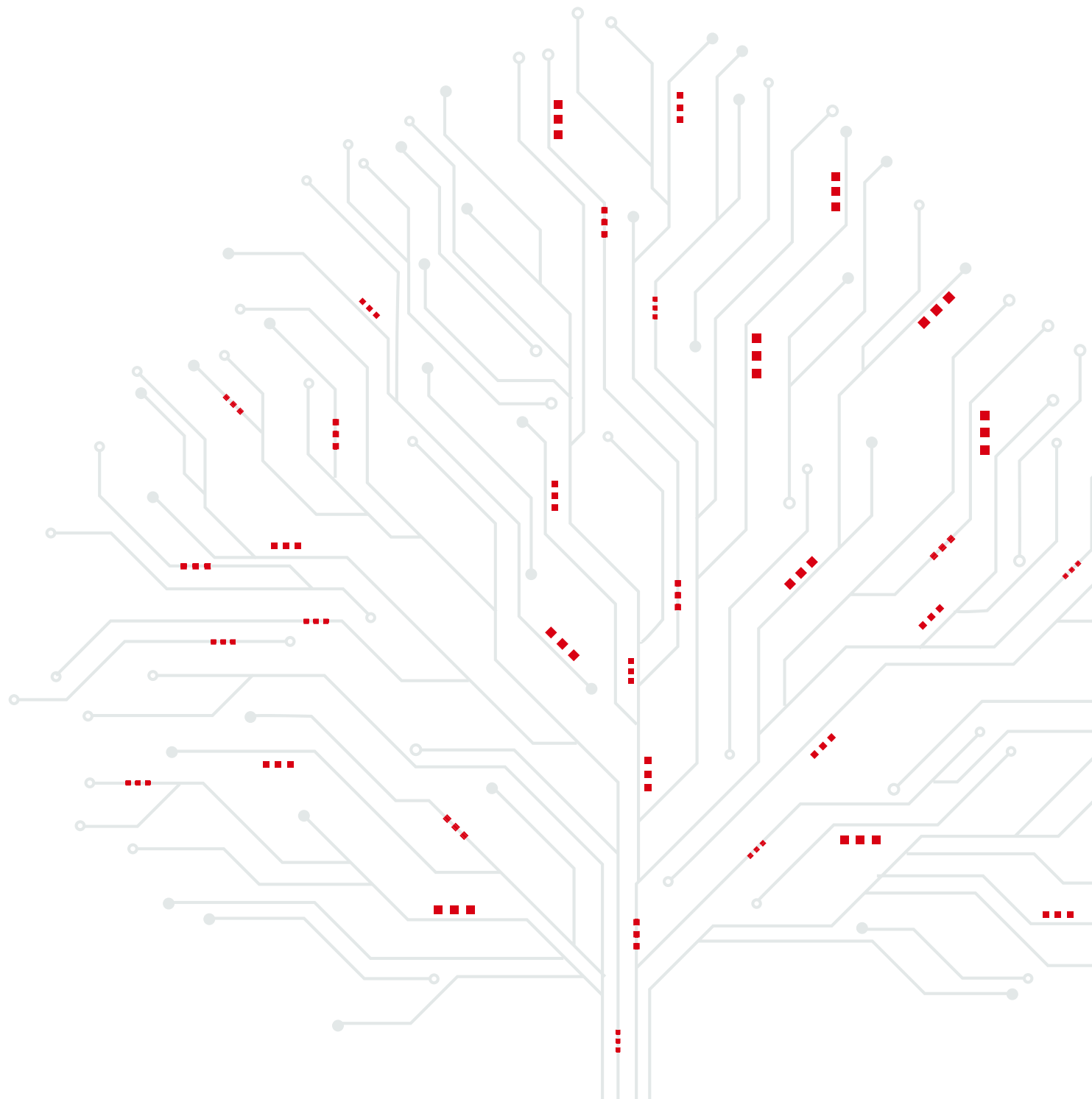




Electronics for the Future

SUSTAINABILITY REPORT 2025





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Reporting Period: FY2024 (April 1, 2024 to March 31, 2025)
*Some information after April 2025 is included.
Reporting Scope: ROHM Co., Ltd. and all companies of ROHM Group

Message from the President



ROHM has faced numerous challenges since its founding but has overcome them under the leadership of founder Kenichiro Sato. Guided by our Company Mission, we have remained committed to ‘the advancement and progress of culture,’ contributing to society through innovative products.

In light of our first loss in 12 years, I take my management responsibility very seriously and am fully committed to implementing fundamental structural reforms to restore business performance.

While striving for top-line growth, we recognize that sustainable business operations can only be achieved by securing appropriate profits. Our priority is to quickly establish a resilient management foundation that remains steady and adaptable in any business environment.

Of course, developing marketable products is essential for ensuring profitability. The electronics market is undergoing rapid technological advancements driven by generative AI, while major innovations are also expected in robotics, energy, and other sectors. Beyond these emerging areas, it is crucial to stay ahead of undiscovered growth markets by developing products that anticipate market and customer needs.

Historically, ROHM has been quick to identify customer demands and pursue innovation to meet them, leading to the creation of numerous world-first products and technologies, such as chip resistors. Through new value propositions for customers, markets, and society, ROHM has significantly contributed to the advancement and progress of culture. Supporting all of these achievements was high productivity manufacturing technology.

In this era of rapid change, we must revisit our founding principles and accelerate our transformation into a highly professional organization that leverages ROHM’s strengths – speed and a spirit of challenge. Doing so will allow us to drive the advancement and progress of culture.

Sustainability Commitment

ROHM Group’s Sustainability Management

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

ROHM’s Company Mission is to contribute to the advancement and progress of culture with quality first, and our management is based on CSV (Creating Shared Value), which aims to simultaneously solve social issues and enhance corporate value. This is also 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	<p>Secure reasonable profit through a concerted company-wide effort for a comprehensive quality assurance program.</p> <p>Develop globally leading products by improving upon technologies held by each department for continued advancement of the company.</p> <p>Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society.</p> <p>Search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity.</p>

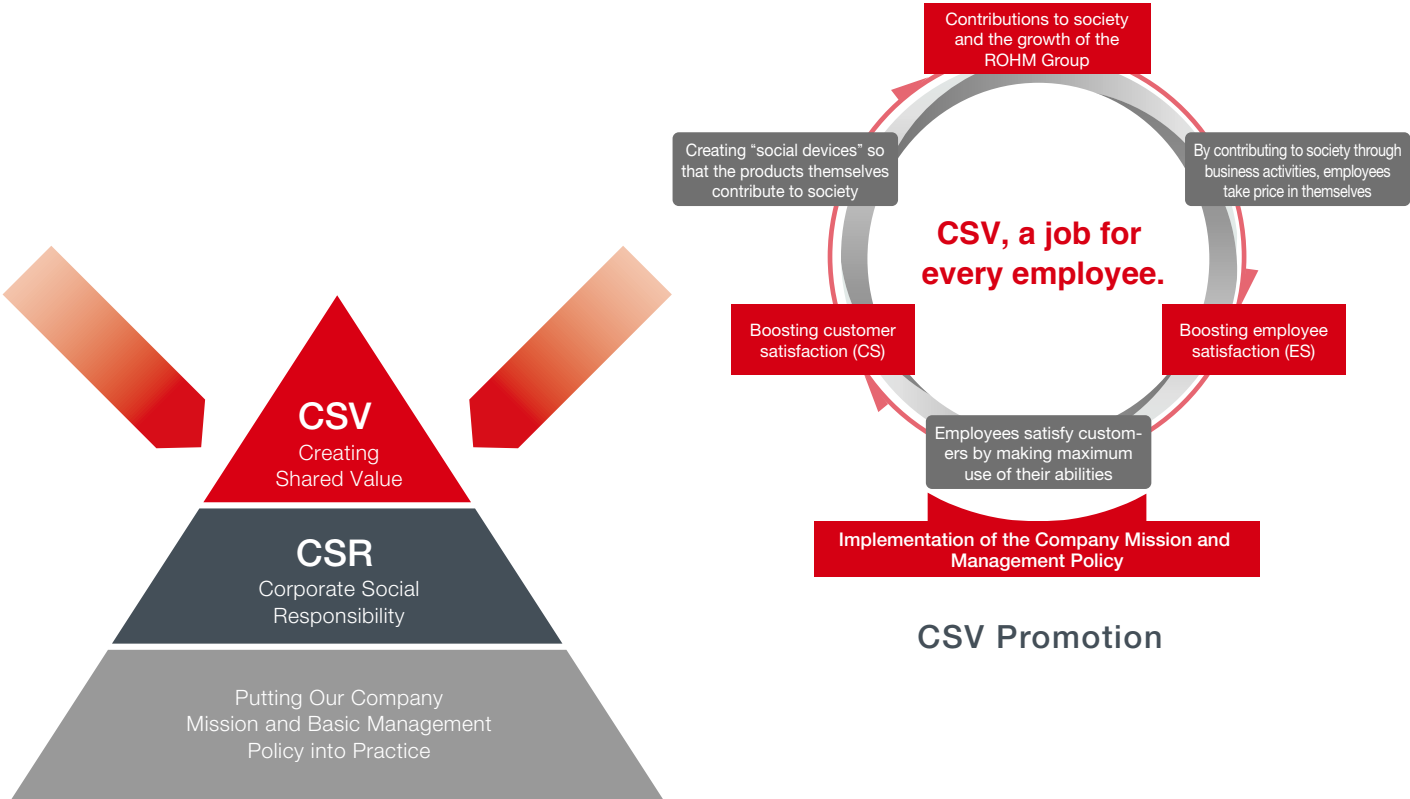
Sustainability Commitment

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.

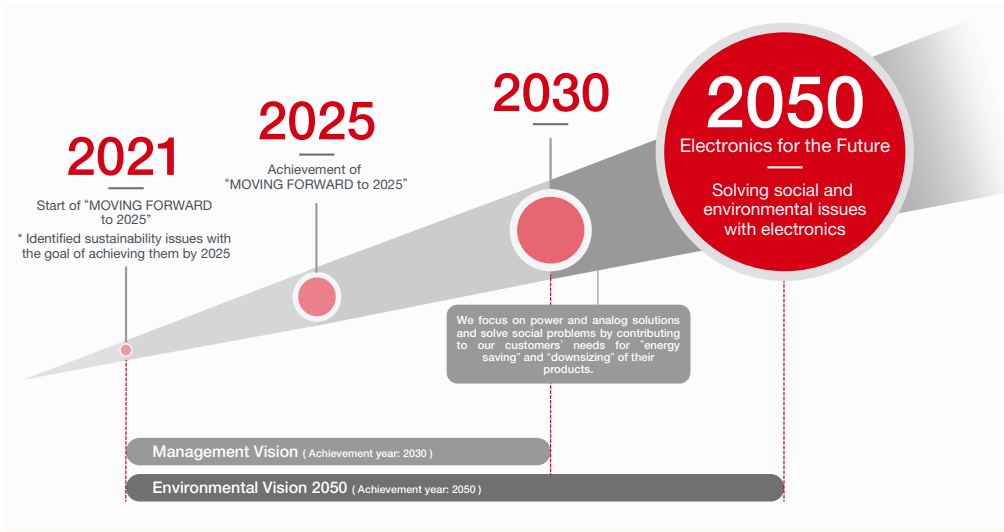
Sustainability Commitment

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 is strengthening its structure to promote sustainability management and in FY2022, we clearly separated management and executive roles. 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.

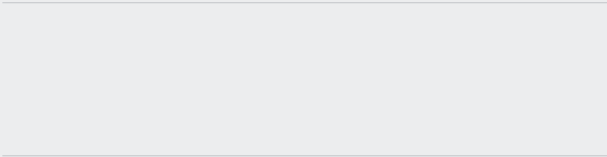
The first one is a dialogue. No matter how much the company management communicates its desire to grow the business, it will not be understood unless all employees are highly engaged. We position dialogue as the basis of human capital management so that each employee can increase engagement and demonstrate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

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) for the goods and services that a company supplies. At ROHM Group, we consider the fulfillment of both of these requirements as "corporate quality" and are committed to this pursuit on a daily basis.



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

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



Sustainability Management

ROHM Group Sustainability Policy

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

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

The deadline for achievement of SDGs by 2030 is less than 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

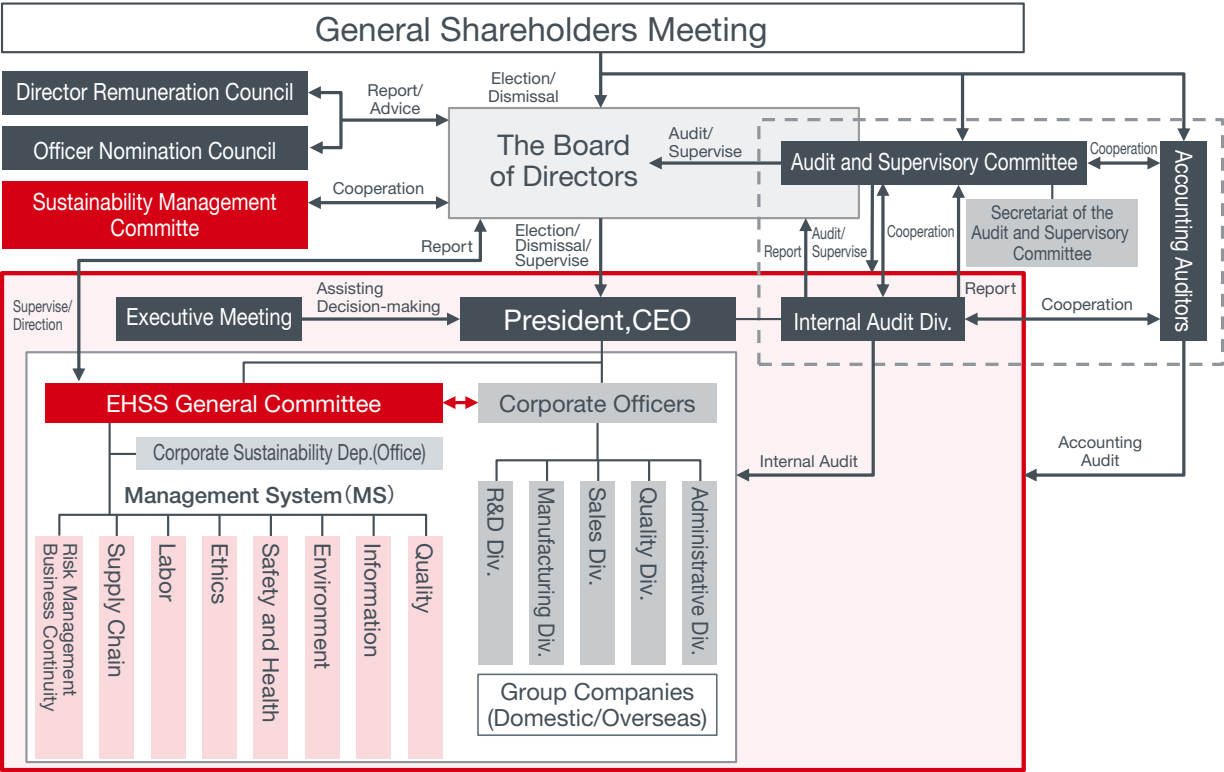
Sustainability Management System

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 eleven times to deepen discussions on sustainability issues such as TCFD, governance enhancement measures, and indicators related to human capital.

In FY2024, the Sustainability Management Committee meeting were held ten times to discuss environmental-related topics such as TCFD, product carbon footprint measures, and the introduction of internal carbon pricing (ICP), as well as various other topics including human capital management metrics, employees' well-being, and information security. Additionally, the Board of Directors discussed initiatives toward renewable energy and the human capital management story.



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

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

Sustainability Management

Management System Assurance & Operation Status

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

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

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

- [🔗 Quality Certifications](#)
- [🔗 Environmental Certifications](#)
- [🔗 Safety and Health Certifications](#)

Sustainability Priority Issues

Background of Re-identification of Sustainability Priority Issues

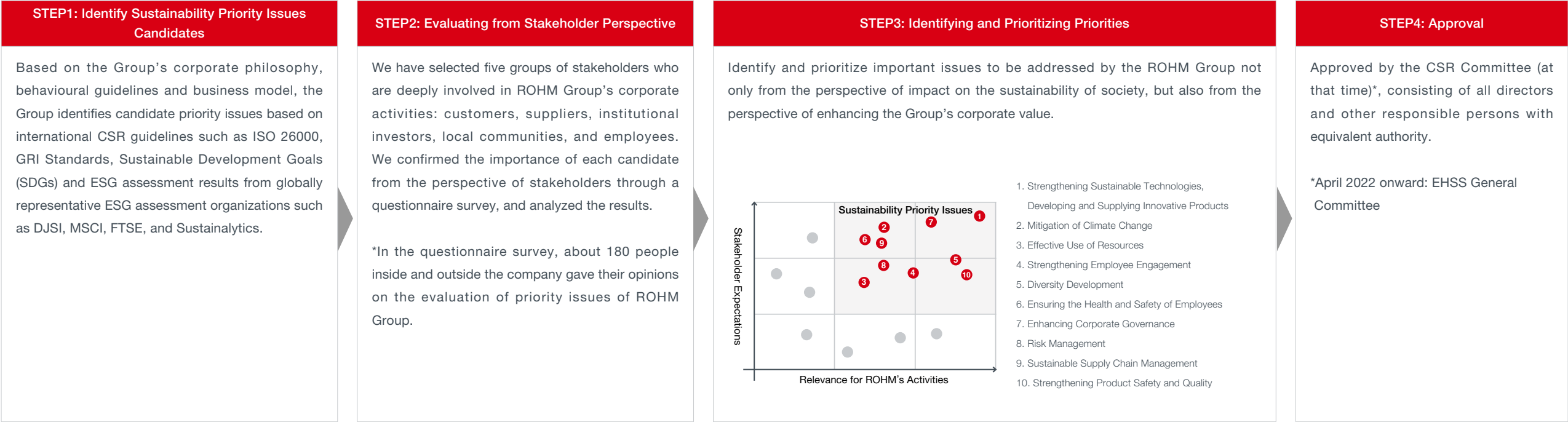
ROHM Group aims to solve environmental and social issues in the future and to be a company that continues to be chosen by stakeholders. In April 2021, we established the “ROHM Group Environmental Vision 2050” and declared our commitment to carbon neutrality and zero emissions.

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		·Decline in sales due to stagnation in development of products that contribute to energy saving and miniaturization ·Intensifying competition in the development of energy-saving and compact devices ·Decrease in market share due to rise of competition including from emerging countries ·Intensifying competition in development of energy-saving and compact devices ·Decline in quality due to failure to meet customer quality requirements	·Rising 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. ·Increase in the number of electronic components installed due to the growing need for energy saving and the increasing sophistication of electronic devices	·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
				·Minimize the burden on the global environment by contributing to the reduction of materials and waste through miniaturization of devices	Contribution by developing and supplying miniaturized products
				·Promote technological development to produce cars that do not cause traffic accidents	Contribution by developing and supplying products pursuing functional safety

Sustainability Priority Issues

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Mitigation of Climate Change	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>	·Cost increase due to introduction of carbon pricing	·Increased demand for products that help customers save energy and reduce GHG	·Develop and disseminate products and services that contribute to the realization of a low-carbon, recycling-oriented, and natural coexistence society	Reduction in GHG emission
		·Loss of reputation with customer due to inadequate response to climate change			Reduction of energy consumption
		·Damage to production facilities and production stagnation due to severe wind and flood damage			Promotion of Introduction of renewable energy
Effective Use of Resources	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>6 CLEAN WATER AND SANITATION</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	·Soaring material prices and restrictions on production activities due to resource shortages (rare metals, water, etc.)	·Cost reduction through waste reduction, recycling, and review of energy supply sources	·Build a business foundation that leads to recycling-oriented management	Effective use of water resources
					Reduction of waste
		·Increased sales volume by strengthening resilience	·Increased demand for our products due to extreme weather and other environmental changes		
		·Increased costs to strengthen measures against natural disasters			

Sustainability Priority Issues	Applicable SDGs	Risk	Opportunity	Medium-term Goal	Theme
Strengthening Employee Engagement	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>	·Due to decreased employee engagement	·Improve organizational strength by increasing employee engagement	·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
		- Decreased productivity			Enhancement of job satisfaction
		- Increased turnover			Improve employee engagement scores
Diversity Development	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>	·Due to delays in reforming outdated personnel systems and corporate culture	·Attracting and retaining excellent human resources	·Increase the number of human resources who can independently think about things from a broad perspective and create new value	Promote women's active participation
		- Low retention rates			
		- Decline in innovation			Global capacity development and personnel allocation
		- Decline in engagement and productivity	·Strengthen competitiveness by promoting diversity management		
		- Increased reputation risk			

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.	·Improve transparency of decision-making by establishing a strong governance structure	·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 INDUSTRY INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>	·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 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	·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 FY2024	FY2024 Results	Targets for FY2025
Contribution by developing energy-saving products and supplying them to the market	Achieve sales amount of 600 billion yen or more* with sales as the total amount of social contribution *Target set in 2021 as part of the Medium-Term Management Plan	480 billion yen	448 billion yen	440 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 FY2024	FY2024 Results	Targets for FY2025
Reduction in GHG emission	Reduce GHG by 50.5% in 2030 compared to FY2018	Reduction by over 1.0% (compared to previous year) Reduction by over 35.6% reduction (compared to FY2018)	Reduction by 11.2% (compared to previous year) Reduction by 42.2% (compared to FY2018)	Limit the increase to 6.8% (compared to previous year) Reduction by over 35.6% (compared to FY2018)

Theme	Targets (Target Year: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Reduction of energy consumption	Reduce per-unit emissions by 45.0% by 2030 compared to FY2018	Limit the increase to 6.9% (compared to previous year) Reduction by over 40.7% (compared to FY2018)	Reduction by 7.4% (compared to previous year) Reduction by 48.6% (compared to FY2018)	Limit the increase to 8.9% (compared to previous year) Reduction by over 44.1% (compared to FY2018)
Promotion of Introduction of renewable energy	Promote the conversion to renewable energy with the aim of achieving a 100% introduction ratio by 2050	Over 44.2%	45.5%	Over 54.0%

[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 FY2024	FY2024 Results	Targets for FY2025
Effective use of water resources	Water recovery and reuse rate by 5.5% compared to FY2019	Improve by over 0.5% (compared to previous year) Improve by over 2.9% (compared to FY2019)	Improved by 2.2% (compared to previous year) Improved by 4.6% (compared to FY2019)	Maintain FY2024 result Improve by over 4.6% compared to FY2019 results

Theme	Targets (Target Year: FY2030)		Targets for FY2024	FY2024 Results	Targets for FY2025
Reduction of waste	Aim for zero emissions (recycling rate of 99.0% or more) on a consolidated basis in Japan and overseas	Japan Consolidated	Maintain zero emissions	Zero emissions achieved	Maintain zero emissions
		Overseas consolidated	Over 95.0%	97.2%	Over 96.7%
		Domestic and Overseas	Over 98.0%	98.8%	Over 98.6%

[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 FY2024	FY2024 Results	Targets for FY2025
Foster a corporate culture that creates challenges	Establish a system to train world-class next-generation leaders and professionals	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.	·Three global trainees dispatched and coaching provided ·Three employees dispatched to MBA/MOT programs, and support system introduced for employees with advanced expertise and doctoral degrees	Build a personnel evaluation system that encourages challenges and rewards results through dialogue between management and labor unions. In addition, introduce a highly competitive personnel remuneration system that raises awareness of contributions to the company among executive employees who lead the ROHM Group.
Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	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.	Centered on the Health Up Challenge 7*1 , health promotion activities to improve presentism*2 were conducted throughout the year. The walking campaign attracted a record number of over 900 participants, and the BBQ & Walking was held for the first time in six years in cooperation with the labor union.	Through dialogue with labor unions, we will consider and implement welfare measures that are more necessary in the current environment.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Enhancement of job satisfaction	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Maximize organizational performance by establishing a structure to support the resolution of human resource issues at each headquarters.	Established a new HR organization to serve as a business partner and built a structure capable of responding quickly and in a timely manner to human resource issues in each organization.	Maintain and continue the structure created in line with the objectives.
	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	Collecting employee career plans in the core human resources system and converting relevant information into data.	Visualized management skills, language skills, and skills necessary for work in the core human resources system.	Build a company-wide succession plan from the executive level based on the visualized data.
Improve employee engagement scores	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Consider and implement measures to further improve engagement in anticipation of the third Head Office and the second group company in 2025.	Support the improvement of the organizational culture of each organization, centered on HR business partners.	Consider and implement activities that contribute to improving employee engagement at every opportunity.

*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, 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

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 FY2024	FY2024 Results	Targets for FY2025
Promote women's active participation	Increase global female manager ratio to 15.0% by 2025 and to 20.0% by 2030	13.7%	13.8%	15.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Global human capital development and personnel allocation	①Establish a human capital development system for ROHM Group	Provide career paths for growth-oriented employees and motivate them to realize life and career plans through their work.	Prepared a wide range of elective training courses, which were attended by 894 employees. We verified the effectiveness of the training using the NPS method.	In addition to the existing selective training, establish a training system that is more closely linked to business units and carefully considers the target participants and content.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2023 Results	Targets for FY2024
Global human capital development and personnel allocation	②Integrate the mixed human resources system and deploy it as a global system within the Group to promote the enhancement of career planning, appropriate human resource allocation, and the management and promotion of diverse human resources	Collecting employee career plans in the core human resources system and converting relevant information into data.	Integrated human resources core systems across multiple Japanese domestic group companies.	Aim to integrate the human resources core systems of all domestic group companies and standardize systems.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2023 Results	Targets for FY2024
Global human capital development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Visualize career paths for employees aiming to become global leaders based on the “Succession Survey” and “Next Generation Selection Program” at the Head Office.	Implemented a successor training program for high-priority positions. Ten people participated, and seven were actually appointed as department heads.	Establish company-wide talent review opportunities, visualize the status of successors for key positions, and implement systematic training plans.

[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 FY2024	FY2024 Results	Targets for FY2025
Securing a safe workplace	Achieve and maintain “0” in the number of lost time accidents in ROHM Group	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.	Number of Serious accidents: 2 (Accidents resulting in business suspension: 3)	Number of Serious accidents*: 0

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	①Establish a ROHM Group-wide health management promotion system	Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.	Set targets and implement initiatives to improve Health Up Challenge 7 at all Japanese domestic group companies.	Set targets and implement initiatives aimed at improving two or more items of the Health Up Challenge 7 at all ROHM Group companies.
	②Improved health through Health Up Challenge 7 (65% or more of employees complete at least four items)	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 48.4% or more Percentage of people who exercise regularly: 72.0% or more.	Percentage of people being well rested from sleep: 52.7% Percentage of people who exercise regularly: 70.8% or more.	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 55.7% or more Percentage of people who exercise regularly: 70.0% or more.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	③Address presenteeism*2 by improving mental and physical health	Improve the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%).	Labor productivity loss rate due to presenteeism*2: 20.0%	Improve the labor productivity loss rate due to presenteeism*2 compared to previous year (below 20.0%).

*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 FY2024	FY2024 Results	Targets for FY2025
Secure diversity of the Board of Directors	①Increase the percentage of female and non-Japanese directors at Head Office to 10%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.	21.4% - a decrease over previous year ·Percentage of female directors: 14.3% ·Percentage of non-Japanese directors: 7.1%	Maintain or increase the percentage of female and non-Japanese directors on the Board of Directors.
	②Increase the number of independent outside directors to a majority of the board of directors	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value.	Board of Directors discussed the composition ratio of independent outside directors.	Increase the number of independent outside directors to a majority.

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Review of compensation system to improve medium-to long-term corporate value	②Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Continue comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members.	Revised the remuneration system and establishment of policy regarding Board members' ownership of company shares.	Review the effectiveness of the performance-linked remuneration system introduced for the next fiscal year at the Director Remuneration Council.

Sustainability Priority Issues

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	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.	Utilized support from external organizations in effectiveness assessments. Review questions based on internal and external environment requirements, etc.	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.

[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 FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM system	Strengthen BCM system through company-wide risk management	<div>·Continue 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 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</div>	<div>·Continue activities implemented in FY2023</div> <div>·Updated the ROHM Group's risk management regulations</div> <div>·Conducted simultaneous earthquake evacuation drills at domestic Group companies, identify issues during evacuation, and reflect them in the drill manual</div> <div>·Conducted BCP drills at the head office in the event of a temporary announcement of a Nankai Trough earthquake. Also, roll out standard tools that can be used to conduct similar drills at domestic Group companies</div> <div>·Rolled out risk assessment content to domestic group companies, held online briefings, and completed the creation of three assessment tools for production areas, ancillary areas, and other workplaces</div>	<div>·Continue activities implemented in FY2024</div> <div>·Formulate a master policy for the Group's BCM</div> <div>·Reorganize company fire-fighting teams and strengthen evacuation guidance, rescue, and information gathering functions through simultaneous evacuation drills based on earthquake scenarios</div> <div>·Conduct BCP drills at domestic group companies in the event of a temporary announcement of a Nankai Trough earthquake</div> <div>·Conduct risk assessments at domestic group companies covering all factory buildings and warehouse areas, compile risk assessment tools in the first half (April to September) and second half (October to March), and identify fire risks</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 FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	90.0%	94.5%	94.5%
	② 100% survey of manufacturing sites of Tier-1 suppliers	80.0%	90.0%	100.0%

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM System	③100% prior agreement rate for emergency response of critical suppliers	80.0%	86.0%	100.0%
Promotion of green procurement	Environmental management system self-evaluation pass rate 100%	92.0%*1	92.7%	100.0%
Promotion of CSR procurement activities	90% or more of purchases from suppliers* with CSR Self-Assessment result of B or higher <small>*The target value for FY 2025 has been revised to include only material suppliers in the calculation.</small>	85.0%	90.7%	90.0%

*1 As a result of reviewing the scope of the group-level target, the target has been changed from 96.0% to 92.0%.

[Related Activities]

Sustainability Priority Issues

Strengthening Product Safety and Quality

[Background and Challenges for Activities]

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

Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Establishment and consolidation of quality assurance system through front loading	Quality Satisfaction Score +10.0% Improvement (compared to FY2020)	Overall score: 7.5% improvement	·Overall score from customers: 7.3% improvement ·Rate of “satisfied” and “somewhat satisfied” responses: 13.0% improvement (Reason: High evaluation rates increased across all items. In particular, there were significant increases in “nature of defects,” “involvement of top management,” and “horizontal deployment and recurrence prevention.” The results of company-wide efforts to improve quality are evident.)	Overall score: 10.0% improvement
Realizing Proper Quality from the Customer’s Perspective			·The response rate for “unsatisfactory” and “somewhat unsatisfactory”: 0.1% improvement *All three items above are calculated from FY2020 figures	

[Related Activities]

 Approach to Quality

Sustainability Priority Issues

Communication with Stakeholders

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

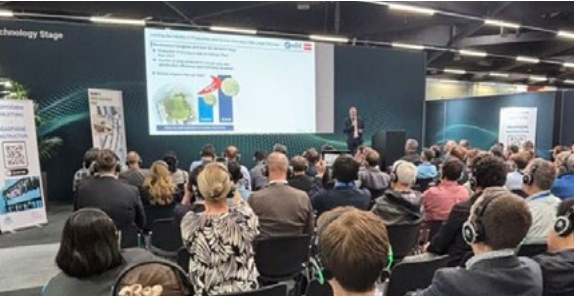
Stakeholder Group	Main Responsibilities	Main Communication Methods & Opportunities
Customers	Ensure product quality	Contact our support team through the official website
	Disclose relevant information of products	Exhibition
		Product information session
		Disclose on the websites
	Improve customer satisfaction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

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

Sustainability Priority Issues

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

Dialogue with Customers



Exhibition etc.

Dialogue with Shareholders and Investors



Financial Results Briefing etc.

Dialogue with Employees



Dialogue Events between Outside Directors and Employees

Dialogue with Business Partners



Partners Meeting etc.

Dialogue with Local Societies and Community



Dialogue with Local Societies and Community



Business Trips for Education Activities, etc.

Participation in Initiatives, External Evaluation

Participation in Initiatives

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

United Nations Global Compact

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

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



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

Dow Jones Best-in-Class Asia Pacific Index

ROHM has been selected for the first time as a constituent stock of the Dow Jones Best-in-Class Asia Pacific Index, which targets companies in the Asia-Pacific region and is part of the Dow Jones Best-in-Class Indices, one of the world's leading ESG investment indices.

The Dow Jones Best-in-Class Asia Pacific Index is an index developed by S&P Dow Jones Indices in the United States and RobecoSAM, a Swiss investment advisory firm. It evaluates companies worldwide across three dimensions—economic, environmental, and social—to identify those with outstanding sustainability performance. For investors interested in ESG, it serves as an important benchmark for measuring a company's sustainability performance. In FY2024, 161 companies (including 78 Japanese companies and 3 semiconductor sector companies) were selected for the DJSI Asia Pacific from approximately 610 major companies in the Asia-Pacific region.

FTSE4Good Index Series



ROHM has been selected as one of the components of the FTSE4 Good Index, the leading index for environmental, social, and governance (ESG) investing developed by British Index Company FTSE Russell for 22 consecutive years.

Participation in Initiatives, External Evaluation

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, since 2017, for the eighth 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.

Morningstar Japan ex-Reit Gender Diversity Tilt Index

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

MSCI Nihonkabu ESG Select Leaders Index

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

2024 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

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S&P/JPX Carbon Efficient Index



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

Participation in Initiatives, External Evaluation

External Sustainability Evaluation

S&P Global Sustainability Yearbook Member



ROHM has been selected as a Sustainability Yearbook Member by S&P Global and included as a company in the top 15% of the Semiconductors & Semiconductor Equipment industry in the Sustainability Yearbook 2025, which lists companies with excellent sustainability efforts. Every year, S&P Global uses its proprietary Corporate Sustainability Assessment (CSA) methodology to evaluate the sustainability efforts of major companies worldwide in terms of three aspects: economy & governance, environment, and society. The most advanced companies in each industry are then listed in The Sustainability Yearbook. In 2024, more than 7,690 companies in 60 industries worldwide were evaluated, and 780 companies (including 80 Japanese companies) were selected.

MSCI ESG Ranking



ROHM received an A rating in MSCI's ESG rating for 2024. MSCI's ESG ratings are characterized by their evaluation of companies based on their industry characteristics and a narrow focus on ESG issues that are most important to each company.

CDP Climate Change and Water Security A List



ROHM has been selected as a CDP Climate Change A List Company and a CDP Water Security A List Company by CDP, an international non-profit organization that evaluates and certifies the environmental strategies and initiatives of companies and other organizations. This is the first time for ROHM to be selected as an A List Company in the Climate Change category and the fourth consecutive year in the Water Security category. CDP conducts surveys of approximately 22,700 companies worldwide and evaluates their effectiveness in addressing issues such as climate change, deforestation, and water security, assigning scores from A to D-.

Silver Rating in EcoVadis Sustainability Assessment



ROHM has been awarded the rank of "Silver" in the 2025 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.

Participation in Initiatives, External Evaluation

White 500 Company for Outstanding Health and Productivity Management



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 eighth 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.

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 \(JBIB\)](#)

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
2024	"Best Partner of the Year" from Delta Electronics, Inc.
2024	"Excellent Quality Awards" from Sanden Corporation
2024	"Quality Award" from Mitsubishi Electric Mobility Corporation Sanda Office
2024	"Contribution Award" from Tokai Rika Co., Ltd.
2023	"Premiere Partner" from FUJIFILM Business Innovation Corp.
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Malaysia Sdn Bhd (PSNM)
2023	"Best Supplier AWARD 2023" from Panasonic System Networks Vietnam Co.,Ltd (PSNV)
2023	"QCDS Best Supplier Award"from FUJI Electric Co., Ltd.
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"Quality Excellence Award" from Mitsubishi Electric Corporation
2023	"SDGs Special Award" from Sumitomo Electric Industries
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

Year	Award contents
2022	"Best Quality Award" from Canon Nakayama Plant.
2021	Awarded by Denso Corporation as the best "Quality Supplier" in the quality evaluation system for electronic components in the general bipolar IC category for five consecutive years.
2021	"Quality Excellence Award" from the Canon Nalayama factory.
2020	"Supplier of the Year 2019 Best Performance within Global Category Discretes"from Continental
2020	"Quality Contribution Award" by Minebeamitsumi.
2020	"Quality Excellence Award" from Stanley Electric for its quality of delivery in 2019.
2020	"Quality Excellence Award" from Sumitomo Wiring Systems.
2020	"Certificate of appreciation" for its efforts in quality from Toyota.
2020	"GM Supplier Quality Excellence Award" from General Motors.
2019	"Quality Excellence Award" from Stanley Electric for its quality of delivery in 2018.
2019	"Quality and Delivery Excellence Award" by Power Supply Technology.

*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.

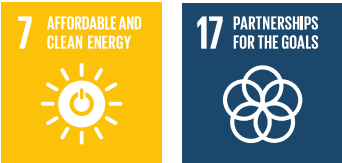
Theme	Targets (Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Contribution by developing energy-saving products and supplying them to the market	Achieve sales amount of 600 billion yen or more* with sales as the total amount of social contribution *Target set in 2021 as part of the Medium-Term Management Plan	480 billion yen	448 billion yen	440 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
Senior Engineer
Application Strategy Department
SiC Power Devices Business HQ

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
Power Management LSIs Development
Division 2
LSI Development HQ

* 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 was 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

We believe that corporate activities aimed at achieving a balance between nature’s regenerative and purification capacities and economic activities — in other words, “harmony with the natural environment” — are essential for realizing a sustainable society.

Going forward, the ROHM Group will continue to promote initiatives to preserve the global environment through efforts such as developing environmentally conscious products, reducing environmental impacts in production activities, and making effective use of resources.

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.

April 1, 2025
ROHM Co., Ltd.
ROHM Group Top Environmental Management
Tetsuhiro Tanabe

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

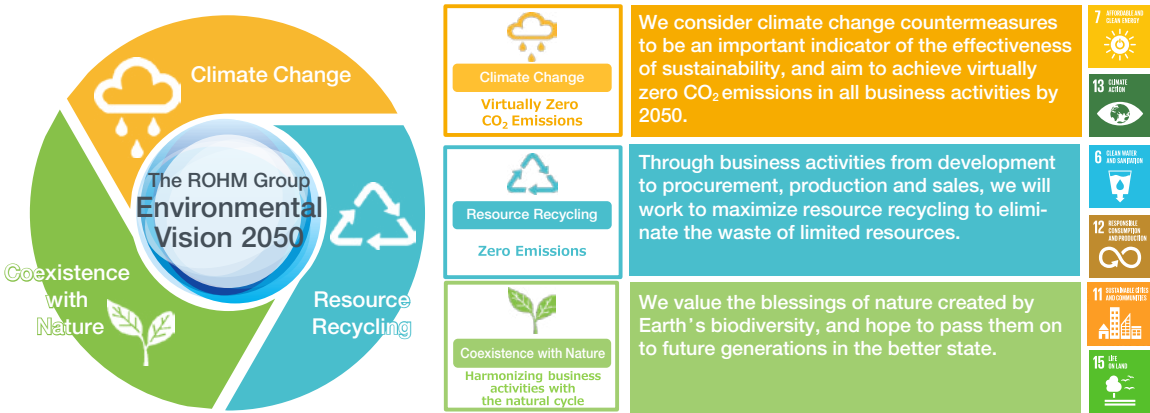
Environmental Management

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

The ROHM Group is working to continuously improve environmental issues by establishing and operating an environmental management system throughout the entire group in accordance with the international standard ISO 14001.

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 president and representative director, discusses various issues and makes decisions. Under the EHSS General Committee, eight management systems have been established, one of which is the Environmental Conservation Measures Committee, which oversees environmental management system. The Environmental Conservation Measures Committee 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 chaired by an executive officer, and its specialized subcommittees are working on various themes, such as climate change, effective use of water and other resources, and chemical substance management, manage environmental risks in cooperation with the Environmental Promotion 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.

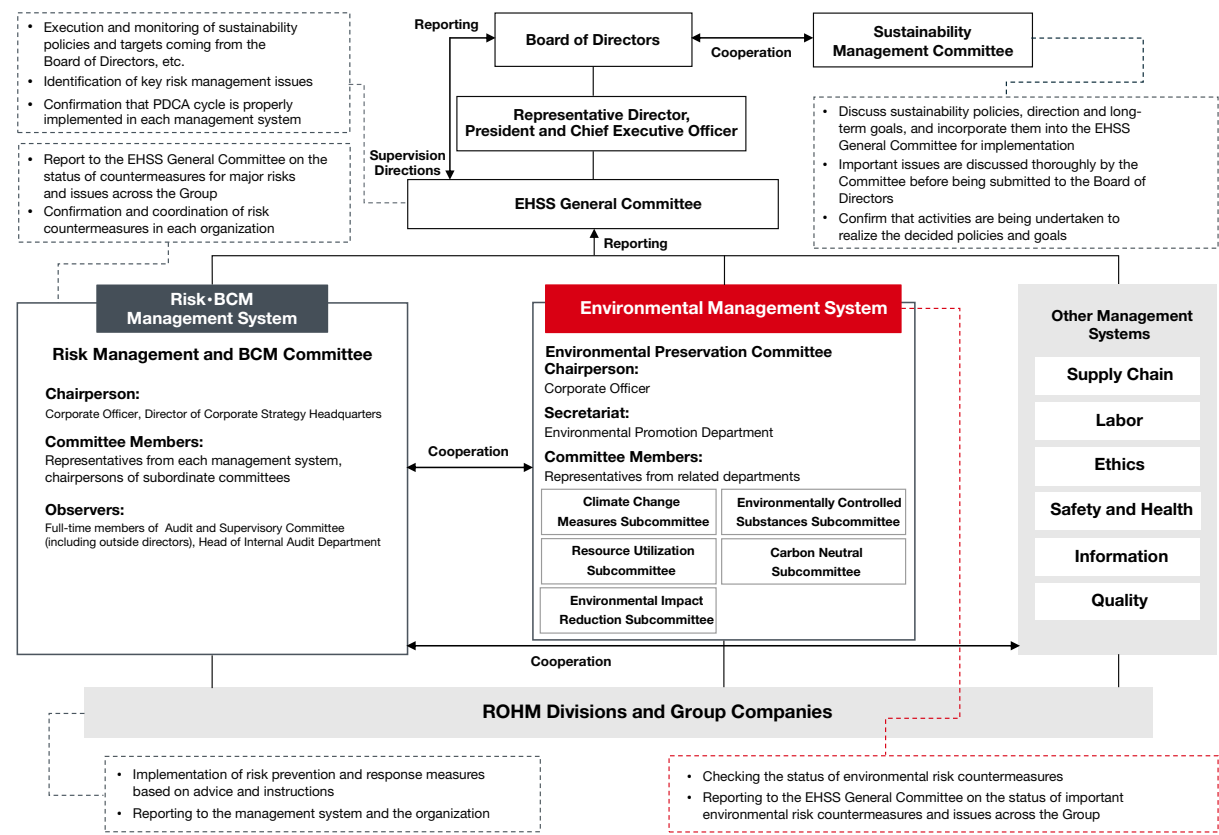
We have obtained external certification for ISO 14001 at our manufacturing sites in Japan and overseas.

* 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.



Environmental Management

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		Targets for 2024	FY2024 Results	Evaluation	Targets for 2025
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 over 1.0% compared to FY2023	Reduction by 11.2% compared to FY2023	○	Limit the increase to 6.8% compared to FY2024
				Reduction by over 35.6% compared to FY2018	Reduction by 42.2% compared to FY2018		Reduction by over 38.3% compared to FY2024
		②	[Greenhouse gas emissions per unit of production] •Reduce GHG emissions by 45.0% or more in FY2030 compared to FY2018	Limit the increase to 6.9% compared to FY2023	Reduction by 7.4% compared to FY2018	○	Limit increase to 8.9% compared to FY2018
				Reduction by over 40.7% compared to FY2018	Reduction by 48.7% compared to FY2018		Reduction by ove 44.1% compared to FY2018
		③	[Percentage of environmentally friendly products developed] •Maintain 100%	Maintain 100%	99.0%	△	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	Japan consolidated: Zero emissions Overseas consolidated: over 95.0% Japan and overseas consolidated: over 98.0%	Japan consolidated: Zero emissions Overseas consolidated: 97.2% Japan and overseas consolidated: 98.8%	○	Japan consolidated: Zero emissions Overseas consolidated: over 96.7% or more Japan and overseas consolidated: over 98.6%

Theme	Policy for Achieving Environmental Vision	2030 Medium-term Environmental Targets		Targets for 2024	FY2024 Results	Evaluation	Targets for 2025
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 over 1.0%compared to FY2023	Reduction by 17.0% compared to FY2023	○	Reduction by over 4.9%compared to FY2024
				Reduction by over 14.5% compared to FY2019	Reduction by 28.2% compared to FY2019		Reduction by over 31.8% compared to FY2019
		③	[Per-unit waste emissions from back-end process plants] •Reduce by 20.0% or more from FY2019 results	Maintain FY2023 results	Reduction by 2.3% compared to FY2023	○	Maintain FY2024 results
				Reduction by over 15.3% compared to FY2019	Reduction by 17.3% compared to FY2019		Reduction by over 13.6% compared to FY2019
		④	[Water recovery and reuse rate] •Improve by at least 5.5% over FY2019 results	Water recovery and reuse rate: 40.5% or higher	Water recovery and reuse rate: 42.2%	○	Water recovery and reuse rate: Maintain FY2024 results
				2.9% improvement over FY2019	4.6% improvement compared to FY2019		4.6% improvement compared to FY2019
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	•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)	•Understanding the natural conditions surrounding each manufacturing site and organizing measures to reduce environmental impact •Conduct environmental events for employees and neighboring elementary schools (Events for schools: 8 times/year, Events for employees and their families: 3 times/year)	○	Promote activities to reduce environmental impact based on the degree of environmental impact at each location.

Theme	Policy for Achieving Environmental Vision	2030 Medium-term Environmental Targets		Targets for 2024	FY2024 Results	Evaluation	Targets for 2025
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.	②	Thorough management of chemical substances in products	Identify applicable laws and regulations and ensure compliance and control	Revised the standards for chemical substance management in products and notified suppliers of revised standards that reflect the latest laws and regulations and major customer requirements.	○	Identify applicable laws and regulations, and ensure thorough compliance and management
				Strengthen the internal management system by closely sharing information with relevant parties	Established working groups to address various issues related to chemical substance management in products and implemented countermeasures.	○	Strengthen internal management structure through education and close information sharing with relevant parties
				Thoroughly manage controlled substances with suppliers	Implemented countermeasures for suppliers that are determined to pose a risk in regular chemical substance management evaluations.	○	Ensure thorough management of regulated substances at 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 General Committee, eight management systems have been established, one of which is the Environmental Conservation Measures 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 (risk management BCP, supply chain, labor, ethics, health and safety, environment, information, quality) 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.

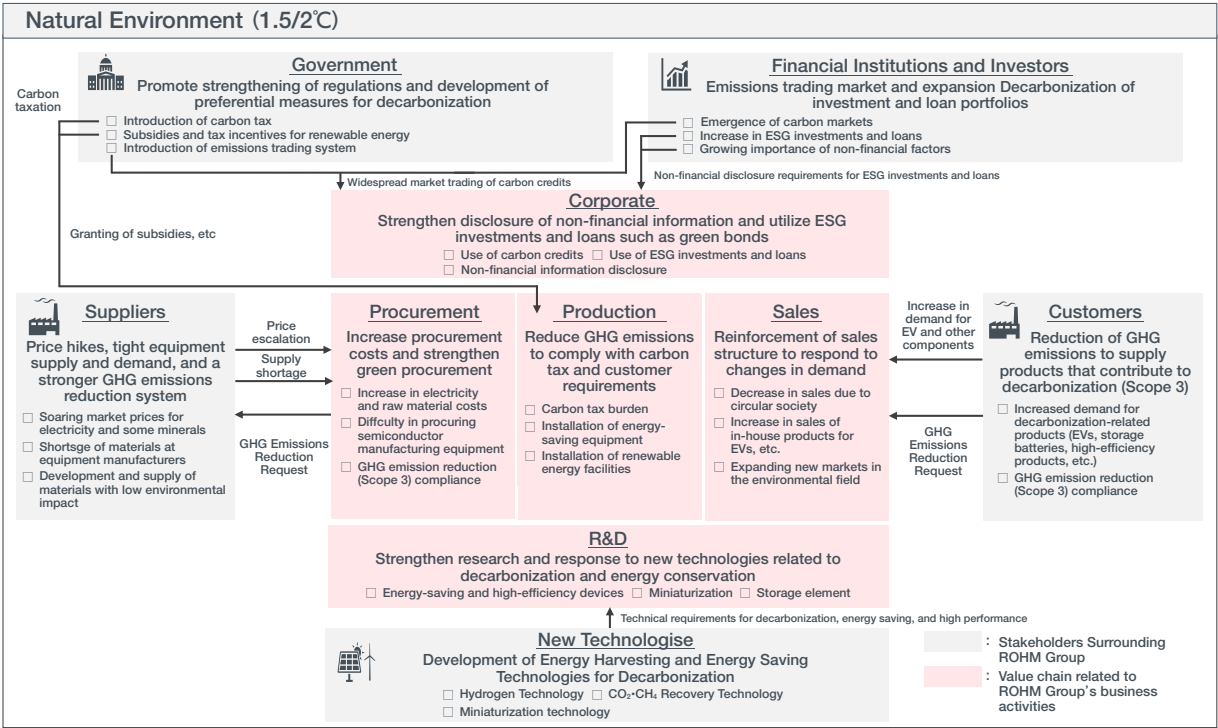
•Customers

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.

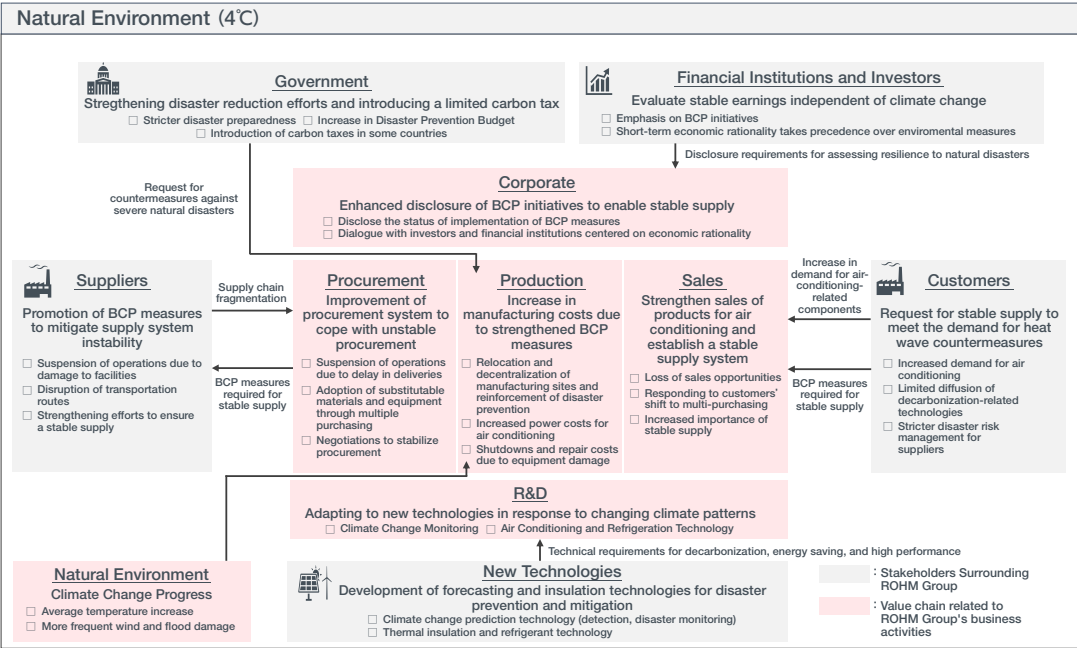
Impact through “Stakeholders”

·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 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.

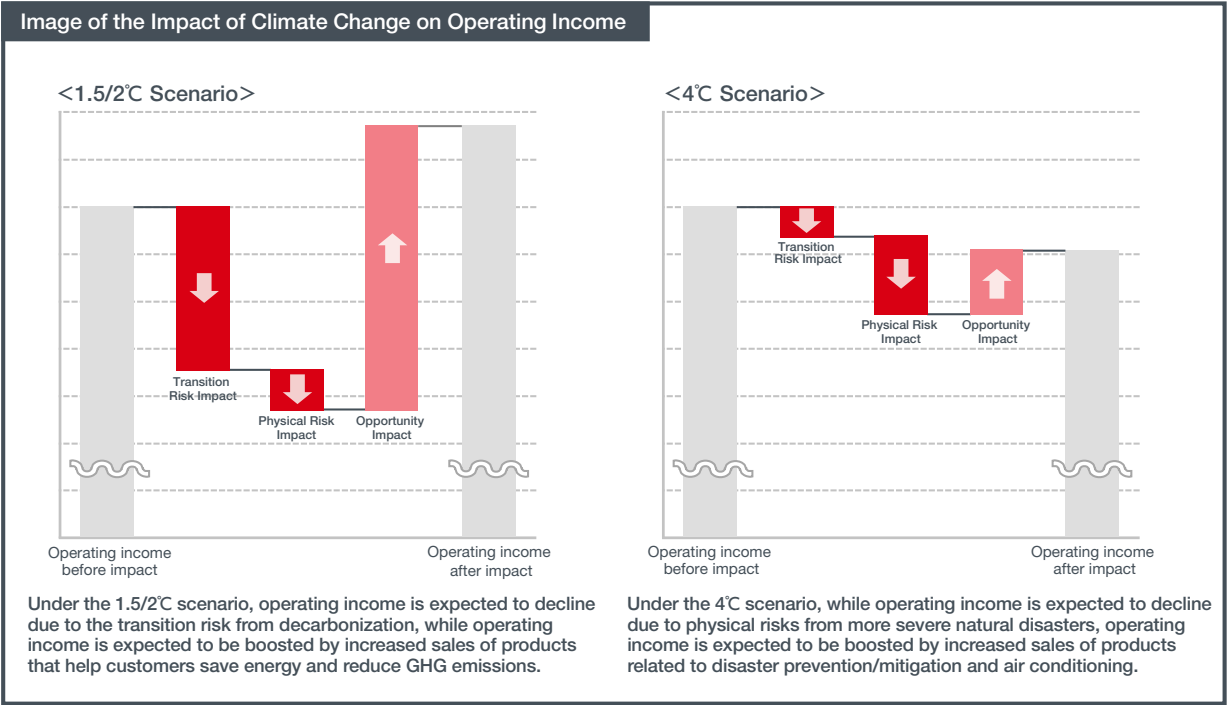
Climate Change Measures

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 FY2024, there were no major changes.

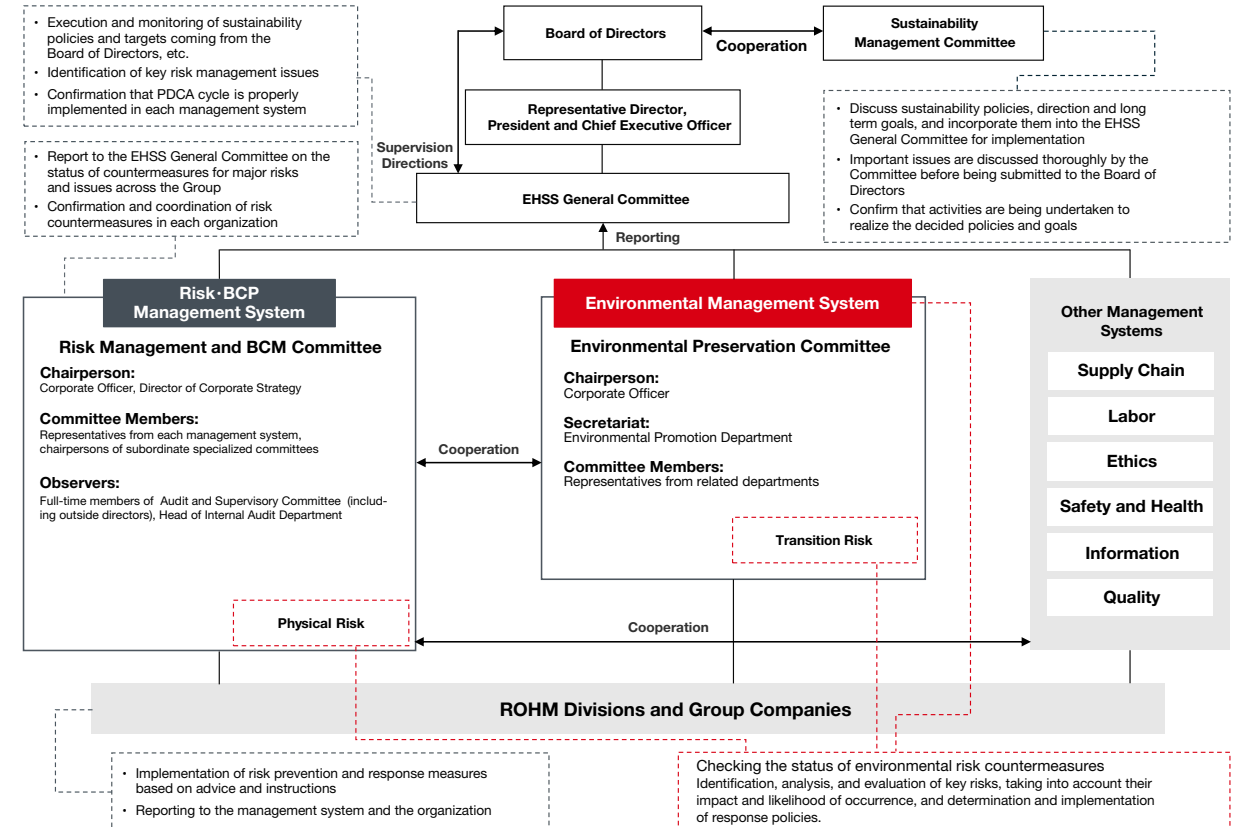
ROHM’s response to each of the identified climate-related risks and opportunities is also described below. Based on the risks and opportunities identified as a result of the scenario analysis and their impact on our business, ROHM will focus on the following responses.



※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	Continuous updating and upgrading of disclosure content through conversations with shareholders Response to CDP		
		Increased demand for their products due to extreme weather and other environmental changes			
		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	Utilization of LCA and other scientific methods and various calculation tools		
Robustness		Maintain and increase sales volume by strengthening resilience			



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. Currently, based on this Medium-Term Management Plan, we are gradually increasing the amount of renewable energy we use, with the goal of achieving a 65% ratio of renewable energy in the electricity used in our business activities by 2030 and 100% by 2050. In FY2024, we completed the introduction of renewable energy at the Hirokawa Plant of ROHM Apollo Co., Ltd., bringing the cumulative introduction rate to 45.5%.

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 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 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]

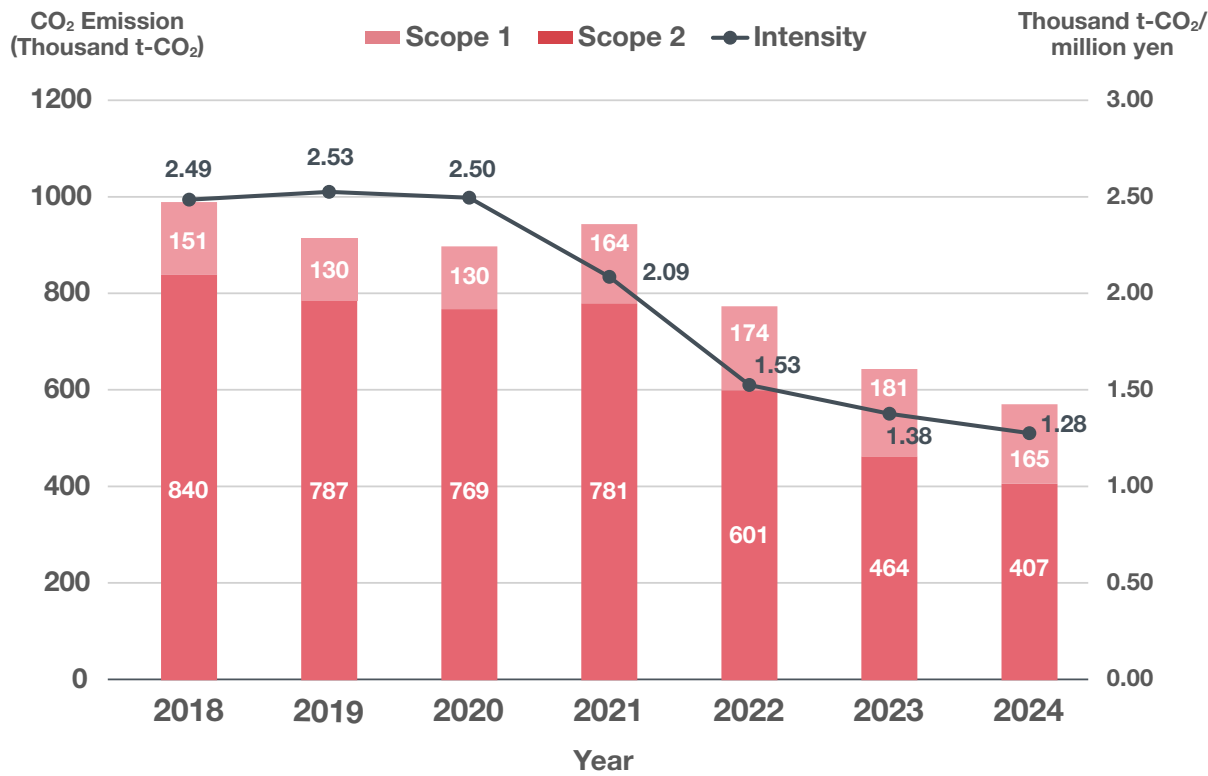
We regard climate change measures as an important indicator of the effectiveness of sustainability, and aim to achieve virtually “zero” CO₂ emissions from our business activities in 2050.

2030 Targets	Targets for FY2024	FY2024 Results	Targets for FY2025
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.	Reduction by over 1.0% (compared to previous year) Reduction by over 35.6% (compared to FY2018)	Reduction by 11.2% (compared to previous year) Reduction by 42.2% (compared to FY2018)	Limit the increase to 6.8% (compared to previous year) Reduction by over 38.3% (compared to FY2018)
②Reduce greenhouse gas (GHG) emissions per unit of production by 45% or more in FY2030 compared to FY2018.	Limit the increase to 6.9% (compared to previous year) Reduction by over 40.7% (compared to FY2018)	Reduction by 7.4% (compared to previous year) Reduction by 48.7% (compared to FY2018)	Limit the increase to 8.9% (compared to previous year) Reduction by over 44.1% (compared to FY2018)
③Maintain 100% development ratio of environmentally friendly products.	100%	99.0%	100%

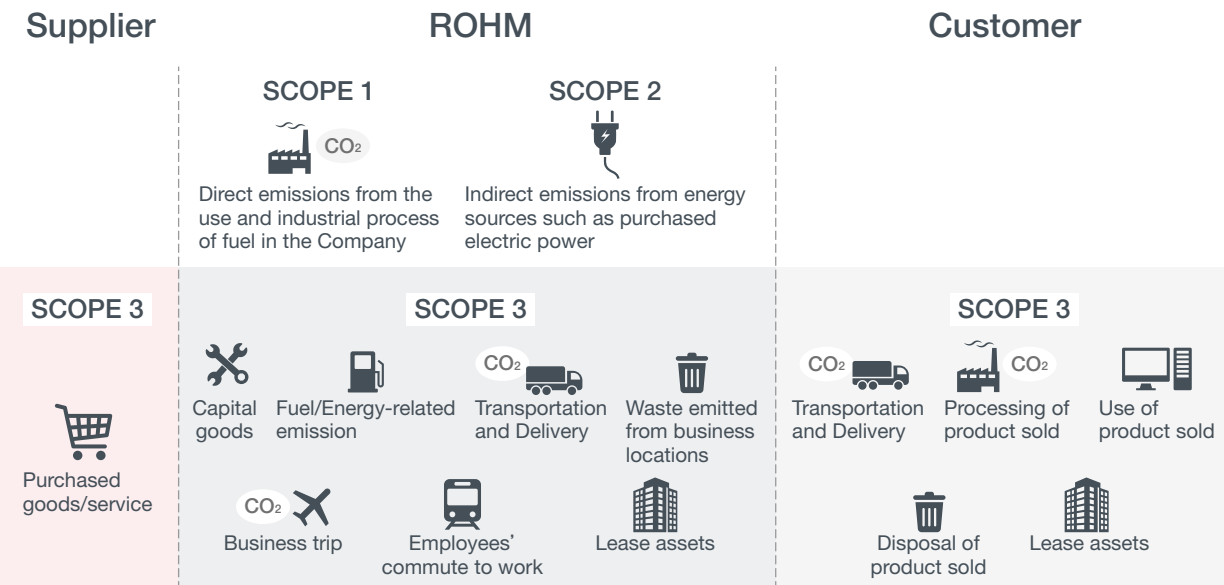
Climate Change Measures

CO₂ Emissions

·CO₂ Emissions in Scope 1 and Scope 2



·CO₂ Emissions in Scope 1, 2, 3



Climate Change Measures

Category of Scope Protocol				CO ₂ Emissions (t-CO ₂) in FY 2024	Outline of Calculation
SCOPE1 (Direct emissions)				165,232	Direct emissions from facilities in our Company's own business locations
SCOPE2 (Indirect emissions from energy sources)				407,497	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 2024	Outline of Calculation
	Upstream	1	Purchased product/service	795,694	Emissions associated with activities until the products (materials, parts, etc.) purchased by our Company and Group are manufactured.
	Upstream	2	Capital goods	374,129	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	111,454	Emissions from capital goods (equipment) invested by our Company and Group
	Upstream	4	Transportation and Delivery (Upstream)	35,934	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	6,062	Emissions associated with the transportation, disposal and recycle treatment of waste generated in our Company and Group's business location
	Upstream	6	Business trip	2,645	Emissions associated with the business trips of employees of our Company and Group
	Upstream	7	Employers' commute to work	10,485	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 2024	Outline of Calculation
	Upstream	8	Lease assets (Upstream)	25	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	3,528,039	Emissions associated with use of sold products by our Company and Group
	Downstream	12	Disposal of product sold	590	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.

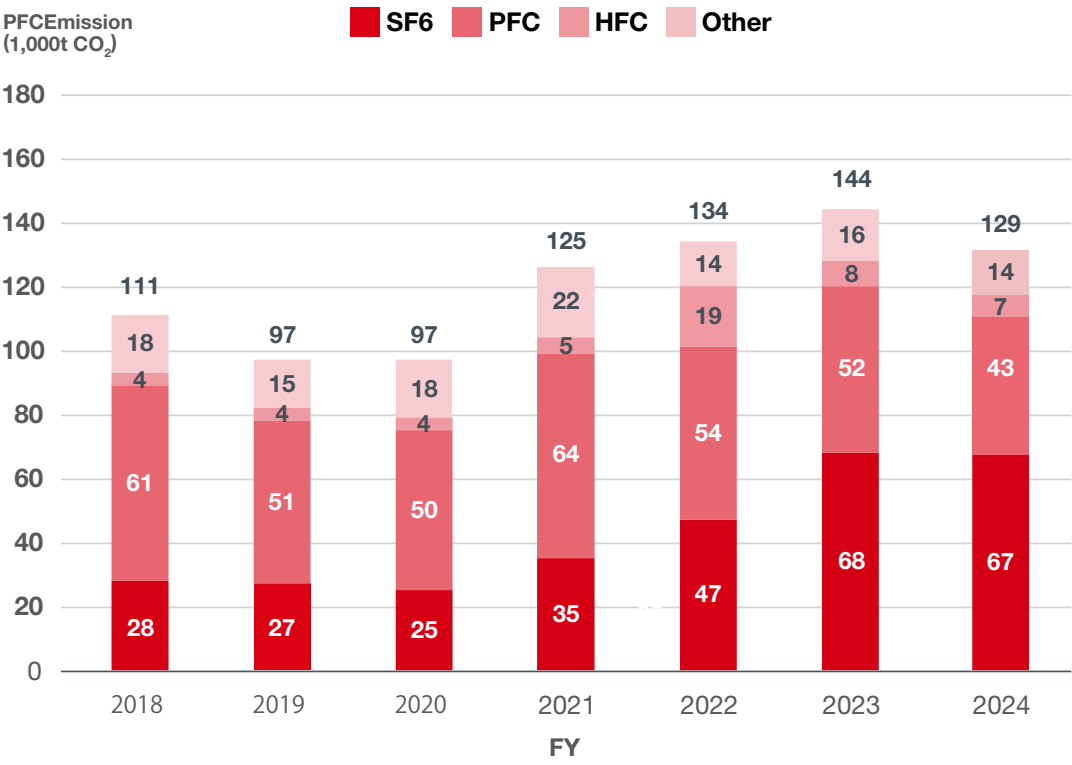
Greenhouse gases other than CO₂ : 100-year global warming potentials from the IPCC Fourth Assessment Report were used.

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).

Furthermore, our main manufacturing site in Thailand has been powered by 100% renewable energy since FY2022, and our Philippines plant followed in FY2023. In FY2024, we completed the introduction of renewable energy at the Hirokawa Plant of ROHM Apollo Co., Ltd.,

Introduction Results	Implementation Plan	
FY2017~FY2024	FY2025	FY2026~FY2030
<div>ROHM</div> <div>•Head Office (partially), Kyoto Station Office, Shin-Yokohama Office</div> <div>Manufacturing Site in Japan</div> <div>•ROHM Apollo Co., Ltd. Chikugo Plant, Yukuhashi Plant, Hirokawa Plant, Nagahama Plant</div> <div>•ROHM Hamamatsu Co., Ltd.</div> <div>•ROHM Wako Co., Ltd.</div> <div>Manufacturing Site outside Japan</div> <div>•SiCrystal GmbH</div> <div>•ROHM Integrated Systems (Thailand) Co., Ltd.</div> <div>•ROHM Electronics Philippines, Inc.</div> <div>•ROHM Mechatech Philippines, Inc.</div> <div>•ROHM Electronics (Malaysia) Sdn. Bhd.</div>	<div>•LAPIS Semiconductor Co., Ltd. Miyazaki Plant, Miyazai Plant No. 2</div>	<div>Aiming for a renewable energy ratio of over 65.0% by FY2030, with additional introduction planned in stages</div>

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



SiCrystal(Germany)

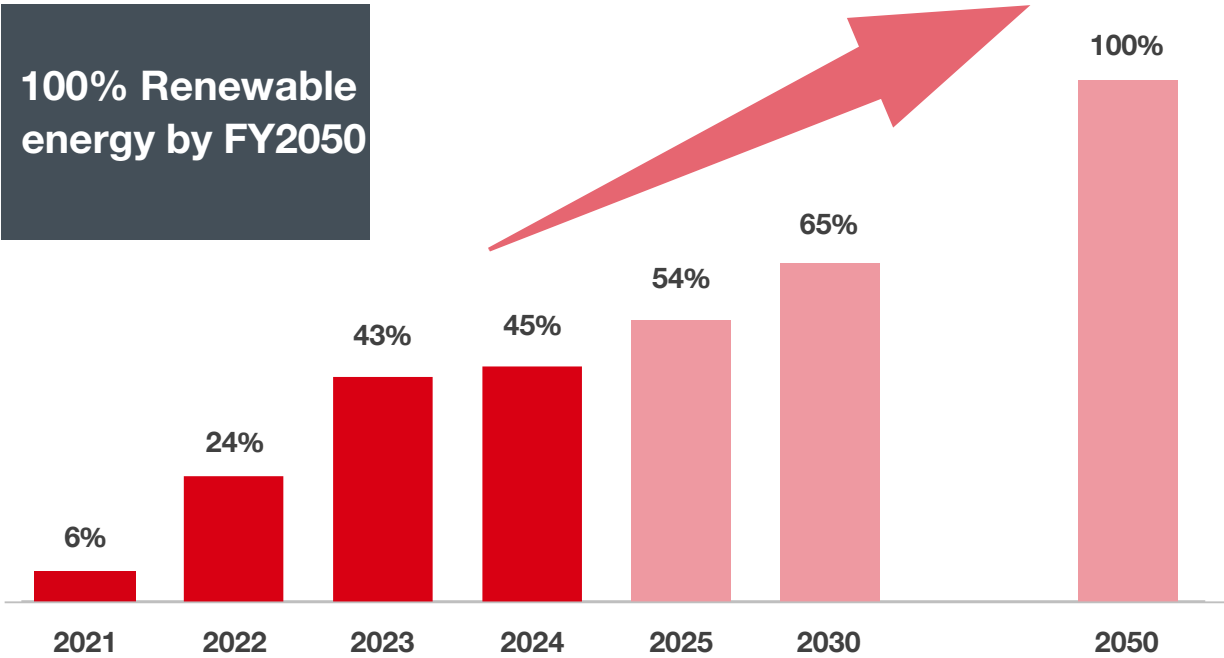


ROHM Apollo Co., Ltd.(Chikugo Plant)



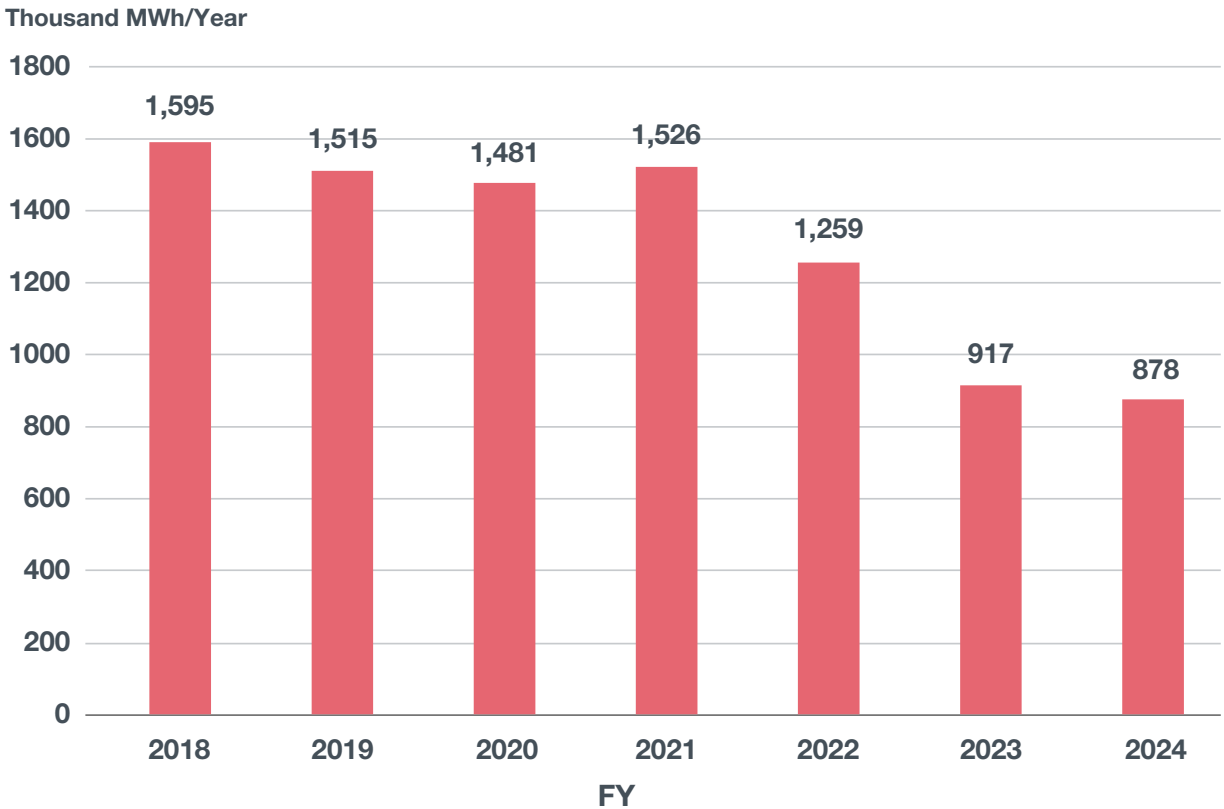
Climate Change Measures

<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

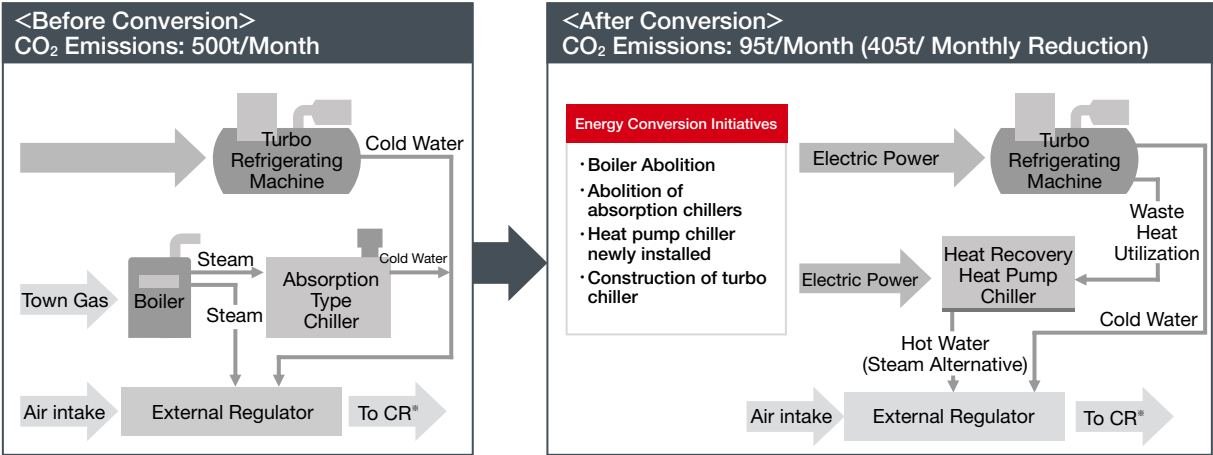
· Reduction of air conditioner load in electrical room

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

Internal Carbon Pricing

ROHM Group has introduced an internal carbon pricing (ICP) system to promote decarbonization management within the Group. By utilizing the ICP system in capital expenditure decision-making, we will promote low-carbon investments and raise awareness of decarbonization throughout the Group.

[ROHM Group ICP System Overview]

- Internal carbon price: 20,000 yen/t-CO2(shadow price)
- Target: All ROHM Group companies
- Equipment Covered: Capital expenditures and PFC removal equipment of over 10 million yen
- Target GHGs: Scope 1: Direct emissions from our own operations
Scope 2: Indirect emissions from our own energy consumption (electricity)
- Utilization: To encourage the selection of equipment with low CO2 emissions and as an indicator for investment decisions

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 FY2024	FY2024 Results	Target for FY2025
Development ratio of environmentally friendly products: Maintain 100% development ratio	Maintain 100%	99.0%	100%

Climate Change Measures

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%.

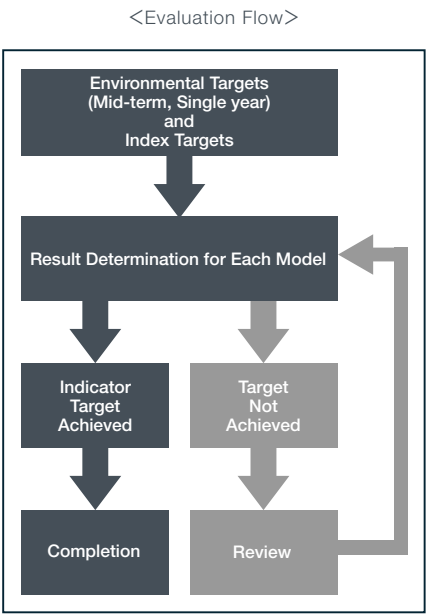
The performance-environmental contribution index is an index of the following factors (performance factor and environmental factor), and this index is used to objectively compare and evaluate our products with conventional products.

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
<div><ul style="list-style-type: none">•High density•Light weight•Vibration/noise•Long life•Heat dissipation upward</div>	<div><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</div>

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.



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 aims to use water resources effectively and regularly monitors and evaluates the amount of water withdrawn from each water source, the amount of water used, the amount of wastewater discharged by destination, and water quality at all manufacturing sites. Based on this data, we are considering and implementing measures to improve water use efficiency. We also manage wastewater appropriately in compliance with local laws and regulations, and after treating wastewater at wastewater treatment facilities, we confirm that it meets regulatory standards before discharging it.

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.

Among these, we have set targets for improving the water recovery and reuse rate to tackle drought risk 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.

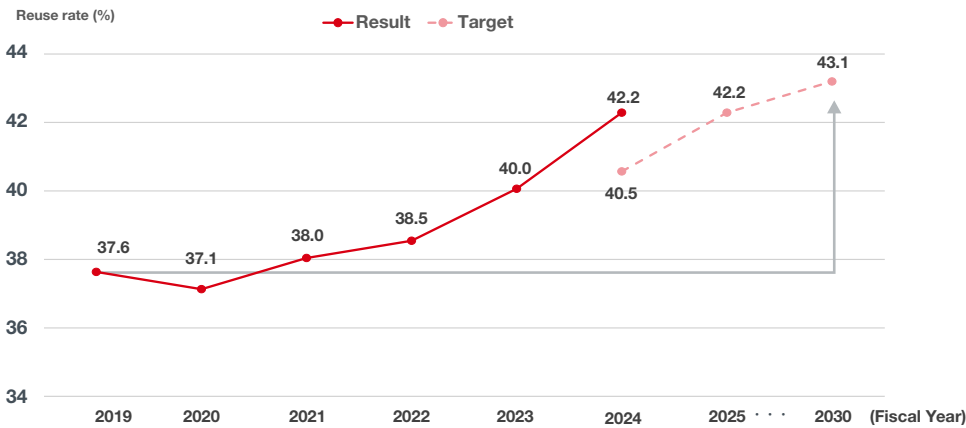
Targets and Achievements [Policy for Achieving Environmental Vision]

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.

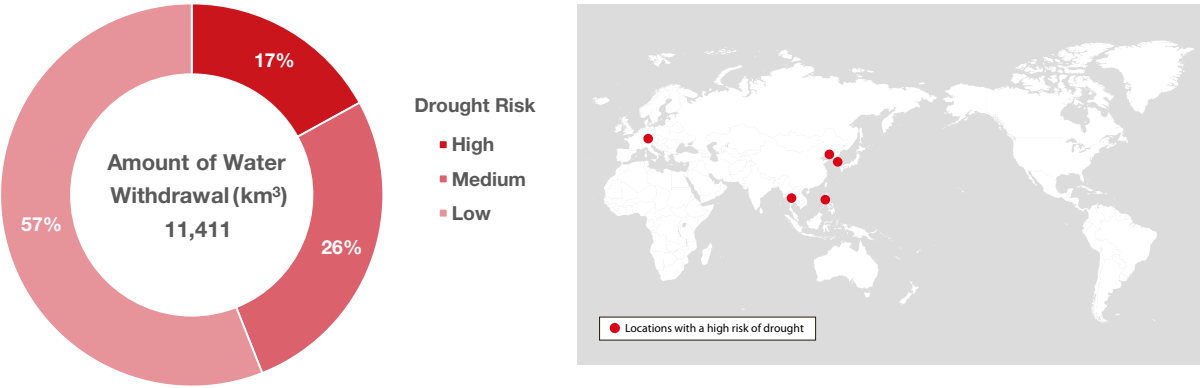
Target for 2030	Targets for FY2024	FY2024 Results	Targets for FY2025
Improve water recovery and recycling rate by 5.5% or more compared to the FY2019 results by FY2030.	Water recovery and reuse rate: over 40.5%	Water recovery and reuse rate: 42.2%	Water recovery and reuse rate: over 42.2%
	2.9% improvement compared to FY2019		4.6% improvement compared to FY2019

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

•Water recovery and reuse rate



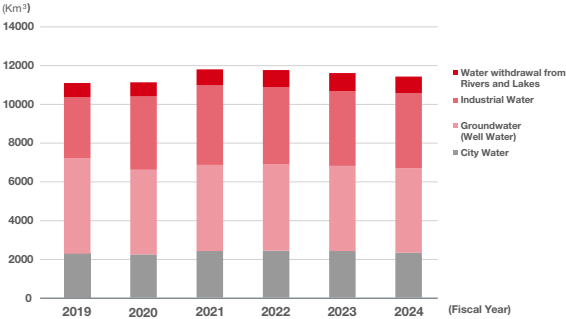
Water Withdrawal Over Time By Degree of Risk and Type of Water



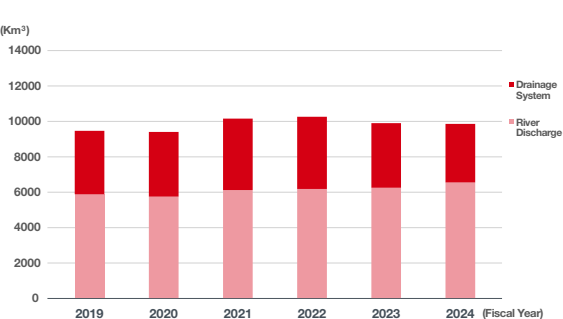
Resource Recycling Activities

Drought Risk	Amount of Water Withdrawal (thousand m³)	Percentage	Main ROHM Group Sites Applicable	Examples of Improvement Efforts
High	1,901	17%	Overseas locations (RIST, REDA, RMPI, RMT, KOREA etc.)	Recycling of dicing process wastewater
Medium	2,956	26%	Domestic locations (Hamamatsu, etc.) Overseas locations (REPI, RSC, etc.)	Reuse of wastewater from production process
Low	6,554	57%	Domestic locations (Kyoto, Shiga, ROHM Wako, ROHM Apollo Hirokawa, ROHM Apollo Chikugo, ROHM Apollo Yukuhashi, LAPIS Miyagi, LAPIS Miyazaki, etc.)	• Membrane filtration recovery of grinding wastewater • Reuse of wastewater from production process
Total	11,411			

•Water Withdrawal 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

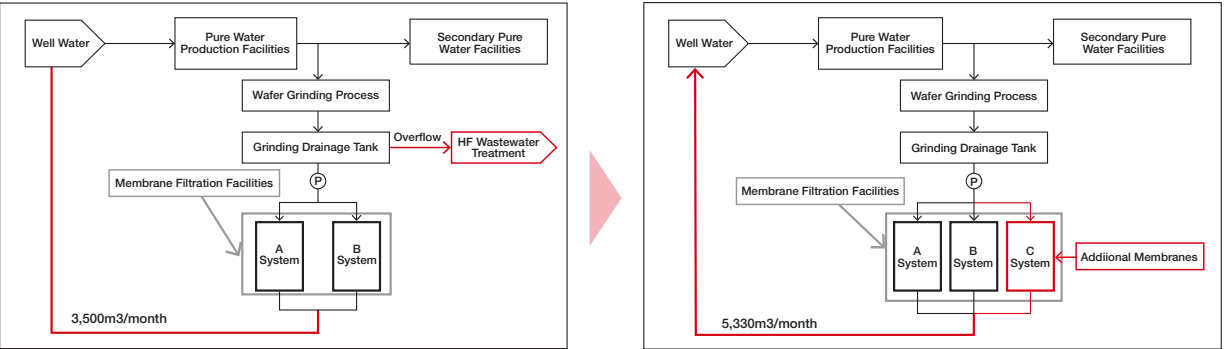
At ROHM Apollo Chikugo Plant, grinding wastewater discharged from the silicon wafer grinding process (grinding wastewater) is collected by a membrane filtration system and reused as raw water for the pure water production system.

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.

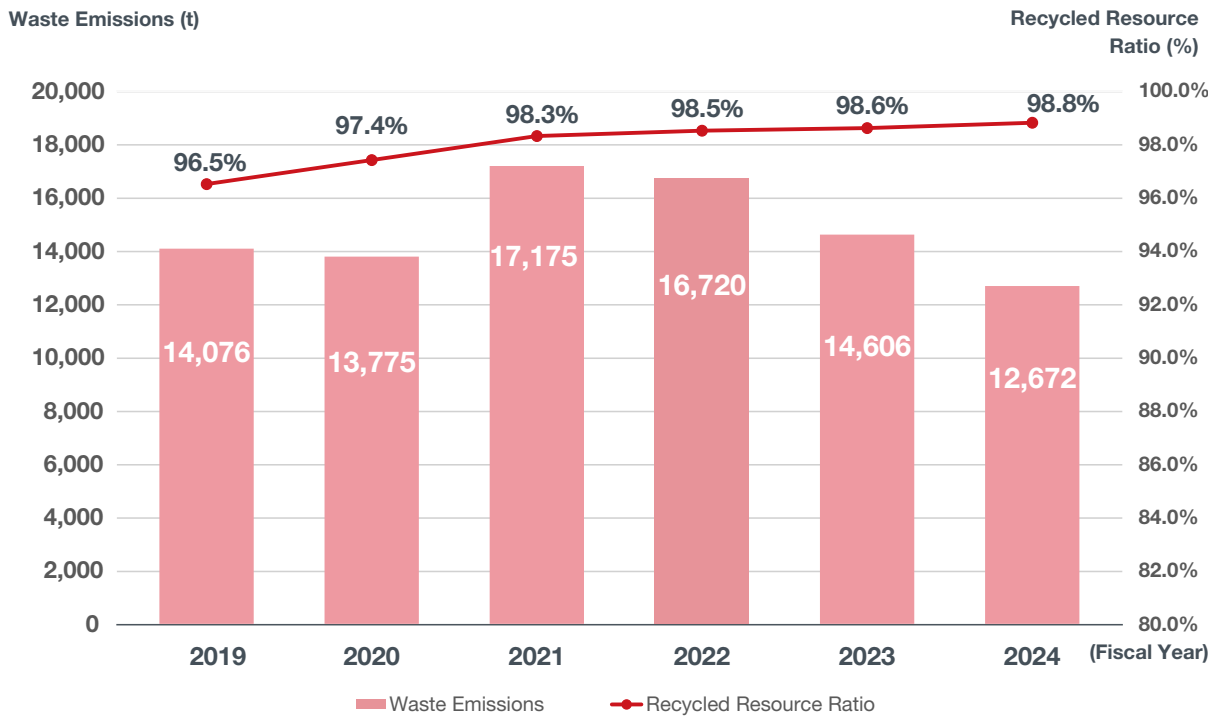
Targets and Achievements [Policy for Achieving Environmental Vision]

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 FY2024	FY2024 Results	Targets for FY2025
(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	• Japan consolidated: Zero emissions • Overseas consolidated: over 95.0% • Japan and overseas consolidated: over 98.0%	• Japan consolidated: Zero emissions • Overseas consolidated: 97.2% • Japan and overseas consolidated: 98.8%	• Japan consolidated: Zero emissions • Overseas consolidated: over 96.7% • Japan and overseas consolidated: over 98.6%
(2) Waste emissions intensity at front-end plants: Reduction of 10.0% or more from FY2019 results	Over 1.0% reduction compared to FY2023	17.0% reduction compared to FY2023	Over 4.9% reduction compared to FY2023
	Reduction by over 14.5% compared to FY2019	Reduction by 28.2% compared to FY2019	Reduction by over 31.8% compared to FY2019
(3) Waste emissions intensity at back-end plants: Reduced by 20.0% or more from FY2019 results	Maintain FY2023 results	Reduction by 2.3% compared to FY2023	Limit the increase to 4.4% compared to FY2024
	Reduction by over 15.3% compared to FY2019	Reduction by 17.3% compared to FY2019	Reduction by over 13.6% compared to FY2019

Resource Recycling Activities

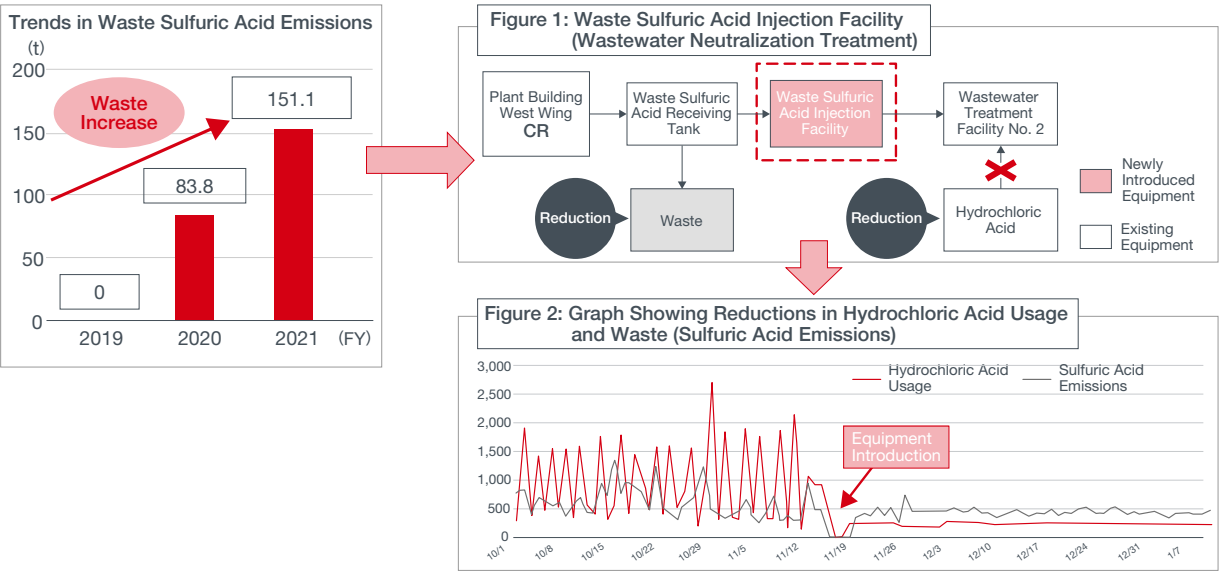
Waste Emissions



Efforts to Reduce Waste

Effective Use of Waste Sulfuric Acid from Incidental Facilities

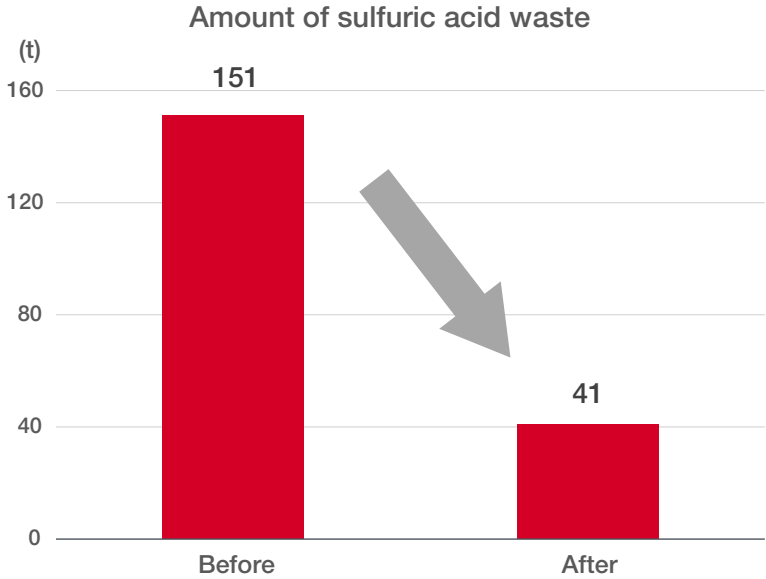
Hydrochloric acid used for neutralization treatment at wastewater treatment facilities was replaced by sulfuric acid, which had been consigned for disposal as industrial waste, for neutralization treatment resulting in a reduction of waste sulfuric acid of approximately 24 tons/month.



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.

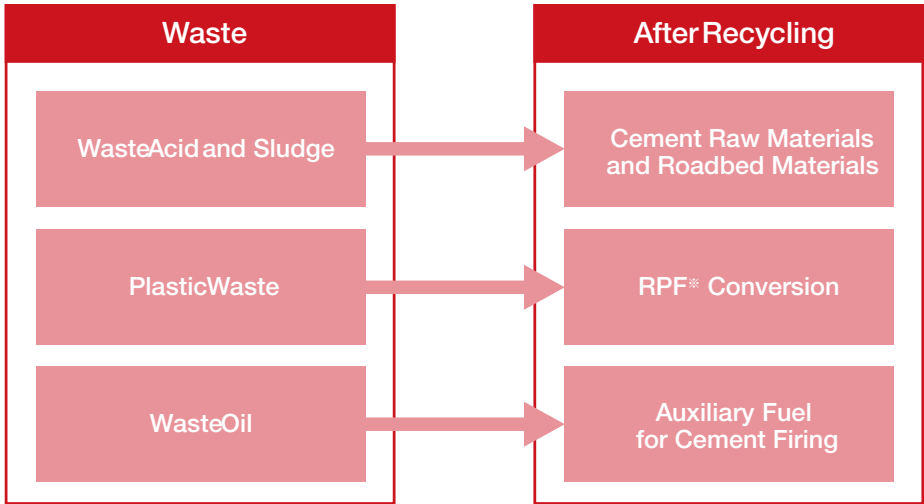
ROHM Group has set a target and is working to achieve the goal of utilizing all waste as recycled resources, including hazardous waste that could potentially affect the environment and human health and safety.

As of FY2024, 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. All industries have some negative impact on nature in the course of their business activities, and ROHM is no exception.

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 to nature positivity (preventing and restoring biodiversity loss) was made.

It has been shown that achieving nature positivity is strongly linked not only to nature conservation initiatives, but also to climate change measures, sustainable production and consumption, waste reduction, and pollution prevention^{*1}. Against this backdrop, ROHM has formulated the ROHM Group Environmental Vision 2050, which sets out long-term goals for realizing a sustainable global environment. The vision identifies climate change, resource recycling, and coexistence with nature as priority themes, and sets targets for each theme.As part of our initiatives, ROHM conducts environmental impact assessments based on ISO 14001 management, and promotes the creation of a global environment that can be passed on to future generations throughout ROHM Group, including the reduction of adverse effects on ecosystems and the implementation of nature conservation activities.

^{*1} Global Biodiversity Outlook 5 (GBO5):

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	Targets for FY2024	FY2024 Results	Targets for FY2025
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.	Planning and examination of specific measures to promote the ROHM Group’s theme of coexistence with nature	Understanding the natural conditions surrounding each manufacturing site and organizing measures to reduce environmental impact	Promote activities to reduce environmental impact based on the degree of environmental impact at each location.
	Conducting environmental events for employees and neighboring elementary schools (schools: 3 times/year, employees and employees’ families: 3 times/year)	Conduct environmental events for employees and neighboring elementary schools (Events for schools: 8 times/year, Events for employees and their families: 3 times/year)	

Coexistence with Nature Activities

Initiatives towards the Conservation of Biodiversity

Assessment of the relationship between business activities and biodiversity

The Taskforce on Nature-related Financial Disclosures (TNFD) framework, published in September 2023, requires companies to assess the dependencies, impacts, risks, and opportunities of biodiversity in their businesses and take necessary measures to address issues. As a first step toward improving our impact on the natural environment, ROHM has assessed and evaluated the relationship between our business activities and nature.

Dependence and Impact of Business Activities on Nature

We identified and evaluated several items identified as general risks for the semiconductor sector by external evaluation organizations and ENCORE, provided by the Natural Capital Finance Alliance and the United Nations Environment Programme's Conservation Monitoring Center, as well as our own specific risk items, and determined that water resources are the most important natural capital on which the ROHM Group depends. (Scope of evaluation: limited to direct operations of the ROHM Group)

• Dependence (middle level or higher only)

Category	Ecosystem Services	Evaluation Result
Resource Supply Services	Freshwater (groundwater, surface water)	Middle
Adjustment and Maintenance Services	Water Purification	Middle
	Flood and Storm Mitigation	Middle
	Water Flow Regulation	Middle
	Rainfall Pattern Adjustment	Middle

* 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.

• Impact

Category	Ecosystem Services	Evaluation Result
Pollution Generation and Release	Water and soil pollution	High
	Noise and light pollution	Middle
	Solid waste generation and release	Low
Adjustment and Maintenance Services	Emissions of air pollutants other than GHG	Low
	GHG Emissions	Very Low
Resource Use	Water Consumption	Low
Changes in Land, Freshwater, and Marine Use	Land use	Low

Coexistence with Nature Activities

Natural Conditions and Risks Surrounding Manufacturing Sites

ROHM conducts assessments using IBAT*1, a biodiversity assessment tool, in areas where its manufacturing sites are located. The results showed that water risk in Japan is low overall, with moderate flood risk in some areas. On the other hand, some items were identified as high risk at overseas locations (Philippines, Thailand, Malaysia, China, South Korea, and Germany). In addition, it became clear that there are a certain number of species with a high risk of extinction and areas protected by national laws and regulations in the vicinity of all manufacturing sites.

	Water Risks ^{*2}				KBA ^{*3}	IUCN Red List ^{*4}
	Water Depletion	Water Stress	Drought	Floods		
Japan	Low	Low	Low	Middle	43	603
Philippines	High	Low	High	Middle	6	267
Thailand	High	High	High	High	5	103
Malaysia	No Data	No Data	Middle	Middle	1	282
China	Low	Middle	High	High	1	77
South Korea	Low	High	Low	Low	1	12
Germany	Low	High	Low	Low	6	28

*1 IBAT: Integrated Biodiversity Assessment Tool
*2 Evaluation results provided by Aqeduct, a tool developed by the World Resources Institute
*3 KBA: Key Biodiversity Area
*4 Total number of species classified as critically endangered or endangered within a 50 km radius

Based on the above results, we conduct environmental impact assessments in accordance with ISO14001 at each manufacturing site to minimize the impact of our business activities on nature, such as water risk, water quality, soil, and air pollution, and promote activities according to the degree of impact. In FY2024, there were no environmental accidents such as leaks exceeding legal limits, nor were there any complaints from NGOs or local residents. In addition, all manufacturing sites have obtained ISO14001 certification.

Initiatives to Reduce the Impact on Nature through Business Aactivities

Coexistence with Nature Activities

1. Creation of the biotope area and environmental communication

In order to create a waterside space, we have constructed an 8,400 m² biotope area on the grounds of our head office in Kyoto. Research shows that even in cities where it is difficult to increase large green spaces, small green spaces and waterside areas play a very effective role in preserving small creatures such as birds and insects. We are using the biotope area to attract various plants and animals and promote the conservation of native species, while also implementing environmental communication measures targeting local children, employees, and their families.

<Biotope Area Image>

いきもののための緑



ビオトープ



Coexistence with Nature Activities

• Biological Monitoring Survey

In the biotope area, we regularly conduct biological monitoring surveys in collaboration with external experts to gather information on the habitat and growth of organisms within the site, with the aim of contributing to conservation and restoration efforts. The surveys have identified not only numerous regional native species but also rare plants and animals such as the endangered *Persicaria hastatosagittatum* and the Giant water strider. Additionally, beetle apartments installed within the area have recorded the first observation of rhinoceros beetle larvae in 2025, confirming the ongoing development of diverse ecosystems year by year.



• Creating Opportunities for Children to Interact with Nature

Since FY2023, we have been regularly opening our biotope area to elementary school students and nursery school children from the neighborhood. With an increasing number of children growing up with little opportunity to interact with nature, we are providing them with opportunities to enjoy learning about the importance of ecosystem and environmental conservation through direct contact with nature.



• Organizing Farm Work Experience Events

In FY2023 and FY2024, we held farm work experience events for employees and their families. The purpose of these events is to enable employees and their families to come into contact with nature in the biotope area and learn about ROHM's Environmental Vision and the importance of ecosystem conservation through work in fields that nurtures biodiversity.



Coexistence with Nature Activities

2. Activities at all production sites

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 Coastal Cleanup



ROHM Apollo Chikugo Plant: Tree planting in the northeast green belt, park development, and opening to the public



ROHM Yokohama Technology Center and Lapis Semiconductor Co., Ltd.: Flower planting volunteer activity



ROHM Korea Corporation Daejeon Plant: River cleanup activities around the company



ROHM Electronics Dalian Co., Ltd.: Cleaning activities around the company premises



ROHM Electronics (Malaysia) Sdn. Bhd.: Cleaning activities around the company



ROHM Hamamatsu: Community cleanup activities



ROHM Electronics Philippines, Inc.: Presenting plants to employees who donated school supplies

3. 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.

Coexistence with Nature Activities



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



Since FY2022, we have worked closely with the Shiga Prefectural Government to develop the park in line with the agreement concept, and it was reopened in March 2025. At the same time, we have signed a naming rights agreement to name the forest area of the park ROHM Forest (Health Zone and Learning Zone). Going forward, we will promote biodiversity conservation and contribute to the community through forest-related support.

・ 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)

* The position titles listed on this page are as of the time of posting.

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	Targets for FY2024	FY2024 Results	Targets for FY2025
Thorough management of chemical substances in products.	Identify applicable laws and regulations and ensure compliance and control.	Revised the standards for chemical substance management in products and notified suppliers of revised standards that reflect the latest laws and regulations and major customer requirements.	Identify applicable laws and regulations, and ensure thorough compliance and management
	Strengthen the internal management system by closely sharing information with relevant parties.	Established working groups to address various issues related to chemical substance management in products and implemented countermeasures.	Strengthen internal management structure through education and close information sharing with relevant parties
	Thoroughly manage controlled substances with suppliers	Implemented countermeasures for suppliers that are determined to pose a risk in regular chemical substance management evaluations.	Thoroughly manage controlled substances with suppliers

Product Chemical Substance Management

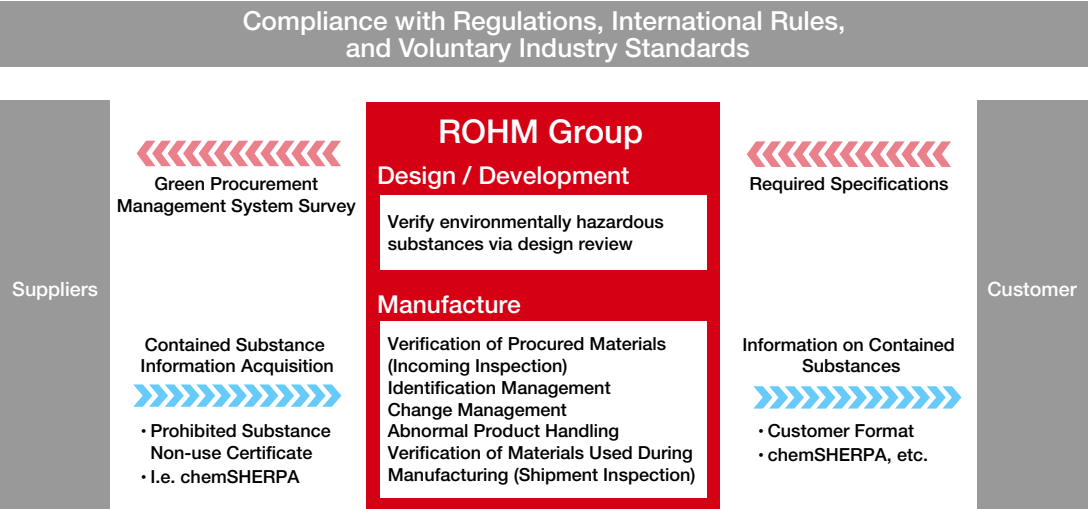
ROHM Group complies with all environmental laws and regulations in Japan and overseas along with customer requirements and conducts initiatives to procure materials that minimize environmental impact.

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 Control Standard of Chemical Substances in Products 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.

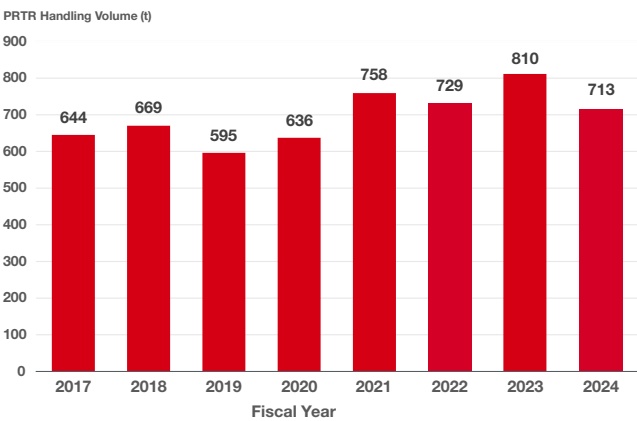
<Number of Reports to the Government Concerning Violations of Laws and Ordinances, etc.>

Fiscal Year	2019	2020	2021	2022	2023	2024
Number of Reported Pieces	0	1	1	1	3	0

PRTR Handling Volume

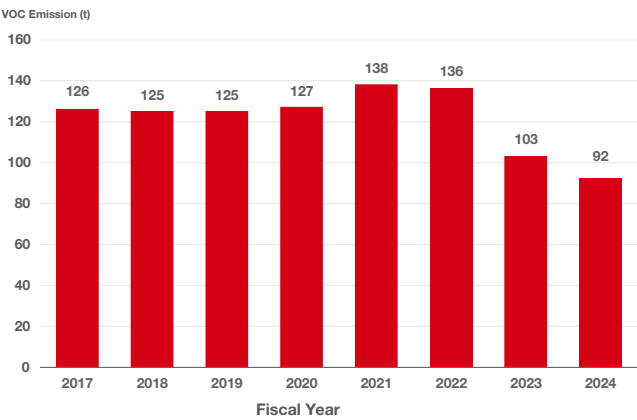
Numerous chemicals are used in the manufacturing process of semiconductors.

ROHM Group is committed to thorough management of PRTR substances(Class I Designated Substances).



VOC(Volatile Organic Compounds)Emission

Organic solvents used in semiconductor manufacturing are classified as 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 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 the 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

•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.



Environmental Communication

•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

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.

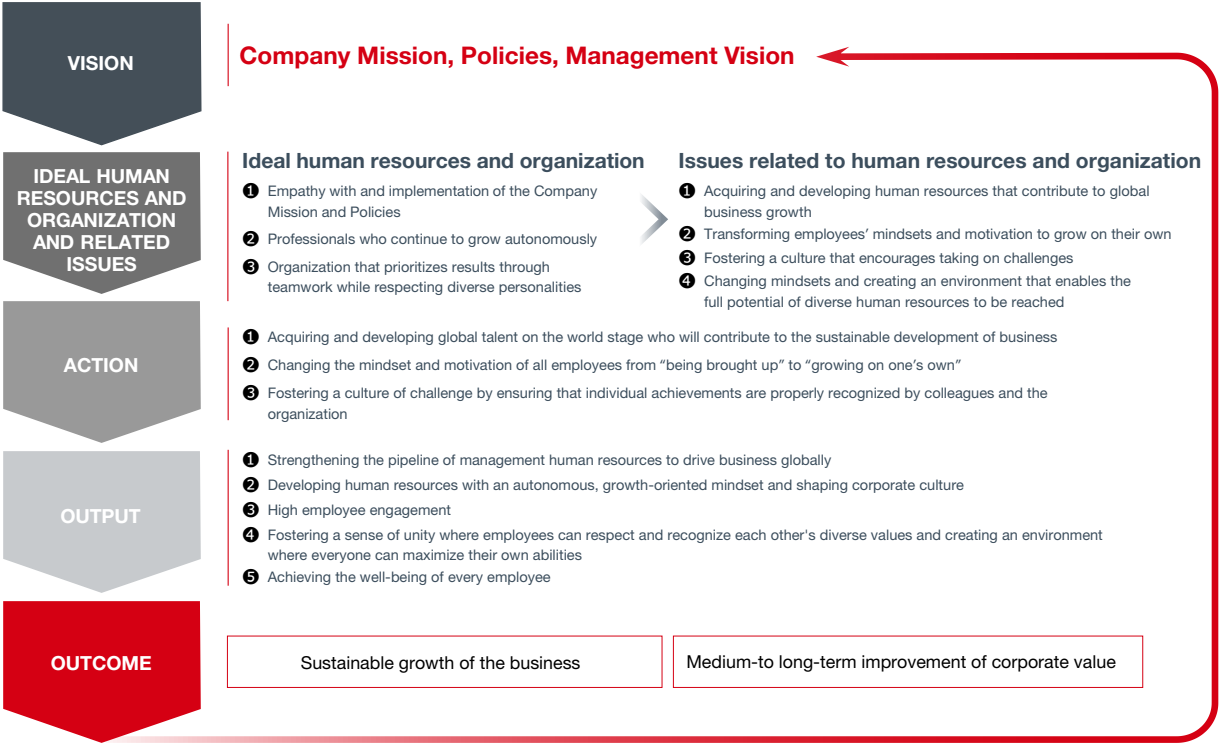
In order to achieve these goals, we believe that we must grow our business and increase corporate value by promoting human capital management.

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 required to achieve our Management Vision 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 FY2024	FY2024 Results	Targets for FY2025
Foster a corporate culture that creates challenges	Establish a system to train world-class next-generation leaders and professionals	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.	•Three global trainees dispatched and coaching provided •Three employees dispatched to MBA/MOT programs, and support system introduced for employees with advanced expertise and doctoral degrees	Build a personnel evaluation system that encourages challenges and rewards results through dialogue between management and labor unions. In addition, introduce a highly competitive personnel remuneration system that raises awareness of contributions to the company among executive employees who lead the ROHM Group.
Enhancement of job satisfaction	①Provide selective services that are adapted to employee orientation and lifestyles under the new normal conditions	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.	Centered on the Health Up Challenge 7*1 , health promotion activities to improve presentism*2 were conducted throughout the year. The walking campaign attracted a record number of over 900 participants, and the BBQ & Walking was held for the first time in six years in cooperation with the labor union.	Through dialogue with labor unions, we will consider and implement welfare measures that are more necessary in the current environment.

Strengthening Employee Engagement

Theme	Targets(Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Enhancement of job satisfaction	②Clarify job descriptions concerning job openings in each department to maximize performance by eliminating post-assignment mismatches	Maximize organizational performance by establishing a structure to support the resolution of human resource issues at each headquarters.	Established a new HR organization to serve as a business partner and built a structure capable of responding quickly and in a timely manner to human resource issues in each organization.	Maintain and continue the structure created in line with the objectives.
	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	Collecting employee career plans in the core human resources system and converting relevant information into data.	Visualized management skills, language skills, and skills necessary for work in the core human resources system.	Build a company-wide succession plan from the executive level based on the visualized data.
Improve employee engagement scores	Initiate engagement survey in entire group, improve annual scores and achieve employee engagement score at or above industry average	Consider and implement measures to further improve engagement in anticipation of the third Head Office and the second group company in 2025.	Support the improvement of the organizational culture of each organization, centered on HR business partners.	Consider and implement activities that contribute to improving employee engagement at every opportunity.

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

【Related Activities】

Strengthening Employee Engagement

Enhancement of Job Satisfaction

We define job satisfaction as a state in which workers are committed to their work and organization, are provided with opportunities for challenges and self-improvement, and feel a sense of self-efficacy. We define ease of working as a workplace environment in which workers can work with peace of mind in accordance with various life stages and events.

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, we introduce the ROHM Group’s initiatives to enhance employee satisfaction by addressing both "ease of working" and the more specific elements of "work fulfillment."

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	Subject
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.	All employees
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.	All employees
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.	All employees
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.	All employees
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.	All employees
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.	All employees

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
Maternity leave	Six weeks before and eight weeks after childbirth. During the leave period, compensation in the form of a allowance is paid through the health insurance association.	All employees	
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) Childcare leave benefits are provided through employment insurance for children up to two years of age.	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. Father Childcare leave benefits are provided through employment insurance during paternity leave 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	
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 care for 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 Compliant with 2025 law amendments
Family Member 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	All employees	Exceeds legal requirements (paid vacation portion)
Long-term Family Member Nursing leave	<p>Up to three years of long-term family member nursing leave can be taken for each family member requiring care</p> <p>Up to 93 days of caregiver leave allowance is provided through employment insurance</p>	All employees	Exceeds legal requirements (up to 3 years of absence)
Allocation of accumulated leave to childcare leave/Leave to care for a child/family member nursing leave/long-term family member nursing leave	Accumulated vacation (unused portion of past paid holidays) can be used.	All employees	ROHM's unique system

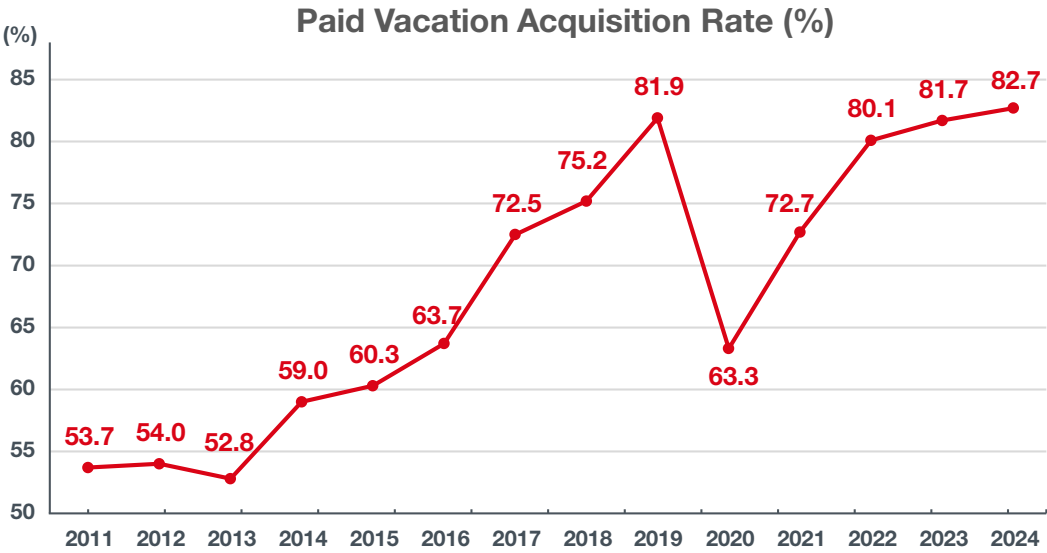
Strengthening Employee Engagement

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	<div>1. Training is implemented to boost their awareness and understanding of rules related to paid vacations.</div> <div>2. Establishment of scheduled annual paid vacations (4 days a year)</div> <div>3. Establishment of a paid-vacation promotion day.</div> <div>4. Establishment of paid vacation in hours.</div>
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In FY2024, the paid leave utilization rate was 82.7%, an improvement of 1.6% from the previous year. In FY2025, 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]

	FY2021	FY2022	FY2023	FY2024
Participants(number)	34	422	-	-
Attendance Rate	100	100	-	-

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 FY2024, remedial and corrective actions were taken for two 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)	FY2020	FY2021	FY2022	FY2023	FY2023
Gold Prize	3-10	10	10	8	8	8
Silver Prize	1.5	17	17	21	14	14
Bronze Prize	0.5	58	60	55	49	49
Effort Award	0.2	59	-	-	-	-
Total	-	144	87	84	71	71

* Effort awards discontinued in FY2021.

* The results for FY2024 are to be announced in September 2025.

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.

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.

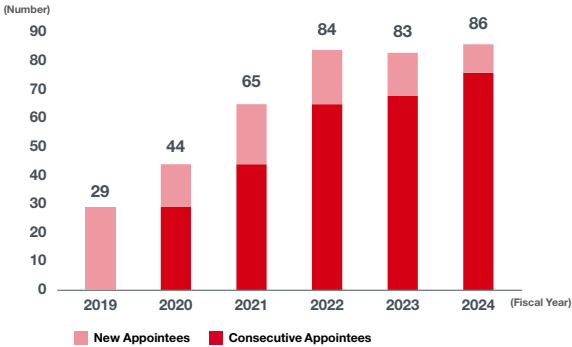
Goals of the Specialist System

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 five having been appointed as of 2025. 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]



Corporate Quality HQ
Analysis Center
Masao Yoshikawa

I am in charge of managing the Analysis Center, which specializes in advanced analysis technology. The mission of the Analysis Center is to “use advanced analysis equipment to provide results that exceed expectations in a timely manner.” Currently, we are working toward three goals: “actively cooperating to eliminate chronic defects,” “improving the analytical capabilities of the entire ROHM Group,” and “becoming an industry leader recognized by other companies.”

I want to utilize my experience to become a leader in spreading analytical technology across the ROHM Group, transcending organizational boundaries, and to develop more human capital who can properly manage and use analytical equipment and correctly interpret analytical data. Through these efforts, I hope to grow even more myself.



LSI Development HQ
Circuit Technology
Development Division
Kenji Hamachi

I am in charge of developing and promoting model-based technology. Model-based technology is an essential technology and development style in the automotive field. By expressing ICs and devices in mathematical formulas and other models, we can streamline specification reviews and design verification. My specialty is that I can model not only ROHM ICs but also our customers' applications and develop integrated verification environments. For motors, I also model our customers' motors, loads, and mechanical mechanisms. During my term, I aim to model the entire system using model-based technology, strengthen sales of our solutions, and acquire new customers. I also hope to contribute to improving the efficiency of design verification throughout the company by sharing technical information internally.

Strengthening Employee Engagement

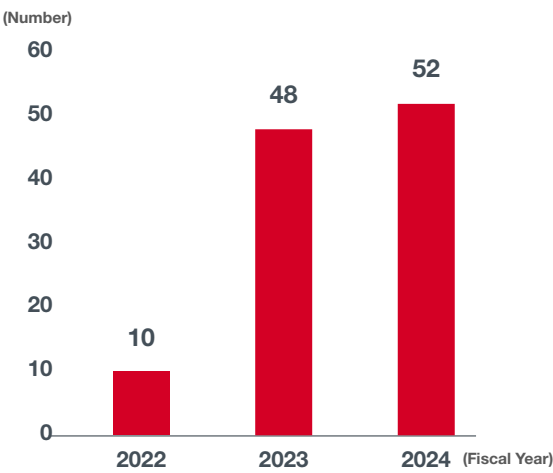
7. Job Posting System

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 FY2024, 52 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.

[Number of transfers (cumulative)]



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.

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 (FY2024) 99.4%
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	Not conducted in FY2024

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

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 2025, the membership rate was 50.9%.

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.

11. Expansion of Employee Benefit Package Services

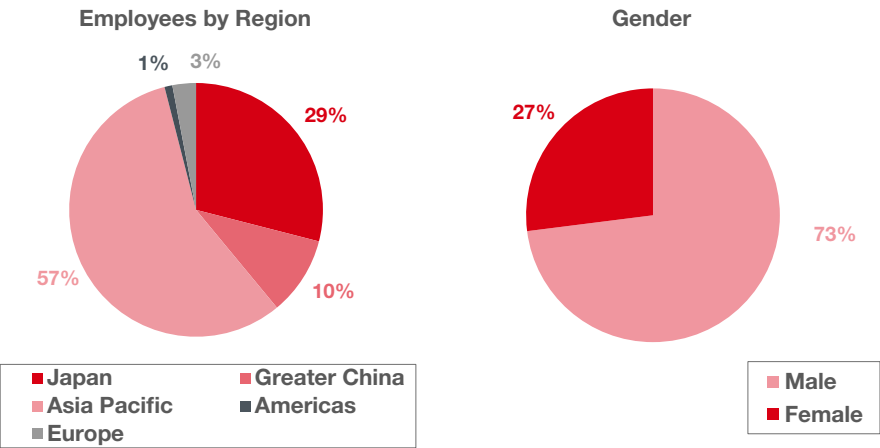
As working styles change dramatically and lifestyles and preferences continue to diversify, we are introducing a new benefit package service in FY2022 that can be used without being affected by circumstances or location and can meet a variety of needs. We are planning to expand and enhance the support 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.

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 2025: 22,608)



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	29%
Philippines	24%
Thailand	21%
China	10%
Malaysia	10%
South Korea	2%
Other	4%

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 FY2024	FY2024 Results	Targets for FY2025
Promote women’s active participation	Increase global female manager ratio to 15% by 2025 and to 20% by 2030	13.7%	13.8%	15.0%
Global capacity development and personnel allocation	①Establish a human capital development system for ROHM Group	Provide career paths for growth-oriented employees and motivate them to realize life and career plans through their work.	Prepared a wide range of elective training courses, which were attended by 894 employees. We verified the effectiveness of the training using the NPS metod.	In addition to the existing selective training, establish a training system that is more closely linked to business units and carefully considers the target participants and content.
	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	Collecting employee career plans in the core human resources system and converting relevant information into data.	Integrated human resources core systems across multiple Japanese domestic group companies.	Aim to integrate the human resources core systems of all domestic group companies and standardize systems.

Diversity Development

Theme	Targets(Target Year: FY2025)	Targets for FY2024	FY2024 Results	Targets for FY2025
Global capacity development and personnel allocation	③Accumulate strategic data on evaluation, compensation, promotion and placement	Visualize career paths for employees aiming to become global leaders based on the “Succession Survey” and “Next Generation Selection Program” at the Head Office.	Implemented a successor training program for high-priority positions. Ten people participated, and seven were actually appointed as department heads.	Establish company-wide talent review opportunities, visualize the status of successors for key positions, and implement systematic training plans.

【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, FY2024:116)

[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 Online Event]

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, FY2024: 337)

[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 Womens' 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. (4,398)	15.8%	15.1	37.7	19.0%	6.7%	1.9%	12.5%
ROHM Wako Co., Ltd. (328)	14.3%	3.8	-	11.8%	2.4%	0.0%	0.0%
ROHM Apollo Co., Ltd. (778)	9.4%	5.0	4.8	7.9%	2.5%	3.2%	0.0%
ROHM Hamamatsu Co., Ltd. (242)	7.1%	20.7*2		12.3%	2.3%	0.0%	0.0%
ROHM Mechatech Co., Ltd. (65)	33.3%	17.4	16.6	16.2%	0.0%	0.0%	0.0%
LAPIS Semiconductor Co., Ltd. (637)	11.5%	21.4	22.2	13.3%	2.7%	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. (4,398)	27	3	64.0%	63.5%*4	61.7%*5
ROHM Wako Co., Ltd. (328)	5	0	63.9%	63.8%	45.6%
ROHM Apollo Co., Ltd. (778)	2	0	73.2%	76.7%	57.9%
ROHM Hamamatsu Co., Ltd. (242)	2	1	63.1%	66.4%	48.0%
ROHM Mechatech Co., Ltd. (65)	2	0	64.3%	67.2%	70.7%
LAPIS Semiconductor Co., Ltd. (637)	20	4	83.7%	83.4%	80.7%

*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: Due to the merger, the percentage of female managers at LAPIS Technology is combined with that of ROHM.

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

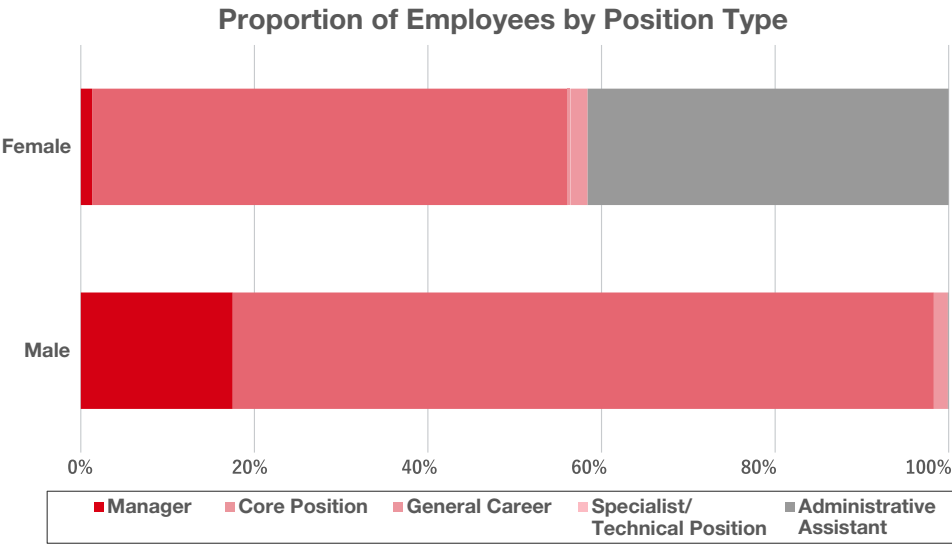
*5: The gender pay gap among non-regular employees at ROHM is influenced by the ratio of male to female employees in each employment category.

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.

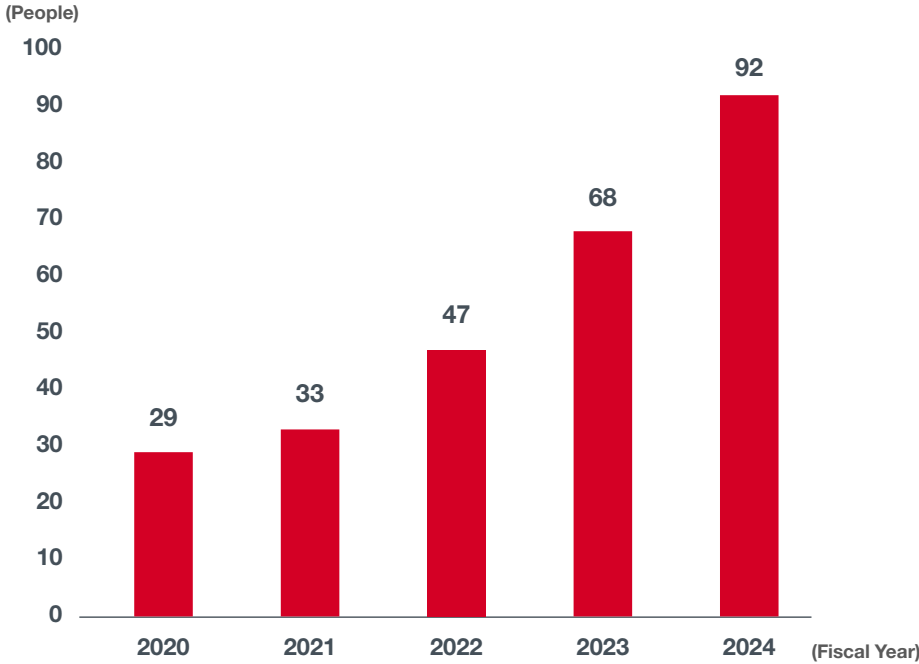
[Proportion of Employees by Position Type]



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

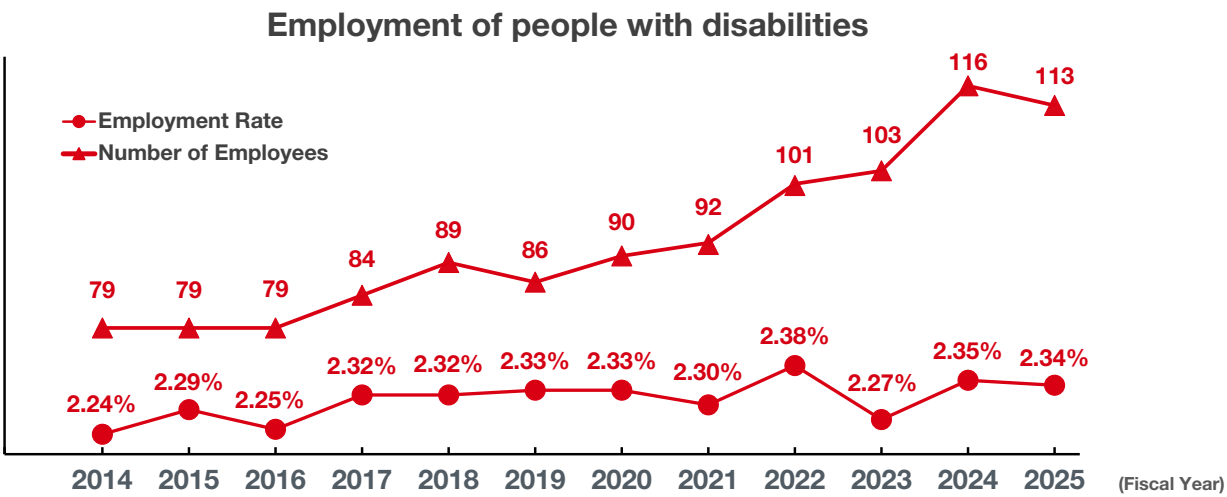
Voice from the Attendees

- 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 June 2025, the number of employees within the domestic group was 113, with an employment rate of 2.34%.



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 expanding opportunities for employees to play an active role. We have been improving the workplace environment by installing unisex toilets, ramps, underfloor wiring, and large displays to create an environment that is comfortable for a diverse range of human resources. We will continue to promote employment expansion so that everyone can work with peace of mind and leverage their strengths.

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>

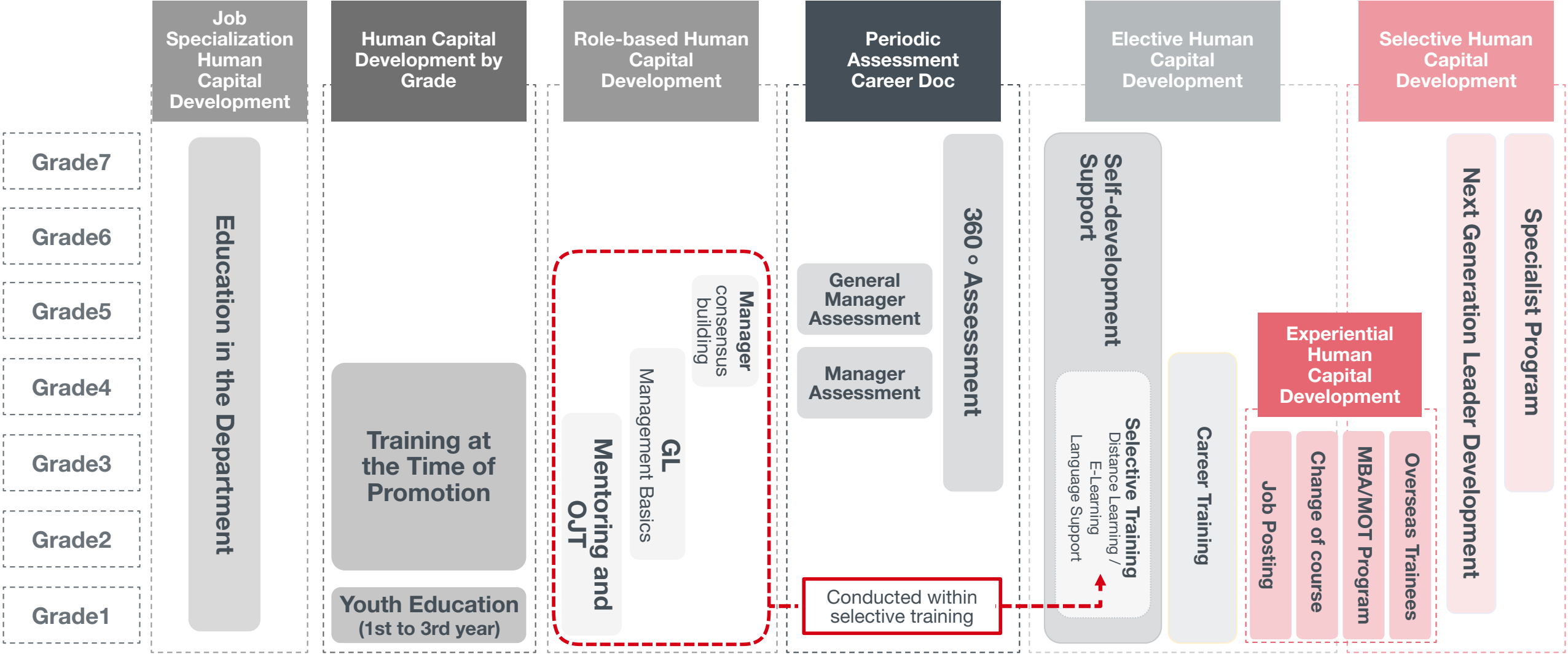
In order to realize ROHM Group’s management vision, it is important to develop next-generation leaders and professional human resources who can create innovation in accordance with the Basic Goals for Education and Training. Based on this idea, Diversity Development is set as a sustainability priority 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 Assessments	Learn organizational management skills through external assessments and apply them in practice.
6.Elective Human Resource Development	Learn the knowledge and skills necessary for your career when necessary.
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)	FY2023		FY2024			
				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	290	100%	296	100%	80	900
	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%	-	-	-	-
	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	296	100%	260	100%	13 (Grade2) 14 (Grade3) 17 (Grade4)	4,332
Role-based Human Resource Development	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	-*3	-	-*3	-	-	-

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2023		FY2024			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
Role-based Human Resource Development	Mentor/Mentee Training*2	Foster a culture of human resource development and encourages long-term career development through the development of new graduates.	10	60	100%	-	-	-	-
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	112	100%	106	100%	6 (Junior Managers) 62 (Department Managers)	10,460
Elective Human Capital Development	Career design 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	130	100%	-*3	-	-	-
	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	1084	100%	894	100%	8.4	17,119
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	-*3	-	10	100%	84	4,430

Human Capital Development

Category	Main Training Courses	Objectives	Number of Times Held (Year)	FY2023		FY2024			
				Number of Participants	Attendance rate(%)	Number of Participants	Attendance rate (%)	Training Hours (Hour/articipant)	Cost (Thousands of Yen)
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.	-	130	100%	20	100%	3	0
	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:This training has been shifted to an elective training program.

*3::Not held in this fiscal year.

Human Capital Development

Item	SCOPE	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Average annual educational development hours per capital	ROHM	Hours	-	-	12.7	13.2	9.6	7.6
Average annual educational development cost per capital	ROHM	Yen	-	-	23,000	40,118	33,142	15,023
Average annual educational development hours per capital	Consolidated	Hours	-	-	-	-	-	-
Average annual educational development cost per capital	Consolidated	Yen	-	-	-	12,471	14,051	12,015

MBA/MOT Challenge Program

Within the program, promising employees are selected and encouraged to pursue a Master of Business Administration (MBA/MOT) or doctoral degree. The aim is to develop human capital with a managerial perspective and highly specialized skills, thereby ensuring the sustainable growth of the company.

DX Education

With the aim of improving the digital skills of our employees, we are promoting the automation of business processes through e-learning of IT knowledge and the utilization of generative AI and low-code development tools. Through both classroom and hands-on training, we are promoting the improvement of individual employee productivity. In particular, RPA tools are used company-wide, leading to the automation of more than 420 operations and tasks and achieving annual operational efficiency gains of more than 24,000 hours.

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 and learn about other countries' culture. 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 boost 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 System

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 System

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 System

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 System

Promotion System

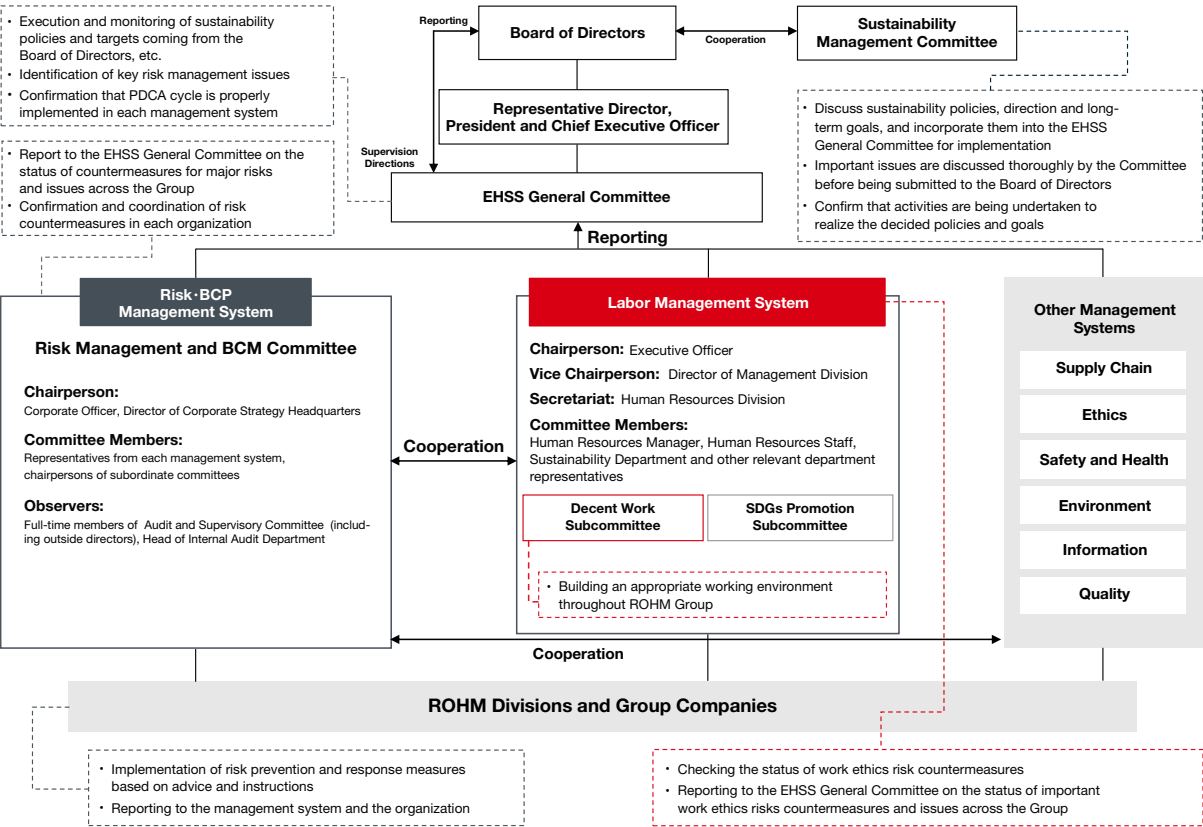
ROHM Group’s Labor Management System takes the lead in managing risks related to work ethics and improving the work environment to create an environment where employees can work with vigor and enthusiasm.

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 BCP, 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.
ROHM Group Occupational Health and Safety Top Management
Satoshi Fujitani

Ensuring the Health and Safety of Employees

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.

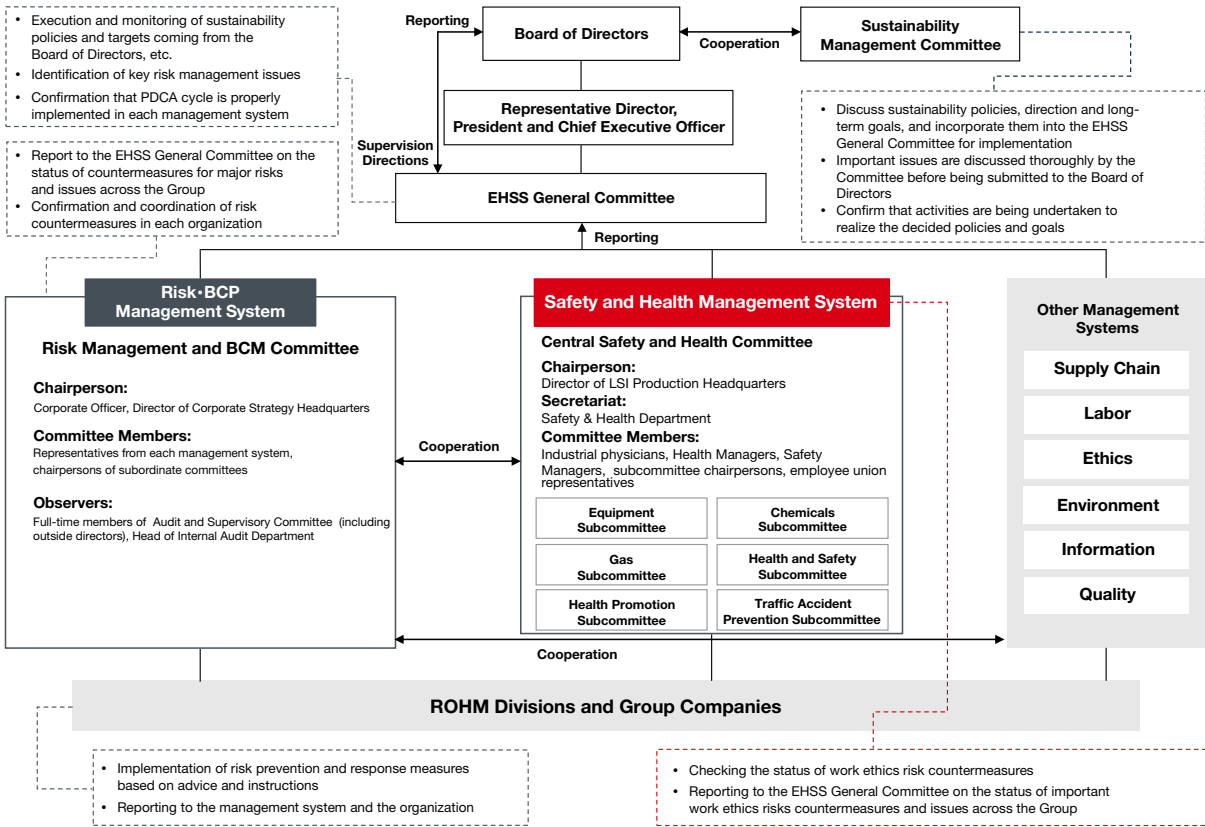
The Central Safety and Health Committee is established as a subordinate organization of the EHSS General Committee*, which is attended by directors with executive authority and division managers, and is responsible for the appropriate management of serious safety and health risks in ROHM Group.

The Central Safety and Health Committee is chaired by the headquarters director, and consists of six specialized subcommittees, which address various themes such as equipment, chemicals, and health promotion, and manage safety and health risks in cooperation with the Safety & Health Department, 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.

ROHM Group Health and Safety Management Promotional System



ROHM Group Safety and Health Certifications

Ensuring the Health and Safety of Employees

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)	Targets for FY2024	FY2024 Results	Targets for FY2025
Securing a safe workplace	Achieve and maintain “0” in the number of lost time accidents* in ROHM Group *Occupational accidents requiring one or more days of absence from work	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.	Number of Serious accidents: 2 (Accidents resulting in business suspension: 3)	Number of Serious accidents*: 0

Theme	Targets (Target Year: FY2030)	Targets for FY2024	FY2024 Results	Targets for FY2025
Promotion of health management	1. Establish a health management promotion system that unifies the ROHM Group	Set targets and implement initiatives to improve at least one of the Health Up Challenge 7*1 items at Group companies in Japan.	Set targets and implement initiatives to improve Health Up Challenge 7 at all Japanese domestic group companies.	Set targets and implement initiatives aimed at improving two or more items of the Health Up Challenge 7 at all ROHM Group companies.
	2. Improvement of health through “Health Up Challenge 7” (65% or more of participants achieved 4 or more items)	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 48.4% or more Percentage of people who exercise regularly: 72.0% or more	Percentage of people being well rested from sleep: 52.7% Percentage of people who exercise regularly: 70.8% or more	Health Up Challenge 7*1 Improvement of Sleep and Exercise Percentage of people being well rested from sleep: 55.7% or more Percentage of people who exercise regularly: 70.0% or more
	3. Improve presenteeism by improving physical and mental health	Improved the labor productivity loss rate due to presenteeism*2 from the previous year (below 36.2%)	Labor productivity loss rate due to presenteeism*2: 20.0%	Improve the labor productivity loss rate due to presenteeism*2 compared to previous year (below 20.0%)

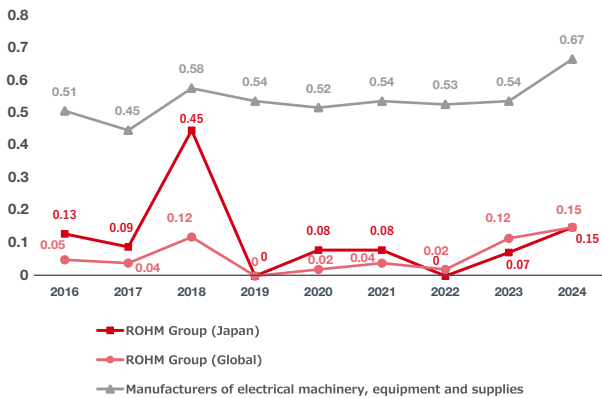
*1 Health Up Challenge 7: A program that aims to improve presenteeism and achieve well-being by having each person work to clear as many of the seven health-related items as possible: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication.
*2 Presenteeism: a state of being at work but with reduced productivity due to mental or physical illness.

Ensuring the Health and Safety of Employees

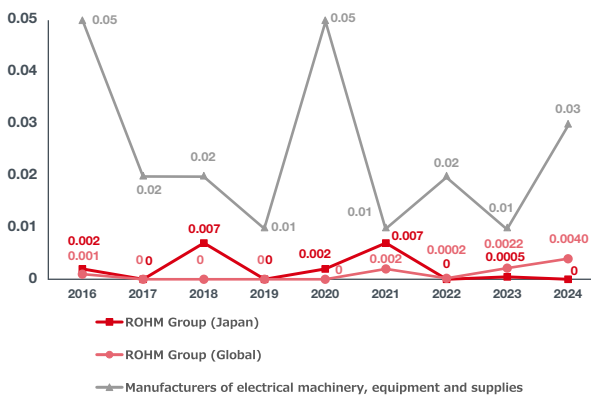
Occupational Incidence Rate and Severity

In 2024, As a result of our ongoing safety initiatives, ROHM's occupational accident incidence rate and severity rate remained below the average for the electrical equipment manufacturing industry in Japan at both our domestic and global locations. 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

Initiatives to Promote Safety

1. Safety Training

The ROHM Group provides ongoing safety training to its employees to ensure a safe and secure workplace. In addition to the legally required training provided upon hiring, we conduct regular training sessions that include review sessions for employees in their second and third years, and safety training tailored to their positions when they are promoted. This ensures that the necessary safety awareness and knowledge are established at every level. In addition, each workplace conducts its own health and safety training through workplace committees, promoting voluntary and proactive health and safety management activities.

*Workplace committees: Formed at the department and floor levels, these committees communicate the decisions made by the health and safety committee at each location and promote the improvement of health and safety performance within their departments. All employees, regardless of position, are encouraged to participate.

In recent years, we have established three basic rules for safety activities as the fundamental actions to take when an abnormality is detected: “Stop (interrupt work),” “Call (contact a supervisor or senior employee),” and “Wait (do not resume work until instructed).” We regularly educate all employees on these rules.

In addition, at our Hamamatsu plant, we have established an “Engineer Training Division” that specializes in training equipment engineers. At the Engineer Academy, a facility dedicated to training, full-time instructors teach not only specialized technical skills but also work safety management using the SEAJ (Semiconductor Equipment Association of Japan) recommended safety training program. In addition, we are training instructors so that this training can be provided at all ROHM Group locations. (The Engineer Academy was certified as a vocational training facility in Shizuoka Prefecture on March 29, 2023.)



Engineer Academy
(Technical Training)

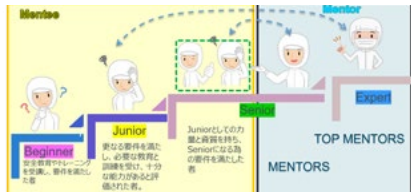


Engineer Academy (Lecture)

Ensuring the Health and Safety of Employees

2. Activities to Prevent Industrial Accidents

In accordance with Safety and Health Management System, 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. 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 long time provide education and guidance to employees who have been with the company for a long time. As a result, in FY 2024, the number of safety-related suggestions from workers increased fivefold over a year, and improvements were made.



Mentor & Mentee Activities

3. Safety Confirmation of Group Locations

With the aim of strengthening the operation of our health and safety management system and preventing disasters at Group locations and reducing risks at work sites, ROHM conducts on-site inspections of Group locations. By having a third party inspect our manufacturing sites, we prevent risks from being overlooked and ensure that safety management levels are consistent across the board. In FY 2024, we will conduct on-site safety inspections and discussions with local members at a total of five manufacturing sites in Japan and overseas, and will systematically correct and confirm the risks and issues identified.



During Audit



During Audit

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 FY 2024, we conducted patrols with an emphasis on interviewing workers and focused on identifying potential risks.



Internal patrols

Ensuring the Health and Safety of Employees

Patrol List (excerpt)

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.



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.

- Safety training upon entering the premises
- Regular health and safety meetings with contractors and companies with staff stationed on company premisses
- Regular health and safety patrols, occupational health physician patrols, and site manager patrols
- Fire extinguisher training, earthquake evacuation drills, and nighttime chemical and gas leak evacuation drills
- KYT* (hazard prediction training) activities, small group activities, 5S activities, and suggestion activities
- Others, such as safety training on chemicals and gases



Safety training upon entering the premises



Small-group activities



Night Evacuation Training

Ensuring the Health and Safety of Employees

8. Response to Occupational Accidents

When an occupational accident occurs, the health and safety representative at the location where the accident occurred shares the information with all relevant parties within the ROHM Group.

In the event of an accident, not only the location where the accident occurred but also relevant parties at the Head Office and related locations cooperate to confirm the details of the accident, analyze its root causes, and consider measures to prevent recurrence. In addition, the Head Office disseminates information to other locations to prevent similar accidents from occurring and to strive for accident prevention.

[Voice of the Person in Charge]



Corporate Sustainability Division
Safet & Health 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 responsible for confirming workplace safety at all ROHM Group locations 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.

Ensuring the Health and Safety of Employees

Initiatives to Promote Health

1. Stress Reduction Initiatives (Mental Health Measures)

ROHM has established an in-house clinic staffed by doctors and public health nurses, where employees can consult with them about physical and mental health issues at any time.

In addition, we have established a system whereby employees and their families can easily consult with external partner organizations through an Employee Assistance Program (EAP). In addition to this support system, we conduct stress checks to encourage employees to recognize their own stress levels and reduce the risk of mental health issues. Based on workplace analysis results, we intervene directly in high-risk departments and provide feedback to each department to prevent mental health issues from arising within the company.

We also hold online yoga seminars and mental health seminars (line care and self-care) to help employees maintain their physical and mental health.

For employees who have taken leave due to mental health issues, we offer a return-to-work program in which industrial physicians and human resources and labor relations personnel work together to support a smooth return to the workplace.

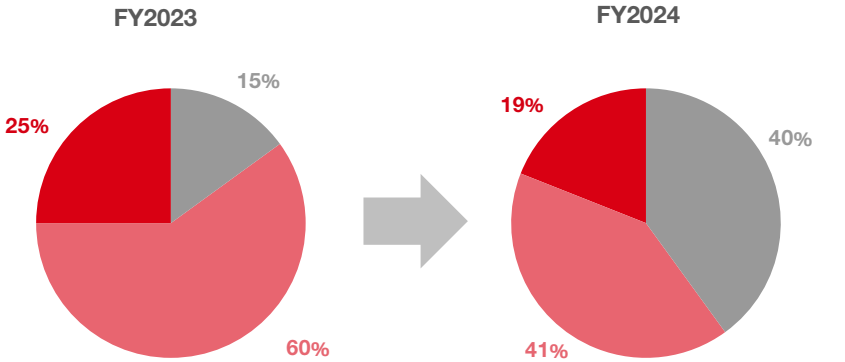
2. Measures to Prevent Lifestyle-related Diseases

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.

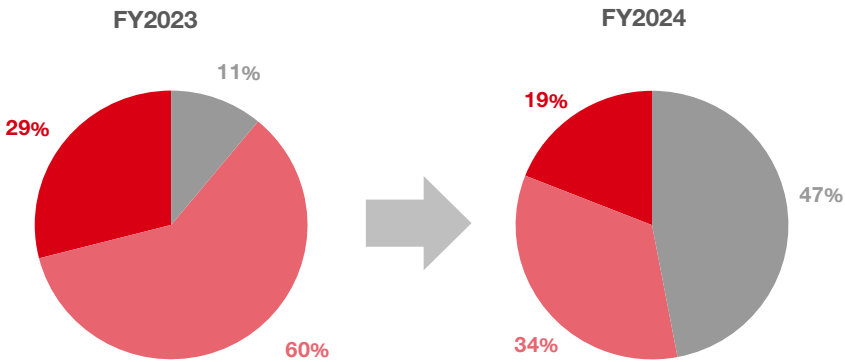
In addition, to support the eating habits that tend to be disrupted by telecommuting, etc., we hold seminars to improve eating habits and introduce simple healthy recipes that can be prepared while working at home that were solicited from employees.

< Changes in Those Who Received Health Guidance for Metabolic Syndrome >

Age: Over 40



Age: 35-39



■ Employees Suffering from or at Risk of Metabolic Syndrome
■ Pre-Metabolic Syndrome
■ Not Applicable to Metabolic Syndrome

Ensuring the Health and Safety of Employees

TOPIC.

ROHM believes that in order to prevent lifestyle-related diseases and enable employees to work in good health, it is necessary to provide opportunities for them to check their own health status. To address this, ROHM has established a health check corner where employees can use various health check devices and fitness equipment, including the InBody body composition analyzer, blood pressure monitors, and vascular age measurement devices, free of charge. By regularly using these devices to measure various metrics such as body fat percentage, muscle mass, body water percentage, basal metabolic rate, nutritional assessment, and muscle mass by body part, each employee can gain an understanding of their own health status and use this information as a starting point to review and improve their daily lifestyle habits.



Health Check Corner

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

Since FY 2019, ROHM has incorporated gynecological examinations (cervical and breast cancer screenings) into its regular health checkups as a measure against cancers specific to women of working age (20s to 50s) in accordance with the guidelines of the Ministry of Health, Labour and Welfare, and has created an environment where female employees can receive medical examinations with peace of mind.

Additionally, we encourage all employees to undergo cancer screenings. For employees aged 35 and older, we provide free stomach and colorectal cancer screenings, and for female employees of even-numbered ages, we offer free gynecological examinations. Starting in May 2023, we have established the Cancer Support Consultation Room to assist employees in balancing treatment and work if they are diagnosed with cancer. We are committed to creating a supportive environment where employees can share their concerns and receive thoughtful consideration.

TOPIC.

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 Support Consultation Room 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 three consecutive years since 2022.



Certificate of Commendation
for Excellence in Cancer Control Promotion

Ensuring the Health and Safety of Employees

4. Age-friendly Initiatives

ROHM is working to become an age-friendly company throughout the entire organization. We conduct physical fitness tests and self-assessments for middle-aged and older employees aged 55 and over who are at high risk of occupational accidents, providing them with opportunities to identify gaps between their self-perceptions and their actual physical abilities. The results are reviewed by public health nurses, who provide individual health advice to promote a workplace where employees of all ages can work with peace of mind.



5. Infection Control Measures

In order to protect the health of our employees, it is necessary to have a system in place to prevent the spread of infectious diseases. ROHM has a designated infectious disease reporting form that can be accessed by all employees who contract an infectious disease. Based on the information reported, we have established a system that allows us to quickly identify and isolate employees who have come into contact with infected individuals and disinfect their workplaces in order to prevent the spread of infection within the company. In addition, we provide influenza vaccinations to all employees at the company's expense, and approximately 76% of all employees take advantage of this program. Furthermore, overseas employees and their families receive vaccinations recommended by the Ministry of Health, Labour and Welfare according to the circumstances of their assignment.

Initiatives to Promote Health and Productivity Management

6. ROHM Health Up Challenge 7

ROHM has established a set of indicators called “Health Up Challenge 7” and is working to improve presenteeism and achieve well-being by focusing on seven health items: sleep, stress, exercise, diet, alcohol consumption, smoking cessation, and communication. We are implementing various initiatives to encourage each employee to review their daily habits and raise their health awareness so that they can achieve as many of these items 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

6-1. Sleep Improvement Initiatives

As part of our sleep improvement initiatives, we hold seminars on sleep, conduct sleep posture pressure measurements, and regularly distribute information. In addition, our in-house clinic offers screening tests for sleep apnea syndrome to employees who wish to participate.

Ensuring the Health and Safety of Employees

6-2. Stress Reduction Initiatives (Mental Health Measures)

ROHM has established an in-house clinic staffed by doctors and public health nurses, providing a structure that allows employees to consult with them about physical and mental health issues at any time.
For details on these activities, please [click here](#).

6-3. Initiatives to Improve Exercise Habit

As part of our efforts to encourage regular exercise, we held walking campaigns using health apps, online exercise seminars, walking clubs, and health events. In addition to company-wide activities, we set health goals for each workplace to promote the health of our employees. We regularly monitor changes in our employees' exercise habits, and in FY 2024, we achieved a rate of 70.8% of employees who exercise regularly. Group companies are also implementing initiatives to improve exercise habits, such as sports events and Pilates seminars.

6-4. Initiatives for Dietary Habits

Initiatives to improve dietary habits include holding food education seminars and collaborate with our employee cafeteria to hold regular food fairs. Most recently, we held a seminar on proper sugar intake, which was accompanied by the offering of healthy, low-sugar menu items and the provision of information on improving eating habits.

6-5. Initiatives regarding Alcohol Consumption

We provide opportunities to learn about proper alcohol consumption by disseminating information on alcohol and holding seminars.

6-6. Initiatives against Smoking

ROHM has promoted anti-smoking activities as part of its efforts to promote employee health and create a comfortable workplace. ROHM has been a smoke-free company since 1998, and since 2009, all ROHM Group companies in Japan have banned smoking. ROHM employees and employees of affiliated companies have been working to maintain and improve their health. In addition, ROHM has been disseminating information on the smoking cessation program, and is also implementing an initiative called “Marathon 42 Days for Smoking Cessation,” in which employees are encouraged to take up the challenge of quitting smoking.

6-7. Communication Initiatives

ROHM places great importance on dialogue. As a communication tool for revitalizing our organization and teams, we have established a “Wai-Gaya Space” (utilizing free time in the employee cafeteria) where employees can relax and hold meetings and discussions, thereby creating an open workplace and promoting internal communication.

Ensuring the Health and Safety of Employees

TOPIC.

ROHM selected as a White 500 Company 2025 for eight 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” in the “Excellent Health and Productivity Management Corporation 2025 (Large Corporation Division)” for the eighth 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.



White 500 Certification Logo

TOPIC.

ROHM was recognized as a Sports Yell Company for the fifth 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 five consecutive years since FY2020. In FY2024, ROHM was also certified +, which is given to companies whose employees participate in sports at least once a week at least 70%.



Sports Yell Company 2025
Certification Logo

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 cherishing 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.

7. Security Export Control

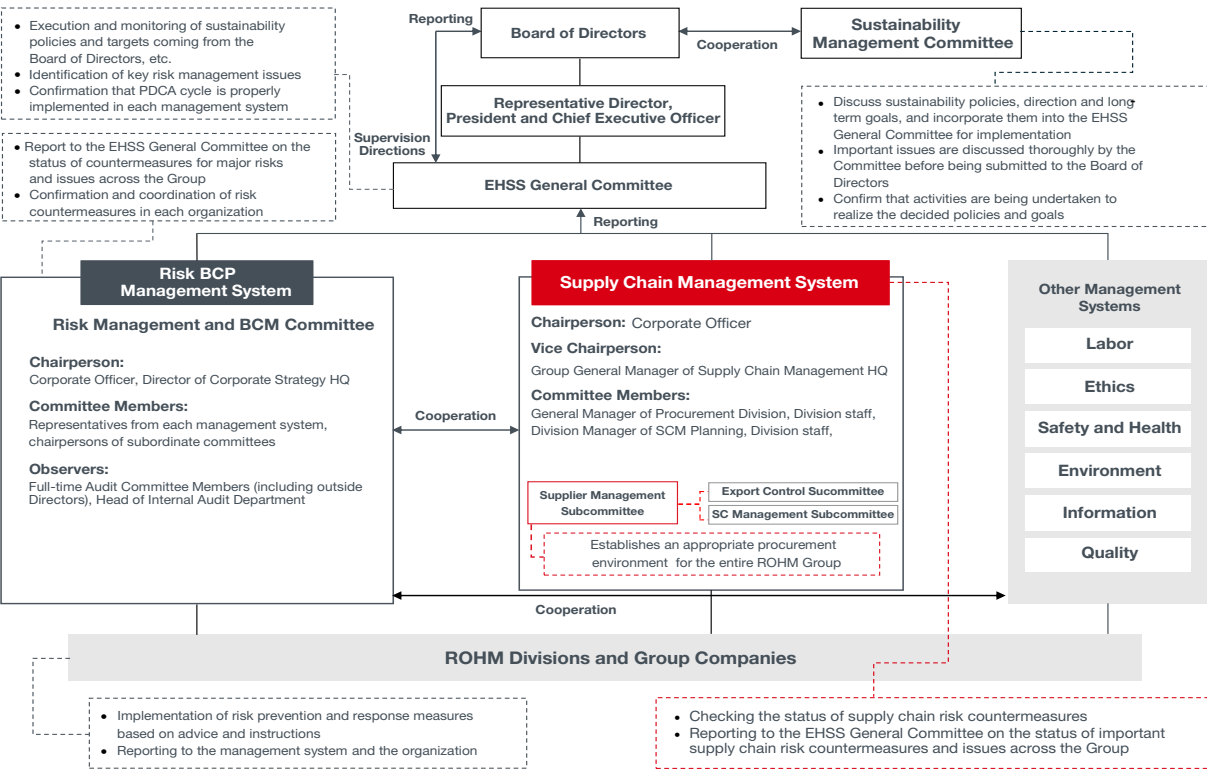
ROHM shall establish a clear control system for the export of technologies and goods regulated by national or regional laws and regulations and properly conduct export procedures.

Supply Chain Management

Promotional Structure

ROHM Group promotes the establishment of sustainable supply chains with suppliers through the effective operation of the supply chain management system. The Supply Chain Management System is subordinate to the EHSS General Committee*, which is composed of directors and divisional managers with executive authority, and monitors the execution of the policies and targets related to supply chain management set out by the Board of Directors. The Supply Chain Management System is responsible for the appropriate management of supply chain risks within the ROHM Group. The committee is chaired by an executive officer, and the Supplier Management Subcommittee, its subordinate organization, is responsible for the management and supervision of supply chain risks. The Supplier Management Subcommittee formulates targets, implements measures, and evaluates them under the theme of creating an appropriate procurement environment for the entire ROHM Group, and reports the progress and results of these activities to the supply chain management system on a regular basis. The EHSS General Committee also evaluates and confirms that the PDCA cycle of the Supply Chain 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 executive officers in charge of eight subordinate management systems (Risk Management BCP, 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 FY2024	FY2024 Results	Targets for FY2025
Strengthening BCM System	①Purchasing ratio of 90% or more from suppliers who have completed comprehensive evaluation of supplier activities	90.0%	94.5%	94.5%
		(Consolidated)		
	②100% CSR self- assessment ratio ofcritical suppliers	80.0%	90.0%	100.0%
		(Consolidated)		
	③100% prior agreement rate for emergency response of critical suppliers	80.0%	86.0%	100.0%
		(Consolidated)		
Promotion of CSR procurement activities	90% or more of purchases from suppliers* with CSR Self-Assessment result of B or higher	85.0%	90.7%	90.0%
		(Consolidated)		

*The target for FY2025 has been revised to include only material suppliers in the calculation.

[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. Among these, ESG evaluation items account for 40% of the selection criteria, demonstrating the importance we place on our suppliers' ESG initiatives. 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.

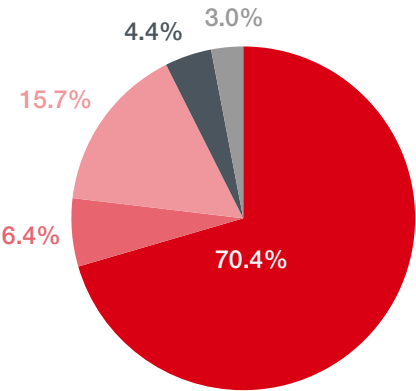
-  [ROHM Group Supply Chain Management Guidelines Rev.12\(Japanese\)](#)
-  [ROHM Group Supply Chain Management Guidelines Rev.12\(English\)](#)

Working Together with Suppliers

Supply Chain Overview

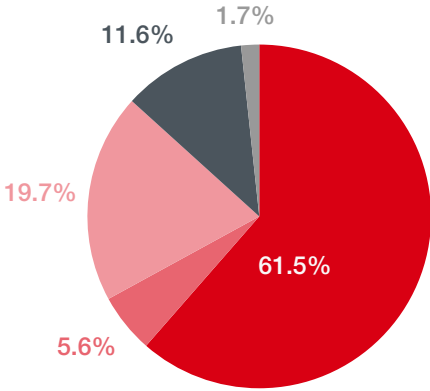
ROHM Group’s supply chain is as follows. (FY2024)

Ratio of Suppliers by Region(Materials)



■ Japan ■ ASEAN ■ China ■ America ■ Europe

Ratio of Purchase Amount by Region(Material)



■ Japan ■ ASEAN ■ China ■ America ■ Europe

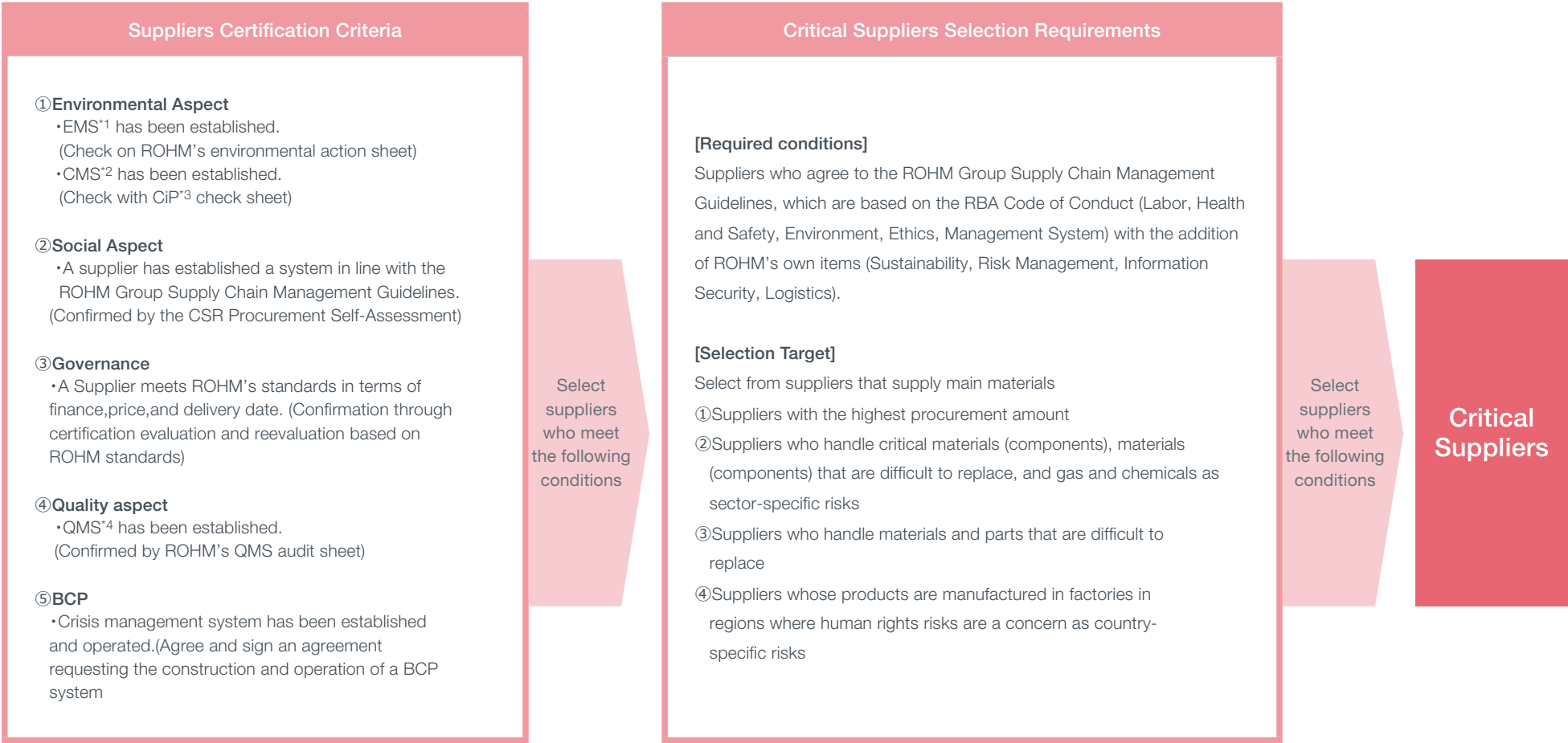
Identifying Critical Suppliers

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

Critical suppliers are identified from among material suppliers that meet all of our supplier certification criteria. As a prerequisite, suppliers must agree to comply with ROHM's “ROHM Group Supply Chain Management Guidelines.” In addition, we select suppliers based on procurement amounts, product-specific risks, country-specific risks, and sector-specific risks (critical materials and materials that are difficult to replace).

Working Together with Suppliers

Flow of Selection of Critical Suppliers



【 Measures for All Suppliers 】

For suppliers, we request and support continuous improvement by providing support for the establishment of management systems for quality and BCP, in addition to the environment, society, and governance, and by evaluating their operations.

【 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 Substances Management System
*3:Chemicals in Products
*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 FY2024	FY2024 Result	Target for FY2025
90% or more (in terms of value)	ROHM Group	85.0%	90.7%	90.0%

< 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

Working Together with Suppliers

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

	FY2022			FY2023			FY2024		
	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	2	2	-	2	2	-	3	3	-
Cafeteria	4	4	-	3	3	-	3	3	-
Cleaning	2	2	1	3	3	-	3	3	-
Equipment & Facilities	5	5	-	4	4	-	3	3	-
Other	4	4	2	4	4	1	4	4	2
Total/Number of Companies (Percentage)	18	18 100%	3 16.7%	17	17 100%	1 5.9%	17	17 100%	2 11.8%

*Sustainability High-risk suppliers:
Suppliers other than critical suppliers with an overall rating of C or below in the CSR Procurement Self-Assessment and who are deemed to have negative impacts on sustainability aspects. We request improvements from them every year after the assessment is completed.

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

	FY2022					FY2023					FY2024				
	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	2	-	-	-	-	-	2	-	-	-	2	1	-	-	-
Cafeteria	1	1	2	-	-	-	1	2	-	-	-	1	2	-	-
Cleaning	-	-	1	1	-	-	1	2	-	-	-	1	2	-	-
Equipment & Facilities	2	1	2	-	-	2	1	1	-	-	1	2	-	-	-
Other	-	1	1	2	-	-	1	2	1	-	-	1	1	2	-
Total	6	3	6	3	0	3	6	7	1	0	4	6	5	2	0

Working Together with Suppliers

We conduct CSR procurement audits and provide improvement support to critical suppliers that are classified as high-risk suppliers in terms of sustainability.

		FY 2024 Assessment Results (number of companies)					Number of companies requested to make improvements	CSR Procurement Audits.			
		A	A-	B	C	D		Number of companies receiving improvement support	Number of improvement requests	Number of improvements completed	Improvement completion rate
Critical Suppliers	50	36	10	4	-	-	4	3	10	10	100
Of which Tier-1	28										
Of which other than Tier-1	22										

* Sustainability High-risk Suppliers: critical suppliers ranked B or lower.

We conduct improvement requests, on-site interviews, and provide improvement support to suppliers other than critical suppliers that are classified as high-risk suppliers in terms of sustainability.

		FY 2024 Assessment Results (number of companies)					Number of companies requested to make improvements	CSR Procurement Audits.			
		A	A-	B	C	D		Number of companies receiving improvement support	Number of improvement requests	Number of improvements completed	Improvement completion rate
Suppliers other than Critical Suppliers	287	113	97	71	5	1	6	2	11	11	100

* Sustainability High-risk Suppliers: suppliers ranked C or lower.

We request improvements in response to risks related to the five human rights issues (forced labor, freedom to leave employment, requirement to deposit certificates, child labor, and discrimination, as indicated by low responses to assessment questions).

	Total	Companies requested to make improvements
All Suppliers	337	28

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. The audits target critical suppliers of ROHM Group, and their main purpose is to verify the CSR Procurement Self-Assessment. 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 an opportunity to deepen mutual understanding of CSR activities with suppliers.

< CSR Procurement Audit Results >

	Subject	FY2022	FY2023	FY2024
Number of Suppliers Audited	ROHM Group	12	23	3

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 critical suppliers to verify the results of the CSR Procurement Self-Assessment. In FY 2024, ROHM requested improvements from four companies that received a B rating among the ROHM Group's critical suppliers. We also conducted on-site audits of three of those companies. We have confirmed that all of the requested improvements have been made. If any of the requests for improvement made during the CSR procurement audit are useful as a reference for improvement, ROHM will provide the information on the measures it has implemented and the formats it uses upon request. In addition, when a critical supplier is rated B, C, or D in the five levels based on the overall assessment score, ROHM send them a request for improvement and select several material and equipment manufacturers to visit for interviews. In FY 2024, we sent requests for improvement to six companies. We visited two of these companies to discuss areas for improvement and confirm the results of their improvements. This includes watching the JEITA “Code of Conduct” video to deepen their understanding of CSR. In addition, 28 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 FY2024	FY2024 Result	Targets for FY2025
Main Materials	100%	80%	90%	100%

• 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.

Target for 2025	Target for FY2024	FY2024 Result	Target for FY2025
100%	80%	86%	100%

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

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 FY2024, 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 : 145 companies
- Suppliers who provided survey responses : 145 companies, 100%
- Specified smelters : 196 companies for all minerals (Of these, 190 have obtained RMAP certification for RMI)

3TG Survey Results (FY2023)

	Gold	Tantalum	Tin	Tungsten	Total
All Smelters	94	30	43	29	196
Number of CFS* Certified Smelters	90	30	40	29	190
CFS* Certification Rate	96%	100%	98%	100%	97%

* 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. In FY 2024, the CFS rate was 97%, unchanged from the previous fiscal year. We will encourage the remaining 3% of non-certified smelters to switch to CFS-certified smelters through our business partners. 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 : 59 companies
- Suppliers providing survey responses : 59 companies, 100%
- Cobalt smelters identified: 71 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.



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 FY2024	FY2024 Result	Target for FY2025
100%	ROHM	96.0%	99.5%	100.0%
	ROHM Group	92.0%	93.6%	100.0%

Green Procurement

Assessment Results for ROHM

Evaluation Category	ROHM Standards Compliance Rate	FY2023		FY2024		Corresponding
		Number of Companies	Percentage of Total	Number of Companies	Percentage of Total	
A	70% or more	376	92.8%	413	99.5%	-
B	40% or more Less than 70%	1	0.2%	0	0.0%	•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%	1	0.2%	0	0.0%	
Requested Correction		9	2.2%	2	0.5%	•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%	0	0.0%	
Total		405	100.0%	415	100%	

Assessment Results for ROHM Group

Evaluation Category	ROHM Standards Compliance Rate	FY2023		FY2024		Corresponding
		Number of Companies	Percentage of Total	Number of Companies	Percentage of Total	
A	70% or more	1,115	87.7%	957	93.6%	-
C	Less than 40%	16	1.3%	7	0.7%	•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%	5	0.5%	
Unanswered		131	10.3%	53	5.2%	•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%	1,022	100%	

Green Procurement

Past Activities

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.
FY2024	The percentage of compliance increased as corrective measures progressed. For business partners that do not meet some of ROHM's standards and those that did not respond, we are working to confirm the situation and identify issues, and are promoting 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.

 [ROHM Group Business Conduct Guidelines](#)

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. 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	FY2022	FY2023	FY2024
E-learning on proper trade	ROHM	98%	-	100%(*)

*Since FY 2024, we have been providing practical training on the Subcontract Act to procurement staff who negotiate directly with business partners.

3. “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	FY2022	FY2023	FY2024
Compliance based on ethics Guidelines Education	ROHM Group in Japan	100%	-	100%

4. 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.

[Number of participants in Fair Trade Program]

Training Content	Subject	FY2022	FY2023	FY2024
Fair Trade Program	ROHM Group Procurement Staff	57	55	47

5. 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.

Thorough Fair Business Dealings

6. 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.

We ask our suppliers to contact the Compliance Hotline for Suppliers in case they encounter any behavior that violates laws or ethical standards in their business dealings with ROHM or any ROHM Group company. In order to raise awareness of this hotline among our business partners, we distribute information about it every year when requesting CSR procurement self-assessments. Information about the hotline is also posted in each room and booth of the business meeting lobby at ROHM's Head Office.

We will not treat anyone who reports a violation for legitimate reasons in an unfavorable manner on the basis of their report.



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.

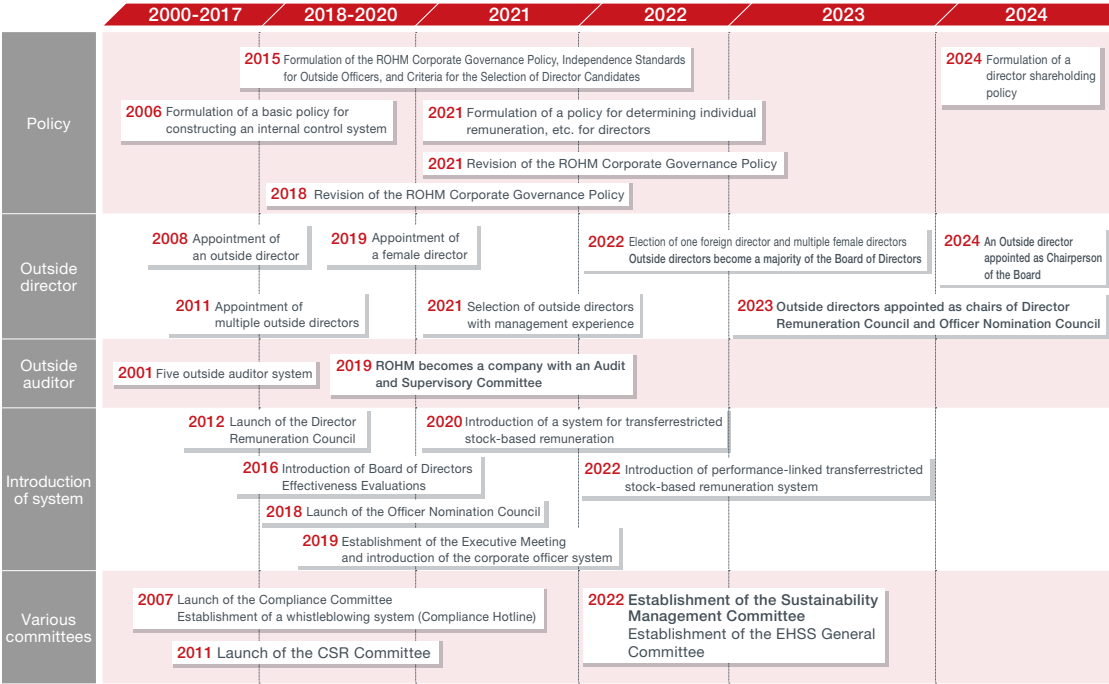
[ROHM Corporate Governance Policy](#)

[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 more than 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 FY2024	FY2024 Results	Targets for FY2025
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.	21.4% - a decrease over previous year ·Percentage of female directors: 14.3% ·Percentage of non-Japanese directors: 7.1%	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	Discussion on the ideal form of board of directors to enhance medium- to long-term corporate value.	Board of Directors discussed the composition ratio of independent outside directors.	Increase the number of independent outside directors to a majority.
	2. Introduce a compensation system linked to the Medium-term management plan (financial and non-financial targets)	Continue comprehensive discussions at the director remuneration council, including the remuneration system and the desirable form of stock ownership by the Board members.	Revised the remuneration system and establishment of policy regarding Board members' ownership of company shares.	Review the effectiveness of the performance-linked remuneration system introduced for the next fiscal year at the Director Remuneration Council.
Secure the effectiveness of management	Evaluate the effectiveness of the Board of Directors once every three years	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.	Utilized support from external organizations in effectiveness assessments. Review questions based on internal and external environment requirements, etc.	Continue to utilize external organizations for support in evaluating effectiveness, and improve quality, including how to utilize external organizations in addressing issues.

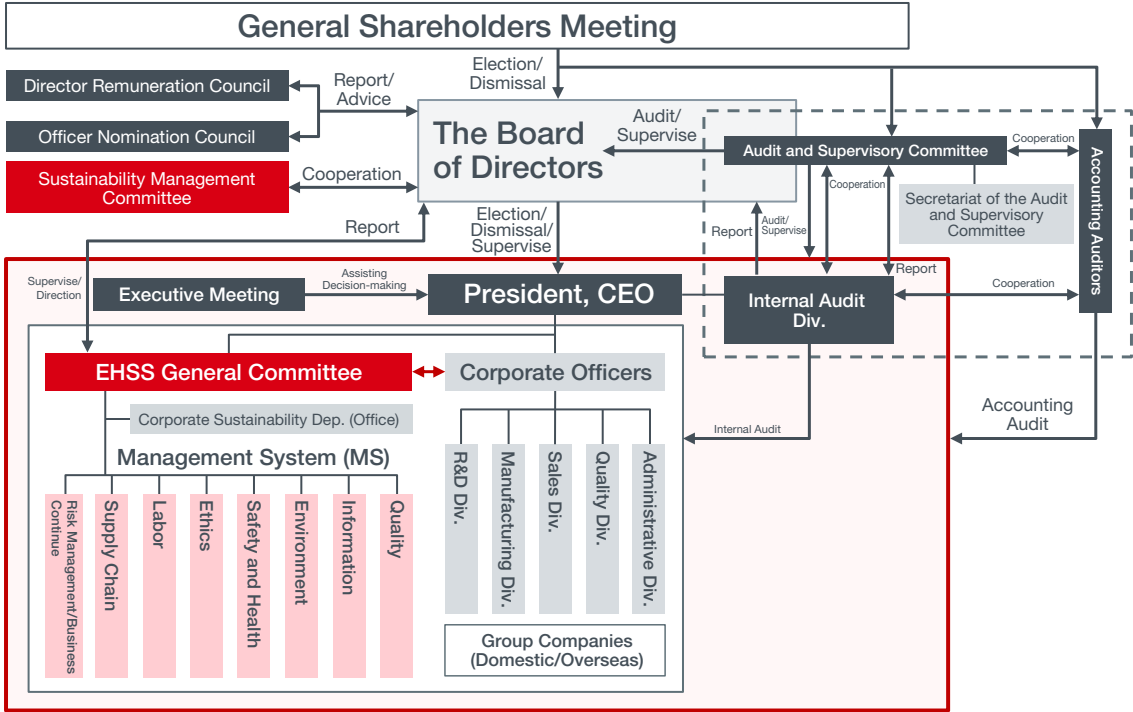
Corporate Governance

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 27, 2025)

Organization	① Board of Directors	② Audit and Supervisory Committee	③ Committee Executive Meeting
Structure	 11 directors (of which 6 are outside directors)	 4 Audit and Supervisory Committee members (of which 3 are outside directors)	 12 corporate officers (of which 4 are directors)
Number of times held in FY2024	19 times	16 times	12 times

Organization	④ Director Remuneration Council	⑤ Officer Nomination Council	⑥ Sustainability Management Committee
Structure	 3 directors (of which 2 are outside directors)	 3 directors (of which 2 are outside directors)	 5 directors (of which 1 outside director)
Number of times held in FY2024	5 times	14 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

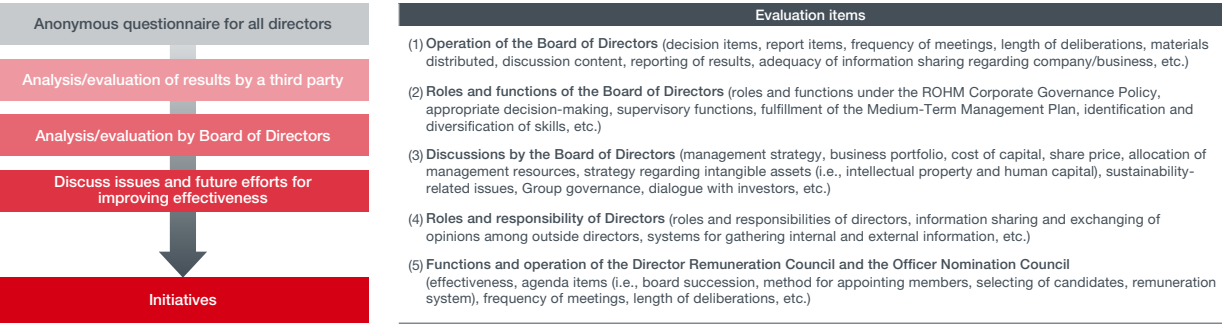
We believe it is important for the Board of Directors to fully fulfill its functions and strengthen governance in order to sustainably increase ROHM's corporate value.

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 FY2024 and Action Policy for FY2025

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.
Efforts in FY2024	We shared and deepened our understanding of the discussions of the Officer Nomination Council and Director Remuneration Council, and through Director training, we acquired the knowledge and perspectives necessary to perform our duties.
FY2024 Evaluation Results	The supervisory function of the Board of Directors was maintained through the enhancement of the outside director system, and active discussions were held at Board meetings, including preliminary briefings, with sufficient time for consideration. In the results of evaluation questionnaires and third-party analysis and evaluations, the effectiveness of the Board of Directors as a whole was evaluated as generally satisfactory.
Challenges for FY2025	We recognize that there is room for further improvement in monitoring the Medium-Term Management Plan and in topics that require further discussion by the Board of Directors (such as strategies and investments related to intangible assets such as human capital management and intellectual property, and management conscious of the cost of capital and stock prices).

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 remuneration, 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.

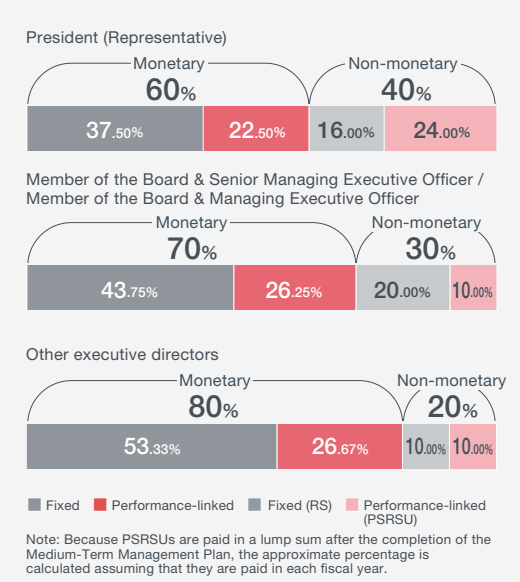
In addition, we have established a policy regarding the ownership of our own shares from the perspective of further increasing our willingness to contribute to the sustainable enhancement of corporate value and strengthening the sharing of value with our shareholders and other stakeholders.

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
	Performance-linked 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 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.

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 FY2024

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)	325 (55)	263 (55)	6 (-)	55 (-)	11 (5)
Directors (Audit Committee Members) (Outside Directors)	84 (54)	84 (54)	- (-)	- (-)	4 (3)
Total (Outside Directors)	409 (109)	348 (109)	6 (-)	55 (-)	15 (8)

* 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 Seven Directors Who Are Not Audit and Supervisory Committee Members and Meeting Attendance in FY2024

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Katsumi Azuma	President (Representative Director), Chief Executive Officer	Katsumi Azuma has attained an abundant knowledge and experience in Business Unit, along with outstanding capabilities in strategic oversight and business promotion. As President (Representative Director) of a key subsidiary, he has a proven track record of contributing to integrated group management. Furthermore, he has superior ability to lead the ROHM Group's fundamental structural reforms and drive the growth of its core businesses, and was therefore deemed suitable as a Director.	27,416	19/19	-	-	-
Kazuhide Ino	Member of the Board, Managing Executive Officer, Power Devices 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.	16,946	19/19	-	-	-
Tetsuo Tateishi	Member of the Board, Senior Executive Officer, LSIs Business and IT	Tetsuo Tateishi has attained highly specialized expertise and abundant experience as a LSI developer, and he is familiar with a broad range of Semiconductor Technologies and he has superior ability to further promote the ROHM Group's digital transformation (DX) and to lead the development and execution of its IT strategy, and was therefore deemed suitable as a Director.	12,209	19/19	-	-	-

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, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Peter Kenevan	Member of the Board, Senior Executive Officer, Chief Financial Officer and Sustainability	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 the development and promotion of the ROHM Group's financial strategy, as well as to enhancing corporate value through improved capital efficiency., and was therefore deemed suitable as a Director.	700	19/19	-	11/11 `1	3/3 `1
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.	5,300	18/19	-	14/14	5/5
Fukuko Inoue	Outside Director, Member of the Board	Fukuko Inoue has the practical 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. Though she has never previously engaged in company management in any way other than serving as an outside director, she was deemed suitable as an Outside Director for these reasons.	200	19/19	-	11/11 `1	3/3 `1

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, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Aiko Kozaki *2	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 Group's primary focus. She was therefore deemed suitable as an Outside Director.	300	13/14	-	-	-

* Tadanobu Nagumo, Fukuko Inoue, Aiko Kozaki, Keita Nakagawa, Tomoyuki Ono and Takaaki Oda 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 appointed as a member of the Officer Nomination Council and Director Remuneration Council Director in June 2024, the number of meetings available for their attendance differs from other Members.

*2 Due to being elected as a Director at the 66th General Shareholders Meeting held on June 26, 2024, 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 FY2024

Name	Position	Reasons for selection	Number of shares held (as of Mar. 31, 2025)	Meeting attendance in FY2024			
				Board of Directors	Audit and Supervisory Committee	Officer Nomination Council	Director Remuneration Council
Keita Nakagawa	Outside Director, Member of the Board, Audit and Supervisory Committee Member (Full-time)	Keita Nakagawa will be 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.	900	19/19	16/16	14/14	5/5
Tomoyuki Ono	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Tomoyuki Ono will be 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. Though never having previously engaged in company management in any way other than serving as an outside director, he was deemed suitable as an outside director who is an Audit and Supervisory Committee Member for these reasons.	400	19/19	16/16	-	-
Koji Yamamoto	Member of the Board, Audit and Supervisory Committee Member (Full-time)	Koji Yamamoto has attained an abundant knowledge and experience through the duties in development, production, Supply Chain Management (SCM) and administration sections. He will be well qualified to contribute to strengthening the Company's audit and supervisory functions, including coordination with the internal audit divisions, and was therefore deemed suitable as a Director who is an Audit and Supervisory Committee Member.	14,737	19/19	-	-	-
Takaaki Oda *3	Outside Director, Member of the Board, Audit and Supervisory Committee Member	Takaaki Oda is be expected to be able to utilize professional knowledge and experience, wide insight as an attorney at law 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. Though never having previously engaged in company management in any way other than serving as an outside director/corporate auditor, he was deemed suitable as an outside director who is an Audit and Supervisory Committee Member for these reasns.	0	-	-	-	-

*3 Due to being elected as a Director at the 67th General Shareholders Meeting held on June 25, 2025, the number of board of directors meetings attended differs from that of other Directors.

Member of the Board and Corporate Officer

Director Skill Matrix

We have identified the skill sets (such as knowledge, experience, and ability) that the Board of Directors needs to achieve sustainable growth for the ROHM and to enhance the Group’s corporate value over the medium- to long-term. The skill matrix for the Board members is as follows.

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

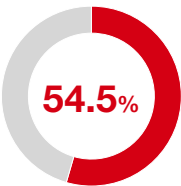
■ Audit and Supervisory Committee Member ■ Outside ■ Independent

Fields	Definition
Corporate Management	Strive to further enhance corporate value by foreseeing changes in the environment surrounding the Company’s business, developing strategies from mid-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 human resources i nvestment of medium and long term 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 by recognizing and understanding risks that may materially affect the Company’s business management, always 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



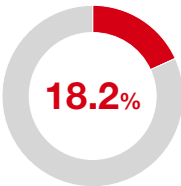
Outside directors currently account for 54.5% of the Board of Directors.

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 six of our outside directors meet these standards.

Percentage of female directors
on the Board of Directors



Women currently account for 18.2% of the Board of Directors.

[🔗 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
Masaki Sakai	Senior Corporate Officer, in charge of Sales
Tetsuo Aoki	Senior Corporate Officer, in charge of Japan Sales
Motohiro Ando	Corporate Officer, Director of Corporate Strategy Headquarters
Sumihiro Takashima	Corporate Officer, Director of Marketing Headquarters
Masanori Tanimura	Corporate Officer, Director of SiC Power Devices Business Headquarters
Tetsuhiro Tanabe	Corporate Officer, Director of Si Power Devices Business Headquarters
Syoji Higashida	Corporate Officer, FI and Director of General Purpose Devices & Modules Business Headquarters
Takashi Miki	Corporate Officer, SCM and 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 FY2024

(Unit: million JPY)

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Japan	565,476	-61,148	-1,874	814
Thailand	140,349	580	997	67
Hong Kong	92,759	3,617	428	565
Philippines	91,058	-1,023	852	625
China	76,639	-278	963	583
Germany	46,828	-1,772	456	407
South Korea	44,315	2,583	582	464
Singapore	39,128	4,704	1,000	832
United States of America	26,695	841	148	135
Taiwan	28,060	783	246	164

Tax Jurisdiction	Revenues	Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
Malaysia	30,174	-127	408	383
Subtotal	1,181,482	-51,241	4,205	5,040
Others	6,206	302	74	70
Total	1,187,688	-50,939	4,279	5,110

* 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 and Activities

ROHM has established the Public & Investor Relations Division to oversee the investor relations activities. In order to meet the diverse needs of our broad range of shareholders and investors, we hold various IR events and engage in communication with shareholders and investors throughout the year, including regular IR interviews, twice-yearly financial results briefings, factory tours, and company information sessions for individual investors.In FY2024, in addition to face-to-face and online activities, we resumed visits to overseas investors, which had been suspended due to the COVID-19 pandemic, and conducted more than 600 interviews. In addition, amid growing interest in ESG, we are conducting ESG-focused interviews in collaboration with relevant departments.

Main topics of discussion and areas of interest

Theme	Issues of interest	
Business Environment and Overall Business Performance	<ul style="list-style-type: none">•Forecast for EV production volume and impact on business•Trends in each market and future outlook•Future capital expenditures and depreciation•Inventory policy, future inventory levels, and operating status	<ul style="list-style-type: none">•Product price trends•Alliance with Toshiba and synergies•Partnership with Denso•Impact of US tariff measures
Medium-Term Management Plan	<ul style="list-style-type: none">•Progress of Medium-Term Management Plan•Structural reforms to improve earnings	<ul style="list-style-type: none">•Policy on returns to shareholders and cash allocation•Approach to investments for growth and M&A
Business-related	<ul style="list-style-type: none">•SiC business targets, investment plans, and competitive environment•LSI strategy TOP 10 progress, improvement in profit margins	
Financial-related	<ul style="list-style-type: none">•Background to the issuance of convertible bonds with stock acquisition rights (CB)	
ESG-related	<ul style="list-style-type: none">•Progress in reducing GHG emissions•Human capital strategy linked to management strategy	<ul style="list-style-type: none">•Initiatives to increase the percentage of female managers•Corporate governance (nomination and remuneration of directors, etc.)

Reflecting the feedback from dialogue in management and IR activities

The evaluations and opinions obtained through dialogue with shareholders and investors are reported to the Board of Directors once every quarter, discussed by the management, and used to improve management and IR activities. We are focusing on internal IR activities, such as sharing information on business performance and market evaluations with employees every quarter. We also consider evaluations of our integrated reports to be an important feedback for management, and we report and discuss it with the Board of Directors and relevant departments to ensure the entire company works together to enhance corporate value.

Theme	Improvements
Video streaming of financial results briefings	Since 2023, videos of financial results briefings and transcripts of Q&A sessions will be posted on the website. In addition, a section titled "Frequently Asked Questions (FAQ)" will be added to the Materials for the Financial Results Briefing.
Definition of corporate value	In response to requests to clearly state ROHM's corporate value, a financial logic tree was included in the financial strategy section of the 2023 Integrated Report for the first time. In the 2024 integrated report, the logic tree will be further improved to include non-financial KPIs.
Factory tours	Tour of the new SiC building at ROHM Apollo Co., Ltd. and the ROHM Hamamatsu Co., Ltd. factory for securities analysts and institutional investors
Disclosure of tax payments by country	Since 2024, we have disclosed the amount of taxes paid in each country on our website and in our integrated reports.
Chair of the Board of Directors	In response to requests that the chair of the board of directors should be an outside director rather than the president, we changed the chair to an outside director from 2024.
Election of a director responsible for finance	In response to requests that a person with expertise in finance be appointed to the Board of Directors and elected as the person in charge of finance, Mr. Kenevan was elected as a member of the Board of Directors at the General Shareholders Meeting held in June 2025.
Incentive compensation for directors	In addition to establishing a policy on share ownership by directors in 2024, the percentage of stock remuneration in the remuneration system will be increased in 2024 with the aim of providing long-term incentives to executive directors and sharing value with shareholders.

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 (Risk Management BCP, Supply Chain, Labor, Ethics, Occupational Health and Safety, Environment, Information, Quality) 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. In addition, an Audit and Supervisory Committee has been established as a body with an audit and supervisory function at the board of directors level, with outside directors also participating as members.

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.

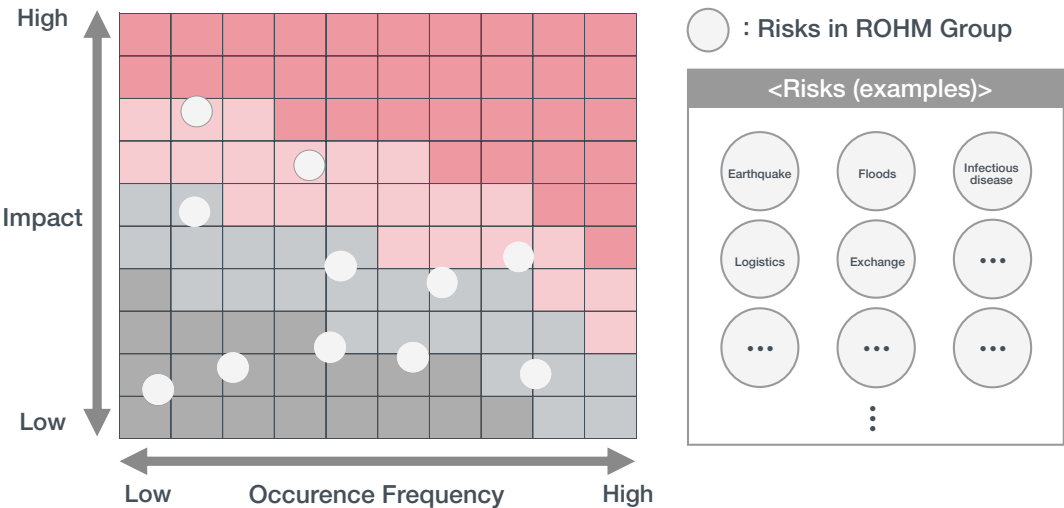
Each management system is subject to periodic external audits, including the RBA Validated Audit Process and ISO audits, to confirm the effectiveness of the management structure, including risk management, from an external perspective.

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.

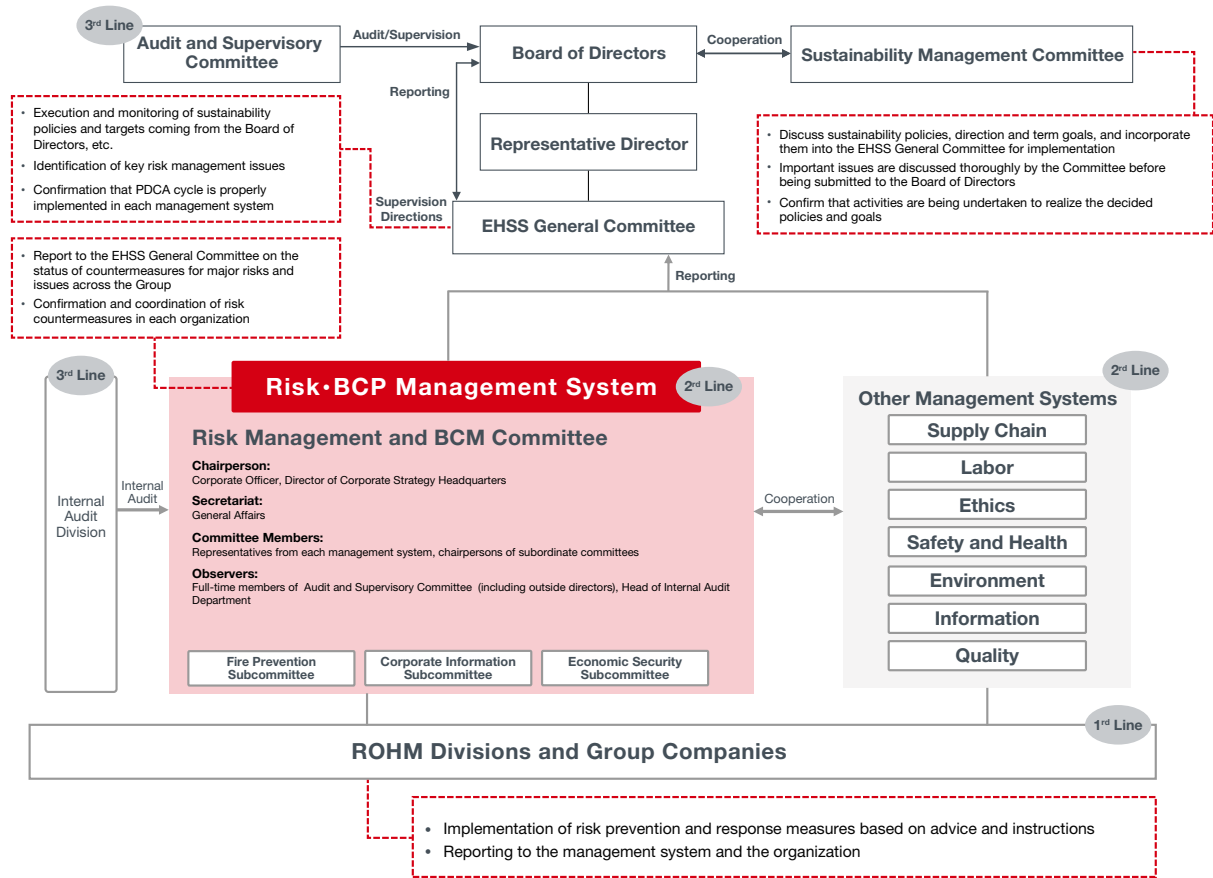
In the event of a risk event, we have established and are promoting a culture and structure to promptly notify the appropriate parties and management (Board members) within the company, and to respond to the event through an internal emergency reporting system and communication tools prepared in advance, 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 FY2024	FY2024 Results	Targets for FY2025
Strengthening risk management and BCM systems	Strengthen BCM structure through company-wide risk management	<div>·Continue 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>	<div>·Continue activities implemented in FY2023</div> <div>·Updated the ROHM Group's risk management regulations</div> <div>·Conducted simultaneous earthquake evacuation drills at domestic Group companies, identify issues during evacuation, and reflect them in the drill manual</div> <div>·Conducted BCP drills at the head office in the event of a temporary announcement of a Nankai Trough earthquake. Also, roll out standard tools that can be used to conduct similar drills at domestic Group companies</div> <div>·Rolled out risk assessment content to domestic group companies, held online briefings, and completed the creation of three assessment tools for production areas, ancillary areas, and other workplaces</div>	<div>·Continue activities implemented in FY2024</div> <div>·Formulate a master policy for the Group's BCM</div> <div>·Reorganize company fire-fighting teams and strengthen evacuation guidance, rescue, and information gathering functions through simultaneous evacuation drills based on earthquake scenarios</div> <div>·Conduct BCP drills at domestic group companies in the event of a temporary announcement of a Nankai Trough earthquake</div> <div>·Conduct risk assessments at domestic group companies covering all factory buildings and warehouse areas, compile risk assessment tools in the first half (April to September) and second half (October to March), and identify fire risks</div>

【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 2025.

* 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: High
Contents	ROHM Group focuses on the automobile, industrial and consumer equipment, and overseas markets as its key markets, and on power and analog products as its key products. We are concentrating our efforts on markets that offer growth potential and where we can leverage our strengths and technologies. In these key areas, global competition is likely to intensify in the future, and we may be caught up in price competition that goes beyond the limits of cost reduction and fierce development competition. In addition, market growth may slow or markets may shrink due to various changes in social needs and policies and regulations in each country. For example, a slowdown in the growth of the electric vehicle (EV) market could pose a risk to ROHM Group, which manufactures power devices that are increasingly being used in EVs. These market trends and changes in the competitive environment could adversely affect ROHM Group's financial position, operating results, and cash flows.	
Main Measures	In order to address these risks, we have established a new Marketing Division to create a proposal-based planning and development structure that anticipates customer needs. This enables us to anticipate customer needs at the system level and develop new products and technologies centered on ROHM Group's areas of technological strength, thereby enhancing our competitiveness. Specifically, we have reorganized our Marketing Division into the following four functions: (1) marketing function, (2) Field Application Engineer (FAE) and Application Engineer (AE) function, (3) digital (web) marketing function, and (4) marketing communication (Marcom) function. 1. The Marketing Division has been organized into four functions: (1) Marketing, (2) Field Application Engineer (FAE) and Application Engineer (AE), (3) Digital (Web) Marketing, and (4) Marketing Communication (Marcom). 2. In addition, we have separated the marketing function into systems and products, and are shifting to a structure in which system marketing carries out strategy formulation and proposal activities at the system and application levels, while product marketing carries out product planning that captures customer needs and translates them into product specifications. 3. Developed products will be proposed to customers as optimal solutions by FAE and AE, who are familiar with customer development trends, and they will be responsible for providing detailed technical support. 4. These activities are linked to digital marketing (3) to form a wider range of customer touchpoints and strengthen the rapid resolution of customer technical issues through the Engineer Social Hub, a website for solving technical issues. 5. (4) Marcom disseminates information on new products and system proposals to customers around the world through various media. The synergistic effects of these multiple marketing functions will dramatically improve customer success. In particular, in response to the risk of sales being affected by the rapidly changing automobile market, we will add consumer devices to our key markets of automobiles and industrial equipment, thereby reducing the risk of overreliance on specific markets. We will select priority applications in each market and concentrate our resources on activities in those areas.	

Risk Management

2.M&A Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	ROHM Group believes that it is necessary to consider and implement M&A worldwide with a view to expanding existing businesses based on future business prospects, entering new fields based on existing technologies, and acquiring new technologies and promising human capital, with the aim of enhancing corporate value. On the other hand, if the governance and management systems, operational structures, and synergy hypotheses are not sufficiently verified through due diligence prior to acquisition, the estimated acquisition price may exceed the actual value, resulting in losses. Even after an acquisition, if Post-Merger Integration (PMI) is not conducted appropriately, unforeseen circumstances or significant changes in market trends may cause the acquired business to fail to progress as originally intended, potentially resulting in losses.	
Main Measures	When conducting M&A activities, we conduct prior exploration of potential acquisition candidates in alignment with Rohm's business strategy. During the execution phase, we form an in-house specialized project team and engage external advisors to incorporate third-party perspectives, conduct thorough investigations and analyses, and ensure the appropriateness of the decision-making process through multi-stage reviews. In addition, in order to ensure effective post-merger integration (PMI), we formulate and execute plans from the execution stage of the acquisition, incorporating the PMI perspective, monitor the achievement of the acquired business's targets, and respond in a timely manner by reviewing our strategy in response to changes in the business environment and other factors.	

3. Exchange Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	ROHM Group has R&D, manufacturing, and sales locations around the world, and its revenues, expenses, assets, and liabilities are denominated in multiple currencies. The translation of the financial statements of each location into the company's currency and the translation of consolidated financial statements into yen are subject to fluctuations in foreign exchange rates, which affect business performance and financial position. In addition, ROHM Group conducts manufacturing activities in Japan, Asia, and Europe, and sales activities in global markets. As a result, the currencies used in transactions between manufacturing sites and sales locations differ, and the Group is constantly affected by fluctuations in foreign exchange rates. Generally speaking, a strong yen has a negative impact on business performance, while a weak yen has a positive impact.	
Main Measures	To mitigate foreign exchange rate fluctuation risks, we enter into foreign exchange forward contracts for a certain portion of our foreign currency-denominated trade receivables.	

Risk Management

4. Tax Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group has R&D, manufacturing, and sales locations around the world, and there is a risk of additional tax assessments by tax authorities in each country, double taxation due to transfer pricing rules, and damage to ROHM's credit rating as a result of such assessments.	
Main Measures	ROHM Group has established a tax policy, and the head office and each group company and related department work together to comply with the tax laws and regulations of each country and region and pay taxes appropriately. When tax risks are identified, we seek advice from external experts as necessary and strive to build reliability and maintain good relationships with the tax authorities in each country and region. With regard to transfer pricing, we strive to calculate arm's length prices based on the distribution of profits in accordance with the functions, risks, and assets of each company, and to conduct appropriate international transactions.	

5. Financial Market Fluctuation Risk	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group is exposed to various financial market risks that could result in a decrease in financial assets or an increase in procurement costs.	
Main Measures	As a general rule, deposits, which are the main financial assets, are deposited with highly rated financial institutions, and highly secure financial instruments, including bonds, are held. When procuring funds, we strive to reduce procurement costs by considering the purpose and period of use, and have issued bank loans and corporate bonds. Going forward, we will continue to improve capital efficiency and cash generation, utilize cash on hand, and employ procurement methods in line with financial market and interest rate trends.	

Risk Management

6. Natural Disasters Risks	Frequency of Occurrence: Low	Impact: High
Contents	ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also around the world, and there is a possibility that its production and sales offices in the affected areas may suffer damage, such as a decline in the utilization rate due to natural disasters such as earthquakes and floods. In addition, these risks may occur simultaneously in multiple regions, which could have a significant impact not only on ROHM Group but also on the entire supply chain, including customers and suppliers.	
Main Measures	<p>ROHM Group has taken measures such as locating prouction lines at multiple sites around the world to diversify risk. In addition, we operate each location in accordance with our risk management and business continuity policies. In particular, our major domestic and overseas manufacturing sites conduct risk assessments from the perspectives of natural disasters, infectious diseases, safety, and operational, economic, and political risks in cooperation with external specialized organizations, and identify, analyze, and evaluate the top risks for each plant. Based on these assessments, we have established a committee to formulate business continuity plans and conduct various initiatives to prepare for emergencies, including training based on these plans.</p> <p>As measures to maintain supply to customers, we are transferring some models to other ROHM Group sites and OSATs(*) in order to respond to reduced operations and temporary suspensions. Furthermore, we are working on measures from a long-term perspective to reduce potential risks, such as the development of flexible production 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. Climate Change Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	Global climate change may affect our business activities through damage caused by unprecedented extreme weather, the introduction of carbon taxes, and the incurrence of costs exceeding expectations in response to requests from stakeholders, as well as through a decline in brand value associated with the realization of risks.	
Main Measures	<p>In April 2021, ROHM formulated the ROHM Group Environmental Vision 2050, which sets the following goals for environmental issues: climate change countermeasures, realization of a resource recycling-oriented society, and harmony between the natural cycle and our business activities. ROHM Group is promoting climate change countermeasures throughout the entire group by striving to reduce GHG (greenhouse gas emissions) through continuous energy saving measures and by introducing renewable energy, including solar power generation.</p> <p>In September 2021, we revised our Mid-Term Environmental Targets for 2030 toward the realization of a decarbonized society. At the same time, we endorsed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and are disclosing information in accordance with the TCFD recommendations.</p> <p>In April 2022, ROHM joined RE100, an international corporate initiative that aims to enable all companies to use 100% renewable energy in their operations.</p>	

Risk Management

8. Geopolitical Risks	Frequency of Occurrence: High	Impact: High
Contents	<p>International relations and the trade environment in various countries and regions are becoming increasingly uncertain due to the prolonged Russia-Ukraine conflict, heightened military tensions in the Taiwan Strait, the South China Sea, and the Middle East, bilateral relations between the United States and China, and the US tariff policy. For ROHM Group, which operates globally, geopolitical risks may not only directly affect production and sales activities, such as business withdrawal and suspension of operations, but also have an impact on the entire supply chain, including material procurement and transactions with customers.</p> <p>In addition, countries and regions are promoting protectionist policies and expanding trade restrictions on semiconductors, which are used in products in all industries, as important materials for economic security. Failure to respond appropriately to these measures could not only result in a loss of business competitiveness, but also adversely affect ROHM Group's business activities and business performance through administrative penalties and legal sanctions.</p>	
Main Measures	<p>ROHM Group established an Economic Security Subcommittee under the Risk Management and BCM Committee in August 2024 with the primary objectives of ensuring the safety of employees and business continuity in the event of an emergency. In addition, the Economic Security Office, which is a specialized department, works with various management systems throughout the company, related departments, and business locations in each region to minimize the impact of geopolitical risks that could affect management by regularly collecting and monitoring information and implementing risk countermeasures.</p> <p>In addition, with regard to export restrictions on semiconductor-related products, an Export Control Committee consisting of relevant departments throughout the company works with lawyers to implement appropriate security export controls.</p>	

Risk Management

9. Compliance Risks	Frequency of Occurrence: Low	Impact: High
Contents	<p>ROHM Group conducts development, manufacturing, and sales activities not only in Japan but also around the world, and therefore must comply with laws and regulations such as competition laws and anti-corruption laws applicable in each region.</p> <p>Violations of these laws and regulations could result in the payment of fines, suspension of business activities, damage to our brand image, and other factors that could have a significant adverse effect on the ROHM Group's business and business performance.</p> <p>In addition, the ROHM Group utilizes public research funds and public funds in its research and development activities and business operations. In the event that such funds are found to have been used for purposes other than those for which they were intended, the ROHM Group may be required to return the funds, be subject to administrative sanctions, or suffer damage to its social credibility, which could adversely affect its corporate value.</p>	
Main Measures	<p>ROHM Group has established an Ethics Management System under the Compliance Committee, which operates under the EHS Committee, to manage compliance risks within the Rohm Group and prevent such risks. The following are the main measures implemented for this purpose:</p> <p>1) Establishment and operation of internal regulations</p> <p>ROHM Group has established various internal regulations to ensure compliance with laws and regulations. We designate departments responsible for each area of laws and regulations, regularly collect and investigate information on the enactment and revision of laws and regulations, and promptly review and revise these internal regulations as necessary. ROHM Group has established the ROHM Group Code of Conduct, which clarifies the basic ethical rules to be observed in daily business activities, and has disseminated it throughout the ROHM Group. We strive to prevent not only legal violations but also ethical violations.</p> <p>2) Implementation of Education and Awareness Activities</p> <p>As measures to raise awareness of compliance throughout ROHM Group, ROHM Group conducts compliance training for all employees, legal seminars for directors, and compliance training for each job category once a year, as well as training on specific laws and regulations as necessary.</p> <p>3) Establishment and operation of an internal whistleblowing system</p> <p>To ensure the effectiveness of its compliance structure, ROHM Group has established a compliance hotline as an internal whistleblowing system, which is operated by an external law firm, and accepts reports and consultations regarding compliance violations from all employees of domestic Group companies. In addition, overseas Group companies have established global compliance hotlines in conjunction with their own compliance hotlines so that any misconduct or potential misconduct by directors of those companies can be reported to ROHM. Furthermore, in order to promote fair transactions with ROHM Group suppliers, we have established a compliance hotline for business partners (suppliers).</p> <p>In addition, with regard to the receipt of public research funds and financing, we have established a Fair Research and Development Subcommittee and a Public Funds Management Subcommittee under the Compliance Committee to build an appropriate management and audit structure, and we have also established consultation and reporting channels both inside and outside the company and conduct internal education and awareness programs.</p>	

Risk Management

10. Intellectual Property Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group develops various new technologies and know-how to manufacture products that differentiate themselves from those of other companies, and manufactures and sells these products worldwide. In the unlikely event that a dispute arises regarding the manufacture or sale of these products due to infringement of another company's intellectual property rights, this could potentially impact ROHM's business operations, including the cessation of product sales, payment of damages, or payment of settlement amounts.	
Main Measures	TTo prevent the new technologies and know-how used by the Rohm Group from infringing on the intellectual property rights of other companies, the Rohm Group conducts intellectual property education for its employees at least once a year to ensure they have a proper understanding of the importance of respecting the intellectual property of others. Additionally, during the development of products and technologies, we incorporate intellectual property-related provisions into internal regulations that are referenced during the development process, thereby establishing a system that ensures intellectual property-related checks are conducted during the development of new products and technologies.	

11. Environmental Regulatory Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group complies with all laws and regulations related to the environment, health, and safety in all areas of its business, including the management of exhaust gas, wastewater, and hazardous substances, the use and handling of chemical substances contained in products, waste disposal, and the investigation of soil and groundwater pollution. However, the occurrence of unforeseen circumstances may result in legal liability, which could affect business performance.	
Main Measures	ROHM Group has established and operates an environmental management system throughout the entire group in accordance with the international standard ISO 14001 for environmental management systems, and is promoting continuous environmental improvement, including the reduction of environmental impact, with the aim of conserving the environment. The Environmental Conservation Committee established at ROHM plays a central role in these initiatives, managing the environmental impact of production and activities and services at each location in accordance with laws and regulations, and disseminating improvements identified through internal audits at each location to all Group companies.	

Risk Management

12. Risks Related to Securing Human Capital	Frequency of occurrence: Moderate	Impact: High
Contents	<p>ROHM Group has expanded its business by accumulating design, manufacturing, quality assurance, and solution proposal technologies. In recent years, securing human capital to support our business activities has become increasingly important. In Japan, the working environment is changing and the working-age population is declining due to the declining birthrate and aging population.</p> <p>In addition to changes in the environment surrounding recruitment activities, the diversification of values and career aspirations among workers means that traditional employment practices and training models are increasingly unable to respond to all situations. Within the company, issues are becoming apparent in terms of responding to generational differences in awareness and skills, passing on knowledge, and systematically developing the next generation of human resources.</p> <p>In order to secure and utilize human capital on a sustainable basis, it will be necessary to enhance organizational flexibility and responsiveness, and to continue investing in human capital from a medium- to long-term perspective. Strategic human capital management is essential to address these issues.</p>	
Main Measures	<p>ROHM Group is focusing on developing a career support system that enables each employee to respond to the changing employment environment and diversifying career aspirations, and to play an active role in the long term by leveraging their individuality and strengths. We support the realization of diverse career paths through a specialist system that certifies employees with advanced specialized skills as leaders in their fields, and a job posting system that encourages voluntary transfers.</p> <p>In addition, strengthening our support system for retaining young employees who will lead the company in the future and promoting the active participation of senior employees with a wealth of knowledge and experience are also important measures for the sustainable utilization of human resources. Furthermore, in order to respond flexibly to technological innovation and changes in the business environment, we are developing a system to support the reskilling and retraining of each employee.</p> <p>In addition, we are working to pass on knowledge across generations and eliminate skill gaps to enhance our organizational responsiveness and flexibility. We are also promoting various measures from a health and productivity management perspective to ensure that our employees can continue to work in good physical and mental health.</p> <p>Through these initiatives, we will ensure that employees feel a sense of self-growth and contribution to the organization, and that their achievements are appropriately recognized, thereby improving engagement and retaining human capital.</p>	

Risk Management

13. Information Security Risks	Frequency of Occurrence: Moderate	Impact: High
Contents	<p>In our business activities, ROHM Group possesses and uses not only its own confidential information but also confidential information and personal information belonging to its stakeholders. In recent years, the ROHM Group has been actively introducing and utilizing DX tools, including generative AI, to improve operational efficiency and productivity and promote innovation.</p> <p>On the other hand, information security risks such as cyber attacks targeting companies, the removal and unauthorized use of confidential information by retired employees, and the leakage of technology to foreign countries are increasing daily. In recent years, from the perspective of privacy protection and economic security, the establishment and revision of personal information protection laws and data protection regulations, the strengthening of their enforcement, and the development of security clearance (qualification assessment) systems are progressing in various countries, requiring companies to have increasingly advanced information management capabilities.</p> <p>Information is the source of corporate management, and in order to earn the reliability of our stakeholders and achieve the sustainable growth of the ROHM Group, it is an urgent task to not only improve the information literacy of each and every employee, but also to implement multiple and comprehensive technical and physical security measures.</p> <p>If these measures are insufficient, serious accidents such as information leaks, unauthorized use, business interruptions due to system downtime, and legal violations may occur. In addition, such accidents could damage the ROHM Group's brand image, cause a loss of trust from society, result in civil and criminal liability and administrative penalties, and lead to significant financial burdens and the suspension of business activities, which could have a significant adverse effect on the ROHM Group's business, business performance, and financial condition.</p>	
Main Measures	<p>ROHM Group has established a company-wide information management system (PDCA cycle for information management) for confidential information and personal information handled in its business activities, and regularly monitors the operation of this system through the Information Management Committee, which is the central coordinating body, to identify and improve information security risks. In addition, ROHM Group comprehensively ensures information security from four aspects: organizational, human, technical, and physical, in accordance with the objectives and policies established by the Information Management Committee.</p> <p>First, as an organizational measure, we have established company-wide policies and internal regulations (information management policy, cyber security management regulations, confidential information management regulations, privacy policy, personal information protection regulations, etc.) related to information management. In accordance with these rules, each Group company determines and implements information management officers and specific information management methods, and conducts regular internal audits to evaluate activities, thereby standardizing and improving information management standards throughout the Group. In addition, we are continuously working to obtain and expand the scope of certification for ISO 27001, an international standard for information management, and TISAX (Trusted Information Security Assessment Exchange), an information security assessment by the German Association of the Automotive Industry, mainly at our head office and other important business locations in Japan and overseas.</p> <p>Next, as a human resource measure, we strive to maintain and improve the information literacy of our directors and employees by regularly conducting annual education, training by job level and role, phishing email training, and other activities.</p> <p>As technical measures, we have established a 24/7 structure whereby external specialized organizations monitor information terminals and collect access logs, conduct vulnerability assessments and corrective measures, implement malware countermeasures, and conduct incident response training using virtual cases, thereby enabling us to quickly detect and respond to signs of cyber attacks and internal misconduct that could lead to information leaks.</p> <p>Furthermore, As "physical measures," we implement access control to ROHM premises and restricted areas using ID cards, surveillance cameras, and security gates, as well as zoning within facilities and multi-layered access controls for various media containing confidential information and personal data. This prevents unauthorized access, removal, or misuse of confidential information and personal data by both external third parties and internal personnel who do not require access for business purposes (Need-not-to-know).</p>	

Risk Management

14. Human Rights Risks	Frequency of Occurrence: Low	Impact: High
Contents	<p>Due to growing global awareness of human rights, consideration for human rights is required not only within ROHM Group, but also throughout the entire supply chain, from suppliers to customers. In particular, forced labor, child labor, low wages, and inadequate consideration for occupational health and safety in developing countries can lead to a loss of social reliability.</p> <p>Additionally, as countries and international organizations continue to establish and enforce human rights-related guidelines and regulations, the Rohm Group must identify and address human rights risks across its supply chain to ensure the ability to operate globally.</p>	
Main Measures	<p>As a global company, ROHM Group recognizes the importance of building a sustainable society where human rights are respected. We support and comply with international principles and norms such as the United Nations Global Compact. We have also established the ROHM Group Human Rights Policy and declared our commitment to initiatives and due diligence for the respect of human rights. Specific measures include the establishment of a hotline for employees and suppliers and the issuance of a statement on the UK Modern Slavery Act. We conduct e-learning awareness activities for all employees to promote awareness of the hotline and a basic understanding of human rights.</p> <p>In addition, we are promoting these initiatives not only within the ROHM Group but also throughout our entire supply chain. We conduct audits and surveys based on international norms such as the RBA Code of Conduct to confirm that there are no problems with the working conditions and initiatives of the ROHM Group and its suppliers, and request improvements as necessary. In addition, we are working to prevent human rights violations at our suppliers by requiring them to pledge that they will not violate any laws or regulations, including those related to human rights, when selling products through sales agents.</p> <p><International Principles and Norms Supported by ROHM Group></p> <p>Ten principles of the United Nations Global Compact</p> <p>Universal Declaration of Human Rights</p> <p>International Labor Organization (ILO) Fundamental Principles and Rights at Work</p> <p>United Nations Guiding Principles on Business and Human Rights</p> <p>OECD Guidelines for Multinational Enterprises</p> <p>ISO 26000</p> <p>Responsible Business Alliance (RBA*) Code of Conduct</p> <p>Guidelines for Respecting Human Rights in Responsible Supply Chains, etc.</p> <p>*RBA: An alliance that promotes CSR in the supply chain of the electrical and electronic equipment (electronics) industry and industries that use these as main components. It has established the Code of Conduct in the areas of labor, occupational health and safety, the environment, ethics, and management systems.</p>	

Risk Management

15. R&D Activity Risks	Frequency of Occurrence: Low	Impact: High
Contents	Research and development in the electronics field is subject to intense global competition, and delays in the development of new products and other items directly lead to a decline in competitiveness, which in turn leads to the risk of losing new markets. Specific risks that could cause delays in research and development include stagnation due to the loss of human capital or the inability to acquire suitable human capital, narrow-mindedness due to the uniformity of human capital, inferiority due to technological obsolescence, and suspension of activities due to regulatory deviations or compliance violations. Any of these risks could have an adverse effect on future business performance.	
Main Measures	ROHM does not limit itself to allocating resources with a five-year outlook, but also secures resources for new fields based on a long-term vision, aiming to realize research and development activities that lead to seamless and sustainable growth. We will develop active research and development that anticipates the times and needs by acquiring diverse human capital, enhancing engagement, and organically coordinating internal and external resources while constantly reviewing our themes. In addition, we will continue to conduct research and development that prevents incident risks by maintaining a lawful and fair research and development structure. We are also strengthening our external partnerships, including joint research with many universities in Japan and overseas, with a view to the next 10 years and beyond. 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 Company Mission is "Quality is our top priority," and we manufacture our products under strict quality control. However, we cannot guarantee that all of our products will be free from defects or that we will not receive claims for damages from customers due to product defects in the future. In the event of a claim for damages, our business performance could be affected.	
Main Measures	ROHM Group ensures design quality through the quality departments of the Development Headquarters and each business division. The Corporate Quality Headquarters is responsible for establishing a company-wide quality assurance system that transcends the boundaries of the Research & Development Center and each business division, as well as for information dissemination and monitoring of quality control operations. In addition, with the aim of reducing the risk of frequent quality compliance violations outside the company, the Corporate Quality Headquarters has taken the lead in establishing specialized committees at the head office and each manufacturing site to promote compliance activities. In order to provide safe and reliable products that satisfy customer requirements in a timely manner, the Research & Development Center and each business division conduct evaluations at each stage of new product development, including development studies, design reviews, initial flow, and mass production. Improvement information is fed back to the source and incorporated into the next design. In the Manufacturing Innovation Division, for in-house developed assembly and processing equipment, we aim to "build quality into the equipment itself" with the goal of creating equipment that cannot produce defects. This includes self-diagnosis of the equipment itself to prevent defects. In the unlikely event that a product defect occurs, ROHM products can be traced back to the actual product from production information (manufacturing date or lot information). Lot information allows us to confirm the 4M information (man, machine, material, and method) for the entire process, enabling us to quickly investigate the production conditions and quality of each product and limit the spread of defects. In addition, ROHM Group is promoting the establishment of a management system that prevents defects from occurring 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. Production and Procurement Activities Risks	Frequency of Occurrence: Moderate	Impact: Moderate
Contents	ROHM Group has adopted a vertically integrated business model, but the manufacture of electronic components requires various materials, including rare metals. Therefore, restrictions on procurement from specific suppliers could have an adverse effect on production activities and cost structures.	
Main Measures	Business units are promoting multiple purchasing of materials and other items, and are promoting appropriate inventory management based on the BCP status of suppliers. The procurement department is working to gain an overall understanding of the BCP status of the supply chain by investigating and compiling a database of information on the manufacturers and manufacturing locations of procured materials so that it can quickly confirm the status of suppliers in the event of an emergency. In addition, we are promoting initiatives to agree in advance with suppliers that handle important materials 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.

In FY 2024, in response to the recent issuance of a special earthquake warning for the Nankai Trough in Japan, we conducted training and simulations to determine how ROHM's Head Office should respond in a similar situation. This has enabled us to clarify the actions to be taken not only after an earthquake occurs, but also before it occurs, and we are now prepared for a major earthquake in the future.



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 FY2024, we conducted a company-wide earthquake drill based on the assumption of a magnitude 7.7 earthquake, with a total of 2,000 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

Fostering a Risk Culture

ROHM Group is continuously implementing training and various measures aimed at raising risk awareness and promoting countermeasures throughout the entire company, from Board members and directors to employees, in order to further strengthen risk management and the BCM structure. 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 2024	E-learning for employees on fire prevention and disaster control to raise awareness of fire prevention within the company and further enhance the fire prevention system	ROHM	3,814	99%
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%

The ROHM Group actively encourages employees to make improvements and suggestions in order to identify and improve not only apparent risks but also potential risks. For example, at manufacturing sites, we solicit ideas for improvements in various areas such as production, quality, safety, and the environment, and award bonuses based on the content of the ideas. In addition, we present the President's Award to recognize particularly outstanding activities within the Group.

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.

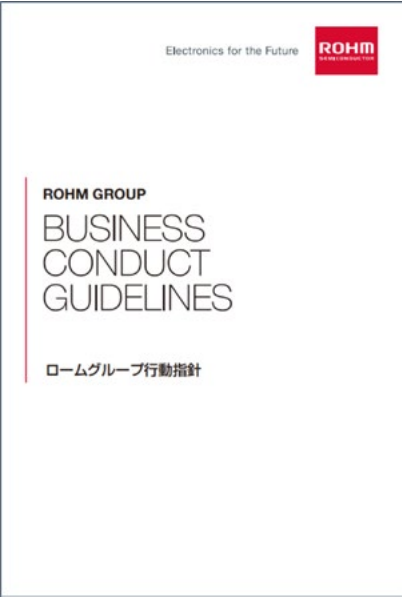
* The Policy has been approved by the EHSS General Committee.

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

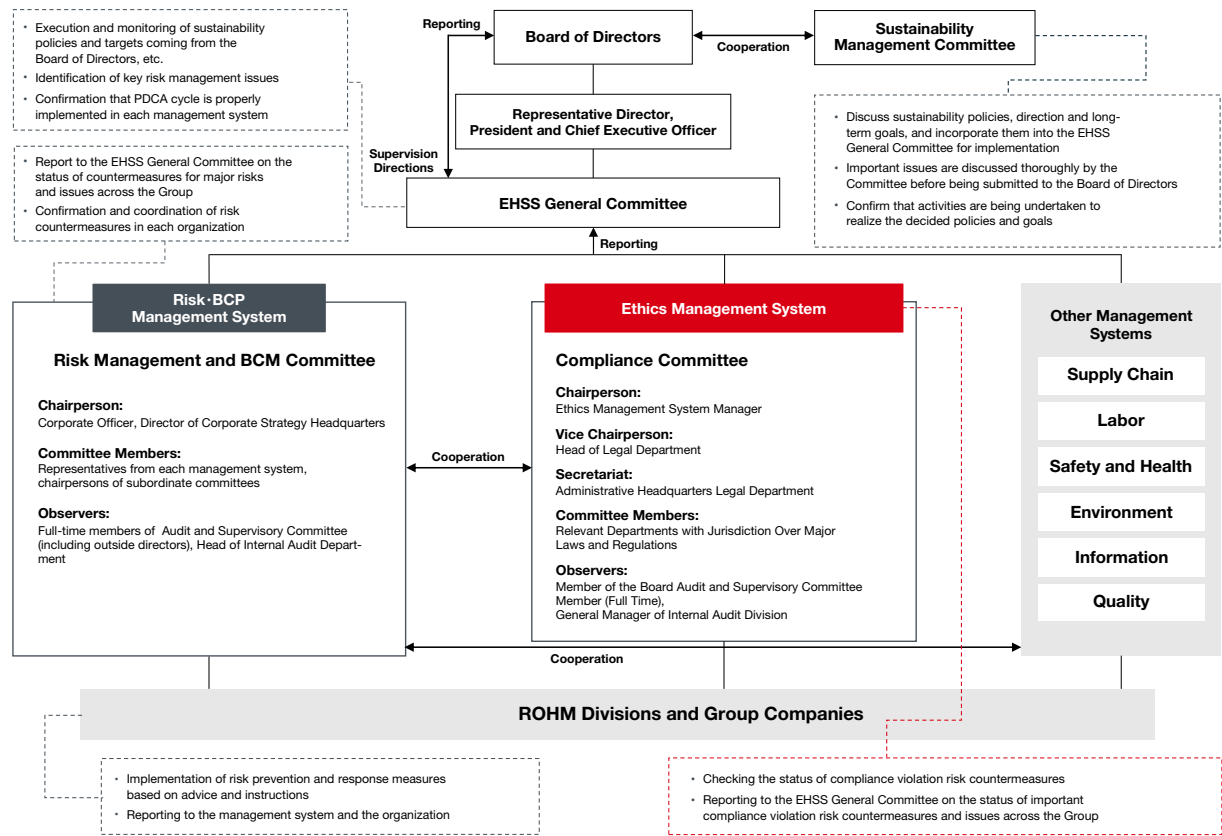
ROHM Group monitors the status of newly enacted or revised laws and regulations as appropriate. This enables the Group to appropriately respond to and develop new items that need to be complied with, thereby preventing the risk of legal violations. In addition to compliance with laws and regulations, 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 Department, 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 (Risk Management BCP, Supply Chain, Labor, Ethics, Occupational Health and Safety, Environment, Information, Quality) 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]
ROHM Co., Ltd. Administrative Headquarters Lagal Department
Consultation and Reporting Desk for Research Fairness
21 Saiin Mizosaki-cho, Ukyo-ku, Kyoto 615-8585 Japan

- * ・The above consultation/reporting hotline service is available only for consultation and reporting of misuse of public research funds and misconduct in research activities.
- ・In accordance with national guidelines, the names of those who report incidents are generally disclosed, but anonymous consultations and reports are also possible.
- ・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 (FY2024 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	4,511	95.6
Legal Seminars for Executives	Board members’ duty of care, duty to supervise, and duty to establish internal control systems	All directors	12	100
Compliance training by level and role	Acquire compliance knowledge required for each level and group leadership position	New hires and promoted employees	471	100
Compliance Education	Mastering the concept of compliance and matters to be complied with	All ROHM Group employees	23,403	98.9

Compliance

General Education (FY2024 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	703/703 (100%)

In addition to the above education and training, ROHM creates and distributes to its employees the “LEGAL Guide Book,” which explains legal knowledge and procedures 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, ssuch as insider trading, management of confidential information, and bribery, as well as the latest topics such as the use of generative AI and freelance laws, and you can always check the items related to your business. It is also an effective tool that can be used when employees face legal issues or during compliance training within departments.



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.

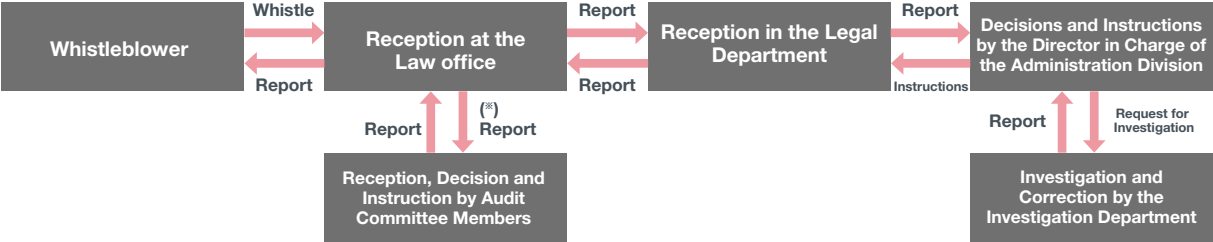
In order to properly operate this system, ROHM Group has established internal regulations to ensure that whistleblowers and information obtained through investigations are kept strictly confidential, and that those who report or consult with us are not subjected to any disadvantageous treatment because 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 FY2024 (April 1, 2024 to March 31, 2025), we received 73 reports.
* Anonymous reports are also accepted.

Compliance

Compliance Hotline Reception and Response Flow



* In the event of a report concerning a ROHM director or a member of Legal Department, 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

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 Compact 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 ongoing monitoring, we conduct annual SAQ surveys and third-party audits or internal audits in accordance with the RBA Code of Conduct at all production sites within the ROHM Group. In the FY2024 audit, we identified nonconformities in evacuation route safety and working hours and wages at temporary staffing agencies at five locations. We have taken corrective measures at these locations, such as improving evacuation routes and reviewing employment contracts and work rules at temporary staffing agencies, and are continuing our initiatives to prevent recurrence.

- ② Human Capital Management Promotion System
- ② Compliance Promotion System

Human Rights

Identified Human Rights Risks

	Human Rights Issues (Based on the RBA Code of Conduct)		Subject	Due Diligence	Grievance Mechanism
Labor	<ul style="list-style-type: none">•Freedom of Employment•Forced labor, Human Trafficking•Working Time•Wages and Benefits•Elimination of Discrimination•Harassment Prevention	<ul style="list-style-type: none">•Occupational Health and Safety•Young Workers•Privacy Protection•Freedom of Association, Right to Collective Bargaining	<ul style="list-style-type: none">•All employees, including contract and immigrant workers•On-site contractor employees•Women•Children	Internal Audit SAQ based on RBA RBA VAP Audits	Internal Hotline External Whistleblowing System
Ethics	<ul style="list-style-type: none">•Elimination of Discrimination	<ul style="list-style-type: none">•Harassment Prevention	<ul style="list-style-type: none">•All employees, including contract and immigrant workers•On-site contractor employees•Women		
Health and Safety	<ul style="list-style-type: none">•Occupational Health and Safety	<ul style="list-style-type: none">•Emergency Preparedness	<ul style="list-style-type: none">•All employees, including contract and immigrant workers•On-site contractor employees		
Environment	<ul style="list-style-type: none">•Water•Noise	<ul style="list-style-type: none">•Atmosphere	<ul style="list-style-type: none">•Surrounding environment•Local communities and indigenous peoples•All other relevant stakeholders		
Supply Chain	<ul style="list-style-type: none">•Labor Issues•Ethical Issues•Health and Safety Issues	<ul style="list-style-type: none">•Environmental Issues•Responsible Mineral Procurement	<ul style="list-style-type: none">•Suppliers		
Information	<ul style="list-style-type: none">•Privacy Protection		<ul style="list-style-type: none">•All employees, including contract and immigrant workers•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	FY2024
Number of Participants	3,350	3,832	3,941	4,511
Participation Rate (%)	83.6	99.7	98.5	95.6

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 head of IT Headquarters, 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](#)).

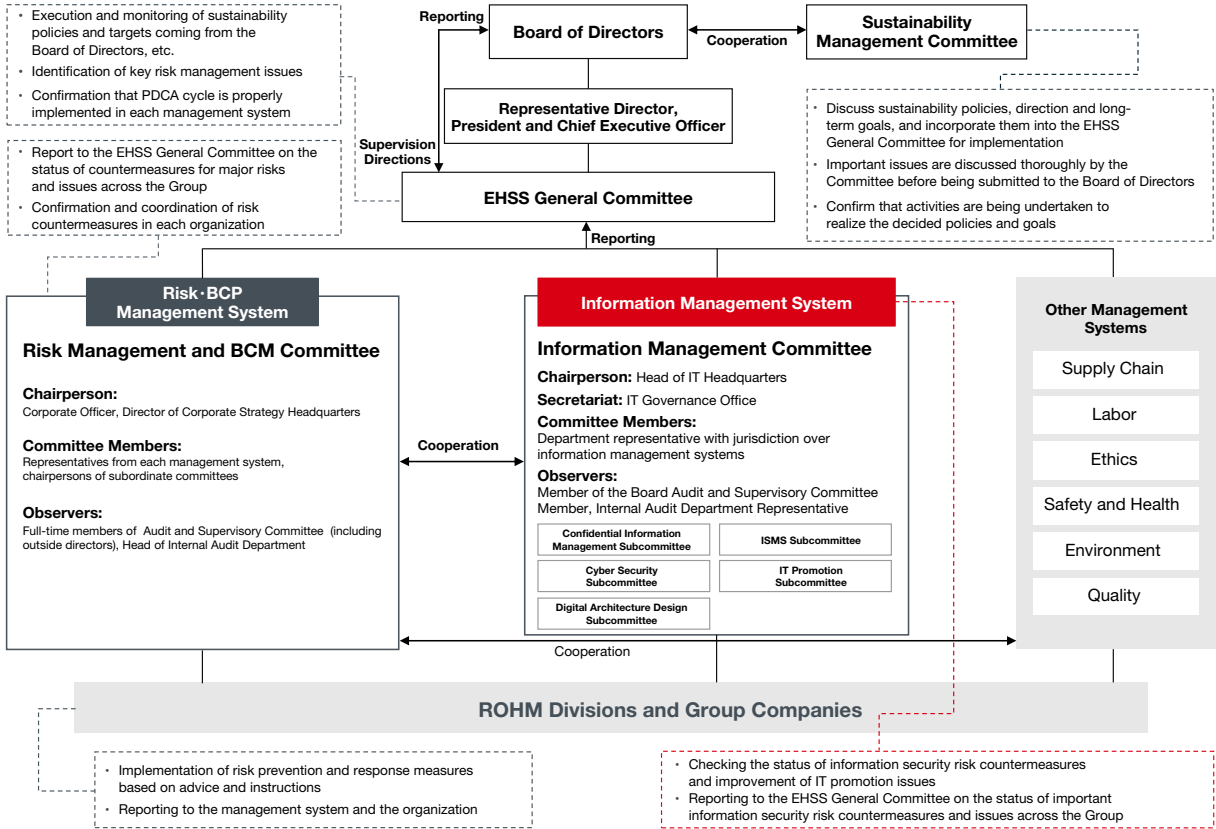
By continuously expanding the scope of operation and certification in addition to conventional internal and external audits and assessment, ROHM is promoting appropriate information management to prevent the leakage of important confidential business information and to eliminate unauthorized use of such information.

*1 EHSS General Committee: A committee composed of the executive officers of management that oversees the eight management systems (Risk management BCP, 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.

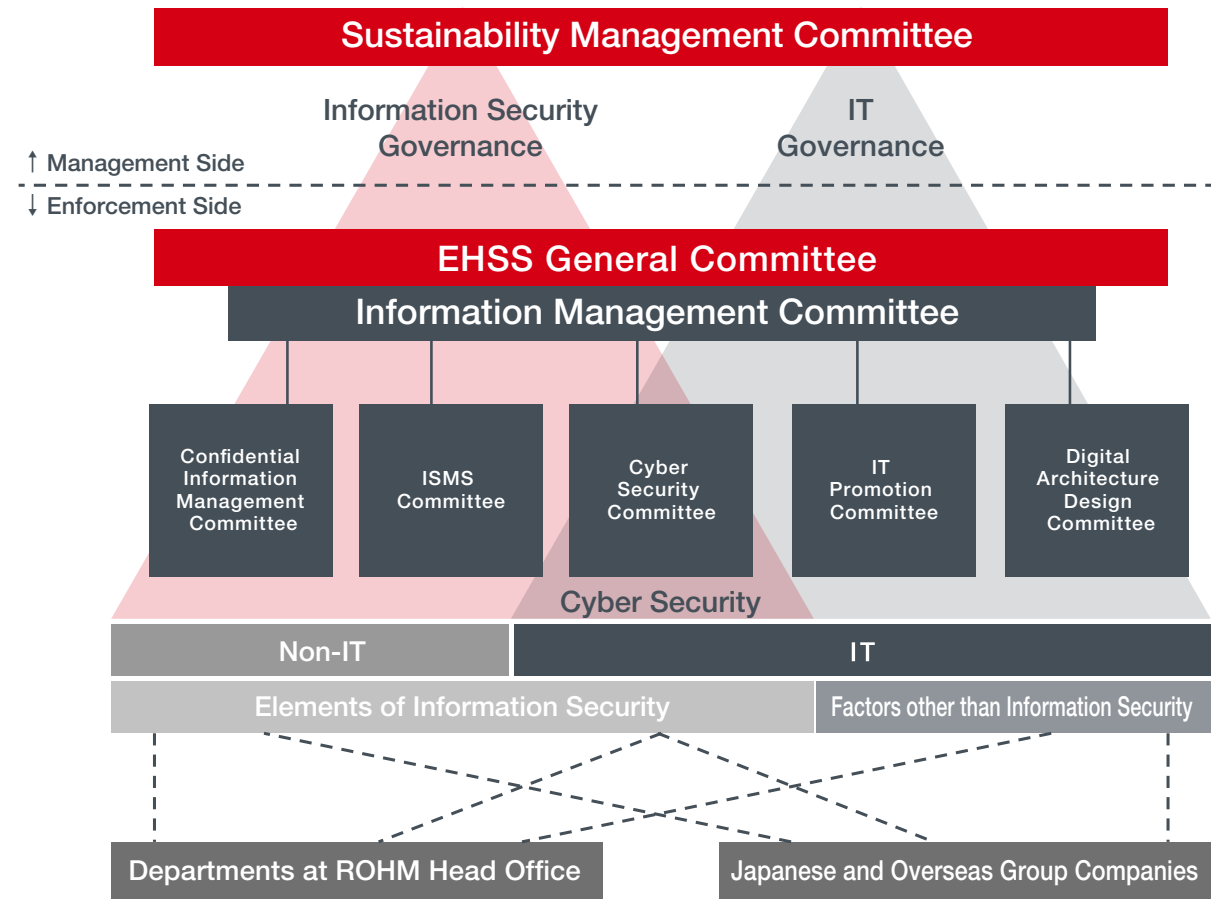
*3 TISAX (Trusted Information Security Assessment Exchange): A mechanism for suppliers to undergo information security audits by an external audit organization at the request of German automobile manufacturers and others in order to assess the appropriate level of information security within the entire automobile supply chain.

Overall Governance Structure



Information Security

Information Management System Promotion Structure



Information Security

Key Issue	Committee	Priority Implementation Items for FY2024	Targets for FY2024	FY2024 Results	Priority Implementation Items for FY2025	Targets for FY2025
Establishment of an information security system to enhance business continuity	Confidential Information Management Committee	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	<ul style="list-style-type: none">•Completed the rollout of the headquarters' confidential information management system across seven affiliated companies in Greater China and South Korea. Reorganized the responsibility framework, internal regulations, and employee confidentiality agreements related to confidential information management, and commenced operations under the new system•Conducted company-wide training for all executives and employees across all Rohm Group locations. A total of 23,214 participants attended (attendance rate: 98.1%)•Internal audits were conducted at the headquarters' five departments and six affiliated companies	Strengthen the confidential information management structure of entire ROHM Group (ongoing)	<ul style="list-style-type: none">•Introduce and establish a confidential information management system based on headquarters operations for 10 companies in five countries (Germany, Austria, Belgium, the Philippines, and India)•Strengthen measures against confidential information leaks and contamination through the establishment of company-wide data access permission policies and the introduction of technology leakage prevention tools
	ISMS Committee	Strengthen the information security structure of entire ROHM Group	<ul style="list-style-type: none">•Achievement of zero major information security incidents•Reduce the number of information security incidents by half 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	<ul style="list-style-type: none">•Achieved zero major information security incidents•Number of information security incidents remained the same as the previous year•Completed the rollout of ISMS activities to all information system departments across the Rohm Group. Held bi-monthly ISMS expert meetings with the departments involved to enhance information security awareness	<ul style="list-style-type: none">•Strengthen the information security structure of entire ROHM Group (ongoing)•Strengthened information security in the supply chain.	<ul style="list-style-type: none">•Achievement of zero major information security incidents (ongoing)•Reduce the number of information security incidents by half compared to the previous year (ongoing)•Improve the ISMS management level of each department where ISMS activities have been implemented, and strengthened security in other departments and the supply chain.
	Cyber Security Promotion Committee	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero (ongoing)	<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	<ul style="list-style-type: none">•Conducted internal audits of 12 domestic and overseas affiliated companies, identified nonconformities, and provided guidance on corrective action plans.•Launched full-scale operation of attack target area management.	Raise the level of cyber security measures for the entire Group and reduce the occurrence of major incidents to zero (ongoing)	<ul style="list-style-type: none">•Conduct internal audits of affiliated companies on the status of cyber security measures and establish a PDCA cycle (ongoing)•Enhance vulnerability management and improve the cyber attack resistance of the entire group

Information Security

Key Issue	Committee	Priority Implementation Items for FY2024	Targets for FY2024	FY2024 Results	Priority Implementation Items for FY2025	Targets for FY2025
Development, provision and utilization of IT tools to support mid-term management plan	IT Promotion Committee	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	<ul style="list-style-type: none">•Collaborated with relevant departments to select and evaluate vendors for the company-wide introduction of an HPC environment•Collected examples of temperature and humidity control automation from departments through subcommittees and prepared for company-wide implementation as best practices	Introduce tools for company-wide use, such as HPC, and promote information sharing on IT-related initiatives throughout the company	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
	Digital Architecture Design Committee	Promotion of data utilization across the entire ROHM Group Architecture design and data collection	Promote data collection and utilization in high value-added manufacturing plants. As a top priority, build a data collection system for electrical characteristics and measurement data (EDS, FT, etc.)	<ul style="list-style-type: none">•Established a policy for building a manufacturing data utilization platform common to ROHM Group. Unified the level of understanding among relevant parties•Conducted technical verification to achieve high-speed processing of large amounts of data, which is characteristic of manufacturing	<ul style="list-style-type: none">•Promote the establishment of a manufacturing data utilization platform shared across ROHM Group. Aim to create a platform capable of high-speed processing of large amounts of data.•Establish a secure data transfer system that can be used across ROHM Group to improve the quality and reliability of data communications.	<ul style="list-style-type: none">•Construct of a manufacturing data infrastructure•Aggregate high-priority electrical characteristics and measurement (EDS, FT, etc.) data.•Construct of a MAP communication system as a secure data transfer system.

Information Security

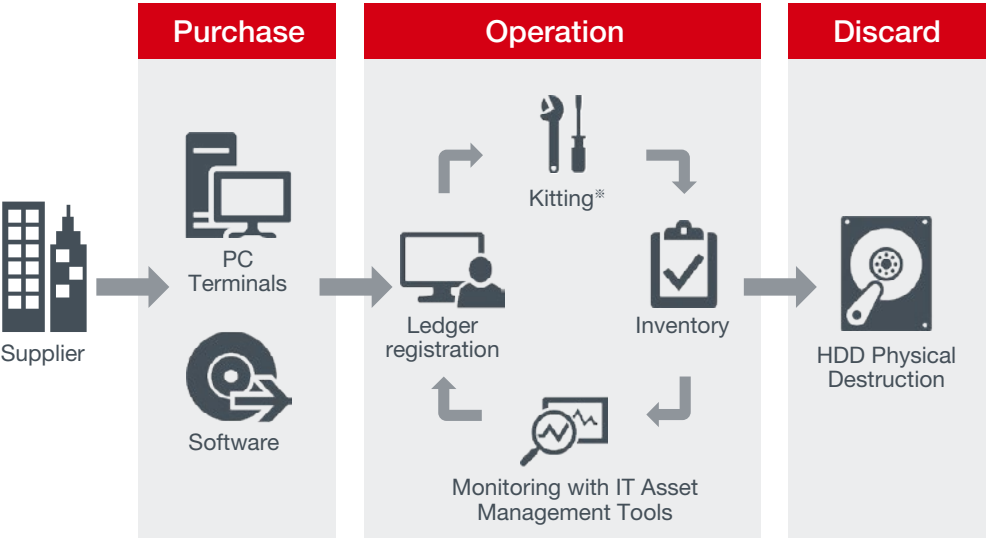
Information Security Activities

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.

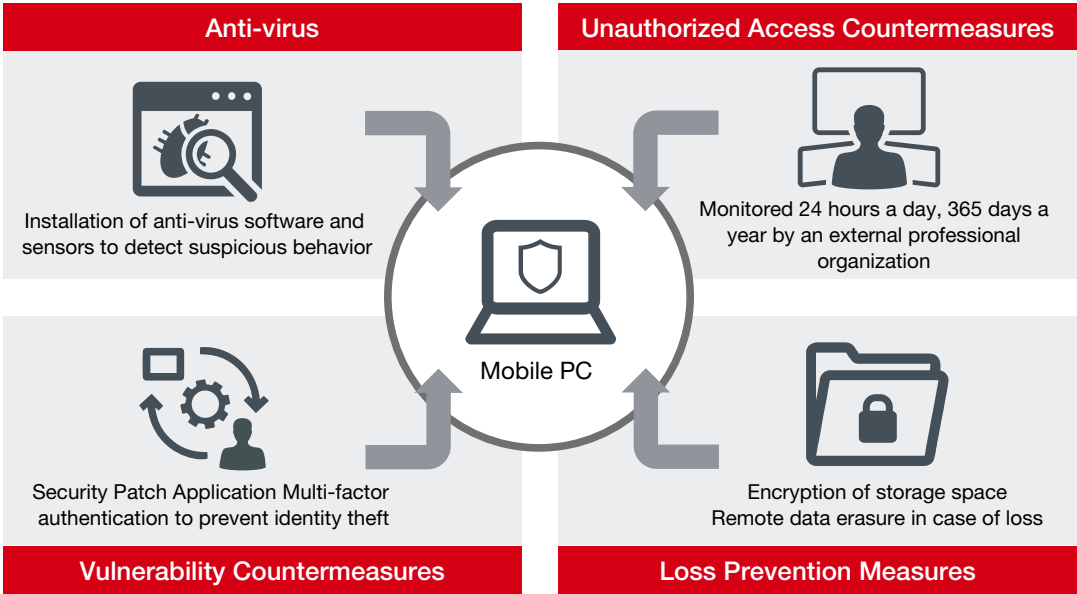


* Kitting : Setting up PCs and installing software to make them usable for business

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

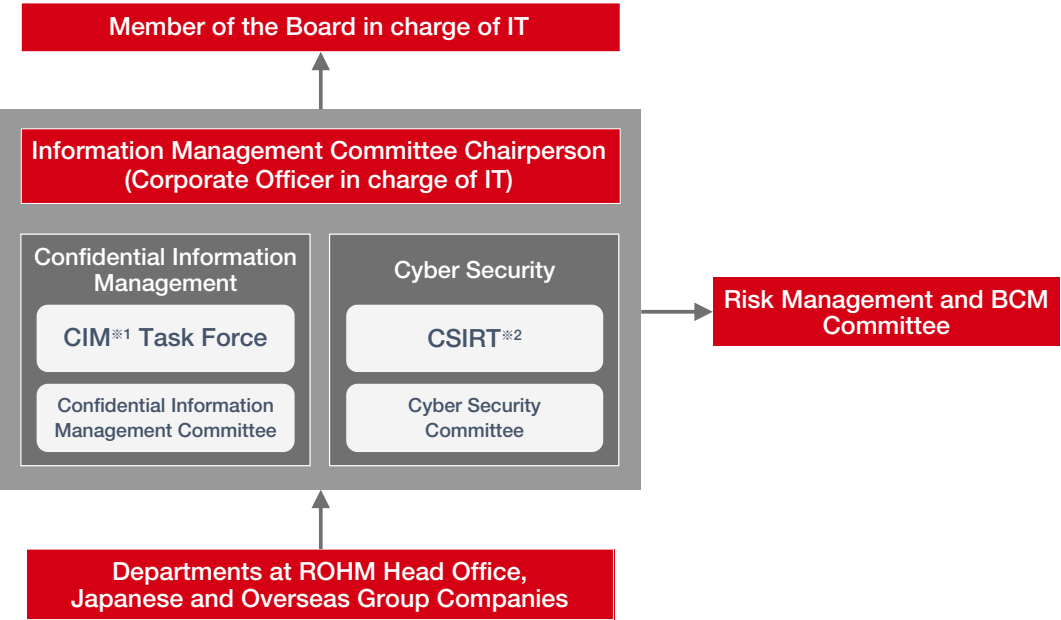
No serious information security incidents occurred in FY2023 and FY2024.

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.

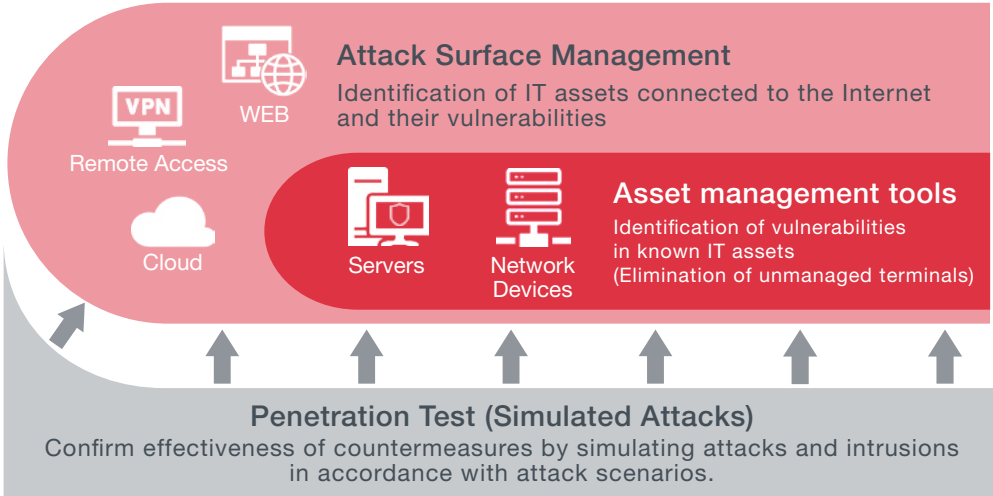


*1 CIM: Confidential Information Management
*2 CSIRT: Computer Security Incident Response Team

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 (%)
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 Education	Explain points to keep in mind for ensuring information security using illustrations and easy-to-understand language by distributing the Information Security Guidebook	FY2024	ROHM Group	23,536	100%
3 rd Targeted Email Attack Training	Conduct training that simulates phishing emails designed to steal account information to raise employees' awareness and ensure that initial responses are properly established		ROHM Group(Japan)	7,872	100%
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)	2,057	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)	FY2024	ROHM Group (Japan)	4,511	95.6%
Compliance Education	Acquiring an understanding of compliance (including personal information protection) and compliance requirements	FY2024	ROHM Group	23,403	98.9%

Information Security

Information Security Certification

ISO27001:2022 (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) 2025/7/19 /2028/7/18	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.

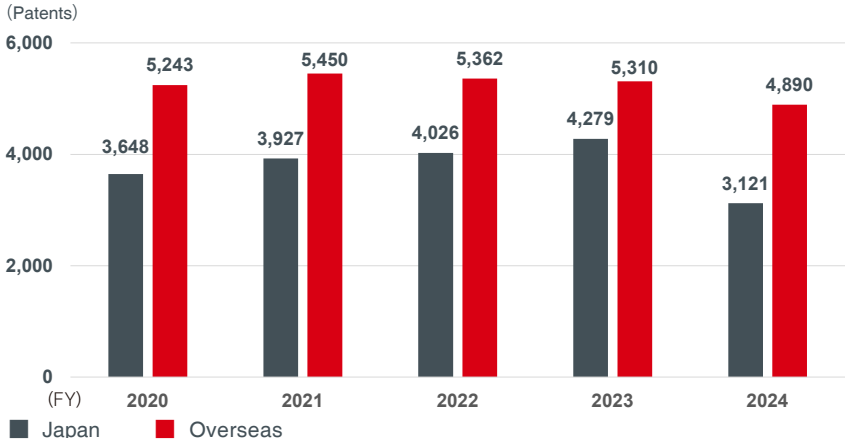
Also, the Rohm Group respects the intellectual property rights and strives to ensure that we do not infringe on the legitimate intellectual property rights of third parties.

Intellectual Property Activities and Strategy

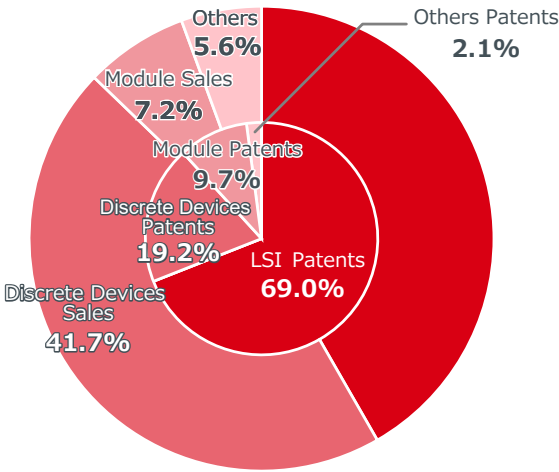
The Rohm Group is analyzing the relationship between sales and the number of patents in order to maintain an appropriate intellectual property position in the semiconductor industry. The Rohm Group sets the target number of patents and the target number of patent applications commensurate with the projected sales 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.

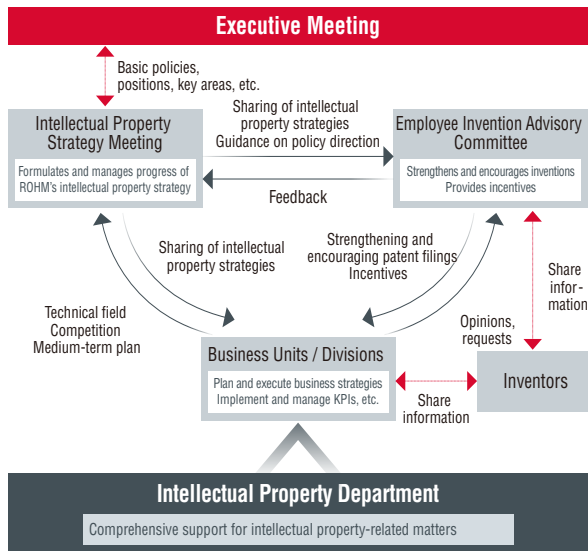


Intellectual Property

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 executive officers, business division heads, and the Intellectual Property department, 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
2024	Invention Encouragement Award	Common electrode structure that improves print quality
	Kyoto Institute of Invention and Innovation Chairman's Award	Package insulation method for isolated gate drive IC (GDIC)

ESG Data

Environment

Environment

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

GHG Emissions

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

Energy Consumption

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

Water Usage

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

Water Discharge

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

Total Pure Water Consumption

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

Waste

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

Environment

Hazardous waste (Specifically Controlled Industrial Waste in Japan)

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

Chemicals

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

Environmental Label

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

Environmental Violation

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

Environmental Accounting

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

Social

Employee Demographics

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

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

Social

Management Demographics

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

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

Social

Recruitment

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

Average Years of Service

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

Age Groups

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

People with Disabilities

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

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

Social

Salary

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

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

Employee turnover

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

Social

Uptake of Available Systems

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

Unions

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

Working Hours

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

Engagement

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

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

Social

Human Development

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

Health Management

Item	SCOPE	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Periodic Health Examination Attendance Rate	ROHM	%	100	100	100	100	100
Percentage of people receiving periodic health checkups with findings	ROHM	%	57.0	50.8	60.1	58.5	59.4
Percentage of people requiring periodic health checkups who visited a medical institution	ROHM	%	98.8	96.2	96.4	96.1	93.1
Percentage of people maintaining an appropriate weight(BMI 18.5-25)	ROHM	%	70.7	70.3	78.6	73.2	72.1
Percentage of employees who regularly exercise ^{*6}	ROHM	%	28.7	31.7	37.0	38.0	70.7
Ratio of employees well rested through sleep	ROHM	%	64.4	66.1	63.1	58.7	52.7
Ratio of employees at risk for blood pressure ^{*7}	ROHM	%	0.1	0.3	0.3	0.4	0.7
Ratio of employees considered to be at risk for blood sugar ^{*8}	ROHM	%	0.2	0.3	0.4	0.5	0.4
Ratio of employees with poorly controlled diabetes ^{*9}	ROHM	%	0.7	0.7	0.3	0.3	0.4
Ratio of employees with metabolic syndrome	ROHM	%	11.6	10.3	12.1	12.9	15.7
Percentage of employees receiving specific health guidance for those eligible for guidance	ROHM	%	99.5	98.5	98.5	93.4	98.1
Percentage of habitual drinkers ^{*10}	ROHM	%	11.9	12.4	16.5	15.1	12.8
Percentage of smokers ^{*11}	ROHM	%	-	-	-	-	20.0
Presenteeism ^{*12}	ROHM	FY2022: 1,000 Yen FY2023: %	-	-	914.8	36.2	80.0
Abenteeism ^{*13}	ROHM	Days	-	-	2.4	2.2	2.1

^{*6}. Percentage of employees who exercise 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}. Percentage of employees who smoke regularly
^{*12}. Calculated based on WHO-HPQ in FY2023 and stress check surveys conducted by the University of Tokyo in FY2024. FY2024: 4,222 Responses/4,573 Employees, Response Rate of 92.3%.
^{*13}. Calculated the average annual number of days of absence due to illness per employee. Number of employees: 4,348 (as of March 31, 2025). Response rate: 100%.

Social

Safety Management System

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

Accidents and Diseases

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

Stress Check

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

Privacy Information

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

Social Contribution Spending, Political Expenditures

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

Governance

Top Management

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

Board of Directors

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

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

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

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

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

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

Governance


Compliance


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


Compliance Education


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


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 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 Labor Management System
		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 Labor Management System
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 Labor Management System
		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 Labor Management System
		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: 35,869 t (2)Greenhouse gases: 129,362 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 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:45.5%
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)11,410 (1000m³) (2)1,571 (1000m³) 5 out of 24 sites were analyzed as having high water stress 17% (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:2,806 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)15,770 people (2)69.8% 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.12 (202504)
				 Control Standard of Chemical Substances in Products Rev.004
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 (FY2024)

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