business operations. In addition to climate change, we are also working to improve our water recovery rate and promote resource recycling by setting targets related to waste emissions intensity.

Climate Change Measures

Reduction of GHG emissions

ROHM Group is working to reduce CO₂ and greenhouse gas emissions from its business activities in order to address climate change, one of the themes of its efforts to achieve its 2030 environmental targets.

Targets and Achievements [Policy for Achieving Environmental Vision]

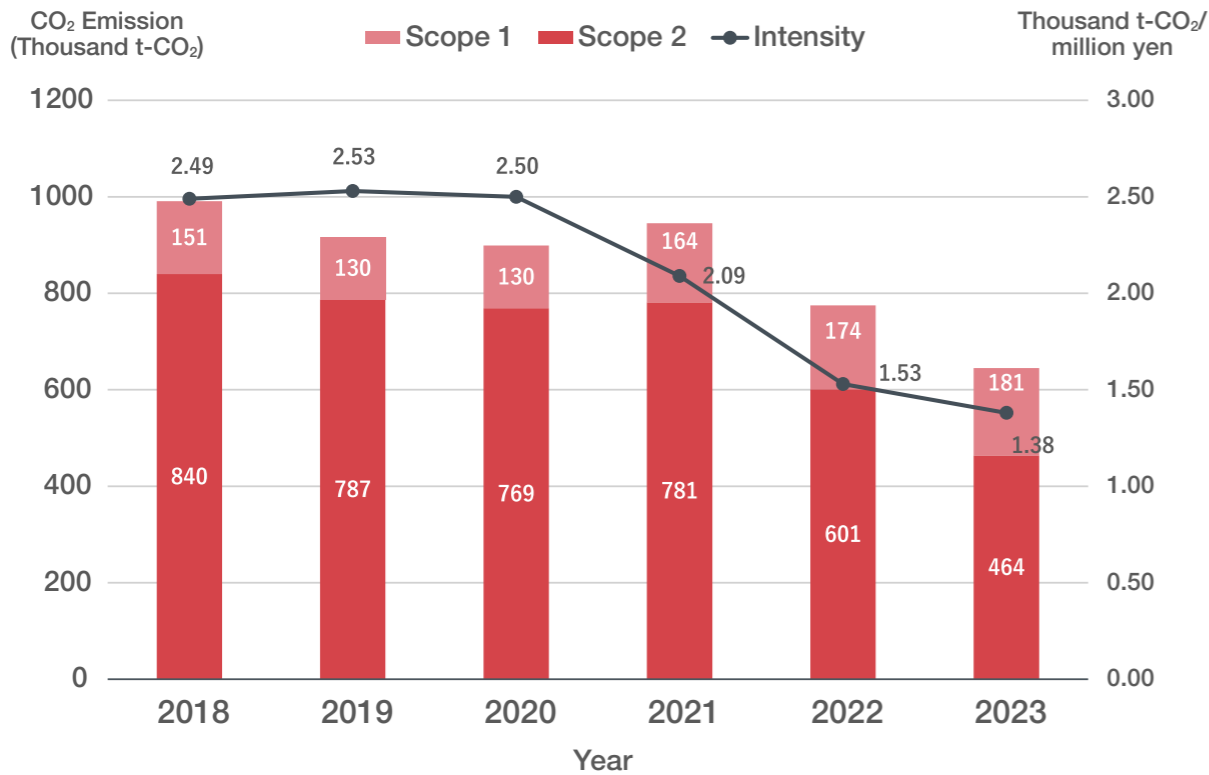
We regard climate change measures as an important indicator of the effectiveness of sustainability, and aim to achieve virtually “zero” CO₂ emissions from our business activities in 2050.

2030 Targets	Target for FY2023	FY2023 Results	Target for FY2024
①Reduce greenhouse gas (GHG) emissions by at least 50.5% in FY2030 compared to FY2018 with the aim of achieving zero GHG emissions by 2050.	15.0% or more (compared to previous year) 33.6% or more (compared to FY2018)	16.5% (compared to previous year) 34.9% (compared to FY2018)	1.0% or more (compared to previous year) 35.6% or more (compared to FY2018)
②Reduce greenhouse gas (GHG) emissions per unit of production by 45% or more in FY2030 compared to FY2018.	14.0% or more (compared to previous year) 47.2% or more (compared to FY2018)	9.6% (compared to previous year) 44.5% (compared to FY2018)	Limit the increase to 6.9% (compared to previous year) 40.7% or more (compared to FY2018)
③Maintain 100% development ratio of environmentally friendly products.	100%	92.4%	100%

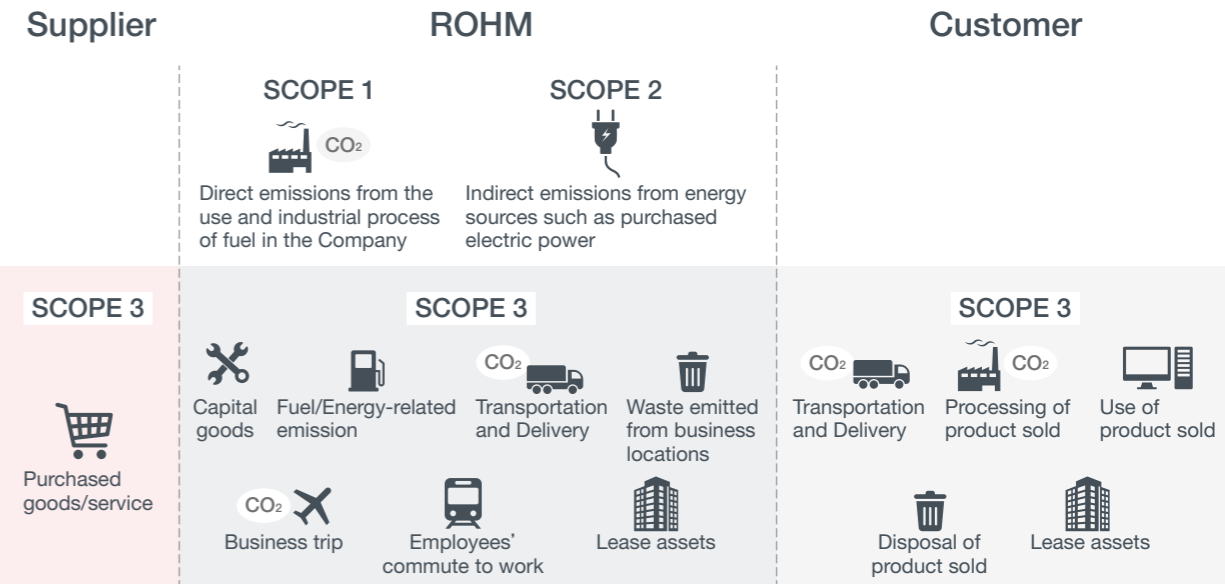
Climate Change Measures

CO₂ Emissions

·CO₂ Emissions in Scope 1 and Scope 2



·CO₂ Emissions in Scope 3



Climate Change Measures

Category of Scope Protocol				CO ₂ Emissions (t-CO ₂) in FY 2023	Outline of Calculation
SCOPE1 (Direct emissions)				180,771	Direct emissions from facilities in our Company's own business locations
SCOPE2 (Indirect emissions from energy sources)				464,414	Emissions associated with the production of energy purchased by our Company's business locations
SCOPE3 (Emissions from any sources other than Scope1 and Scope2, such as company's supply chains)	Classification	Category		CO ₂ Emissions (t-CO ₂) in FY 2023	Outline of Calculation
	Upstream	1	Purchased product/service	718,101	Emissions associated with activities until the products (materials, parts, etc.) purchased by our Company and Group are manufactured.
	Upstream	2	Capital goods	525,274	Emissions associated with the construction and manufacture of capital goods (equipment) invested by our Company and the group
	Upstream	3	Fuel-and energy-related activities not included Scope1 and Scope2	112,355	Emissions from capital goods (equipment) invested by our Company and Group
	Upstream	4	Transportation and Delivery (Upstream)	35,320	Emissions associated with the distribution of product sold by our Company and Group from the Plant → Logistics base → Consumer
	Upstream	5	Waste emitted from business operations	7,217	Emissions associated with the transportation, disposal and recycle treatment of waste generated in our Company and Group's business location
	Upstream	6	Business trip	2,826	Emissions associated with the business trips of employees of our Company and Group
	Upstream	7	Employers' commute to work	10,741	Emissions associated with the movement of employees of our Company and Group when they commute to company to work

Climate Change Measures

SCOPE3 (Emissions from any sources other than Scope1 and Scope2, such as company's supply chains)	Classification	Category		CO ₂ Emissions (t-CO ₂) in FY 2023	Outline of Calculation
	Upstream	8	Lease assets (Upstream)	28	Emissions associated with the operation of leasing cars lent by our Company
	Downstream	9	Transportation and Delivery (Downstream)	-	Not covered
	Downstream	10	Processing of product sold	-	Not covered
	Downstream	11	Use of products sold	4,709,914	Emissions associated with use of sold products by our Company and Group
	Downstream	12	Disposal of product sold	588	Emissions associated with transportation, disposal and recycling of waste generated by our Company and Group
	Downstream	13	Lease assets (Downstream)	-	Not covered
	Downstream	14	Franchising	-	Not covered
	Downstream	15	Investment	-	Not covered

»CO₂ conversion factors for greenhouse gas emissions

Electricity: In Japan, the adjusted emission factor of the electricity retailer contracted by each utility is used based on the Emission Factors by Electric Utility published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.
Overseas, emission factors of IEA (International Energy Agency) for each country or factors of electricity retailers with which each office has a contract are used.

Fuel: Factors from the List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication Systems published by the Ministry of the Environment were used for both domestic and overseas fuel use.

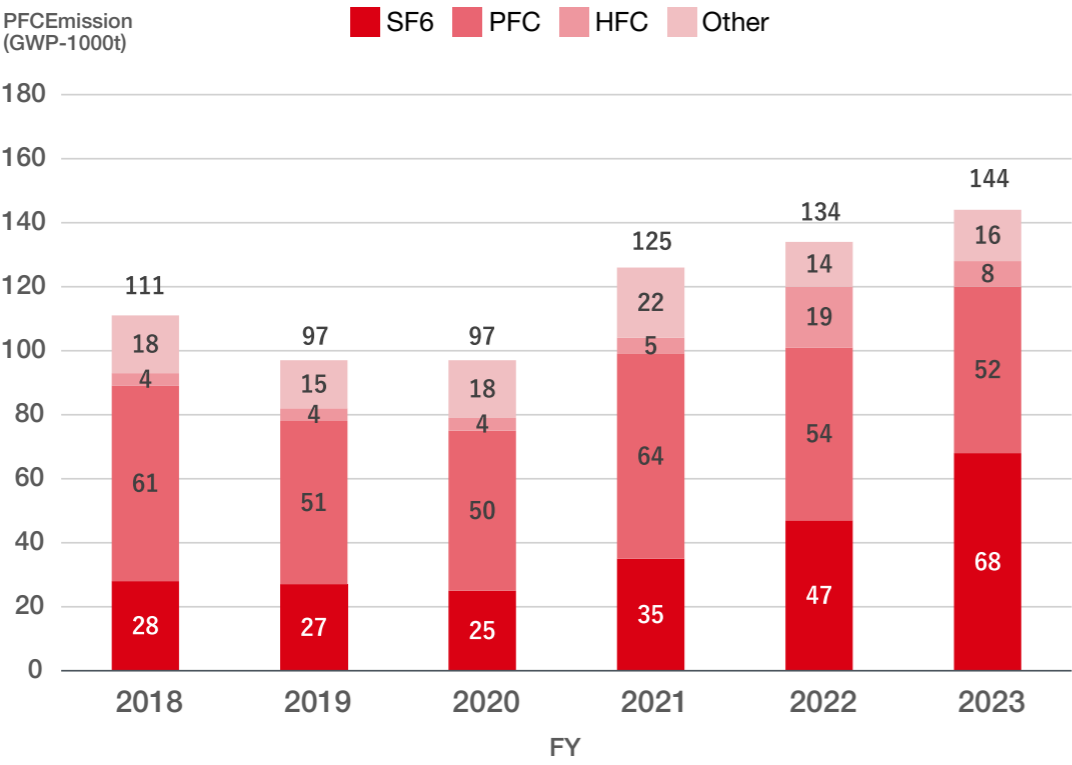
Greenhouse gases other than CO₂ : 100-year global warming potentials from the IPCC Fourth Assessment Report were used.

Climate Change Measures

Greenhouse Gas Emissions other than Energy-derived CO₂

ROHM uses PFC gas, a greenhouse gas, mainly in semiconductor manufacturing processes as a process gas for plasma etching and wafer cleaning, as a cleaning gas for reaction chambers, and as a refrigerant.

PFC gas is an essential material for the microfabrication of semiconductors, especially LSIs. When released into the atmosphere, this PFC gas becomes a greenhouse gas more than 6500 times more potent than CO₂. The semiconductor industry has set a reduction target for PFC gas emissions, and is working on the installation of equipment to decompose PFC gas and eliminate its greenhouse effect.



Initiatives to Reduce GHG Emissions

· Upgrade to high-efficiency chiller

At RIST (Thailand), equipment was upgraded to a high-efficiency chiller. As a result, annual CO₂ emissions were reduced by 549 t-CO₂/year.



Before update



After update

· Reduction of heavy oil by updating once-through boilers

At LAPIS Semiconductor Miyazaki Plant, eight once-through boilers were removed and six high-efficiency once-through boilers were newly installed.

As a result, the plant reduced heavy oil consumption and annual CO₂ emissions by 326 t-CO₂/year.



Before update



After update

Climate Change Measures

Achievements and Future Plans for Renewable Energy Installations

ROHM is promoting environmental management in Japan and overseas in unison based on the Environmental Vision 2050 formulated in April 2021, and is striving to reduce its environmental impact with the aim of achieving “virtually zero greenhouse gas emissions” by 2050. As one of the specific measures, in May of the same year, ROHM announced a plan under its medium-term management plan “Moving Forward to 2025” to achieve 100% power consumption from renewable energy sources (hydroelectric, geothermal, solar, etc.) in 2050 for all business activities in Japan and overseas.

Currently, based on this medium-term management plan, we are gradually increasing the amount of renewable energy we introduce, and since FY2021, we have been using 100% renewable energy at our main domestic business sites (Kyoto Station Building and Shin-Yokohama Station Building) as well as our main production processes for SiC wafer manufacturing (Germany Plant and new SiC building at Chikugo Plant in Fukuoka, Japan). In addition, from FY2022, we have been using 100% renewable energy sources outside of Japan.

In addition, from FY2022, the Thailand Plant, our main production base outside Japan, has also been using 100% renewable energy. Since FY2023, the Philippines Plant has also be 100% powered by renewable energy.

Introduction Results	Implementation Plan	
~FY2022	~FY2026	~FY2030
<ul style="list-style-type: none">• ROHM's Head Office (partially), Kyoto Station Office, Shin-Yokohama Office• ROHM Apollo Co., Ltd. Chikugo Plant SiC new Building, Yukuhashi Plant, Nagahama Plant• ROHM Hamamatsu Co., Ltd. (partially)• ROHM Wako Co., Ltd. (partially)• SiCrystal GmbH• ROHM Integrated Systems (Thailand) Co., Ltd.• ROHM Electronics Philippines, Inc.• ROHM Mechatech Philippines, Inc.• ROHM Electronics (Malaysia) Sdn. Bhd.	<ul style="list-style-type: none">• ROHM Apollo Co., Ltd. Hirokawa Plant• LAPIS Semiconductor Co., Ltd. Miyazaki Plant	<p>Plan to gradually introduce the system at the remaining sites overseas and in Japan</p>

All major processes of SiC wafer fabrication are being produced using renewable energy



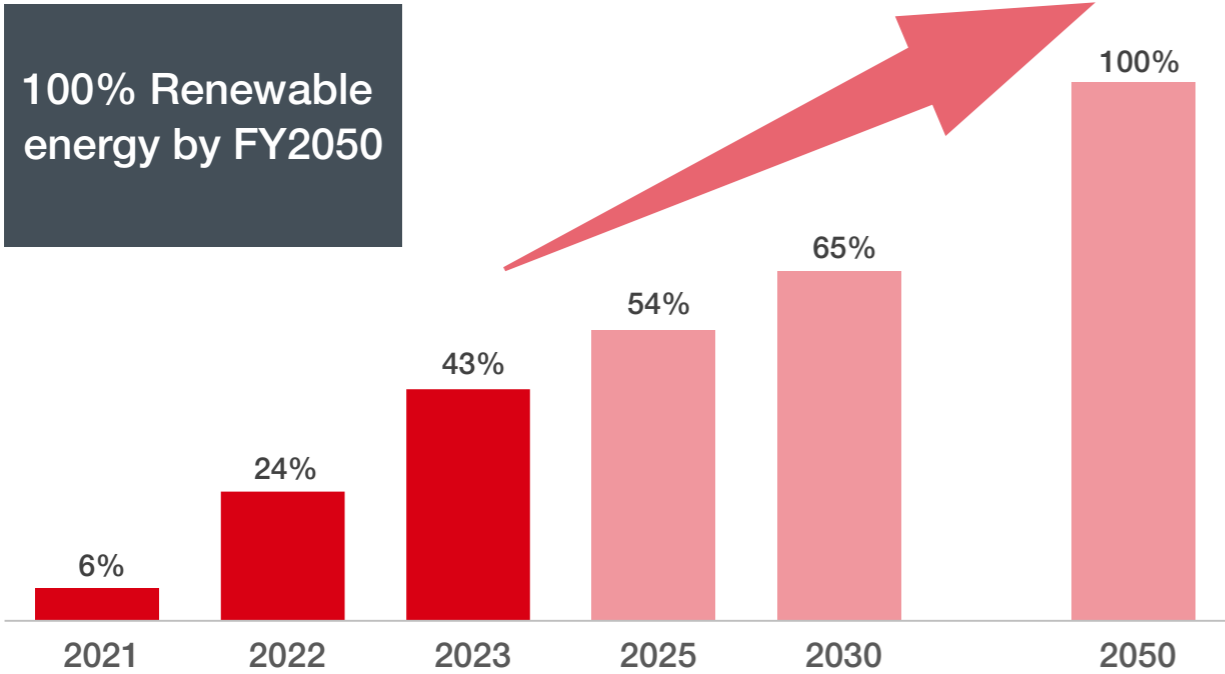
SiCrystal(Germany)



ROHM Apollo Co., Ltd.(Chikugo)

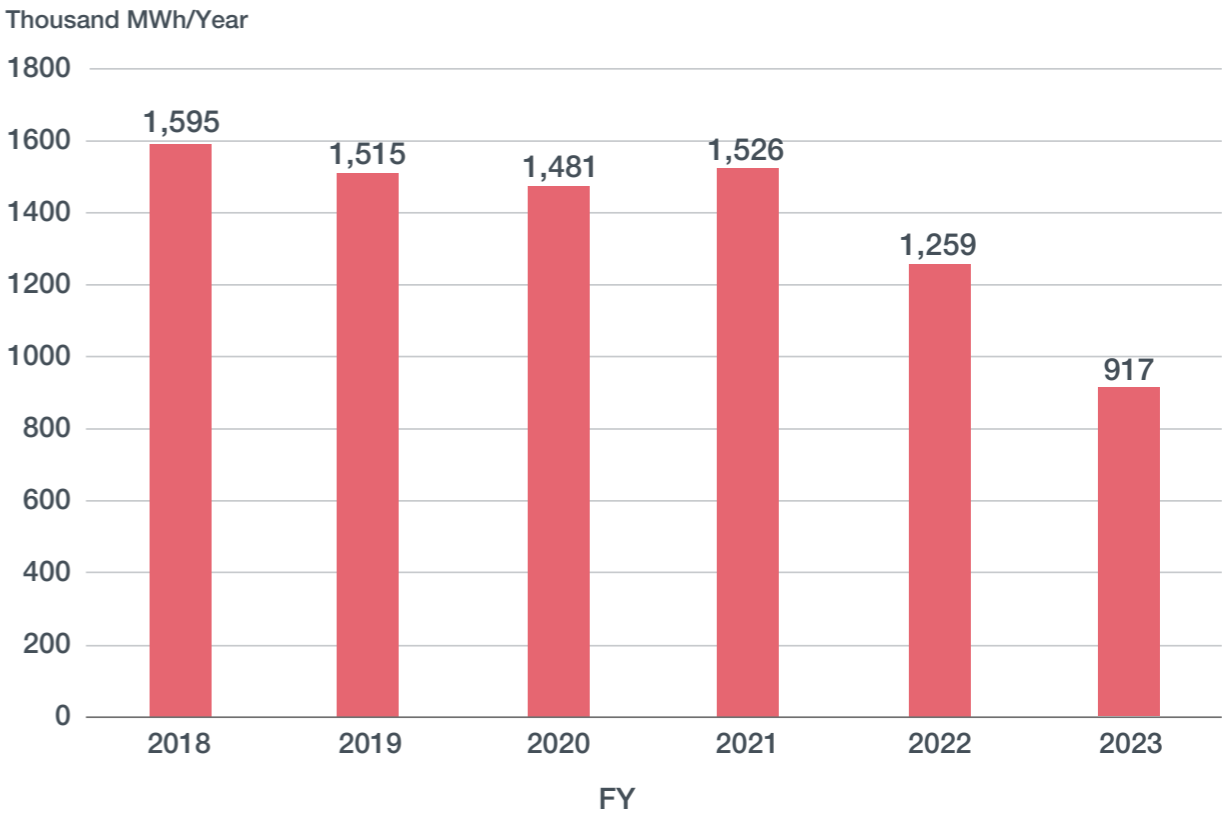
Climate Change Measures

<Approach to 100% Renewable Energy>



Reduction of Non-Renewable Energy Consumption

Non-renewable Energy Consumption



Climate Change Measures

Efforts to Reduce Energy Consumption

· Renewal of Turbo Chiller

ROHM Wako Co., LTD. has upgraded its facilities to high-efficiency inverter-controlled turbo chillers.
As a result, electricity consumption was reduced by 554 MWh/year and CO₂ emissions were reduced by 240 t-CO₂/year.



Before update



After update

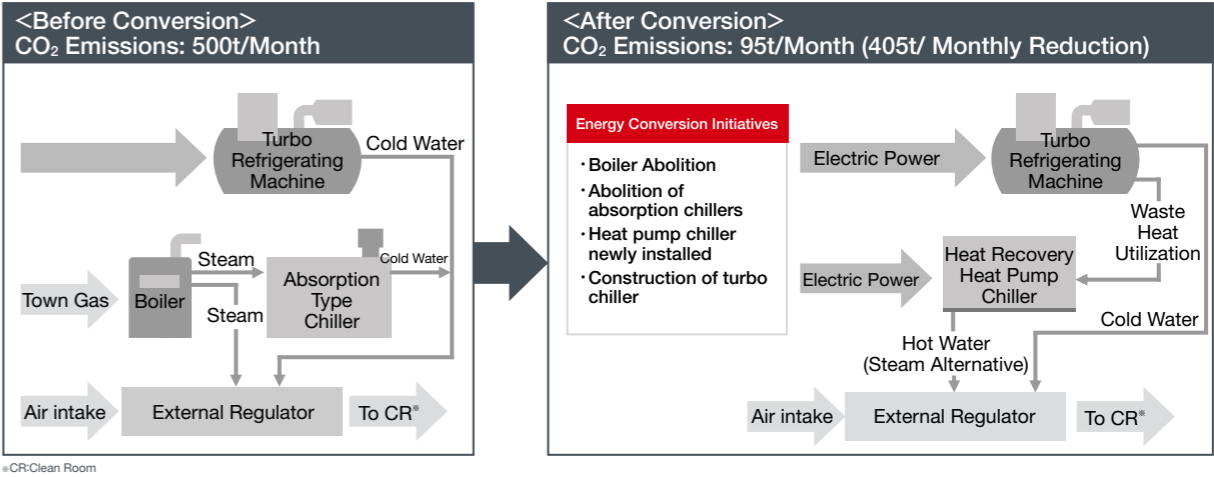
· Reduction of air conditioner load in electrical room

ROHM Hamamatsu Co., Ltd. introduced cooling using well water radiators to reduce the load on the air conditioners used to lower the temperature in the electrical room.
As a result, electricity consumption was reduced by 132 MWh/year and CO₂ emissions were reduced by 57 t-CO₂/year.



· Reduce Usage through Energy Conversion

ROHM Hamamatsu has eliminated steam boilers and absorption chillers and installed heat pump chillers, and in addition, added turbo chillers. As a result of these energy conversion measures, ROHM Hamamatsu has become an all-electric plant.



Climate Change Measures

Development of Eco-Friendly Products

ROHM Group has created an Environmental Contribution Evaluation Sheet to objectively evaluate how much a new product contributes to the environment at the development stage compared to past products, using specific numerical values. We regard climate change measures as an important indicator of the effectiveness of sustainability, and aim to achieve virtually “zero” CO₂ emissions in 2050 from our business activities.

Targets and Achievements [Policies for Achieving Environmental Vision]

We regard climate change measures as an important indicator of the effectiveness of sustainability, and aim to achieve virtually “zero” CO₂ emissions in 2050 from our business activities.

Target for FY2030	Target for FY2023	FY2023 Results	Target for FY2024
Development ratio of environmentally friendly products: Maintain 100% development ratio	Maintain 100%	92.4%	100%

Concepts and Criteria for Environmentally Conscious Products

ROHM Group defines environmentally friendly products as those with a performance and environmental contribution index $K \geq 2$ or higher, and develops products with the goal of maintaining a development ratio of 100%. The performance-environmental contribution index is an index of the following factors (performance factor and environmental factor), and this index is used to objectively compare and evaluate our products with conventional products. We also calculate CO₂ reduction performance based on these factors, and are working with the development division to introduce a mechanism to improve the development ratio of environmentally friendly products.

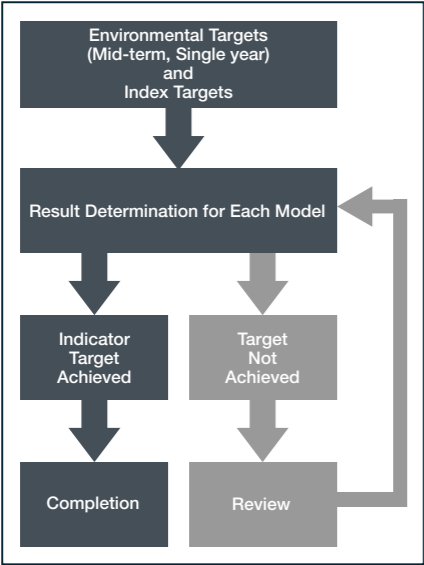
Performance Factor	Environmental Factor
<ul style="list-style-type: none">•High density•Light weight•Vibration/noise•Long life•Heat dissipation upward	<ul style="list-style-type: none">•Reduced power consumption•Reduced standby power•Improved conversion efficiency•Models with countermeasures against defective outflow•Models with yield improvement measures

Climate Change Measures

Evaluation Method

During the evaluation, we use the Environmental Contribution Evaluation Form to assess the environmental contribution of products in the development stage, and evaluate and confirm whether they meet the index targets and standards.

<Evaluation Flow>



<Environmental Contribution Evaluation Form>

ローム製品 環境貢献度評価票

■環境貢献度評価機種
2014年度以前の改善機種をへつとした展開機種の場合は評価対象外とします。
下記の環境貢献度評価を実施する。Noの場合も情報記入して評価を必ず記入する。

☐ Yes（貢献度評価対象機種）

☐ No（貢献度評価対象外機種）

発行日：_____
発行部署：_____
担当者：_____

■お客様名

行名称	
セクト分野	
セクト名	
予定出荷数	(西万単位)

■提案製品(新技術・新製品)

提案区分	技術・製品・その他
提案技術・製品名	
提案製品型名	
提案チーム・製造部	
提案時期	年 月

■比較対象となる技術・製品(年度の旧技術・旧製品)

名称	()・後継
技術名・型名	

■環境性能比較

	因 子	従来品性能	提案品性能	効果		
性 能 因 子	・高実装化(面積)(mm ²)					
	・高実装化(体積)(mm ³)					
	・軽量化(g)					
	・駆動/騒音()					
	・寿命化(時間)					
環 境 因 子	・発熱性向上()					
	・消費電力低減(mW)					
	・待機電力低減(mW)					
	・変換効率向上(%)					
	・不燃流出対策機種(注)					
注)不燃流出対策機種は、改善対策機種は、性能値をとして、効果をとする。						
		性能因子	環境因子	効果指数		
★従来製品と比較し、約 倍の性能環境貢献度となります。(性能環境貢献度：K)						
★性能環境貢献度Kは、2の製品を環境貢献製品とします。						
但し、Kは、8のPOC改善指標として設定し、継続的改善活動の指標とします。						
	製品型名	消費電力(mW)	待機電力(mW)	動作時間(時間)	消費電力量(mWh)	CO ₂ 排出量(g)
(旧)						
(新)						
提 案 項 目	作 成	承 認				
・						
・						
・						
・						

Environmental Contribution Evaluation Form

Resource Recycling Activities

Water Risk Management

Identification of and Response to Water Risks

In the semiconductor manufacturing industry, which uses a large amount of water, securing and circulating water resources is not only a lifeline for business, but also an important issue that must be addressed as a social responsibility for companies that conduct business activities using natural capital.

ROHM Group is working to reduce water risks (droughts and floods) at all of its 24 sites by using the WRI Aqueduct, a global assessment tool for identifying water risks.

Specifically, four sites were identified as high-risk sites based on the assessment of water stress and water depletion, and river flooding risk and coastal flooding risk.

For drought risk, we have set targets for improving the water recovery and reuse rate and are working to maximize resource recycling through the introduction of wastewater recycling facilities and other measures. For flood risk, the Risk Management/BCM Committee conducts risk assessments and analyses, and from a BCP perspective, we are working to reduce the risk of production stoppages due to flooding by designing BCP inventories based on the expected number of days of stoppages.

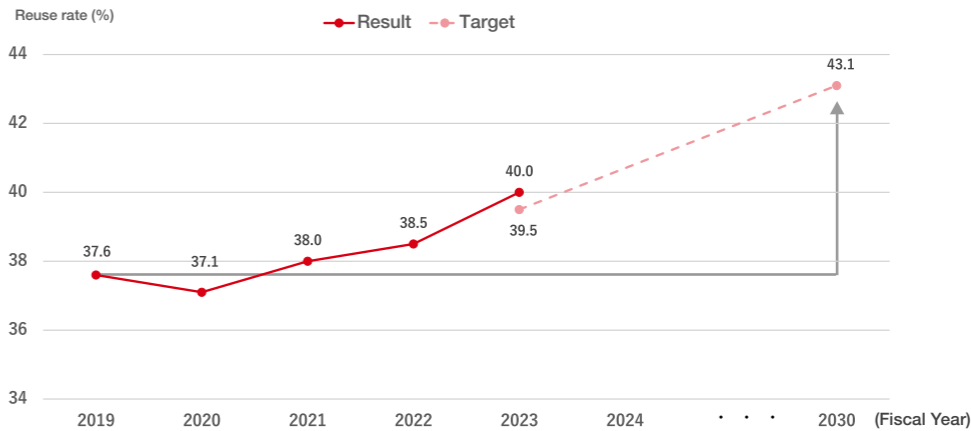
Targets and Achievements [Policy for Achieving Environmental Vision]

Work to maximize resource recycling in order to eliminate the waste of limited resources through a series of business activities from development to procurement, production, and sales.

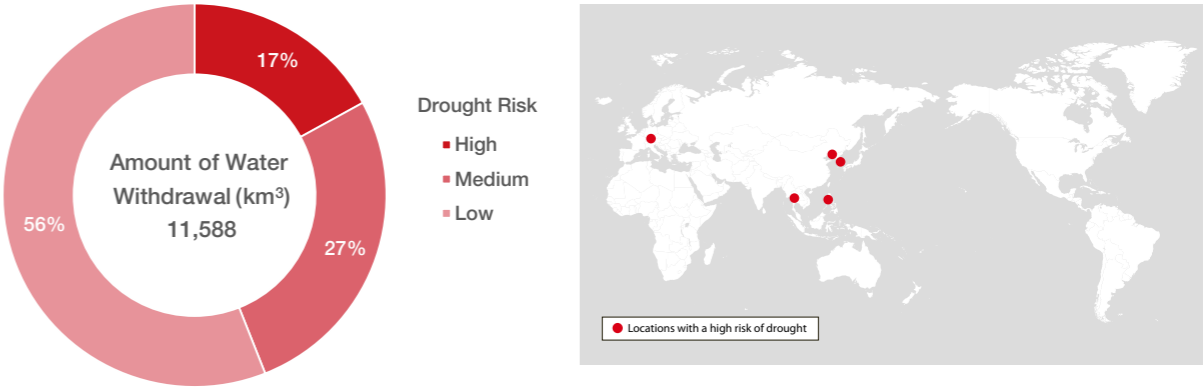
Target for 2030	Target for FY2023	FY2023 Result	Target for FY2024
Improve water recovery and recycling rate by 5.5% or more compared to the FY2019 results by FY2030.	Water recovery and reuse rate: 39.5% or more	Water recovery and reuse rate: 40.0%	Water recovery and reuse rate: 40.5% or more
	1.9% improvement over FY2019 results	2.4% improvement over FY2019 results	2.9% improvement over FY2019 results

[Trends in Water Withdrawals] (Trends by risk level and water type)

•Water recovery and reuse rate



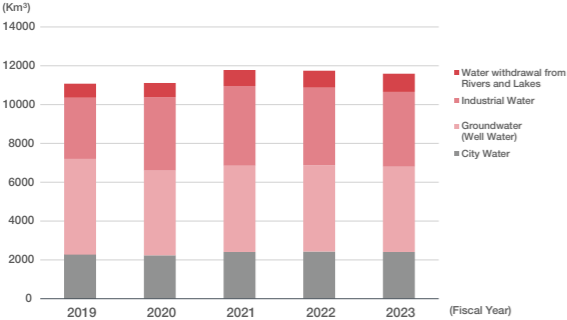
Water Withdrawal Over Time By Degree of Risk and Type of Water



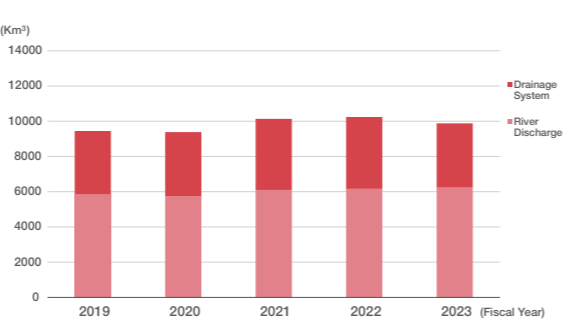
Resource Recycling Activities

Drought Risk	Amount of Water Withdrawal (thousand m³)	Percentage	Main ROHM Group Sites Applicable	Examples of Improvement Efforts
High	1,998	17%	Overseas locations (RIST, REDA, RMPI, RMT, KOREA, SiCrystal)	Recycling of dicing process wastewater
Medium	3,073	27%	Domestic locations (Hamamatsu, etc.) Overseas locations (REPI, RSC, etc.)	Reuse of wastewater from production process
Low	6,517	56%	Domestic locations (Kyoto, Shiga, Wako, Apollo Hirokawa, Apollo Chikugo, Apollo Yukuhashi, Lapis Miyagi, Lapis Miyazaki, etc.)	• Membrane filtration recovery of grinding wastewater • Reuse of wastewater from production process
Total	11,588			

•Water Withdrawal Over Time By Type



•Wastewater Volume By Type



Efforts to Reduce Water Withdrawal

• Reduction of Water Withdrawal by Membrane Filtration Recovery of Grinding Wastewater

○ Water Withdrawal Reduction Amount: 63,960m³/Year

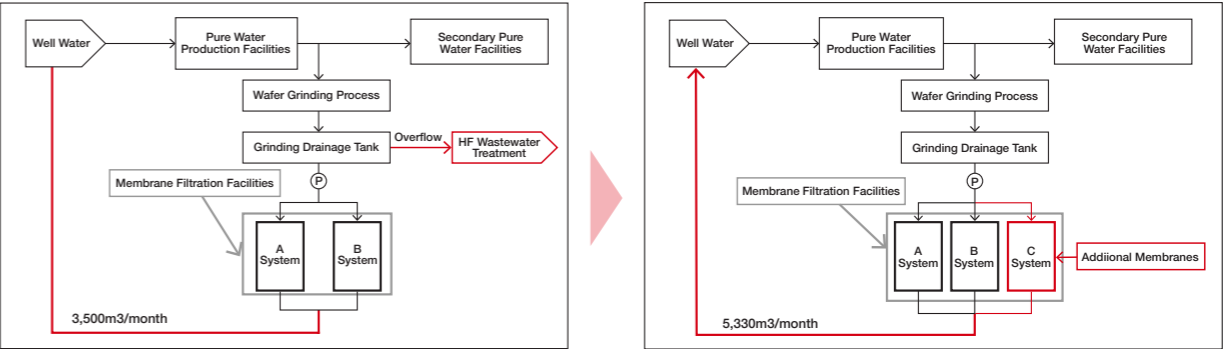
At ROHM Apollo Chikugo Plant, grinding wastewater discharged from the silicon wafer grinding process (grinding wastewater) is collected by a membrane filtration system and reused as raw water for the pure water production system.

This reuse of water through membrane filtration has reduced water withdrawal by approximately 3,500m³/month.

In addition, the plant constructed additional membrane filtration facility to cope with the increase in grinding wastewater due to increased production, resulting in a reduction in water withdrawal of approximately 5,330m³/month.



Membrane Filtration Facilities



Schematic Diagram of Membrane Filtration Equipment

Resource Recycling Activities

• Reduction of Water Withdrawal through Reuse of Wastewater from Production Processes

○ **Water withdrawal reduction: approx. 10,000 m³/year**

REMA (Malaysia) has been recycling wastewater by reusing wastewater after ion removal in an automatic irrigation system used in the gardening area. This reduces the amount of water withdrawal.



Waste Management

In order to eliminate waste of limited resources and energy, reduce waste, and recycle resources in a series of business activities from material procurement to development, production, and sales, the Resource Utilization Subcommittee plays a central role in setting up an implementation plan for each fiscal year to achieve the target and promote activities. We continue to achieve zero emissions. To contribute to a sustainable society, we will continue to procure resources with less environmental impact, minimize new resource inputs and waste emissions, and use resources in a sustainable manner.

Targets and Achievements [Policy for Achieving Environmental Vision]

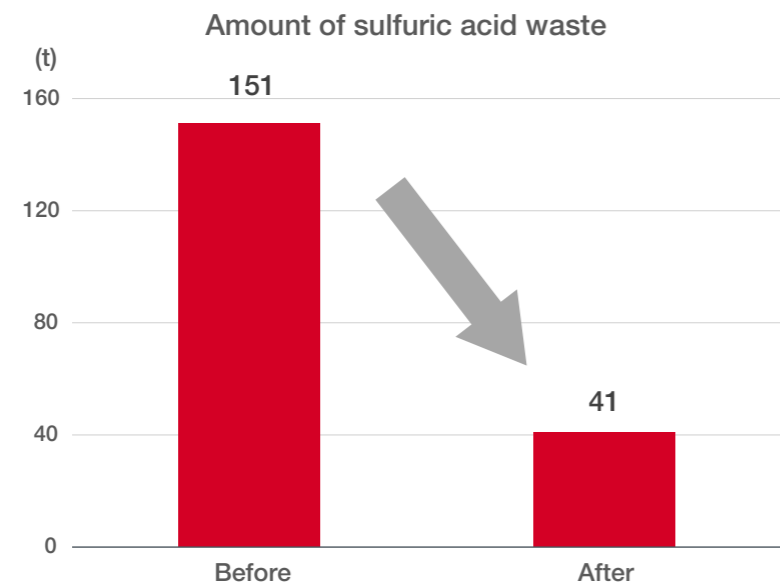
Work to maximize resource recycling in order to eliminate the waste of limited resources through a series of business activities from development to procurement, production, and sales.

Targets for FY2030	Targets for FY2023	FY2023 Results	Targets for FY2024
(1) Recycling rate: •Maintain zero emissions on a consolidated basis in Japan •Aim for 97.0% or more on an overseas consolidated basis •Aiming for zero emissions through domestic and overseas consolidation	•Domestic consolidation: Zero emissions •Overseas consolidated: 95.0% or more •Domestic and overseas consolidation: 98.0% or more	•Domestic consolidation: Zero emissions •Overseas consolidated: 95.8% •Domestic and overseas consolidation: 98.5%	•Domestic consolidation: Zero emissions •Overseas consolidated: 95.0% or more •Domestic and overseas consolidation: 98.0% or more
(2) Waste emissions intensity at front-end plants: Reduction of 10.0% or more from FY2019 results	9.0% or more reduction from FY2022 results	10.2% reduction from FY2022 results	1.0% or more reduction from FY2023 results
	Reduction by 12.4% or more from FY2019 results	Reduction by 13.6% from FY2019 results	Reduction by 14.5% or more from FY2019 results
(3) Waste emissions intensity at back-end plants: Reduced by 20.0% or more from FY2019 results	Maintain FY2022 results	Reduction by 14.0% from FY2022 results	Maintain FY2023 results
	Reduction by 1.5% or more from FY2019 results	Reduction by 15.3% from FY2019 results	Reduction by 15.3% or more from FY2019 results

Resource Recycling Activities

• Conversion of waste sulfuric acid into valuable resources upon arrival

Waste liquid of high-concentration sulfuric acid used for resist stripping is in demand as valuable resources, and can be sold as valuable resources if it meets the quality required by users. By consigning waste sulfuric acid, which was conventionally consigned for disposal as industrial waste, as “valuable resources upon arrival,” we have reduced industrial waste emissions by approximately 110 tons/year.



Hazardous Waste Management Efforts

The semiconductor manufacturing process generates hazardous wastes such as plastics that are contaminated with chemical substances and chemicals.

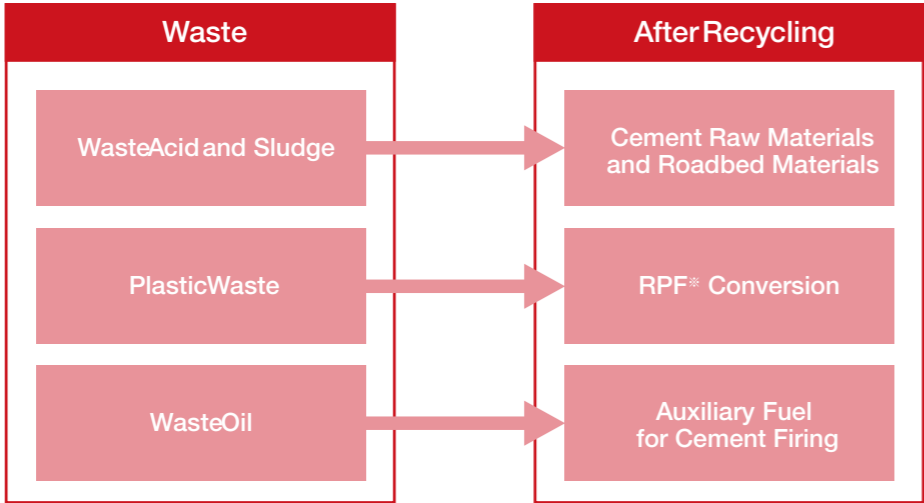
ROHM Group has set a target and is working to achieve the goal of utilizing all waste as recycled resources, including hazardous waste that could potentially affect the environment and human health and safety.

As of FY2022, specially controlled industrial waste for the entire ROHM Group accounted for 26.6% of total waste, of which 99.96% was recycled.

Resource Recycling Activities

Recycling Efforts

ROHM Group has set a target of maintaining zero emissions on a consolidated basis in Japan and achieving a recycling rate of at least 97% on an overseas consolidated basis by FY2030, and zero emissions on a consolidated basis in Japan and overseas. As of FY2023, specially controlled industrial waste for the entire ROHM Group accounted for 28.4% of all industrial waste, of which 99.9% was recycled.



※RPF(Refuse derived paper and plastics densified Fuel):
High-grade solid fuel made mainly from recovered paper and waste plastics, which are difficult to recycle as materials, among industrial wastes.

[Voice of the Person in Charge]

As a part of our work related to resource recycling, which is a key theme of the ROHM Group Environmental Vision 2050, our long-term vision, we promote waste recycling and company-wide deployment of such measures to reduce resource waste in our production and business activities from the environmental consideration perspective.

We are also working on internal education programs to raise the awareness of every employee regarding environmental conservation. Specifically, we have established an “Environment Month” within the company, and we conduct e-learning programs on the importance of the circular economy and recycling, and we also provide waste separation manuals and comprehension tests to help employees acquire knowledge and raise environmental awareness.



Corporate Sustainability Division
Environmental Management Department
Shota Shitomi

Coexistence with Nature Activities

Biodiversity is an important source of “natural capital,” one of the management resources, and its conservation is essential for the further sustainable growth of society and ROHM. However, research has shown that biodiversity has decreased by approximately 68% worldwide since the 1960s, and in the Global Risks Report, which is published yearly by the World Economic Forum, “biodiversity loss” was identified as one of the top major global risks hindering the growth of society and companies. At COP15 held in April 2022, a commitment was made to “prevent and restore biodiversity loss by 2030 at the latest (i.e., Nature Positive). Against the above background, ROHM formulated the “ROHM Group Environmental Vision 2050” in 2021, setting “Coexistence with Nature” as one of the priority themes, and simultaneously setting 2030 environmental targets as interim targets. Based on the ISO 14001 management system, ROHM Group conducts environmental impact assessments at each of its production sites to reduce environmental pollution and impact on the ecosystem, actively promotes greening, and participates in and supports social contribution activities, in order to promote activities for coexistence with nature throughout the Group and to create a global environment for the next generation. We are promoting the creation of a global environment that can be handed down to the next generation.

Biodiversity Conservation

Targets and Achievements [Policies for Achieving the Environmental Vision]

Cherish the blessings of nature created by the biodiversity of the earth and pass on the global environment in a better state to future generations.

2030 Targets	Target for FY2023	FY2023 Result	Target for FY2024
The entire Group will carry out activities to conserve biodiversity and promote the creation of a global environment that will be handed over to the next generation.	Development of biodiversity conservation performance indicators	Conservation theme identified as Water	Planning and examination of specific measures to promote the ROHM Group’s theme of coexistence with nature
	Further promotion of efforts to conserve biodiversity	Expanded the scope of environmental communication to neighboring elementary schools.	Conducting environmental events for employees and neighboring elementary schools (schools: 3 times/year, employees and employees’ families: 3 times/year)
		Held environment events (5 for employees and their families, 6 for elementary schools in the neighborhood)	

Coexistence with Nature Activities

Initiatives to Conserve Biodiversity (FY2023 Result)

1. Formulation of Biodiversity Conservation Performance Indicators

In order to realize the ROHM Group Environmental Vision 2050, greening activities and ecosystem conservation activities at each business site are important. ROHM has long been engaged in greening around its headquarters based on the concept of a “factory in the forest” to achieve harmony with nature. To promote group-level initiatives, we established the “Specialist Subcommittee for Symbiosis with Nature” as a subordinate organization of the Environmental Conservation Measures Committee. In response to the recent momentum for nature positivity, in FY 2023, we have identified the priority biodiversity themes that the ROHM Group should address by extracting, evaluating, and identifying what natural capital our business activities, including our supply chain, depend on and what impact our activities have on it. The ROHM Group has identified water as a priority biodiversity theme to be addressed. When identifying the themes by using the evaluations of external organizations and tools such as ENCORE, we identified several items as general risks, as well as risk items that were unique to our company. Future projections, analysis of environmental impact at each domestic and overseas manufacturing site, and interviews with specialized organizations are being conducted. In FY2024 and beyond, ROHM will continue to identify water as a priority theme to be addressed by the ROHM Group, In FY 2024 and beyond, we plan to conduct interviews with experts and local governments with locations to identify priority areas, performance indicators, and specific measures.

* ENCORE: A tool developed jointly by the Alliance for Natural Capital Finance, the United Nations Environment Programme's World Conservation Monitoring Center (UNEP-WCSC), and other organizations to help financial institutions understand the risks and opportunities that companies present to natural capital.

<Medium-Term Targets and Implementation Plan>

●:Completion ◎:Being Carried out

Mid-term target				Track Record	Actual			Plan	
					2021	2022	2023	2024	2025
Biodiversity Conservation	(1) Realization of “Factory in the Forest”	For living creatures creating comfortable habitats	Development of promotion system	●		○			
			Establishment of mid-term goals	●	○				
			Formulation of performance indicators at the group level	◎		Decision			
			Maintenance of the conservation environment at ROHM's head office (Biotope construction, etc.)	●	○	Maintenance			
			Habitat survey of living creatures on the head office grounds	◎	○	Implementation			
			Develop and expand activities to the arou level	◎		Planning		Measure implementation	
	A place to learn about the importance of biodiversity		Environmental education and events	◎	○	Implementation			
			Develop and expand activities to the group level	◎		Domestic location			

Coexistence with Nature Activities

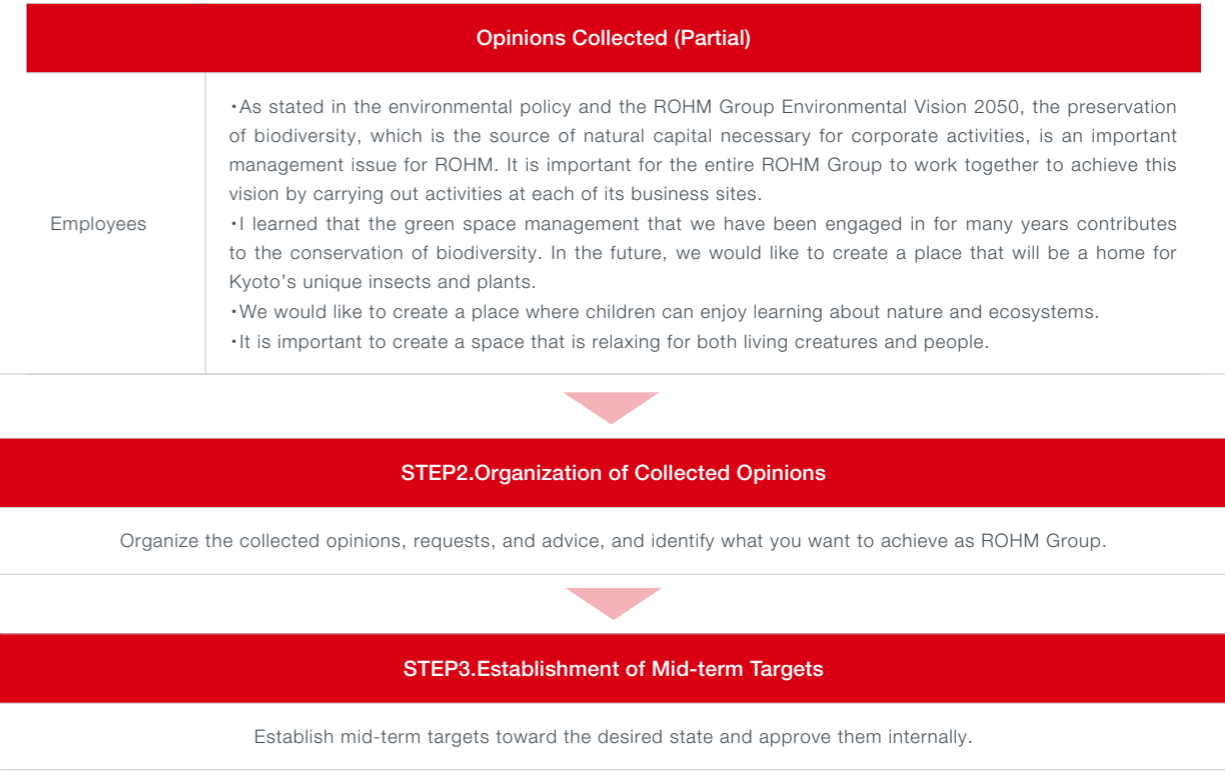
●:Completion ◎:Being Carried out

Mid-term target				Track Record	Actual			Plan	
					2021	2022	2023	2024	2025
Biodiversity Conservation	(2) Working with the community “Connecting People and Forests”	Creating a place for the community to relax and learn to live in harmony with nature	Signed a cooperation agreement with the Shiga Prefectural Government	◎					
			Planning and implementation of activities at each business location Planning and implementation of activities	◎					

< Reference: Process for Formulating Mid-term Goals >

The following mid-term goals that we have identified were developed after reflecting the content of interviews with external experts and requests and opinions from employees.

STEP1.Gathering Opinions	
Gathering information on ROHM’s long-term vision, employee feedback, and advice from outside experts	
Opinions Collected (Partial)	
Outside Experts	<ul style="list-style-type: none">•The “Factory in the Forest” at the Kyoto Head Office is a valuable green space that contributes to the preservation of the natural environment, despite its location in the center of a large city.•We would like to see company conduct surveys of living creatures in order to understand the status of biodiversity preservation and consider improvement measures.•In order to realize the “Factory in the Forest” concept of harmony with the local community and nature, I hope that the company will communicate with various stakeholders and further expand the scope of its activities.



Coexistence with Nature Activities

2. Further Promotion of Initiatives to Preserve Biodiversity

In order to create a water-friendly space, an 8,400 m2 biotope area was created within the head office's premises located in the city of Kyoto.

Research has shown that even in cities where large green spaces cannot be increased, small green areas and water-friendly spaces play a very effective role in preserving birds, insects, and other small creatures.

"Factory in the Forest," located in a residential area among buildings in Kyoto City, has been evaluated by third-party evaluation organizations (ABINC[®]1 and SEGES[®]2) for biodiversity as "an oasis in the city for birds and insects, and has high green space value. From FY2022 onward, this biotope area has been used to attract a variety of plants and animals to promote the conservation of native species, as well as to implement environmental communication measures targeting local children and employees' families.

<Biotope Area Image>

いきもののための緑



ビオトープ



Playing in the River at the Biotope

Coexistence with Nature Activities

Creating Opportunities to Experience Nature Through Habitat Surveys and Guided tours

Since FY2021, ROHM has been conducting biological surveys in cooperation with outside experts to obtain information on the habitat and growth of living creatures on ROHM head office grounds for use in conservation and restoration. In addition, guided tours of living organisms have been held for employees. The guided tours are designed to allow employees to experience and learn about the plants and animals living on the premises while walking around with expert guides, with the aim of reaffirming the importance of biodiversity.

This event has also been held for elementary school students in the neighborhood since as part of a cooperative policy with Kyoto City regarding coexistence with nature.

In addition, an increasing number of children are growing up without the opportunity to experience nature in their childhood, and this is becoming an issue. Against this backdrop, we have been periodically opening our biotope area to employees, their families, and local elementary schools since FY2023 to provide children with opportunities to become familiar with nature and learn the importance of environmental preservation.



Explanation about Flora and Fauna by Expert Guides

• Organizing Farm Work Experience Events

ROHM have been holding a farm work experience for employees and their families. The event was designed to provide employees and their families with an opportunity to experience nature in the biotope area and learn about ROHM's vision and the importance of ecosystem preservation through hands-on farming in the fields that nurture a diversity of living creatures. In October, the planted potatoes are harvested and the rice is harvested.

During the events, the participants receive lectures from farmers as they work.



Coexistence with Nature Activities

3.Implementation of Activities at the Group Level and Consideration of Expansion

ROHM Group believes that it is essential to work for the conservation of biodiversity from the use of resources for production and emissions from production, and is conducting cleanup and tree-planting activities in various regions to protect ecosystems.



ROHM Wako: Refresh Setouchi Participation in Coastal Cleanup Operation



ROHM Apollo Yukuhashi Plant: Participation in Cleanup Activities Around the Plant



ROHM Apollo Chikugo Plant: Participation in Cleaning up the Canal on the North Side of the Plant



YTC, LAPIS Semiconductor: Volunteer Activities for Beach Beautification



YTC, LAPIS Semiconductor: Participation in Flower-Planting Volunteer Activities



ROHM Electronics (Malaysia) Sdn. Bhd.: Participation in Coastal Cleanup Activities



ROHM Semiconductor Korea Corporation: Participated in River Cleanup Activities around the Company



ROHM Semiconductor Philippines Corporation: Environmental Poster Contest Held

4.Cooperation with Municipalities with Business Locations

• Partnership Agreement with Shiga Prefecture to “Link People and Forests”

ROHM has concluded an agreement with Shiga Prefecture to “Link People and Forests” toward the realization of a society in harmony with nature. The agreement stipulates that both parties will work together and cooperate toward “the realization of a society in harmony with nature where people and forests are connected,” using Omi Fuji Flower and Greenery Park (Yasu City, Shiga Prefecture) as a practical model.

Since the 1980s, ROHM has been actively engaged in the greening of areas around its business sites based on the concept of “a factory in the forest.” In 2001, ROHM established the “ROHM Forest” in Australia as one of its measures against global warming, and has been conducting tree-planting activities. The planting of fast-growing eucalyptus trees on approximately 1,000 hectares of land over a 10-year period resulted in a reduction of 110,000 tons of CO2 emissions, and the company also worked on resource recycling by thinning mature trees appropriately for effective use as papermaking materials.

In recent years, as the risks of climate change have become more apparent and the importance of achieving carbon neutrality has increased worldwide, ROHM has been considering the “ROHM Forest Next” activity in order to practice the “Coexistence with Nature” set forth in the ROHM Group Environmental Vision 2050, which was established in 2021. As a result of considering forest and nature creation sites with a focus on “biodiversity” and “harmony of natural cycles,” ROHM agreed with the concept of the “entrance to a forest right there” at “Shiga Prefectural Omi Fuji Green Park” and has now concluded an agreement with the park.

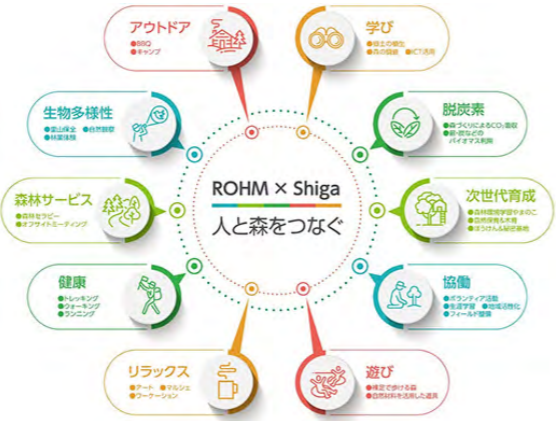
•YTC・・・Yokohama Technology Center

Coexistence with Nature Activities



Signing Ceremony

Mr. Taizo Mikazuki, Governor of Shiga Prefecture (left)
ROHM President Isao Matsumoto (right)



From FY2022 onward, we will work closely with the Shiga Prefectural Government to develop the park in line with the concept of the agreement, and expand our biodiversity conservation and community contribution activities after considering collaboration with municipalities where we have business bases.

・ Partnership Agreement with Kyoto City for Building a Decarbonized Society

In July 2022, ROHM concluded a collaboration agreement with Kyoto City to build a decarbonized society. The purpose of this agreement is to contribute to solving the urgent global issue of climate change through ongoing collaboration between the two parties toward building a decarbonized society with virtually zero CO₂ emissions by 2050. As part of our efforts to build a decarbonized society and improve local resilience, we are supporting the installation of solar panels at Shichijo Daisan Elementary School, a nearby elementary school. Since FY2023, we have been providing biotope areas for science classes, offering guided tours and a place for visiting schools to conduct classes. In recognition of these efforts, the company received the Medal with Dark Blue Ribbon. In addition, in collaboration with Kyoto City, the Kyoto City Board of Education, and Shichijo Daisan Elementary School, we have formulated an environmental education program for children to learn the importance of biodiversity.



The Signing Ceremony
Mr. Daisaku Kadokawa, Mayor of Kyoto City(right)
ROHM President Isao Matsumoto (left)



The Conveyance Ceremony of the Medal with Dark Blue Ribbon from the City of Kyoto Kotaro Tanaka, Director for Global Environment and Energy, Environmental Policy Bureau, City of Kyoto (Right) Koji Yamamoto, Member of the Board, Senior Corporate Officer, in charge of Administration, ROHM Co., Ltd. (Left)

Coexistence with Nature Activities

Chemical Substance Management

Targets and Achievements [Policies for Achieving the Environmental Vision]

Cherish the blessings of nature created by the biodiversity of the earth and pass on the global environment in a better state to future generations.

2030 Target	Target for FY2023	FY2023 Result	Target for FY2024
Thorough management of chemical substances in products.	[Legal and regulatory compliance] Identify applicable laws and regulations and ensure compliance and control.	Grasping PFAS regulatory trends, disseminating information to relevant divisions, and conducting supplier inclusion surveys across the ROHM Group	Identify applicable laws and regulations and ensure compliance and control.
	[Internal Management] Strengthen the internal management system by closely sharing information with relevant parties.	Confirmation of the status of internal product scientific substance management operations and promotion of enhanced operations at the time of parts and materials changes	Strengthen the internal management system by closely sharing information with relevant parties.
	[Supplier Management] Thoroughly manage controlled substances with suppliers	Revise and notify suppliers of the requirements for product chemical substance management to reflect the latest regulations and key customer requirements.	Thoroughly manage controlled substances with suppliers

Product Chemical Substance Management

ROHM Group complies with all environmental laws and regulations in Japan and overseas along with customer requirements and conducts initiatives to procure materials that minimize environmental impact.

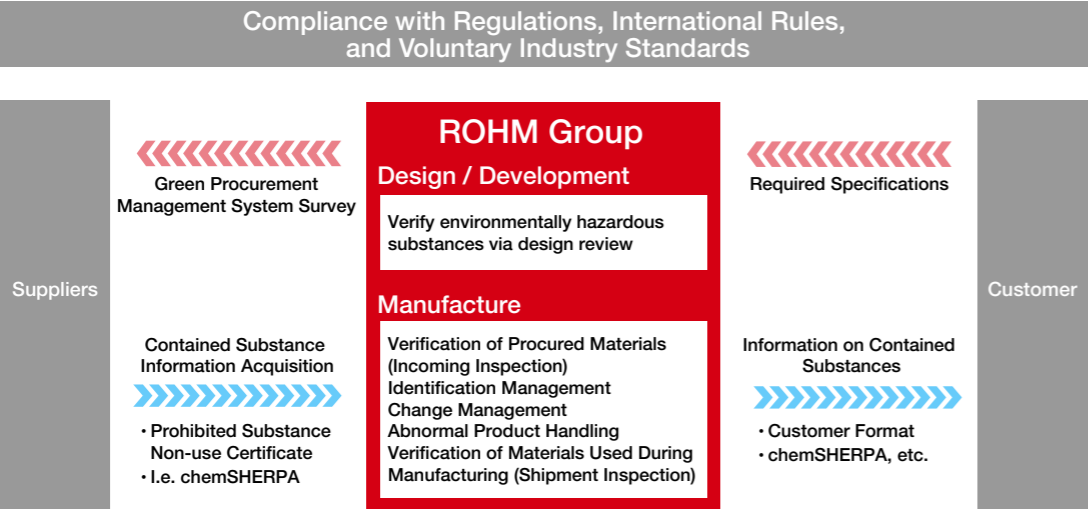
While regulations on product chemical substance management such as the EU RoHS Directive, EU REACH Regulations, and the China RoHS Directive are being further strengthened, we have established Green Procurement Standards and verified conformance to each regulation by accurately obtaining the chemical information contained in raw materials and parts.

Based on the cooperation of our business partners, we are promoting the creation of eco-friendly products, creating a management system that prevents prohibited substances from being received, used, or shipped, and supplying products that ensure worry-free use by our customers.

In addition, raw materials and parts delivered from suppliers as well as products to be shipped to customers are periodically checked for chemical substances using fluorescent X-ray analyzers installed at each production site and at ROHM's Quality Assurance Department.

※ROHM Group's Green Procurement efforts are listed below.

Coexistence with Nature Activities



• Compliance with the RoHS Directive

In 2004 ROHM completed the transition to lead-free to ensure compliance with the RoHS Directive (2002/95/EC) enacted in 2006 (excluding some custom products demanded by certain customers). ROHM products also comply with the revised RoHS Directive (2011/65/EU) promulgated in 2011 and the additional directive (2015/863/EU) established in 2015 restricting the use of specific phthalate esters.

Please note that our products do not contain restricted substances exceeding the maximum permissible concentration except for those exempt from regular applications.

Restricted Substance	Maximum Allowable Value
Lead	0.1wt% (1,000ppm)
Mercury	0.1wt% (1,000ppm)
Cadmium	0.01wt% (100ppm)
Hexavalent Chromium	0.1wt% (1,000ppm)
PBB (Polybrominated Biphenyl)	0.1wt% (1,000ppm)
PBDE (Polybromodiphenyl Ether)	0.1wt% (1,000ppm)
DEHP (Di-2-Ethylhexyl Phthalate)	0.1wt% (1,000ppm)
BBP (Butyl Benzyl Phthalate)	0.1wt% (1,000ppm)
DBP (Di-N-Butyl Phthalate)	0.1wt% (1,000ppm)
DIBP (Diisobutyl Phthalate)	0.1wt% (1,000ppm)

Coexistence with Nature Activities

Environmental Pollution Prevention

Environmental Compliance

ROHM Group has established voluntary control standards for air and water quality, noise, vibration, and odor that are stricter than legal and public regulations, and conducts periodic environmental measurements to thoroughly manage environmental risks.

<Number of Reports to the Government Concerning Violations of Laws and Ordinances, etc.>

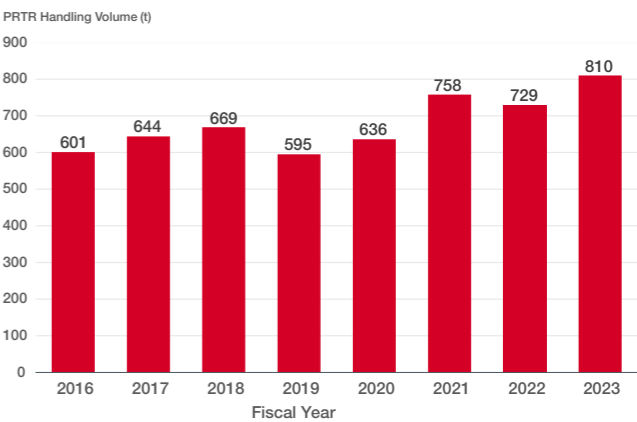
Fiscal Year	2018	2019	2020	2021	2022	2023
Number of Reported Pieces	0	0	1	1	1	5(*)

* In FY2023, we reported four cases of water quality exceeding the legal limits and one case of noise exceeding the legal limits, all of which have been investigated and corrective measures have been implemented. We will continue monitoring to ensure that there are no more cases of exceedances of regulatory values.

* Subject: ROHM Group
In both FY2020 and FY2021, we reported on water quality exceeding regulatory limits.
In FY2022, a report was filed regarding noise emission exceeding the regulation values.In both cases, investigations into the causes and implementation of remedial measures have been completed. We will continue monitoring to ensure that the regulatory values are not exceeded.

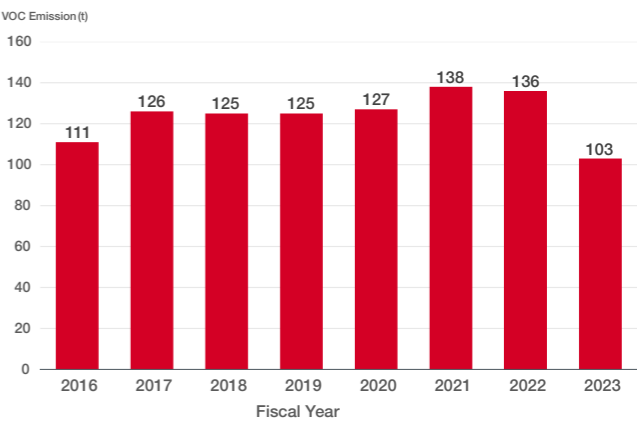
PRTR Handling Volume

Many chemicals are used in the semiconductor manufacturing process.
ROHM Group is committed to thorough management of PRTR substances(Class I Designated Substances).



VOC(Volatile Organic Compounds)Emission

Organic solvents required for semiconductor manufacturing processes fall under the category of VOCs (Volatile Organic Compounds) and are considered to be a cause of photochemical smog when emitted into the atmosphere. ROHM Group is working to reduce emissions of VOCs through management.



Environmental Communication

Overall Environmental Internal Audit

ROHM head office audit team conducts an overall environmental internal audit once every two years by visiting the sites to check the effectiveness of the environmental management system and compliance with related laws at each group company, which leads to continuous improvement of the system and enhancement of environmental performance.



Opening Meeting



Audit Process



Audit Process

Environmental Liaison Conference

ROHM Group holds an environmental Liaison Conference once every two years, where environmental management managers and personnel from each business site gather to share their targets and implementation plans. At this meeting, the progress of each site is checked and environmental issues for the entire group are discussed.



ROHM Group Environmental
Liaison Conference 2023

In December 2023, The ROHM Group Environmental Liaison Conference was held. A total of 57 environmental representatives from seven companies (including 23 from group companies) participated in the meeting: ROHM, ROHM Apollo, ROHM Wako, ROHM Mechatech, ROHM Hamamatsu, and LAPIS Semiconductor. Each company reported on best practices, the latest information, and issues related to reducing environmental impact. At the meeting, there was a lively exchange of opinions, and we were able to share information and intentions to further promote group-wide activities towards achieving the Environmental Vision 2050 and the environmental targets for FY2030.

Environmental Education and Awareness Activities

ROHM Group promotes environmental awareness-raising activities to deepen each employee’s understanding of the connections between the global environment and ROHM’s business activities, and the implementation of environmental activities. ROHM Group is also strengthening its ties to the local communities through a variety of activities.

(1)Environmental Education

[Grade-based Environmental Education]

To train employees who can act with consideration for the living environment and the global environment, we provide them with education on how their respective work is related to the environment and how important the environmental management system is through training for new employees and grade-based training.



Grade-based Environmental
Education

[Environmental Education for Elementary School Students]

ROHM Group has been provided environmental education for elementary school students in Kyoto City since 2010. In the education program, we give the students opportunities to realize the importance of the energy saving by comparing the energy consumption of an LED and miniature bulbs using a human-powered generators, as well as a lecture about global-warming’s mechanism, and energy-saving tips that can be performed at home or school. ROHM Group will continuously develop these kinds of activities that help children understand the value of global environment.



Environmental Education for
Elementary School Students

Environmental Communication

(2) Awareness Activities

[Light-off Event]

ROHM Head Office and building in front of Kyoto Station participates in a lights-off event on the 16th of every month (on the “DO YOU KYOTO?” Day), when we switch off the logo signs on the outside wall of the building and window lighting. ROHM will continue to actively participate in such environmentally friendly initiatives.



Before Light-off



After Light-off

Environmental Awards

Certified as an “Eco-First Company”

ROHM was certified as an “Eco-First Company” by the Minister of the Environment on April 5, 2023. The Eco-First System is a system under which companies pledge to the Minister of the Environment their own environmental conservation efforts, including measures against global warming and recycling, and the Minister certifies that the company is engaged in “advanced, unique, and industry-leading business activities” in the field of the environment. ROHM will continue its efforts to preserve the global environment through environmentally-friendly products, reduction of environmental impact in production activities, and effective use of resources, aiming for a balanced and harmonious state between the natural environment and economic activities.

•Eco-First Commitments (excerpts)

- 1. We will aim to achieve virtually “zero” CO₂ emissions in 2050 from our business activities by making climate change countermeasures an important indicator of the effectiveness of our sustainability efforts.
- 2. We recognize the significant impact of our business activities on the environment, and we will strive to maximize resource recycling to eliminate waste of limited resources through our business activities.
- 3. We will cherish the blessings of nature created by the earth’s biodiversity and pass on the global environment to the next generation in a better state.



Environmental Communication

•Grand Prize at the 30th Yokohama Environmental Activity Awards

Yokohama Technology Center's environmental activities (energy conservation, CO2 emissions reduction, waste reduction, social contribution activities, etc.) and development of environmentally-friendly products were highly evaluated, and the company received the Grand Prize, the highest award in the Corporate Category of the 30th Yokohama Environmental Activity Awards.



•Obtained Level 4 Certification in the Green Industry Project (Thailand)

The Green Industry Project was launched by Thailand’s Ministry of Industry to promote environmental improvements in companies’ manufacturing processes and business activities. The project evaluates companies that are actively working to improve the environment, and 13,000 factories have been certified so far. ROHM Integrated Systems (Thailand) was able to acquire the Green Industry Level 4 certification (the top two ranks).



Green Industry Certificate

•Certified by Third-party Certification for Biodiversity Conservation(ROHM)

Green space around ROHM Head Office has been highly evaluated for the efforts to consider biodiversity. It has acquired the “Association for Business Innovation in Harmony with Nature and Community Certification” sponsored by the General Incorporated Association for Business Innovation in Harmony with Nature and Community (ABINC)*1. Since March 2021, we have been certified with Excellent Stage 2 certification in the Green Development Ranking Division of SEGES*2, operated by the Organization for Landscape and Urban Green Infrastructure. In March 2024, the certification label was upgraded to Excellent Stage 3 in recognition of creating a cohesive green space with a strong local identity and strengthening environmental communication with the local community.



Certificate of Commendation

*1.Association for Business Innovation in harmony with Nature and Community(ABINC) (external)

*2.SEGES

Human Capital Management

Human Capital Management

Our Basic Policy

ROHM Group’s Basic Management Policy states, “We will seek out and develop a wide range of talented human resources to lay the foundation for the company’s permanent prosperity.” Our company’s history, technologies, and assets accumulated since our foundation are important assets for the company, and it is undeniably human resources that have cultivated these assets. That is why ROHM Group aims to achieve cyclical growth for the company and its employees by investing in the growth aspirations of each and every employee to bring out their individual abilities to the fullest, focusing on human capital development, and also providing a stage where a wide range of talented human resources can play an active role.

In order to achieve these goals, we believe that we must grow our business and increase corporate value by promoting human capital management.

ROHM’s Vision for Human Capital Management

ROHM Group defines human capital management as “the realization of a cycle of perpetual growth for both the individual and the company, achieved by incorporating the growth of each employee into the company and reinvesting corporate profits to improve the market value of the individual.”

The company provides the employees with appropriate growth opportunities and actively supports their growth. Employees who find this attractive gather at ROHM, grow through their work and increase their market value. As a result, the company grows, increasing its corporate value in the medium- to long-term and further reinvesting in its employees. We see ROHM’s human capital management as a cycle that continues to be perpetuated in this way.

We believe that the ideal image of human resources and an organization that will help us become a major global player is one in which professional human resources empathize with the Company’s Mission, Policies and Vision and continue to grow autonomously while respecting the diversity of individual personalities and work together as ONE ROHM to contribute to business growth. By promoting human capital management, we will achieve sustainable business growth and improve our corporate value in the medium- to long-term.



Strengthening Employee Engagement

Our Basic Policy

In the midst of major transitions such as digitalization and decarbonization, and against the backdrop of structural labor shortages caused by the declining birthrate and aging population, it is becoming more important to continue to develop and secure human capital over the long term. In particular, failure to continuously develop and secure highly specialized human capital may lead to a decline in competitiveness.

In order to continue to develop and secure human capital over the long term, it is important to create a stage where a wide range of talented people can play an active role. It is also important to enhance and strengthen human resource policies and systems to increase employee engagement with the company and productivity, and to enable each employee to fully display their abilities.

Specifically, to ensure that the highly specialized human resources that will support the Company’s sustainable growth can fully demonstrate their capabilities, we have drastically revised our employee career system and established the Specialist Position System in FY2019. In addition, under the Job Posting System, which launched in FY2022, job openings at the times of reinforcement or increase the number of employees in focused businesses are publicly disclosed and advertised within the company, providing opportunities for employees to raise their hands and realize transfers on their own.

Furthermore, we have introduced various systems to enable each employee to work flexibly according to their own lifestyle and life stage. In addition to providing childcare and nursing care leaves, we are focusing on creating an environment where employees can continue to work with peace of mind through a system that allows them to change their place of work.

We will continue to use the Engagement Survey to understand the gap between the ideal state of the organization and the current situation and issues, and to implement effective measures to improve engagement to create a stage where excellent human resources can play an active role with vigor.

Strengthening Employee Engagement

Medium-Term Targets and Achievements

In order to realize a workplace environment in which employees, who support ROHM Group’s growth, can work vigorously and foster a better corporate culture, it is essential to strengthen engagement through two-way communication between the company and employees, since group-wide corporate management is crucial. ROHM has set “strengthening employee engagement” as one of ROHM Group’s sustainability priority issues (set for FY2021), and is promoting efforts to achieve this goal.

Strengthening Employee Engagement

[Background and Challenges for Activities]
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.

Theme	Targets(Target Year: FY2025)	Targets for FY2023	FY2023 Actual	Targets for FY2024
Foster a corporate culture that creates challenges	Establish a system to train world-class next-generation leaders and professionals	Expanding the scope of the job-based personnel system to provide more strategic and competitive treatment	•Introduced a remuneration system for certain levels of employees that benchmarks not only internal hierarchy and fairness, but also external remuneration levels •Introduction of programs to send students to MBA (Master of Business Administration)	Developing next-generation leaders through global trainee programs and MBA (Master of Business Administration) programs that enable employees to think from a global perspective and challenge the unknown
Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	Introduction of GLTD (Group Long Term Disability Insurance)	Completed introduction of GLTD (Group Long-Term Disability Income Compensation Insurance)	With the keyword “subjective view of health” (≠“Creating one’s own health”), we will develop health maintenance and promotion activities that maximize performance, rather than merely promoting health.
	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Expand the scope of the job posting system, introduce referral recruitment, and increase the number of foreign nationals.	•Job posting system: Approximately 50 employees were transferred to the department of their choice. In addition, transfers to overseas group companies were also possible. •Referral hiring: Some employees were hired using referrals. •Human capital from overseas: Transferring employees from overseas group companies.	Maximize organizational performance by establishing a structure to support the resolution of human resource issues at each headquarters.

Strengthening Employee Engagement

Theme	Targets(Target Year: FY2025)	Targets for FY2023	FY2023 Actual	Targets for FY2024
Enhancement of job satisfaction	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	Collect data across the Group and deploy the HR core system to Group companies, including those overseas	[Group Consolidated] Completed implementation of human resource management systems for two domestic group companies and one overseas group company.	[Group Consolidated] Collecting employee career plans in the core human resources system and converting relevant information into data
Improve employee engagement scores	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Improve the engagement score at the Head Office	A second engagement survey was conducted at the Head Office. The Sustainable Engagement Score was 75, down one point from the previous survey.	[Group Consolidated] Consider and implement measures to further improve engagement in anticipation of the third Head Office and the second group company in 2025

*We manage engagement scores through the Willis Towers Watson (WTW) Employee Engagement Survey.
The score represents the percentage of employees who respond favorably to questions related to "sustainable engagement."

【Related Activities】

Strengthening Employee Engagement

Enhancement of Job Satisfaction

We have positioned “ease of work” as a concept that indicates a workplace environment in which workers can work comfortably and safely, and “job satisfaction” as a concept that indicates a state in which workers are actively engaged in their work and the organization, and in which their sense of self-efficacy is fulfilled.In order to increase employee job satisfaction, it is not enough to satisfy either one or the other. We believe that it is necessary to resolve issues related to “ease of work” and then link them to “job satisfaction.For this reason, in this chapter, we will introduce our initiatives to improve employees’ job satisfaction as “job satisfaction,” which is considered in the narrower sense of the term “ease of work.

1. Systems that lead to a comfortable work environment and the status of their use

ROHM has introduced various systems to enable each employee to work flexibly according to his or her lifestyle and life stage. ROHM believes that in order to improve productivity in the face of changing lifestyles and life stages, a workplace environment that is easy to work in is the first step. ROHM will continue to provide an environment that allows employees to choose a way of working that is compatible with their individual values.

Program Name	Description
Work interval program	Rest time is ensured by creating an interval of at least 10 hours between finish time and start time the following day, to prevent employees’ health problems.
Remote work (work from home) program	A system that allows employees to work in locations other than their regular workspace to support different work styles and improve productivity.
Relocation of work place programs	In cases where an employee is forced to relocate their home for reasons such as their spouse being transferred, marriage, childcare or to provide nursing care to a family member, a change of their place of work for personal reasons is recognized.
Rejoining program for retired employee	In cases where an employee is forced to resign from their job due to their spouse being transferred, marriage, childcare or to provide nursing care to a family member, the employee is granted the right to rejoin the company within five years of leaving.
Acquisition of paid vacations in hours	To enable diverse work styles, employees can take paid leave in units of one hour up to 5 days per year.
Staggered working hours system	A system that allows employees to change their working hours when it is necessary to respond to customers or telephone calls to overseas locations outside of regular working hours.

Going forward, we will develop and spread the use of various systems and aim to achieve a working environment that enable employees to work with energy.

Strengthening Employee Engagement

2.Support Systems and Initiatives for Childcare and Nursing Care

ROHM strives to create an environment in which each and every employee can play an active role in accordance with his or her lifestyle. In addition to the systems stipulated by law, ROHM has established its own enhanced systems to allow employees to work flexibly and diversely in accordance with life events such as childcare and nursing care.

System	Contents	Subject	Special Remarks
Childcare leave	①In principle, the childcare leave period is extended until the child reaches one year of age. If the child cannot be enrolled in a daycare center, the childcare leave period can be extended until the child reaches three years of age. ②Up to 2 installments per child can be taken (not applicable for extensions)	All employees	・Adapted to the 2022 legal revision ・Exceeds legal requirements (up to 3 years of absence)
Father Childcare Leave after childbirth	Twice (up to 4 weeks in total) while spouse is taking maternity leave within 8 weeks after childbirth.	All employees	Adapted to the 2022 law revision
Nursing time	May request 30 minutes of parenting time each morning and afternoon per day to raise a child under one year of age.	All employees	
Special congratulatory gifts during maternity leave	Partial payment of income during maternity leave (treated as paid leave)	All employees	Exceeds legal requirements (paid vacation portion)
Accumulated leave appropriation during maternity leave	Accumulated leave (unused portion of past paid leave) can be used during maternity leave	All employees	ROHM's unique system
Establishment of a policy to promote the use of maternity leave	Established a policy to encourage male employees to take childcare leave and to extend the period during which they can take leave, and made it known to all employees.	All employees	Adapted to the 2022 law revision
Establishment of a dedicated consultation service	Dedicated consultation service for inquiries about the childcare leave system, past cases of childcare leave taken, etc.	All employees	
Creation of Mother's Room	Support for female employees who are breastfeeding	All employees	Installed at HQ, Kyoto Ekimae Building, and Shin-Yokohama location
Recommendation of acquisition and confirmation of intent to acquire acquisition for all eligible employees	Inform employees whose spouses have given birth of the childcare system, encourage and confirm their intention to using the system.	All employees	

Strengthening Employee Engagement

System	Contents	Subject	Special Remarks
Childcare/nursing care support work	<ul style="list-style-type: none">•Shortened working hours (maximum 2h reduced)•Move working hours up or down (2h possible at most)* Shortened working hours are available until graduation from junior high school at the maximum.* Up to the graduation from elementary school in the case of accelerated and accelerated work	All employees	Exceeds legal requirements (for children up to junior high school graduation)
Leave to nurse a child	<p>The following number of vacation days can be taken during one year (April to March of the following year)</p> <ul style="list-style-type: none">•For one child: up to 5 days•For two or more children: up to 10 days	All employees	Can be taken in 1-day, half-day or hourly increments
Nursing leave	<p>The following number of vacation days can be taken during one year (April to March of the following year)</p> <ul style="list-style-type: none">•For one eligible family member requiring nursing care: up to 5 days•For two or more eligible family members requiring nursing care: up to 10 days* Up to 10 days with pay	All employees	Exceeds legal requirements (paid vacation portion)
Nursing care leave	Up to a total of 93 days of nursing care leave per family member in need of care during a 3-year period (unlimited number of times, up to 3 years of leave)	All employees	Exceeds legal requirements (up to 3 years of absence)
Allocation of accumulated leave to nursing care leave/absence	Accumulated vacation (unused portion of past paid holidays) can be used for nursing care leave and absence.	All employees	ROHM's unique system

Strengthening Employee Engagement

3. Promoting the Acquisition of Paid Vacations

We are promoting the acquisition of paid vacations through the following initiatives to help employees maintain good health or refresh their body and mind.

Implemented Contents

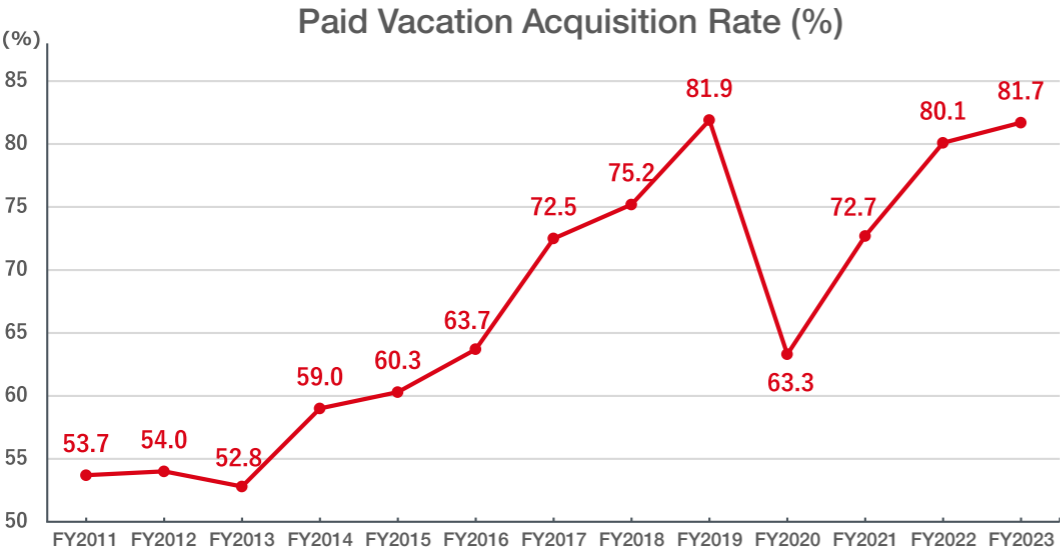
1. Training is implemented to boost their awareness and understanding of rules related to paid vacations.

2. Establishment of scheduled annual paid vacations (4 days a year)

3. Establishment of a paid-vacation promotion day.

4. Establishment of paid vacation in hours.

In FY2023, the paid leave utilization rate was 81.7%, an improvement of 1.6% from the previous year. In FY2024, we will continue to maintain a company-wide environment that facilitates the use of paid leave, and we have set a minimum acquisition rate of 50% not only for the company average, but also for each individual.



4. Approach to Harassment Prevention

As part of initiatives to create workplaces where employees can work energetically in good health, harassment prevention training by the general counsel is implemented toward divisional heads, including board members.

[Training Content]

Education while utilizing changes in social demands and specific cases to prevent sexual harassment, power harassment, and maternity harassment.

[Training Achievements]

	FY2019	FY2020	FY2021	FY2022
Participants(number)	35	27	34	422
Attendance Rate	100	100	100	100

* Starting in FY2023, the training is conducted every other year.

Similar harassment prevention training, which will be continued, is also implemented as part of the training provided when employees are promoted to a new position.

In FY2023, remedial and corrective actions were taken for three harassment complaints.The procedures are as follows:

- Investigate the facts, taking care not to cause any disadvantage to the reporter by reporting the incident.
- The company will take corrective action against the incident that is found to be true.
- Provide psychological support to the victim of harassment through counseling by the counseling office and the medical bureau.

Strengthening Employee Engagement

5. Awarding Employee

ROHM Presidential Award

ROHM Presidential Award ceremony is held every year at ROHM to present awards to employees who have contributed positively to the company based on our corporate goals and philosophy.

The awards are presented for employees’ annual contribution to developing new technologies and new products, as well as for their contribution to local and regional communities and our society in general. The awards help to improve the motivation of employees. Employees from group companies are also awarded the same prizes, and this has been a major event for the entire ROHM Group of companies.

[Number of Awards Received]

	Amount of Commendation (Million Yen)	FY2019	FY2020	FY2021	FY2022	FY2023
Gold Prize	3-10	6	10	10	8	8
Silver Prize	1.5	26	17	17	21	14
Bronze Prize	0.5	63	58	60	55	49
Effort Award	0.2	56	59	-	-	-
Total	-	151	144	87	84	71

To verify whether this is a motivational measure, we have conducted a questionnaire since 2023. More than 70% of the respondents answered that they would like to try for the President’s Award next year, and among those who participated in the ceremony, more than 90% said they would like to try again next year, indicating that this is a measure that leads to motivation.

* Effort awards discontinued in FY2021.

6. Specialist Position System

In order to develop products that are chosen by customers in the global market, it is necessary to enhance the expertise of everyone’s individuality and the capabilities of our engineers.

To enable the highly specialized human resources that support ROHM’s sustainable growth to fully demonstrate their capabilities, we have drastically revised our career system for engineers and established the Specialist Position System in FY2019. This system recognizes employees who contribute to the company with their highly specialized skills as “specialists” regardless of whether they have subordinates or not, and clarifies their career paths as leading experts in their fields.

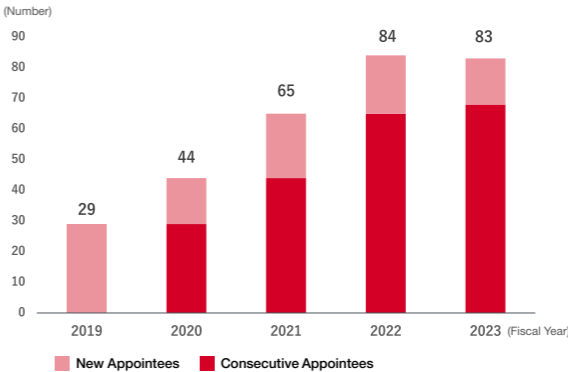
Goals of the Specialist System

1. Indication of an image of growth for specialized personnel and planned development of highly specialized personnel when requiring each employee to improve and exhibit specialized skills that could become a source of competitiveness in ROHM’s management and business strategy.

2. Expanding opportunities to actively participate and contributing to the personal development of employees whose strength is contributing to the company through advanced specialization.

3. Quickly recognizing the path suitable for one’s aptitude, and increasing motivation for conscious and proactive self-improvement of each individual.

[Number of Specialist Appointments]



Strengthening Employee Engagement

In addition, the titles of Fellow and Senior Fellow are given to highly specialized human resources at the top level of specialist positions. The purpose of this program is to nurture human resources who contribute to the company with their expertise and technical capabilities, in addition to those who are responsible for management, and to encourage the relevant employees to maximize their performance for the sustainable growth of ROHM. We plan to appoint about 10 fellows over the next five years, with three having been appointed as of March 2023. Senior Fellows will be treated as general managers and executive officers, and a system has been established to enable them to grow as highly motivated, highly specialized human resources.

Specialist positions not only require a high level of contribution as highly specialized human resources, but also have the important duties of fostering future generations and passing on expertise and technology. Through this system, ROHM aims to motivate and develop highly specialized personnel to further improve their expertise, accelerate technological development that supports ROHM's competitiveness, and thereby achieve further growth and development of the company.

Employees from certain grades apply for specialist positions on their own or on the recommendation of others, and if they pass the selection process, they are promoted to the position of chief technical officer or other positions. Among them, employees who meet the selection criteria are appointed.

*Specialist positions are term positions for 4-5 years.

[Specialist Employee Testimonials]



Power Devices Business Unit
Production System
Development Division
Koji Matsunaga

I am in charge of the development of in-house production of testers (measuring instruments) for final assurance of product characteristics, such as transistors, diodes, MOSFETs, IGBTs, and SiC modules, and work daily on new product support and improvement activities in cooperation with the business units and factories. I was involved in the development of the first in-house tester for AC characteristics (dynamic characteristics), which requires high voltage, high current, and high speed, and have experience in launching testers for various power devices. Although I am always next to danger because of the large amount of power handled, I am constantly improving my skills and devoting myself to the evolution of power devices.

Although it requires a wide range of knowledge (device characteristics, equipment, substrates, hardware, software, etc.), and there is pressure to prevent defective products from being released into the world, it is a very rewarding job. I would like to contribute to the field of measurement, including training young engineers, in order to improve the status of engineers in the field of measurement.



LSI Business Unit
AFE-LSI Product
Development Division
Yuji Shimada

I am in charge of circuit design of isolated AD converters for current detection when driving motors for industrial machinery. As an analog engineer, I design communication circuits and ADC circuits for isolation by coil. I have developed and commercialized circuit design and drive algorithm development for touch panel ICs by utilizing small-signal analog technology using ADCs, which is my area of expertise. I have also applied for numerous patents. In my current work, I am working hard to realize the launch of isolated ADC by utilizing it in more core ADC design, etc.

As a specialist, I would like to contribute to the development of competitive products by widely deploying ROHM's circuit technology and know-how, and by giving shape to the company's collective design capabilities as well as individual strengths.

Strengthening Employee Engagement

7. Job Posting System

In order to provide employees with the opportunity to transfer by raising their hands on their own, we established the Job Posting System in FY2022.

This system is commonly referred to as the internal recruitment system. Employees apply for positions posted within the company, and if they are matched with a department that has a vacancy, they can be transferred.

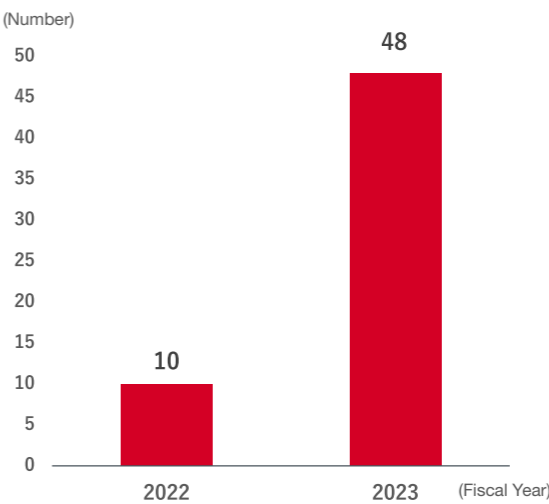
This system was introduced in December 2022, and as of FY2023, 48 employees have started working in the department of their choice. By having each employee proactively and continuously address his or her own career development and having the company support them, we are revitalizing career development and increasing the internal mobility of human resources. Through this system, we will be able to respond quickly to rapid changes in the environment and secure the human resources needed for our focused businesses.

The results of a questionnaire survey of 30 employees who had been using the system for one to two months after their transfer showed that they were more satisfied with their work and their own careers, and more motivated to work after using the system.

Purpose of introducing a job posting system

- 1. Allow in-house career path choice for oneself.
- 2. Foster a corporate culture that boldly takes on challenges and continues to innovate.
- 3. Increase the internal mobility of human capital.

[Number of transfers (cumulative)]



Strengthening Employee Engagement

8. Evaluation System

System	System details	Frequency	Situation
Management by Objectives System	Aiming at both contribution to the organization and personal growth, we introduced a target management system in FY2016. Employees set personal goals that are linked to management and departmental goals, and the degree of achievement is evaluated at the end of the fiscal year. The system is positioned as a mechanism to develop career paths through communication between supervisors and subordinates in the cycle of the evaluation system, from goal setting to evaluation and feedback, in the process of defining and sharing expectations and ideal images, and achieving them.	Twice a year	Feedback completion rate(FY2023) 100%
Performance Evaluation	Evaluation is based on performance and results achieved on the job. In order to maintain clear and fair standards, multiple evaluators are involved in determining evaluations.	Once a year	
360° Feedback	Assessments for managers are conducted so that they are constantly exposed to feedback from others and can promote self-management and self-improvement autonomously. In addition, from FY2022, group coaching will be implemented as a post-assessment measure to support personal and organizational growth.	Once a year	Assessed participants: 330 (FY2023) Group coaching participants: 305 (FY2023)

9. Long-Term Incentives

Introduced as a mechanism to increase appropriate incentives for executive officers, who are responsible for the management of ROHM Group, and to promote further value sharing with shareholders in order to achieve sustainable growth of ROHM Group and to enhance corporate value over the medium to long term.

10. Employee Stock Ownership Plan

The ROHM Group has established an employee stock ownership plan.The purpose of this program is to enhance the welfare of employees and increase their sense of participation in management. Employees may continue to purchase shares from a small amount of their own monthly salaries and bonuses.

🔗 Communications with Shareholders and Investors

11. Expansion of Employee Benefit Package Services

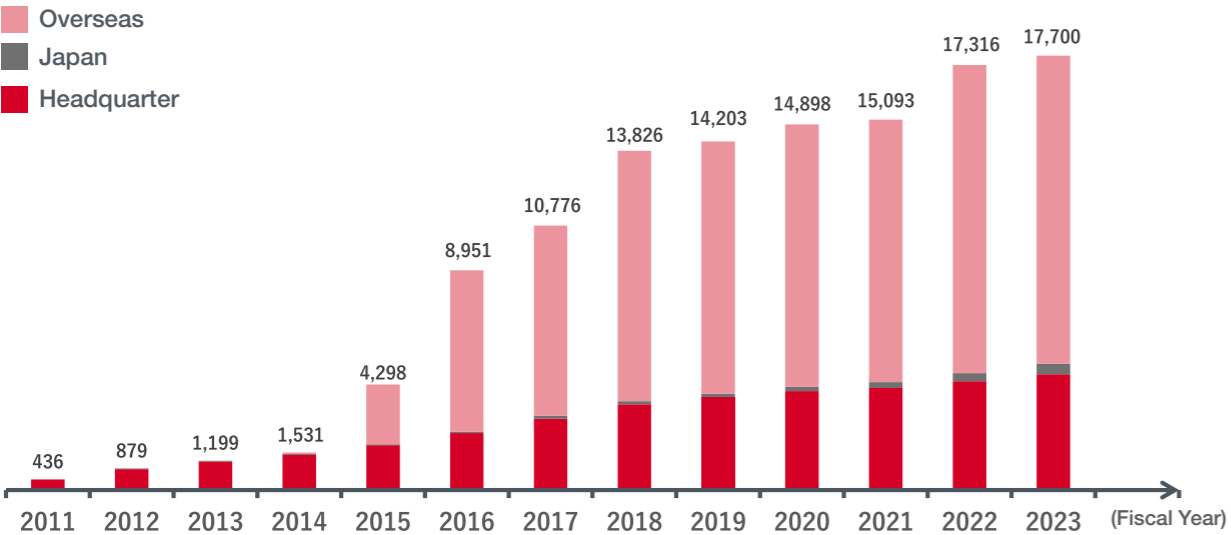
As working styles change dramatically and lifestyles and preferences continue to diversify, we are introducing a new benefit package service in FY2022 that can be used without being affected by circumstances or location and can meet a variety of needs. We are planning to expand and enhance the support services, focusing on providing employees with opportunities for growth, a comfortable work environment, and health support for their families, in order to create an environment in which employees and the company can grow further.

Strengthening Employee Engagement

12. Workshop to Instill Corporate Objectives and Basic Management Policies

ROHM carries out training to instill corporate objectives and basic management policies. The objective is to enable all ROHM Group employees to become aware of their raison d’etre within the company, as well as to recognize company’s direction and goals, so that they can help achieve established company targets through their work.

[Number of Workshop Participants (cumulative)]



Conducting Engagement Surveys

ROHM has set “becoming a major global player by FY2030” as its medium- to long-term management goal. In order to achieve this goal, it will be important for the ROHM Group to conduct group-wide corporate management, and one of the ROHM Group’s sustainability priority issues is to “strengthen employee engagement.

We believe that in order to realize group-wide corporate management, it is essential for employees to understand and sympathize with the direction the company is heading and the matters it wishes to achieve, and this is the strength of ROHM’s human capital. Therefore, ROHM conducts engagement surveys in order to grasp and analyze the state of employee understanding, empathy, readiness, and behavior, and to consider measures to respond to changing issues. Based on the “true feelings” and “truths” obtained through the engagement survey, we hope to make ROHM a company where each and every employee can take pride in working for the ROHM Group and maximize their strengths to take on further challenges.

The Engagement Survey sets global companies as benchmarks, and consists of a total of 71 questions in 14 categories, including “Challenge” and “Communication,” with a five-point answer system for each question.

[Conduct Engagement Surveys]

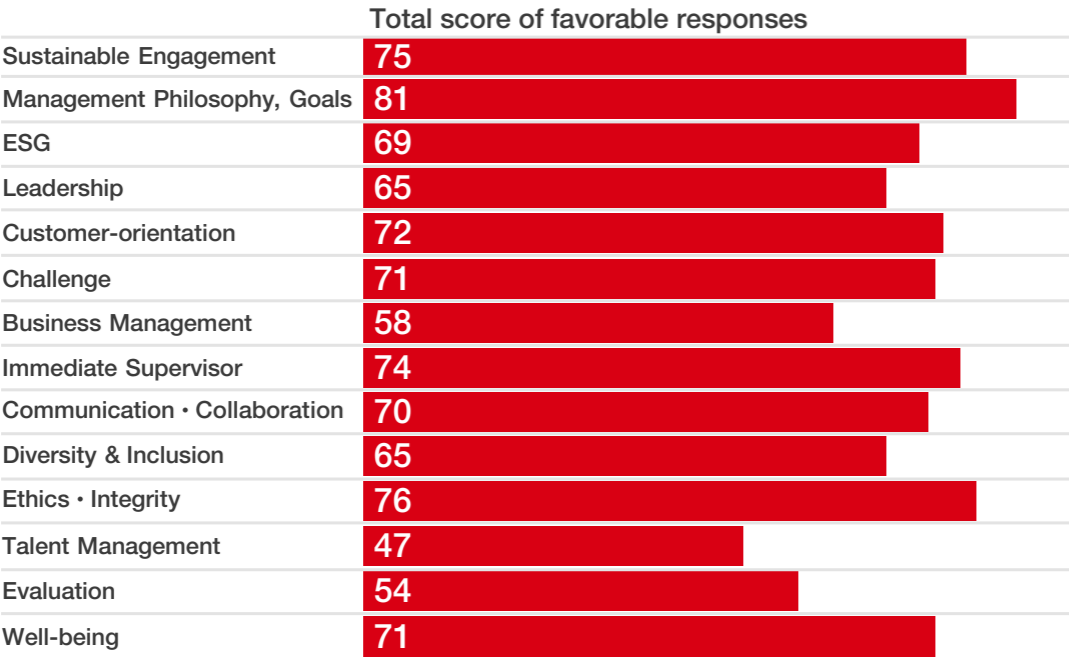
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	FY2021	FY2022	FY2023	FY2024	FY2025
ROHM Co., Ltd. (non-consolidated) (Approx. 4,000 employees)	Conducted		Conducted		Plan
Japanese Group Companies (Approx. 5,000 employees)		Conducted			Plan
Overseas Group Companies (Approx. 17,000 employees)		Conducted			Plan

Strengthening Employee Engagement

< FY2023 Engagement Survey Results (ROHM Co., Ltd. (non-consolidated)) >

The percentage of employees who responded favorably to the question regarding “sustainable engagement” was 75%, which was much higher than the industry average. In addition, the percentage of employees who responded favorably in all 14 categories was higher than the industry average.



- Symbolic strengths identified from the survey results
(in particular, those to which a high percentage of employees responded favorably)
- Understanding, sympathy, and support for the company’s direction and vision
 - Reliability and support for the company’s management stance
 - Healthy and secure workplace environment
 - Good relationships with superiors, within and among teams
 - Pride as a member of the organization as a result
- Issues for reorganization identified from the survey results
(in particular, those issues to which a high percentage of employees responded negatively)
- Management’s understanding of employees
 - Understanding of the connection between their work and customers
 - An environment where differences and different opinions are accepted and can be voiced in a safe manner.

< Results of engagement responses (ROHM Co., Ltd.) >

Fiscal Year	Number of Subjects	Number of Respondents	Response Rate	Score
FY2021	3,625	3,606	99.5%	76.0%
FY2023	4,004	3,744	93.5%	75.0%

Strengthening Employee Engagement

< Results of engagement responses (32 Worldwide Group companies (excluding ROHM Co., Ltd.)) >

Fiscal Year	Number of Subjects	Number of Respondents	Response Rate	Score
FY2022	19,761	17,743	89.8%	91.0%

* The score represents the percentage of employees who responded favorably to the question on “sustainable engagement.”

< Results of past initiatives >

The following initiatives were undertaken under the key theme of “fostering a culture of dialogue among employees” to improve engagement.

Bout	Outline,Main Purpose
President’s Roundtable for Managers	The president and managers share their thoughts, the company’s direction, and management issues across divisions and hierarchical boundaries so that managers can maximize their work performance with a stronger awareness of their role as leaders.
Dialogue workshop For managers	Understand what “dialogue” is all about and change “dialogue” in the workplace to improve relationships with subordinates and foster an “organizational culture of dialogue.
WEB Café	Creating opportunities for young employees to interact with each other and for communication between management and young employees.

< For the Future >

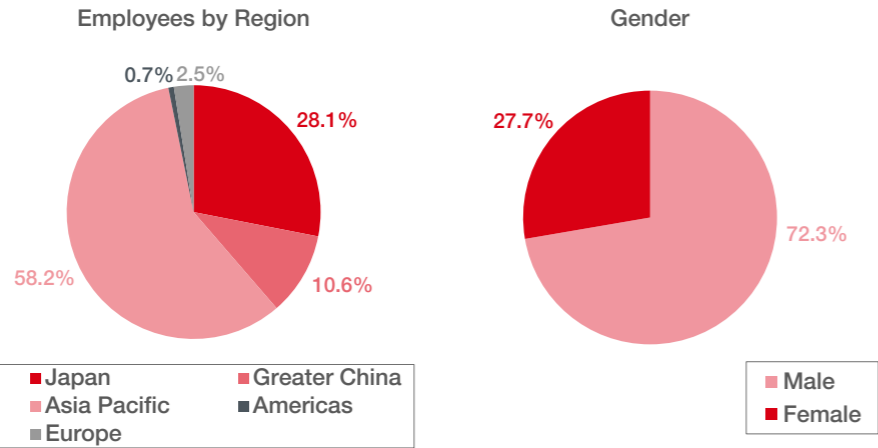
To further improve engagement, we will continue to plan and implement measures in FY2024, such as holding Dialogue Workshops and holding WEB Cafe, which serves as a place for young employees to interact with each other and for “dialogue” between management and young employees. The engagement survey is also used as a tool for dialogue, such as when organizational leaders engage in dialogue with employees based on the survey results, leading to actions to resolve issues.

Diversity Development

Our Basic Policy

ROHM Group’s priority is to acquire excellent human resources with diverse values regardless of nationality, gender, age, or disability. Therefore, we are actively promoting recruitment and promotion at the global level. We believe that it will be possible to provide products that will lead to the creation of innovation and the solution of social issues through demonstrating the individuality and abilities of diverse human resources and demonstrating teamwork as “ONE ROHM”. Therefore, we have set “promotion of diversity” as a sustainability issue identified in 2021. Especially in the decision-making process, we believe that incorporating diverse ideas is necessary to make superior decisions, and we have therefore established indicators related to the promotion of diversity as key indicators. We will continue to take measures to ensure that everyone working at ROHM can maximize their abilities.

ROHM Group Employee Ratio by Item(Number of Employees as of the End of March 2024: 23,319)



Note:
Regional categories are defined as follows:
Americas: North America, Central America, South America
Europe: Europe, Russia, Africa, Middle East
Greater China: China, Taiwan, Hong Kong
Asia Pacific: Southeast Asia, Korea, India, Oceania

Country	Percentage
Japan	28.05%
Philippines	23.76%
Thailand	22.15%
China	10.11%
Malaysia	9.27%
South Korea	2.48%
Other	4.17%

From the perspective of prohibiting discrimination in the workplace based on nationality, the ROHM Group does not collect information on the nationality of all employees. Instead, we manage information by place of work to ensure that regional diversity is maintained.

Diversity Development

Medium-term Targets and Results

ROHM has identified “Diversity Development” as one of the key sustainability issues related to human resource management, which is important for the sustainable growth of ROHM and society, and is working to achieve the target for FY2025.

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 FY2023	FY2023 Results	Targets for FY2024
Promote women’s active participation	Increase global female manager ratio to 15% by 2025 and to 20% by 2030	12.9%	13.0%	13.7%
Global capacity development and personnel allocation	①Establish a human capital development system for ROHM Group	Expand selective training programs and expand them to some domestic Group companies as opportunities for employees to actively, selectively, and self-deterministically develop their careers	[Group Consolidated] The number of participants more than doubled from the previous year to about 1,300, thanks to the expansion of selective training programs. Some of the programs were open to participation from domestic Group companies, and about 70 of the total participants came from domestic Group companies.	[Group Consolidated] Provide career paths for growth-oriented employees and motivate them to realize life and career plans through their work
	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	In addition to the deployment of the HR Core System to overseas Group companies, begin to build a foundation for human capital information disclosure by establishing common management items.	[Group Consolidated] Started system packaging with the aim of expanding to overseas group companies. Common management items: Common management items are set up at locations where the system is installed, contributing to the understanding of personnel data.	[Group Consolidated] Collecting employee career plans in the core human resources system and converting relevant information into data

Diversity Development

Theme	Targets(Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Global capacity development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Update selection, dismissal, compensation, and contract management of group company directors from a governance perspective	[Group Consolidated] Conduct job evaluations and prepare job descriptions for global executive positions.	Visualize career paths for employees aiming to become global leaders based on the “Succession Survey” and “Next Generation Selection Program” at the Head Office.

【Related Activities】

🔗 Women’s Active Participation

Diversity Development

Recruitment and Development of Global Talent

ROHM has production and sales sites around the world, and our employees are of various nationalities. We believe that bringing together employees with diverse backgrounds to work as a team will lead to corporate innovation, solve social issues, and increase corporate value. To this end, it is important to hire and train global human capital. Global human capital is not only those who are fluent in languages, but also those who can think independently, accept different cultures, ideas, and thoughts from a broad perspective, and create new values. ROHM is actively working to find and hire global human capitals.

With regard to our initiatives for developing human resources, we believe that the semiconductor industry needs to develop global talent, so we are implementing development activities that go beyond our own company, including industry-academia collaboration projects and exchanges with other companies.

• Recruitment

In anticipation of the further expansion of our global business, ROHM is pursuing activities that will allow the recruitment of people who possess the skills and expert knowledge that we need, regardless of their nationality.

Furthermore, ROHM hires a given number of foreign-national employees each year, with a focus on international students.

TOPICS. Initiatives for Human Capital Development and Recruitment [Practical Training Internship]

We provide opportunities to learn more about ROHM by experiencing ROHM's cutting-edge technologies at actual development sites and producing results with your own hands.

(Number of participants...FY2020: 57, FY2021: 66, FY2022: 92, FY2023: 108)

[Features]

- On-site employees provide close support for internships
- 1-2 weeks of work experience
- Choose the program that suits you from more than 70 themes



Scenes from Practical Training

[Social Problem-Solving Internships]

ROHM is preparing an opportunity for participants to deepen their understanding of “in what situations ROHM products can solve social issues” based on group work in teams.

(Number of participants...FY2020: 372, FY2021: 597, FY2022: 538, FY2023: 507)

[Features]

- Provide students with a deeper understanding of social issues and the SDGs
- Learn how electronics technology can be used to solve various issues the society is facing



Practical Training in Web Format

[Product Development Internship]

We are preparing an opportunity for you to deepen your understanding of how product development is carried out through lectures and group discussions.

(Number of participants...FY2023: 508)

[Features]

- Experience product development through lectures and group discussions with engineers
- It is possible to learn about the perspectives from which companies carry out manufacturing.

Diversity Development

• Industry-academia collaboration projects

We hold lectures and other events for students of electrical and physical engineering, where employees who are active as engineers at ROHM explain how the research they do at university is connected to industry and manufacturing in the future. In March 2023, we also held a class at Osaka University that led to the acquisition of credits, and conducted a problem-solving class (PBL: Project Based Learning) on the theme of “Interesting experiments with robot cars using electromagnets, sensors, and photoelectric elements”. Participants commented that they enjoyed setting their own issues and working together to solve them, and that they found it challenging but enjoyable to work in groups to solve problems. There were also comments such as “I want ROHM to give a lecture again next year”, so the lecture was well received. We also give lectures at several universities and technical colleges that are related to semiconductors.

Women’s Active Participation

ROHM has identified “diversity development” as an important management issue for sustainable growth, and its mid-term management plan and its achievement targets include promotion of women’s career development and appointment of women and non-Japanese to management positions. The active participation of women is not only expected to lead to the securing of excellent human resources, but also to various effects such as “improved results” by understanding and solving problems from a different perspective than men, “improved career development image” for young female employees through the presence of role models, and “reform of corporate culture” by creating a climate in which women can play an active role regardless of gender. ROHM is committed to providing a wide variety of benefits to its employees. Based on this idea, ROHM is promoting efforts for career development of working women from all angles. In May 2021, we set the 2025 target of increasing the ratio of female managers in the entire ROHM Group to at least 15% by 2025, and increasing the ratio of female or non-Japanese executives in the head office to at least 10% by 2025. We will continue to enhance training opportunities, revise existing systems, and introduce new systems to achieve these targets.

Diversity Development

1. Action Plan for Women’s Active Participation

ROHM has formulated and disclosed, both internally and externally, an action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act of Advancement of Measures to Support Raising Next-Generation Children.

Furthermore, the company aims to realize work styles that suit diverse values by implementing a variety of initiatives aimed at the achievement of goals.

ROHM Co., Ltd. General Employer Action Plans (Excerpt)

Plan period: Apr.1,2023 to Mar.31,2027

Goal :

- 1. Increase the percentage of female engineers hired from new graduates to 15% or more.
- 2. Achieve a paid leave utilization rate of 50% or more for all employees.
- 3. Create an environment in which men can actively participate in childcare.

* We have acquired the Next Generation Certification Mark (Platinum Kurumin Mark) for achieving the goals set in our action plan for April 1, 2019 - March 31, 2023.

[Press release on the the acquisition of Platinum Kurumin Certification](#)

2. Initiatives to Promote Women’s Active Participation

Various forms of training ranging from individualized training to training for department supervisors and superiors are carried out to promote the active participation of women.

Program	Purpose	Target
Career designing program for core position staffs (*1)	Training with the objective of helping women form future visions by providing them with an opportunity to think about their future life and career plans, and consider what kind of an active role they can play	Core position staffs (*1)
Career designing program for administrative assistants (*2)		Administrative assistants (*2)
Leadership program for female employee	Training with the objective of discovering and developing future female leaders who can play an active role in business and employee management	Core position staffs (*1)
Diversity management program for managers	Training through which management-level employees reflect on their awareness related to the development of sucordinates and behavioral changes, and rethink their role as management who enable women to play an active role in a wide range of situations	Managers

*1. A regular full-time position with the prospect of promotion
*2. A position limited to general office work

Diversity Development

[Activities]

• Career Designing Program for Core Position Staffs

A career design training program has been organized since June 2020 for the purpose of providing support to enable female employees to express their individuality. Over 100 female core position staff participated in the training, providing an opportunity to re-examine their career plans from a medium- to long-term perspective.



• Career Designing Program for Administrative Assistants

Career designing training was conducted to support career formation by enabling employees to think about their future lifestyles and work styles. Since 2019, over 300 female employees subject to training participated. The training was not limited to reflecting on careers to that point, but also led to the formation of a community among participants who usually have few opportunities to interact with each other.



• Leadership Program for Female Employees

Training was conducted for female employees aiming to be managers or leaders in future in order to let them find their own ideal image of a leader and provide them with the knowledge and skills required for taking action to approach that image. The training was offered to 20 female employees who volunteered, and carried out three times over three months. Opportunities were provided to participants to aim for their own ideal leader image through basic lectures on leadership by outside instructors and presentations by female leaders actually working in other companies.



• Diversity Management Program for Managers

Diversity management training for managers was conducted to provide support on a workplace level for promotion of active participation of employees with diverse backgrounds including women, and all of ROHM's division heads participated.(Since 2019, over 100 managers participated.) This training involved inviting outside instructors to give presentations on the theme of “Managers Developing the Careers of Female Subordinates”.

• Opinion Exchange Meeting for Board Members and Female Employees

We hold meetings for the exchange of opinions with Board members for female leaders and candidates who will lead ROHM in the future. We aim to achieve more comprehensive and fair human capital management by collecting the opinions of female employees about their careers and the current situation in their departments, and by proposing issues to the management team. In addition, we also contribute to the creation of networking among female employees through these meetings for the exchange of opinions.

Diversity Development

3. Disclosure based on the Act on the Promotion of Women's Active Participation in Society

Company Name (Number of full-time employees)	Percentage of female workers among full-time employees hired*1	Competitive Ratio in Recruitment		Percentage of female workers in the workforce*1	Percentage of female workers at the assistant manager level	Percentage of female workers in management positions*3	Percentage of female workers among directors
		Male	Female				
ROHM Co., Ltd. (3,864)	15.3%	22.4	26.8	20.8%	6.8%	1.6%	15.4%
ROHM Wako Co., Ltd. (325)	14.3%	5.3	2.0	8.4%	0.0%	0.0%	0.0%
ROHM Apollo Co., Ltd. (794)	11.2%	-	-	8.1%	1.0%	2.4%	0.0%
ROHM Hamamatsu Co., Ltd. (257)	11.5%	37.5*2		12.3%	4.3%	0.0%	0.0%
ROHM Mechatech Co., Ltd. (66)	10.0%	30.4	17.0	13.8%	0.0%	0.0%	0.0%
ROHM Logistech (45)	Not subject	7.5	Not subject	39.1%	0.0%	16.7%	0.0%
LAPIS Technology Co., Ltd. (396)	18.8%	7.2	5.0	7.5%	*4	*4	*4
LAPIS Semiconductor Co., Ltd. (672)	22.0%	2.2	1.5	13.2%	18.2%	0.0%	0.0%

Diversity Development

Company Name (Number of full-time employees)	Mid-career hiring results		Wage differentials between men and women *Male as 100		
	Male	Female	All employees		
				Of which regular (full-time) employees	Of which, non-regular employees
ROHM Co., Ltd. (3,864)	75	9	61.7%	61.1%*5	56.2%*6
ROHM Wako Co., Ltd. (325)	5	1	70.2%	70.3%	71.5%
ROHM Apollo Co., Ltd. (794)	52	19	74.6%	78.4%	71.0%
ROHM Hamamatsu Co., Ltd. (257)	13	2	61.6%	67.3%	44.3%
ROHM Mechatech Co., Ltd. (66)	4	1	63.3%	66.9%	78.4%
ROHM Logistech (45)	2	0	66.9%	65.6%	91.1%
LAPIS Technology Co., Ltd. (396)	0	1	79.5%	84.6%	73.7%
LAPIS Semiconductor Co., Ltd. (672)	25	8	81.0%	81.7%	80.0%

*1: The percentage of female workers is affected by the low ratio of women in the science and engineering human capital, which makes up the majority of the workforce and are technical employees (see “Basic School Survey” by the Ministry of Education, Culture, Sports, Science and Technology).

*2: The overall competitive ratio is stated because Hamamatsu does not obtain gender information until employees are registered.

*3: ROHM considers the ratio of female managers to be an issue from the perspective of ensuring diversity, and has set targets for consolidated and individual companies.

*4: Due to the merger, the ratio of female managers at Lapis Technology is the total of those at ROHM and ROHM.

*5: The difference in wages between male and female regular employees at ROHM is affected by the ratio of male and female employees by course.

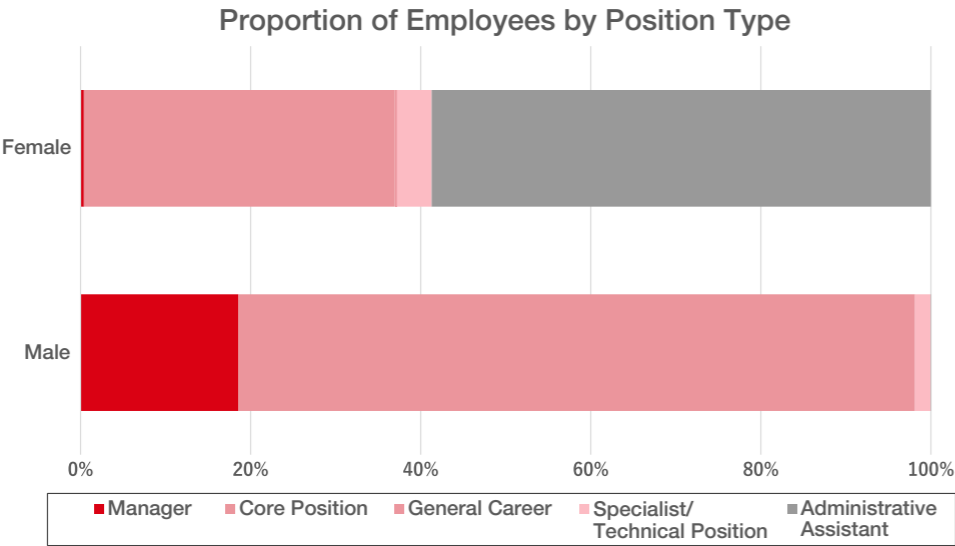
*6: The difference in wages between male and female non-regular employees at ROHM is affected by the ratio of male and female employees by employment status.

Diversity Development

• Gender Pay Gap

When calculating the average wages of all employees by gender, there is in fact a difference between men and women at ROHM. After analyzing the causes, it was found that the main factor was due to the difference in the ratio of the number of men and women in each job category. As this point is related to the way each individual wants to work, we do not intend to forcibly correct it. However, we have established a “course conversion system” so that we can provide opportunities for those who wish to take on a challenge. In addition, although the monetary impact was small, we have reviewed a system that had a bias in the actual recipients of benefits due to the conditions for obtaining benefits.

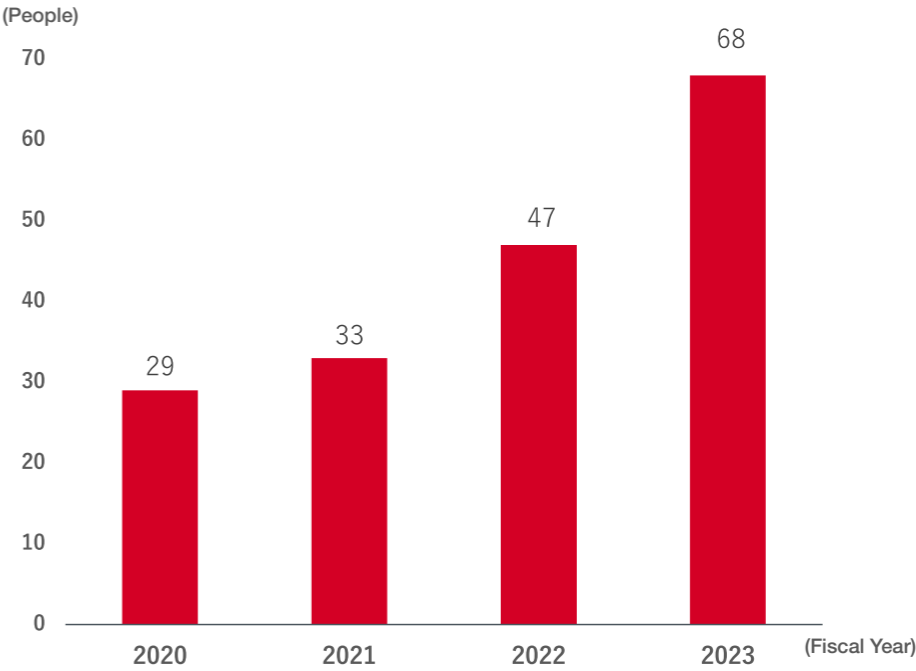
[Proportion of Employees by Position Type]



4. Career Course Transition System

The existing career course system was revised with the objective of encouraging general staff who wish to expand their duties and further advance their careers to switch to become core position staff. Until now, this was only available to administrative assistants who were recommended by the company, but under the new system, all administrative assistants who wish may apply, and those employees who pass the examination may switch to being core position staff. A cumulative total of 68 employees have been converted to core positions staff through this program, expanding the scope of their activities.

[Number of Career Course Transitions(Total)]



Diversity Development

[Voice of the Person in Charge]

Expectations for expansion of professional development programs for overseas employees

I am an Assistant General Manager in the Euro/American Sales Division of ROHM Semiconductor Singapore, responsible for developing non-Japanese customers. I came across ROHM when I was looking for a job in sales because I like the challenge of communicating and negotiating with people.

For ROHM, quality includes not only our products, but also our employees and services. Therefore, we focus on improving quality throughout our business activities, such as ensuring a stable supply chain and striving to minimize our impact on the environment. I also feel that the company fosters a corporate culture that values employees and respects diversity, emphasizes teamwork, and provides individuals with opportunities for growth. In addition, the company encourages work-life balance and has introduced a flextime system to allow working mothers to balance work and home life, allowing them to continue working and actively participate in society.

I also admire ROHM's efforts to promote diversity and increase the ratio of female managers globally.

I believe that ROHM Head Office has always placed a strong emphasis on improvement and innovation, as well as continuous learning and professional development of its employees. I expect ROHM to make the same commitment to the professional development of its international employees as it does to its headquarters. I hope that ROHM will continue to focus on human capital and become a global major through its efforts to improve the value and motivation of its employees.



Kelly Ang
Assistant General Manager
Euro American Sales Division
ROHM Semiconductor Singapore

Senior Employees Active Participation

An age in which people live to be 100 years old has arrived, and there are major changes taking place in people's work and life styles. ROHM considers the preparation of an environment where competent senior employees with skills developed over their long career is extremely important for the future growth of the company.

In addition, assets such as senior employees' experiences, skills and networks inside and outside the company acquired through their long careers are also valuable assets for ROHM.

The company will establish an environment enabling active participation of senior employees, and strengthen its organizational structure to enable continued production of large output.

1. Reemployment system

Aiming to create a work environment in which employees can remain active even after retirement, we have uniformly set the reemployment period up to 65 years for all applicants, regardless of age.

2. Career Designing Program

To provide support that enables employees to proactively think about their own careers and self-actualization, ROHM implements, on a regular basis, age-group-based career training that helps each employee develop careers that are suitable to them. (Since 2012, we have conducted career design training for people in their 40s and 50s, with a total of more than 200 participants.)



Career Designing Program

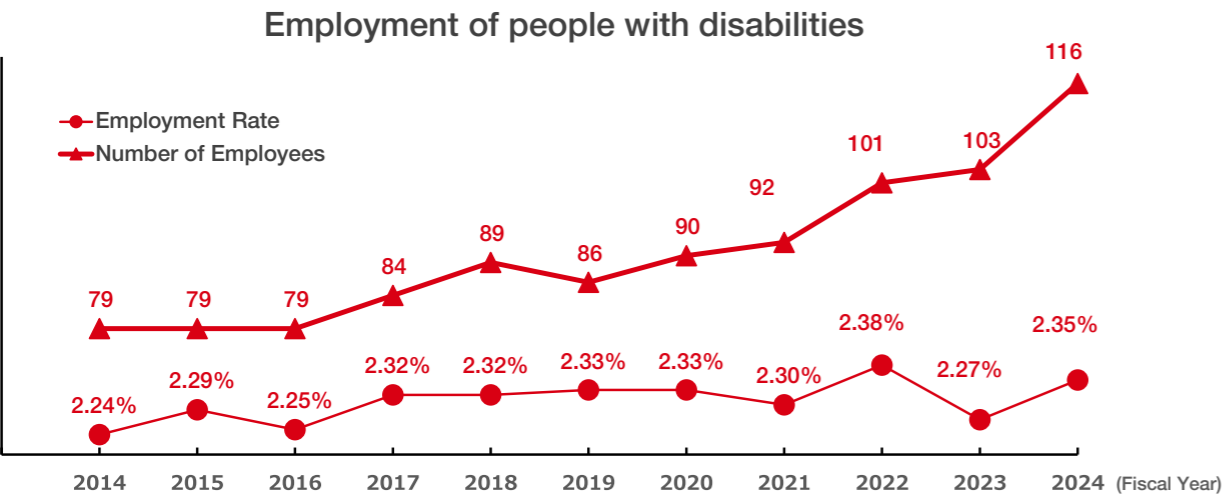
Voice from the Attendees

- It was useful as it offered me an opportunity to learn different sets of values, such as what others my age were thinking of.
- It gave me a chance to reflect on myself and my career plan, which was something that I didn't ordinarily think about.
- I was worried about my future career image, but this training gave me a good opportunity to think about it.

Diversity Development

Empowerment of People with Disabilities

In promoting diversity and inclusion, we are actively working to employ and promote the activities of people with disabilities with the aim of realizing a work environment in which employees with disabilities can play an active role in various workplaces. As of March 2024, the employment rate was 2.23% across the entire group, due to an increase in the overall number of employees as a result of the company-wide expansion of the SiC business.



We are promoting a way of working that allows employees to take on a variety of challenges by making the most of their diverse strengths. In April 2024, we established a new site for hiring people with disabilities and are promoting the expansion of employment. We will also continue to improve the workplace environment by installing unisex toilets, ramps, underfloor wiring, and large displays, and will continue to work to create an environment that is comfortable for a diverse range of human resources.

Initiatives toward LGBT

ROHM Group will of course promote diversity and inclusion. However, to create workplace environment where everyone can work energetically, the inclusion of LGBT employees must also be insured, such as by giving consideration to their needs and proactively deepening the understanding of LGBT by other employees. Going forward, we will promote the development of an environment where there is no violation of employee identities. This includes the implementation of in-house training and education, improvement and expansion of consultation services and the creation of working environments that are even more inclusive.

Approach in the Past

- Introduction of business names (implemented since April 2015)
This allows the use of a pseudonym (a names other than one's legal name) as a “business name”
- Revision of the dress code (implemented since April 2016)
We abolished the dress code (i.e., wearing of a designated skirt) that was established on a limited basis according to gender and employee category
- Removing gender field
We removed gender field on entry sheet for job application.

Human Capital Development

Our Basic Policy

ROHM Group has clearly established how to develop personnel through training in its “Basic Goals for Education and Training” “Basic Policy for Education and Training” that have existed within its corporate goals and policies as a universal philosophy since ROHM was founded.

Basic Goals for Education and Training	<div>1. Develop personnel at all levels to constantly strive to obtain new knowledge and to acquire empirical reasoning ability from a broad perspective.</div> <div>2. Train staff to be dedicated as leaders in their field by utilizing their knowledge and experience.</div> <div>3. Develop personnel who can overcome any adversity and strive towards achieving targets.</div> <div>4. Train staff to place the highest value on teamwork, resulting from the combined efforts of all individuals.</div>
Basic Policy for Education and Training	<div>1. All employees will use every available opportunity to enhance self-development.</div> <div>2. Those in leadership positions will exemplify model behavior at all times.</div> <div>3. The emphasis of education is on-the-job training led by the supervisors through daily operations. Supplementary training off the job is also provided.</div> <div>4. Each head of all management levels will appraise staff fairly and conduct effective training programs periodically and consistently.</div> <div>5. Appraisals for each head of all management levels is based, as a general rule, on the success of staff education and training.</div>

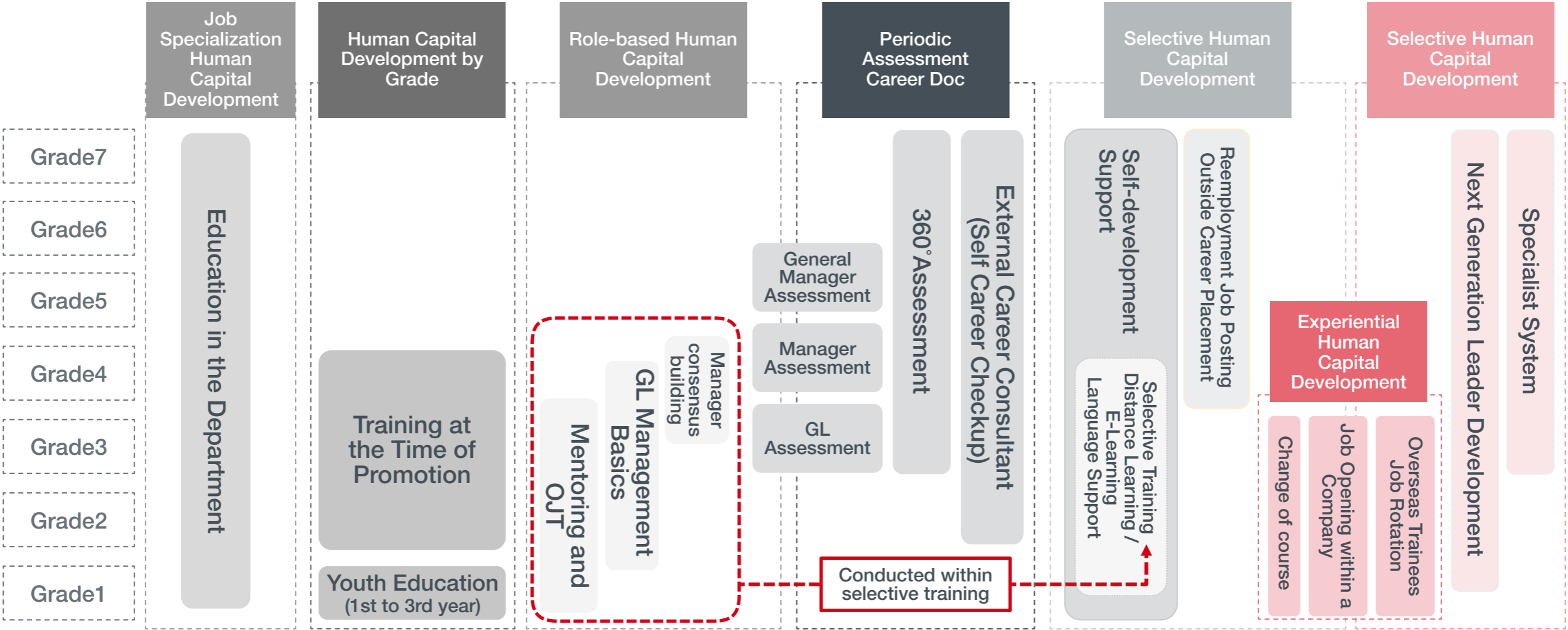
In order to realize ROHM Group’s management vision, it is important to develop next-generation leaders and professional human resources who can create innovation in accordance with the Basic Goals for Education and Training. Based on this idea, Diversity Development is set as a sustainability priority issue. The important themes are “recruiting and training human capital with a global mindset who can think things independently and create new value” and “securing next-generation leaders and professional human resources”. By increasing the educational opportunities for employees, we will foster rewarding feelings of growth and improve employee performance, which in turn will lead to the growth of the company.

Human Capital Development System

The Basic Goals for Education and Training in the Corporate Objectives and Policies, which have existed as a universal philosophy since the company’s founding, clearly define the type of human capital that should be developed through education and training. In accordance with the Basic Goals for Education and Training, we are working to establish and operate an education and training system at the group level and to systematically develop human capital who will be responsible for the next generation of management, as described below.

Human Capital Development Structure	Objective
1.Career Development	Learn the mindset, knowledge, and skills to think about and design one’s own career and involve others in its realization.
2.Job Specialization Human Resource Development	Learn the specialized knowledge and skills needed to perform one’s job.
3.Human Resource Development by Grade	Learn the minimum required knowledge and skills as a ROHM human resource, as well as the thinking skills that form the foundation for capacity building.
4.Role-based Human Resource Development	Learn the knowledge and skills required for the development and management of subordinates and junior staff and organizational development.
5.Periodic Assessment Career Assessment	Achieve self-improvement through objective self-reflection and deep introspection.
6.Elective Human Resource Development	Learn the knowledge and skills necessary for your career on your own, when you need them.
7.Selective Human Resource Development	A system for discovering, selecting, and systematically developing human resources who will support the company’s management and technology.
8.Experiential Human Resource Development	Gain the experience opportunities you need for your career.

Human Capital Development



Human Capital Development

In-house Training Programs and Achievements

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2022		FY2023			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Grade-specific human capital development	Training for new graduates*1	Acquire basic knowledge as a working person and business etiquette (basic skills of a working person), as well as learning about the company and the basics of how to approach work.	1	179	100%	296	100%	80	1,527
	Plant Training	Training mainly for new graduates in the engineering field to experience actual manufacturing sites so that they can understand the issues and difficulties at manufacturing sites before setups.	1	-	-	93	100%	320	-
	Follow up training for new graduates*1	Follow-up in the second and third year of employment to reflect on past experiences and renew goals together with peers who joined the company at the same time, to foster independence and take action to build their own careers on their own.	2	222	100%	-*3	-	-	-
	Training for Promoted Employees	Training to acquire the knowledge, skills, and mindset required for each grade. It is based on an understanding of Company Mission and policies, participants will consider the role they will be expected to play in the future and set action goals.	7	357	100%	296	100%	157 (Grade2) 101 (Grade3) 38 (Grade4)	8,532

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2022		FY2023			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Role-based Human Resource Development	Role-based Training	Training to acquire the minimum knowledge and skills necessary to carry out the role of organization head, as well as to achieve results through quality communication with subordinates and organizational revitalization.	3	49*2	100%	-	-	-	-
	Harassment Training	Aimed at managers responsible for increasingly complex human resources management to learn about the current situation in their companies and how to deal with problems in order to prevent misconduct, loss of human resources and mental health issues.	4	422	100%	-*4	-	-	-
	Mentor/Mentee Training	Foster a culture of human resource development and encourages long-term career development through the development of new graduates.	10	244	100%	600	100%	8	2,926
Periodic Assessment	Assessment training	Quantify the skills required for management to unite an organisation, analyse strengths and weaknesses, correctly recognise one's own management style and use it in the future management of the organisation.	4	50	100%	112	100%	22 (Junior Managers) 32 (Department Managers)	12,670
Elective Human Capital Development	Career designing program	Focuses on the individual's career, regardless of grade or role, and fosters the ability to act proactively to think about one's own career and achieve self-fulfilment.	2	197	100%	130	100%	8	2,404
	Elective training	Provides selective training in the three areas of "Reskilling Update," "Career Design,"and"Leadership Development" in order to provide selective career development opportunities.	16	564	100%	1084	100%	8	15,106

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2022		FY2023			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Selective Human Capital Development	Next Generation Leader Development	A succession plan system that aims to quickly discover excellent human resources who will be candidates for next-generation management, and to develop and secure them from a long-term perspective, which will drive ROHM's stable growth.	24	48	100%	-*4	-	-	-
Experiential Human Capital Development	Course Change System	System designed to promote course transfers to key positions for employees in limited key positions who wish to broaden the scope of their duties and take on the challenge of further career advancement.	-	14	100%	130	100%	8	2404
	Learning language study abroad system	Support acquisition of the language skills required for carrying out business overseas, through a program that allows one to four weeks of study at a language school in the Philippines.	-	0	-	0	-	-	-

*1:Training for new graduates and Follow up training for new graduates are also available to employees of affiliated companies in Japan.

*2:Since the second half of FY2022, this training has been shifted to an elective training program.

*3:Since FY2023, this training has been shifted to an elective training program.

*4:Not held in FY2023.

Human Capital Development

Item	SCOPE	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Average annual educational development hours per capital	ROHM	Hours	-	-	-	12.7	13.2	9.6
Average annual educational development cost per capital	ROHM	Yen	-	-	-	23,000	40,118	33,142
Average annual educational development hours per capital	Consolidated	Hours	-	-	-	-	-	-
Average annual educational development cost per capital	Consolidated	Yen	-	-	-	-	12,471	14,051

MBA/MOT Dispatch System

ROHM introduced the MBA/MOT dispatch program in September 2023 to dispatch promising employees to MBA/MOT programs, developing human resources with a management perspective and contributing to the sustainable development of the company. 11 applications were received in FY2023.

Support for Qualification Acquisition

In order to support employees in improving their abilities, ROHM pays up to 100% of the examination fees for certification acquisition. In addition, for some certifications, employees are allowed to take the exam during working hours.

Overseas Trainee System

Since FY2015, we have adopted an overseas trainee system that allows young employees to spend one year at an overseas Group company to experience different work. The aim is to discover and develop human capital capable of thinking on their own from a global perspective as well as launch challenges to stretch themselves by providing an opportunity for them to boos their experience by immersing themselves in different operations and cultures.

TOPIC.

Voice from the Participant of Overseas Trainee

In addition to experiencing business and daily life abroad, I was also able to feel momentum as well as the hungry attitudes of people, which I didn't feel in Japan, along with differences in what is considered the normal way of thinking. I realized that I had been working from a narrow perspective, using Japanese and personal values as my benchmark. I will work earnestly with a global perspective so that I can make use of what I learned abroad and make a contribution to society.



Labor Management

Labor Policy

Respect for Humanity and Personality	ROHM Group will respect the humanity and personality of each employee, and ensure sound and stable lives of the Group’s employees. In addition, ROHM Group will comply with international standards of conduct and related laws and regulations of each country and region, and will encourage an open and comfortable office environment that respects cultural diversity, different customs, and other values.
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1. Conduct guidelines:

ROHM Group will act as specified below in accordance with this Policy.

1.1 Maintenance and improvement of labor conditions:

ROHM Group will value the individuality of each and every employee. The Group aim to build diversified systems to handle personnel and employment as well as improve working conditions, in order for employees to feel affluent and comfortable.

1.2 Safe and comfortable office environment:

ROHM Group strives to secure a safe, healthy and comfortable working environment. In order to prevent work-related accidents, the Group will comply with relevant laws and regulations, and in line with international standards (ISO45001), make every effort to maintain occupational health and safety management programs. If any accident occurs in the workplace, the Group will promptly take appropriate measures, and strive to prevent the expansion and recurrence. In addition, the Group will not engage any employee under the minimum age provided for in international standards of conduct, and in related laws and regulations of each country and region, in jobs that endanger their health and safety. Clean toilet facilities and drinking water stations are provided in the workplace, in addition to facilities for providing meals with proper hygienic control, and in case residential facilities would be provided, efforts will be made to maintain a clean and safe environment.

1.3 Realization of work-life balance:

ROHM Group realizes that there are diverse working styles. The Group will support work-life balance and strive to maximize possibilities in promoting job satisfaction.

1.4 Respect for privacy:

ROHM Group will respect the privacy of individuals. The Group will pay close attention when dealing with personal data and ensure the appropriate management of it.

1.5 Respect for human rights and prohibition of discrimination:

ROHM Group will respect human rights and other rights of everyone. The Group will not allow discriminatory words, behavior, or treatment.

1.6 Understanding of diversity:

ROHM Group will strive to act in ways that respect the diversity of cultures, religions, customs, systems and other values of each country and region. Furthermore, efforts shall be made to provide reasonable accommodation for religious practices at workplaces with numerous employees who need such special facility. Efforts will also be made to provide workers with disabilities with measures based on reasonable consideration (consideration for the physical environment, consideration for communication, and flexible changes to rules and practices etc.).

1.7 Humane treatment:

ROHM Group will work to prevent harassment and inhuman treatment in the workplace, including sexual harassment, physical or mental oppression, and verbal abuse, and will define disciplinary policies and procedures to eliminate the threat of the foregoing treatment and make those policies and procedures known to every employment.

Labor Management

1.8 Right to work:

ROHM Group will not employ any forced, bonded, or inhumane labor. All work will be voluntary, and the Group will allow employees to freely leave their job by offering to terminate their employment in accordance with the standards provided for by the relevant laws and regulations of each country and region. In addition, the Group will allow employees to leave the workplace during periods in which they do not engage in work in accordance with internal rules. As employment conditions, the Group will not require employees to surrender their identification card or pay unlawful fees, and will disclose any and all fees incurred by employees. The Group will work to notify employees of labor conditions in writing and verbally so that they are able to understand the contents thereof.

1.9 Prohibition of child labor:

ROHM Group will not employ any person under the minimum employment age provided for in international standards of conduct, and in related laws and regulations. The Group will establish a system to enable the use of job-training programs in compliance with laws and regulations. In addition, the Group will not engage employees under the age of eighteen (18) in jobs that endanger their health and safety.

1.10 Working hours:

ROHM Group will not require employees to work above and beyond the working hours provided for by international standards of conduct, and related laws and regulations, except in emergencies or unusual situations. Furthermore, the Group will strive to prevent overworking that impairs the physical or mental health of the employees, and allow them to have appropriate break time in accordance with related laws and regulations, as well as at least one day off per seven-day week. Also, leave of absence shall be granted without imposing disciplinary actions in case of injury, illness or childbirth, by following the procedures established by each country and region, and by the Group.

1.11 Wages and benefits:

ROHM Group will pay wages and overtime allowances to employees without delay in compliance with international standards of conduct and related laws and regulations. The Group will communicate appropriately in writing the working hours, the basis for payment of overtime allowances, and other details to employees, and appropriately retain the records thereof including taxes, social insurance premiums, and other deductions. In addition, the Group will not deduct wages in excess of the basis provided for in related laws and regulations as a disciplinary measure.

1.12 Freedom of association:

ROHM Group will respect the employees' right of freedom of association as well as their right to join or not to join labor unions in accordance with international standards of conduct and related laws and regulations. In addition, the Group will work to provide opportunities for employees to have frank discussions with management about working conditions and management practices without fear of reprisal, intimidation, or harassment.

2. Management System

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

2.1 Responsibility:

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

2.2 Identification of representative:

ROHM Group will identify an internal representative responsible for ensuring implementation of the management system and related items. The top management will review the status of the management system on a regular basis.

2.3 Legal and customer requirements:

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

2.4 Risk assessment and risk management:

ROHM Group will define the procedures for identifying risks involved in the Group's business activities, determining the relative significance of each risk, managing the identified risks, and ensuring regulatory compliance.

Labor Management

2.5 Improvement objectives:

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

2.6 Training:

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

2.7 Communication to employees, etc.:

ROHM Group will define the procedures for communicating this Policy, improvement objectives, and the assessment of the achievement thereof to employees, suppliers, and customers in a clear and accurate way.

2.8 Participation of employees:

ROHM Group will define the procedures for assessing employee's understanding of matters provided for in this Policy and making sustained improvements to this Policy based on those assessment results.

2.9 Audits and assessments:

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

2.10 Corrective and preventive action:

ROHM Group will define procedures for correcting and preventing within an appropriate period of time the recurrence of defects/inadequacies detected in the course of internal or external audits.

2.11 Documentation and records:

ROHM Group will create and retain records related to the management system in accordance with international standards of conduct, related laws and regulations, and customer requirements.

2.12 Supplier responsibility:

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

Labor Management

Promotion System

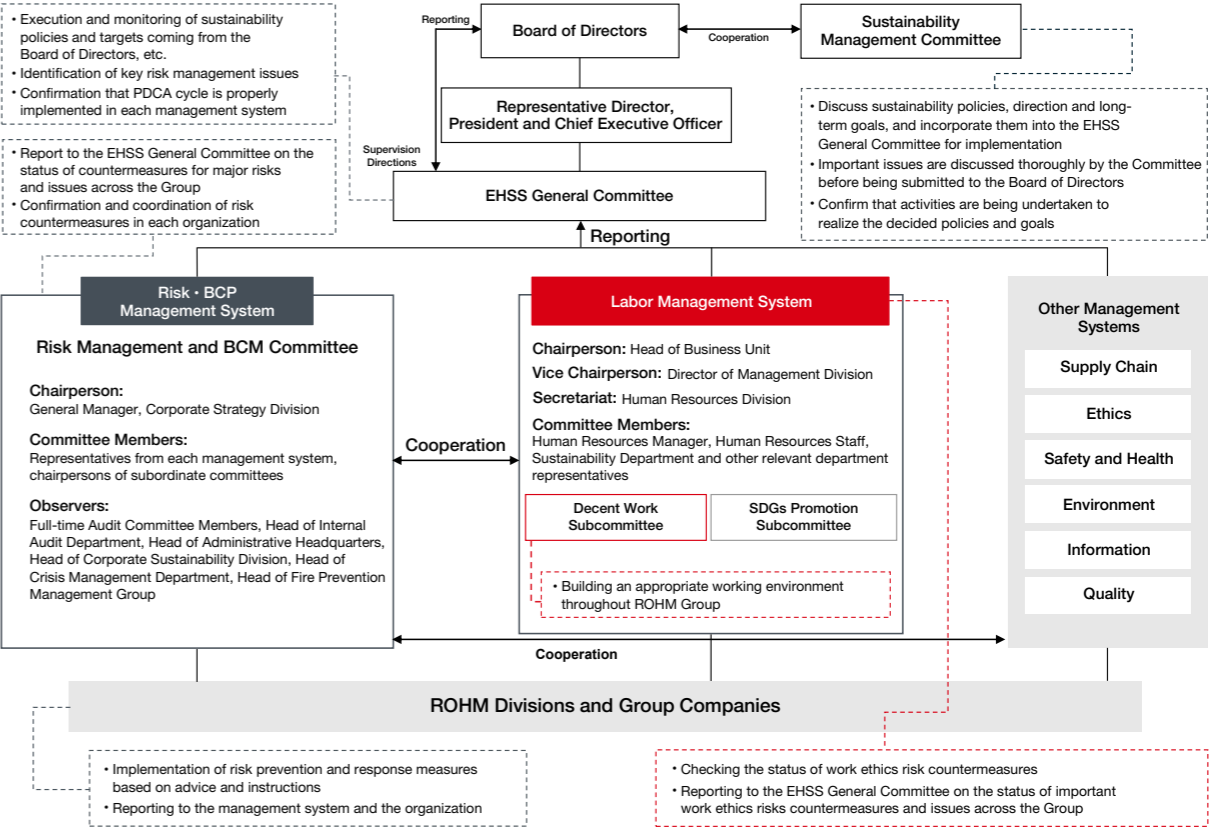
ROHM Group’s Labor Management System takes the lead in managing risks related to work ethics and improving the work environment to create an environment where employees can work with vigor and enthusiasm.

The Labor Management System is established under EHSS General Committee*, which is composed of directors and divisional managers with executive authority, and is responsible for the appropriate management of labor ethics risks in ROHM Group.

The Labor Management System is chaired by an executive officer, and its subordinate organization, Decent Work Subcommittee, manages labor ethics risks in cooperation with the Human Resources Department, which serves as the secretariat.

The Decent Work Subcommittee formulates targets, implements measures, and conducts evaluations under the theme of creating an appropriate working environment for the entire ROHM Group, and periodically reports the progress and results to the labor management system. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Labor Management System is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

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



Ensuring the Health and Safety of Employees

Our Basic Policy

ROHM Group believes that it is important to protect the lives and human rights of employees by realizing a workplace where all employees and stakeholders involved in the work can work safely and physically and mentally. In addition, ensuring a safe, safe and hygienic workplace is indispensable for creating an environment in which each employee is rewarding and can make the most of their abilities.

ROHM Group operates an occupational health and safety management system with the aim of creating a safe and healthy workplace. Based on the following health and safety policies, we set goals and manage safety and health issues related to ROHM Group’s business activities, and make group-wide efforts for continuous improvement.

Occupational Health & Safety Policy

In accordance with the CSR policy, ROHM Group consider safety and health the top priority in our business activities, thereby proactively work to comfortable work environment without worries as well as preserve and promote our physical and mental health.

1. We comply with health and safety laws and their related regulations, other requirements, and our company’s rules.
2. We prevent occupational accidents by implementing managerial measures based on the identification of hazard sources in our workplace and their severity via risk assessment.
3. We pursue highly-ranked awareness by systematic education, training, and other things concerning health and safety. Additionally we strive to prevent injuries, physical and mental illnesses by promoting the creation of a comfortable workplace through energized, voluntary activities.
4. We design and operate the occupational health and safety management system through consultation with our workers and their involvement in decision-making.
5. We carry out continuous improvement activities with full participation by setting the health and safety objectives and the action plan that are supported with adequate resources.

June 17, 2024
ROHM Co., Ltd.
Corporate Officer, AP Production Headquarters Director
Satoshi Fujitani
(General Health and Safety Manager, ROHM Group Occupational Health and Safety Top Management)

Ensuring the Health and Safety of Employees

Becoming a Company of Well-being where everyone can work with vitality

Since its foundation, the ROHM Group has placed great importance on the health of its employees based on its company mission and basic management policies. In recent years, with the increasing risk of lifestyle-related diseases due to the rise in the average age of employees and the increasing number of people on leave due to mental health problems in the society, there is a need to protect the health and psychological safety of employees even more. For this reason, we have established in May 2023 the “Health and Productivity Management Declaration” with the aim of fostering a corporate culture in which employees can work with vigor and enthusiasm.

Well-being = Being physically, mentally, and socially healthy and content, and maintaining a good state of happiness in many areas

[ROHM Group Health and Productivity Management Declaration]

The ROHM Group focuses on power and analog solutions and solves social problems by contributing to our customers’ needs for “energy savings” and “miniaturization” of their products. To achieve this goal, we must become a company where our employees can develop their humanity and intellect and where they can work with vigor and vitality. The foundation for this is to ensure that our employees remain healthy, both physically and mentally.

We declare that we will contribute to the sustainable development of society through our efforts to promote mental and physical health and to help each and every one of our employees achieve well-being.



Isao Matsumoto, President and Representative Director

Health and Safety Management Promotional System

ROHM Group has production bases around the world. We operate a management system based on ISO45001 to ensure the safe operation of our factories and the safety of our employees.

Based on the Safety and Health Policy, the Central Safety and Health Committee promotes safety and health activities to ensure the safety of all employees, maintain and promote their physical and mental health, and promote the creation of a comfortable work environment.

The Central Safety and Health Committee is established as a subordinate organization of the EHSS General Committee*, which is attended by directors with executive authority and division managers, and is responsible for the appropriate management of serious safety and health risks in ROHM Group.

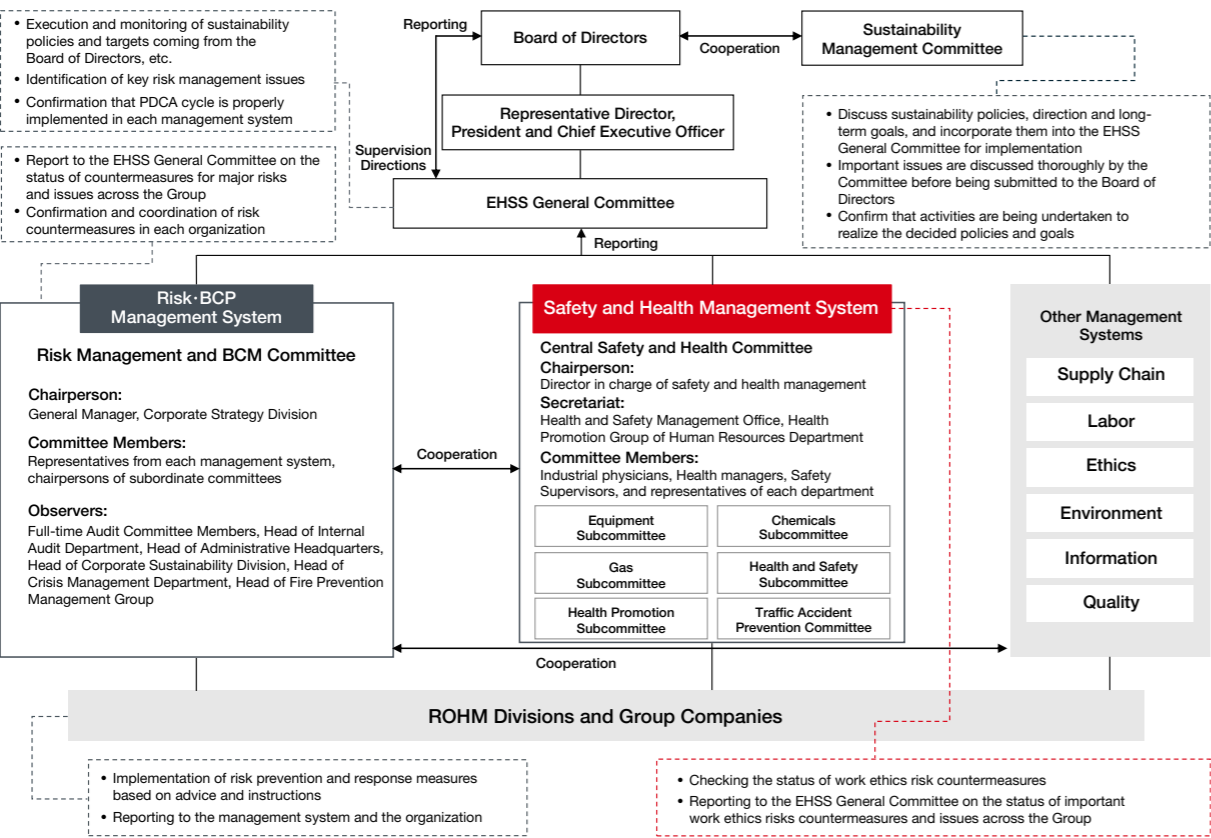
The Central Safety and Health Committee is chaired by an executive officer, and six specialized subcommittees, which address various themes such as equipment, chemicals, and health promotion, manage safety and health risks in cooperation with the Proposed Health Management Office, which serves as the secretariat.

Each subcommittee formulates targets, measures, and evaluations for each theme, and reports progress and results to the Central Safety and Health Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Central Health Committee is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

* EHSS General Committee: A committee composed of executive officers in charge of the eight lower management systems (Risk Management BCM, Supply Chain, Labor, Ethics, Health and Safety, Environment, Information, Quality) to check whether the PDCA cycle for each system is appropriately implemented.

Ensuring the Health and Safety of Employees

ROHM Group Health and Safety Management Promotional System



Medium-Term Targets and Achievements

ROHM has identified “ensuring the safety and health of employees” as one of the sustainability priority issues that are important for the sustainable growth of ROHM and society, and is working to achieve the target to be achieved by FY2025.

In addition, to further promote health management, we revised the FY2025 achievement target in FY2023.

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: FY2030)	Target for FY2023	FY2023 Results	Target for FY2024
Securing a safe workplace	Achieve and maintain “0” in the number of lost time accidents in ROHM Group	“0” lost time injuries	Number of accidents resulting in 4 or more days of absence: 5	Number of Serious accidents*: 0 *Cases in which it is judged that there is a possibility of death or physical loss or disability, and cases in which hospitalization is required.

Ensuring the Health and Safety of Employees

Theme	Targets (Target Year: FY2030)	Target for FY2023	FY2023 Results	Target for FY2024
Promotion of health management	1. Establish a health management promotion system that unifies the ROHM Group	Promote health management at group companies in Japan	[Group Consolidated] Declaration of health and productivity management and policy deployment to domestic group companies	[Group Consolidated] Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.
	2. Improvement of health through "Health Up Challenge 7" (65% or more of participants achieved 4 or more items)	Employees who achieved at least two of the three key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 10.0% or more compared to the previous year.	The number of employees who achieved 2 or more of the 3 key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 12.6% (from 63.0% to 75.6%) compared to the previous year.	Health Up Challenge 7*1 Improvement of Sleep and Exercise Being well rested from sleep: 48.4% or more regular exercisers: 72.0% or more
	3. Improve presenteeism by improving physical and mental health	Promote health maintenance and initiatives to address presenteeism*2.	Calculated labor productivity loss rate due to presenteeism*2 while implementing initiatives to maintain and promote health (36.2%)	Improved the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%)

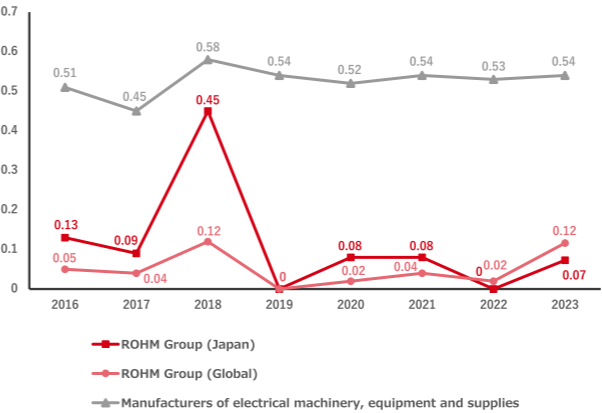
*1 Health Up Challenge 7: A program that aims to improve presenteeism and achieve well-being by having each person work to clear as many of the seven health-related items as possible: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication.

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

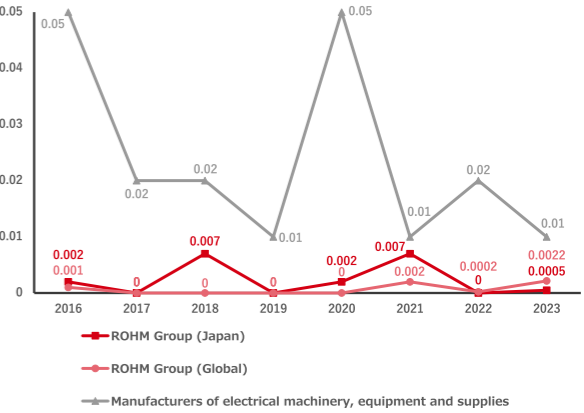
Occupational Incidence Rate and Severity

In 2023, the reported occupational incidence rate and severity rate of domestic ROHM Group are 0%, and we have been able to achieve zero occupational accidents. From now on, ROHM is continuing to work toward zero occupational accidents and work to create a safe and comfortable work environment for all employees.

Incident Rate



Severity Rate



- Incidence Rate (Frequency of injury Occurrence) =
Number of Casualties from Work-Related Injuries ÷ Total Labor Time × 1,000,000
- Severity Rate (Severity of Disaster) = Total Number of Work Days Lost ÷ Total Labor Time × 1,000

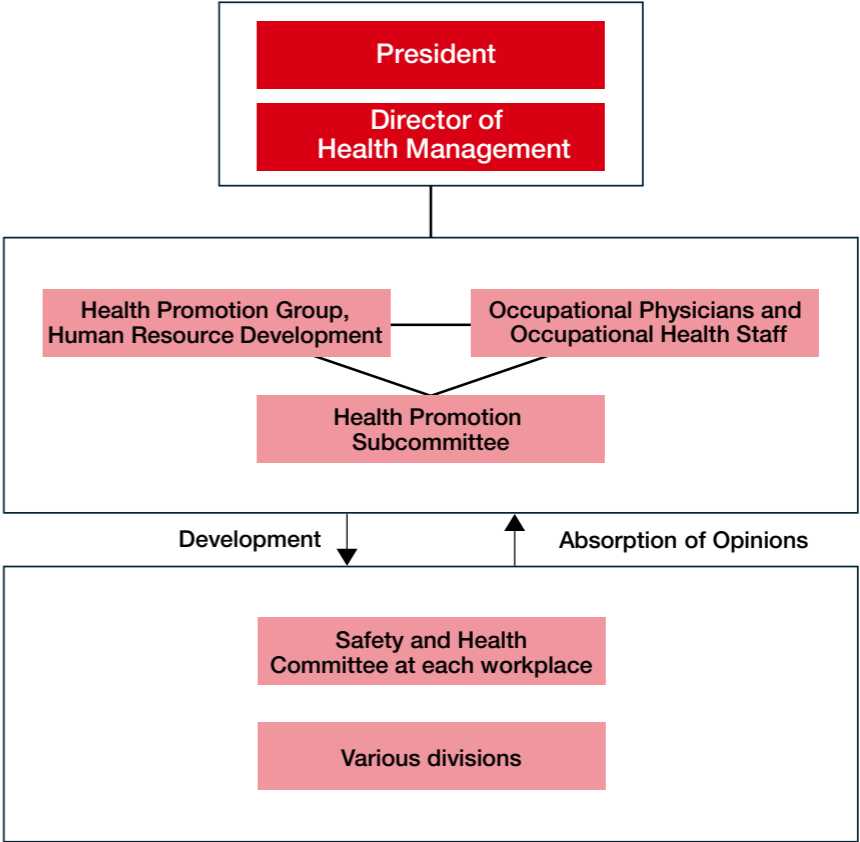
Ensuring the Health and Safety of Employees

Approach to Health

Health Management Promotional System

ROHM has identified the top management’s declaration of health management, “Achieving wellbeing for each and every employee,” as one of the key issues for achieving the Mid-term Management Plan and, by extension, for ROHM’s sustainable growth. The top management of health management is led by the president, the health management officers are led by directors, and the top management of the Central Safety and Health Committee is led by the director in charge of safety and health. In addition, the Health Promotion Group of the Human Resources Department has been formed as the department in charge of health management. The Health Promotion Group collaborates with industrial physicians, occupational health staff, and related departments. Furthermore, as a subordinate organization of the Central Safety and Health Committee, a subcommittee specializing in health promotion has been formed, with members selected from a wide range of departments to plan and operate various measures for the maintenance and promotion of employee health. In order to achieve the ROHM Group’s health and safety goals, the above organizations cooperate with each other to promote initiatives that lead to the deployment of information and health promotion to each workplace health and safety committee* and each department.

* Rohm alone has 52 workplace committees.



Ensuring the Health and Safety of Employees

Targets and Achievements

Theme	Targets (Target Year:FY2030)	Target for FY2023	FY2023 Results	Target for FY2024
Promotion of health management	1. Establish a health management promotion system that unifies the ROHM Group	Promote health management at group companies in Japan	[Group Consolidated] Declaration of health and productivity management and policy deployment to domestic group companies	[Group Consolidated] Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.
	2. Improvement of health through “Health Up Challenge 7” (65% or more of participants achieved 4 or more items)	Employees who achieved at least two of the three key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 10.0% or more compared to the previous year.	The number of employees who achieved 2 or more of the 3 key items (sleep, stress, exercise) of the Health Up Challenge 7*1 improved by 12.6% (from 63.0% to 75.6%) compared to the previous year.	Health Up Challenge 7*1 Improvement of Sleep and Exercise Being well rested from sleep: 48.4% or more regular exercisers: 72.0% or more
	3. Improve presenteeism by improving physical and mental health	Promote health maintenance and initiatives to address presenteeism*2.	Calculated labor productivity loss rate due to presenteeism*2 while implementing initiatives to maintain and promote health (36.2%)	Improved the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%)

*1 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.

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

Initiatives to Promote Health and Productivity Management

1. ROHM Health Up Challenge 7

At ROHM, we call it “Health Up Challenge 7” and aim to realize well-being by helping each individual achieve as many of the seven items related to sleep, stress, exercise, eating habits, drinking, smoking cessation, and communication health as much as possible.

[ROHM HEALTH UP CHALLENGE 7]

Item	Goal	Achievement Criteria
Sleep 	Getting rest from sleep	Getting rest from sleep at least 4 days a week
Stress 	Maintaining mental health through self-care	Reducing stress
Exercise 	Keeping an exercise routine	Exercise at least 1 day a week for at least 30 min each time
Dietary Habits 	Practicing a health-conscious diet	BMI of 18 or more to less than 25
Drinking Habits 	Drinking alcohol in moderation or not drinking	At least 2 days a week without drinking alcohol
Non-smoking 	No smoking	No smoking or quitting smoking
Communication 	Psychological safety maintained in the workplace	Good communication in the workplace

1-1. Sleep Improvement Initiatives

Initiatives to improve sleep include holding seminars on sleep, holding sleep posture pressure measurement sessions, and regularly disseminating information. In addition, the Medical Affairs Office conducts screening tests for sleep apnea syndrome, and is close to employees’ sleep concerns.



Ensuring the Health and Safety of Employees

1-7. Communication Initiatives

ROHM places importance on dialogue, and holds communication seminars to facilitate workplace relationships, ROHM actively conducts communication seminars to facilitate workplace relationships, as well as various roundtable discussions where people can talk frankly about their true feelings. We also use communication as a communication tool to invigorate organizations and teams.

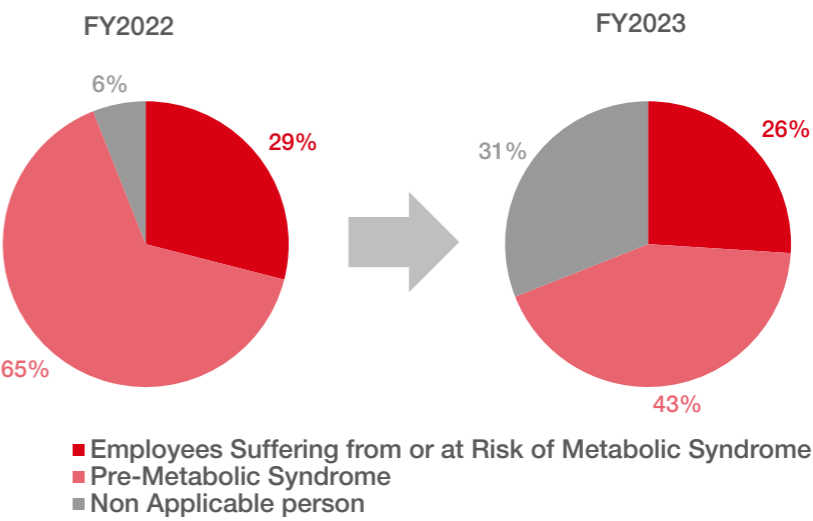
We have also set up a “wai-gaya space” (using the open time in the company cafeteria) that can be used for relaxed meetings, exchanges, and interviews as one of the communication tools to revitalize the organization and teams, This is one of the ways to create an open workplace and promote internal exchanges.

2. Measures to Prevent Lifestyle-related Diseases

The achievement of a 100% participation in regular health checks is natural for ROHM and we also implement measures to prevent lifestyle-related diseases based on the results of those health checks. This includes the implementation of health guidance for an expanded range of employees that includes those who are under 40 years old and not subject to the official “Specific Health Guidance”. The follow-up on the results of the health checks is also strengthened for employees who have particular observations in their results. This includes the industrial physician and health staff recommending examinations at medical institutions and participation in health and exercise seminars.

In addition, to support the eating habits that tend to be disrupted by telecommuting, etc., we hold seminars to improve eating habits and introduce simple healthy recipes that can be prepared while working at home that were solicited from employees.

< Changes in Those Who Received Health Guidance for Metabolic Syndrome (age:35-39) >



3. Health Support (Cancer Control, Care for Diseases Specific to Women)

In accordance with the guidelines of the Ministry of Health, Labor and Welfare, ROHM has incorporated cervical and breast cancer screening into the company’s regular health checkups as a measure against cancers specific to women of working age (20-50 years old) since fiscal 2019, so that female employees can safely examine and receive these examinations. As a result, the cancer screening uptake rate among eligible employees increased significantly from 58% in FY2018 to 95% in FY2019. Since then, all female employees who wish to continue using the company’s cancer screening services have continued to do so. The company also encourages all employees to undergo cancer screening, and offers free gastric and colorectal cancer screenings to all employees aged 35 and older, and gynecological examinations to female employees of even-numbered ages. In May 2023, we launched the Cancer Workplace Support Consultation Office to help employees balance treatment and work so they can continue working even after being diagnosed with cancer. We are committed to creating a place where we can listen to employees’ concerns and give detailed consideration to their needs.

Ensuring the Health and Safety of Employees

4. Age-friendly Initiatives

ROHM is committed to age-friendliness throughout the company. ROHM conducts physical function measurements and self-checks for middle-aged and older workers aged 55 and above, who are at high risk of occupational accidents, to provide them with opportunities to confirm the gap between their own perceptions and their physical functions. Again, we conduct Age Friendly Seminars to raise awareness among middle-aged and older workers to develop age-defying bodies. In addition to this , we also provide education to all employees and implement age-friendly initiatives according to the characteristics of each workplace.



TOPIC.

ROHM believes that it is important that employees get exercise habit to prevent lifestyle-related diseases and work healthy. There, ROHM has set up a Health-Check Corner where employees can use various health-check devices and Fitness equipment free of charge. It includes a vascular age meter and the latest InBody model (body composition analyzer), blood pressure monitor and blood vessel age measuring instrument. ROHM regularly uses these devices to measure the health of employees. ROHM employees can also check their own health status at any time, including body fat percentage, muscle mass, and body water content, as well as basic metabolism, nutritional evaluation, and muscle mass by region.



Health Check Corner

5. Infection Control Measures

To protect the health of employees, a quarantine system against all infectious diseases is necessary. ROHM operates a designated infectious disease notification form that can be accessed by all employees who have contracted an infectious disease. In the event of an infectious disease outbreak, based on the details of the report, we have established a system that enables us to promptly select and isolate internal contacts and disinfect the workplace to prevent the spread of infection, in addition to a patient health observation system by in-house medical personnel. In order to reduce contact between employees as much as possible in the event of an infectious disease outbreak, we have established a remote work system, control the attendance rate according to the situation, and prevent infection in common areas such as the cafeteria. In addition, the company is offering in-house influenza vaccinations to all employees who wish to receive them (approximately 80% of all employees) at the company's expense, including the coronavirus vaccine in fiscal year 2021. In addition, for employees transferred overseas and their family members, we provide various travel vaccines recommended by the Ministry of Health, Labour and Welfare, depending on the circumstances in the destination country. Furthermore, from 2019, rubella antibody checks are incorporated into regular health checkups for male employees aged 39-57, and those who are antibody-negative are vaccinated free of charge at in-house clinics.



Group vaccinations conducted in-house

Ensuring the Health and Safety of Employees

[Voice of the Person in Charge]

As stated in the top management’s Health Management Declaration, the ROHM Group aims to realize well-being and foster a corporate culture in which employees can work with vigor and vitality. To achieve this, we believe it is important to realize a workplace where all employees can work vigorously and in good physical and mental health. I plan and operate various health promotion measures, such as yoga seminars, walking campaigns, walking meetings, sleep seminars, and age-friendly initiatives, to provide opportunities for employees to enjoy and participate in health promotion, so that they can continue to work in good health and vigor. We are striving to maintain and promote the health of our employees by providing opportunities for them to participate in health promotion while having fun at the same time. We will continue to actively promote health promotion activities with the aim of realizing “well-being” for each and every employee.



Human Resources Division
Well-being Department
Health Promotion & Welfare Group
Group Leader
Ruiko Matsumura

TOPIC1.

ROHM selected as a White 500 Company 2024 Seven years in a row

ROHM has been recognized by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council as a “White 500 Company” (top 500 corporations) in the “Excellent Health and Productivity Management Corporation 2024 (Large Corporation Division)” for the seventh consecutive year since February 2018. Introduced in 2017, this White 500, the Certified Health and Management Organization Recognition Program, recognizes both large companies and small- and medium-sized enterprises for outstanding efforts in health and productivity management, by evaluating company’s engagement with regional health problems and with health-building program recommended by Nippon Kenko Kaigi. Considering health to be one of the highest priorities, ROHM will continue to examine effective methods to improve all employee’s well-being and work-life balance.

TOPIC2.

ROHM was recognized as a Sports Yell Company for the fourth consecutive year

This system certifies companies that are actively engaged in sports to promote the health of their employees, not limited to sports competitions, such as providing exercise opportunities such as gymnastics and stretching in the morning and during lunch breaks, encouraging the use of stairs, walking and bicycle commuting, and holding standing meetings. It was established by the Japan Sports Agency in 2017.

ROHM has been recognized for its activities to promote exercise throughout its business sites, and has been certified for four consecutive years since FY2020. In FY2024, ROHM was also certified + (plus), which is given to companies whose employees participate in sports at least once a week at least 70%, for achieving a rate of 72% or more who exercise habitually.

Ensuring the Health and Safety of Employees

TOPIC3.
Awarded as an Excellent Company for Corporate Action to Promote Cancer Control.

Since July 2019, ROHM has been registered as a partner company promoting the Ministry of Health, Labour and Welfare’s “Cancer Control Promotion Company Action” and has been engaged in activities. Early detection and treatment of cancer is important for employees to continue working in good health. To date, we have provided opportunities for employees to learn more about cancer through in-house educational activities such as in-house seminars and e-learning, which has led to an increase in the cancer screening rate. In May 2023, we established the “Cancer Balance Support Counseling Office” with qualified in-house coordinators to provide support to employees and their families who are struggling to balance work and cancer or intractable diseases. In recognition of these activities, we have received an award for excellence in the promotion of cancer control for two consecutive years from 2022.



White 500 Certification Logo



Sports Yell Company 2024
Certification Mark



Certificate of Commendation
for Excellence in Cancer Control Promotion

Approach to Safety

ROHM Group aims to achieve a safe and comfortable workplace for not only our employees but also everyone involved in business activities.

To achieve this, we have been operating a management system based on ISO45001 and have been working to manage and reduce the identified priority issues and risks in terms of health and safety. And ROHM inserted “Securing a safe workplace” in one of themes and settled on an achievement target in fiscal year 2025. We will promote initiatives aimed at creating a safe and secure workplace.

Targets and Achievements

Achievement Targets (FY2025)	Target for FY2023	FY2023 Result	Target for FY2024
Achieve and maintain the number of lost-time injuries at the ROHM Group of 0	“0” lost time injuries	Number of accidents resulting in 4 or more days of absence: 5	Number of Serious accidents* : 0 *Cases in which it is judged that there is a possibility of death or physical loss or disability, and cases in which hospitalization is required.

Ensuring the Health and Safety of Employees

Efforts aimed at a Safe Workplace

1. Safety Training

To promote a safe and secure workplace, we provide safety education to our employees. All employees receive introductory training when they join the company. After being assigned to a department, information shared by the Safety and Health Committee is deployed in each department once a month. Specifically, the factors that led to the occurrence of occupational accidents and the details of improvements are horizontally deployed, near-misses are reported, KYT activities are conducted, and revisions to the Health and Safety Law and company regulations are shared so that all employees can work to prevent occupational accidents from occurring. For employees in their second and third years with the company, regular education is provided, including a review, and when promoted, education is provided according to their new position.

Among our domestic plants, ROHM Hamamatsu has established an “Engineer Training Section” that specializes in training mainly equipment engineers. At the Engineer Academy, a facility specializing in training, dedicated in-house instructors provide education not only on specialized technologies, but also on safety management during work. The Engineer Academy was certified as a vocational training facility by Shizuoka Prefecture on March 29, 2023.



Engineer Academy
(Technical Training)

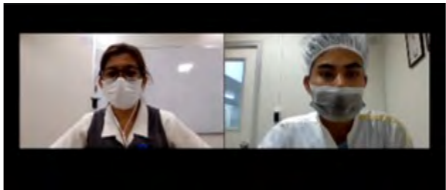


Engineer Academy (Lecture)

2. Activities to Prevent Industrial Accidents

In accordance with ISO45001, we are continuously implementing activities to reduce health and safety risks by conducting risk assessment and KYT (risk prediction) activities, as well as identifying and improving near-miss items.

At our overseas plants, we provide training and guidance to employees who have been with the company for a short period of time so that communication on safety issues at the site is not diluted. At our overseas plants, we are also striving to maintain and improve mutual safety awareness and on-site capabilities while implementing mentor-mentee activities in which senior employees who have been with the company for a short period of time provide education and guidance to employees who have been with the company for a long time.



Share Remotely about Safety Issues



Risk Assessment and KYT Activities

3. Safety Confirmation of Group Locations

ROHM's Head Office conducts comprehensive health and safety audits with the aim of strengthening the operation of the health and safety management system and reducing risks. In FY2023, ROHM conducted safety inspections and discussions with local members at a total of seven manufacturing sites in Japan and overseas locations, and is proceeding with corrective measures and confirmation of identified risks and issues in a planned manner. We are systematically correcting and confirming risks and issues that have been identified.



During Audit



During Audit

Ensuring the Health and Safety of Employees

4. Thorough Implementation of 5S

A workplace environment where nothing is unnecessary and employees can pick up “what they need” “when they need it” “where they need it” is not only efficient but also safe. We believe that these 5S* are the basis of the workplace environment, and we are implementing 5S not only in Japan but also at our overseas sites with the participation of all employees, from the top down.

* 5S means “sorting”, “setting-in-order”, “shining”, “standardizing” and “sustaining the discipline”.

5. Conducting Internal Patrols

Safety is fundamental to the use, management, and implementation of appropriate facilities, machinery, equipment, and operations by workers who are competent in health and safety and follow correct procedures. To ensure this, ROHM is working to identify and correct hazardous areas and unsafe work practices in the workplace through third-party patrols. In addition, by proactively having younger employees accompany the patrols, ROHM provides opportunities for them to develop an eye for detecting defects. In FY2023, we resumed on-site safety checks in areas where online checks and voluntary workplace patrols had been conducted only in the previous fiscal year due to the Corona disaster.



Internal patrols

Patrol List

Patrol	Purpose	Frequency
Workplace patrol about health and safety*	Workplace risk assessment by persons competent in health and safety	At least once a month
Patrol by special committee*	Checks to confirm the appropriate use and management of production equipment, chemical agents, fire extinguishing machinery and equipment, and other facilities	At least once a month
Patrol by occupational health physician	Checks to confirm health risks at the workplace as seen from the perspective of industrial physicians	At least once a month

* Each division has a person appointed to be in charge of health and safety. They participate in internal patrols each time to ensure that employees will share a common perception of safety.

TOPIC.

Bicycle Parking Patrol: Confirmation of the Obeying Situation of the Traffic Rule

In order to ensure compliance with traffic rules not only for cars and motorcycles, but also for bicycles, we regularly conduct bicycle parking lot patrols and patrols with the cooperation of the police department. We are working to eliminate violations of laws and regulations such as umbrella-toting, using cell phones, wearing earphones, and riding on the right side of the road.



Ensuring the Health and Safety of Employees

6. Implementation of Safety and Health Managers’ Meetings

ROHM Group regularly holds a meeting for the safety and health managers of each ROHM Group site in Japan. At these meetings, the safety and health targets of the ROHM Group and safety and health activities at each site are shared and opinions are exchanged to promote safety and health activities across the entire Group.



7. Health and Safety Activities with Contractors and on-site stationing companies

In order to realize a safe workplace for everyone involved in our business, we must protect the safety of not only our employees, but also the contractors and stationed companies (cafeteria, cleaning, etc.) who work together on our premises, and create a comfortable and secure work environment. The ROHM Group is cooperating with contractors and stationed companies that work on the premises to implement the following initiatives.

- Conduct regular health and safety liaison meetings with contractors and resident companies
 - Regularly conduct safety and health patrols, industrial physician patrols, and site manager patrols.
 - Conduct fire extinguisher drills, earthquake evacuation drills, night evacuation drills for chemical and gas leaks.
 - Implemented KYT*, 5S activities, small group activities and proposal activities to improve a safe workplace.
- “KYT” is an acronym for “Kiken Yochi Training” in Japanese and means hazard prediction training. And this is a method to improve the ability to detect and solve risk factors such as danger and harm in work.
- A chemical handling workshop is conducted (on-site or online)



Small-group activities



Night Evacuation Training



Health and Safety Liaison Conference

8. Response to Occupational Accidents

When occupational accidents occur, the person in charge of occupational health and safety at the location where the accident occurred will immediately share the information with all relevant personnel in the ROHM Group. Not only the location where the accident occurred, but also related locations and head office personnel cooperate to confirm the circumstances of the accident, analyze the root cause, take measures to prevent recurrence, and horizontally disseminate the information to other locations.

[Voice of the Person in Charge]



Corporate Sustainability Division
Environmental and Safety Promotion
Department
Safety & Health Group
Group Leader
Hiroko Ito

ROHM is a manufacturer of semiconductor components, and many people, including employees and contractors stationed on our premises, are involved in delivering our products to society. In order for each and every employee to be able to engage in their work with a sense of fulfillment, I believe it is very important to realize a safe work environment for all employees and stakeholders involved in our business, and to protect human life.

Based on this belief, I am in charge of conducting general audits and patrols at all ROHM Group sites with the aim of reducing safety risks.

When we find a defect, we explain the reason for the defect and what it should be, and after convincing the on-site workers, we try to propose improvements to make the workplace environment safer.

We will continue to promote safety and health activities with the motto that everyone working for ROHM Group should return home in the same condition as when they arrived at work, without being injured.

Supply Chain Management

Supply Chain Management

Our Basic Policy

In order to allow high-quality, reliable and stable manufacturing, it is essential not only to ensure the quality of parts in procurement and their stable supply, but also to engage CSR procurement which takes into consideration labor ethics and the environment. ROHM Group will cherish continuous relationships of trust and cooperation with suppliers and aim for procurement activities in which both parties can grow on a sustainable basis.

Supply Chain Management Policy

ROHM shall view its corporate activities from economic, environmental, and social perspectives, and work toward the development of both the company and society by conducting procurement and logistics activities in accordance with the following seven policies.

1. Mutual Reliability and Prosperity

ROHM will recognize Suppliers as important partners of the enterprise activities, and importantly have a reliable and cooperative relationship, so that Rohm is able to mutually aim at building up win-win relationship.

2. Fair and Equal Footing Trade

ROHM shall deal with Suppliers on a fair and equal footing with humility when purchasing materials, semi-finished products, equipment, and other items needed for business activities or when outsourcing import/export services and logistics services. ROHM shall never enforce unfair trading practices by abusing its superior position.

3. Fair Selection

ROHM shall open its doors globally to a broad range of Suppliers to assure equality of trading opportunities. When selecting Suppliers, ROHM shall comprehensively consider a wide variety of aspects, including not only quality, technology, delivery, price, and support services, but also eagerness and systems to continuously improve their strengths and commitment to social responsibility in terms of ethics, respect for human rights, risk management, environmental conservation, occupational health and safety, and elimination of antisocial forces.

4. Proper Evaluation and Distribution for Added Value of Product and Service

ROHM shall conduct new products' development and cost reduction activities on the basis of strong partnership with Supplier. Also, Rohm shall promote proper evaluation and price for provided product and service through these activities.

5. Promotion of Green Logistics

ROHM shall actively promote green logistics together with Suppliers and aim to build a triple-win relationship that benefits ROHM, its suppliers, and society. ROHM shall perform fair evaluations in these activities and never force Suppliers to unfairly shoulder associated costs.

6. CSR Procurement/Logistics

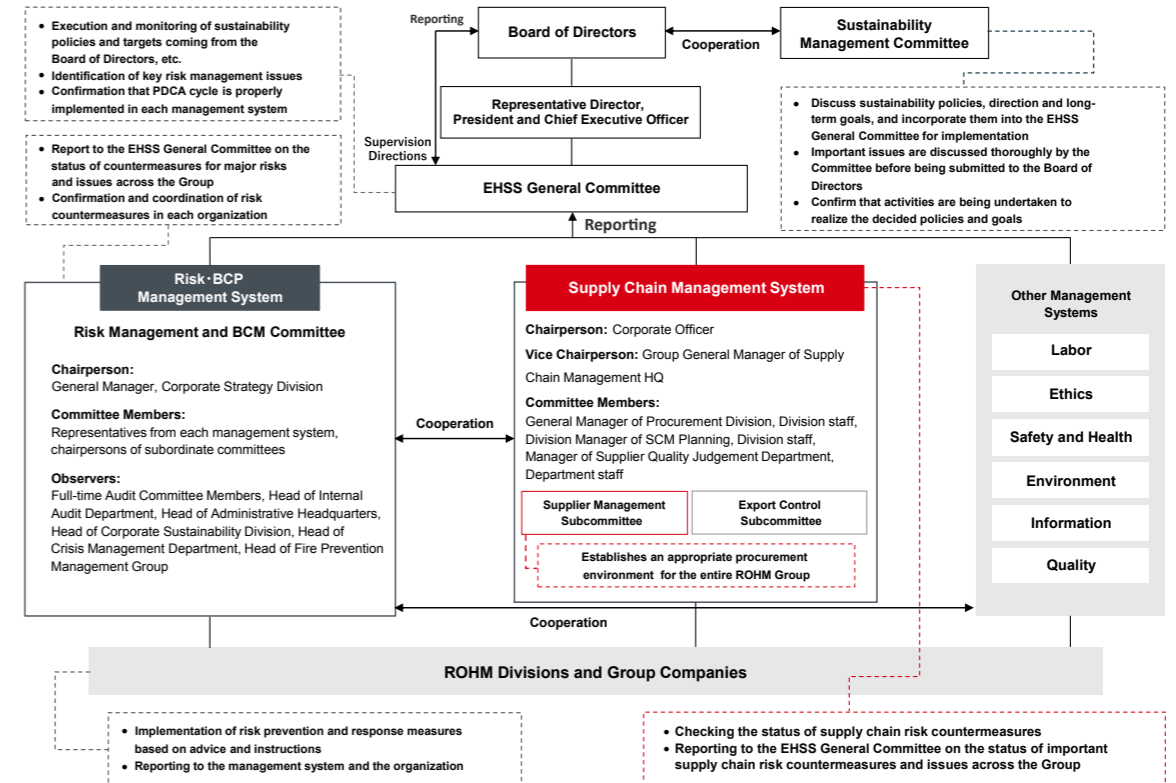
ROHM shall promote CSR procurement/logistics by disseminating it, while fostering the understanding of Suppliers, in accordance with the ROHM Group Supply Chain Management Guidelines. ROHM shall also promote environment-friendly procurement in accordance with the Green Procurement Guideline.

7. Security Export Control

ROHM shall establish a clear control system for the export of technologies and goods regulated by national or regional laws and regulations and properly conduct export procedures.

Promotional Structure

*EHSS (Environment, Health and Safety, Sustainability) General Committee: A committee composed of executive officers in charge of eight subordinate management systems (Risk Management BCM, Supply Chain, Labor, Ethics, Health and Safety, Environment, Information, Quality) and ensures that the PDCA cycle for each system is being properly implemented.



Supply Chain Management

Targets

ROHM has identified “sustainable supply chain management” as an important issue for achieving the medium-term management plan launched in 2021, and has set the target for 2025. We will continue to work toward the sustainable growth of society and ROHM Group.

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 FY2023	FY2023 Results	Targets for FY2024
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	80.0%	87.5%	90.0%
		(Consolidated)		
	②100% CSR self- assessment ratio ofcritical suppliers	60.0%	71.0%	80.0%
		(Consolidated)		
	③100% prior agreement rate for emergency response of critical suppliers	60.0%	78.0%	80.0%
		(Consolidated)		
Promotion of CSR procurement activities	CSR self-assessment result 90% or more of purchases from suppliers of B or above	80.0%	80.6%	85.0%
		(Consolidated)		

*Targets ① and ② were established on a non-consolidated basis until FY2022, and the scope of targets was revised to include group-level *targets starting in FY2023.

[Related Activities]

Working Together with Suppliers

Supplier Selection

ROHM Group has adopted the RBA Code of Conduct to pursue sound and sustainable procurement activities. Cooperation with suppliers is essential for promoting CSR procurement activities based on the RBA Code of Conduct.



When selecting suppliers, we make decisions based on rational criteria such as quality, price, delivery time, stable supply, environment, finance, human rights, and ethics, as described below. Of these, 40% are weighted in relation to ESG at the time of selection, placing importance on the ESG initiatives of our suppliers. In addition, ROHM Group distributes the ROHM Group Supply Chain Management Guidelines, which specify ROHM Group’s approach to CSR procurement, to all suppliers and requests them to promote activities based on the guidelines.

Supplier Selection Criteria

- 1. Promotion of ROHM Group Supply Chain Management Guidelines
- 2. Conclude “basic transaction contract” that encompasses the RBA Code of Conduct
- 3. Properly ensure the quality, price, and delivery date of materials and services
- 4. Stable supply capacity and ability to flexibly respond to fluctuations in demand
- 5. Supply continuity plan to prepare for unforeseen circumstances, such as the occurrence of natural disasters
- 6. Technological capabilities that can contribute to the product
- 7. Sound business conditions
- 8. Responsible mineral and green procurement to meet our demands
- 9. Appropriate management and protection of confidential information obtained through transactions with us

ROHM Group Supply Chain Management Guidelines

ROHM Group Supply Chain Management Guidelines are based on the RBA Code of Conduct, which covers occupational health and safety (including human rights), environment, labor and safety, environment, ethics, and management systems, and combines requirements for crisis management, information security, logistics, and quality compliance. We ask our suppliers to comply with these guidelines. We distribute the guidelines directly to our suppliers, but they can also be downloaded from the link below.

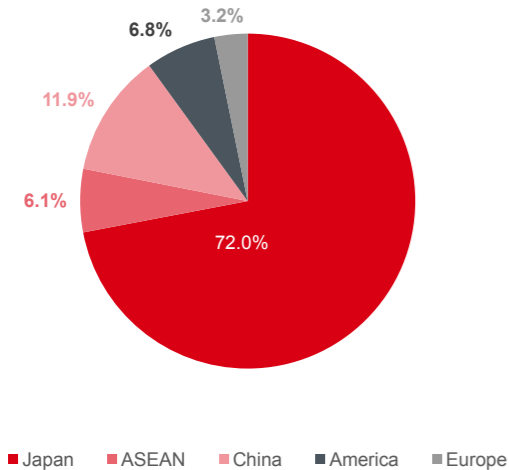
-  [ROHM Group Supply Chain Management Guidelines Rev.11\(Japanese\)](#)
-  [ROHM Group Supply Chain Management Guidelines Rev.11\(English\)](#)

Working Together with Suppliers

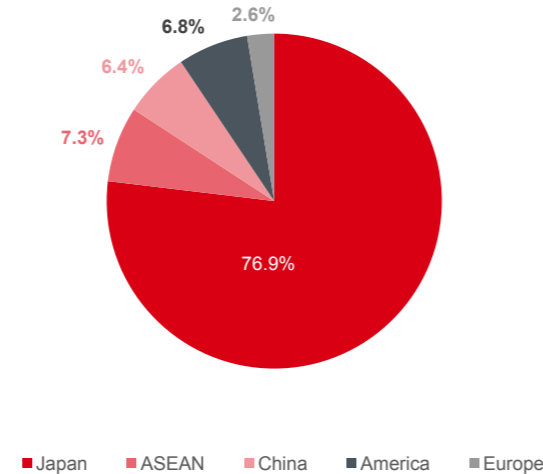
Supply Chain Overview

ROHM Group’s supply chain is as follows. (FY2023)

Ratio of Suppliers by Region(Materials)



Ratio of Purchase Amount by Region(Material)



Identifying Critical Suppliers

ROHM Group recognizes suppliers particularly important for business continuity as “Critical Suppliers”.

In identifying critical suppliers, we target suppliers of main materials that have fulfilled the certification conditions for all suppliers. In addition to the essential condition of agreeing to ROHM Group Supply Chain Management Guidelines, the suppliers are selected based on the procurement amount, product-specific risks, country-specific risks, critical materials (or parts), and handling of difficult-to-replace materials. In 2022, we selected 23 companies, and in 2023, we plan to add country-specific risks to the selection criteria.

Working Together with Suppliers

Flow of Selection of Critical Suppliers



【 Measures for All Suppliers 】

When selecting suppliers, we request and support continuous improvement through establishment support of environmental, social, governance, quality, and BCP management systems and evaluation of their operation.

【 Measures for Critical Suppliers 】

We ask our critical suppliers to comply with the RBA Code of Conduct requirements to ensure sustainable transactions. Specifically, we request that suppliers aim to obtain an A or A- rating in the CSR Procurement Self-Assessment. In addition, through reviews of self-assessments conducted by suppliers, interviews, and audits, ROHM provides support to identify and improve our suppliers' issues. We also report the results to the company management through management reviews to ensure the management of business continuity risk.

*1:Environment Management System
*2:Chemical Substance Management System in Products
*3:Product-containing Chemical Substances
*4:Quality Management System

Working Together with Suppliers

In order to promote sustainable procurement, it is essential to have a relationship of trust and cooperation with suppliers. ROHM Group strives to strengthen these relationships through close communication with suppliers as well as evaluation and audit programs.

Assessment and Audit Program	
1.Comprehensive Activity Evaluation	①Product quality ②Delivery time ③Price ④Continuity of supply *BCP initiative evaluation, financial evaluation by external evaluation organizations ⑤Results of CSR procurement self-assessment shown below
2.CSR Procurement Self-assessment	Self-evaluation of Labor (including human rights), Health and safety, Environment, Ethics, and Management systems that are in accordance with the RBA Code of Conduct, as well as ROHM's original items of Information security, Procurement BCP, Logistics, and Quality Compliance. For suppliers identified as high-risk sustainability suppliers, ROHM provides support for corrective actions and improvements.
3.CSR Procurement Audits	Through dialogue with suppliers, ROHM checks the contents of self-assessments, checks factories, and requests improvements as necessary, with the aim of gaining their understanding and endorsement of the ROHM Group's policies and approach to CSR procurement, the importance of consideration for the environment, safety, and human rights, as well as the content of our activities.
4.Procurement BCP	Assess risks and their impact on stable supply, and quarterly check the response status to the identified critical risks.

Comprehensive Activity Evaluation

ROHM Group comprehensively evaluates its suppliers' activities, including the CSR Procurement Self-Assessment results described in the next section, as well as their product quality, delivery time, price, and BCP initiatives. The comprehensive evaluation is conducted at the following times.

- 1) When selecting suppliers and concluding contracts
- If suppliers do not reach the minimum score set by ROHM in the CSR Procurement Self-Assessment, they cannot enter into a contract with ROHM until you do so.
- 2) Periodically (once a year)
- We comprehensively evaluate our suppliers' activities over the course of a year and provide them with feedback. If suppliers do not receive the minimum score set by ROHM within a certain period of time, they will be excluded from the contract.

Working Together with Suppliers

CSR Procurement Self-Assessment

Every year, ROHM Group asks suppliers to self-evaluate their CSR activities regarding Labor (including human rights), Health and safety, Environment, Ethics, and Management system as specified in the RBA Code of Conduct, as well as ROHM's original items of Information security, Procurement BCP, Logistics, and Quality Compliance, to check the progress of their CSR activities. The ranks are assigned based on the overall score of the self-assessment, and suppliers' ESG risks are identified. We recognize critical suppliers with a rank lower than B and other suppliers with a rank lower than C as sustainability high-risk suppliers, and we request each supplier identified as a sustainability high-risk supplier to take corrective action and provide support for improvements. However, if there is no sign of improvement despite repeated requests for improvement, we may consider the risk of continuing transactions in the "Overall Activity Evaluation" of the supplier and make a decision to suspend transactions.

< CSR Procurement Self-Assessment Process >



Working Together with Suppliers

< Self-assessment Achievement Target >

ROHM Group has set a goal of having all of its clients, which account for 90% of its annual purchases, achieve a rank of B or better by 2025.

Achievement Target (FY2025)	Subject	Target for FY2023	FY2023 Result	Target for FY2024
90% or more (in terms of value)	ROHM Group	80%	80.6%	85%

< Self-assessment Evaluation Criteria >

Rank	A+	A-	B	C	D
Average Score	4.50~5.00	4.00~4.49	3.00~3.99	2.00~2.99	0~1.99

We calculated the average score for each section of the FY2023 CSR Procurement Self-Assessment by industry, and the results are as follows.

 Materials Suppliers (Wafer)

 Materials Suppliers (Gas)


 Materials Suppliers (Target)

 Materials Suppliers (Paste)

 Materials Suppliers (Lead Frame)

 Materials Suppliers (Substrate)

 Materials Suppliers (Resin)

 Materials Suppliers (Electronic Component)

 Materials Suppliers (Chemicals)

 Equipment Suppliers

Working Together with Suppliers

< Percentage of ROHM (Non-consolidated) Suppliers (Resident Vendors on Premises) Conducting Assessments >

	FY2021			FY2022			FY2023		
	Total	Assessment Results	Of which Sustainability High Risk Suppliers (*)	Total	Assessment Results	Of which Sustainability High Risk Suppliers (*)	Total	Assessment Results	Of which Sustainability High Risk Suppliers (*)
Manufacturing Contracting	1	1	-	1	1	-	1	1	-
Security	3	3	-	2	2	-	2	2	-
Cafeteria	5	5	-	4	4	-	3	3	-
Cleaning	2	2	2	2	2	1	3	3	-
Equipment & Facilities	2	2	-	5	5	-	4	4	-
Other	6	5	-	4	4	2	4	4	1
Total/Number of Companies (Percentage)	19	18 94.7%	2 10.5%	18	18 100%	3 16.7%	17	17 100%	1 5.9%

*Sustainability high-risk suppliers:
Suppliers with an overall rating of C or below in the CSR Procurement Self-Assessment and who are judged to have negative impacts on sustainability aspects

< Assessment results for ROHM (non-consolidated) suppliers (resident contractors on premises) >

	FY2021					FY2022					FY2023				
	A	A-	B	C	D	A	A-	B	C	D	A	A-	B	C	D
	5.00 ~ 4.50	4.49 ~ 4.00	3.99 ~ 3.00	2.99 ~ 2.00	1.99 ~	5.00 ~ 4.50	4.49 ~ 4.00	3.99 ~ 3.00	2.99 ~ 2.00	1.99 ~	5.00 ~ 4.50	4.49 ~ 4.00	3.99 ~ 3.00	2.99 ~ 2.00	1.99 ~
Manufacturing Contracting	1	-	-	-	-	1	-	-	-	-	1	-	-	-	-
Security	3	-	-	-	-	2	-	-	-	-	-	2	-	-	-
Cafeteria	2	1	2	-	-	1	1	2	-	-	-	1	2	-	-
Cleaning	-	-	-	2	-	-	-	1	1	-	-	1	2	-	-
Equipment & Facilities	1	1	-	-	-	2	1	2	-	-	2	1	1	-	-
Other	3	1	1	-	-	-	1	1	2	-	-	1	2	1	-
Total	10	3	3	2	0	6	3	6	3	0	3	6	7	1	0

Working Together with Suppliers

Supply Chain Management

< Total Number of Suppliers and Critical suppliers, Value Percentage, and Assessment Results >

	FY2023					
	Total	Percentage of Total Suppliers	Number of Significant Suppliers with Conducted Assessments	Number of SustainabilityHigh-risk Suppliers	Of which, Number of High-risk Suppliers, with Corrective and Remedial support Provided	Of High-risk Suppliers, Number of Suppliers whose Contracts Were Terminated
Tier-1 Suppliers	148	-	-	1	1	0
Of which, Critical Suppliers	18	80%	18	1	1	0
Suppliers other than Tier-1	-	-	-	-	-	-
Of which, Critical Suppliers	7	13%	5	0	-	-
Critical suppliers Total	25					

*The above table covers ROHM on a non-consolidated basis only.

Working Together with Suppliers

Supply Chain Management

< Evaluation and Improvement Initiatives for Critical Suppliers >

Evaluation Criteria	FY2021		FY2022		FY2023		Measures to Improve the Level of Critical Suppliers
	Critical Tier1 Suppliers	Suppliers besides Critical Tier 1 Suppliers	Critical Tier1 Suppliers	Suppliers besides Critical Tier 1 Suppliers	Critical Tier1 Suppliers	Suppliers besides Critical Tier 1 Suppliers	
A	16	4	13	4	14	4	No special action taken
A-	4	3	4	1	3	1	
B	0	1	1	1	1	0	Request improvements to obtain A- or better. Provide support for improvement as necessary..
C	0	0	0	0	0	0	Identify risk factors, and request and provide support for improvement.
D	0	0	0	0	0	0	

Correction and improvement activities are planned in FY2023 for one significant Tier-1 supplier that ranked B in the FY2022 survey.

Working Together with Suppliers

CSR Procurement Audits

ROHM Group conducts CSR procurement audits in accordance with the RBA Code of Conduct. The audits are conducted by CSR procurement staff in a second-party audit format, with on-site or online document checks and factory and dormitory inspections. Audits are conducted on ROHM Group’s critical suppliers at least once every three years, and the scope of audits is reviewed every three years. If corrective actions are deemed necessary during the audit, ROHM consults the suppliers and has them prepare and submit an improvement plan. Until the corrective action is completed, ROHM provides follow-up for the supplier. The CSR procurement audit is not only a means of ascertaining the actual situation but also an opportunity to communicate the ROHM Group’s policies, CSR procurement policies, and activities to suppliers, as well as a training opportunity to deepen mutual understanding of CSR activities with suppliers.

< CSR Procurement Audit Results >

	Subject	FY2021	FY2022	FY2023
Number of Suppliers Audited	ROHM Group	9	13	23

< CSR Procurement Audit Results >

	Subject	FY2021	FY2022	FY2023
Number of Suppliers Audited	ROHM	2	9	2

CSR Procurement Audit Corrective Action and CAP Process

ROHM Group uses the results of the CSR Procurement Self-Assessment as follows. ROHM Group conducts on-site audits of important suppliers to verify the results of the CSR Procurement Self-Assessment. 23 suppliers were visited as a group in FY 2023, and as a result of the on-site audits, 121 items for improvement were identified, all of which were confirmed to have been improved within the required timeframe. When requested items for improvement from CSR procurement audits are helpful, we provide information on what we are doing at ROHM and the forms we use, if requested. In addition, when an important supplier is rated B, C, or D in the five levels based on the overall assessment score, ROHM notifies the supplier of the request for improvement and holds discussions for improvement. In FY 2023, one supplier fell under this category, so this was implemented. In FY 2023, 14 other suppliers were rated C or D, and we notified them of our request for improvement. We visited two of these suppliers directly to discuss points to be improved and confirm the results of the improvements. We also visited two of these companies directly to discuss areas for improvement and confirm the results of the improvement. In addition, 36 suppliers that gave low scores in the five items related to human rights (forced labor, child labor, freedom to leave employment, etc.) were asked to improve their performance.

Working Together with Suppliers

BCP of Procurement

As part of the Business Continuity Plan (BCP), ROHM Group deepens its cooperation with suppliers from normal times to maintain a system that can be quickly restored, and prepares alternative materials, so as not to interrupt customers' business even in emergency situations.

① Definition of Risk in the Procurement Department

ROHM Group has established a Risk Management and BCM Committee to manage risk in each department. In addition to the four existing risks of quality, delivery, cost and compliance, the procurement Division also evaluates risks in stable supply and their impact, and checks the state of responses to the key risks identified each quarter.

② Selection of suppliers

As also asked in the Basic Stance Requested of suppliers, information is shared across the entire supply chain, including our suppliers, during times of emergency. We therefore select suppliers who can do so and respond in a way that ensures a continuous supply. Furthermore, when entering into business relations, we respectfully ask suppliers for the understanding of our basic stance, and to submit written pledges.

③ BCP Initiatives

In order to be able to promptly confirm the damage, safety, and supply status of our suppliers in the event of an emergency, we are researching and compiling a database of information on the manufacturers and manufacturing locations of procured parts and materials.

< Survey of Tier-1 Suppliers' Production Sites >

We are currently conducting a survey of all materials, equipment, and parts procured from tier-1 suppliers, with the goal of conducting a survey of 100% production sites by FY2025 so that we can instantly identify the scope of impact in case of an emergency. The results of these efforts are numerically managed as the "tier-1 supplier production site survey ratio" and are monitored annually.

	Target for 2025	Target for 2023	FY2023 Result	Targets for 2024
Main Materials	100%	60%	71%	80%

• BCP Initiatives for Critical Suppliers

[Prior Agreement on Emergency Response]

In addition to the measures mentioned above with suppliers who handle critical materials, ROHM Group is promoting efforts to ensure that ROHM and suppliers agree in advance on how to respond to emergency situations. ROHM has set a goal of achieving 100% prior agreements by FY2025. We manage our efforts' results numerically as the "prior agreement rate for contingency measures" and conduct yearly monitoring.

Achievement Target (FY2025)	Target for FY2023	FY2023 Result	Target for FY2024
100%	60%	71%	80%

Responsible Mineral Procurement

Responsible Mineral Procurement

The considerations for responsible minerals procurement are heightened lately, following the enactment of The US Dodd-Frank Wall Street Reform and Consumer Protection Act in July 2010. Especially the concern regarding conflict minerals (tin, tantalum, tungsten, and gold commonly known as “3TG”) that are mined from the Democratic Republic of the Congo and surrounding areas and used by an armed group or anti-government force as a source of funds.

According to the Article 1502 of The Securities and Exchange Commission (SEC), companies listed on securities exchanges in the US are required to investigate/report usage conditions regarding conflict minerals that are mined from the Democratic Republic of the Congo and surrounding areas that are used by an armed group or anti-government force as a source of funds. With the EU Conflict Minerals Regulation coming into effect in 2021, the need for and importance of responsible mineral procurement will become increasingly important. As we enter a new phase, ROHM Group is committed to responsible mineral procurement throughout the supply chain, not only with regard to conflicts, but also with regard to risks such as human rights violations and environmental destruction, including OECD Annex II risks, as well as tin, tantalum, tungsten, gold, cobalt, mica, and other minerals that may be involved in illegal activities.

Policy

- 1. We do not use conflict minerals illegally mined in the DRC and adjoining countries as raw materials for our products.
- 2. In conflict and high-risk areas (CAHRAs), we will establish a management system based on the “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas (OECD Guidance)*1” of the Organization for Economic Cooperation and Development (OECD), and will implement measures to avoid procuring from suppliers with risks such as human rights abuses, environmental destruction, and conflict.
- 3. In the unlikely event that we discover the use of conflict minerals as a source of funding for armed groups, we will promptly inform our customers and take corrective measures.

*1. OECD Due Diligence Guidance :OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

We also request that our suppliers understand ROHM Group’s policy and make efforts to comply with them.

Promotion System

The executive officer chairs the Supply Chain Management System Committee of the EHSS General Committee, which formulates targets, implements measures, and conducts evaluations under the theme of creating an appropriate procurement environment for the entire ROHM Group.

Responsible mineral procurement is led by the Supplier Management Group in the Supplier Management Subcommittee, a subordinate organization of the Supply Chain Management System, and its activities are based on the ROHM Group’s standard ROHM Group Procedures for Responsible Mineral Procurement.

Every year, we analyze the results obtained through CMRT*2 and EMRT*3 surveys to identify risks and take corrective actions. We also report the progress and results to the supply chain management system every three months.

In addition, as a member of the “Smelter Support Team” of the JEITA*4 Responsible Mineral Procurement Study Group, ROHM sends a letter to smelters requesting their participation in RMAP*5 audits.

*2. CMRT:Conflict Minerals Reporting Template
*3. EMRT:Extended Minerals Reporting Template
*4. JEITA:Japan Electronics and Information Technology Industries Association
*5. RMAP:Responsible Minerals Assurance Process(Program to certify smelters by RMI)

Responsible Mineral Procurement

Targets and Achievements

The following are our achievements in FY2023 and our targets for FY2024 toward the realization of responsible mineral procurement.

In cooperation and trust with our suppliers, we will continue to conduct mineral procurement surveys and engage in two-way communication with suppliers to understand their procurement status and share information.

Target for FY2023	FY2023 Results	Target for FY2024
Deploy the responsible mineral procurement management system to overseas group companies for faster and more accurate procurement activities.	From FY2024 onwards, the rollout to overseas group companies will be discontinued in order to consolidate operations at the Head Office.	-

Responsible Mineral Procurement

Responsible Mineral Procurement Survey

To ensure that customers can use ROHM products with peace of mind, the Supply Chain Management Headquarters plays a central role in conducting the following assessment processes in accordance with OECD Due Diligence Guidance.

Mineral Procurement Survey Process

STEP1 : Construction of a Management System

- ROHM uses the Sustainability Guidebook, an in-house educational material on sustainability, and our website to inform people both inside and outside the company about ROHM Group’s Responsible Mineral Procurement Policy.
- ROHM provides education on responsible mineral procurement to procurement division staff in charge of surveys, in an effort to increase their knowledge, understanding, and motivation regarding the initiatives.
- ROHM has established a system for surveying and assessing the risk of 3TG, cobalt, and mica contained in its products in cooperation with related departments in Japan and overseas in accordance with the group standards.
- ROHM seeks the support of the suppliers for ROHM Group’s responsible mineral procurement activities and asking for their cooperation in submitting consent forms.
- ROHM appropriately manages and stores information on survey results in accordance with internal rules.
- ROHM requests the suppliers to do business with RMAP-certified smelters at the time of survey request.
- ROHM requests the suppliers to comply with ROHM Group’s Responsible Mineral Procurement Policy and to sign an agreement. ROHM requests the suppliers to comply with ROHM Group’s Responsible Mineral Procurement Policy and to sign an agreement.

STEP2 : Identifying and Assessing Risks in the Supply Chain

- Selecting from parts and materials purchased annually those that need to be surveyed, we conduct surveys for suppliers using CMRT and EMRT provided by RMI.
- ROHM collects and processes the data provided by the suppliers and identifies the supply chain down to the smelter level. We also ask suppliers to disclose the country of origin of the mines they use during the survey so that we can identify all countries of origin.
- For smelters, ROHM confirms participation and completion of third-party audits such as the latest RMAP.
- Conducting a risk assessment and identify risks within the supply chain.

STEP3 : Develop Strategies and Implement Measures to Address Identified Risks

- To ensure continuous risk mitigation, ROHM establishes a Responsible Mineral Procurement Survey Plan every year, updates the latest information, and conducts due diligence as necessary.
- For smelters that have not yet completed third-party audits such as RMAP, ROHM works with the suppliers to request third-party audits.
- If a smelter is identified by a customer as a concern, ROHM confirms the issues raised, informs the customer of the nature of the risk, and discusses appropriate measures (e.g., re-inspection of the smelter) with the customer.
- In the event that a relationship with armed forces or human rights violations becomes clear, we will promptly discuss with our business partners to suspend transactions.

STEP4 : Conducting an Audit of the Smelter's Due Diligence Status by an Independent Third Party

- As a member of the JEITA Responsible Mineral Procurement Study Group and Smelter & Refinery Support Team, ROHM works directly with smelters to request third-party audits.
- ROHM reviews RMI and smelter websites to confirm their participation and schedule for audits.

STEP5 : Annual Report on Supply Chain Due Diligence

- ROHM’s responsible mineral procurement initiatives will be disclosed annually on our website.

Responsible Mineral Procurement

3TG Survey Results

In FY2023, ROHM Group continued to conducting a survey of the parts and materials it purchases. We carefully examined the responses, and for suppliers who used smelters that were not RMAP-certified or who responded at the company level, we requested a re-survey and due diligence in order to improve their responses’ reliability.

- Suppliers surveyed : 113 companies
- Suppliers who provided survey responses : 113 companies, 100%
- Specified smelters : 193 companies for all minerals (Of these, 187 have obtained RMAP certification for RMI)

3TG Survey Results (FY2023)

	Gold	Tantalum	Tin	Tungsten	Total
All Smelters	89	33	42	29	193
Number of CFS* ⁶ Certified Smelters	84	33	41	29	187
CFS* ⁶ Certification Rate	94%	100%	98%	100%	97%

*6. CFS:Conflict Free Smelter ROHM defines a CFS as a smelter certified by the Responsible Minerals Assurance Program (RMAP) of the Responsible Minerals Initiative (RMI).

To date, no use of conflict minerals, which are a source of funding for armed groups, has been confirmed in our surveys. As a result of the survey conducted in FY2023, the CFS rate decreased from 98% in the previous year to 97%. We will continue to encourage our business partners to switch to CFS for the remaining 3% of unaccredited smelters. If it is discovered that any of the products of ROHM Group are using conflict minerals that are funding armed groups, we will take immediate corrective action.

Cobalt and Mica Procurement

Cobalt is used in lithium-ion batteries, which are essential for electric vehicles, cell phones, and laptop computers, while mica is widely used for components in the fields of home appliances and next-generation energy. In the Democratic Republic of Congo (DRC), the world’s largest producer of cobalt, and in India, where mica is mined, unsafe working conditions and child labor risks have emerged in recent years.

ROHM Group SCM Guidelines stipulate a labor and ethics policy that includes the prohibition of all forms of forced labor and child labor, and based on this policy, ROHM promotes responsible mineral procurement for minerals that it deems to be a risk. With regard to cobalt and mica, which have become a social issue as mentioned above, ROHM has determined that it is necessary to take immediate action and is conducting investigations using EMRT provided by RMI to ascertain the content of cobalt and mica, investigate the country of origin, and identify the smelter. ROHM will continue the same activities in the future, as we regard it as our mission to increase “transparency” in the responsible mineral supply chain.

Results of Cobalt Survey

- Suppliers surveyed : 28 companies
- Suppliers providing survey responses : 28 companies, 100%
- Cobalt smelters identified: 25 companies

Responsible Mineral Procurement

Cooperation with Industry Groups

ROHM is a member of the JEITA Responsible Mineral Procurement Study Group, which was established in 2012 with the aim of collaborating with industry and establishing research methods for responsible mineral procurement. Every year, we participate in responsible mineral surveys held by the Responsible Mineral Procurement Study Group, and work to penetrate the industry supply chain. In order to respond to growing international demand, we are promoting responsible procurement activities through industrial activities, such as encouraging smelters that have not received RMAP (Refinery Audit Protocol) certification to undergo RMAP audits.



[Voice of the Person in Charge]

Expanding ROHM’s Advanced Initiatives Throughout the Supply Chain

ROHM has participated in the Responsible Minerals Trade Working Group (Japan Electronics and Information Technology Industries Association) since its inception to study effective measures. In addition, ROHM has been actively involved in RBA audits voluntarily for more than 10 years. As part of our responsibility as a company that respects human rights, we have been actively working to expand this initiative throughout our supply chain through such means as holding individual consultation meetings. We will continue to hold individual consultation meetings to help our suppliers resolve any questions they may have and to strengthen their initiatives. We will also conduct ongoing due diligence to ensure that all of our suppliers’ smelters undergo the RMAP certification system promoted by RMI and obtain certification as compliant smelters. ROHM will continue to enhance the quality of our management by complying with laws and regulations regarding responsible mineral procurement, which is an important social issue, and build a supply chain that society and our customers can trust and rely on.



Caiyun Jiang
Group Leader
Procurement Department SCM Division

Green Procurement

Attitude toward Promoting Green Procurement

ROHM Group recognizes the importance of natural capital as stated in our Environmental Policy, and has made the promotion of efforts that contribute to and take into consideration the global environment as an important management issue. Aiming for the sustainable development of society without destroying the global environment requires recycling business activities with a lower impact on the environment. ROHM Group not only complies with environmental laws, regulations, treaties and international guidelines throughout the entire supply chain, but is also engaged in the procurement of environmentally friendly parts and materials.

As legal regulations on the management of chemical substances become increasingly stringent, ROHM Group has worked to increase the precision of investigations of chemical substances contained in the parts and materials it procures to promote green procurement. The Group has created a system for not procuring prohibited substances by screening the substances contained in parts and materials by referring to ROHM’s own standards and only registering those that meet the standards in the “Procurement System” as allowed products. Furthermore, in order to ask suppliers to conduct thorough management of chemical substances contained in products, ROHM Group issues Control Standard of Chemical Substances in Products, and asks them to confirm compliance with the designated standards for the parts and materials handled.

 [Control Standard of Chemical Substances in Products Rev.004](#)

Achievement Targets and Initiatives

[Target]

Raise suppliers’ environmental management systems to a level acceptable to our standards through feedback and improvement activities based on the results of their environmental management system self-assessments.

[Achievement Indicator]

Pass rate of self-assessment of suppliers’ environmental management systems : 100%

Achievement Targets (Target Year: 2025)	Subject	Target for FY2023	FY2023 Result	Target for FY2024
100%	ROHM	96.0%	92.8%	96.0%
	ROHM Group	-	87.7%	92.0%

Green Procurement

Assessment Results for ROHM

Evaluation Category	ROHM Standards Compliance Rate	FY2022		FY2023		Corresponding
		Number of Companies	Percentage of Total	Number of Companies	Percentage of Total	
A	70% or more	376	92.6%	376	92.8%	-
B	40% or more Less than 70%	1	0.2%	1	0.2%	•We check the results of self-assessment of suppliers' environmental management systems, and understand their issues and situations based on the items with low scores. •We send a written request for improvement to suppliers and ask them to make improvements.
C	Less than 40%	11	2.7%	1	0.2%	
Requested Correction		0	0.0%	9	2.2%	•We support the improvements to increase the results of our suppliers's environmental management system self-assessment to 40% or more.
Unanswered		18	4.4%	18	4.4%	
Total		406	100.0%	405	100%	

Assessment Results for ROHM Group

Evaluation Category	ROHM Standards Compliance Rate	FY2022		FY2023		Corresponding
		Number of Companies	Percentage of Total	Number of Companies	Percentage of Total	
A	70% or more	-	-	1,115	87.7%	-
C	Less than 40%	-	-	16	1.3%	•We check the results of self-assessment of suppliers' environmental management systems, and understand their issues and situations based on the items with low scores. •We send a written request for improvement to suppliers and ask them to make improvements.
Requested Correction		-	-	9	0.7%	
Unanswered		-	-	131	10.3%	•We support the improvements to increase the results of our suppliers's environmental management system self-assessment to 40% or more.
Total		-	-	1,271	100%	

Green Procurement

Past Activities

FY2019	We distributed the Survey of Chemical Substances Contained in Products to 512 suppliers and received responses from 489 companies.
FY2020	As a result of the evaluation based on ROHM's own standards, three suppliers did not meet some of the requirements.
FY2021	As a result of their efforts to improve corrective actions, two suppliers met ROHM's required standards.
FY2022	Conducted periodic self-assessment using the Survey Sheet for Chemical Substances Contained in Products once every three years. The number of companies subject to the survey has been reduced due to close scrutiny of the supply chain. In addition, for suppliers that did not meet some of the requirements this time, we have started activities for improvement by identifying issues and sharing the situation with them.
FY2023	Started assessments at ROHM Group level. For suppliers who do not meet some of the ROHM's standards or who are not responding, we are trying to check the situation and identify the issues, and to promote initiatives for improvement.

Thorough Fair Business Dealings

Thorough Fair Business Dealings

The business activities of ROHM Group are made possible by the cooperation and support of our suppliers. ROHM Group Business Conduct Guidelines, which serves as the basic code of ethics for conducting business activities, also mentions equal and fair dealings, and stipulates that all officers and employees comply with the law which relates to the purchase transactions and will never abuse our position to force suppliers into unfair circumstances.

ROHM has created mechanisms for preventing corruption such as embezzlement and bribery, and thoroughly educates and informs its employees to ensure dealings with suppliers are fair and ethical.

1. Partnership Building Declaration

Since January 2021, ROHM has set up the Partnership Building Declaration. The Partnership Building Declaration aims to build new and strong partnerships with suppliers and businesses that create their value. This system has been established by the Council on Promoting Partnership Building for Cultivating the Future which consists of the Japan Business Federation Chairman, the Chairman of the Japan Chamber of Commerce and Industry, the President of the Japanese Trade Union Confederation, and related ministers.

ROHM will conduct fair and ethical transactions with suppliers in compliance with “coexistence and co-prosperity of the entire supply chain and new cooperation that transcends scale and affiliates” and “promotion standards (*)”.

Promotion standards: Refers to desirable trading practices between the parent company and the subcontractor.

ROHM has set the following five compliance items to optimize transactions.

- 1. Optimization of price determination method
- 2. Optimization of type management
- 3. Thorough implementation of the principle of cash payment
- 4. Protection of intellectual property and know-how
- 5. Do not impose a burden on the supply chain when advancing our work style reform such as long working hours, short delivery time, etc.



Thorough Fair Business Dealings

2. ROHM Group Procurement Strategy Meeting

ROHM Group holds Procurement Strategy Meeting once a year, to discuss the procurement strategies and issues of the fiscal year.

The procurement department representatives from all sites meet to make sure that ROHM Group procurement policies and CSR procurement rules are instilled in all procurement operations.

*Since 2019, the meeting has been held online.



Procurement Strategy Meeting (2019)

3. Education on the Subcontractors Act

In order to conduct fair dealings, each employee of ROHM Group must not forget that they are the “face of ROHM” and must build and maintain healthy relationships with suppliers. In order to promote transactions based on fair prices, an understanding of the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontractors Act) and the Act on the Promotion of Small and Medium-sized Enterprises (Promotion Standards) is necessary to achieve this. ROHM Group conducts e-learning on the Subcontractors Act to provide employees with a deeper understanding of the Act and enable them to conduct dealings in compliance with the law.

[Participation Percentage]

Educational Contents	Subject	FY2021	FY2022	FY2023
E-learning on proper trade	ROHM	96%	98%	- (*)

*The subject of the program to be reviewed and the program will be implemented from FY2023 onwards.

Thorough Fair Business Dealings

4. “Conduct Guidelines” Training

In order to ensure that members of the ROHM Group Procurement Department do not have a private interest with suppliers, we have formulated “Conduct Guidelines for suppliers” and thoroughly educated the procurement department employees to ensure compliance based on ethics.

[Guidelines for Conduct with Suppliers Department Staff Trained in Compliance Based on Ethics Guidelines]

Training Content	Subject	FY2020	FY2021	FY2022	FY2023
Compliance based on ethics Guidelines Education	ROHM Group in Japan	100%	100%	100%	-

5. Promotion of Fair Trade Program

We have established a mechanism to maintain fair and impartial procurement activities by rotating the job responsibilities within up to 60 months so that there is no conflict between procurement staff and our specific suppliers. In addition, we conduct annual training as part of our fair trade program. The content of the training is based on ESG topics, including fair and equal procurement activities, fair selection of business partners, and CSR procurement.

6. Feedback on Compliance Survey Results

ROHM conducts surveys of suppliers through a third-party organization to investigate compliance of ROHM employees in order to establish an environment where misconduct or dishonest behavior do not arise and are not caused by our employees in day-to-day operations. The feedback on the results of the survey is provided to employees, including executives, to further prevent impropriety such as collusion and embezzlement.

7. Compliance Hotline for Suppliers

ROHM Group has established a “Compliance Hotline for Suppliers” as a contact point where suppliers can consult and report compliance issues related to transactions.
ROHM and other ROHM Group companies are advised to contact the Compliance Hotline for Suppliers if there is any behavior that violates the law or that becomes an ethical issue. If the reporting is made for a legitimate purpose, we will not treat the reporting person disadvantageously as a result of the reporting.

Business Foundation

Corporate Governance

Our Basic Policy

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

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

Basic Policy

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

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

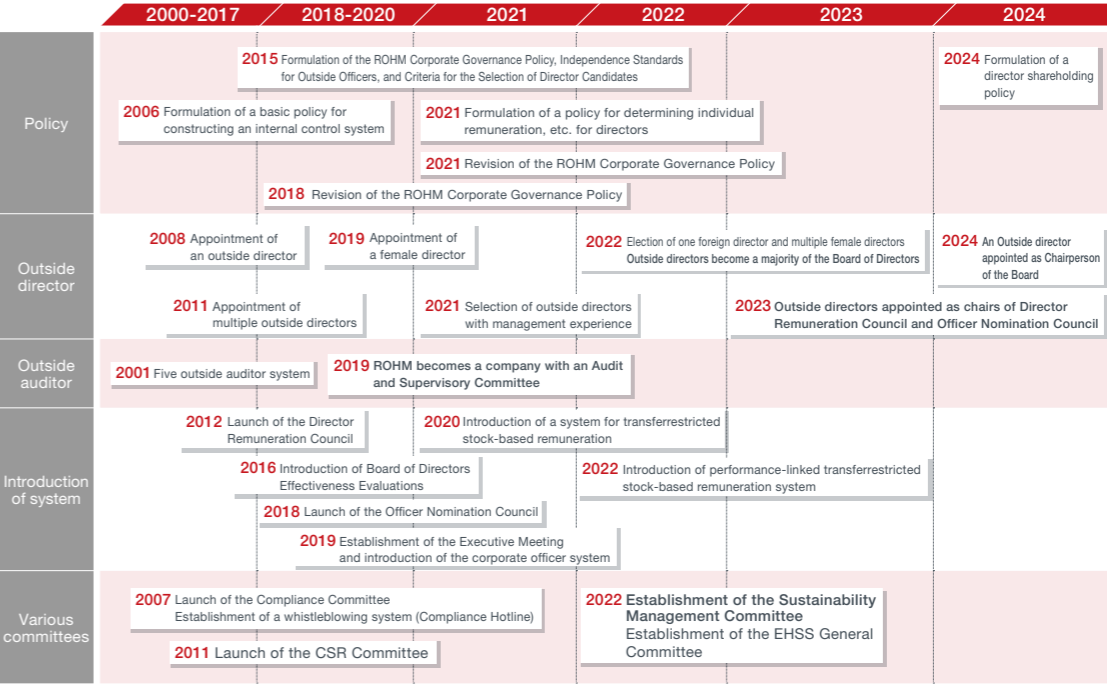
[ROHM Corporate Governance Policy](#)

[Corporate Governance Report](#)

Reforming and Enhancing Governance

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

Change Through Governance Reforms



Corporate Governance

Medium-term Targets and Achievements

Enhancing Corporate Governance

[Background and Challenges for Activities]

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

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

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Secure diversity of the Board of Directors	Increase the female or foreign national officer ratio at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors	Maintained 23% in total •Percentage of female directors: 15% •Percentage of non-Japanese directors: 8%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors
Review of compensation system to improve medium-to long-term corporate value	1. Increase the number of independent outside directors to a majority of the board of directors	Maintain or increase the percentage of independent outside directors on the Board of Directors	54%	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value
	2. Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Conduct a comprehensive review of the balance and level of the compensation structure, including the directors' shareholding ratio and the holding period of the company's shares	Continued director remuneration council discussions on the structure of remuneration and the form of Board members' hold of the Company's shares	Continued comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	Continue to provide support by an external organization for the effectiveness evaluation	The target was achieved in FY2022 with the start of the introduction of external institutional evaluation. In order to further improve the effectiveness of the evaluation, the use of an external organization will be continued in the effectiveness evaluation to be conducted in March 2024. In addition, the scope of support will be expanded to the stage of setting evaluation questionnaires to ensure further transparency and objectivity in the evaluation results	Continue to utilize support from external organizations in the effectiveness evaluation, and improve quality, not only by reviewing questionnaire methods and question content, but also by considering how to utilize external organizations

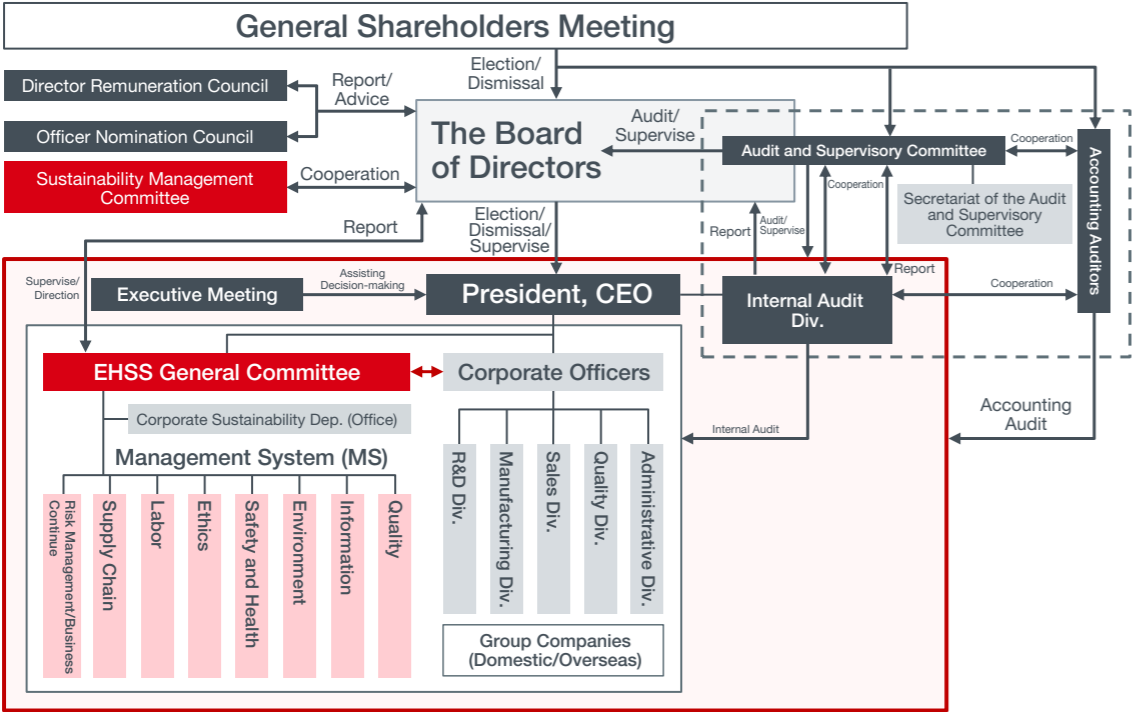
Corporate Governance

Corporate Governance System




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




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

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



Members and Number of Meetings Held for Individual Organizations (as of June 26, 2024)

Organization	① Board of Directors	② Audit and Supervisory Committee	③ Committee Executive Meeting
Structure	 14 directors (of which 7 are outside directors)	 4 Audit and Supervisory Committee members (of which 3 are outside directors)	 16 corporate officers (of which 6 are directors)
Number of times held in FY2023	15 times	15 times	19 times

Organization	④ Director Remuneration Council	⑤ Officer Nomination Council	⑥ Sustainability Management Committee
Structure	 5 directors (of which 4 are outside directors)	 5 directors (of which 4 are outside directors)	 6 directors (of which 1 outside director)
Number of times held in FY2023	9 times	7 times	11 times

① Board of Directors

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

② Audit and Supervisory Committee

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

Corporate Governance

3 Executive Meeting

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

4 Director Remuneration Council

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

5 Officer Nomination Council

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

6 Sustainability Management Committee

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

Initiatives to Enhance the Board of Directors

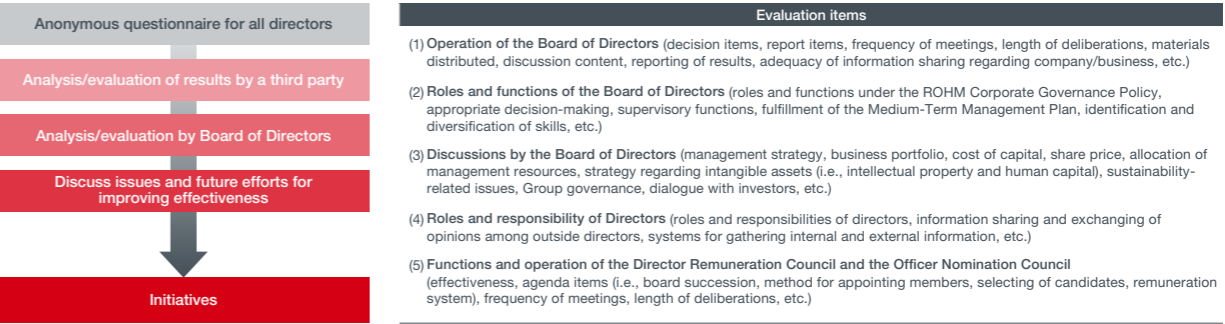
We believe it is important for the Board of Directors to fully fulfill its functions and strengthen governance in order to sustainably increase ROHM's corporate value.

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

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

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

Effectiveness Evaluation Process



Corporate Governance

Evaluation Results for FY2023 and Action Policy for FY2024

FY2022 Evaluation Results	<ul style="list-style-type: none">Enhancement of the outside director system maintained the supervisory function of the Board of Directors, discussions at Board of Directors meetings, including pre-briefing sessions, have been lively and within an appropriate duration of deliberation, and progress reports and reviews of the Medium-Term Management Plan, etc. have been appropriately conducted.The results of the director questionnaire and analysis/evaluation conducted by an external organization have confirmed the effectiveness of the Board of Directors.
Efforts in FY2023	<ul style="list-style-type: none">We selected director candidates in accordance with the decision-making process as revised by the Officer Nomination Council.In order to enhance corporate value through constructive dialogue with institutional investors, the Board of Directors discusses, on a regular basis, the status of the dialogue with investors.
FY2023 Evaluation Results	We observed improvement in the decision-making process for nominating officers and in the sharing of the status of dialogue with investors, which were among the issues for FY2022. Likewise, the results of the evaluation questionnaires, and the third-party analysis and evaluation, determined that the Board of Directors was generally effective overall.
Challenges for FY2024	We recognized that there is still room for improvement both with regard to the questions that the Board of Directors needs to discuss further (e.g., strategy and investment regarding intangible assets such as human capital and intellectual property, and keeping cost of capital and share price in mind when running the business) and with regard to improving the training of directors. For FY2024, therefore, we deliberated on reconsidering agenda items to be submitted to meetings of the Board and on improving training for directors.

Remuneration

Policy for Determining Remuneration

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

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

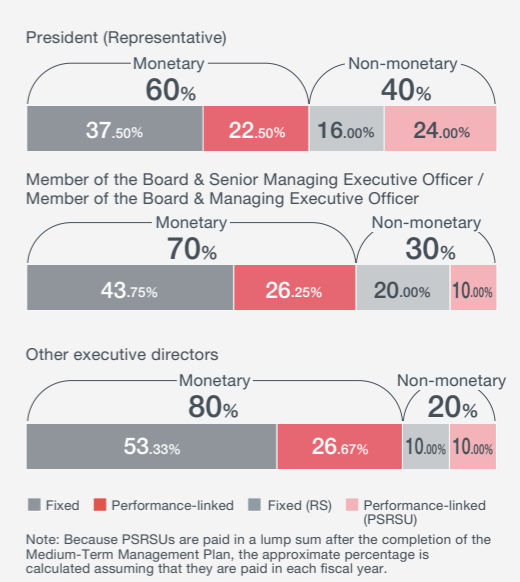
In addition, we have established a policy regarding the ownership of our own shares from the perspective of further increasing our willingness to contribute to the sustainable enhancement of corporate value and strengthening the sharing of value with our shareholders and other stakeholders.

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

(Reference) Performance Cycle and Indicators for PSRSUs

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

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



Directors’ Stock Ownership Policy

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

President and Representative Director

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

Corporate Governance

Other Executive Directors

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

Total Amount of Remuneration for Directors in FY2023

Category	Total Remuneration (Million JPY)	Total Remuneration by Type (Million JPY)			Number of Directors (Target)
		Fixed Remuneration	Performance- linked Remuneration	Non-monetary Remuneration	
Director (Outside Directors)	369 (49)	253 (49)	81 (-)	33 (-)	9 (4)
Directors (Audit Committee Members) (Outside Directors)	88 (58)	88 (58)	- (-)	- (-)	7 (6)
Total (Outside Directors)	457 (107)	341 (107)	81 (-)	33 (-)	16 (10)

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

Member of the Board and Corporate Officer

Reasons for selecting directors and Meeting Attendance

Reasons for Selecting the Ten Directors Who Are Not Audit and Supervisory Committee Members and Meeting Attendance in FY2023

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2024)	Meeting attendance in FY2023			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Isao Matsumoto	President (Representative Director), Chief Executive Officer	Isao Matsumoto has attained an abundant knowledge and experience through the duties in Business Unit, as well as the global perspective through the experience overseas, drives to achieve the Medium-Term Management Plan and contributes to improve corporate value and sustainable growth of the whole group by strong leadership as the President, and was therefore deemed suitable as a Director.	28,728	15/15	-	9/9	7/7
Katsumi Azuma	Member of the Board, Senior Managing Executive Officer, in charge of Quality, Production, General Purpose Device Business and Module Business ROHM Apollo Co., Ltd., President	Katsumi Azuma has attained an abundant knowledge and experience in quality improvement and production engineering primarily through the duties in production sections of semiconductors and electronic components. In addition, he has superior ability in managing and promoting business strategically and contributes to the group-integrated management as the President of important subsidiary, and was therefore deemed suitable as a Director.	20,064	15/15	-	-	-
Kazuhide Ino	Member of the Board, Managing Executive Officer, in charge of Power Device Business	Kazuhide Ino has attained an abundant knowledge and experience through the duties in technology development sections of Power device and electronic components. In addition, he has superior ability to drive Power device business strategically which is the ROHM Group's primary focus, and was therefore deemed suitable as a Director.	11,432	15/15	-	-	-
Tetsuo Tateishi	Member of the Board, Senior Corporate Officer, in charge of Research & Development, IT, Legal & Intellectual Property and LSI Business	Tetsuo Tateishi has attained highly specialized expertise and abundant experience as a LSI developer, and he is familiar with a broad range of LSI technologies and he has superior ability drive intellectual asset management about Research & Development, Intellectual Property and other of ROHM Group strategically, and was therefore deemed suitable as a Director.	9,912	15/15	-	-	-

Member of the Board and Corporate Officer

Reasons for selecting directors and Meeting Attendance

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2024)	Meeting attendance in FY2023			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Koji Yamamoto	Member of the Board, Senior Corporate Officer, in charge of SCM and Administration	Koji Yamamoto has attained an abundant knowledge and experience through the duties in development and production sections. In addition, he has superior ability to supervise administrative operations about Sustainability, Supply Chain Management (SCM) and Risk Management and other, and was therefore deemed suitable as a Director.	12,440	15/15	-	-	-
Tetsuo Aoki	Member of the Board, Senior Corporate Officer, in charge of Sales and Marketing	Tetsuo Aoki has attained an abundant knowledge and experience through the duties in sales sections for many years. In addition, he has superior ability to manage domestic and overseas sales organizations and promote organizational reforms cross-sectionally, to drive global marketing and sales strategy using maximized resources, and was therefore deemed suitable as a Director.	7,325	-	-	-	-
Tadanobu Nagumo	Outside Director, Member of the Board, Chairperson of the Board	Tadanobu Nagumo has attained an abundant knowledge and experience acquired as a top executive of a listed company that operates globally and he has a proven track record of aggressively promoting global strategies. Additionally, as an engineer he has a high level of insight in the field of manufacturing. He is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, to provide advice on the management of the ROHM's business on a wide range of issues from an international and practical perspective, and to manage appropriately the Board of Directors as the Chairperson, and was therefore deemed suitable as a Director.	2,000	15/15	-	9/9	7/7
Peter Kenevan	Outside Director, Member of the Board	Peter Kenevan has extensive knowledge and abundant experience in corporate finance, mergers and acquisitions (M&As), among other fields, nurtured over the years through working for a consulting firm. He also has a proven track record serving as the Japan Country Manager of a company that operates globally. He is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, and to provide advice on the management of the ROHM's business on a wide range of issues from an international and practical perspective, and was therefore deemed suitable as a Director.	0	15/15	-	-	-

Member of the Board and Corporate Officer

Reasons for selecting directors and Meeting Attendance

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2024)	Meeting attendance in FY2023			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Fukuko Inoue *1	Outside Director, Member of the Board	Fukuko Inoue has real-world work experiences of strategic human resources at global companies and an international organization. In addition, she is a university professor who has a wide range of knowledge and insight, nurtured as an academic expert in organizational development and human resource management. She is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, and to provide advice on the human capital management, which is the ROHM Group's primary focus. She is therefore deemed suitable as an Outside Director. Though she has never previously engaged in company management in any way other than serving as an outside officer, she is deemed suitable as an Outside Director for these reasons.	0	12/12	-	-	-
Aiko Kozaki	Outside Director, Member of the Board	Aiko Kozaki has the practical experience with a Japanese leading asset management company and private think tank and a wide range of knowledge and insight about resolution of social issues improved through study experience in the U.S. In addition, she is an expert of sustainable finance who has abundant experiences nurturing new businesses. She is expected to contribute to further strengthening oversight of the ROHM's execution of business from an independent standpoint, and to provide advice on the sustainability-focused management, which is the ROHM's Group primary focus. She is therefore deemed suitable as an Outside Director.	0	-	-	-	-

* Tadanobu Nagumo, Peter Kenevan, Kuniko Muramatsu, Fukuko Inoue, Hidero Chimori, Keita Nakagawa and Tomoyuki Ono are Members of the Board (Outside), and the Company has designated them as Independent Directors pursuant to the rules of the Tokyo Stock Exchange.

*1 Due to being elected as a Director at the 65th General Shareholders Meeting held on June 27, 2023, the number of board of directors meetings attended differs from that of other Directors.

Member of the Board and Corporate Officer

Reasons for Selecting the Four Directors Who Are Audit and Supervisory Committee Members and Meeting Attendance in FY2023

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2024)	Meeting attendance in FY2023			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Masahiko Yamazaki	Member of the Board, Audit and Supervisory Committee Member (Full-time)	Masahiko Yamazaki has attained an abundant knowledge and experience through the duties in the administration sections such as general affairs, human resources and legal affairs and he has a proven track record of overall management of ROHM Group's Administration sections for many years and he was therefore deemed suitable as a director who is an Audit and Supervisory Committee Member.	25,704	15/15	13/13	-	-
Keita Nakagawa *1	Member of the Board, Audit and Supervisory Committee Member (Full-time)	Keita Nakagawa is expected to be able to utilize knowledge and insight through long-time experience at a financial institution as well as a global perspective nurtured through overseas assignments and abundant experience as the responsible for an internal audit division and the Director in charge of Compliance to coordinate with the Internal Audit Department and to strengthen audit and supervisory functions of management from an independent perspective, and is therefore deemed suitable as an outside director who is an Audit and Supervisory Committee Member.	200	12/12	12/12	8/8	5/5
Hidero Chimori	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Hidero Chimori is expected to be able to utilize professional knowledge and experience, wide insight as an attorney-at-law to ensure proper decision-making of the Board of Directors and to strengthen audit and supervisory functions of the Board of Directors from an independent perspective, and was therefore deemed suitable as an outside director who is an Audit and Supervisory Committee Member.	1,900	15/15	15/15	9/9	7/7
Tomoyuki Ono *1	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Tomoyuki Ono is expected to be able to utilize professional knowledge and experience, wide insight as a certified public accountant and practical experience at business companies, etc. to ensure transparency and integrity for decision-making of the Board of Directors and to strengthen audit and supervisory functions of management from an independent perspective. The Company has deemed him suitable as an Outside Director who is an Audit and Supervisory Committee Member. Though he has never previously engaged in company management in any way other than serving as an outside officer, he is therefore deemed suitable as an outside director who is an Audit and Supervisory Committee Member.	100	12/12	12/12	-	-

*1 Due to being elected as a Director at the 65th General Shareholders Meeting held on June 27, 2023, the number of board of directors meetings attended differs from that of other Directors.

Member of the Board and Corporate Officer

Director Skill Matrix

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

■ Audit and Supervisory Committee Member ■ Outside ■ Independent

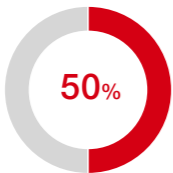
Fields	Definition
Corporate Management	Strive to further enhance corporate value by foreseeing changes in the environment surrounding the company’ s business, developing strategies from medium- to long-term perspectives and making decisions and running an organization effectively.
ESG/Sustainability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

Member of the Board and Corporate Officer

Outside Directors

Percentage of outside directors in Board of Directors

Since June 2022, ROHM has maintained a 50% ratio of outside directors in its Board of Directors.



Percentage of outside directors that are independent officers

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



Independence Standards for Outside Officers

Corporate Officer

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

Name	Position
Motohiro Ando	Corporate Officer, in charge of Finance and Director of Corporate Strategy Headquarters
Sumihiro Takashima	Corporate Officer, Director of LSI Business Unit
Tsuguki Noma	Corporate Officer, Director of Power Devices Business Unit
Tsuguru Ariyama	Corporate Officer, Director of General Purpose Device Business Unit
Tetsuhiro Tanabe	Corporate Officer, Director of Module Business Unit
Syoji Higashida	Corporate Officer, Director of WP Production Headquarters
Satoshi Fujitani	Corporate Officer, Director of AP Production Headquarters
Masanori Tanimura	Corporate Officer, Director of IT Headquarters
Shinji Mikami	Corporate Officer, in charge of Japan and International Sales
Takashi Miki	Corporate Officer, Director of Corporate Quality Headquarters

Tax Policy

Our Basic Policy

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

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

ROHM Group Tax Policy

(1) Tax Governance

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

(2) Tax Compliance

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

(3) Tax Risk Management

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

(4) Tax Planning

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

(5) Transfer Pricing

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

(6) Relations with the Tax Authorities

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

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

Tax Policy

ROHM Group Tax Data by Country and Region for FY2023

(Unit: million JPY)

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Japan	631,626	22,669	27,463	4,585
Thailand	138,937	6,153	817	661
Hong Kong	93,537	3,735	646	577
Philippines	83,329	3,611	515	624
China	69,420	5,880	831	1,071
Germany	50,435	4,633	188	833
South Korea	46,720	2,635	756	632
Singapore	35,901	4,974	582	922
United States of America	28,823	1,611	114	95
Taiwan	26,816	1,419	278	249

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Malaysia	26,258	1,772	-421	206
Subtotal	1,231,802	59,091	31,767	10,456
Others	7,675	279	44	64
Total	1,239,477	59,370	31,812	10,520

* Country data is disclosed so that the subtotal of each column exceeds 90%.

* The above amounts are based on "Country-by-Country Report" submitted to Japanese tax authorities, and not directly related to the consolidated financial statements.

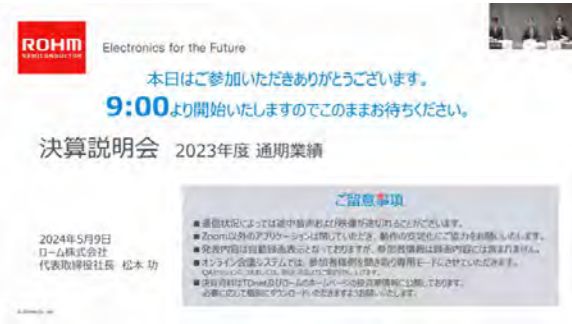
Communications with Shareholders and Investors

IR Structure

ROHM has established an Investor Relations (IR) division which oversees the investor relations activities, and places importance on two-way communication through dialogue with shareholders and investors. We strive to maximize corporate value by providing timely corporate information, and providing feedback within the company on shareholders and investors' expectations and evaluations.

Various IR Activities and Events to Respond to the Needs of Wide-ranging Shareholders

ROHM holds a variety of IR events to respond to diverse needs of shareholders. In addition to biannual financial results briefings, we conduct meetings for securities analysts, meetings for domestic and foreign investors, company presentations for individual investors, and plant tours. This way, we communicate with our shareholders and investors in various ways throughout the year. Again, the growing interest in ESG, we have been actively holding ESG meetings focusing on ESG themes. In FY 2023, we conducted more than 500 online and in-person interviews per year. Face-to-face interviews are also gradually increasing, and are conducted as needed in Kyoto and Tokyo.



Financial Results Briefing for the Fiscal Year Ending March 2023

Topics and Activities

IR Activities

Throughout the year, we conduct approximately the following activities:

- General Shareholders Meeting
- Management's presentation of financial results to securities analysts and institutional investors (twice)*
- Face-to-face and online IR activities (number of interviews: over 500)*
- Factory tours (15 times)*
- Publication of IR-related brochures: Integrated Report, etc.
- Planning and operation of IR website "Investor Relations"

* FY2023 results

Plant Tours for Securities Analysts and Institutional Investors (Head Office)

In addition to IR interviews, we offer tours of our Head Office showroom and LSI clean room to securities analysts and institutional investors. In FY 2023, we have conducted 15 tours, giving many securities analysts and investors a deeper understanding of ROHM.



Showroom Tour

Communications with Shareholders and Investors

Enhance medium-to long-term corporate value by strengthening shareholder returns and investment for growth

ROHM's basic policy for returning profits to shareholders is based on the payment of stable ordinary dividends. In addition, as part of our mid-term management plan, we will work to improve financial efficiency by reducing cash on hand and purchasing treasury stock.

- (1) Aim for a consolidated dividend payout ratio of 30%.
- (2) Timely acquisition of treasury stock to improve capital efficiency.
- (3) Reduce cash reserves in stages over five years to below 50% of annual sales in FY2025.
- (4) Invest 600 billion yen over five years for business growth, and actively return profits to shareholders.

	2019/3	2020/3	2021/3	2022/3	2023/3	2024/3
Dividends (yen)	37.50	37.50	37.50	46.25	50.00	50.00
Commemorative Dividend (yen)	107.82	61.91	94.06	170.15	204.66	138.81
Net Income Per Share (yen)	35%	61%	40%	27%	24%	36%
Repurchase of Treasury Stock (100 million yen)	100	413	87	-	-	200

* ROHM conducted a stock split in which each common share was split into four shares with a record date of September 30, 2023 and an effective date of October 1, 2023. The above table is presented on a post-split basis, and dividends and net income per share for the fiscal year ended March 31, 2023 and prior have been adjusted to reflect the effect of the stock split.

Efforts to Increase Employees' Awareness of Participation in Management

ROHM Group has established an employee stock ownership plan. The purpose of this program is to enhance employee benefits and increase their awareness of participation in management. Employees can continually purchase shares from their own monthly salaries and bonuses, starting from a small amount. In March 2022, the incentive grant rate for the stock ownership plan was increased from 10% to 20% in order to improve employees' asset building with the company's shares and to increase employees' engagement further. This has had the effect of increasing the participation rate in the employee stock ownership plan by about 15% throughout the ROHM Group, and as of March 2024, the membership rate was 48.5%. In addition, we hold briefings on financial results and employee stock ownership plan every quarter. In addition to providing an overview of the financial results and explaining the employee stock ownership plan, a representative from a securities company also speaks about the attractiveness of the plan. The information is also distributed via the company intranet. We will continue to take measures that lead to employees' participation in management from the same perspective as that of shareholders, aiming to further enhance our corporate value.



Message from the President to Employees Encouraging Participation in Management
(Briefing for the Employee Stock Ownership Plan held in March 2022)

Communications with Shareholders and Investors

Disclosing Information on the Website

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



[Investor Relations](#)

The Promotion of Appropriate Information Disclosure

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

[Disclosure Policy](#)

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

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

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



The 66th Ordinary General Shareholders Meeting Held in June 2024

Risk Management

Risk Management and Business Continuity Policy

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

Risk Management

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

Business Continuity

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

Company-wide Risk Management Promotional System

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

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

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

Risk Management

Internal and External Audits

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

In addition, the Internal Audit Department, an independent organization under the direct control of the President, conducts internal audits of business and compliance risks in the Group, and summarizes key details in an assurance map, which is shared and coordinated with each management system through the Risk Management/BCM Committee.

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

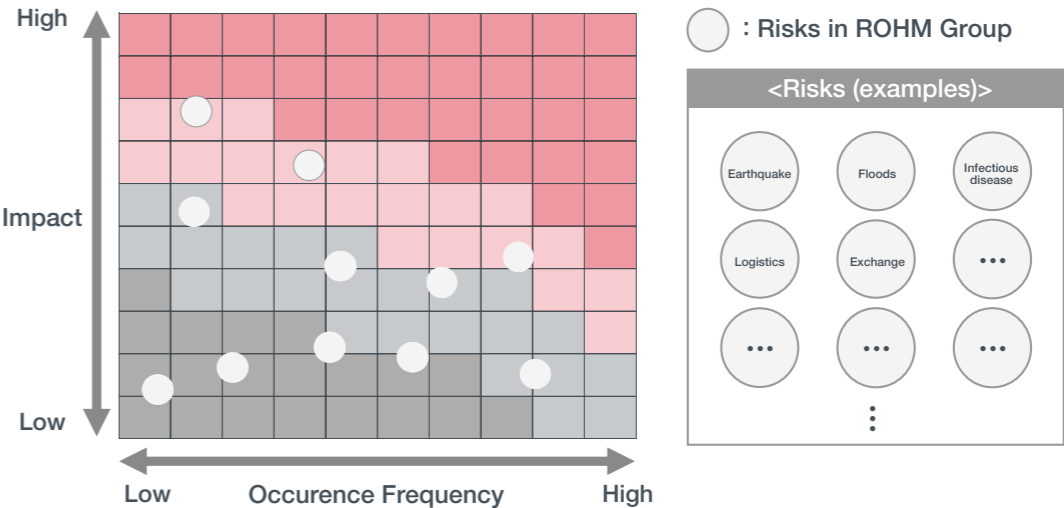
Each management system is subject to periodic external audits, including the RBA Validated Audit Process and ISO audits, to confirm the effectiveness of the management structure, including risk management, from an external perspective.

Risk Management Indicators and Reporting Structure

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

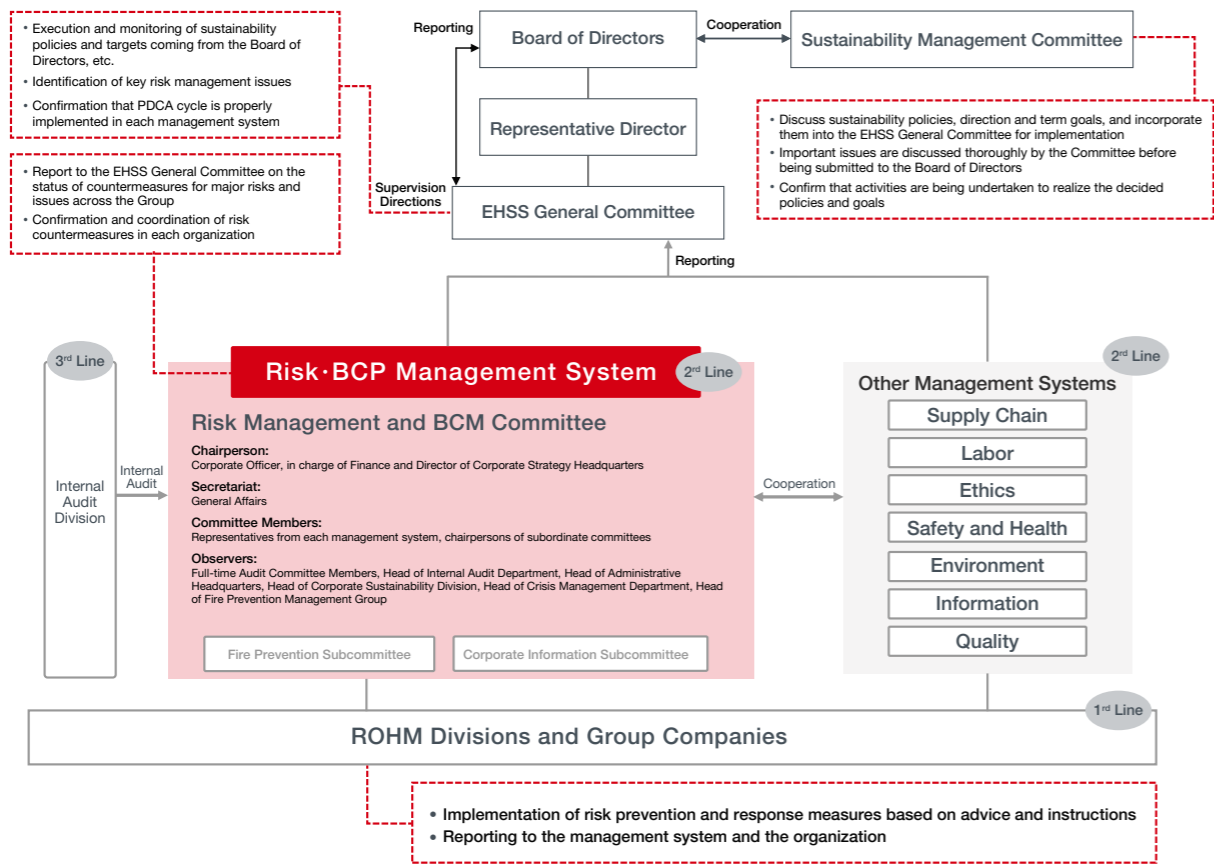
In the event of a risk event, we have established and are promoting a culture and structure to promptly notify the appropriate parties and management (Board members) within the company, and to respond to the event through an internal emergency reporting system and communication tools prepared in advance,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

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



Risk Management

Risk Management System



Activity Cycle for Risk Management

Identification of Critical Risks

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

Determination of Lead Management System and Department

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

Correction of Risk Management System

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

Awareness-raising

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

Review

- Report to EHSS General Committee.



Risk Response

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

Confirmation and Evaluation of Risk Management Systems

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

Risk Management

Medium-Term Targets and Achievements

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

Risk Management

【Background and Challenges for Activities】

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

Theme	Targets (Target Year: FY2025)	Targets for FY2023	FY2023 Results	Targets for FY2024
Strengthening risk management and BCM systems	Strengthen BCM structure through company-wide risk management	<ul style="list-style-type: none">•Continuation of activities implemented in FY2022•Build a more robust risk management system in coordination with each management system of the EHSS General Committee•Implement initiatives to raise awareness of fire and disaster prevention among all employees•Establishment of a fire risk assessment system to prevent fires	<ul style="list-style-type: none">•The Risk Management and BCM Committee, which meets quarterly, identifies and evaluates the Group's risks and confirms the status of countermeasures, and reports on major risks to the EHSS General Committee in the half-yearly meeting.•Monitoring of signs of risk occurrence and progress of countermeasures•Conduct BCM training based on the assumption of the Nankai Trough, identify issues that could arise in the event of a disaster, and link this to updating the BCP.•Conducted remote risk surveys focused on fire and water-related disasters at major domestic and overseas manufacturing locations in Japan to confirm the status of fire and water-related disaster risk response•Conducted internal audits of fire and disaster prevention by visiting domestic and overseas group companies.•Formulated the “Clean Room Fire Risk Assessment” to strengthen fire prevention activities for production equipment and deployed it to the Group’s domestic and overseas manufacturing sites and is now in operation.•Gathered information, monitoring, and implementing countermeasures to respond to heightened geopolitical risks.	<ul style="list-style-type: none">•Continuation of activities implemented in FY2023•Updating the Group's risk management regulations to the latest status•Conducted drills in Japan based on the assumption of a Nankai Trough earthquake.•Creat and deploy the Three Fire Risk Assessments as a group-wide tool to strengthen fire prevention activities not only for production equipment, but also for major electrical equipment and high temperature equipment in production areas, ancillary areas, and other workplaces.

【Related Activities】

🕒 Risk Management

Risk Management

Business Risks

The following are the major risks that we recognize as having the potential to significantly impact the financial position, operating results, and cash flow of the ROHM Group. For each risk, we evaluate the impact and frequency of occurrence on a scale of “large”, “moderate”, or “small”. The impact is evaluated based on internal indicators from the perspective of finance, business interruption, reputation/image, or safety/lives. However, the following is not an exhaustive list of all risks, and there is a possibility that the Group may be affected by risks other than those listed in the future. Matters in the text regarding the future are based on the ROHM Group’s judgments as of the end of June 2023.

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

1. Risks Related to Business Strategy and Market Fluctuations	Frequency of Occurrence: Moderate	Impact: Large
Contents	ROHM Group focuses on markets with higher growth potential and on markets and technologies in which ROHM Group can demonstrate its strengths, such as automotive, industrial equipment, and overseas markets as key markets, and power, analog, and general-purpose devices as key products. In these priority fields, global competition is likely to intensify, and ROHM Group may be involved in price competition that exceeds the limits of cost reductions and fierce development competition. Also, various changes in social needs and the policies and regulations of various countries may cause a slowdown in market growth or a contraction of the market. For example, a slowdown in the growth of the electric vehicle (EV) market could be a risk for ROHM, which manufactures power devices that are increasingly used in these vehicles. There is a risk that ROHM Group’s financial position, business performance, and cash flow may be adversely affected by these market trends and changes in the competitive environment.	
Main Measures	In response to these risks, ROHM is reviewing its product lineup to strengthen its proposal-based sales structure to anticipate customer needs. In addition, ROHM Group is enhancing its competitiveness by promoting the development capabilities of new products and technologies, focusing on technological capabilities in areas where ROHM Group has strengths. Specifically, ROHM’s Product Marketing Engineer (PME) conducts global surveys of market performance and functionality requirements to refine product planning. Field Application Engineers (FAEs), who are well versed in technical information such as customer development trends, are in charge of proposing optimal solutions sought by customers and providing meticulous technical support, and both PMEs and FAEs are working to strengthen global solution capabilities. Especially in the automobile market, where the environment is changing rapidly these days, we have organized the “Global Automotive Sales Expansion Project” in the System Solution Engineering Division, which is in charge of global FAE activities, in order to detect changes in a timely manner. This project is designed to reflect market trends in our business strategies by expanding sales to complete vehicle manufacturers and their suppliers around the world. Also, the FAE Division’s Technical Centers, which have been established in eight locations outside of Japan, are being expanded in terms of personnel and facilities, mainly in Europe, the U.S., and China. In addition to the automobile industry, the “Industrial Equipment Long Tail Project,” which aims to strengthen support for the industrial equipment market, is also becoming more active to reduce the risk of being biased toward a particular market.	

Risk Management

2.M&A Risks	Frequency of Occurrence: Moderate	Impact: Large
Contents	ROHM Group believes that it is necessary to consider and implement mergers and acquisitions worldwide with the aim of increasing corporate value, expanding existing businesses with a view to future business prospects, entering new fields based on existing technologies, and acquiring new technologies and securing promising human resources. On the other hand, inadequate verification of governance and management structures, business systems, and synergy hypotheses, which should be verified through due diligence prior to the acquisition, could result in the estimated acquisition value exceeding the actual value, resulting in a situation where losses are incurred. Even after an acquisition, if post-merger integration (PMI) is not properly conducted, unexpected events or significant changes in market trends may cause the acquired business to not perform as expected, possibly resulting in losses.	
Main Measures	In M&A, we search for potential acquisition candidates in advance in line with our own business strategy. At the execution stage, we form a dedicated in-house project team and appoint outside advisors to conduct sufficient research and consideration, incorporating third-party perspectives, and ensure the appropriateness of the decision-making process through multi-stage deliberations. In order to ensure effective post-acquisition PMI, we formulate and execute plans that incorporate a PMI perspective from the acquisition execution stage, monitor the achievement of acquisition business targets, and respond in a timely manner by reviewing strategies in response to changes in the business environment and other factors.	

3. Exchange Risks	Frequency of occurrence: Moderate	Impact: Large
Contents	ROHM Group has development, manufacturing, and sales sites around the world, generating revenues and expenses as well as assets and liabilities in multiple currencies. The translation of company currencies into financial statements and the translation of yen into consolidated financial statements of each location fluctuates depending on the exchange rate, which affects the business performance and financial position of ROHM Group. In addition, ROHM Group conducts production activities in Japan, Asia, and Europe, and sales activities in the global market. As a result, the currencies used for transactions at our production and sales sites differ, and we are constantly affected by fluctuations in exchange rates. Generally speaking, a strong Japanese yen has a negative impact on business performance, while a weak Japanese yen has a positive impact.	
Main Measures	To reduce the risk of exchange rate fluctuations, ROHM enters into a certain amount of forward exchange contracts for trade receivables denominated in foreign currencies.	

Risk Management

4. Tax Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group has R&D centers, manufacturing, and sales locations around the world, and there is a risk of additional taxes being imposed by tax authorities in various countries, double taxation due to transfer pricing taxation, and damage to the company's reputation due to these occurrences.	
Main Measures	ROHM Group Tax Policy has been established, and the Head Office, group companies, and related departments work together to comply with the tax-related laws and regulations of each country and region and to pay appropriate taxes. When we recognize tax risks, we seek advice from outside experts as necessary, and strive to build reliability and maintain good relationships with tax authorities in each country and region. In response to transfer pricing taxation, we calculate arm's length prices by allocating profits according to the functions, risks, and assets of each company, and strive to ensure that international transactions are conducted in an appropriate manner.	

5. Financial Market Fluctuation Risk	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group may experience a decrease in financial assets or an increase in procurement costs due to various risks of fluctuations in the financial markets.	
Main Measures	Deposits, which are our main financial assets, are in principle placed with highly rated financial institutions, and we also hold highly safe financial instruments, including bonds and other securities. In procuring funds, the Company strives to reduce procurement costs, and procures funds by borrowing from banks and issuing bonds in accordance with financial market conditions.	

Risk Management

6. Risks Related to Natural Disasters and Infectious Diseases		Frequency of Occurrence: Small	Impact: Large
Contents	The ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also in other parts of the world. The occurrence of natural disasters such as earthquakes and floods, or a drop in utilization rates due to the spread of infectious diseases, could damage production and sales offices in such regions. In addition, these risks may occur simultaneously in multiple regions, which may have a significant impact not only on ROHM Group, but also on the entire supply chain, including customers and suppliers.		
Main Measures	<p>The ROHM Group has taken measures to diversify risks, such as locating prouction lines at multiple locations around the world. In addition, each location operates under a risk management and business continuity policy. In particular, major domestic and overseas locations with manufacturing functions cooperate with external specialized organizations to conduct risk assessments in terms of natural disasters, infectious diseases, safety, and operational, economic, and political risks, and identify, analyze, and evaluate the top risks for each plant. Based on these assessments, we have organized countermeasures committees and other groups to formulate business continuity plans, conduct drills based on these plans, and take various other initiatives to prepare for contingencies.</p> <p>In addition, with regard to infectious diseases, the safety of employees, customers, and suppliers is our top priority. To continuously reduce the risk of infection, we have implemented various measures, including the implementation of flexible work styles such as telecommuting and the introduction and promotion of the use of IT tools that enable such flexible work styles.</p> <p>In order to maintain supply to customers, we are taking long-term measures to reduce possible risks, such as transferring some models to other ROHM Group R&D centers and OSAT(*) in order to cope with reduced or suspended operations, and developing flexible and prouction lines and labor-saving lines.</p> <p>* OSAT(Outsourced Semiconductor Assembly and Test) Manufacturer that undertakes assembly and testing, which are back-end processes in the semiconductor manufacturing.</p>		

7. Risks Related to Climate Change		Frequency of Occurrence: Moderate	Impact: Large
Contents	Global climate change may affect our business activities by causing damage from unprecedented extreme weather events, incurring unanticipated costs associated with the introduction of a carbon tax and responding to stakeholder requests, and diminishing our brand value as risks become more apparent.		
Main Measures	<p>In April 2021, the ROHM Group formulated “The ROHM Group Environmental Vision 2050” to address environmental issues, and has been promoting initiatives with the goals of “climate change countermeasures,” “realization of a resource recycling-oriented society,” and “harmonization of natural cycles and business activities. With regard to climate change measures, the ROHM Group is working to reduce GHG (greenhouse gas emissions) through continuous energy saving measures and the introduction of renewable energy, including solar power generation, and is promoting climate change measures throughout the Group.</p> <p>In September 2021, we revised our “2030 Mid-Term Environmental Targets” to achieve a decarbonized society. At the same time, we endorsed the recommendations of the Task Force on Climate-related Financial Information Disclosure (hereinafter referred to as “TCFD”) and have been disclosing information in line with TCFD recommendations.</p> <p>In April 2022, we also joined “RE100,” an international corporate initiative that aims to ensure that 100% of the electricity used in our operations is from renewable energy.</p>		

Risk Management

8. Geopolitical Risks	Frequency of Occurrence: Moderate	Impact: Large
Contents	<p>International relations in various countries and regions are becoming increasingly uncertain due to such factors as the long term Russian and Ukrainian problems, rising military tensions in the Taiwan Strait, the South China Sea, and the Middle East, and bilateral relations between the U.S. and China. For the ROHM Group, which operates globally, geopolitical risks not only have a direct impact on our production and sales activities, such as business withdrawal or shutdown, but may also affect the entire supply chain, including material procurement and transactions with customers.</p> <p>In addition, countries and regions around the world are promoting protectionist policies and expanding restrictions on exports and other activities related to semiconductors, which are used in products in all industries and are regarded as important goods for economic security. If the ROHM Group fails to respond appropriately, it may not only lose its business competitiveness, but also face administrative penalties and legal sanctions that may adversely affect its business activities and business performance. Furthermore, in addition to cutting-edge semiconductors, the possibility that ROHM's semiconductor products will be affected by regulations and support from various countries in the field of mature products known as "legacy semiconductors" is increasing.</p>	
Main Measures	<p>In December 2023, the ROHM Group established the "Economic Security Office" as a specialized department to respond to rising global geopolitical risks, and the department and the Risk Management and BCM Committee play a central role in gathering information, monitoring, and implementing countermeasures for geopolitical risks that may affect management. The Company has also established a regional business base to identify and manage risks in each region.</p> <p>Each regional business location is also working to identify risks and formulate and promote risk management measures and business continuity plans to ensure the safety of employees and minimize the impact on business.</p> <p>In addition, with regard to export regulations for Semiconductor-related products, the Export Control Specialist Subcommittee, consisting of relevant departments throughout the company, implements appropriate security export control in cooperation with attorneys.</p>	

Risk Management

9. Compliance Risks	Frequency of Occurrence: Small	Impact: Large
Contents	ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also in other parts of the world, and must comply with the competition laws, anti-corruption laws, personal information protection laws, and other laws and regulations applicable in each region of the world. Violations of these laws and regulations may have a serious adverse effect on the ROHM Group's business and business performance due to payment of surcharges, interruption of business activities, damage to the brand image, and other factors.	
Main Measures	In the ROHM Group, the Compliance Committee, under the umbrella of the EHSS Generalization Committee, takes the lead in establishing and operating an ethics management system to manage the risk of compliance violations in the ROHM Group and to prevent such violations by implementing the following major The ROHM Group has implemented the following measures as major ones to manage the risk of compliance violations and prevent such violations. 1) Establishment and operation of internal regulations The ROHM Group has established and is operating various internal regulations to ensure compliance with laws and regulations. In addition, the ROHM Group has designated a department in charge of each area of laws and regulations, and regularly collects and investigates information on the enactment and revision of laws and regulations, and reviews these internal regulations as appropriate, thereby preventing legal violations. In addition, the ROHM Group has developed the "ROHM Group Code of Conduct," which clarifies the basic ethical rules to be observed in the course of daily business activities, for the entire ROHM Group to prevent not only legal violations but also ethical violations. 2) Education and awareness-raising activities The ROHM Group conducts compliance education for all directors and employees, legal seminars for directors, and compliance education by job level once a year, as well as education by individual laws and regulations as necessary, as measures to raise compliance awareness among directors and employees of the ROHM Group. 3) Establishment and operation of whistleblowing system In order to ensure the effectiveness of the compliance structure, the ROHM Group has established a compliance hotline, which is operated by an external law firm, as an internal whistleblowing system, and accepts reports and consultations regarding compliance violations from all domestic ROHM Group employees. In addition to the compliance hotline at each overseas ROHM Group company, a global compliance hotline has also been established at each overseas ROHM Group company to allow employees to report any misconduct or potential misconduct by directors of the company to ROHM.	

10. Intellectual Property Risks	Frequency of Occurrence: Moderate	Impact: Large
Contents	The ROHM Group develops various new technologies and know-how to manufacture products that are differentiated from those of other companies, and manufactures and sells its products worldwide based on these proprietary technologies. Therefore, it is essential for the ROHM Group to protect its intellectual property rights and avoid disputes with other companies.	
Main Measures	The technologies and know-how used by the ROHM Group are protected by intellectual property rights, etc. to enhance business competitiveness while protecting its own technologies, and are strictly controlled through internal investigations and checks during product development to prevent infringement of intellectual property rights held by other companies.	

Risk Management

11. Environmental Regulatory Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	In all areas where the ROHM Group conducts its business, it complies with all laws and regulations to ensure the environment, health, and safety, as well as to investigate exhaust emissions, wastewater, use and handling of hazardous substances, management of chemical substances contained in products, waste disposal, soil and groundwater pollution, and so forth. However, business performance may be affected in the event that we are held legally liable for some unforeseen event or situation that could not be foreseen in advance.	
Main Measures	ROHM Group has established and is operating a group-wide environmental management system that conforms to ISO 14001, the international standard for environmental management systems, and is promoting continuous environmental improvements aimed at environmental conservation, including reductions in environmental impact. In its initiatives, the “Environmental Conservation Committee” established at ROHM takes the lead in managing the environmental impact caused by production, activities and services at each location in accordance with laws and regulations, and horizontally disseminating improvements identified through internal audits at each location to all group companies.	

12. Risks Related to Securing Human Capital	Frequency of occurrence: Moderate	Impact: Moderate
Contents	The ROHM Group has expanded its business by accumulating design technology, manufacturing technology, quality assurance technology, and solution proposal capabilities. In recent years, securing human capital to support its business activities has become increasingly important. In Japan, we are facing changes in the employment environment and a shrinking working-age population due to the declining birthrate and aging population, and competition for highly specialized human capital is intensifying, especially at production plants in the Kyushu region, ROHM’s focus business area. Developing and securing highly specialized human capital on a long-term basis will be an issue in the future, and improving employee engagement and productivity will be essential. To this end, it is necessary to provide an attractive workplace environment in which each individual can maximize his or her abilities.	
Main Measures	In order to secure human capital to support its business activities, the ROHM Group is actively recruiting people from diverse backgrounds to secure human capital. In addition to approximately 300 new graduates in Japan, we are hiring nearly 200 career professionals. ROHM is also promoting a structure that enables these human capital to draw and realize career paths that make the most of their own individuality so that they can play an active role in the long term. ROHM has established a structure to support careers through the “specialist system,” which recognizes employees who contribute to the company with highly specialized skills as leading experts in their fields, and the “job posting system,” which encourages employees to transfer to other positions on their own initiative. Furthermore, through the introduction of various systems that allow employees to work flexibly according to their individual lifestyles and life stages, we are striving to increase productivity and create an environment in which employees can continue to work in good health and with peace of mind. Through these initiatives, we believe that employees can realize self-fulfillment by contributing to the company’s growth, and furthermore, being recognized for their achievements and contributions will increase engagement and lead to the securing of human capital.	

Risk Management

13. Information Security Risks	Frequency of Occurrence: Moderate	Impact: Large
Contents	<p>In the course of its business activities, the ROHM Group possesses and uses confidential information and personal information of its stakeholders as well as that of the ROHM Group. In addition, with the recent expansion of the ROHM Group’s business domain, promotion of the use of DX tools, and diversification of work styles (remote work), there are increasing opportunities for directors and employees to utilize this information remotely.</p> <p>On the other hand, information security risks such as cyber-attacks targeting companies, removal and unauthorized use of confidential information by retirees, and technology leaks outside of Japan are increasing every day. In addition, in recent years, from the viewpoint of privacy protection and economic security, countries have revised and strengthened their personal information protection laws and data protection regulations, and are considering security clearance (eligibility assessment) systems, which require companies to have more advanced information management capabilities.</p> <p>Information is the source of corporate management, and in order to gain the trust of stakeholders and achieve sustainable growth of the ROHM Group, it is imperative not only to improve the information literacy of each and every employee, but also to implement multiple and comprehensive technical and physical security measures.</p> <p>Inadequate implementation of these measures could result in serious accidents such as information leaks and unauthorized use, business shutdowns due to system downtime, and legal violations. Such incidents could also have a significant negative impact on the ROHM Group’s business, business performance, and financial position, including damage to the Group’s brand image, loss of public trust, civil and criminal liability and administrative penalties that could result in substantial costs and suspension of business activities.</p>	
Main Measures	<p>The ROHM Group has established a company-wide information management system (PDCA cycle for information management) for the confidential and personal information of the ROHM Group and stakeholders handled in the course of business activities. The Information Management Committee, which serves as the umbrella organization, regularly monitors the operation of the system, identifies information security risks, and conducts improvement activities. In addition, in accordance with the goals and policies set by the ROHM Group Information Security Policy, the ROHM Group comprehensively ensures information security from four aspects: organizational, human, technical, and physical.</p> <p>First, as “organizational measures,” the Group has established company-wide policies and internal rules for information management (information management policy, cyber security management rules, confidential information management rules, privacy policy, personal information protection rules, etc.). In accordance with these rules, each group company determines and implements information management managers and specific information management methods, and periodically evaluates their activities through internal audits in order to standardize and improve information management standards throughout the group. In addition, we are continuously working to acquire and expand the scope of certification for ISO27001, the international standard for information management, and TISAX (Trusted Information Security Assessment Exchange), an information security assessment by the German Association of the Automobile Manufacturers and Traders. We are continuously working to acquire certification and expand the scope of certification.</p> <p>Next, as “personnel measures,” the Company strives to maintain and improve the information literacy of its directors and employees by regularly conducting activities such as annual education, training by rank and role, and phishing e-mail training.</p> <p>In addition, as “technical measures,” the Company has established a structure for early detection and handling of signs of information leaks due to cyber attacks and internal fraud by monitoring information terminals and collecting access logs 24 hours a day, 365 days a year by an external specialized agency, vulnerability diagnosis and corrective actions, malware countermeasures, and incident response training using hypothetical cases, etc. We have established a structure to detect and respond to signs of information leaks due to cyber attacks and internal frauds at an early stage.</p> <p>As “physical measures,” the Company implements multiple access control measures, including entry/exit control to/from ROHM premises and restricted areas using ID cards, surveillance cameras, security gates, etc., zoning of facilities, and access control for various media including confidential information and personal information, to prevent information leaks not only to third parties outside the Company but also to those within the Company who need to know the information for business purposes. This prevents third parties outside the company, as well as need-not-to-know parties within the company, from taking, mixing, or using confidential or personal information in an unauthorized manner.</p>	

Risk Management

14. Human Rights Risks	Frequency of Occurrence: Small	Impact: Moderate
Contents	<p>Due to the growing global concern for human rights, we are required to give consideration to human rights not only in our own operations but also throughout our supply chain, from procurement to customers. Inadequate consideration of forced labor, child labor, low wages, and occupational health and safety in workplaces and communities, especially in developing countries, can lead to a loss of social reliability.</p> <p>In addition, as countries and international organizations continue to establish and enforce human rights-related guidelines and laws and regulations, if we do not identify and address risks related to our own human rights, including those in our supply chain, we may not be able to conduct our business globally.</p>	
Main Measures	<p>As a company with global operations, ROHM Group supports, complies with, and respects international principles and norms such as the United Nations Global Compact, based on the recognition that it is important to build a sustainable society where human rights are respected. In addition, we have established the ROHM Group Human Rights Policy and declared our commitment to initiatives to respect human rights and due diligence. Specifically, ROHM has established a hotline for employees and suppliers, and issued a statement on the UK Modern Slavery Act. In order to raise awareness of the hotline and promote a basic understanding of human rights, we are conducting educational activities through e-learning for all employees.</p> <p>In addition, we are promoting such initiatives not only in our own company but also throughout our supply chain. We confirm through audits and questionnaires that there are no problems with the labor conditions and initiatives of our company and our suppliers in accordance with international norms such as the RBA (*) Code of Conduct, and request improvements as necessary. In addition, ROHM Group is committed to preventing human rights violations at its suppliers, such as by requiring suppliers to pledge not to violate not only various laws and regulations but also human rights-related rules and regulations when selling products through sales agents.</p> <p><International Principles and Norms Supported by ROHM Group> Ten principles of the United Nations Global Compact Universal Declaration of Human Rights International Labor Organization (ILO) Fundamental Principles and Rights at Work United Nations Guiding Principles on Business and Human Rights OECD Guidelines for Multinational Enterprises ISO 26000 Responsible Business Alliance (RBA*) Code of Conduct Guidelines for Respecting Human Rights in Responsible Supply Chains, etc.</p> <p>* RBA The Responsible Business Alliance (RBA) is an alliance that promotes CSR in the supply chain of the electrical and electronic equipment (electronics) industry or industries that use them as major components. It has established codes of conduct in the areas of labor and occupational health and safety, environment, ethics, and management systems.</p>	

Risk Management

15. R&D Activity Risks	Frequency of Occurrence: Small	Impact: Large
Contents	Research and development in the field of electronic products is in the midst of fierce global competition, and delays in the development of new products directly lead to a decline in competitiveness and the risk of losing new markets. Specific risks that may cause delays in R&D include stagnation due to the dispersal of human capital or lack of acquisition of suitable human capital, narrowing of vision due to uniformity of human capital, inferior performance due to obsolescence of technology, and suspension of activities due to deviation from regulations or noncompliance. Any of these risks could have a negative impact on future business performance.	
Main Measures	ROHM aims to realize R&D activities that lead to seamless sustainable growth by ensuring the allocation of resources to new fields based on a long term vision, rather than merely focusing resources about five years into the future. We will develop active R&D that anticipates the times and needs by increasing engagement while acquiring diverse human capital, organically collaborating internally and externally, and tirelessly reviewing themes. In addition, we will continue to conduct R&D that avoids incident risks by maintaining a legal and fair R&D structure. With regard to the future, 10 years or more into the future, we are strengthening our external collaborations, including joint research with a number of universities in Japan and abroad. Furthermore, we are implementing Corporate Venture Capital (CVC) as an open innovation initiative.	

16. Product Defect Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group’s basic corporate philosophy is “we always put quality first,” and we conduct production under strict quality control. However, there is no guarantee that all products will be defect-free or that claims for damages will not arise in the future due to defects in products from customers. However, there is no guarantee that all products will be defect-free or that claims for damages will not arise in the future due to product defects. In the unlikely event of a claim for damages, our business performance may be affected.	
Main Measures	In ROHM Group, the quality department of each business division assures design quality, and the quality department of each production division assures manufacturing quality. The Quality Division, which reports directly to the President, is responsible for establishing a company-wide quality assurance system that transcends the boundaries of the business and production divisions, deploying information, and monitoring the operations of each business and production division. In addition, to reduce the risk of quality compliance violations that frequently occur outside the company, a “Quality Audit Office” has been established in the Quality Assurance Department, and each manufacturing site is also promoting activities by a specialized subcommittee. In the development of new products in the Business and Production Divisions, evaluations are conducted at each stage of development study, design review, initial flow, and mass production in order to provide safe and reliable products that satisfy customer requirements in a timely manner. Improvement information is fed back to the source and is deployed in the next stage of design. In addition, the Monozukuri Innovation Department of the Production Division develops assembly and processing equipment in-house, with the goal of “building quality into the equipment. With the goal of “equipment that cannot produce defects,” we aim to prevent the production of defects through self-diagnosis of the equipment itself, etc. In the event of a defect caused by a product, we will strive to prevent the production of defects. In the unlikely event of a product-related defect, ROHM products can trace production information (manufacturing date or lot information) from the actual product. From the lot information, the 4M information (Man, Machine, Material, and Method) of all production processes can be confirmed, and the production conditions and quality of each process can be quickly investigated to limit any possible ripple effects. In addition, ROHM Group is building a defect-free management structure based on the following international quality management systems. ISO9001: Quality management system IATF16949: Automobile industry quality management system standard ISO 26262: International standard for functional safety of automotive electronic controls	

Risk Management

17. Risks Related to Production and Procurement Activities	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	Although ROHM Group employs a vertically integrated business model, the manufacture of electronic components requires a variety of materials, including rare metals. Therefore, restrictions on procurement from certain sources could adversely affect production activities and cost structures.	
Main Measures	Business divisions are promoting multiple purchasing of materials and other items, as well as appropriate inventory management based on suppliers' BCP status and other factors. In the Procurement Division, in order to promptly confirm the damage and safety status of suppliers and their supply status in the event of an emergency, we are surveying and compiling a database of information on the manufacturing companies and manufacturing locations of procured parts and materials, and expanding the scope of the survey to include secondary suppliers to gain an overall understanding of the BCP status of the supply chain. The scope of the survey has been expanded to include secondary suppliers to gain an overall understanding of the supply chain BCP situation. We are also working with suppliers that handle critical materials to agree in advance on how to respond in the event of an emergency.	

Business Continuity Management

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

Fire and Disaster Prevention Policy

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

Risk Management

Main Activity Topics

[Action for Earthquake Risks]

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

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

2. Conducting Earthquake Drills

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

In FY2023, BCM task force training was conducted at the ROHM Head Office for the operational team members the BCM countermeasure headquarters and its subordinate organizations, held at two venues that were connected using tools for remote work to coordinate information.

Assuming that not everyone could gather at the same place due to telecommuting or other reasons, we verified the effectiveness and efficiency of methods how to consolidate, organize, and report information on each place where people assemble online and to hold online meetings to make decisions on issues raised at the task force headquarters.

The participants were able to clarify issues related to the roles and activities of each team and group, and reaffirm the procedures for their activities, thereby improving their awareness of and ability to respond to BCM and BCP.



Information linkage

BCM Headquarters Training for FY2021 (online)

3. Production Building Resistant to Disasters such as Earthquakes

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

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



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

[Action for Water Risks]

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

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

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

Risk Management

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

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



Remote Assumption Training



Watertight Wall Assembly Training

3. Flood-proof Production Building

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



[Action for Fires and Other Risks]

1. Response to Fire Risk in ROHM Group

ROHM Group regards fire risk as one of the top risks and is working to reduce it. In the fire-specific risk survey that started in 2021, we conducted hearings, using also online tools, on the status and activities of fire prevention measures at each group factory and held discussions based on fire cases at other companies to confirm our efforts regarding fire prevention.

In particular, for clean rooms, we have created Fire Prevention Guidelines that describe fire prevention measures for production equipment and ancillary equipment as well as measures to prevent the spread of fire. We are also rolling out risk assessments aimed at preventing fires across the ROHM Group.

We will continue fire prevention measures for the entire group and strengthen awareness of employee safety and business continuity.

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

ROHM has organized a self-defense fire brigade organization in preparation for disasters, and deploys small power pumps, chemical protective clothing, and rescue equipment and other materials according to the situation of each company. We also conduct practical evacuation drills for fires and earthquakes, drills in clean rooms where hazardous materials are handled, and drills for large-scale earthquake scenario to ensure that we can act quickly and appropriately in the event of a disaster. In FY2023, for the first time in four years, we held a company-wide earthquake evacuation drill, with a total of 1,800 employees participating. We also conduct nighttime evacuation drills every shift, assuming nighttime holidays. From the perspective of BCP, it is stipulated that the self-defense fire brigade will be dispatched and firefighting equipment will be provided in the event of a surrounding fire.



Risk Management

Risk Management ・ BCM Education

The ROHM Group also focuses on education for the purpose of establishing risk management and BCM structures.In particular, in light of the recent increase in risks related to economic security and geopolitics, ROHM provides education and enlightenment through lectures for corporate officers by outside instructors and monthly reports for directors and corporate officers, including those from outside the company.ROHM also conducts e-learning programs for employees to raise their awareness of fire prevention, disaster prevention, and business continuity at ordinary times.In addition, ROHM Group locations are also conducting video-based fire and disaster prevention education and e-learning programs to raise employees' awareness of how to respond to disasters even during normal times.

Major Education and Training Achievements

Education and Training	Purpose and Contents	Target	Number of Participants	Attendance Rate
Fire and Disaster Prevention E-Learning 2023	E-learning for employees to raise awareness of fire prevention within the company and further enhance the fire prevention system	ROHM	3,755	99%
BCM Awareness E-Learning 2022	E-learning to reconfirm and educate each employee on how to respond in the event of a major earthquake, etc.	ROHM	3,809	99%

Compliance

Our Basic Policy

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

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

ROHM Group Basic Ethics Policy

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

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

1. Conduct guidelines:

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

1.1 Fair action:

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

1.2 Compliance with laws and regulations, and business ethics:

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

1.3 Prohibition of Personal Conflicts of Interest:

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

1.4 Compliance hotline and whistle-blower protection:

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

1.5 Prevention of bribery and corruption:

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

Compliance

1.6 Prohibition of excessive business entertainment:

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

1.7 Disclosure of information:

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

1.8 Intellectual property rights:

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

1.9 Implementation of fair business activities:

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

1.10 Fair and appropriate expression:

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

1.11 Non-use of conflict minerals:

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

1.12 Confidential and personal information management:

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

1.13 Fair accounting and disclosure:

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

Compliance

2. Management System:

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

2.1 Responsibility:

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

2.2 Identification of representative:

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

2.3 Statutory and customer requirements:

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

2.4 Risk assessment and management:

ROHM Group shall define the procedures for identifying risks involved in the Group’s business activities, determining the relative significance of each risk, managing the identified risks, and complying with related laws and regulations.

2.5 Improvement objectives:

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

2.6 Training:

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

2.7 Communication:

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

2.8 Feedback and participation of employees:

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

2.9 Audit and assessment:

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

2.10 Corrective and preventive actions:

ROHM Group shall define procedures for correcting and preventing within an appropriate period of time the recurrence of defects/ inadequacies detected in the course of internal or external audits.

2.11 Documentation and records:

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

2.12 Supplier responsibility:

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

Compliance

ROHM Group Business Conduct Guidelines

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

[🔗 ROHM Group Business Conduct Guidelines](#)



Promotional System

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

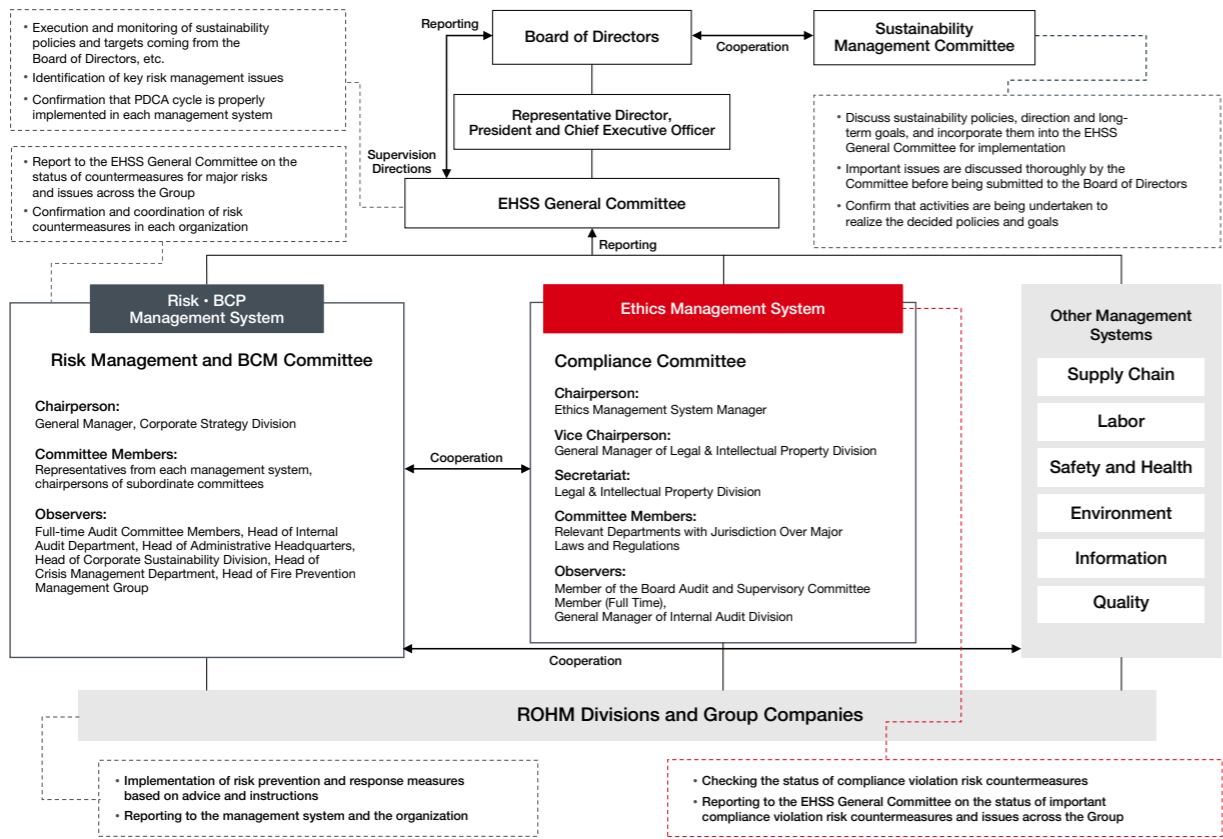
Compliance Committee is a subordinate organization of EHSS General Committee*, in which directors with executive authority and divisional managers participate, and is responsible for appropriately managing the risk of legal and ethical violations within ROHM Group.

Compliance Committee is chaired by the Ethics Management Officer, with the relevant department heads serving as committee members, and the Audit and Supervisory Committee Member and the General Manager of Internal Audit Divison attending committee meetings as observers. The subordinate organization has a subcommittee dedicated to the “establishment and maintenance of a compliance system (legal investigation, education, establishment and operation of a consultation service, etc.),” which manages the risk of legal and ethical violations in cooperation with the Legal & Intellectual Property Division, which serves as the secretariat of the committee.

In addition, each specialized subcommittee formulates targets, measures, and evaluations for each theme, and reports the progress and results to the Compliance Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Compliance Management System is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets. Under this system, we identify serious issues related to laws, regulations, and corporate ethics, and promote and strengthen compliance through appropriate measures, internal and external audits, and continuous improvement.

* EHSS General Committee : A committee composed of the executive officers of management that oversees the eight lower management systems (environment, health and safety, labor, ethics, information, supply chain, quality, and risk management BCM) and ensures that the PDCA cycle for each is properly implemented.

Compliance



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

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

Responsibility System at ROHM

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

Compliance

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

[Contact by Mail]
Consultation and Reporting Desk for Research Fairness

- * •The above consultation/reporting hotline service is available only for consultation and reporting of misuse of public research funds and misconduct in research activities.
- Consultation and reporting can be made anonymously.
- The privacy and personal information of the person consulting or reporting will be treated as confidential and strictly controlled.
- We will not accept any consultation or report that is slanderous or defamatory of others, false, or baseless.
- We will confirm the facts of the reported matter and take appropriate action.
- Except in cases where it is found that the report was made with malicious intent, no disadvantageous treatment will be inflicted on the person who consulted or reported the matter for the reason of consultation or reporting.

Purpose of Use and Handling of Personal Information

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

Education and Training

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

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

General Education (FY2023 Result)

Education or Training	Theme and Objective	Subject	Number of Participants	Participation Rate (%)
E-learning on Compliance (Labor and Ethics)	Acquire knowledge of compliance (competition law compliance, anti-bribery, compliance hotline, privacy protection, etc.)	ROHM All employees	3,941	98.5
Legal Seminars for Executives	Board members’ duty of care, duty to supervise, and duty to establish internal control systems	Internal Director and Full-time Audit Committee Member of ROHM	7	100
Compliance training by level and role	Acquire compliance knowledge required for each level and group leadership position	New hires and promoted employees	475	100
Compliance Education	Mastering the concept of compliance and matters to be complied with	All ROHM Group employees	24,241	98.4

Compliance

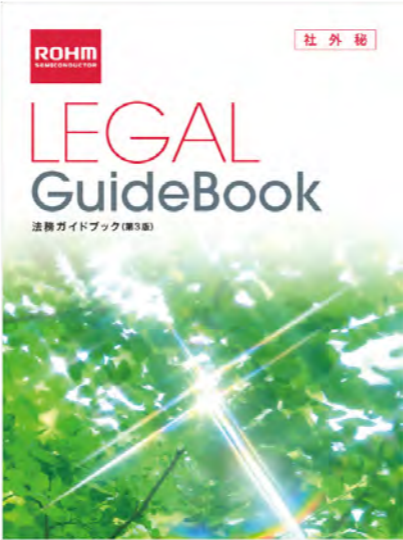
General Education (FY2023 Result)

* Education required for specific departments

Education or Training	Theme and Objective	Subject	Method of Execution	Number of Participants・ Participation Rate
E-learning on precautions for exchanging information with competitors	information with competitors Preventing violations and reducing the risk of suspected violations through a better understanding of what information should not be exchanged with competitors	All department heads and all employees of sales departments	Video viewing and response to post-course questionnaire	747/747 (100%)

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

This guidebook focuses on laws related to business activities, such as insider trading, management of confidential information, and bribery, and you can always check the items related to your business. In addition, since it is also used when facing legal issues or when conducting compliance education within a department, it is an effective tool that can be connected to each individual’s awareness of legal compliance and actions.



Comprehensive Anti-Corruption (Bribery Prevention) Measures

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

Whistleblowing System

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

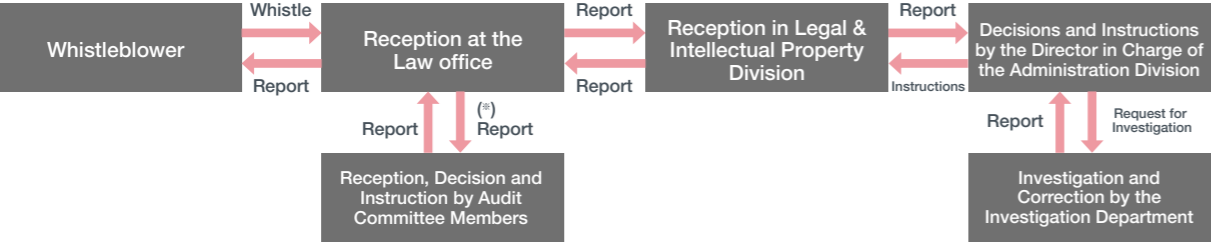
In order to properly operate this system, ROHM Group has established internal regulations to ensure that whistleblowers and information obtained through investigations are kept strictly confidential, and that those who report or consult with us are not subjected to any disadvantageous treatment because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

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

* In FY2023 (April 1, 2023 to March 31, 2024), we received 86 reports.

Compliance

Compliance Hotline Reception and Response Flow



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

ROHM Compliance Card

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



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

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

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

Human Rights

ROHM Group Human Rights Policy

Our Basic Policy

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

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

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

Global Principles and Rules

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

Scope of Application of This Policy

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

Initiatives to Respect Human Rights

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

Practice of Respect for Human Rights

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

October 28, 2021
Isao Matsumoto
President and CEO
ROHM Co., Ltd.

Human Rights

Promotional Structure

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

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

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

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

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

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

Human Rights Assessment in the Supply Chain

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

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

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

② Working Together with Suppliers

Human Rights

Human Rights Assessment at ROHM Group

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

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

As part of the ongoing monitoring of each location, in addition to status checks through the annual SAQ and periodic internal audits, third-party audits by the RBA are conducted on a regular basis. In FY2023, an RBA audit found safety nonconformities related to excessive working hours and safety on evacuation routes, which are being corrected and initiatives are ongoing to prevent recurrence. At temporary staffing agencies, nonconformities related to payments to employees were identified and corrective actions were taken to have temporary staffing agencies review their contracts and make payments to employees.

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

Identified Human Rights Risks

	Human Rights Issues (Based on the RBA Code of Conduct)	Subject	Due Diligence	Grievance Mechanism
Labor	•Freedom of Employment •Working Time •Wages and Benefits •Elimination of Discrimination •Harassment Prevention •Occupational Health and Safety •Young Workers •Privacy Protection	Employees, On-site Contractor Employees	Internal Audit SAQ based on RBA RBA VAP Audits	Internal Hotline External Whistleblowing System
Ethics	•Elimination of Discrimination •Harassment Prevention	Employees, On-site Contractor Employees		
Health and Safety	•Occupational Health and Safety •Emergency Preparedness	Employees, On-site Contractor Employees		
Environment	•Water •Noise •Atmosphere	All Stakeholders		
Supply Chain	•Labor Issues •Ethical Issues •Health and Safety Issues •Environmental Issues •Responsible Mineral Procurement	Suppliers		
Information	•Privacy Protection	Employees, Customers, Suppliers		

Human Rights

Human Rights Training

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

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

[Labor and Ethics e-Learning]

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

Prevention of Child Labor and Forced Labor

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

Elimination of Discrimination

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

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

[ROHM Group Business Conduct Guidelines](#)

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

Harassment Prevention

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

Human Rights

Privacy Protection

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

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

[🔗 ROHM Group Privacy Policy](#)

🕒 Information Security

Information Security

Policies on Information Protection

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

ROHM Group Information Security Policy

1.Compliance

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

2.Information Security Management System

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

3.Protection of Information Assets

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

4.Prevention of Accidents and Response when They Occur

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

5.Education and Training

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

6.Ensure Information Security throughout the Supply Chain

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

Information Security

ROHM Group Confidential Information Management Policy

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

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

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

Information Management System

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

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

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

Information Management Committee is chaired by the corporate officer, and its subordinate organizations are the Confidential Information Management Committee, the ISMS*2 Committee, the Cyber Security Committee, the IT Promotion Committee, and the Digital Architecture Design Committee. Each committee formulates goals, implements measures, and conducts evaluations for each theme, and reports progress and results to the Information Management Committee on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Information Management Committee is properly implemented, and reports and consults with the Board of Directors as necessary, and checks that a system is in place to maintain and improve the accuracy of the management system. The Board of Directors works in conjunction with the Sustainability Management Committee to discuss sustainability-related policies, directions, and long-term targets, and incorporates the decisions made into the EHSS General Committee and supervises whether activities are being carried out to achieve these targets.

ROHM Co., Ltd., ROHM Hamamatsu Co., Ltd., ROHM Wako Co., Ltd., ROHM Apollo Co., Ltd. and LAPIS Semiconductor Co., Ltd. have acquired ISO/IEC 27001 certification, an information security management system certification, and the scope of registration includes planning, development, maintenance, and operation for internal information systems of ROHM Group companies and development, manufacturing, and sales of semiconductor and electronic components, etc. In addition to ISO/IEC 27001 certification, ROHM Co., Ltd., LAPIS Semiconductor Co., Ltd. and ROHM Semiconductor GmbH have obtained TISAX*3 certification, an information security assessment.

Information Security

by the German Association of the Automotive Industry because of the growing importance of information security in the automotive industry.(For the details of TISAX certification, please check ENX portal.)

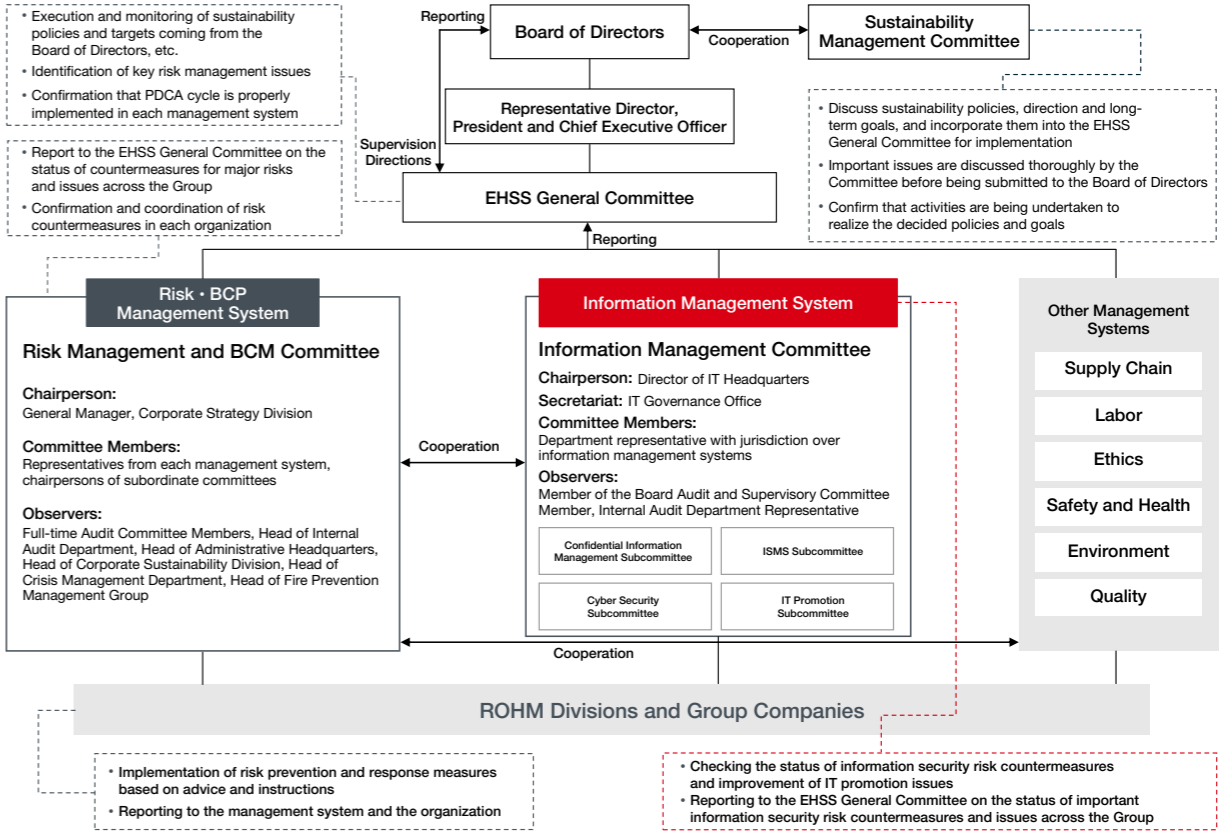
By continuously expanding the scope of operation and certification in addition to conventional internal and external audits and assessment, ROHM is promoting appropriate information management to prevent the leakage of important confidential business information and to eliminate unauthorized use of such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

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

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

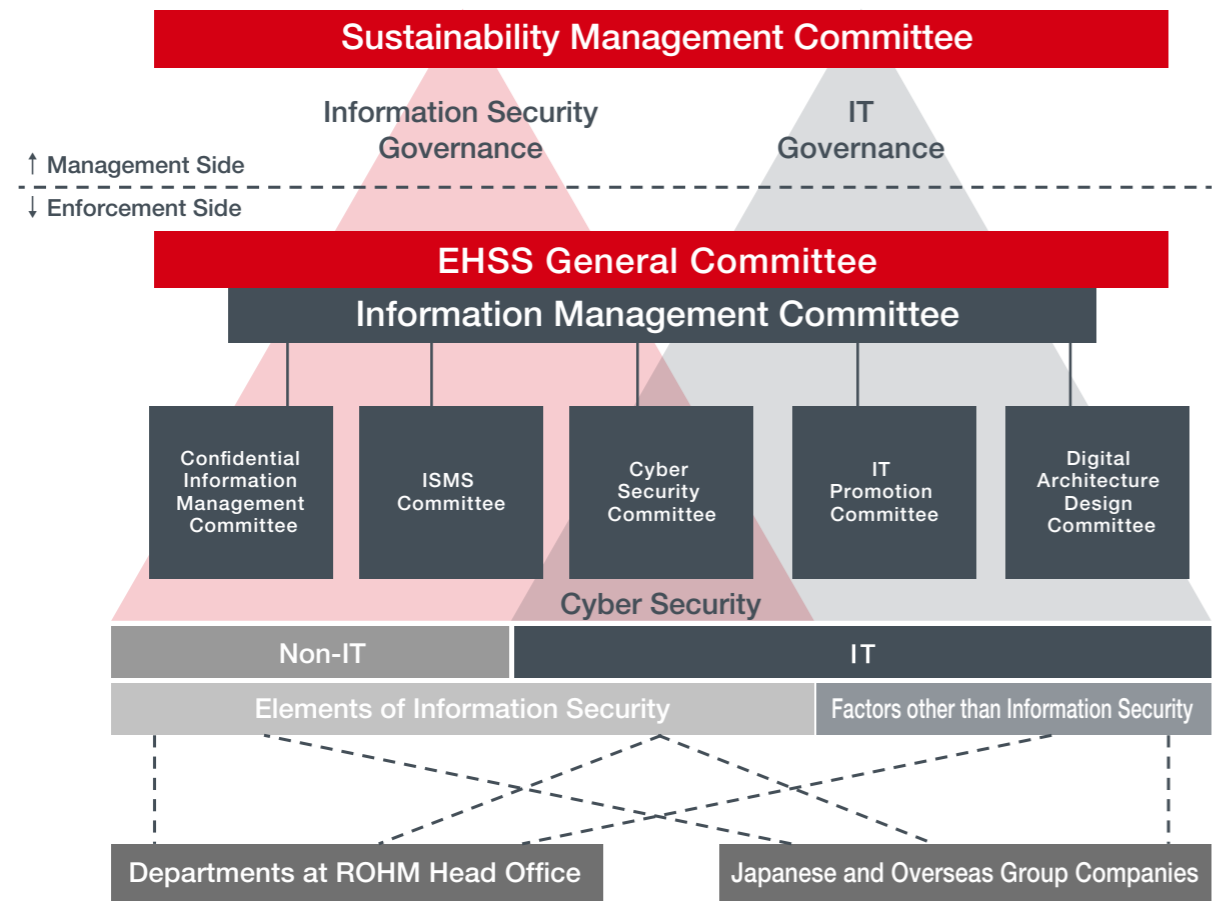
*3 TISAX(Trusted Information Security Assessment Exchange): A mechanism for suppliers to undergo information security audits by an external audit organization at the request of German automobile manufacturers and others in order to assess the appropriate level of information security within the entire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

Overall Governance Structure



Information Security

Information Management System Promotion Structure



Information Security

Key Issue	Committee	Priority Implementation Items	Targets for FY2023	FY2023 Results	Priority Implementation Items	Targets for FY2024
Establishment of an information security system to enhance business continuity	Confidential Information Management Committee	Establishment of a management system for the appropriate protection and use of confidential information	<ul style="list-style-type: none">•Deploy the Head Office's management structure to the four overseas affiliates•Conduct education and awareness-raising activities for employees not only at the Head Office and domestic locations in Japan, but also at overseas locations (all locations)	<ul style="list-style-type: none">•The Head Office's confidential information management system was deployed to seven overseas affiliates (Germany, the U.S., and Thailand), and the responsibility structure, internal regulations, and confidentiality pledges of each company were reorganized to raise the level of confidentiality management.•ROHM conducted education and awareness-raising activities widely among directors and employees at all locations of ROHM Group.	Strengthen the confidential information management structure of entire ROHM Group	<ul style="list-style-type: none">•Deploy the confidential information management system of the head office to seven affiliated companies in Greater China and Korea, and to improve the level of confidentiality management by reorganizing the responsibility structure of each company and the content and operation of internal rules and confidentiality pledges.•Conduct wide-ranging education and awareness-raising activities for directors and employees of all locations of ROHM Group.•Conduct internal audits on the status of the confidential information management system and implement improvement activities to establish the PDCA cycle.
	ISMS Committee	<p>Expanded ISMS activities to 4 domestic plants</p> <p>Obtained ISMS expansion certification June 2024 (continued)</p> <p>Obtained TISAX certification July 2023</p>	Conduct ISMS education and awareness activities at four domestic plants to raise their ISMS certification to a level that will enable them to obtain ISMS certification by March 2024. Evaluations will be conducted through internal audits.	ISMS activities were initiated at four domestic plants, and internal audits at the end of the fiscal year confirmed that the plants had achieved the level necessary to obtain ISMS certification. Obtained TISAX certification.	Strengthen the information security structure of entire ROHM Group	<ul style="list-style-type: none">•Achievement of zero major information security incidents•Halve the number of information security incidents compared to the previous year.•To improve awareness of information security by deploying ISMS activities to the information system divisions of all ROHM Group locations.
	Cyber Security Promotion Committee	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero.	Conduct internal audits of affiliates on the status of cyber security measures and establish a PDCA cycle.	Internal audits of 15 Japanese and overseas affiliates identified areas of nonconformity and provided guidance on corrective action plans.	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero.	<ul style="list-style-type: none">•Conduct internal audits of affiliated companies on the status of cyber security measures and establish a PDCA cycle.•Enhance vulnerability management and improve the cyber attack resistance of the entire group.

Information Security

Key Issue	Committee	Priority Implementation Items	Targets for FY2023	FY2023 Results	Priority Implementation Items	Targets for FY2024
Development, provision and utilization of IT tools to support mid-term management plan	IT Promotion Committee	Collect and share the status of company-wide initiatives to promote shift to IT	Establish a foundation for sharing information on the status of shift to IT initiatives throughout the company to prevent the proliferation of similar tools.	A foundation for sharing the status of the shift to IT initiatives was established using Viva Engage, and information sharing was initiated.	-	-
		Recommendations and proposals during IT tool deployment	Early detection of potential problems in the implementation of IT tools to be applied throughout the company, and recommendations and proposals to the implementing department.	Conducted status survey interviews with department personnel using Linux throughout the company due to the end of Cent OS support, and shared information on alternatives such as Oracle Linux.	Promote the introduction of tools such as Cent OS, HPC, Copilot, etc.	Early detection of potential problems in the implementation of IT tools to be applied throughout the company, and recommendations and proposals to the implementing department.

Information Security

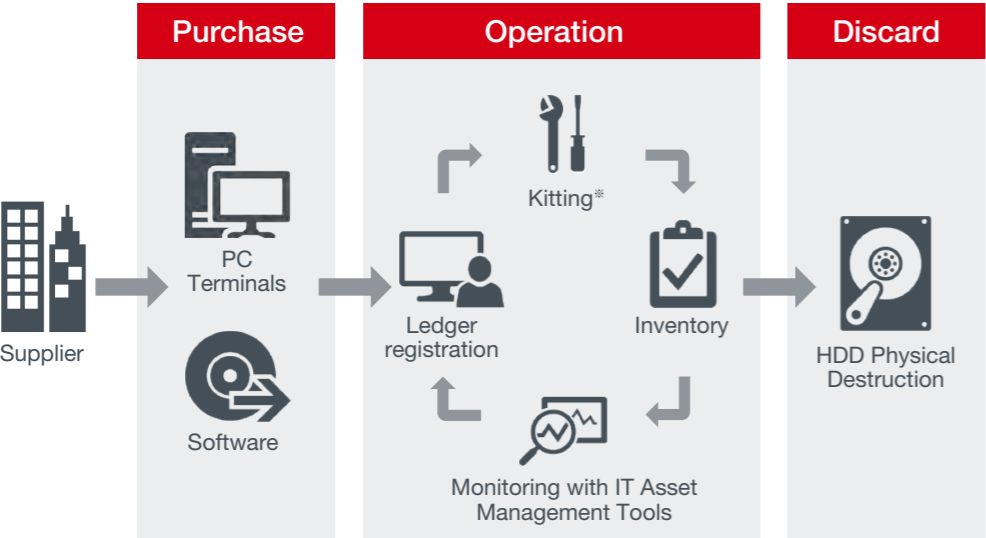
Information Security Activities

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

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

IT Assets Management

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

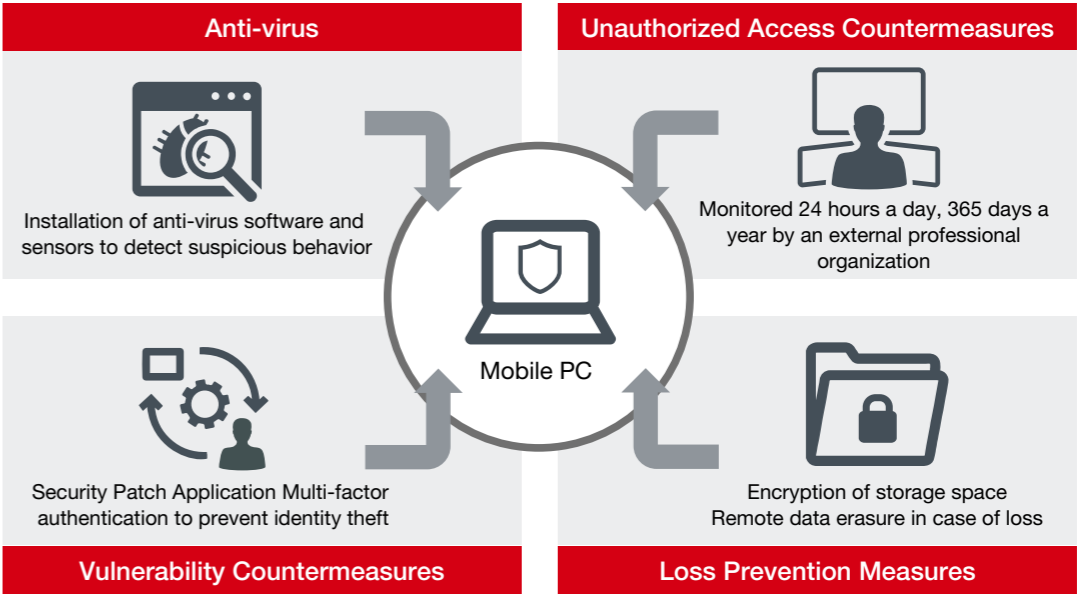


* Kitting : Setting up PCs and installing software to make them usable for business

Security Measures for Information Devices

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

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



Information Security

Number of Information Security Incidents

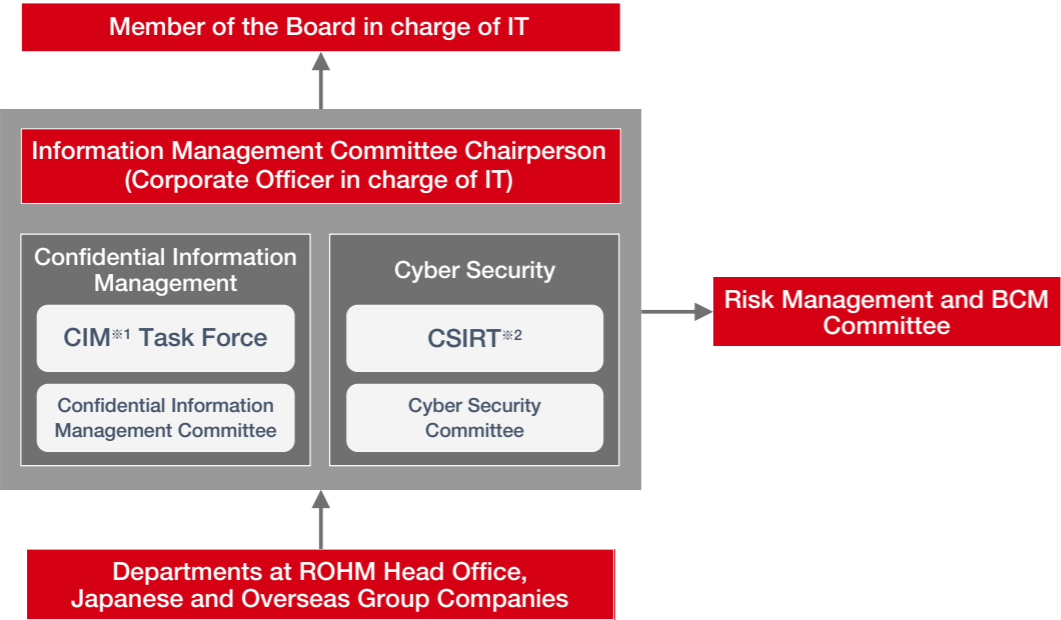
No serious information security incidents occurred in FY2023.

Emergency response procedures and measures

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

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

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

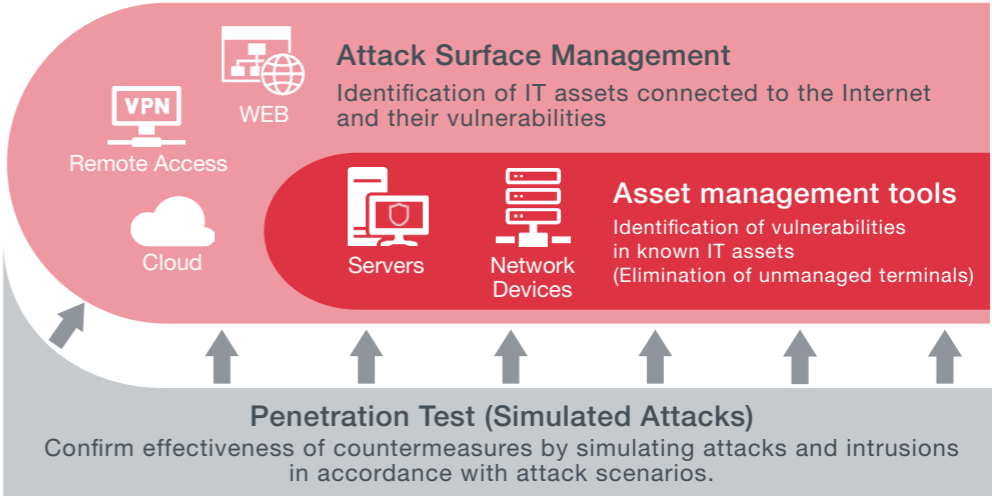


*1 CIM: Confidential Information Management
*2 CSIRT: Computer Security Incident Response Team

Vulnerability Status

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

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



Education and Training

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

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

Information Security

[Education and Training Achievements]

Education/Training	Theme/Purpose	Year	Target	Number of People Trained	Attendance Rate (%)
Second Targeted Email Attack Training	Conduct drills simulating phishing e-mails that fraudulently steal account information to raise employee awareness and establish an initial response	FY2021	ROHM Group	11,126	98%
Confidential Information Management Education E-learning	Ensure that all employees are aware of internal regulations revised to strengthen confidential information management		ROHM	3,587	99%
Cyber Security Basic Measures Check	Reconfirming PC settings and re-enforcing basic operations to improve cyber-attack resistance		ROHM	3,536	95%
Cyber Security Education E-learning	Ensure that all employees are aware of newly established internal regulations to ensure cybersecurity		ROHM	3,518	97%
Cyber Security Education E-learning	Ensure that all employees are aware of newly established internal regulations to ensure cybersecurity	FY2022	ROHM Group	7,625	97%
ISMS Education	To acquire basic knowledge of “ISO/IEC27001” and promote understanding of information security management in order to expand the scope of ISMS certification		ROHM Group(Japan)	902	100%
Confidential Information Management Education E-learning	Ensure that all employees are aware of internal regulations revised to strengthen confidential information management		ROHM Group(Japan)	7,267	100%
Cyber Security Education E-learning	Ensure that all employees are aware of internal regulations revised to ensure cybersecurity	FY2023	ROHM Group	12,455	98%
ISMS Education	To acquire basic knowledge of “ISO/IEC27001” and promote understanding of information security management in order to expand the scope of ISMS certification		ROHM Group(Japan)	866	100%
Confidential Information Management Education E-learning	Ensure that all employees are aware of internal regulations revised to strengthen confidential information management		ROHM Group(Japan)	7,607	100%

Information Security

Privacy Information Protection Management Efforts

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

Formulation and Disclosure of Privacy Policy

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

[↗ Privacy Policy](#)

Privacy Information Protection Regulations

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

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

Provide Training for Employees

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

[Education and Training]

Education and Training	Purpose and Contents	Year	Target	Number of People Trained	Attendance Rate(%)
Labor and Ethics e-learning	Acquire knowledge of compliance (competition law compliance, anti-bribery, compliance hotline, privacy protection)	FY2023	ROHM Group (Japan)	3,941	98.5%

Information Security

Information Security Certification

ISO27001:2013 (ISMS) Certification

Organization		Certificate	(Registration Date) Last Renewal Date/ Last Revision Date	Certificate Number	Scope of Registration
[Scope of Registration]	ROHM Co.,Ltd.		(2013/07/19) 2022/7/19 /2025/7/18	JQA-IM1197	Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies and Development, Manufacturing and Sales of Semiconductor and electronic components, etc.
	ROHM Co.,Ltd. Headquarters				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies and Development and Sales of SiC
	ROHM Co.,Ltd. Yokohama Technology Center				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Group Companies
	ROHM Co.,Ltd. Kyoto Business Center				Sales of SiC
	ROHM Hamamatsu Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems and Manufacuturing of Wafer for Semiconductor and Semiconductor Integrated Circuit of ROHM Hamamatsu
	ROHM Wako Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Wako and Manufacuturing of Wafer of Diodes and Wafer of Power LSIs
	ROHM Apollo Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of ROHM Apollo Chikugo Factory as well as Manufacuturing of Discrete elements(SiC)
	Lapis Semiconductor Co.,Ltd.				Planning, Development, Maintenance and Operation for Internal Information Systems of Lapis Semiconductor
	Lapis Semiconductor Co.,Ltd. Miyazaki Plant				Maintenance and Operation for Internal Information Systems of Lapis Semiconductor and Manufacturing of SiC
	Lapis Semiconductor Co.,Ltd. Miyazaki Plant				Maintenance and Operation for Internal Information Systems of Lapis Semiconductor

Intellectual Property

Intellectual Property Policy

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

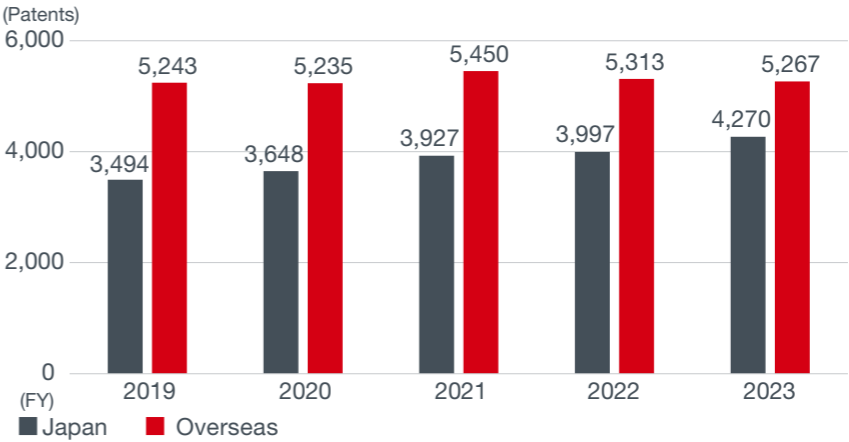
Also, the Rohm Group respects the intellectual property rights and strives to ensure that we do not infringe on the legitimate intellectual property rights of third parties.

Intellectual Property Activities and Strategy

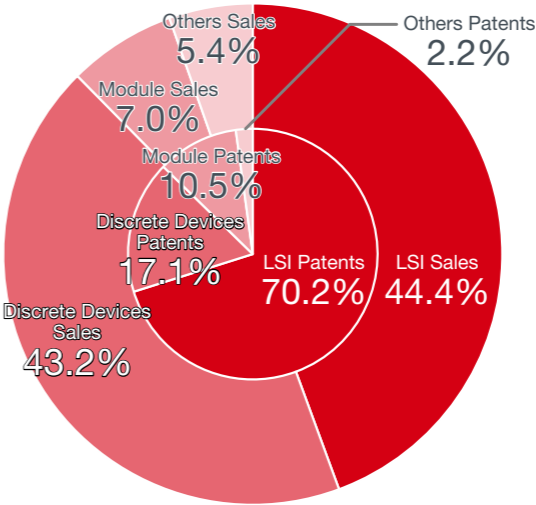
The Rohm Group is analyzing the relationship between sales and the number of patents in order to maintain an appropriate intellectual property position in the semiconductor industry. The Rohm Group sets the target number of patents and the target number of patent applications commensurate with the projected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

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

Trends in the number of registered patents.



Patent portfolio and sales by segment.

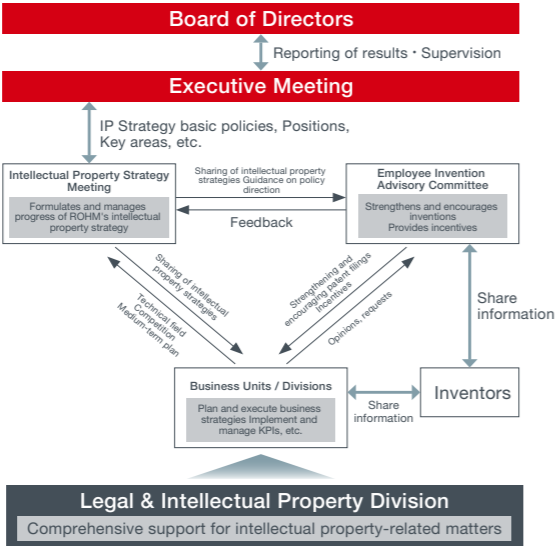


Intellectual Property

Intellectual Property Activity Promotion System

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

Intellectual property activity promotion system



Developing Human Resources to Promote Intellectual Property Activities

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



ROHM Invention Award Ceremony

Intellectual Property

History of External Awards

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

History of invention awards

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

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

ESG Data

Environment

Environment

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
ISO14001 Certified Sites(Japan)		Consolidated	%	100	100	100	100	100
ISO14001 Certified Sites(Overseas)		Consolidated	%	80	90	90	100	100

GHG Emissions

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Scope1	CO ₂ Emissions from Fuel Combustion	Consolidated	t-CO ₂	32,739	33,206	38,934	39,513	36,688
	PFC	Consolidated	GWP-t	96,813	96,773	125,246	134,198	144,083
Scope2		Consolidated	t-CO ₂	787,392	769,234	780,811	601,299	464,414
Scope3		Consolidated	t-CO ₂	6,021,451	6,170,646	8,361,894	8,146,551	6,122,363
Total		Consolidated	t-CO ₂	6,938,395	7,069,859	9,306,885	8,921,562	6,767,548

Energy Consumption

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total non-renewable energy consumption		Consolidated	MWh	1,515,142	1,480,876	1,525,665	1,259,119	917,398
Total renewable energy consumption		Consolidated	MWh	30,547	70,020	113,336	396,493	700,097

Water Usage

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total municipal water supplies (or from other water utilities) (a)		Consolidated	1000m ³	5,424	5,993	6,515	6,423	6,264
Fresh surface water (lakes, rivers, etc.) (b)		Consolidated	1000m ³	724	727	822	875	934
Fresh groundwater (c)		Consolidated	1000m ³	4,932	4,366	4,443	4,447	4,390
Total net fresh water consumption [(a)+(b)+(c)-(d)]		Consolidated	1000m ³	1,636	1,701	1,643	1,506	1,707

Water Discharge

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total (d)		Consolidated	1000m ³	9,444	9,385	10,137	10,240	9,881
Freshwater surface water intake		Consolidated	1000m ³	3,581	3,657	4,035	4,075	3,651
Wastewater discharged into rivers and lakes		Consolidated	1000m ³	5,863	5,727	6,102	6,165	6,230

Total Pure Water Consumption

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Ultra-pure water usage		Consolidated	1000m ³	6,480	6,269	6,946	6,784	6,140

Waste

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total waste disposed		Consolidated	t	14,076	13,775	17,175	16,720	14,606
Waste landfilled		Consolidated	t	571	432	362	326	205
Waste recycled		Consolidated	t	13,505	13,343	16,813	16,394	14,401
Rate of waste recycled		Consolidated	%	95.9	96.9	97.9	98.0	98.6

Environment

Hazardous waste (Specifically Controlled Industrial Waste in Japan)

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total waste disposed	Consolidated	t	3,177	3,432	4,570	4,447	3,829
Waste landfilled	Consolidated	t	3	2	2	2	1
Waste recycled	Consolidated	t	3,174	3,430	4,568	4,445	3,828
Rate of waste recycled	Consolidated	%	99.9	99.9	99.9	99.9	99.9

Chemicals

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
VOC	Consolidated	t	125	127	138	136	103
NOx	Consolidated	t	20	18	22	25	20
SOx	Consolidated	t	16	14	7	10	8

Environmental Label

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Products with environmental labeling (own label)	Consolidated	%	100	100	100	100	100

Environmental Violation

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
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	FY2019	FY2020	FY2021	FY2022	FY2023
Economic Benefits	Environmental Conservation Costs		Consolidated	Millions of Yen	769	2,032	4,041	376	793
	Resource Recycling Costs		Consolidated	Millions of Yen	1,929	2,040	2,635	3,117	3,138
	Total Costs		Consolidated	Millions of Yen	2,698	4,072	6,676	3,493	3,931
Costs	Pollution Prevention Cost	Investments	Consolidated	Millions of Yen	522	529	819	1,301	689
		Expenditure	Consolidated	Millions of Yen	1,766	1,840	2,289	2,621	2,593
	Global Environmental Conservation Cost	Investments	Consolidated	Millions of Yen	637	462	2,227	2,134	1,323
		Expenditure	Consolidated	Millions of Yen	186	102	165	262	1,755
	Resource Recycling Costs	Investments	Consolidated	Millions of Yen	13	0	570	337	863
		Expenditure	Consolidated	Millions of Yen	612	614	863	722	665
	Administration Cost	Investments	Consolidated	Millions of Yen	9	3	91	3	14
		Expenditure	Consolidated	Millions of Yen	377	403	478	454	475
	Social Activity Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	3	9	6	3	6
	Environmental Remediation Cost	Investments	Consolidated	Millions of Yen	0	0	0	0	0
		Expenditure	Consolidated	Millions of Yen	0	1	0	0	0
	Others	Investments	Consolidated	Millions of Yen	0	0	46	1	0
		Expenditure	Consolidated	Millions of Yen	22	58	77	66	60
	Total	Investments	Consolidated	Millions of Yen	1,180	994	3,753	3,775	2,889
		Expenditure	Consolidated	Millions of Yen	2,965	3,026	3,877	4,128	5,554

Social

Employee Demographics

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated	Male	Consolidated	Person	-	15,950	16,727	17,125	16,862
	Female	Consolidated	Person	-	6,420	6,674	6,629	6,457
	Total	Consolidated	Person	-	22,370	23,401	23,754	23,319
	Percentage of women	Consolidated	%	-	28.7	28.5	27.9	27.7
ROHM	Male	ROHM	Person	2,497	2,700	2,779	2,917	3,085
	Female	ROHM	Person	679	748	767	786	817
	Total	ROHM	Person	3,176	3,448	3,546	3,703	3,902
	Percentage of women	ROHM	%	21.4	21.7	21.6	21.2	20.9
Business Sectors (excluding administrative and clerical positions)	Male	ROHM	Person	-	-	2,283	2,397	2,507
	Female	ROHM	Person	-	-	492	503	512
	Percentage of women	ROHM	%	-	-	17.7	17.3	17.0
Engineers (STEM-related positions)	Male	ROHM	Person	-	-	2,145	2,144	2,247
	Female	ROHM	Person	-	-	139	124	152
	Percentage of women	ROHM	%	-	-	6.1	5.5	6.3

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated number of employees (by area)	Japan	Consolidated	Person	5,427	5,844	6,015	6,262	6,575
	Asia	Consolidated	Person	15,592	15,988	16,816	16,846	16,016
	America	Consolidated	Person	196	176	185	183	156
	Europe	Consolidated	Person	372	362	385	463	572
	Number of consolidated non-Japanese employees	Consolidated	Person	16,365	16,402	17,242	17,354	16,606
Temporary Employees (Agency Worker, Part-time Worker, Fixed-term Contract Employees etc.)	Japan	ROHM	Person	170	200	258	332	341
	Japan	Consolidated (Japan)	Person	71	582	635	700	722
	Asia	Consolidated	Person	544	127	183	49	32
	America	Consolidated	Person	3	2	4	2	0
	Europe	Consolidated	Person	15	6	5	4	7
	Total	Consolidated	Person	1,454	1,608	1,089	1,087	1,102

Social

Management Demographics

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total number of employees in management positions	Male	Consolidated	Person	1,454	1,608	1,089	1,134	1,205
	Female	Consolidated	Person	187	186	131	163	180
	Total	Consolidated	Person	1,641	1,794	1,220	1,297	1,385
	Percentage of women	Consolidated	%	11.4	10.4	10.7	12.6	13.0
Total number of employees in management positions	Male	ROHM	Person	415	449	303	324	363
	Female	ROHM	Person	3	3	3	3	6
	Total	ROHM	Person	418	452	306	327	369
	Percentage of women	ROHM	%	0.7	0.7	1.0	0.9	1.6
Junior management level positions	Male	Consolidated	Person	-	-	902	925	915
	Female	Consolidated	Person	-	-	126	149	159
	Total	Consolidated	Person	-	-	1,028	1,074	1,074
	Percentage of women	Consolidated	%	-	-	12.3	13.9	14.8
Junior management level positions	Male	ROHM	Person	384	403	215	247	245
	Female	ROHM	Person	3	3	2	2	4
	Total	ROHM	Person	387	406	217	249	249
	Percentage of women	ROHM	%	0.8	0.7	0.9	0.8	1.6
Management (department head class)	Male	Consolidated	Person	-	-	187	209	290
	Female	Consolidated	Person	-	-	5	14	21
	Total	Consolidated	Person	-	-	192	223	311
	Percentage of women	Consolidated	%	-	-	2.6	6.3	6.8
Management (department head class)	Male	ROHM	Person	34	48	88	77	118
	Female	ROHM	Person	0	0	1	1	2
	Total	ROHM	Person	34	48	89	78	120
	Percentage of women	ROHM	%	0	0	1.1	1.3	1.7

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Management (business units only)	Male	ROHM	Person	-	-	230	247	232
	Female	ROHM	Person	-	-	0	0	0
	Total	ROHM	Person	-	-	230	247	232
	Percentage of women	ROHM	%	-	-	0	0	0
Management (STEM Positions)	Male	ROHM	Person	-	-	193	219	202
	Female	ROHM	Person	-	-	0	0	0
	Total	ROHM	Person	-	-	193	219	202
	Percentage of women	ROHM	%	-	-	0	0	0
Executive (Consolidated)	Male	Consolidated	Person	46	50	53	58	55
	Female	Consolidated	Person	4	3	3	3	3
	Total	Consolidated	Person	50	53	56	61	58
	Percentage of women	Consolidated	%	8.0	5.7	5.4	4.9	5.2
Executive (ROHM)	Male	ROHM	Person	11	11	10	11	11
	Female	ROHM	Person	1	1	1	2	2
	Total	ROHM	Person	12	12	11	13	13
	Percentage of women	ROHM	%	8.3	8.3	9.1	15.4	15.4
Next-generation management (Consolidated)	Male	Consolidated	Person	-	-	-	1,182	1,289
	Female	Consolidated	Person	-	-	-	151	172
	Total	Consolidated	Person	-	-	-	1,333	1,461
	Percentage of women	Consolidated	%	-	-	-	11.3	11.8
Next-generation management (ROHM)	Male	ROHM	Person	-	-	-	390	491
	Female	ROHM	Person	-	-	-	23	36
	Total	ROHM	Person	-	-	-	413	527
	Percentage of women	ROHM	%	-	-	-	5.6	6.8

Social

Recruitment

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of new employees (total)		ROHM	Person	186	130	207	269	249
Number of new graduates employed	Total	ROHM	Person	172	111	131	180	163
	Male	ROHM	Person	111	83	95	137	130
	Female	ROHM	Person	61	28	36	43	33
Item		SCOPE	Unit	2019/4~2020/3	2020/4~2021/3	2021/4~2022/3	2022/4~2023/3	2023/4~2024/3
Number of mid-career hires	Total	ROHM	Person	14	19	76	89	86
	Male	ROHM	Person	12	18	69	81	77
	Female	ROHM	Person	2	1	7	8	9
	Management-level hires	ROHM	Person	2	2	5	3	2
Percentage of mid-career hires		ROHM	%	7.5	14.6	36.7	33.1	34.5
Number of mid-career hires by age group	Under 29 years old	ROHM	Person	2	3	21	23	34
	30 - 39 years old	ROHM	Person	6	8	39	43	35
	40 - 49 years old	ROHM	Person	3	4	11	19	16
	Above 50 years old	ROHM	Person	3	4	5	4	1

Average Years of Service

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Average Years of Service	Male	Consolidated	Years	-	-	-	13.1	13.7
	Female	Consolidated	Years	-	-	-	10.9	11.5
	Total	Consolidated	Years	-	-	-	12.4	13.1
Average Years of Service	Male	ROHM	Years	15.7	15.7	15.9	15.7	15.6
	Female	ROHM	Years	10.0	10.9	11.4	11.8	12.4
	Total	ROHM	Years	15.0	14.7	14.9	14.9	14.9

Age Groups

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of employees by age group	Under 30 years old	Consolidated	%	-	27.7	28.4	31.4	29.1
	31 - 50 years old	Consolidated	%	-	62.3	60.9	56.9	58.1
	Above 51 years old	Consolidated	%	-	10.0	10.7	11.7	12.8
Average age (ROHM)	Male	ROHM	Age	41.3	42.2	42.5	42.5	42.4
	Female	ROHM	Age	35.0	35.9	36.4	36.8	37.4
	Total	ROHM	Age	40.3	40.9	41.2	41.3	41.4
Average age (consolidated)	Male	Consolidated	Age	-	36.8	37.4	37.9	38.7
	Female	Consolidated	Age	-	33.9	34.2	35.0	35.5
	Total	Consolidated	Age	-	36.0	36.5	37.1	37.7

People with Disabilities

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of employees with disabilities	Consolidated(Japan)	%	2.33	2.33	2.30	2.38	2.27

* The employment rate as of March 2023 was 2.29% 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	FY2019	FY2020	FY2021	FY2022	FY2023
Executive level ^{*2} (base salary only)	Male	ROHM	Yen	32,836,620	27,770,004	26,791,380	24,582,406	28,235,916
	Female	ROHM	Yen	-	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Executive level ^{*2} (base salary + other cash incentives)	Male	ROHM	Yen	38,399,905	31,331,070	32,698,708	36,015,551	41,473,942
	Female	ROHM	Yen	-	0	0	0	0
	Difference Ratio ^{*3}	ROHM	%	-	-	-	-	-
Management level (base salary only)	Male	ROHM	Yen	7,922,556	7,843,080	7,823,748	8,238,501	9,723,126
	Female	ROHM	Yen	7,080,000	7,260,000	7,054,800	7,714,420	9,788,307
	Difference Ratio ^{*3}	ROHM	%	89	93	90	94	101
Management level (base salary + other cash incentives)	Male	ROHM	Yen	12,987,884	12,509,578	12,700,961	13,598,578	14,283,520
	Female	ROHM	Yen	10,998,797	11,621,317	11,349,353	12,898,770	14,033,497
	Difference Ratio ^{*3}	ROHM	%	85	93	89	95	98
Non-managerial level (base salary only)	Male	ROHM	Yen	5,475,650	5,549,082	5,545,128	5,653,390	6,073,645
	Female	ROHM	Yen	3,122,662	3,306,399	3,427,186	3,603,169	4,040,877
	Difference Ratio ^{*3}	ROHM	%	57	60	62	64	67
Non-managerial (career-track) level (base salary only)	Male	ROHM	Yen	-	-	-	5,676,132	6,098,718
	Female	ROHM	Yen	-	-	-	4,412,327	4,915,363
	Difference Ratio ^{*3}	ROHM	%	-	-	-	78	81
Non-managerial (general staff) level (base salary only)	Male	ROHM	Yen	3,953,469	3,856,735	3,831,094	3,041,309	3,538,758
	Female	ROHM	Yen	3,908,415	3,922,789	3,831,094	3,085,983	3,395,412
	Difference Ratio ^{*3}	ROHM	%	99	102	100	102	96
Average benefit amount during the year - full-time employees		ROHM	Yen	7,602,976	7,500,300	7,712,674	8,563,727	8,920,579
CEO Pay ratio			Times	-	-	-	14.7	10.4

*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	2019/4~ 2020/3	2020/4~ 2021/3	2021/4~ 2022/3	2022/4~ 2023/3	2023/4~ 2024/3
Turnover rate		Consolidated	%	9.3	5.8	7.4	8.7	7.7
Number of Turnover Employee	Male	ROHM	Person	86	52	73	94	86
	Female	ROHM	Person	39	13	23	36	23
	Total	ROHM	Person	125	65	96	130	109
Number of Turnover Employee for personal Reasons	Male	ROHM	Person	86	48	67	76	66
	Female	ROHM	Person	37	13	22	33	18
	Total	ROHM	Person	123	61	89	109	84
Turnover rate for employees leaving for personal reasons ^{*4}	Total	ROHM	%	98.4	93.8	92.7	96.5	91.3

*4. Formula: Number of employees who left for personal reasons ÷ Number of all employees who left (non-consolidated)

Social

Uptake of Available Systems

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of annual paid leave taken		ROHM	%	81.9	63.3	72.9	80.1	81.7
Average number of days of annual paid leave taken		ROHM	Days	-	-	14	15	15.2
Number maternity leave		ROHM	Person	69	68	53	44	34
Number of employees using the parental leave system	Male	ROHM	Person	8	17	35	48	55
	Female	ROHM	Person	62	48	52	47	35
	Total	ROHM	Person	70	65	87	95	90
Acquisition rate of childcare leave	Male	ROHM	%	6.4	15.4	30.2	42.9	55.6
	Female	ROHM	%	100	100	100	100	100
Return to work rate for childcare leave		ROHM	%	89.8	91.7	96.6	97.8	98.9
Childcare leave retention rate		ROHM	%	98.0	97.1	94.4	88.9	96.3
Number of childcare short-time work system users		ROHM	Person	115	119	147	150	153
Number of caregivers who have acquired leisure time		ROHM	Person	4	1	2	21	32

Unions

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of employees covered by collective agreements	ROHM	%	74	75	67	75	72
Percentage of workers belonging to a union	ROHM	%	100	100	100	100	100

Working Hours

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total annual actual working hours per person	ROHM	Hours	1,822.2	2,110.0	2,075.2	1,992.4	1,983.9
Monthly overtime hours per person	ROHM	Hours	18.0	17.1	23.1	20.8	16.4

Engagement

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
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	FY2019	FY2020	FY2021	FY2022	FY2023
Average annual educational development hours per person	ROHM	Hours	-	-	12.7	13.2	9.6
Average annual educational development cost per person	ROHM	Yen	-	-	23,000	40,118	33,142
Average annual educational development hours per person	Consolidated	Hours	-	-	-	-	-
Average annual educational development cost per person	Consolidated	Yen	-	-	-	12,471	14,023

Safety Management System

Item		SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of ISO 45001 certified locations	Japan	ROHM	Company	15	15	16	16	16
	Overseas	ROHM	Company	7	7	7	9	9
Rate of ISO45001 certification		Consolidated	%	96	92	96	100	100

Health Management

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Periodic Health Examination Attendance Rate	ROHM	%	100	100	100	100	100
Percentage of people receiving periodic health checkups with findings	ROHM	%	56.7	57.0	50.8	60.1	58.5
Percentage of persons requiring periodic health checkups who visited a medical institution	ROHM	%	97.4	98.8	96.2	96.4	96.1
Percentage of persons maintaining an appropriate weight(BMI 18.5-25)	ROHM	%	71.4	70.7	70.3	78.6	73.2
Percentage of employees who are regular exercisers ⁶	ROHM	%	24.5	28.7	31.7	37.0	38.0
Ratio of employees who are well rested through sleep	ROHM	%	60.1	64.4	66.1	63.1	58.7
Ratio of employees at risk for blood pressure ⁷	ROHM	%	0.5	0.1	0.3	0.3	0.4
Ratio of employees considered to be at risk for blood sugar ⁸	ROHM	%	0.1	0.2	0.3	0.4	0.5
Ratio of employees with poorly controlled diabetes ⁹	ROHM	%	0	0.7	0.7	0.3	0.3
Ratio of employees with metabolic syndrome	ROHM	%	9.1	11.6	10.3	12.1	12.9
Percentage of employees receiving specific health guidance for those eligible for guidance	ROHM	%	99.5	99.5	98.5	98.5	93.4
Percentage of habitual drinkers ¹⁰	ROHM	%	12.6	11.9	12.4	16.5	15.1
Presenteeism ¹¹	ROHM	FY2022: Thousands of Yen FY2023: %	-	-	-	914.8	36.2
Abenteeism ¹²	ROHM	Days	-	-	-	2.4	2.2

*6. Percentage of employees who exercise twice 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. Calculated using the WHO-HPQ stress check survey. Number of employees: 3943; Number of responses: 3859; Response rate: 97.8%
*12. Calculated using the average number of days off per employee due to illness. Number of employees: 4023 (as of the end of March 2024). Response rate: 100

Social

Accidents and Diseases

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of occupational accidents	ROHM	Number	1	3	0	0	5
	Consolidated	Number	1	5	6	2	8
	Contracting companies (Consolidated)	Number	1	1	2	0	2
Number of lost time injuries	ROHM	Number	0	0	0	0	0
	Consolidated	Number	0	1	2	1	6
	Contracting companies (Consolidated)	Number	1	1	1	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	0.041	0.037	0.018	0.116
Accident Intensity Rate	Consolidated	%	0	0.00114	0.00159	0.00021	0.00215

Stress Check

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Stress check examination rate	ROHM	%	96.4	96.6	98.3	94.8	97.8

Privacy Information

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of serious complaints	ROHM	Number	0	0	0	0	0

Social Contribution Spending, Political Expenditures

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Charitable donations	ROHM	Millions of Yen	-	-	459.7	363.9	379.8
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	1.51	0.90	2.20	0.63	1.68
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 2020	June 2021	June 2022	June 2023	June 2024
Directors	Total ^{*13}		ROHM	Person	11	11	13	13	14
		Independent Directors ^{*13}	ROHM	Person	5	5	7	7	7
		Female Directors ^{*13}	ROHM	Person	1	1	2	2	2
		Directors Who Are From the Other Countries ^{*13}	ROHM	Person	0	0	1	1	1
		Senior Managing Directors ^{*13}	ROHM	Person	0	0	0	0	0
		Part-time Directors ^{*13}	ROHM	Person	0	0	0	0	0
	Average Age ^{*14}		ROHM	Age	59.5	60.2	61.0	61.8	61.5
	Enrollment Period in CEO ^{*15}		ROHM	Years	0	1	2	3	4
Audit & Supervisory Board Members	Total ^{*13}		ROHM	Person	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}
		Full-time Company Auditors ^{*13}	ROHM	Person	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}
		Outside Company Auditors ^{*13}	ROHM	Person	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}
Average Enrollment Period in Directors ^{*17}			ROHM	Years	4.2	4.0	4.2	3.8	4.5
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	FY2019	FY2020	FY2021	FY2022	FY2023
Holding Frequency of Board Meetings (Times/Year)	ROHM	Number	16	15	15	15	15
Average Percentage of Attendance of Independent Directors	ROHM	%	100	98.7	100	100	100
Average Percentage of Attendance of Independent Audit & Supervisory Board Members	ROHM	%	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}	0 ^{*16}
Holding Frequency of Supervisory Board Meetings and Audit and Supervisory Board Meetings (Times/Year)	ROHM	Number	16	14	15	15	15
Average percentage of attendance of Independent Audit & Supervisory Board Members and directors (Audit and Supervisory Board Members)	ROHM	%	100	100	100	100	100

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

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

*12. 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)

*13. 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.

*14. 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	FY2019	FY2020	FY2021	FY2022	FY2023
Internal Reporting / Whistle-blowing		Consolidated (Japan)	Number	17	10	5	15	28
		Consolidated	Number	-	-	-	-	55
		Supplier	Number	0	0	0	0	0
Cease and Desist Noticeby the Government Offices Concerned		ROHM	Number	0	0	0	0	0
Business Suspicion by Scandals		ROHM	Number	0	0	0	0	0
Criminal Accusation over Accidents about Compliance		Consolidated	Number	0	0	0	0	0
	Exposing Price Cartels	Consolidated	Number	0	0	0	0	0
	Exposing Corruption	Consolidated	Number	0	0	0	0	0
	Exposing Other Problems	Consolidated	Number	0	0	0	0	0


Compliance Education


Item			SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Compliance Seminars for Directors(Times/Year)			ROHM	Number	1	1	1	1	1
Number of Compliance Seminars for Employees(Times/Year)			ROHM	Number	8	9	5	9	7
			Consolidated	Number	1	1	1	1	2
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


Appendix

GRI 

ISO26000 

UNGC 

SASB 

Editorial Policies 

GRI content index

This page has been prepared in accordance with the GRI Standards: Core option.

1. Universal Standards

Items	Index	Location
GRI 2: General Disclosures		
1. The organization and its reporting practices		
2-1	Organizational details	🔗 Corporate Data
		🔗 Sales & Support
2-2	Entities included in the organization's sustainability reporting	🔗 Financial Report
		🔗 Sales & Support
2-3	Reporting period, frequency and contact point	🔗 Download for Latest IR Documents
		🔗 Editorial Policies
		🔗 Contact Us
2-4	Restatements of information	-
2-5	External assurance	🔗 Independent Verification of Environmental Data
2. Activities and workers		
2-6	Activities, value chain and other business relationships	🔗 Corporate Data
		🔗 ROHM Group's Sustainability
		🔗 Supply Chain Overview
		🔗 Sales & Support
		🔗 ESG Data
2-7	Employees	🔗 ESG Data
2-8	Workers who are not employees	-
3. Governance		
2-9	Governance structure and composition	🔗 Corporate Governance System
		🔗 Sustainability Management System
		🔗 ROHM's Corporate Governance Policy
		🔗 Corporate Governance Report
2-10	Nomination and selection of the highest governance body	🔗 Corporate Governance System 🔗 Corporate Governance Report
2-11	Chair of the highest governance body	🔗 ROHM's Corporate Governance Policy
2-12	Role of the highest governance body in overseeing the management of impacts	🔗 ROHM's Corporate Governance Policy

Items	Index	Location
2-13	Delegation of responsibility for managing impacts	🔗 Sustainability Management System
		🔗 ROHM's Corporate Governance Policy
2-14	Role of the highest governance body in sustainability reporting	🔗 Sustainability Management System
2-15	Conflicts of interest	-
2-16	Communication of critical concerns	🔗 Risk Management
2-17	Collective knowledge of the highest governance body	🔗 Business Foundation
		🔗 Corporate Governance Report
2-18	Evaluation of the performance of the highest governance body	🔗 Remuneration
		🔗 Corporate Governance Report
2-19	Remuneration policies	🔗 Financial Report
		🔗 Corporate Governance Report
		🔗 Remuneration
2-20	Process to determine remuneration	🔗 Remuneration
2-21	Annual total compensation ratio	-
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	🔗 Sustainability Commitment
2-23	Policy commitments	🔗 ROHM Group Business Conduct Guidelines
2-24	Embedding policy commitments	🔗 Sustainability Management System
2-25	Processes to remediate negative impacts	🔗 Compliance
		🔗 Human Rights
2-26	Mechanisms for seeking advice and raising concerns	🔗 Compliance
2-27	Compliance with laws and regulations	🔗 ESG Data
2-28	Membership associations	🔗 Participation in Initiatives, External Evaluation
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	🔗 ROHM Group's Sustainability
		🔗 Communication with Stakeholders
		🔗 Strengthening Employee Engagement
		🔗 Working Together with Suppliers
2-30	Collective bargaining agreements	🔗 ESG Data

GRI content index

2. Topic-specific Standards - Economic

Items	Index	Location
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	📄 Financial Report
		📄 ROHM Group's Social Contribution
		📄 ESG Data
201-2	Financial implications and other risks and opportunities due to climate change	📄 Financial Report
		📄 The ROHM Group Environmental Vision 2050
		📄 Disclosure Based on the TCFD Framework
201-3	Defined benefit plan obligations and other retirement plans	📄 Financial Report
201-4	Financial assistance received from government	-
GRI 202: Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	📄 ROHM Group's Social Contribution
203-2	Significant indirect economic impacts	-
GRI 204: Procurement Practices		
204-1	Disclosure 204-1 Proportion of spending on local suppliers	📄 Working Together with Suppliers

Items	Index	Location
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	📄 Compliance
		📄 ROHM Group Business Conduct Guidelines
		📄 ESG Data
205-3	Confirmed incidents of corruption and actions taken	-
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax		
207-1	Approach to tax	📄 Tax Policy
207-2	Tax governance, control, and risk management	📄 Tax Policy
207-3	Stakeholder engagement and management of concerns related to tax	-
207-4	Country-by-country reporting	-

GRI content index

2. Topic-specific Standards - Environmental

Items	Index	Location
GRI 301: Materials		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
GRI 302: Energy		
302-1	Energy consumption within the organization	② Reduction of Energy Consumption ② ESG Data
302-2	Energy consumption outside of the organization	② Reduction of Energy Consumption ② Reduction of GHG Emissions ② Achievements and Future Plans for Renewable Energy Installations
302-3	Energy intensity	② ESG Data
302-4	Reduction of energy consumption	② ESG Data ② Reduction of Energy Consumption
302-5	Reductions in energy requirements of products and services	② Reduction of GHG Emissions ② Reduction of Energy Consumption ② Achievements and Future Plans for Renewable Energy Installations
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	-
303-2	Management of water discharge-related impacts	-
303-3	Water withdrawal	② ESG Data
303-4	Water discharge	② ESG Data
303-5	Water consumption	② ESG Data
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-

Items	Index	Location
304-2	Significant impacts of activities, products, and services on biodiversity	② Biodiversity Conservation
304-3	Habitats protected or restored	② Biodiversity Conservation ② Certification for Biodiversity Conservation
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	② ESG Data
305-2	Energy indirect (Scope 2) GHG emissions	② ESG Data
305-3	Other indirect (Scope 3) GHG emissions	② ESG Data
305-4	GHG emissions intensity	② Reduction of GHG Emissions
305-5	Reduction of GHG emissions	② Reduction of GHG Emissions
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	② ESG Data
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	-
306-2	Management of significant waste-related impacts	② Waste Management
306-3	Waste generated	② ESG Data
306-4	Waste diverted from disposal	② ESG Data
306-5	Waste directed to disposal	② ESG Data
GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	② Environmental Pollution Prevention
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	② Working Together with Suppliers
308-2	Negative environmental impacts in the supply chain and actions taken	② Working Together with Suppliers

GRI content index

2. Topic-specific Standards - Social

Items	Index	Location
GRI 401: Employment		
401-1	New employee hires and employee turnover	⌚ ESG Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	⌚ ESG Data
GRI 402: Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	-
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	⌚ Ensuring the Health and Safety of Employees
403-2	Hazard identification, risk assessment, and incident investigation	⌚ Ensuring the Health and Safety of Employees
403-3	Occupational health services	⌚ Ensuring the Health and Safety of Employees
403-4	Worker participation, consultation, and communication on occupational health and safety	⌚ Ensuring the Health and Safety of Employees
403-5	Worker training on occupational health and safety	⌚ Ensuring the Health and Safety of Employees
403-6	Promotion of worker health	⌚ Ensuring the Health and Safety of Employees
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	⌚ Ensuring the Health and Safety of Employees
403-8	Workers covered by an occupational health and safety management system	-
403-9	Work-related injuries	⌚ Ensuring the Health and Safety of Employees
403-10	Work-related ill health	-
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	⌚ ESG Data
404-2	Programs for upgrading employee skills and transition assistance programs	⌚ Human Capital Development ⌚ Strengthening Employee Engagement
404-3	Percentage of employees receiving regular performance and career development reviews	-

Items	Index	Location
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	⌚ Diversity Development ⌚ ESG Data
405-2	Ratio of basic salary and remuneration of women to men	⌚ ESG Data
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	⌚ Human Rights
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	⌚ Prevention of Child Labor and Forced Labor
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	⌚ Prevention of Child Labor and Forced Labor
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	⌚ Human Rights Training
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	⌚ ROHM Group's Social Contribution
413-2	Operations with significant actual and potential negative impacts on local communities	-

GRI content index

2. Topic-specific Standards - Social

Items	Index	Location
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	② Working Together with Suppliers
		② Working Together with Suppliers
414-2	Negative social impacts in the supply chain and actions taken	② CSR Procurement Self-Assessment
		② CSR Procurement Audits
GRI 415: Public Policy		
415-1	Political contributions	② ESG Data
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	② Approach to Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	② ESG Data
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	② Development of Eco-Friendly Products
417-2	Incidents of non-compliance concerning product and service information and labeling	② ESG Data
417-3	Incidents of non-compliance concerning marketing communications	② ESG Data
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	② ESG Data

ISO26000

Core Subjects	Issues	Sustainability Website
Organizational governance	1. Organizational governance	② Sustainability Management
		② Corporate Governance
		② Compliance
Human rights	1. Due diligence 2. Human rights risk situations 3. Avoidance of complicity 4. Resolving grievances 5. Discrimination and vulnerable groups 6. Civil and political rights 7. Economic, social, and cultural rights 8. Fundamental principles and rights at work	② Sustainability Management
		② Human Capital Management
		② Supply Chain Management
		② Compliance
		② Human Rights
Labour practices	1. Employment and employment relationships 2. Conditions of work and social protection 3. Social dialogue 4. Health and safety at work 5. Human development and training in the workplaces	② Sustainability Management
		② Human Capital Management
The environment	1. Prevention of pollution 2. Sustainable resource use 3. Climate change mitigation and adaptation 4. Protection of the environment, biodiversity and restoration of natural habitats	② ROHM's CSV
		② Environmental Management
		② ROHM Group's Social Contribution

Core Subjects	Issues	Sustainability Website
Fair operating practices	1. Anti-corruption 2. Responsible political involvement 3. Fair competition 4. Promoting social responsibility in the value chain 5. Respect for property rightsP50	② Supply Chain Management
		② Corporate Governance
		② Compliance
Consumer issues	1. Fair marketing, factual and unbiased information and fair contractual practices 2. Protecting consumers' health and safety 3. Sustainable consumption 4. Consumer service, support, and complaint and dispute resolution 5. Consumer data protection and privacy 6. Access to essential services 7. Education and awareness	② Supply Chain Management
		② Compliance
		② Information Security
Community involvement and development	1. Community involvement 2. Education and culture 3. Employment creation and skills development 4. Technology development and access 5. Wealth and income creation 6. Health 7. Social investment	② ROHM Group's Social Contribution

UNGC10

ROHM Group joined the membership of UN Global Compact in May 2011 and continuing to support the 10 principles.
This table compares ROHM Group's CSR activities with the Ten Principles of the Global Compact advocated by the United Nations.

Items	Principles	Sustainability Website
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human right Principle 2: make sure that they are not complicit in human rights abuses	② Sustainability Management
		② Human Capital Management
		② Supply Chain Management
		② Risk Management
		② Human Rights
		② ROHM Group's Social Contribution
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Principle 4: the elimination of all forms of forced and compulsory labour Principle 5: the effective abolition of child labour Principle 6: the elimination of discrimination in respect of employment and occupation	② Sustainability Management
		② Human Capital Management
		② Supply Chain Management
		② Human Rights
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges Principle 8: undertake initiatives to promote greater environmental responsibility Principle 9: encourage the development and diffusion of environmentally friendly technologies	② ROHM's CSV
		② Environmental Management
		② Supply Chain Management
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	② Compliance

Comparative Table with SASB Standards

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	Progress/Disclosure Location
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) Amount of total emissions from perfluorinated compounds	Metric tons (t) CO ₂ -e	(1)CO2: 36,688 t (2)Greenhouse gas: 144,083 t *Scope of calculation is the total of ROHM Group. ② ROHM Group Major ESG Data
	TS-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions,emissions reduction targets, and an analysis of performance against those targets	n/a	② The ROHM Group Environmental Vision 2050
				Initiatives to Address Environmental Issues *Refer to page 29 of the “Financial Results for FY2023 (From April 1,2023 to March 31, 2024)” document.
				② 2030 Medium-term Environmental Targets and Single-year Results
Energy Management in Manufacturing	TC-SC-130a.1	(1)Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed: ② ROHM Group Major ESG Data (2) Percentage of grid electricity:- (3) Percentage of renewable energy:40.8%
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	② ROHM Group Major ESG Data (1)11,588 (1000m³) (2)1,707 (1000m³) 5 out of 24 sites were analyzed as having high water stress 16.8% (Analysis using WRI Aqueduct as a tool)

TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	Progress/Disclosure Location
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	Total Waste Volume:3,829 t Rate of waste recycling:99.9% ② ROHM Group Major ESG Data
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	n/a	② Ensuring the Health and Safety of Employees
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	Not applicable ② GRI 403: Occupational Health and Safety
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1)16,561 people (2)71.8% ② ROHM Group Major ESG Data
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	-
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by Product category	There are no applicable products for the processor of the system. For PMICs used in processors, we have a full lineup of products, but their effectiveness varies by product.

Comparative Table with SASB Standards

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	Progress/Disclosure Location
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	n/a	② Supply Chain Management
				ROHM Group SCM Guidelines Rev.11 (202404)
				Control Standard of Chemical Substances in Products Rev.002
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	JPY	¥0 (FY2023)

Activity Metrics

CODE	ACTIVITY METRIC	UNIT OF MEASURE	Progress/Disclosure Location
TC-SC-000.A	Total production	Metric tons (t)	-
TC-SC-000.B	Percentage of production from owned facilities	%	-

Editorial Policies

Reporting Period

In principle, information displayed is from FY2023 (April 1, 2023 to March 31, 2024).

Reporting Organizations

ROHM Co., Ltd. and all companies of the ROHM Group (affiliated companies in Japan and abroad)

Boundary of the Report

- GRI Standards
- ISO26000
- SASB
- RBA Code of Conduct
- TCFD Framework

Relationship with Other Reports

Sustainability Information

- ROHM Group Sustainability Website
Comprehensive report detailing ROHM Group’s sustainability activities
- ROHM Group Integrated Report
Report on non-financial information that needs to be addressed to enhance ROHM’s corporate value

Financial Results and Financial Information

- In addition to legally required reports, ROHM publishes Annual Financial Reports and other documents that are available on its website.
- Corporate information
 - Investor relations