ROHM
SEMICONDUCTOR

ROHM Group Innovation Report 2013

Our continuing efforts to achieve a sustainable society

ROHM Co., Ltd.

Editorial Policies

Purpose of publishing this report

ROHM is currently striving towards actualizing 'NEXT50,' our vision of what the next 50 years will bring, by helping to achieve a sustainable society through innovations in product and management quality. Since 2012, we have published an Innovation Report in order to present our progress towards this goal to our stakeholders as well as increase understanding of the ROHM Group.
ROHM began publishing the Environmental Data Book in 2001, and from 2007 to 2011 published the report under the new title of the CSR (Corporate Social Responsibility) Report. This current report is a further development of these previous efforts.

Reporting organizations

ROHM Co., Ltd. and all companies of the ROHM Group (affiliated companies in Japan and abroad)

Reporting period

Fiscal year 2012 (April 1, 2012 to March 31, 2013)
Reports on events and initiatives before and after this period are also discussed in part.

Date published

July 2013
(Next issue: July 2014; previous issue: July 2012)

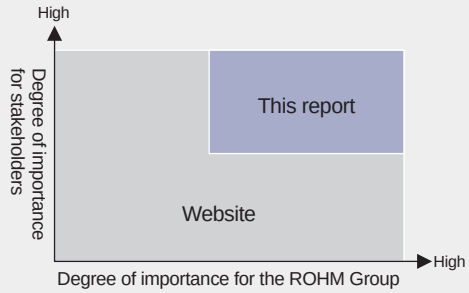
Guidelines used for reference

- GRI Sustainability Reporting Guidelines Version 3.1
- Japanese Standards Association's ISO26000:2010
- Ministry of the Environment's Environmental Reporting Guidelines 2007 Version
- Electronic Industry Citizenship Coalition Code of Conduct Version 4.0

Relationship with other reports

Information on CSR

ROHM's website includes information on CSR Initiatives that are not included in this report (they are available in Japanese only). Details on environmental conservation activities are also provided in the Environmental Data Book (PDF).
The following diagram outlines the relationship between these media forms and the current report.



Financial results and financial information

In addition to legally required reports, ROHM also publishes Interim Reports and Annual Reports that are available on its website in PDF format.

Corporate information

http://www.rohm.com/corporate/index.html

CSR initiatives

http://micro.rohm.com/jp/csr/

Investor relations

http://www.rohm.com/financial/index.html

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THE GLOBAL COMPACT
WE SUPPORT

ROHM is included in the Socially Responsible Investment (SRI) Index

FTSE4Good
FTSE4Good Indexes Series

MS-SRI
MS-SRI

ROHM has communicated the Company Mission to its employees since its foundation in order to become a company trusted and relied upon by society.

COMPANY MISSION

Quality is our top priority at all times. Our objective is to contribute to the advancement and progress of our culture through a consistent supply, under all circumstances, of high quality products in large volumes to the global market.

Policies to achieve the Company Mission are laid out and serve as guidelines for all business activities.

BASIC MANAGEMENT POLICY

Secure reasonable profit through a concerted company-wide effort for a comprehensive quality assurance program.
Develop globally leading products by improving upon technologies held by each department for continued advancement of the company.
Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society.
Search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity.

BASIC QUALITY ASSURANCE POLICY

1. Promote internal standardization for the whole company and establish structures for QC management by data.
2. Conduct comprehensive and continuous research for the development of new technologies and products.
3. Proactively utilize methods of statistical control for all areas of company activities.
4. Establish quality assurance structures for all manufacturing processes.
5. Exert effort for cost reductions of each product by continual modernization of manufacturing systems.
6. Secure quality assurance programs of raw materials and components with our suppliers through contracts.

BASIC GOALS FOR EDUCATION AND TRAINING

1. Develop personnel at all levels to constantly strive to obtain new knowledge and to acquire empirical reasoning ability from a broad perspective.
2. Train staff to be dedicated as leaders in their field by utilizing their knowledge and experience.
3. Develop personnel who can overcome any adversity and strive towards achieving targets.
4. Train staff to place the highest value on teamwork, resulting from the combined efforts of all individuals.

BASIC POLICY FOR EDUCATION AND TRAINING

1. All employees will use every available opportunity to enhance self-development.
2. Those in leadership positions will exemplify model behavior at all times.
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.
4. Each head of all management levels will appraise staff fairly and conduct effective training programs periodically and consistently.
5. Appraisals for each head of all management levels is based, as a general rule, on the success of staff education and training.

Although the environment surrounding the company has changed with the emergence of an information-based society and increased diversification of values among the people, these policies remain unchanged and serve as the driving force and foundation in all business activities.

Message from the President

"Quality is our top priority at all times." This company mission has remained and will forever remain ROHM's DNA.

ROHM was established in 1958 as a manufacturer of chip resistors featuring unprecedented miniaturization. In 1967 ROHM entered the semiconductor market and became the first Japanese company to establish a semiconductor base in Silicon Valley. In the more than 50 years since, ROHM has continued taking on challenges in its corporate activities.

And although the environment within and outside ROHM has changed drastically during that time, each and every employee has kept a strong desire in their heart to contribute to society by seeking the highest quality and providing products by the required delivery time for every single customer. By always understanding the meaning of the words of our company mission, and by making it the mission for each endeavor and at times our foundation, we have been able to overcome many obstacles.

The environment that surrounds us is changing greatly, and the time has come for us to reform the philosophy behind corporate activities centered on CSR. However, this is by no means a new concept for ROHM. I believe that continuing to unite the ROHM Group and meeting the diverse demands of our stakeholders by following the company mission and basic management policies that have remained our objectives since ROHM was established is the best way to contribute to the development of a sustainable society.

In May 2011, ROHM signed the UN Global Compact (UNGC). Based on the ISO26000 international standard on social responsibility, ROHM has designated important CSR challenges across the entire value chain and set initiative themes, plans, and targets to build a global CSR management system.

Creating new value-added innovative high quality products through four growth engines

In 2008 we celebrated our 50th anniversary and created a 'NEXT50' campaign as a medium- to long-term strategy focused on our goals, activities, and expectations for the next 50 years. One such activity is establishing four growth engines, centered on 'LSI Synergy', 'Power Devices', 'LEDs', and 'Sensor Networks.' These are considered key areas for achieving a safe, comfortable, energy-saving lifestyle and consist of products that put the Creating Shared Value (CSV) concept into practice.

THE GLOBAL COMPACT
WE SUPPORT

What is the UN Global Compact (UNGC)

The UNGC is an international initiative that enables businesses and other organizations to exercise responsible and creative leadership in order to achieve sustainable growth. Companies supporting UNGC must maintain 10 principles in the areas of human rights, labor, environment and anticorruption.

'LSI Synergy Strategy' involves creating new added value by fully exploiting the synergy created through the combination of ROHM's expertise in analog technology and LAPIS Semiconductor's strength in digital technology. At the core of this strategy are analog power ICs that are used in power supplies and motor drives and play an important role in reducing power consumption in all types of electronic devices. One example is the CPU power supply IC for next-generation tablets that was co-developed with Intel, our long-term business partner.

'Power Device Strategy' concentrates on integrating globally advanced power device, LSI control, and module technologies in order to develop power semiconductors capable of highly efficient power conversion. In particular, we are focusing our efforts on developing power devices comprised of silicon carbide (SiC), a compound that achieves far better energy savings and miniaturization than conventional silicon (Si). ROHM was the first in the world to successfully begin mass production of full-SiC power modules in 2012 and continues to release new SiC products. These modules are being used more and more in fields such as industrial equipment, solar power systems, air conditioners, and uninterruptible power supply (UPS) equipment, and will likely contribute to energy conservation for society as a whole.

'LED Strategy' relates to contributing to the development of people- and community-friendly environments by providing LED components, driver ICs, various sensors that detect ambient conditions and people, and LED lighting solutions that integrate our industry-leading energy-saving power supply modules.

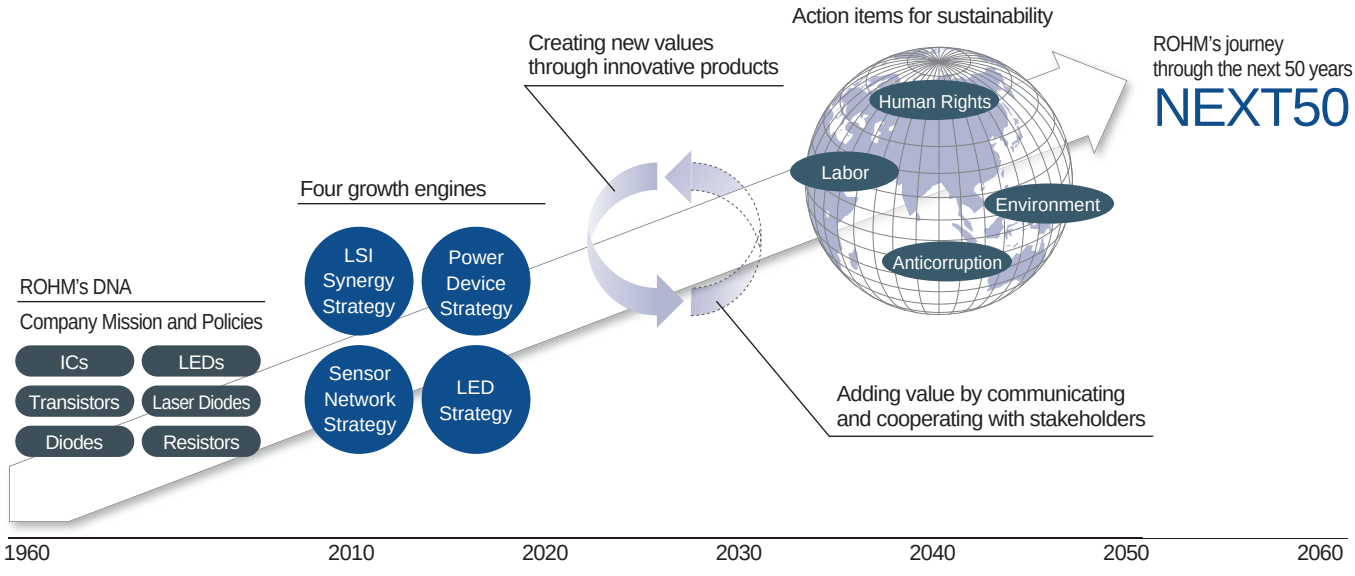
'Sensor Network Strategy' involves responding with a diverse product lineup that meets the needs of the sensor market, in which there is a growing demand for sensors in a variety of applications, including smartphones, security systems, and even medical instruments.

We have also stepped up our initiatives for building a sensor network, and became a core member of the EnOcean Alliance, an organization that promotes a next-generation wireless communication standard, in October 2012. We will continue to expand our activities to new markets such as HEMS (Home Energy Management Systems) and BEMS (Building Energy Management Systems) and help people attain safe and comfortable lifestyles.

In our existing product fields as well we will respond to the diversifying demands of customers and society by continuing to develop products with high added value.

Smartphones and other electronic devices are requiring even better energy-saving performance despite dramatic increases in functionality, resulting in a greater demand for miniaturization of semiconductors and electronic parts. To respond to these needs, the ROHM Group has utilized new manufacturing methods and materials and merged technologies to develop electronic parts (such as resistors, transistors and diodes) that are the smallest of their kind in the world.

Going forward, we will continue to develop products in broad-ranging fields using ideas and approaches that break previous norms and concepts.



Increasing management quality and product quality and solving issues in sustainability

Becoming a company preferred not only by customers but by stakeholders throughout the world requires innovative, high quality, value-added products. We must therefore improve our management quality and product quality to allow us to overcome key challenges in widely attaining sustainability throughout the globe.

In an attempt to increase management quality, we established a new CSR committee in June 2011 and formed a CSR Division under the direct control of the president. In June 2012, a CSR committee was formed and a CSR promotion representative was assigned to 20 major domestic and overseas production companies within the ROHM Group. This system is expected to facilitate global CSR management.

Many electronics manufacturers perform CSR audits to verify that their suppliers are meeting key CSR criteria, such as the Electronic Industry Code of Conduct (EICC). The ROHM Group also receives third-party CSR audits.

In addition to these external audits, we also began performing internal CSR audits in 2012 to verify the status of internal CSR audits and compliance with EICC among all ROHM Group companies.

As an initiative for ensuring product quality, the ROHM Group utilizes vertical integration, a style in which each step, from development to production, is integrated within the Group. This is a feature of ROHM's mindset in which quality always comes first.

We achieve reliable traceability by infusing high quality into every process, from wafer ingot pulling to completion of finished products.

Furthermore, ROHM has created a global support system by establishing QA centers and marketing bases in different countries. Feedback from customers is relayed to the production lines to help build a high quality system.

With the collaborative effort of the ROHM Group we will fulfill our commitments in providing a stable supply to customers

It is also absolutely essential to build a reliable and speedy supply system for meeting customers' delivery requirements. Through vertical integration, we will continue to optimize the supply chain by leveraging the strengths of our integrated production system and implementing the PDCA (Plan, Do, Check, Act) cycle in each process.

The Great East Japan Earthquake and Thailand floods that occurred in succession in 2011 were major lessons for the ROHM Group. Following these two disasters, the Group applied its collective strength in recovery efforts, achieving a stable supply more quickly than was expected.
Nevertheless, great inconvenience was caused to many of our customers.

In response, the ROHM Group is revising its organizational framework and performing BCP drills at all companies to minimize risks and maintain a supply system that can meet customer deadlines under any circumstances and restore operations quickly to prevent stoppages. In terms of product supply, we are strengthening our multiple-base production system and stock management in preparation for potential disasters to ensure a stable supply. We are also revising the risk diagnostics cycle at each production site and working on measures to thoroughly examine all types of risks including those against earthquakes, floods, and other natural disasters.

The ROHM Group will implement its company mission and basic management policy and contribute to society by continuing to improve the quality of each element and take on new challenges.

June 2013

Satoshi Sawamura
President
ROHM Co., Ltd.

Product Quality Innovation

The ROHM Group is committed towards developing innovative products based on our four 'growth engines' that can help mitigate social issues.

ROHM Group Products

ICs
Memory
Amplifiers & Linear
Power Management
Clocks & Timers
Switch & Multiplexer & Logic
Data Converter
Sensors & MEMS
LED / LCD Drivers
Motor / Actuator Drivers
Interface
Audio & Video

Discrete Semiconductors
Transistors
Diodes
SiC Power Devices

Opto Electronics
LEDs
LED Displays
Laser Diodes
Optical Sensors
IrDA Infrared Communication Modules
Remote Control Receiver Modules

Passive Components
Resistors
Tantalum Capacitors

Modules
Power Modules
Wireless LAN Modules
Contact Image Sensor Heads
Thermal Printheads

Commercial Products
LED Lighting
Banalyst

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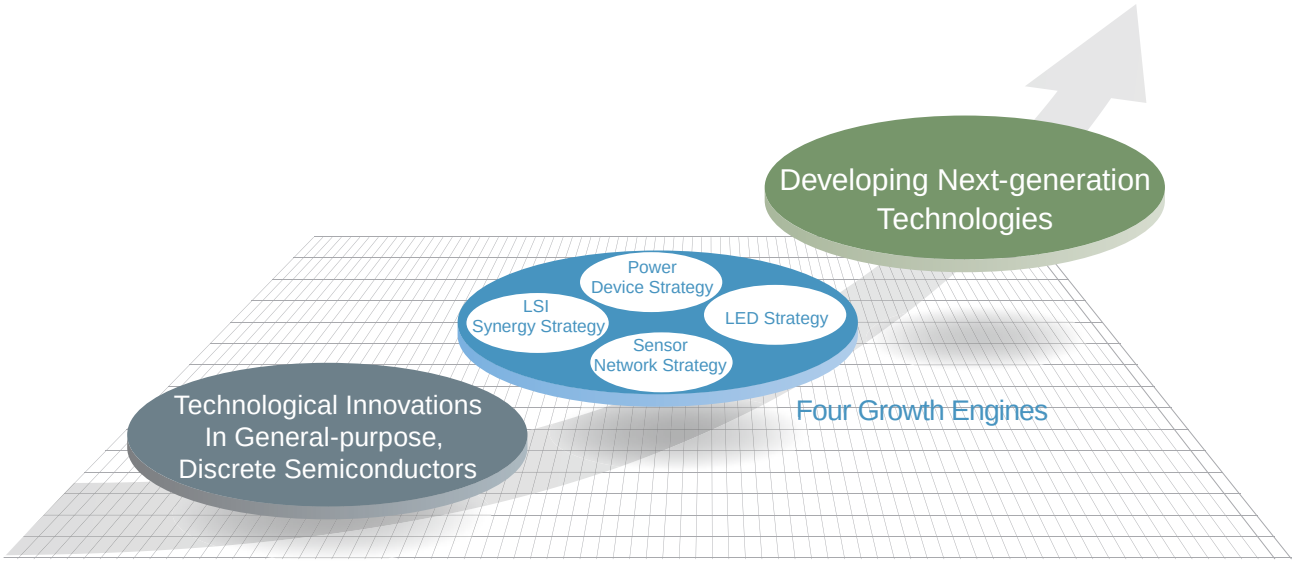
Meeting the needs of society and the times with ROHM cutting-edge technologies

The ROHM Group offers products that not only meet the varied needs of its customers, but also contributes to resolving a variety of social issues, such as energy conservation and safety.
This section outlines our leading technologies, from technological innovations in general-purpose products to strategic developments and new technologies that are expected to become a foundation for the coming generation.



Technological Innovations In General-purpose, Discrete Semiconductors

Broad lineup of innovative products that bring high added value

To meet the needs of smartphones, tablets and other electronic devices that are increasingly becoming smaller and thinner, ROHM develops the industry's smallest products in each category by utilizing new manufacturing methods and materials and fusing technologies to improve on conventional designs.

Industry's smallest* chip resistor
SMR003

Industry's smallest*
Under development
03015 size
[0.3×0.15 H=0.1]

Industry's smallest* transistor
VML0604

Industry's smallest*
Under development
0604 size
[0.6×0.4 H=0.36]

The industry's smallest* class of conductive polymer capacitors
TCSO (M Case) series

Industry's smallest*
NEW
1608 (0603) size
[1.6×0.85 H=0.8]

Industry's smallest* tantalum capacitor
TCT (U Case) series

Industry's smallest*
1005 (0402) size
[1.0×0.5 H=0.6]

Ultra-small, ultra-thin chip LEDs
PICOLED® series

Industry's smallest*
NEW
PICOLED® is a trademark of ROHM Co., Ltd.
1006 size
[1.0×0.6 H=0.2]

Industry's smallest* diodes
HMD package
Multiple diode chips can be embedded on a single chip

(6 chips)
[2.4×0.8 H=0.3]

(4 chips)
[1.6×0.8 H=0.3]
Industry's smallest*
SMD0402

Industry's smallest*
Under development
0402 size
[0.4×0.2 H=0.12]

Thin compact single-package power supply
6MHz power supply IC embedded in circuit board facilitates microminiaturization

Industry's smallest*
NEW
[2.3×2.9 H=1.0 MAX.]

Industry's smallest* CMOS LDO
TF2 series

Industry's smallest*
Under development
[0.65×0.65 H=0.3]

EEPROM (CSP)
Lineup of the industy's smallest class of products*

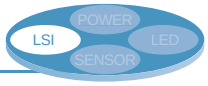
[0.8×0.8 H=0.3]

*As of June 2013

Four Growth Engines (Strategic Products)

With four growth engines - 'LSI Synergy', 'Power Devices', 'LEDs', and 'Sensor Networks' -- ROHM continuously takes on new challenges that include the development of next-generation products and pursuit of new businesses.

LSI Synergy



By actively combining ROHM's expertise in analog technology with LAPIS Semiconductor's renowned digital technology, we will continue to produce a succession of new products optimized for next-generation devices. One key product category is analog power ICs that are used in power conversion and motor drives, since they play a major role in reducing power consumption in all types of electronic devices.

ROHM SEMICONDUCTOR + LAPIS SEMICONDUCTOR

Analog Technology + **Digital Technology** → **Optimized Solutions**

Collaborating with leading IC manufacturers to accelerate reference business

ROHM has been collaborating with Intel since 2008. In 2013, the companies jointly developed a power IC for processors in next-generation tablets. Collaborative frameworks are also being built with other top manufacturers in a variety of fields. Reference business is accelerating in diverse markets, including smartphones, tablets, and industrial equipment.

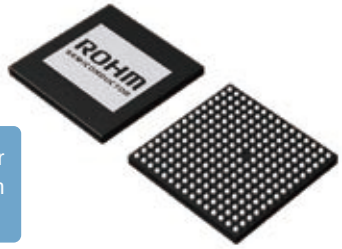
Development Status

September 2010 → **March 2013**

Reducing the development time of embedded devices

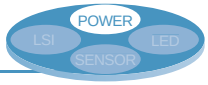
Chipset and reference board for Intel® Atom™ Processor E600 Series

Supporting longer operating times in tablets



Low power consumption power management ICs for next-generation Intel® Atom™ Processors

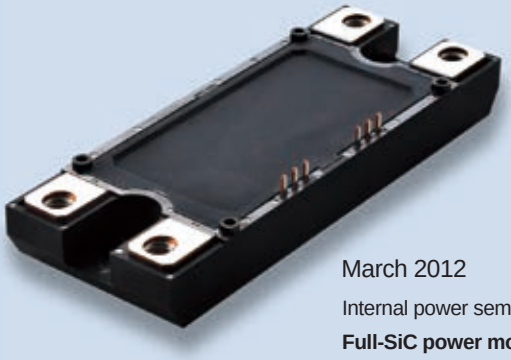
Power Devices



The ROHM Group combines industry-leading power device, LSI control, and module technologies in order to develop power semiconductors capable of highly efficient power conversion. In particular, we are pioneering cutting-edge development in the field of silicon carbide (SiC), a semiconductor compound that achieves far better energy savings and miniaturization than conventional silicon (Si). ROHM was the first in the world to successfully begin mass production of full-SiC power modules and commercialized numerous new SiC products in 2012.

Developing industry-leading SiC products

SiC products are being used more and more in fields such as industrial equipment, solar power systems, air conditioners, and UPS equipment while contributing to energy conservation for society as a whole.



Winner of the 55th Annual Best 10 New Products Award from Nikkan Kogyo Shimbun (2012)

March 2012

Internal power semiconductor components comprised entirely of SiC

Full-SiC power modules

Development status in 2012

June 2012

Industry low V_F

2nd generation SiC Schottky barrier diode

June 2012

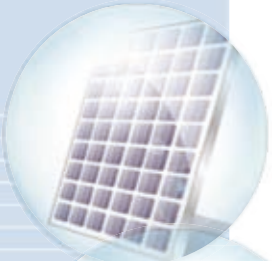
The industry's first SiC MOSFET with SiC SBD (Schottky Barrier Diode) integrated into a single package

SiC MOSFET

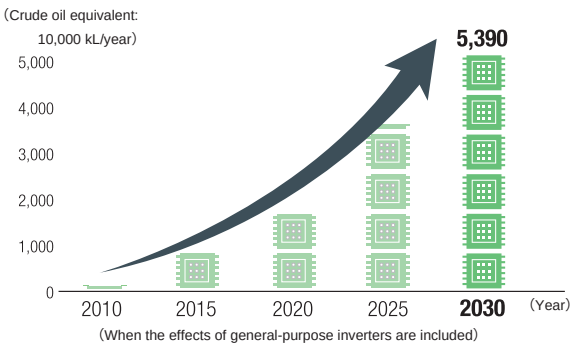
December 2012

The industry's first SiC MOS module with no Schottky Barrier Diode

SiC MOS module



Predicted energy conservation from utilizing SiC devices by 2030



(When the effects of general-purpose inverters are included)

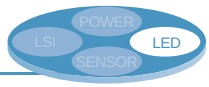
Source: FED-recommissioned survey on NEDO energy-saving rolling

Contributing to energy conservation with SiC

SiC is a semiconductor material that is garnering great interest from a number of industries, such as electric power companies, automakers, and industrial equipment manufacturers, from an energy conservation standpoint. ROHM was the first in the world to successfully begin mass production of full-SiC power modules in 2012 and commercialized numerous new SiC products. These products are already being used more and more in fields such as industrial equipment, solar power systems, air conditioners, and UPS equipment. SiC is expected to make a significant contribution to energy conservation for society as a whole.

Kazuhide Ino
General Manager
SiC Power Device Production Division
Discrete Production Headquarters
ROHM Co., Ltd.

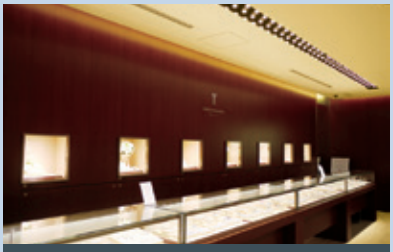
LED

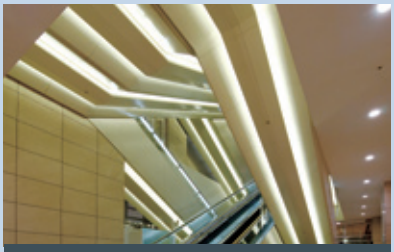


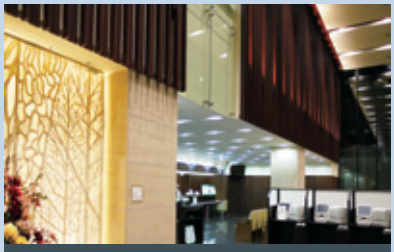
As the demand for energy conservation and power savings grows, LED lighting is being increasingly adopted in not only offices and factories, but in homes as well.
The ROHM Group contributes to energy conservation throughout society by providing total LED solutions for the lighting industry, from LED components to driver ICs and high efficiency power supply modules.

ROHM LED lighting products are used by a variety of customers

ROHM LED lighting solutions have received much acclaim from our customers. In the few years since their commercialization, they have been adopted in a number of places, including shops, factories, warehouses, universities, and offices. Our straight-tube LED lamp enjoys particularly high regard as a product that could only have come from a semiconductor manufacturer. As a result, it commands the industry's no. 1 market share. Going forward ROHM will continue to provide energy-saving high quality lighting devices that meet market needs.

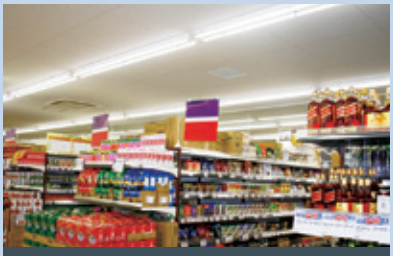

GINZA TANAKA Shinjuku Store


JR Nagoya Takashimaya

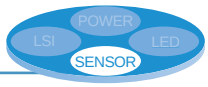

Mita Hospital, International University of Health and Welfare


Biwako-Kusatsu Campus (BKC), Ritsumeikan University

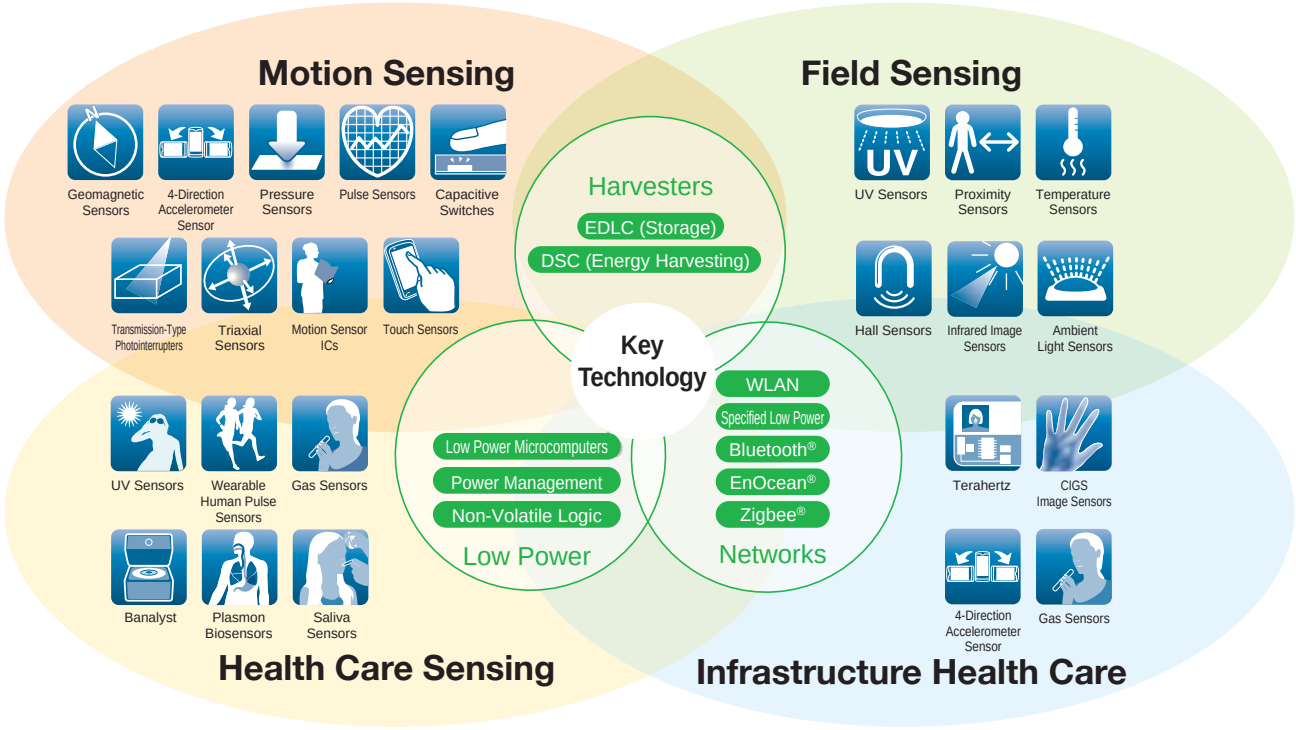

Tokyo University of Science CO-OP


Super Value Nishiogu Store

Sensor Network

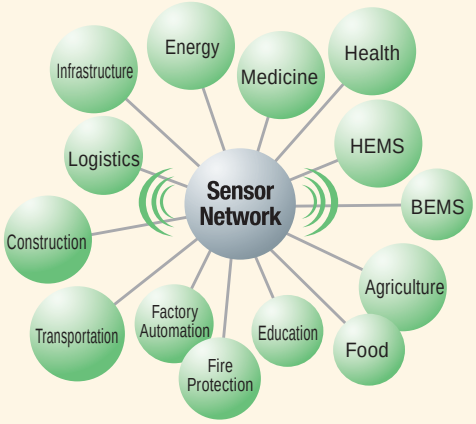


There is a growing demand for sensing devices in a variety of applications, including smartphones, security systems, and even medical instruments. In order to further expand its diverse sensor lineup, the ROHM Group welcomed global accelerator supplier Kionix in 2009 and established a collaborative system in 2013 with Aichi Steel, a company that features unparalleled performance in the geomagnetic sensor sector. In addition, ROHM utilizes LAPIS Semiconductor's renowned low power microcontrollers and expertise in wireless technology, together with EnOcean's next-generation wireless communication standard, in order to provide sensor networks that meet diverse needs.



First in Asia to become a core member of the EnOcean Alliance

EnOcean has established a cutting-edge wireless communication standard and developed technologies that enables the creation of switches and sensors that do not require a separate power supply, wires, or maintenance. Over 250,000 buildings in Europe use such switches in their lighting systems, and 300 top manufacturers across the world have joined an alliance that promotes the use of their standard. ROHM was the first company from Asia to become a member.



Developing systems for a safer society

ROHM is simultaneously focuses its efforts on the research and development of various sensor devices as well as creating sensor networks that wirelessly link sensor signals. By merging the ROHM Group's energy saving, wireless communication, and other technologies with EnOcean's energy harvesting solutions we can create a system with extremely low power consumption. These technologies can be used to monitor infrastructures such as bridges and roads where maintenance is an issue. Going forward we will continue to develop systems that contribute to safer society.

Koji Taniuchi
Unit leader
Incubation Unit/Device Solution R&D Unit
Research and Development Headquarters
ROHM Co., Ltd.

Developing Next-generation Technologies

ROHM pursues R&D activities that coordinate everything from materials, design and manufacturing technologies to quality improvement activities in order to develop products that meet the needs of next generation devices. New technologies are continuously being cultivated based on the concept of "MORE THAN MOORE*."

*MORE THAN MOORE: Goes beyond Moore's Law, cultivating diversification and functional innovation by fusing different technologies and incorporating new materials.

POWER

ROHM actively adopts new materials to pursue R&D of novel devices that achieve breakthroughs in efficiency and miniaturization.

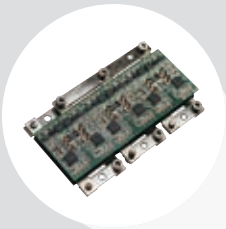
SiC

Silicon carbide

CEATEC AWARD 2012

In the field of SiC power devices, where we are continuing with industry-leading R&D, ROHM received a CEATEC Award* for its pioneering innovations. The theme of the award was SiC power modules that are one tenth the size of conventional products. SiC-compatible gate drivers are built in – an industry first. These products and more were developed by combining the ROHM Group's technologies.

*CEATAC Awards are given to technology, products, services, and systems featuring superior innovation exhibited at CEATAC JAPAN, one of Asia's largest international video, information, and communications exhibitions.



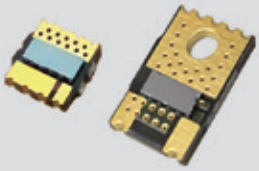
Industry's smallest SiC power module for automotive applications

Less than 1/10 the size of conventional models

AlGaN / GaN

Gallium nitride

Power devices by using this material exhibit excellent switching characteristics, making it ideal for use in high-frequency applications that are not possible with conventional silicon devices



Highlight Developing a lightweight high-output solid hydrogen fuel cell

ROHM has joined forces with Aquafairy and Kyoto University in developing a solid hydrogen fuel cell for use in portable generators that is lightweight, compact, and capable of high output. It uses electricity generated from the oxidation reaction between hydrogen and oxygen, making it extremely eco-friendly. In addition, the dedicated fuel cartridge lasts for 20 years or more.
Prototypes include a compact type for smartphones that you can hold in your palm, a portable hybrid high-output type, and a model that offers longer operating times. They can be used for outdoor activities when there are no nearby outlets and are applicable in cafes and public places such as hospitals or disaster evacuation centers due to their silent operation. Furthermore, they do not emit carbon dioxide or any other noxious gases, making them safe for indoor use as well.

Compact type (73g, 2.5W)

Hybrid high-output type (7kg*, 200W)

Long-term operation type (3kg*, 800Whr)

Key Features
1. Lightweight
2. Quiet
3. Eco-friendly
4. Fuel can be stored for 20+ years

*Approx. 1/4 to 1/5 the weight of lead batteries with similar capacities

Medical and Health & Fitness

ROHM utilizes its semiconductor development and production expertise to cultivate sensor technology for the medical and health & fitness fields. In addition to reducing measurement time and simplifying operation, ROHM is working on non-invasive pain-free testing.

B-analyst Micro-Sample Blood Analysis System

The B-analyst system released in Japan in 2008 is a micro-sample blood analysis system that uses microfabrication and μ μTAS (Micro-Total Analysis System) technology, making it possible to measure diabetes and inflammation markers in trace blood samples in only minutes

In November 2012, ROHM entered into a sales agreement with Italy-based A. Menarini Diagnostics to market and sell the system in 19 countries in Europe.

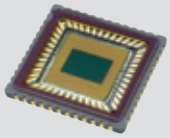
Saliva Sensors

ROHM is also breaking into the area of non-invasive testing where biological information can be obtained without causing pain or physical damage. One such example is the digital immuno chip that can measure hormones that are indicators of stress from minute saliva samples.

CIGS Image Sensors

CEATEC AWARD 2012

These sensors are designed to detect safe near-infrared light which can pass through the body, making them ideal for medical, food inspection, and security applications. And since images can be taken of light passing through silicon, ROHM is also pursuing their use in semiconductor wafer inspection and monitoring devices.



Wearable Human Pulse Sensors

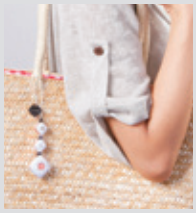
CEATEC AWARD 2011

ROHM has developed wearable human pulse sensors that integrate a dedicated pulse sensor with a newly developed noise suppression circuit, making it possible to measure pulse rate and other indicators even during exercise in real time.

UV Sensors

CEATEC AWARD 2011

Intended for health and beauty applications, ROHM's UV sensor detects only UV rays and can measure UV-A and UV-B separately. Its applicability can be expanded through wireless data communication in sensor networks and and other systems.



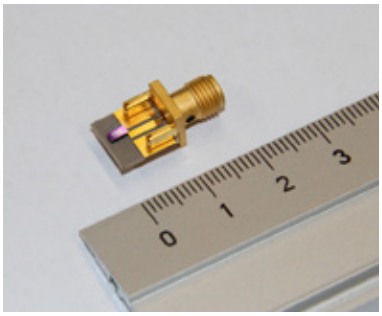
Highlight

Success in Terahertz imaging

Collaborative research with Pioneer bore fruit in March 2013 with the world's first successful terahertz imaging used in the oscillation and detection of resonant tunneling diodes, which are compact semiconductor elements.

Terahertz waves possess both light and radio wave characteristics, and thus are capable of obtaining transmission images within objects (similar to X-rays) as well as detecting molecule interactions.

What's more, they are safe and have no effect on the human body. As a result they are garnering strong interest for applications in medical care and other fields.



Management Quality Innovation

The ROHM Group pursues global CSR management based on ISO26000.
In addition to strengthening the CSR promotion system, ROHM is using ISO26000 as a guide for extracting priority issues across the entire value chain and establishing initiative themes, plans and targets.

7 Core ISO26000 Subjects

FY 2012 Initiative Highlights

Organizational Governance

- Appointed a CSR Promotion Representative to 20 ROHM Group companies
- Building an internal CSR audit system
- CSR education within the ROHM Group
- OHSAS18001(2007) certification

P.15~

Human Rights and Labor Practices

- Promoting work-life balance
- 18 consecutive years of zero accidents that require time off from work at ROHM Headquarters
- Supporting employee growth through personnel exchanges worldwide

P.19~

Environment

- 100% waste recycling rate at ROHM Headquartes
- Receiving the Award for Environmental Excellence from Pathum Thani Province, Thailand

P.21~

Fair Operating Practices

- Strengthening internal education activities
- Promoting CSR throughout the entire supply chain

P.23~

Consumer Issues (Customer Support)

- Strengthening the quality assurance system
- Pursuing activities to acquire information security certification

P.25~

Community Involvement and Development

- Social contribution activities
- Disaster area reconstruction support efforts

P.27~

CSR Targets/Plans and Results

P.31~

Organizational Governance

Corporate Governance System

Board of Directors (Directors)

ROHM limits the number of Directors on the Board that manages Group activities to 10 in order to encourage sufficient discussion while allowing for adequate and swift decision-making. Additionally, two independent outside directors are designated to enhance mutual supervision among the directors.

Remuneration and bonuses for directors are determined based on a performance pay system that uses the consolidated profits of the relevant fiscal year as a performance indicator, and serve to clarify the management responsibilities of the directors.

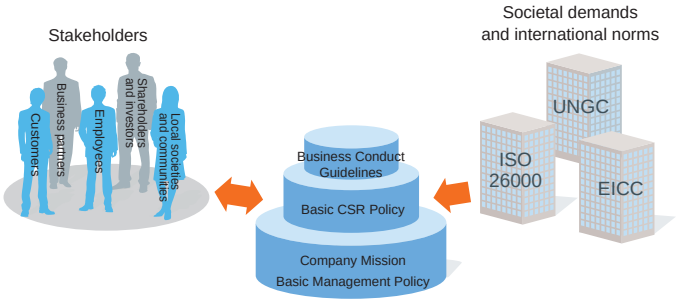
Board of Auditors (Auditors)

To ensure the transparency and objectivity of management practices, all 5 members on the Board of Auditors are independent outside auditors. Each auditor reviews the management operations of the directors by attending board meetings and other important meetings and by inspecting operations. They also cooperate with the accounting auditor and ROHM's Internal Audit Division to increase the accuracy of audits.

Internal Audit Division

An Audit Division was put into place as ROHM's Internal Audit Division. The Audit Division meets with board members and employees to talk about operations carried out throughout the ROHM Group and inspect documents and forms, among other duties. Staff members in the Audit Division also work together with auditors and accounting auditors to review compliance of company regulations and the validity of assets.

CSR Management



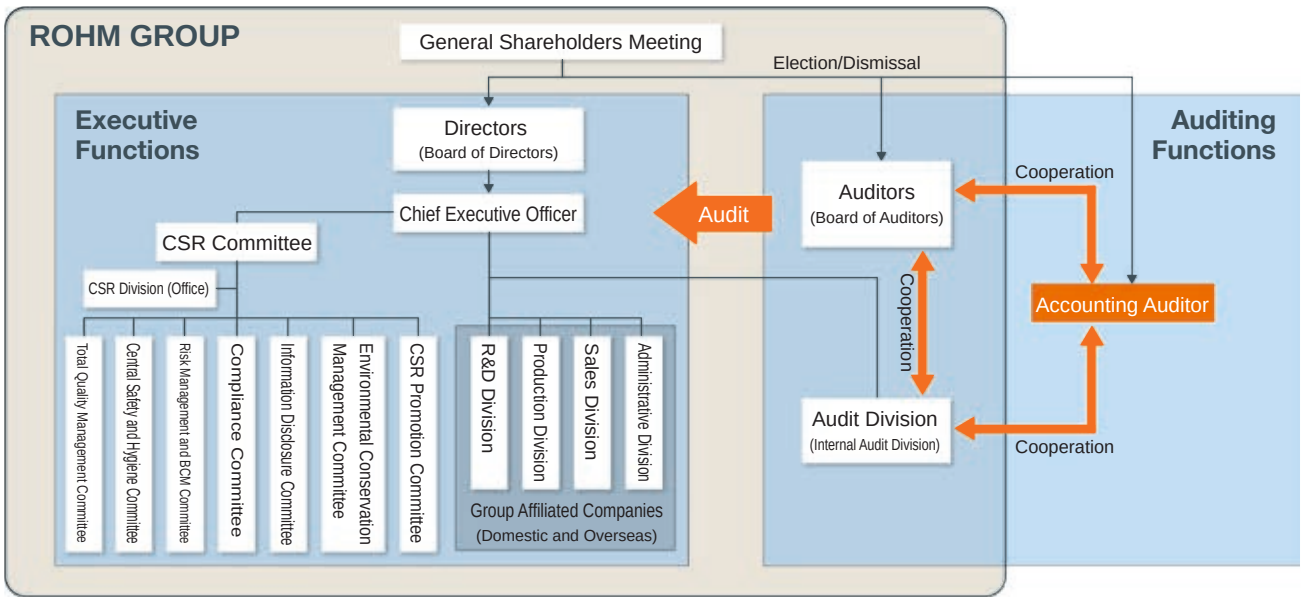
Contributing to sustainable development of a fundamental society

Following the Company Mission, Basic Management Policy and other objectives and policies has allowed the ROHM Group to contribute to the sustainable development of the Group and healthy development of society by building a relationship of mutual trust with stakeholders.

The ROHM Group Basic CSR Policy was established in order to apply CSR concepts to conduct business conscientiously from a global perspective and contribute to the sustainable progress of society based on the company mission and basic management policy. Basic ethical rules for consistently implementing objectives and policies, including the Company Mission, Basic Management Policy, and ROHM Group CSR Basic Policy, are specified in the ROHM Group Business Conduct Guidelines.

The Company Mission and Basic Management Policy remain unchanged, but the ROHM Group CSR Basic Policy and the ROHM Group Business Conduct Guidelines continue to evolve in

Corporate Governance Organizational Chart



line with changing societal demands and the latest norms, such as the UN Global Compact (UNGC), ISO26000, and the Electronic Industry Code of Conduct (EICC), in order to better meet stakeholder expectations.

Establishing a dedicated CSR Division under the direct control of the president

In June 2011, ROHM established a CSR Division as an organization that is under the direct control of the president. In November 2012, a CSR Promotion Division was installed at Group company LAPIS Semiconductor. ROHM pursues CSR activities through these dedicated CSR organizations.

Establishing a CSR Committee

ROHM considers CSR a pillar for sustainable management. In an effort to promote quick decision-making with respect to long-term goals, current challenges, and the diverse demands of stakeholders, ROHM established a CSR Committee headquartered in the CSR Division in June 2011. The Committee holds regular meetings. The CSR Committee is headed by the president, and it is comprised of the Total Quality Management Committee, the Central Safety and Hygiene Committee, Risk Management and BCM Committee, Compliance Committee, Information Disclosure Committee, Environmental Conservation Management Committee, and CSR Promotion Committee. The Committee reports and discusses the status of and plans for activities concerning CSR to strengthen CSR management.

Establishing 3 working groups within the CSR Promotion Committee

In July 2012, ROHM established 3 new active working groups within the CSR Promotion Committee -- Education, Culture & Exchange, and Environment. The groups pursue activities that respond to the views of each stakeholder, including local manufacturing classes, the Arigato-bon program (details on P.27), and dissemination of volunteer information to employees.

CSR promotion representative appointed to 20 ROHM Group companies in order to expand CSR measures globally

In June 2012, CSR promotion representative was appointed to 20 affiliated domestic and international companies to expand CSR measures globally based on the Company Mission and Basic Management Policy. In addition, CSR Promotion Committee meeting is held every month to verify compliance with the UN Global Compact, ISO26000, the EICC, and other international regulations and standards. The Committee will continue working to ensure the ROHM Group is trusted as corporate citizen by fulfilling its social commitments aimed at building a better society.

Toshifumi Murai
Head of a SectionDivision
CSR Division.
ROHM Co., Ltd.

ROHM Group Basic CSR Policy

We will conduct business conscientiously from a global perspective and contribute to the sustainable progress of society based on objectives and policies, including the Company Mission and Basic Management Policy.
We will also endeavor to establish good relationships with our stakeholders (below), become trusted by society, and achieve sustainable company growth.

Customers	ROHM seeks to obtain customer satisfaction and confidence by providing a stable supply of products featuring superior quality and performance along with timely, accurate service. ROHM will also respond in good faith to customers, place the highest priority on the safety of its products, and strive to disclose relevant information whenever necessary.
Business Partners	ROHM selects business partners according to equitable and rational criteria. ROHM values the relationships with its business partners and conducts equal and fair transactions for mutual prosperity.
Employees	ROHM strives to ensure a safe and comfortable working environment, respect human values and individuality, and create a fair and appropriate workplace aimed at increasing job satisfaction.
Shareholders and Investors	ROHM seeks to continuously improve corporate value and secure profits in order to provide a steady return to both shareholders and investors. ROHM also offers financial information to keep shareholders and investors actively informed.
Local Societies and Communities	ROHM works to deepen its relationship with each country and local community, respect their culture and history, and implement and support social, cultural, and art activities. ROHM also endeavors to preserve the global environment throughout its daily business activities.

Organizational Governance

CSR Audits

CSR audits from customers

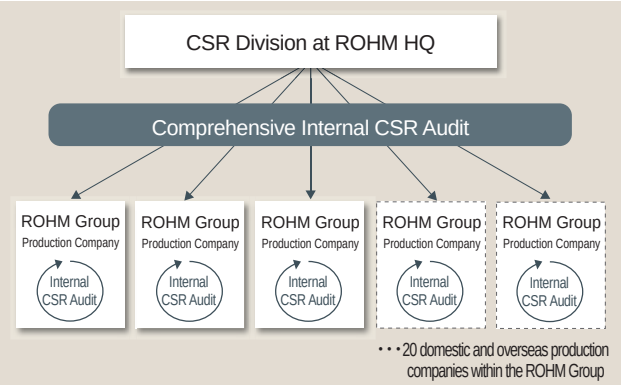
Many electronics manufacturers perform CSR audits to verify that their suppliers are meeting CSR criteria, such as the Electronic Industry Code of Conduct (EICC). The ROHM Group receives such CSR audits, and considers them important opportunities to increase management quality. Making continuous improvements based on feedback received during these audits allows ROHM to strengthen its CSR management system.

Building an internal CSR audit system

In addition to audits from outside entities, the ROHM Group also began carrying out two types of internal CSR audits from FY 2012.

An internal CSR audit is held once a year by each of the 20 major domestic and overseas production companies to self-check their compliance with the EICC. In addition, a comprehensive internal CSR audit is performed by the CSR Division at ROHM Headquarters once every two years on the 20 companies to verify the status of their internal CSR audits along with compliance with the EICC.

Internal CSR Audits and Comprehensive Audit



Electronic Industry Citizenship Coalition (EICC) Code of Conduct

A code formulated by an organization comprised primarily of electronics manufacturers and major suppliers. It involves human rights and labor practices, health and safety, the environment, fair trade and ethics and a system to manage these areas.

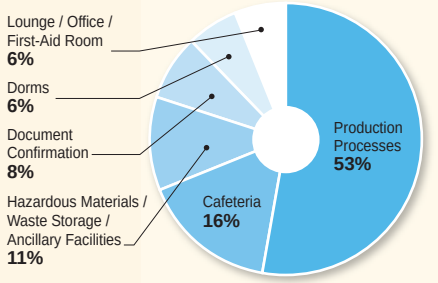
Stakeholder Voice Nikon Corporation

The Nikon Group designated CSR activity promotion in the supply chain as a priority in its mid-term business plan, and began visiting major partner suppliers to check the status of activities from FY 2012. We visited ROHM in October 2012 and verified the status of our CSR requests, on the basis of systems, operation, and management. We confirmed that ROHM consistently employs the PDCA cycle in its CSR activities, for example building a CSR promotion system that includes verification of relevant laws and regulations and compliance in all required areas, clarification of responsible departments, standardization of documents, and monitoring the status of activities with the CSR Committee. ROHM also performs internal CSR audits using the EICC standard, which is currently the de facto global standard for CSR. We confirmed that ROHM implements CSR activities that take into account not only Japan, but the rest of the world as well. I hope we can continue to exchange information with ROHM and together build a win-win relationship to continue promoting CSR throughout the supply chain.

Takuya Hashimoto
Planning Section
Procurement & Facilities Management Department
Business Administration Center
Nikon Corporation

FY 2012
Comprehensive Internal CSR audit
No. of Implementing Companies **13**

Areas for improvement noted in the FY 2012 CSR overall internal audit



The ROHM CSR Division HQ performs a comprehensive internal CSR audit on Group companies once every two years to check the status of their internal CSR audits. In FY 2012, the audit was performed at 13 domestic and international production companies (7 in Japan and 6 overseas). Areas for improvement noted in the audits are rolled out horizontally to raise the level for the entire Group. We will continue performing audits to strengthen the CSR management system throughout the entire Group.

CSR educational and awareness programs

CSR education within the ROHM Group

ROHM's CSR Division plays a central role in implementing CSR educating for employees, from new recruits to new management. Education is aimed at increasing understanding of the 10 principles of the UN Global Compact, the 7 core subjects of ISO26000, the Electronic Industry Code of Conduct (EICC), conflict minerals, and other issues. CSR education initiatives were also conducted at domestic and international affiliated companies in FY 2012 as well. In FY 2013, ROHM will implement initiatives at all affiliated companies in Japan and overseas and will continue to do so in the future.

CSR e-Learning

Until now, ROHM has worked to spread the concepts of CSR throughout the entire Group through various educational opportunities. And in an effort to further increase awareness of CSR ideas and initiatives for each employee, ROHM held an e-learning class in November 2012 for all personnel at ROHM Headquarters via the company intranet.

ROHM will continue to conduct such classes and will expand e-learning to other domestic and international Group companies in FY 2013. In addition, a CSR Month (October) will be designated in FY 2013 during which internal CSR awareness will be further strengthened through specific training seminars for all ROHM Group employees.

Management system based on international standards

OHSAS18001(2007) certification

In FY 2012, ROHM Headquarters acquired OHSAS18001(2007) certification, which is considered the international standard for occupational health and safety management systems. We are working towards certification for other companies in the ROHM Group and will continue to further stimulate our occupational health and safety activities.

Management system formulation status

ISO9001, ISO/TS16949

All ROHM Group companies are ISO9001 certified, while the main factories are also ISO/TS16949 certified.

ISO14001

A management system for the entire ROHM Group was established based on ISO14001.

(ROHM, domestic affiliates, and ROHM Korea Corp. have received third-party certification as an integrated system. Overseas Group companies have created a management system based on the ISO14001 standard.)

ISO27001

ROHM is currently preparing for certification within the 2013 fiscal year. (details on P.25)

OHSAS18001

ROHM became certified in March 2013.
ROHM Group overseas production bases have begun activities aimed at acquiring certification.

CSR education for all employees at the Dalian base in China

The Dalian production base in China held a CSR training course for all of its employees, with over 2,000 participants attending. The training course explained systems concerning guidelines, including the UN Global Compact, ISO26000, and EICC, along with legal compliance such as anti-bribery and intellectual property rights, and management of working hours. As a result, they were ere able to reaffirm their professional conduct as ROHM Group employees and were reminded of the importance of CSR.

Gao Min
Assistant Manager
Administration Devision
ROHM Electronics Dalian Co., Ltd.

Human Rights and Labor Practices

Respect for human rights and diversity in employment

Respecting the Fundamental Principles and Rights at Work

The ROHM Group respects the Fundamental Principles and Rights at Work declared by the International Labor Organization (ILO).

The ROHM Group has set the 'prohibition of forced labor and child labor,' 'respect for equal opportunity and diversity and the prohibition of unfair discrimination based on sex, age, nationality, race, ethnicity, beliefs, religion, social status or physical disability,' and 'freedom of association and freedom of collective bargaining' as its standards in regulations for respecting human rights, and respects the human rights of each and every ROHM employee.

Actively employing people of diverse backgrounds

Globally, ROHM actively accepts employees from diverse backgrounds, exceeding boundaries of academic history or gender. The female workforce at ROHM is gradually expanding, with the employment rate of new female graduates rising every year and women comprising half of the sales force. In addition, international students are actively recruited each year to facilitate globalization at our headquarters.

Promoting work-life balance

ROHM is creating programs to enable continuous employment through life events such as marriage, pregnancy, childbirth, child-rearing, and nursing care. Since 2010, ROHM has implemented a short-term service program for parents of children up to the 3rd grade, as well as a program that makes a portion of childcare leave a paid holiday. Moreover, ROHM reconsidered the importance of volunteer activities following the Great East Japan Earthquake and introduced a volunteer leave system in 2012. ROHM has also established a system for moving work start and end times up or down in order to increase the flexibility of working hours to make room for child-rearing and/or nursing care.

I took volunteer leave.

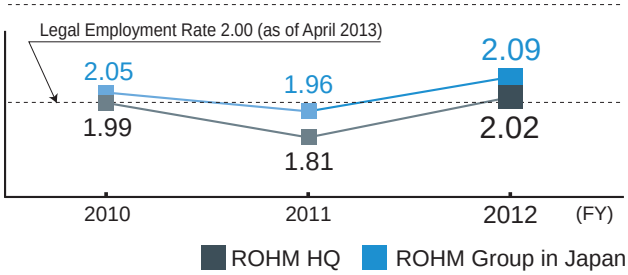
I participated in a volunteer program in Iwate prefecture to help cultivate a 'flower garden of hope' and help the flowers for the restoration bloom. Every time I found debris, bottles, and fragments of furniture while digging in the soil, I felt that there is still much more for me to do. Standing in the disaster-affected area, I learned for the first time the fear of a natural disaster and the importance of continuing to increase disaster prevention awareness so that the memory of the disaster does not fade. I am very grateful for the volunteer leave that enabled me to gain such a valuable experience.

Emiko Yamamoto
Supervisor General Affairs Division
ROHM Co., Ltd.

Employing people with disabilities

Domestic companies in the ROHM Group seek to create an environment that enables people with disabilities make full use of their abilities, and make efforts to employ people with disabilities. The employment rate for people with disabilities in FY 2012 was 2.02% at ROHM Headquarters and 2.09% throughout Group companies in Japan, both of which exceed legal requirements.

Employment Rate for People with Disabilities



Occupational health and safety

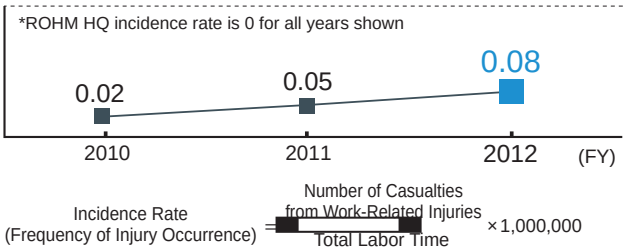
18 consecutive years of zero accidents that require time off from work at ROHM Headquarters

ROHM carries out risk assessments and internal patrols through its Central Safety and Hygiene Committee with the goal of zero work-related injuries. These efforts have ensured zero accidents that require time off from work for 18 consecutive years as of FY 2012.

Health and safety management is being enforced at each domestic and overseas production company with the goal of zero incidences of work-related injuries.

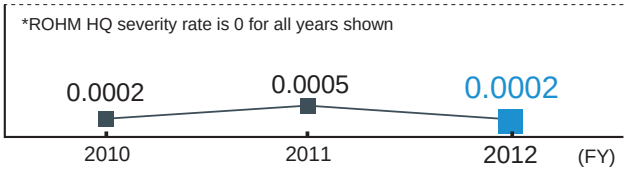
ROHM also uses a Legal Compliance Checklist once a year to evaluate the degree of understanding and level of compliance with laws related to health and safety at each company.

Incidence Rate (Rohm Group)



$$\text{Incidence Rate (Frequency of Injury Occurrence)} = \frac{\text{Number of Casualties from Work-Related Injuries}}{\text{Total Labor Time}} \times 1{,}000{,}000$$

Severity Rate (Rohm Group)



$$\text{Severity Rate (Severity of Disaster)} = \frac{\text{Total Number of Work Days Lost}}{\text{Total Labor Time}} \times 1{,}000$$

■ Ref.: Electronic component, device, and electronic circuitry manufacturing industry average
Incidence Rate: 0.34 / Severity rate: 0.01
Source: 2012 Workplace Accident Trend Survey, Ministry of Health, Labor and Welfare
Taken from general results [of the business establishment survey (with 100 or more people) and the general construction industry survey]

Human Resources Development

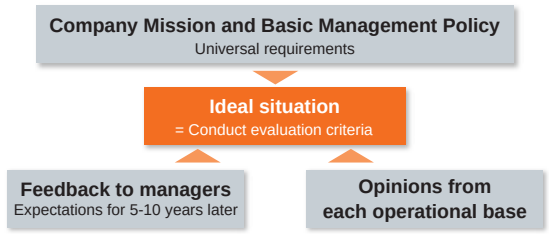
Supporting employee growth through personnel exchanges worldwide

In FY 2012, ROHM established a practical training system wherein young employees (mostly in their 20s) are sent overseas for a short time. From FY 2013, ROHM will send about 5 employees each year overseas to gain practical experience working under the local manager. The primary objective is to have them acquire a global perspective from early on that will be needed for conducting collaborative work with companies in other countries in the future. The program will start with managerial staff, and potentially expand to other positions throughout the company.

ROHM also actively engages in a system for hosting employees from overseas subsidiaries for practical training for a set period of time. In FY 2012, ROHM hosted 29 research, development, sales, and other staff from China, South Korea, and the Philippines. After returning to their home countries, they are expected to develop into core personnel who show promise as an interface for linking their country with Japan. ROHM is also looking into hosting employees from local subsidiaries in other countries as well, such as Thailand and Malaysia, based on this system.

Conduct evaluation (visualization of desired characteristics)

ROHM's Company Mission and Basic Management Policy outline the basic approach for all employees when conducting their duties. Nevertheless, desired business conduct will vary by the type of business and position of each employee. The business conduct criteria for each level in the hierarchy are outlined in the Conduct Evaluation Criteria. The Conduct Evaluation Criteria was devised over roughly half a year by a project team formed in October 2011. Based on the Company Mission and Basic Management Policy, the team widely surveyed managers for their intentions and ideas as well as each site for opinions, and began fully implementing the criteria from April 2013. Clarifying the ideal situation (business conduct) for each employee will enable more efficient human resources development and help ROHM create an environment where employees are highly motivated and can improve their skills.



Respecting human rights in the supply chain

Requesting business partners to observe human rights

ROHM includes provisions for respecting human rights, such as the prohibition of inhumane treatment and discrimination as well as forced or child labor, in its basic transaction agreement, and requests that business partners respect human rights by concluding this agreement. In the future, by distributing the ROHM Group CSR Procurement Guidelines and visiting companies to check the status of CSR activities, ROHM will actively continue educational activities to ensure respect for human rights throughout the entire supply chain.

Supporting CSR promotion at our business partners through cooperation with the Philippines' Department of Labor and Employment

Employees at production facilities in the Philippines participate in the Program to Promote CSR at our Business Partners held by the local labor bureau. Through this program, we provide special rules and training for business partners that are experiencing difficulty in managing health & safety and labor practices. We will continue to promote CSR at our local business partners.

Katrina Malicdem
Group Leader
Organization Development Department
Human Resource Division
ROHM Electronics Philippines, Inc.

Environment

Environmental targets

Environmental policy and priority issues

The environmental policy of the ROHM Group states: “We will always consider the global environment and contribute to the healthy continuation of humankind as well as to long-term business prosperity.’ Each year we set environmental targets and pursue conservation activities.

Priority issues

1. Use originality and ingenuity to achieve energy conservation in all corporate activities.
2. Develop eco-friendly products and strive to minimize environmental load throughout the product's life cycle.
3. Prioritize reducing the environmental load when purchasing materials, secondary materials, and products.
4. Comply with domestic and international environmental laws and regulations and regional conventions.
5. Encourage employees to consider the living and global environment and educate relevant individuals.
6. Form a healthy relationship with society by contributing to the global environment and appropriately disclosing environmental information.

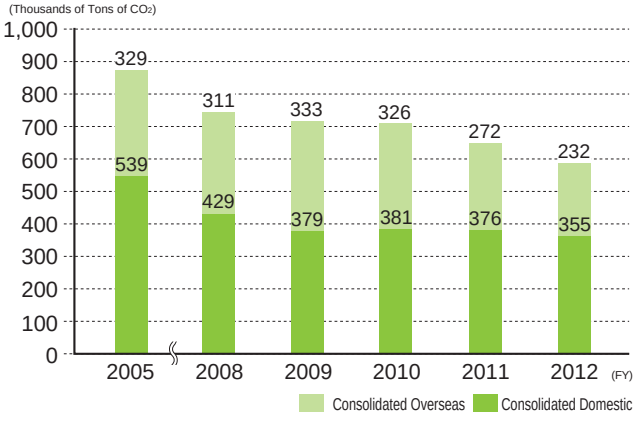
Activities to reduce environmental load

Reducing emission of CO_2 and other greenhouse gases

(1) CO_2 emissions

In order to systematically pursue energy conservation measures, the ROHM Group promotes increased visualization of a number of factors, including power usage by each piece of production equipment and energy used in the office, in order to eliminate unnecessary energy use. These measures are expanded horizontally throughout the Group.

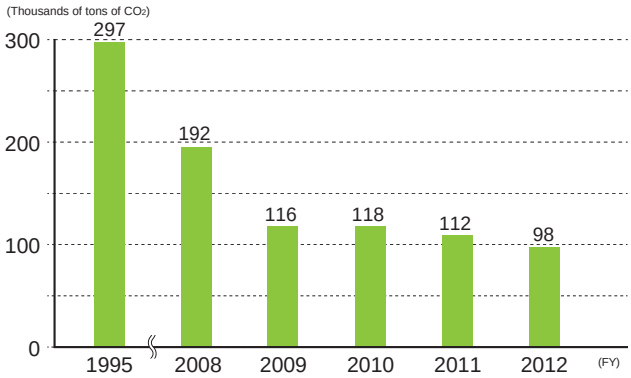
ROHM Group CO_2 Emissions



(2) Reducing greenhouse gas emissions

Since PFC (perfluorocarbon) gases have a drastically stronger greenhouse effect than CO_2, the ROHM Group actively works to reduce PFC gas emissions. Special equipment is being installed at all Group companies to remove the gases. After reaching targets for the electrical and electronic industry in 2008 – two years ahead of schedule – ROHM has continued actively reducing emissions.

ROHM Group PFC Gas Emissions

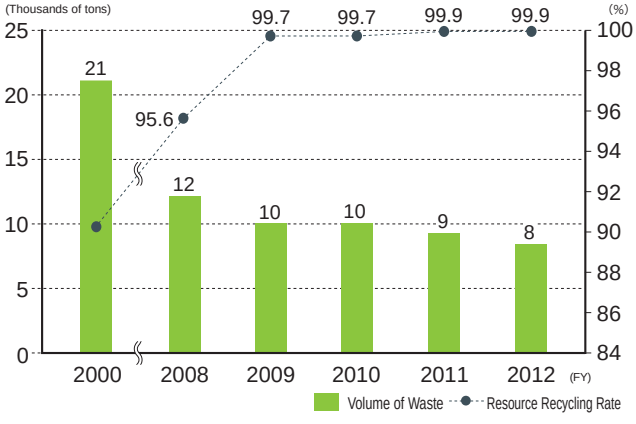


100% waste recycling rate at ROHM Headquarters

Regarding measures to reduce the amount of waste generated, ROHM Group companies optimize the amount of incoming and secondary materials and strive to increase yield, as well as turning unneeded materials into valuable resources.

ROHM is also striving to achieve zero emissions, which is defined as a recycling rate of at least 99%, for the Group, and has reached this target in all of its domestic companies in 2004. From December 2012, ROHM Headquarters also achieved a 100% recycling rate of infectious waste, which is specially controlled industrial waste.

ROHM Group Waste Volume and Resource Recycling Rate (Domestic Bases)



*Temporarily short of target in FY 2008 due to new addition to the Group

Management of chemical substances in products

The RoHS directive (Restriction of Hazardous Substances), REACH regulation (Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals), and other laws and regulations related to the management of environmentally hazardous substances come into effect. When developing products, the global environmental load must be considered. ROHM pursues green procurement and endeavors to increase the detection accuracy of chemicals contained in parts and procured materials while at the same time placing great importance on the internal chemical management system that was built to ensure that no prohibited substances are procured, used, or shipped in order to provide a steady supply of worry-free products.

RoHS Directive Compliance

Halogen Free ROHM Electronic Components

Environmental communication

Environment poster contest

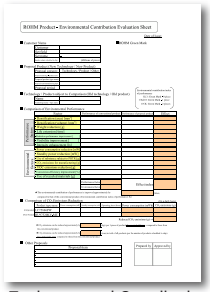
The ROHM Group has dedicated the month of June, in which World Environment Day falls, as Environment Month, and has held a ROHM Group Environmental Poster Contest as one of the events every year. One Grand Prize and two Awards of Excellence are given to preliminary poster winners from each group company.

2012 Grand Prize Poster Winner

Eco-friendly products

As independent initiatives, a growing number of customers are requesting that banned substances such as halogen compounds be prohibited from use. In response, ROHM developed eco-friendly halogen-free products that meet these needs.

ROHM has also created an environmental contribution evaluation form that numerically and objectively assesses how much new products contribute to the environment compared with previous models (during the development stage), and is building a system for comparing environmental performance and CO_2 reduction measures.



Environmental Contribution Evaluation Sheet

Environmental conservation classes

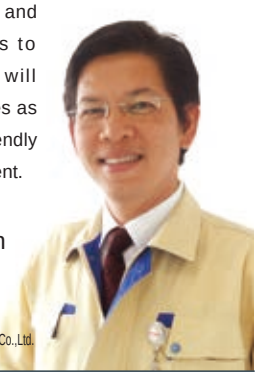
Environmental conservation classes for elementary school students

Since 2010 ROHM has been conducting environmental conservation classes for elementary school students in Kyoto. Classes are held in the schools, and in addition to lessons on topics such as the mechanisms of global warming and actions children can take at home and at school to save energy, experiments are performed using ROHM-made LEDs. During the experiments, the children can compare the amount of power used in LED bulbs versus miniature bulbs using a manual power generator, giving them a chance to see the energy-saving effects for themselves.

Environmental Conservation Class

Receiving the Award for Environmental Excellence from Pathum Thani Province, Thailand

In 2012, our production facility in Thailand won an award for environmental excellence from the Pathum Thani Province. We have built an environmental management system, set targets for waste water, exhaust, and waste, and pursued initiatives to achieve them. We will continue our activities as a company that is friendly to the local environment.



Ittiphon Boriboon
Deputy HQ Manager
EMR/Discrete
Production Headquarters
ROHM Integrated Systems (Thailand) Co.,Ltd.

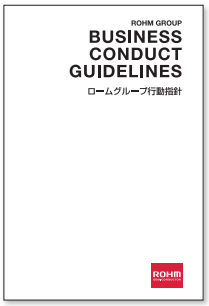
Fair Operating Practices

Compliance

System and Code of Conduct

ROHM established and maintains an appropriate compliance system required as a company, and has formed a Compliance Committee to educate and promote the system in order to prevent compliance violations by any Group company. ROHM Group Business Conduct Guidelines specifying basic ethical rules that should be applied in daily business activities are utilized throughout all Group companies. In addition, ROHM strives to disseminate and increase awareness of the concept of compliance through internal educational activities such as workshops and legal e-learning.

In FY 2013, ROHM intends to revise its Business Conduct Guidelines based on the UN Global Compact, ISO26000, and the Electronic Industry Code of Conduct (EICC), and issue a revised version.



ROHM Group
Business Conduct Guidelines

Compliance hotline

ROHM has set up a compliance hotline for consultations and to receive non-compliance reports from employees, including non-regular employees working in any of ROHM's domestic companies. This allows swift assessment of compliance breaches and enables ROHM to take appropriate responses. Compliance hotlines have also been established at overseas affiliates.

In addition, compliance hotlines for business partners were set up at ROHM Headquarters and in major overseas affiliates to ensure proper business transactions.

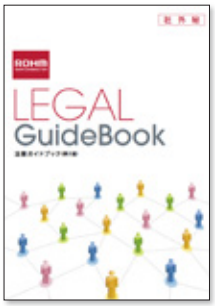
Comprehensive anti-corruption (bribery prevention) measures

The ROHM Group established administration regulations to prevent bribery and seeks to eliminate corruption in all affiliated companies in Japan and overseas. In FY 2012 we conducted surveys of corruption risk regarding our distributors and intermediary agencies and held educational activities for employees.

Strengthening internal education and awareness activities

In addition to level-based compliance seminars for everyone from new recruits to group leaders, assistant managers, and managers, ROHM continuously holds internal compliance education activities, including workshops based on individual themes such as the Personal Information Protection Law, the Antitrust Law, the Subcontract Act, the Financial Instruments and Exchange Act (to prevent insider trading), and Product Liability Law, as well as provide legal e-learning and other classes for employees. In FY 2012, as many as 640 employees participated in level-based compliance seminars and theme-based workshops.

To respond to the compliance education needs of employees, a Legal Guidebook (Japan) and Compliance Training Program (overseas) were prepared based on the results of a compliance awareness survey for use as educational tools. And with the increasing number of opportunities to use social media outlets such as Facebook for personal use, we have formulated a Social Media Policy in FY 2012 to outline conditions of use, which is being widely distributed throughout Group companies.



Legal Guidebook

Intellectual property

Basic views on intellectual property

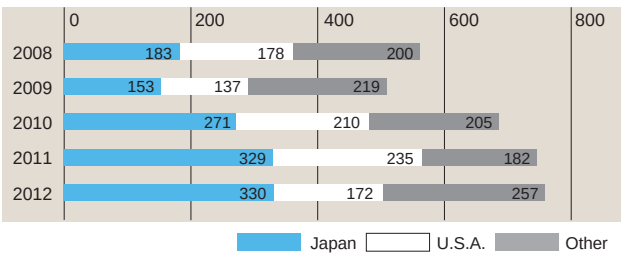
ROHM considers it essential to properly obtain and use intellectual property rights such as patents to ensure worry-free use of our products. An original system is in place to encourage notification of inventions and many patent applications are submitted both from within and outside of Japan.

In addition, ROHM respects the intellectual property rights of other companies while at the same time created an integrated system that prevents the use of third-party intellectual property rights that undermine customer interests.

Patent application and trends

To ensure effective use of created inventions, ROHM actively pursues acquisition of overseas rights. In particular, applications made in countries other than the United States, taking into account the markets and competitor companies. In order to effectively manage patent rights, patents for products or services of ROHM and other companies that show no prospect for utilization are reviewed and abandoned when necessary.

Changes in the Number of Patents Acquired



Promoting social responsibility throughout the value chain

Promoting CSR throughout the entire supply chain

The ROHM Group signs basic transaction agreements with CSR clauses such as compliance with the Electronic Industry Code of Conduct (EICC) and requests self-diagnosis by business partners of their CSR management status.

However, there is a societal demand to promote CSR throughout all activities in the supply chain including all business partners involved in business processes. Therefore, in addition to previous activities, ROHM is sharing its views and policies concerning CSR by issuing the ROHM Group CSR Procurement Guidelines and visiting companies to check the status of CSR activities and striving to disseminate CSR throughout the entire supply chain based on mutual cooperation.

Initiatives towards the non-use of conflict minerals

A Financial Reform Bill was passed in the United States in July 2010. It was then adopted as a law by the U.S. Securities and Exchange Commission (SEC) in August 2012, making it mandatory to disclose the use of conflict minerals that are a source of funds for armed insurgents and rebel forces in Congo and neighboring areas. The ROHM Group cooperates with business partners and industry groups to control the supply chain of conflict minerals. We will continue to pursue initiatives to prevent their use in order to ensure worry-free use of our products by customers.

Risk management and BCM

Risk management and our BCM system

In June 2011, ROHM established a Risk Management and BCM Committee that merges the Risk Management Committee and Business Continuity Management (BCM) projects. Doing so enables us to minimize risk in the ROHM Group and smoothly continue or restore operations after natural disasters or other disasters. In addition, our system for preventing risk was improved for more speedy performance by changing from bi-annual assessments on important risks at each headquarters to quarterly assessments. After the flooding that occurred in Thailand in FY 2011, a BCM task force was immediately formed at ROHM's headquarters that worked together with the local task force to quickly resume production.

BCP in the supply chain

The ROHM Group considers it extremely important to construct a Business Continuity Plan (BCP) that is resistant to disasters and unanticipated situations in order to 'contribute to the sustainable progress of society.' ROHM is currently conducting a survey among business partners regarding alternate production methods, increased transparency of methods for procuring critical raw materials, and maintaining safety stock. ROHM will further strengthen the supply chain BCP based on the results of this survey.

Drills to prepare for a massive earthquake

Previously, the Hamamatsu production facility took various measures such as making buildings 'earthquake-proof' (seismic isolation). In June 2012, we held a drill to prepare for a Level 7 earthquake (the highest level on the Japanese scale) in Hamamatsu City, together with ROHM Kyoto HQ. In the future, we will continue to take initiatives to minimize damage from natural disasters and ensure we can fulfill our supply commitments to customers.

Masashi Ozaki
Supervisor
Administration Division
ROHM Hamamatsu Co., Ltd.

Consumer Issues (Customer Support)

Quality Assurance

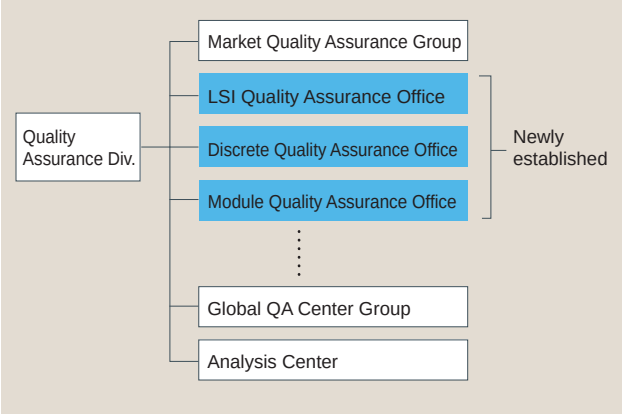
Putting quality first

The ROHM Group pays strict attention to the development and design of new products, from process design to production system development, raw material procurement, and all aspects of the manufacturing process. All employees, from sales to management, strive for 'Quality First' on a daily basis. In addition, all employees are extensively trained to maintain and utilize the quality assurance system in order to continue these activities.

Strengthening the quality assurance system

At ROHM, there is a separate production department for each product category (i.e. LSIs, transistors, LEDs) within the Manufacturing Division. These departments carry out daily management duties from the development and design stages of new product to ensure high quality, low cost and quick delivery. Each production department has its own QC (Quality Control) Division that is responsible for overall environmental and quality assurance for each product and implements a quality management system based on the ISO9001 international standard. A Quality Assurance Division has also been established, under direct control of ROHM's President. This Division is responsible for building a quality management system for the entire company – not limited to the Manufacturing Division or Headquarters – and performs duties such as information disclosure, providing feedback from customers, standardization, and supervising the activities of the Manufacturing Division QC Department. In FY 2012, a Quality Assurance Group (Quality Assurance Office) for each product category was established within the Quality Assurance Division to bring previous quality assurance activities to the next level and strengthen the quality assurance system. In doing so, ROHM can provide more finely-tuned assistance to customers and further improve design quality from the customer's perspective. In addition, dissemination of information throughout the company in a timely manner acts to strengthen the system and ensure even better customer satisfaction.

Quality Assurance Department Organization (Excerpt)



Protection of confidential information

Improved information security awareness

Regarding personal information from customers, based on the "Act on the Protection of Personal Information" and "Ministry of Economy, Trade and Industry Guidelines on the Protection of Personal Information," ROHM makes every effort to clarify the purpose for the use of private customer information, collects information appropriately, and manages information obtained strictly and securely. ROHM also formulated an information security policy to appropriately protect confidential customer information based on contracts and took measures that included creating a system for preventing security leaks and raising awareness among employees. As one initiative to raise awareness, ROHM holds e-learning classes on information security for all employees via the company intranet. Feedback such as participation and degree of understanding were summarized in a visual format and appropriately disclosed to all participants, effectively increasing information security awareness among employees. ROHM will continue to hold e-learning classes from FY 2013 after revising the content to reflect changes in the information environment. Once again, there were no reported incidents of leakage or loss of private or confidential customer information in FY 2012.

Pursuing activities to acquire information security certification

ROHM is currently pursuing activities to acquire ISO27001 certification (Information Security Management System). It involves attempting to achieve continuous improvement in the security level by making the PDCA cycle mandatory for matters concerning information security. It will enable measures to prevent information leaks and systematic response to unauthorized access and will act to a steady increase in ROHM's ability to respond to system accidents, reducing business risks for stakeholders.

Design Centers

Promoting localized design and development

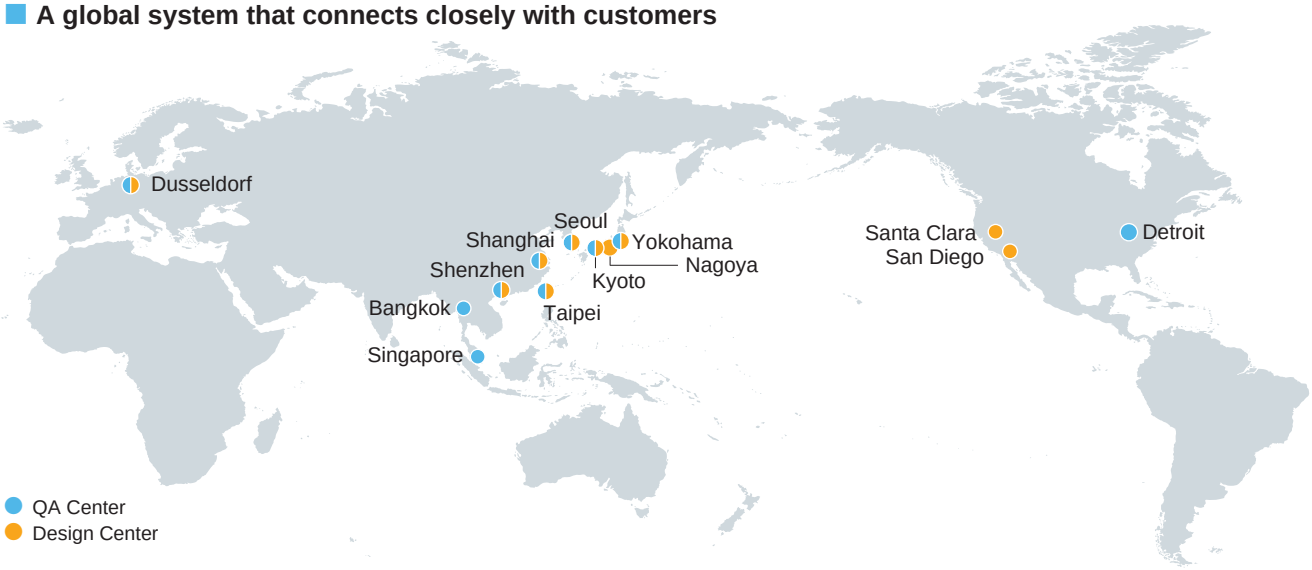
When developing and designing products, the ROHM Group places great importance on accurately assessing customer needs and promptly providing products that meet their requirements. To achieve this, multiple Design Centers have been established throughout the world as local development bases, providing a global system that can closely connect with customers. Placing developers and designers in each locale enables ROHM to achieve true globalization and makes it possible to create new products optimized to the needs of local customers.

QA Centers

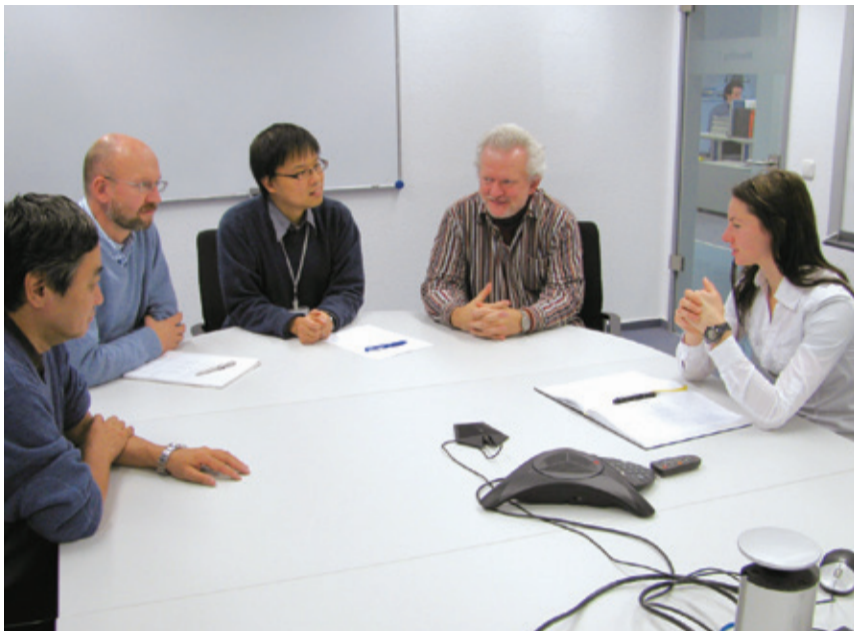
Analyzing quality issues from all angles

The ROHM Group has established product analysis centers called QA (Quality Assurance) Centers, which are equipped with a variety of analysis equipment, in 10 locations across the globe. These centers enable ROHM to quickly respond to quality issues virtually anywhere in the world. Technical experts are on hand that can provide the necessary assistance. The QA staff conducts a detailed analysis of past quality issues from every aspect in order to determine the root cause of the problem and take corrective actions to prevent recurrence. They also analyze countermeasures based on the 4Ms (man, machine, material, method) and carry out ongoing activities for quality improvement that include preventive measures.

A global system that connects closely with customers



Customer assistance meeting at a Design Center



At the Design Center in Dusseldorf, Germany, we respond to requests from customers in Europe in a convenient location. In the course of many meetings, we discuss new customer requests and issues and exchange ideas on possibilities regarding new applications for existing ROHM products.

Adriana Butur
Field Application Engineer
ROHM Semiconductor GmbH Europe
Design Center

Community Involvement and Development

Social contribution activities

By pursuing social contribution activities centered on the three areas of Education, Culture & Exchange, and the Environment, the ROHM Group contributes to the sustainable progress of society.

Education

Utilize ROHM technology to foster the next generation with rich intellect and humanitarianism.

Culture & Exchange

Revitalize local communities through active participation and cooperation and by deepening regional exchange.

Environment

As a corporate citizen, strive to protect the environment and carry out active and autonomous activities.

Disaster area reconstruction support efforts

Disaster area benefit concerts

In 2011 and 2012, the ROHM Music Foundation (details on P.29) promoted benefit concerts in areas destroyed by the Great East Japan Earthquake to give hope through music to people affected by the disaster. A total of 85 concerts were held in 75 locations by 27 orchestras and brass bands from around Japan, delivering heartwarming music to about 25,000 people.

Disaster Area Benefit Concert (Ishinomaki, Miyagi)

Arigato-bon program

Since December 2012, the ROHM Group has supported the Arigato-bon program run by Shinrai Zaidan, and participated in a number of activities. Arigato-bon is a donation program that enables social contribution by donating books, CDs, games, DVDs, and other items no longer needed. As of April 2013, over 4,000 donated items have been collected at domestic ROHM Group companies, and the support network is growing wider.

Arigato-Bon Logo

Arigato-Bon Campaign at ROHM Headquarters

Mini-marathon for charity

On March 11, 2012, exactly one year after the Great East Japan Earthquake, a charity marathon was held in Bangkok to support victims of the earthquake and the Thailand floods. 44 employees from the Thailand production facility participated. Employees ran 3km and 11km courses to aid in reconstruction efforts in Japan and Thailand.

Employees participate in a charity marathon in Thailand

Education

Academia-industry collaboration with universities in Japan and abroad

Collaboration with research institutes, universities and companies in dissimilar fields

In order to develop technology that can contribute to the advancement of culture and society, ROHM considers it essential to build strong relationships with research institutes, universities and companies in dissimilar fields and take on cooperative initiatives.
In particular, to promote academic-industrial collaboration, ROHM donated ROHM Plazas to Ritsumeikan University, Doshisha University, and Kyoto University in Kyoto, ROHM's hometown. These plazas are designed to carry out comprehensive academic-industry cooperative research.

Product development through comprehensive academic-industry collaboration with Tsinghua University in China

The ROHM Group actively pursues academic-industry collaborations with countries outside of Japan, such as the U.S. and China, and undertakes cutting-edge research and development of products that match the needs of each local region.
In April 2006, ROHM signed a comprehensive academic-industry collaboration agreement with Tsinghua University in China. This partnership has already yielded results, such as the proposal and testing of photonics devices (surface plasmon sensor) based on new mechanisms and the creation of dedicated ICs compatible with China's digital TV standards. ROHM has also held joint engineering forums with Tsinghua University since 2010, and donated and opened the Tsinghua-ROHM Electronic Engineering Hall that includes a clean room and an international conference hall in April 2011 to celebrate Tsinghua's 100th anniversary. Since 2012, the Tsinghua-ROHM International Forum of Industries and Academia (TRIFIA) was held with many special guests along with current and past students. A Tsinghua-ROHM Joint Research Center was installed on the 7th floor of the Hall as a base for a collaborative research system. In addition to interns that have also worked there in the past, it will also be home to ROHM employees to help cultivate even greater technological developments and promote social contribution based on interpersonal exchange and a deeper understanding of each other's culture.
With these centers as the axis, numerous research collaboration projects have been launched in a variety of fields, such as optical devices, communications and broadcasting, biochips, POCT (Point of Care Testing) and power devices and systems. The centers promise even more results in the future through increased interaction.

April 2000 ROHM Plaza at Ritsumeikan University

September 2003 ROHM Plaza at Doshisha University

May 2005 ROHM Plaza at Kyoto University

April 2011 Tsinghua-ROHM Electronic Engineering Hall

Supporting students

Technology seminar for students at CEATEC JAPAN 2012

Young ROHM employees held a technology seminar for students at the ROHM booth at CEATEC JAPAN 2012, a general exhibition held in October that showcases the latest technologies in IT and the electronics industries. More than 200 students attended, where young ROHM engineers described their aspirations and told episodes about their continuing development to future engineers.

Technology Seminar for Students

Community Involvement and Development

Culture & Exchange

Contributing to musical culture

Helping young musicians grow

ROHM has been involved in a number of music-related support activities, beginning with music book publishing in 1965 and holding and supporting concerts continuously since 1989.

Since 2000, ROHM has been sponsoring performances by the Seiji Ozawa Music Academy in response to Seiji Ozawa's passion for nurturing young musicians. In addition, ROHM supported an educational initiative for young musicians called the Orchestra Project II, which gave performances in Kyoto and Tokyo on March 27 and 30, 2013, respectively, during FY 2012.

Seiji Ozawa Music Academy Performance (Photo by Michiharu Okubo)

Public Interest Incorporated Foundation - ROHM Music Foundation

The ROHM Music Foundation, a Public Interest Incorporated Foundation, was established in 1991 with the goal of continually promoting and developing music culture through scholarships, public concerts, and other initiatives. The projected costs in FY 2012 were 798.88 million yen, with a total of 227.4 million yen allotted to scholarships for 96 students. The list of past scholarship recipients includes Daishin Kashimoto (1st Concertmaster of the Berliner Philharmoniker), Tatsuya Shimono (Principal Guest Conductor of the Yomiuri Nippon Symphony Orchestra) and numerous other musicians who are currently active around the world.

In FY 2012, a new blog was created to introduce the activities of young music students receiving support.

The Foundation also holds music seminars to nurture professional musicians, hosts the Kyoto International Music Students Festival to promote international exchange and nurture young musicians, and sponsors music-related performances and research.

Rohm Music Foundation

Music Ceminar - Conductor Class
(Photo by Tatsuo Sasaki)

Kyoto International Music Students Festival
(Photo by Tatsuo Sasaki)

Regional Exchange

Factory tours

The production facility in Malaysia regularly holds factory tours for students at local engineering colleges and high schools. By having students see an actual manufacturing site and learn the concepts behind the 5 S's (sorting, straightening, systematic cleaning, standardize, service) that are distinctive of a Japanese company, we hope to deepen their understanding of our facility's activities and become a familiar place that contributes to the local community.

Factory Tour

Receiving a Letter of Appreciation

Environment

Social contribution through products

Donating LED bulbs forthe Kyoto Lantern Festival

All of the lights used in the paper-covered lanterns and signpost lanterns at the Kyoto Lantern Festival were LED lamps donated by ROHM (in March 2012). Amid the demand for increased power savings throughout the country, issues were raised about holding the festival due to energy conservation and eco-friendliness. However, by using ROHM's high-efficiency LED lights, the amount of power consumed by the lanterns was cut to roughly 1/6th. Twice a year, in March and December, ROHM's LED lights brighten the Kyoto night.

Kyoto Arashiyama Lantern Festival (Takebayashi path)

Kyoto Higashiyama Lantern Festival (Ishibekoji alley)

Kyoto Higashiyama Lantern Festival (Hokanji Temple)

Biodiversity initiatives

Participating in cleanup efforts at a protected horseshoe crab habitat

Employees of the production facility in Kasaoka, Okayama, participate in cleanup activities in Kasaoka Bay, the breeding ground of horseshoe crabs, which are designated as a protected species in Japan. Recently, the bay has become littered with empty cans, plastic bottles, and paper scraps that interfere with their breeding activities. In response, ROHM makes every effort to create an environment that protects biodiversity through cleanup activities such as this.

Cleanup Activity

Participating in a tree-planting project at the largest lake in the Philippines

In February 2013, employees of the production facility in the Philippines participated in a tree-planting project at Laguna de Bay, the largest lake in the Philippines. This is a joint project with the Laguna de Bay Development Agency and the local community association, and will be ongoing over the next 2 years. We will continue greening the area and strive to prevent global warming through activities rooted in the community.

John Oliver Basco
Section Chief
Safety & Environment Department
ROHM Electronics Philippines, Inc.

CSR Targets/Plans and Results

ROHM Group Priority CSR Issues

1 Provide a stable supply of high quality products　2 Resolve social issues through innovative products　3 Develop human resources on a global level

Core ISO26000 Issues		Initiative Themes <❶❷❸ : priority issue number>	FY 2012 Targets/Plans <*FY 2020 Targets/Plans>
Organizational Governance	CSR management system maintenance and improvement	Strengthening the CSR system Responding to CSR audits from customers	· Assign a CSR promotions representative in major domestic and overseas production companies within the ROHM Group and establish a CSR Promotion Committee · Conduct internal CSR audits at major domestic and overseas production companies within the ROHM Group · Strengthen CSR audit response and aim for zero points of concern
		Promoting CSR activities based on international initiative guidelines	· Provide training on the UN Global Compact, ISO26000 and other standards
		Maintaining and improving the Business Continuity Management (BCM) system for stable supplyy ❶	· Review the BCP and implement it globally
		Maintaining and improving the quality management system ❶	· Maintain and implement a management system based on ISO9001
		Maintaining and improving the environmental management system	· Maintain and implement a management system based on ISO14001
		Maintaining and improving the occupational health and safety management system	· Obtain certification for ROHM HQ and ROHM Group companies in China · Consider obtaining certification for other ROHM Group companies
		Holding stakeholder dialogues	· Consider further dialogues, etc. with various stakeholders
		Building a work and ethics management system	· Consider expanding work and ethics risk management to other companies in the ROHM Group
Human Rights		Respecting human rights	· Renegotiate contracts with an agreement based on the EICC standard
		Promoting diversity and creating a comfortable working environment	· Recruit a diverse staff (not limited by race or sex) capable of thriving in the global market · Maintain the legal employment rate of 1.80% for disabled people (Domestic Group companies) · Introduce and implement a system that enables a variety of people to work and continue working and fosters a good working environment
Labor Practices		Developing human resources to undertake global businesses ❸	· Train staff that can capture global markets and establish a system to achieve this · Continue implementing a system to develop global human resources and introduce a new overseas training program for young employees · Introduce global grading and promote standardization throughout the ROHM Group
		Establishing a safe, comfortable working environment	· Aim for zero work-related injuries and spiral up the occupational health and safety management system
Environment		CO_2 countermeasures at each site	· Reduce CO_2 emissions by 7% from the 2010 level<*25% reduction compared to FY 2005> · Reduce CO_2 emissions (per unit production) by 9% from the 2010 level <*50% reduction compared to FY 1990> · Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 43% from the 1995 level <*50% reduction compared to FY 1995>
		CO_2 countermeasures through the value chain ❷	· Construct a mechanism for assessing the volume of CO_2 emissions across the entire value chain · Increase the ratio of eco-friendly products that comprise sales profits to 60% <*100%>
		Reducing environmental pollutants	· Reduce the volume of PRTR substances handled (per production unit) by 1% from the 2010 level <*10% reduction compared to FY 2010> · Reduce VOC emissions by 38% from the 2000 level <*40% reduction compared to FY 2000>
		Effective use of resources	· Reduce the volume of consolidated waste overseas (per unit production) by 2% from the 2010 level <*60% reduction compared to FY 2000> · Reduce water consumption by 2% from the 2010 level <*10% reduction compared to FY 2009> · Maintain zero emissions in domestic consolidation and reduce waste volume (per unit production) by 4%
		Implementing environment-related communication	· Continue conducting environment-related classes
		Exhaustive chemical substance management in line with green procurement guidelines	· Continue complying with guidelines for the use/non-use of designated chemicals
Fair Operating Practices	Promote fair business activities based on the ROHM Group Business Conduct Guidelines	Strengthening the compliance system	· Expand Compliance Reinforcement Month to overseas ROHM Group companies · Continue providing level-based compliance education · Implement support for compliance education and training at overseas ROHM Group companies · Develop 'Legal e-learning' for employees · Consider revising the Code of Conduct in consideration of the UN Global Compact and ISO26000
		Fair competition and trading	· Distribute the CSR Initiative Self-Assessment Checklist based on EICC to business partners, verify compliance, and provide guidance on making improvements as needed
		Corruption and bribery prevention	· Provide bribery prevention education in level-based training courses and other courses
		Protection and appropriate management of information	· Continue holding online information security training courses · Consider enriching course content based on the level of understanding of course participants
Consumer Issues (Customer Support)		Ensuring product quality ❶	· Carry out exhaustive analysis of quality issues and ongoing improvement initiatives
		Accurately assessing customer needs and developing industry-leading products ❷	· Promote sales activities of energy saving products including SiC power devices · Develop products that help resolve social issues, such as energy conservation
		Thorough implementation of policies related to CSR procurement	· Implement CSR procurement that takes BCM into account
Community Involvement and Development	Contribute to the growth and well-being of society as a good corporate citizen	Contribution to promote and develop music culture	· Continue to support music culture
		Suitable donations and support initiatives that respond to a broad range of social needs	· Continue to provide donations and sponsorships in a timely and appropriate manner based on social needs
		Activities that match the demands of local communities	· Continue to support local communities and provide a forum for industry-government-university collaboration · Consider social contribution activities in cooperation with NGOs and NPOs

The ROHM Group pursues global CSR management based on ISO26000. In addition to strengthening the system and complying with ISO26000, ROHM is extracting priority issues across the entire value chain and establishing themes for initiatives, plans and targets.

FY 2012 Results	Evaluation	FY 2013 Targets/Plans
· Assigned a CSR promotion representative to 20 domestic and international production companie thin the ROHM Group and established a CSR Promotion Committee that implemented activities · Established a CSR Promotion Division at LAPIS Semiconductor · Conducted internal CSR audits at domestic and overseas production companies within the ROHM Group (4 in Japan, 3 overseas) · Conducted comprehensive internal CSR audits at domestic and overseas production companies within the ROHM Group (7 in Japan, 6 overseas) · Translated the CSR Audit Manual into other languages and distributed to ROHM Group companies (Japanese, English, Chinese, Korean) · Created a comprehensive internal CSR audit checksheet based on EICC Ver. 4, and distributed to ROHM Group companies	★★★	· Establish October as CSR month and hold internal CSR audits at all ROHM Group companies · Perform comprehensive internal CSR audits at ROHM Group companies (4 in Japan and 5 overseas that did not do so in FY 2012) · Continue performing comprehensive internal CSR audits, analyze common issues within the ROHM Group, and take appropriate measures · Perform EICC standard-based CSR audits on business partners and subcontractors
· Held CSR seminars at ROHM HQ and domestic and overseas production companies within the ROHM Group · Held CSR e-learning classes at ROHM HQ and domestic and overseas production companies within the ROHM Group (HQ, 6 in Japan, 2 overseas)	★★	· Provide CSR education to companies that did not receive it in FY 2012 · Provide CSR e-learning to companies that did not receive it in FY 2012
· Completed a full revision of the ROHM HQ Functions BCP in July · Completed BCPs for domestic and overseas companies based on the HQ Functions BCP in December · Held drills to prepare for an earthquake at the Hamamatsu facility (June 26), flooding at the Thailand facility (October 12), and an earthquake at HQ (November 27)	★★★	· Revise the BCP and disseminate through education and training
· Maintained and implemented an ISO9001 management system by entire ROHM Group, and renewed ISO9001 and ISO/TS16949 certifications	★★★	· Continue maintaining and implementing an ISO9001 management system *For in-vehicle products, maintain and implement an ISO/TS16949 management system
· Comprehensive internal audits and self-audits were regularly conducted by the ROHM Group in order to maintain, manage, and implement an ISO14001 management system · Received renewal audit from JQA and renewed ISO14001 certification	★★★	· Continue maintaining and implementing an ISO14001 management system
· ROHM HQ acquired OHSAS18001(2007), which is an occupational health and safety management system, in March 2013	★★★	· Obtain certification at more overseas ROHM Group production companies
· ROHM Group CSR Promotion Committee considered and held locally-based dialogues with stakeholders	★	· Hold dialogues with government agencies, NPOs, NGOs, and stakeholders, and continuously pursue development of products that can resolve social issues
· Created a work and ethics risk assessment checksheet, and using it on a trial basis at some companies	★★	· Implement a work and ethics management review throughout the ROHM Group
· Signed a basic transaction agreement with over 80% of business partners globally	★★★	· Enter into a basic transaction agreement with 100% of business partners globally
· Achieved diversity in new hiring, with females making up 22% and foreign nationals 7% of new recruits in FY 2013 · Expanded the employee support center to a four-person system · Maintained the employment rate for people with disabilities at more than 2.00% · Introduced a system for moving work start and end times up or down for child-rearing	★★★	· Implement a fair and transparent human resources and payroll system · Expand the internship program to secure global staff · Prepare an awards program to reward employee achievements · Introduce a new system to increase the flexibility of working hours
· Provided language study, and held English presentation seminars and seminars for improving English skills · Invited an outside English teacher to open an English school within the company · Implemented an overseas practical training system for young employees, for which 11 people registered · Engaged in the gradual introduction of a global grading system at overseas sales companies	★★★	· Introduce next-generation leadership training · Expand the overseas practical training system for young employees that was introduced last year · Strengthen the global training and language training support infrastructure · Engage in the standardization of the entire ROHM Group
· Achieved zero work-related injuries requiring leave at ROHM HQ for 18 consecutive years · There were 3 work-related injuries requiring leave and 8 not requiring leave at ROHM Group companies (frequency: 0.08, severity: 0.0002)	★★	· Aim for zero work-related injuries and thoroughly manage health and safety
· CO_2 emissions were reduced by 17.3% from the 2010 level · CO_2 emissions (per unit production) were reduced by 16.9% from the 2010 level · Greenhouse gas (i.e. PFCs, SF6) emissions were reduced by 67.8% from the 1995 level	★★★	· Reduce CO_2 emissions by 1% from the 2012 level · Reduce CO_2 emissions (per unit production) by 1% from the 2012 level · Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the 2012 level
· Nearly completed construction of a mechanism for assessing the volume of CO_2 emissions across the entire value chain · The percentage of eco-friendly products that comprised sales profits increased to 51%	★★	· Construct a mechanism for assessing the volume of CO_2 emissions across the entire value chain that complies with GHG Protocol Scopes 1 and 2 · Consider how to calculate greenhouse gas emissions based on the GHG Protocol Scope 3, and formulate an operational model · Increase the ratio of eco-friendly products that comprise sales profits to 60%
· The handled volume of PRTR substances (per production unit) was reduced by 19.5% from the 2010 level · VOC emissions were reduced by 38.5% from the 2000 level	★★★	· Reduce the volume of PRTR substances handled (per production unit) by 1% from the 2012 level · Reduce VOC emissions by1% from the 2012 level
· The volume of consolidated waste (per production unit) at overseas companies was reduced by 19% from the 2010 level · Water consumption was reduced by 9.8% from the 2010 level · Zero emissions were maintained at domestic consolidated. The volume of waste (per production unit) was reduced by 19.5%	★★★	· Reduce the volume of consolidated waste overseas (per unit production) by 1% from the 2012 level · Reduce water consumption by 1% from the 2012 level · Maintain zero emissions at domestic consolidation and reduce waste volume (per unit production) by 1% from the 2012 level
· Conducted a total of 12 environment-related classes at 5 elementary schools in Kyoto	★★★	· Collaborate with relevant divisions and ramp up activities
· Continued compliance with the use/non-use of designated chemicals	★★★	· Continue complying with guidelines for the use/non-use of designated chemicals
· Established May Compliance Reinforcement Month and expanded to overseas ROHM Group companies · Continued conducting compliance training workshops for new recruits and newly appointed managerial staff · Created and implemented compliance education tools for overseas ROHM Group companies · Provided education on information management and the Copyright Act through legal e-learning classes for employees · Began considering revising the Business Conduct Guidelines in light of the UN Global Compact and ISO26000	★★★	· Continue conducting educational and awareness activities during CSR month at all companies, including overseas companies within the ROHM Group · Use the Legal Guidebook that explains compliance, laws and regulations to employees, and conduct educational and awareness activities at ROHM HQ and ROHM Group companies in Japan · Revise the Business Conduct Guidelines taking into consideration the UN Global Compact and ISO26000 · Continue providing level-based compliance education · Continue to expand legal e-learning classes for employees · Conduct educational activities using compliance education tools at overseas ROHM Group companies
· Implemented CSR self-assessments at business partners globally · Carried out improvement activities as needed based on the results of the self-assessments	★★★	· Distribute the CSR Procurement Guidelines and enhance and establish self-assessment tools · Begin holding CSR audits based on assessment results
· Provided bribery prevention education in level-based training courses	★★★	· Continue providing bribery prevention education in level-based training and other courses
· Held the 3rd online security training session for all ROHM employees	★★★	· Acquire ISO27001 certification (Information Security Management System) in order to continually improve security level
· Clarified the true causes of past quality issues through detailed analysis of the issues from various angles, took measures to prevent the same quality issue from reoccurring, and carried out continuous activities, including preventive actions	★★★	· Further increase design quality of new products, conduct thorough analysis of quality issues, and carry out continuous improvement activities
· Widely informed employees about SiC power devices through the ROHM HQ CSR bulletin board and internal intranet · Introduced SiC power devices to those outside the company via news on the ROHM website and CSR website	★★★	· Hold a study group for all ROHM managers on Creating Shared Value · Hold dialogues with government agencies, NPOs, NGOs, and stakeholders, and continuously pursue the development of products that can resolve social issues
· Surveyed matters concerning the BCP at business partners and made requests for improvement · Publicized CSR procurement in the Innovation Report	★★	· Distribute the CSR Procurement Guidelines and enhance and establish self-assessment tools · Carry our various activities to deepen mutual understanding concerning CSR procurement with business partners
· Co-sponsored numerous concerts, including some performed by the Kyoto Symphony Orchestra in ROHM's hometown · Supported activities of the ROHM Music Foundation	★★★	· Continue to support music culture
· Supported the redevelopment of the Kyoto Kaikan Hall by acquiring its naming rights · Contributed to the Kyoto region as a sponsor company of the Kyoto Sanga F.C. soccer team and Kyoto Gakusei Saiten festival	★★★	· Continue to provide donations and sponsorships in a timely and appropriate manner based on social need
· Continued supporting local events · Donated a ROHM Plaza to Tsinghua University, and set up scholarships for the University · Made donations through the Arigato-bon program to NPO Kidsdoor, which supports victims of the Great East Japan Earthquake	★★★	· Continue to support local communities and provide a forum for industry-government-university collaboration · Hold employee participation manufacturing classes · Continue to support Great East Japan Earthquake recovery efforts

Evaluation criteria: ★★★Achieved target/plan ★★Slight gap between target/plan and achievements ★Large gap between target/plan and achievements

Corporate Data

Company Name:	ROHM Co., Ltd.
Headquarters:	21 Saiin Mizosaki-cho, Ukyo-ku, Kyoto 615-8585 Japan Tel: +81 (75) 311-2121 Fax: +81 (75) 315-0172
Date Established:	September 17, 1958
Representative:	Satoshi Sawamura, President
Capital:	86,969 million JPY (as of March 31, 2013)
Sales Volume:	Consolidated 292,410 million JPY (fiscal year ending March 2013)
Number of Employees:	Consolidated 20,203 (as of March 31, 2013)

Organization Chart

Major ROHM Group Offices/Centers

〈Japan〉

Sales Offices

Japanese Sales Headquarters

Kyoto	TEL: +81-75-365-1077	**Matsumoto**	TEL: +81-263-34-8601
Tokyo	TEL: +81-3-6280-0820	**Mito**	TEL: +81-29-300-0585
Yokohama	TEL: +81-45-476-2290	**Nishi-Tokyo**	TEL: +81-42-648-7821
Nagoya	TEL: +81-52-581-8521	**Sendai**	TEL: +81-22-295-3011
Fukuoka	TEL: +81-92-483-3496	**Takasaki**	TEL: +81-27-310-7111
Hiroshima	TEL: +81-82-423-8153		

China Sales Headquarters	TEL: +81-75-311-2121
Asia Sales Headquarters	TEL: +81-75-311-2121
Euro-American Sales Headquarters	TEL: +81-75-311-2121

Production Facilities

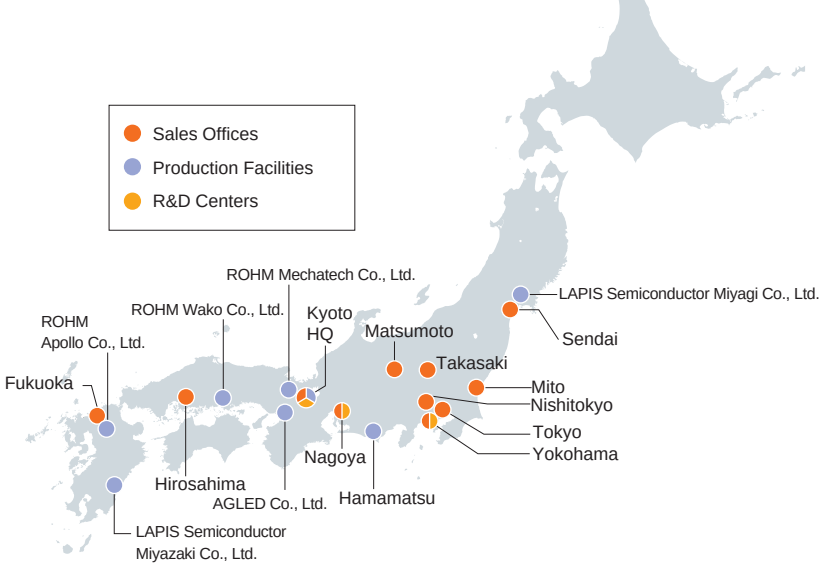
ROHM Hamamatsu Co., Ltd.	TEL: +81-53-468-1000
ROHM Wako Co., Ltd.	TEL: +81-865-67-0111
ROHM Apollo Co., Ltd.	TEL: +81-943-32-3000
ROHM Mechatech Co., Ltd.	TEL: +81-771-25-4717
LAPIS Semiconductor Co., Ltd.	TEL: +81-45-476-9212
LAPIS Semiconductor Miyagi Co., Ltd.	TEL: +81-22-345-1211
LAPIS Semiconductor Miyazaki Co., Ltd.	TEL: +81-985-85-5111
AGLED Co., Ltd.	TEL: +81-72-770-8060

R&D Centers

Kyoto Technology Center (Head Office)	TEL: +81-75-311-2121
Kyoto Technology Center (Kyoto Ekimae)	TEL: +81-75-365-1073
Yokohama Technology Center	TEL: +81-45-476-2131
Nagoya Design Center	TEL: +81-52-581-0185

Distribution / Other Group Companies

ROHM Logistec Co., Ltd.	TEL: +81-865-44-3181
Narita Giken Co., Ltd.	TEL: +81-6-6433-0410



〈Global〉

Main Sales Office

ASIA

ROHM Semiconductor Korea Corporation
TEL: +82-2-8182-700

ROHM Semiconductor Trading (Dalian) Co., Ltd.
TEL: +86-411-8230-8549

ROHM Semiconductor (Shanghai) Co., Ltd.
TEL: +86-21-6072-8612

ROHM Semiconductor (Shenzhen) Co., Ltd.
TEL: +86-755-8307-3008

ROHM Semiconductor Hong Kong Co., Ltd.
TEL: +852-2740-6262

ROHM Semiconductor Taiwan Co., Ltd.
TEL: +886-2-2500-6956

ROHM Semiconductor Singapore Pte. Ltd.
TEL: +65-6332-2322

ROHM Semiconductor Philippines Corporation
TEL: +63-2-807-6872

ROHM Semiconductor (Thailand) Co., Ltd.
TEL: +66-2-254-4890

ROHM Semiconductor Malaysia Sdn. Bhd.
TEL: +60-3-7958-8355

ROHM Semiconductor India Pvt. Ltd.
TEL: +91-44-4352-0008

AMERICA

ROHM Semiconductor USA., LLC
TEL: +1-408-720-1900

ROHM Semiconductor do Brasil Ltda.
TEL: +55-11-3539-6320

EUROPE

ROHM Semiconductor GmbH
TEL: +49-2154-921-0

Production Facilities

ASIA

ROHM Korea Corporation
TEL: +82-2-8182-600

ROHM Electronics Philippines, Inc.
TEL: +63-2-894-1536

ROHM Integrated Systems (Thailand) Co., Ltd.
TEL: +66-2-909-7100

ROHM Semiconductor(China) Co., Ltd.
TEL: +86-22-8398-9000

ROHM Electronics Dalian Co., Ltd.
TEL: +86-411-8762-0001

ROHM-Wako Electronics (Malaysia) Sdn. Bhd.
TEL: +60(9)7741500

ROHM Mechatech Philippines, Inc.
TEL: +63-46-430-2281

ROHM Mechatech (Thailand) Co., Ltd.
TEL: +66-2-908-7271 to 5

ROHM Mechatech (Tianjin) Co., Ltd.
TEL: +86-22-2388-8585

AMERICA

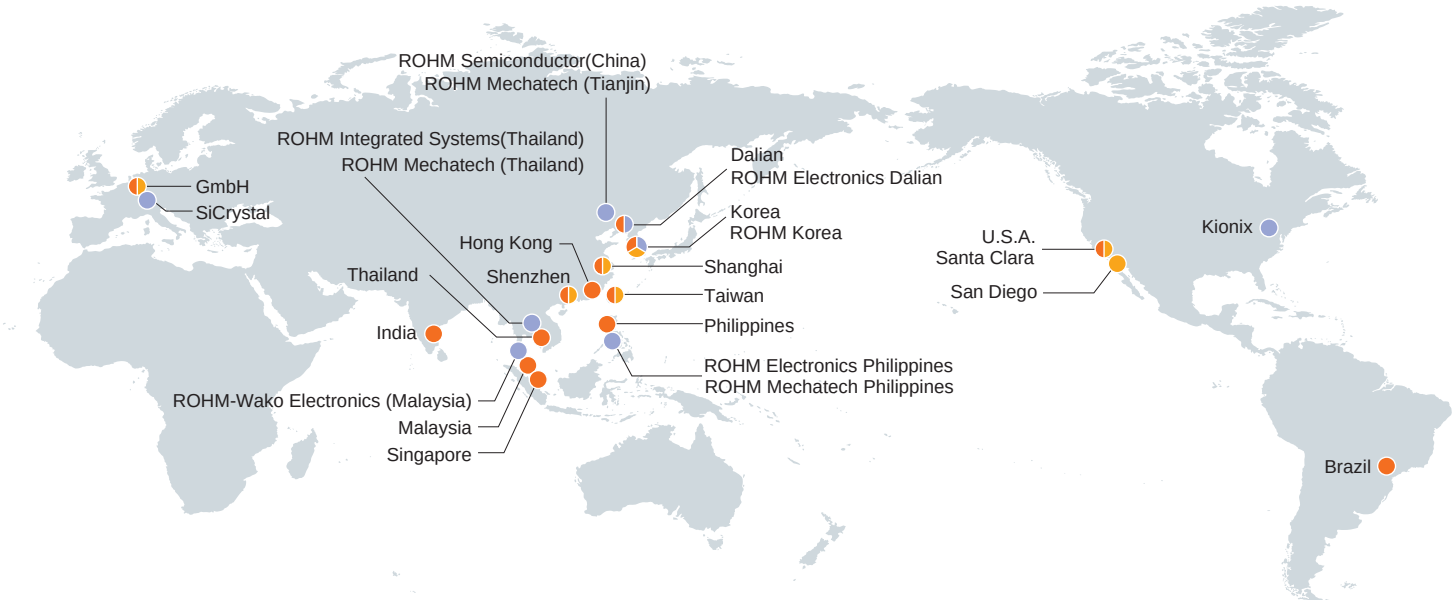
Kionix, Inc.
TEL: +1-607-257-1080

EUROPE

SiCrystal AG
TEL: +49-911-8177599-0

R&D Centers

ASIA	**Korea Design Center**	TEL: +82-2-8182-785
	Shanghai Design Center	TEL: +86-21-6072-8612
	Shenzhen Design Center	TEL: +86-755-8307-3008
	Taiwan Design Center	TEL: +886-2-2500-6956
AMERICA	**America Design Center (Santa Clara)**	TEL: +1-408-720-1900
	America Design Center (San Diego)	TEL: +1-858-625-3600
EUROPE	**Europe Design Center**	TEL: +49-2154-9210



ROHM
SEMICONDUCTOR

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