ROHM SEMICONDUCTOR

ROHM Group Innovation Report 2015

Our continuing efforts to achieve a sustainable society

ROHM Co.,Ltd.

Editorial Policies

The purpose of publishing this report

The ROHM Group actively strives towards achieving a sustainable society through innovations in product and management quality. Since 2012 we have published an Innovation Report to present our progress towards this goal to our stakeholders and increase understanding and awareness 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 CSR (Corporate Social Responsibility) Report. This report represents 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 2014 (April 1, 2014 to March 31, 2015)
Reports on events and initiatives before and after this period are also discussed in part.

Date published

August 2015 (Next issue: August 2016; previous issue: August 2014)

Guidelines used for reference

- GRI Sustainability Reporting Guidelines Version 4 (G4)
- ISO26000
- Ministry of the Environment's Environmental Reporting Guidelines 2012 Version
- Electronic Industry Citizenship Coalition Code of Conduct Version 5.0

Relationship with other reports

Information on CSR
ROHM's website includes information on CSR initiatives not included in this report (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 Annual Reports and other documents that are available on its website.

Corporate information
http://www.rohm.com/web/global/about-rohm

CSR initiatives
http://www.rohm.com/web/global/csr1

Investor relations
http://www.rohm.com/web/global/investor-relations

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ROHM Group Innovation Report 2015

ROHM participates in the UN Global Compact

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 anti-corruption.

Network Japan
WE SUPPORT

Company Mission and Policies

The ROHM Group has communicated the Company Mission to its employees since its establishment in order to become a company that can be 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 profits through a concerted company-wide effort to promote a comprehensive quality assurance program.
Develop globally leading products by improving on technologies held by each department for the continued advancement of the company.
Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism in order to make meaningful contributions 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 entire company and establish structures for QC management based on data.
2. Conduct comprehensive and continuous research for the development of new technologies and products.
3. Proactively utilize methods of statistical control in all areas of company activities.
4. Establish quality assurance structures for all manufacturing processes.
5. Continuously strive to modernize manufacturing systems in an effort to reduce product costs.
6. Secure quality assurance of raw materials and components with our suppliers through contracts.

[BASIC GOALS FOR EDUCATION AND TRAINING]

1. Develop personnel at all levels that constantly work to obtain new knowledge and acquire empirical reasoning ability based on a broad perspective.
2. Train staff to be dedicated 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, combining the efforts of all individuals.

[BASIC POLICY FOR EDUCATION AND TRAINING]

1. All employees will use every 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. The head of each management level will appraise staff fairly and conduct effective training programs periodically and consistently.
5. Appraisals for the head of each management level are 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, these policies remain unchanged and serve as the driving force and foundation in all business activities.

Message from the President

Achieving a sustainable society

ROHM's CSV passed down since its establishment

As the world comes to recognize the importance of sustainability and begins addressing a variety of social issues, the concept of creating shared value (CSV), which is practiced in corporate activities, is rapidly gaining popularity. However, this is not a new concept for ROHM. We have continued to contribute to the advancement and progress of society based on our company mission since ROHM was founded - through manufacturing that emphasizes a quality-first approach.

Although the size of our company and the business environment have changed dramatically during the last fifty-odd years, this mindset persists unaltered and is an integral part of ROHM's DNA.

We believe that having each and every employee implement the concepts of the company mission and basic management policy to pursue innovative product development and high quality manufacturing leads to both increased customer satisfaction (CS) and social contribution. This, in turn, becomes a source of pride and confidence for ROHM employees, bringing forth new challenges.

In the ROHM Group, this virtuous cycle is considered our CSV, and we aspire to meet our stakeholders' expectations through honest corporate activities.

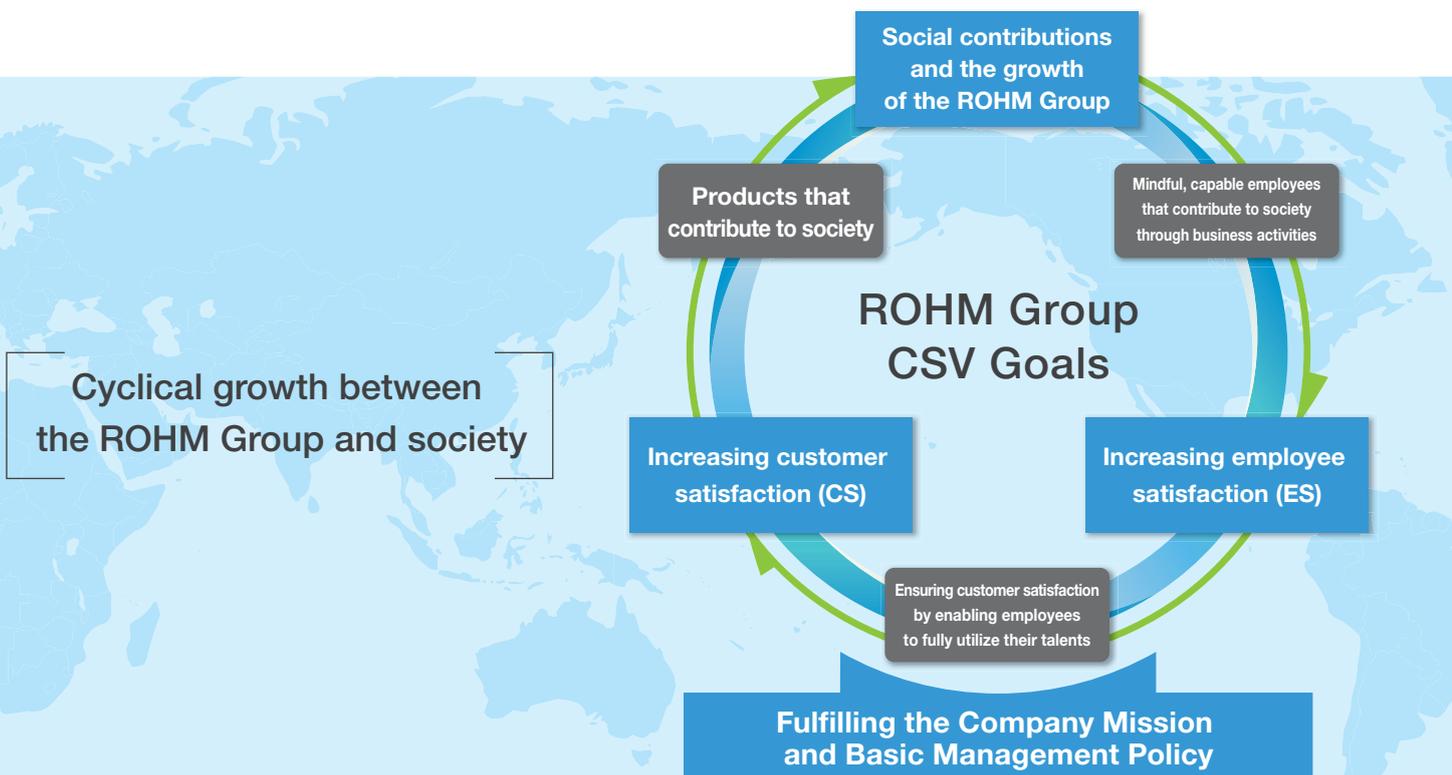## Supplying innovative new products and resolving social issues

ROHM contributes to society by supplying groundbreaking products based on the concepts of energy saving, safety, comfort, and compactness. Among the numerous key devices ROHM has been supplying in recent years in a variety of fields include technologically advanced automotive products, computerized medical instruments, industrial equipment that support social infrastructure and high-efficiency plants, and IT devices such as smartphones.

Contributing to society through analog power technology

Analog power technologies play a key role as the core of ROHM products. Our experienced, highly-skilled analog engineers utilize the most advanced processes and circuit design expertise to produce high-efficiency power LSIs, motor drivers, and other analog power LSIs featuring class-leading performance.

ROHM also leads the world in the power device field with products based on silicon carbide (SiC) that achieves superior energy savings. ROHM provides customers with optimized power solutions by fusing its 3 core technologies comprised of a wide range of discrete power devices along with LSI-based analog control and module expertise.

We believe that ROHM can greatly contribute to the Internet of Things (IoT) that is expected to show explosive growth through low-power microcontrollers and wireless communication technologies that leverage Kionix's market-leading MEMS-based sensors with LAPIS Semiconductor's ultra-low power expertise (both ROHM Group companies). Fusing sensor, control, and wireless communication technologies will make it possible to build sensor networks that can achieve safer, smarter, more comfortable living.

Cyclical growth between the ROHM Group and society

Social contributions and the growth of the ROHM Group

Products that contribute to society

Mindful, capable employees that contribute to society through business activities

ROHM Group CSV Goals

Increasing customer satisfaction (CS)

Increasing employee satisfaction (ES)

Ensuring customer satisfaction by enabling employees to fully utilize their talents

Fulfilling the Company Mission and Basic Management Policy

Message from the President

Fulfilling the company mission to improve product and management quality

The foundation for our corporate activities is a vertical integration system in which each step, from development to production, is implemented within the group.

This system symbolizes ROHM's DNA, which consists of a 'quality-first' approach that has been carefully preserved since our founding.

ROHM incorporates high quality into all processes, ensures traceability, and optimizes the supply chain to provide customers not only with superior products, but also greater reliability and peace of mind.

We believe it is important to improve not only product quality, but management quality as well, which can be considered the benchmark or defining standard of a company. ROHM has implemented organizational development of the CSR committee across the entire ROHM Group and actively engaged in activities that comply with the EICC code of conduct that outlines CSR guidelines for the electronics industry. In recent years, in addition to external audits, we have also been conducting comprehensive internal audits to verify the status of compliance with the EICC at all ROHM Group companies. And in 2014 we attempted to further enhance these initiatives by establishing a CSR Headquarters and worked to strengthen ties with all of our stakeholders.

Refine intellect and humanitarianism, hence contributing to society

More than anything else, it is the people and our sincere approach to endeavor without compromising quality or environmental issues that support all corporate activities. This passage, taken from our Basic Management Policy, can also be considered the guideline for this approach.

As ROHM employees, in addition to the pursuit of knowledge and expertise, we also stress the critical importance of maintaining ethics, ambition, humility, and other aspects of a rich humanity.

We will pursue high quality and fair business activities on all fronts by passing down ROHM's DNA and developing personnel with an ideal balance of spirit, knowledge, and physical fitness.

The ROHM Group will continue to implement its company mission and basic management policy and contribute to society by improving quality in a variety of areas and taking on new challenges.

June 2015

Satoshi Sawamura

Satoshi Sawamura
President
ROHM Co., Ltd.

Product
Quality Innovation

Pursuing
Manufacturing Quality

LSI Business

Discrete and
Module Business

Product Quality Innovation

The ROHM Group is committed to developing innovative products that can contribute to solving social issues.

ROHM Group Products

■ ICs / LSIs
Memory
Amplifiers / Linear
Clocks / Timers
Switches / Multiplexers / Logic
Data Converters
Interfaces
Power Management / Power Supply ICs
Motor / Actuator Drivers
LED Drivers
Display Drivers
Sensors / MEMS
Communication LSIs (LAPIS)
Audio / Video
Speech Synthesis LSIs (LAPIS)
Microcontrollers (LAPIS)

■ Power Devices
SiC Power Devices
IGBTs
Intelligent Power Modules
Power Transistors
Power Diodes
High Power Resistors

■ Small-Signal Devices
Transistors
Diodes

■ Passive Devices
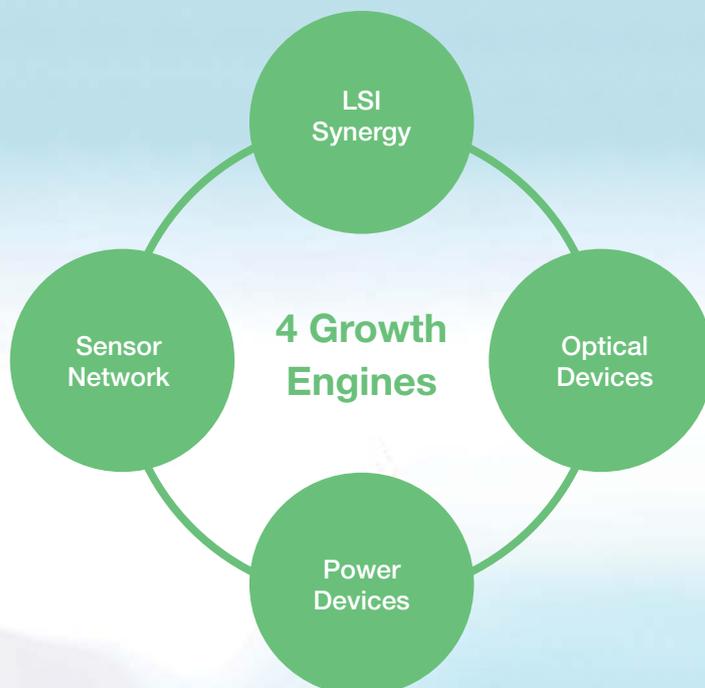Resistors
Tantalum Capacitors

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

■ Modules
Power Supply Modules
Wireless Communication Modules
Contact Image Sensor Heads
Printheads

■ Commercial Products
LED Lighting
B-Analyst® (μTAS Single Drop Analyzer)

4 Growth Engines

- LSI Synergy
- Optical Devices
- Power Devices
- Sensor Network

Pursuing Manufacturing Quality

Achieving world-class production with superior quality

Isao Matsumoto
Director, LSI Production Headquarters
ROHM Co., Ltd.

Continuing our commitment to quality from day one

ROHM actively pursues its mission of 'quality first' by implementing production, sales, and service - including development, design, and wafer fabrication - within the group based on a vertically integrated production system and carries out quality improvement activities throughout all processes.

One such activity is the ROHM Production System (RPS) that helps to ensure unparalleled quality by thoroughly eliminating 7 types of waste arising in plants, including unnecessary operations, transportation, and delays. RPS has been implemented since 1997 and adapts to various changes in the environment, focusing on business and facilities in order to further strengthen our initiatives to achieve world-leading production facilities.

Vertically integrated manufacturing is the source of high quality

In our production lines that support product development, we pursue high quality and reliability in each process, from silicon ingot pulling to finished products. Here, development and design engineers work together with manufacturing engineers to maximize process technology and factory performance in order to guarantee a level of quality and

performance that competitors simply cannot match. This also results in excellent traceability and establishes a system that ensures worry-free use of our products.

Fulfilling our commitment to ensure stable supply through the collective strength of the ROHM Group

The ROHM Group assesses changing market conditions to fulfill its commitment in supplying products demanded by customers. All manufacturing processes are managed in-house, centered around a vertically integrated production system. As a result, our system is not as susceptible to external factors as traditional fabless or foundry manufacturers. In addition, ROHM strives to ensure a stable supply to customers, for example by establishing a Business Continuity Management (BCM) system that incorporates multi-site production and maintenance of safety stock in order to flexibly respond to natural disasters and other unforeseen events.

Our vertically integrated production system has achieved steady results in the automotive and other markets that require superior quality as well. And going forward we will continue to develop products that help resolve social issues, expand our high quality, high reliability production lines to other products, and contribute to society through manufacturing.

Ensuring high quality and stable supply through a vertically integrated production system

Quality

Activities are carried out to improve quality in all processes using a vertically integrated production system in which everything from production to sales and service is implemented within the group.

State-of-the-art packages

The latest assembly technologies are utilized, including CSP, BGA, COF and stacked packages.

In-house production system

ROHM's production system is developed completely in-house to enable flexible, speedy response to customer needs.

All production equipment are developed in-house

In-house dies and lead frames

To ensure quality manufacturing, all dies for lead frame punching and molding are created in-house

In-house photomask

Pursuing high quality through integrated quality control, from LSI chip design layout to photomask production

Assembly Line

High quality raw materials

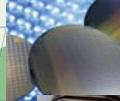Wafer manufacturing from silicon ingot pulling

Raw silicon
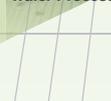
Packaging

Wafer

CAD

Photo Mask

Frame

Silicon Ingot

Wafer Process

Silicon
Si

Wafer

Silicon Carbide
SiC
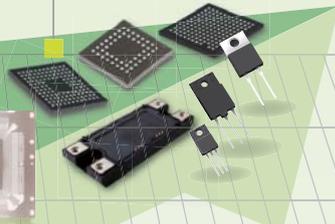
Stable Supply

We offer long-term, stable supply to ensure worry-free use of our products.

SiCrystal AG

SiCrystal AG is a German SiC single-crystal wafer manufacturer that joined the ROHM Group in 2009.

Risk Management and BCM Committee

■ **Responsible for risk detection, analysis, and overall control**

BIA (Business Impact Analysis)

Risk analysis → **Risk verification** → **Risk-proof stock design**

Risk verification for each plant

Example : RIST(Back-end)

Risk checking at all plants

Factory	Product	Stoppage Risk Worst 1	Stoppage days	Stoppage Risk Worst 2	Stoppage days
RIST (Thailand)	RITR/DI TCALSI	Flood	7	Holiday due to line national event	7
REPI (Philippines)	TRID/RILSI	Typhoon	7	–	–

Earthquakes, Tsunamis

Floods, Heavy Rain

Typhoons, Strong Winds, Tornadoes

Natural Disasters

Lightning

Fog, Yellow Sand, Snowstorms

Production Companies

Political Unrest

Fires, Explosions

Infrastructure Problems

Other

LSI Business Commitments

Contributing to greater energy savings with the best analog power LSIs on the market

Jun Iida

Director, LSI Product Development Headquarters
ROHM Co., Ltd.

Highly experienced analog engineers

In the LSI business, we are focusing on developing analog power LSIs that leverage ROHM's expertise in analog technology. Analog power LSIs such as power supply LSIs and motor drivers play an important role in improving efficiency during power conversion and motor drive operation in electronic devices of all types, from tablet PCs to automotive ICs and industrial equipment.

Improving performance requires dedicated, highly skilled analog engineers with extensive experience along with manufacturing processes matched to development needs, such as higher voltages and miniaturization technology. ROHM utilizes industry-leading BiCDMOS processes that provide the high voltages and miniaturization required for analog power LSI development and makes it possible to produce high performance, high quality products by combining process and circuit design technologies. For example, leveraging isolation technology makes it possible to integrate low voltage chips that achieve high accuracy and high voltage chips required for automotive systems and industrial equipment into a single package.

System solutions that utilize our collective strength

One of ROHM's major strengths is the ability to offer system-level solutions by developing a wide range of products, from passive and discrete devices to LSIs and modules. In addition, system solutions that leverage the collective strength of the ROHM Group, including LAPIS Semiconductor Co., Ltd and Kionix, Inc., allow ROHM to accelerate the development of high value-added businesses, for example by collaborating with top manufacturers in the industry and developing products that combine analog power LSIs with peripheral devices.

In 2014, ROHM established a new sensor business division to carry out development that combines the ROHM Group's wide range of sensor technologies for the IoT (Internet of Things) and sensor network fields where significant growth is expected. In addition to unique sensor development expertise, ROHM integrates control, communications, and other technologies to develop solutions for emerging and expanding markets.

We hope to contribute to the creation of a better society by continuing to develop high performance, high reliability devices such as communication ICs, sensors, and energy-saving analog power ICs in particular that provide greater safety, comfort, and convenience.
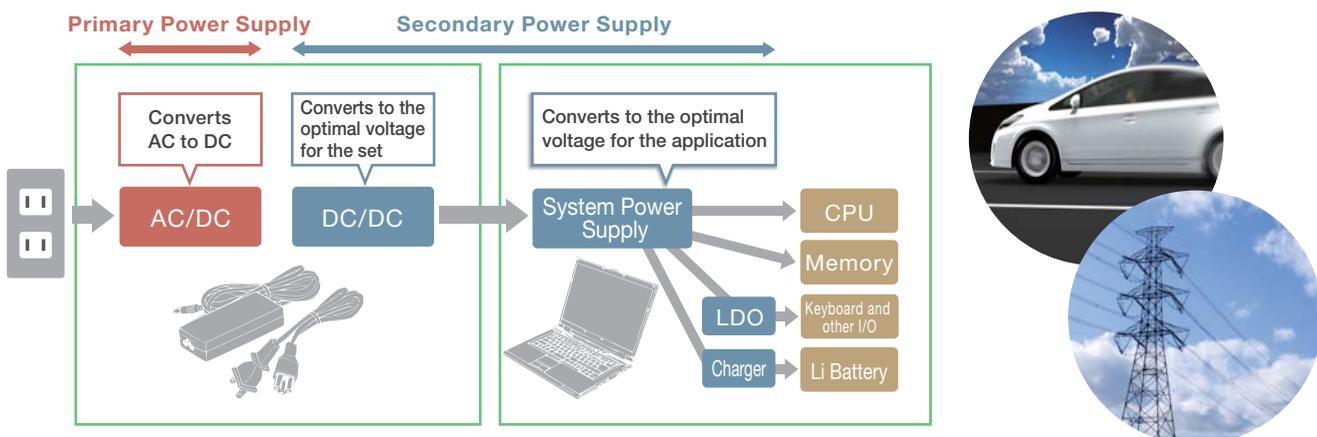
LSI Business Highlights

Using analog power LSIs to support all aspects of daily life

Analog Power

Power Management System

Power management systems are key for reducing power consumption in a variety of electronic devices. ROHM utilizes both primary and secondary power supply technologies and supports high-efficiency power conversion in order to contribute to greater energy savings and optimization of the entire power management system.

Primary Power Supply   **Secondary Power Supply**

Converts AC to DC

Converts to the optimal voltage for the set

Converts to the optimal voltage for the application

AC/DC → DC/DC → System Power Supply → CPU, Memory

LDO → Keyboard and other I/O

Charger → Li Battery

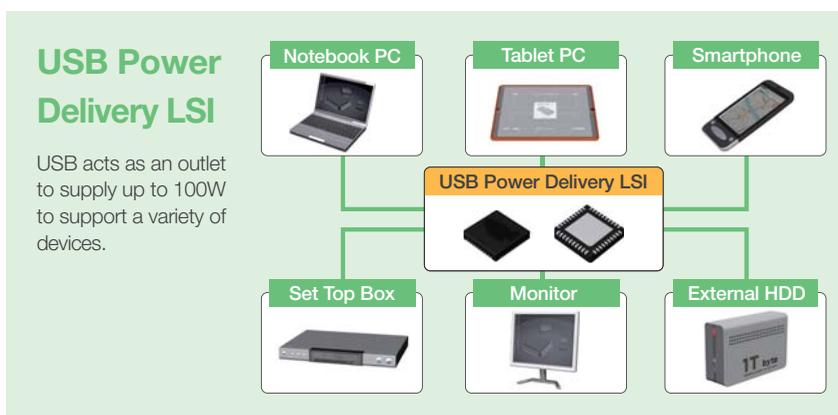## Reference business with the de facto leaders in the industry

To achieve greater energy savings for the entire system, ROHM participates in ongoing collaborations with CPU manufacturers to develop power supply LSIs that maximize CPU performance in a wide range of fields, including IT devices, automotive systems, and industrial equipment.

Intel Corporation		Freescale Semiconductor, Inc.
For automotive and industrial equipment	For tablets	For portable devices
Chipsets and reference boards for Intel® Atom™ Processor E600 Series (announced in September 2010)	Power supply LSIs for next-generation Intel® Atom™ Processors (announced in April 2015)	Power supply LSIs for i.MX 6SoloLite application processors (announced in April 2015)

Intel and Intel Atom are registered trademarks of Intel Corporation in the U.S. and/or other countries.

Contributing to the industry's latest standards

ROHM continues to support the latest standards by combining analog and digital technologies from the entire ROHM Group. In addition, ROHM is actively involved in the formulation of standards from the development stage as a key member widely recognized for its superior technical expertise. This allows ROHM to provide LSIs that comply with the latest standards ahead of industry competitors.

USB Power Delivery LSI

USB acts as an outlet to supply up to 100W to support a variety of devices.

Notebook PC | Tablet PC | Smartphone

USB Power Delivery LSI

Set Top Box | Monitor | External HDD

The ROHM Group continues to evolve through technology fusion

Smart Motor Systems

Smart motor systems include devices that support motor operation by diagnosing the motor to increase the efficiency and lifespan of the entire system. As a leading manufacturer of motor driver ICs, ROHM offers a broad lineup of high-efficiency, high-performance products that can be combined with ROHM Group sensors, microcontrollers, and other solutions to achieve smart motor operation.

Power conversion

Motor control and driving

Conversion to the optimal voltage for motor system control

High efficiency, high accuracy motor drive

Power Management System

Motor Drivers → Gate Drivers → Power Devices

Sensors → Microcontrollers

Single Package Motor Driver

Detects motor condition

Diagnoses status and sends a notification to the motor

Optimized single-package products available

Detection and diagnosis

Smart Motor Self-Diagnostic Function

Application Examples

CAN/LIN Buses
(Wireless: ZigBee®)

Coil short-circuit detection
(MCU)

Rotor demagnetization detection
(Hall sensor)

Vibration noise detection
(Accelerometer)

Position detection
(Hall sensor)

Temperature monitor
(Infrared sensor)

Current detection
(Shunt resistor)

Load detection
(MCU)

Power Modules
(Controller + Intelligent Power Module)

It is estimated that as much as half of the power generated around the world is consumed by motors, and this power consumption can only be expected to grow as air conditioners, robots, and other motor-driven devices become increasingly popular throughout the globe.
ROHM leverages experience cultivated in the consumer electronics market to develop products such as high-voltage and compound types that increase efficiency and reduce power consumption in motor applications in a variety of markets worldwide, especially in the automotive and industrial device sectors.

Sensor Network / Synergy

World-leading
analog technology

ROHM GROUP
LAPIS
SEMICONDUCTOR
Low power
digital technology

Kīonix®
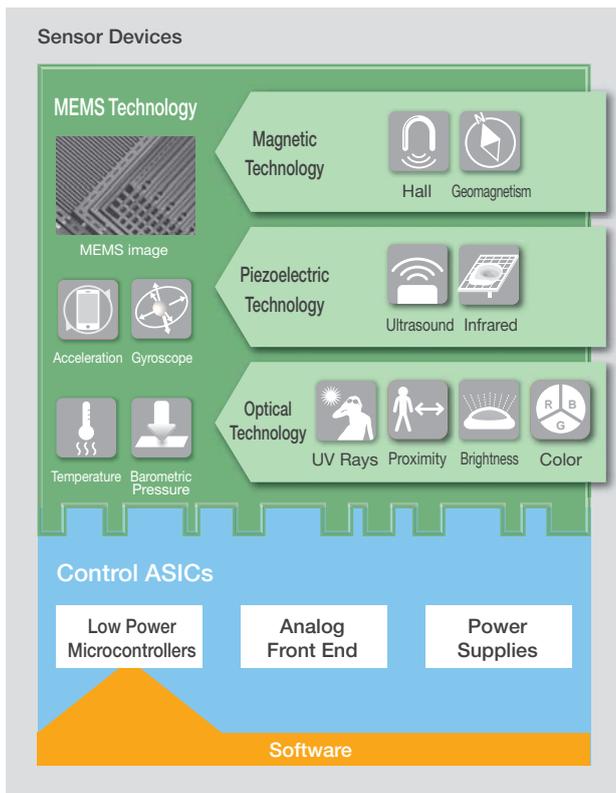Ultra-high accuracy
sensor technology

Two essential elements for achieving IoT, in which physical objects and devices are connected to the Internet, are sensors that detect various conditions and networks used to share sensor information. For many years ROHM has been fusing technologies from LAPIS Semiconductor Co., Ltd. and Kionix, Inc. to develop products for building sensor networks and propose solutions within the entire ROHM Group. And going forward ROHM will continue to contribute to the proliferation of IoT by utilizing its extensive experience and proven track record.

Sensing Solutions

ROHM combines a wide variety of sensor elements centered around MEMS (Microelectromechanical Systems) with optimized control ASICs (Application Specific Integrated Circuits) to build a sensor environment that achieves greater safety and comfort.

Developing a wide range of sensor devices centered on MEMS technology

Sensor Devices

MEMS Technology

Magnetic Technology — Hall, Geomagnetism

MEMS image

Acceleration, Gyroscope

Temperature, Barometric Pressure

Piezoelectric Technology — Ultrasound, Infrared

Optical Technology — UV Rays, Proximity, Brightness, Color

Control ASICs

Low Power Microcontrollers | Analog Front End | Power Supplies

Software

Network Technology

ROHM is developing a number of essential communications devices for constructing network environments that may be required for IoT and Machine to Machine (M2M) applications. We fulfill a wide range of needs in expanding markets by supplying a broad lineup of versatile LSIs and easily adaptable modules.

High quality communications devices that connect a variety of applications

Communications Devices

Contributes to smarter living through greater energy savings and long-range connectivity — Wi-SUN

Universal wireless communication standard — Wi-Fi

Saves energy and prolongs battery life in portable devices — Bluetooth® Smart

Requires no batteries and zero maintenance — EnOcean

Provides high reliability power line communication using existing outlets — HD-PLC

Low power, low cost, easily scalable solution — ZigBee®

Promoting IoT expansion by offering optimized sensing solutions and network technologies

Discrete and Module Business Commitments

Contributing to a better society through greater energy savings and miniaturization

Katsumi Azuma

Director, Discrete & Module Production Headquarters
ROHM Co., Ltd.

Accelerating power device development to improve energy conservation

In our discrete and module businesses we are committed to expanding and strengthening our already broad lineup of power devices that support higher power and voltages while at the same time leveraging our strengths in the compact, low-power technology field.

And in the power device sector we are working to further enhance our unparalleled product development activities by focusing on silicon carbide (SiC) devices that achieve dramatically lower loss than conventional silicon products. As a result, in 2015 we developed and subsequently began mass producing the world's first SiC MOSFET that adopts a double trench structure to provide lower loss and greater compactness. We believe that the development of SiC MOSFETs will open the door to further advancements in the SiC device sector and contribute to their increased adoption. In addition, ROHM provides customers with optimized power solutions by fusing original power device, LSI-based control, and module technologies.

We hope to help save energy for society as a whole by developing and supplying new products that dramatically reduce power conversion loss in applications of all types, including solar power generation, wind power generation, substations, and electric vehicles.

Producing the world's smallest devices through industry-leading miniaturization and lower power technologies

In the compact, low power sector, our resistors, transistors and diodes are being increasingly adopted around the globe due to their excellent performance and superior reliability. In particular, ROHM has successfully developed the RASMID series, consisting of the world's smallest products, utilizing original new manufacturing methods and technologies. This series is designed to significantly reduce the size and improve the performance of not only smartphones and tablets, which continue to see increased proliferation, but also the wearable technology market where significant growth is expected.

Going forward, ROHM will continue to actively introduce proprietary leading-edge, high efficiency production lines to stabilize quality and improve productivity, strengthen device development, expand existing lineups, and accelerate technical proposals and product supply by taking advantage of module technology and LSI technology fusion.

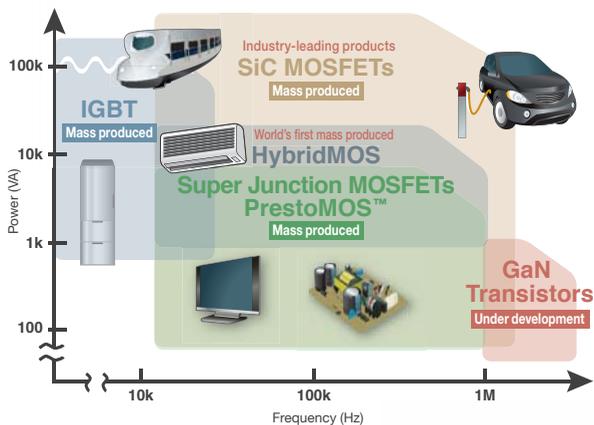# Discrete and Module Business Highlights

State-of-the-art power devices that save energy in social systems

Power Devices / Discrete Semiconductors

Developing devices that utilize the materials properties of Si, SiC, and GaN

ROHM strives to enhance its lineup of power products, centered around our industry-leading SiC devices, to achieve energy savings in the high-power field. We carry out development that takes advantage of the strengths of materials in non-SiC devices as well, and provide advanced solutions that support customer applications with a diverse portfolio that ranges from discrete devices to modules and ICs.

SiC-Based Power Device Lineup

Industry-leading products
SiC MOSFETs
Mass produced

IGBT
Mass produced

World's first mass produced
HybridMOS
Super Junction MOSFETs
PrestoMOS™
Mass produced

GaN Transistors
Under development

Power (VA) — 100, 1k, 10k, 100k
Frequency (Hz) — 10k, 100k, 1M

+ Control & Module Technologies

Optimized control circuitry helps reduce design load

Integrates multiple power devices to support larger currents

MOS-IPM   Full-SiC Power Modules

IGBTs
Transistors optimized for high-power, high-voltage power applications.

Super Junction MOSFETs
MOSFETs that feature high-speed switching and low on-resistance.

HybridMOS
Transistors that combine the advantages of IGBTs and Super Junction MOSFETs on a single chip. ROHM was the first to begin mass production.

PrestoMOS™
ROHM's proprietary Super Junction MOSFET design that delivers lower loss.

SiC MOSFETs
MOSFETs that utilize SiC to enable support for large-current, high-voltage applications. ROHM, a pioneer in SiC development, offers the most advanced SiC products in the industry.

GaN Transistors
Transistors, composed of gallium nitride, compatible with large currents and capable of ultra-high-speed switching. High expectations for wireless charging systems and other markets.
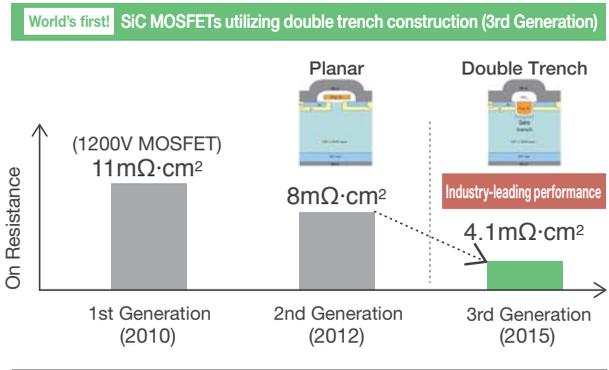
Initiatives to improve SiC devices

To contribute to the increased adoption of SiC devices that offer dramatically higher power savings, ROHM is working to boost production efficiency and actively improve SiC devices within the SiC field that is already providing breakthrough performance, for example by becoming the first in the world to develop and mass-produce SiC MOSFETs with a double trench construction that achieves even lower loss than before.

Full-scale mass production of SiC devices with 6-inch substrates

4inch → 6inch

Production efficiency
Approx. **2.3** times better

World's first! SiC MOSFETs utilizing double trench construction (3rd Generation)

Planar   Double Trench

On Resistance

(1200V MOSFET)
$11m\Omega \cdot cm^2$

$8m\Omega \cdot cm^2$

Industry-leading performance

$4.1m\Omega \cdot cm^2$

1st Generation (2010)   2nd Generation (2012)   3rd Generation (2015)

World's first! Dedicated AC/DC converter control ICs for SiC MOSFETs

Control IC precisely matched to the SiC MOSFET drive voltage range

Control technology

AC/DC Converter Control IC

+

Low loss device technology

SiC-MOSFET

Discrete and Module Business Commitments

Ultra-compact, small-signal devices that contribute to smaller, lighter equipment

Small Signal Devices / Discrete Semiconductors

Further breakthroughs to our industry-leading compact, low-power technology

ROHM for some time has been pursuing its strengths in compact, low-power technology, expanding its lineup of the industry's smallest devices to meet the demands for increased miniaturization in the smartphone, wearable device, and other markets that require smaller, thinner form factors.

The RASMID series leads the industry in ultra-compact and high-performance characteristics

RASMID series

This series, comprised of the smallest products on the market, were developed using entirely new manufacturing methods to achieve superior miniaturization and unmatched dimensional precision.

World's smallest class / Mass produced	Chip Resistors **SMR003**	0.3×0.15mm t=0.1mm
World's smallest* / Under development	Chip Resistors **0201**	0.25×0.125mm t=0.08mm
World's smallest class / Mass produced	Diodes **SMD0603**	0.6×0.3mm t=0.3mm
World's smallest* / Mass produced	Diodes **SMD0402**	0.4×0.2mm t=0.12mm

*ROHM survey

Chip resistor miniaturization

ROHM's new construction method exceeds the limits of miniaturization

Breaking through with RASMID

■ The volume of 0603 is normalized as 1

0603 — 1
0402 — **75% smaller**
03015 — **88% smaller**
0201 — **94% smaller**

Volume (Index): 0, 0.25, 0.5, 0.75, 1

1998   2006   2014   2015
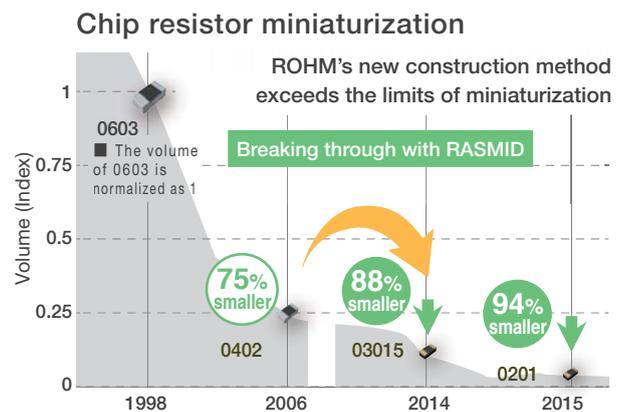
Supporting electronic device miniaturization with a lineup of the world's smallest components

World's smallest class / Mass produced	Conductive Polymer Tantalum Capacitors **TCSO(M Case)**	1.6×0.85mm t=0.8mm
World's smallest class / Mass produced	Stabilizing Hall Element **RHS-0122** series	1.2×0.5mm t=0.3mm
World's smallest class / Mass produced	Compact Low-Profile Chip LEDs **PICOLED™** series	1.0×0.6mm t=0.2mm
World's smallest* / Mass produced	Tantalum Capacitors **TCT(U Case)**	1.0×0.5mm t=0.55mm
World's smallest* / Under development	Transistors **VML0604**	0.6×0.4mm t=0.36mm
World's smallest* / Under development	Ultra-Compact Ultra-Low-Profile Chip LEDs **PICOLED™** series	0.8×0.45mm t=0.2mm

*ROHM survey

Increasing application performance with a wide range of market-proven products
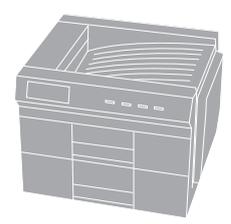
Modules

Laser Diodes

ROHM is competing for the top share in the laser diode market that includes optical disc drives, laser printers, and photocopiers. And in recent years we have been pursuing development to open up new fields and applications such as motion and position tracking sensors.

High-speed, high accuracy

Multi-Beam Laser Diodes

RLD4BPMP2   RLD2BPNK5

Laser Printers

Optical Modules

ROHM offers high-intensity, high-sensitivity, high-reliability optical sensors along with compound modules developed through technological collaboration with internal product divisions. We are also establishing higher reliability production lines in order to expand into the automotive and industrial equipment sectors.

High precision sensing

Integrated Proximity Sensors

Smartphones

Printheads

ROHM has taken the top share in the thermal printhead sector, used in applications such as receipt printers and logistics barcode printers, by taking advantage of high reliability thick- and thin-film production technologies and adopting high performance driver ICs developed completely in-house.

Comprehensive lineup

Cash Registers

Contact Image Sensor Heads

For applications such as document scanners that use contact image sensor heads, ROHM is developing products that use high-speed, high sensitivity sensors and proprietary uniform distribution light sources. We are also working on the development of specialized light sources that utilize non-visible light as well as solutions for the security sector (i.e. banknote discriminating devices).

Contributing to miniaturization
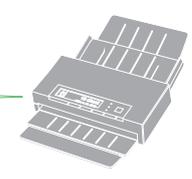
Scanners

Power Supply Modules

In the switching power supply module field, ROHM is developing products that meet the needs for a wide range of applications, from consumer equipment to industrial devices. Original high-performance LSIs and compact, low-loss discrete devices are used to increase compactness, performance, and quality.

Contributing to smaller, lighter power supplies

BP529 Series   BP522 Series
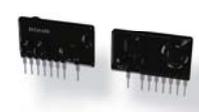
Wireless Communication Modules

ROHM offers a broad lineup of wireless communication modules compatible with a variety of near-field wireless communication standards. All steps of development and production, from the creation of baseband ICs to modularization, are carried out in-house, making it possible to provide high quality, stable supply, and excellent development support.

Japanese Radio Law certified
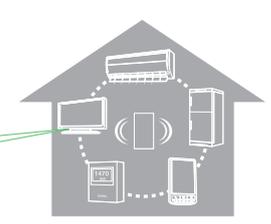
HEMS Applications

ROHM Group and the Value Chain

The value chain involves activities that further increase added value within the series of steps from procurement of raw materials to their use in products and services. The ROHM Group maintains dialogue with various stakeholders while carrying out CSR activities throughout the value chain. In the 2014 fiscal year, ROHM considered the opinions, requests, interests, and concerns of its internal and external stakeholders in accordance with the core subjects of ISO 26000 and used the results to establish six new CSR priority issues.

Customers **Business Partners** **Employees** **Shareholders and Investors** **Local Societies and Communities**

Dialogue with Stakeholders

Material procurement → Development & production → Sales & logistics → Application → Disposal & recycling

ROHM Group Value Chain

ISO 26000 Core Subjects

[What is ISO 26000?]
Standards related to social responsibility for all types of organizations, developed in a multi-stakeholder process by the International Organization for Standardization (ISO).

Organizational Governance

Human Rights and Labor Practices

Environment

Fair Operating Practices

Consumer Issues (Customer Support)

Community Involvement and Development

Management Quality Innovation

The ROHM Group utilizes Corporate Social Responsibility (CSR) to represent the management quality of the group companies and implements CSR activities globally to increase that quality.

ROHM Group CSR Priority Issues

1 Resolve social issues through innovative products

2 Ensure a stable supply of high quality products

3 Develop a global workforce that can contribute to the international community

4 Make considerations for labor practices and thoroughly respect human rights in the value chain

5 Carry out business activities that protect the global environment

6 Contribute to local communities through business activities

Management Quality Innovation

CSR Management

ROHM Group CSR Priority Issues

ISO 26000 Core Subjects and Activities

Organizational Governance

Human Rights and Labor Practices

Environment

Fair Operating Practices

Consumer Issues (Customer Support)

Community Involvement and Development

CSR Targets / Plans and Results

CSR Management

We will work to strengthen the relationship of mutual trust with our stakeholders and strive for sustainable growth of the ROHM Group and the healthy development of society

Masahiko Yamazaki

Director, Administrative Headquarters and CSR Headquarters
ROHM Co., Ltd.

Establishing a CSR Headquarters to further improve Company Quality

In recent years, perhaps due to the rising importance of CSR (Corporate Social Responsibility), customers in the semiconductor and electronic components industry often no longer base their purchasing decisions solely on product quality, but instead only after a comprehensive view of company quality that adds management quality (of which CSR is an important element) to product quality such as QCDS (Quality, Cost, Delivery, Service).

Company Quality

Product Quality		Management Quality
QCDS	+	CSR
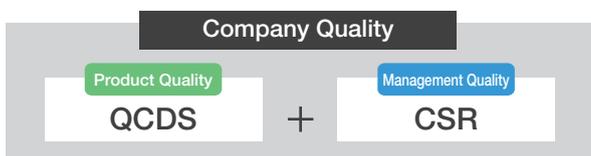
In November 2014, ROHM established a CSR Headquarters to accurately assess these societal changes and further increase company quality, with the goal of becoming a company chosen by stakeholders and customers alike throughout the globe.

The ROHM Group has adhered to its company mission and basic management policy and carried out CSR initiatives from the very beginning. And going forward, the entire group will continue to incorporate activities based on international norms that reflect stakeholder feedback, such as the UN Global Compact, ISO 26000, and the Electronic Industry Citizenship Coalition (EICC) Code of Conduct, in order to enhance CSR initiatives in business activities.

Identifying and verifying the progress of CSR Priority Issues

The ROHM Group has actively pursued dialogue with its various stakeholders in an attempt to resolve social issues through business and eliminate or alleviate the adverse effects that business activities may have on society.

Nevertheless, as social demands surrounding the company continue to intensify, we have considered the opinions, requests, interests, and concerns of internal and external stakeholders and used the results to identify six CSR Priority Issues.

In addition, in order to verify the progress of these issues from a more objective perspective, we began to voluntarily undergo EICC audits from a third party auditing organization based on the EICC Code of Conduct at key domestic and international production companies from 2013.

Growing together with society through the resolution of social issues

Issues such as climate change, resource shortages, and labor and humans rights problems are becoming increasingly serious, and we can only expect the demand for resolutions to grow. Therefore, it is essential that ROHM take on these challenges throughout the entire value chain to achieve a sustainable society together with all of our stakeholders.

The ROHM Group encourages all of its employees to recognize these challenges and strive to resolve them through business activities in order to become a company that grows together with society.

ROHM Group CSR Priority Issues

Identifying Six CSR Priority Issues in line with ISO 26000

Compliance with Sustainability Reporting Guidelines, Version 4

The ROHM Group verifies business activities from a CSR perspective and carries out initiatives in accordance with ISO 26000 for each of the seven core subjects identified in 2011. And in 2014, upon further examination of issues related to ISO 26000 and based on communication with our various stakeholders, we identified six new CSR Priority Issues.

In this report and on the ROHM website, we publish our activities based on the Sustainability Reporting Guidelines, Version 4, issued by the GRI (Global Reporting Initiative, an international Non-Governmental Organization (NGO)).

■ Six CSR Priority Issues and G4 Disclosures

CSR Priority Issues	Relevant G4 Aspects and Indicators Indicators are in brackets	Reasons for Selection
1. Resolve social issues through innovative products	Emissions (G4-EN17) Products and Services (G4-EN27)	There are societal demands for the resolution or alleviation of environmental issues on a global scale, such as limited resources and climate change due to CO_2 emissions, as well as for increased energy conservation. The ROHM Group is developing innovative new products and technologies with the goal of resolving a variety of social issues.
2. Ensure a stable supply of high quality products	Indirect Economic Impacts (G4-EC8) Compliance (G4-PR9)	ROHM Group products are embedded and used in a variety of devices, including customers' finished products, and as such any reduction in quality or delays in supply could have significant adverse effects on customers and consumers. In response, ROHM is strengthening its organizational framework and carrying out business continuity planning (BCP) training in order to minimize risks and maintain a system that enables stable, speedy supply of high quality products.
3. Develop a global workforce that can contribute to the international community	Employment (G4-LA3) Diversity and Equal Opportunity (G4-LA12)	As economies becomes increasingly global, the ROHM Group is establishing production facilities and sales and distribution sites around the world and cultivating a diverse workforce that accepts different backgrounds and values from each local region and works together to create new value.
4. Make considerations for labor practices and thoroughly respect human rights in the value chain	Security Practices (G4-HR7) Supplier Assessment for Impacts on Society (G4-SO9, 10) Supplier Human Rights Assessment (G4-HR10, 11) Supplier Assessment for Labor Practices (G4-LA14, 15) Occupational Health and Safety (G4-LA6, 7) Anti-corruption (G4-SO4)	As the value chain grows, there will be a need to consider human rights in developing countries, improve working environments, and promote anti-corruption activities. The ROHM Group carries out business activities while taking these issues into account, based on international norms such as the UN Global Compact, ISO 26000, and the EICC Code of Conduct. ROHM also strives to comply with the EICC Code of Conduct not only at its own sites, but throughout the entire value chain.
5. Carry out business activities that protect the global environment	Energy and Emissions (G4-EN5, 15, 16, 17, 18, 20, 21) Effluents and Waste (G4-EN23) Water (G4-EN8) Energy (G4-EN3) Supplier Environmental Assessment (G4-EN32, 33)	Societal demands exist for the resolution or alleviation of environmental issues on a global scale, such as limited resources and climate change due to CO_2 emissions, as well as for increased energy conservation. The ROHM Group strives to achieve a sustainable society by not only developing innovative products that resolve environmental issues, but also by reducing the environmental load from manufacturing at all production companies.
6. Contribute to local communities through business activities	Local Communities (G4-SO1)	The development and revitalization of local regions through dialogue with the community in the course of implementing business activities are considered extremely important. In response, as an organization that pursues global expansion, the ROHM Group regularly carries out initiatives to resolve social issues in areas where business is conducted.

Prioritizing Dialogue with Stakeholders

Identifying Six CSR Priority Issues

The ROHM Group regularly creates opportunities for dialogue with stakeholders around the globe while pursuing business activities. We considered the opinions, requests, interests, and concerns received through dialogue from all of our diverse stakeholders and identified CSR priority issues for the ROHM Group in line with ISO 26000 guidelines. The validity of the six CSR Priority Issues specified (previous page) are evaluated from the perspective of stakeholders in a variety of positions, including external experts and specialists. We also periodically review initiatives for the six CSR Priority Issues using the PDCA cycle - to ensure objectivity and confirm the progress of initiatives (Do) aimed at achieving objectives and plans (Plan), perform verification through external audits from third-party organizations (Check), and determine the next objectives and plans (Act).

Dialogue with Customers

Public (Waigaya[1]) meetings

Dialogue with Employees

World Cafe[2]

Dialogue with Local Societies and Regions

Dialog and plant tours with the local community

Dialogue with Shareholders and Investors

Briefings and dialog with investors

Dialogue with Business Partners
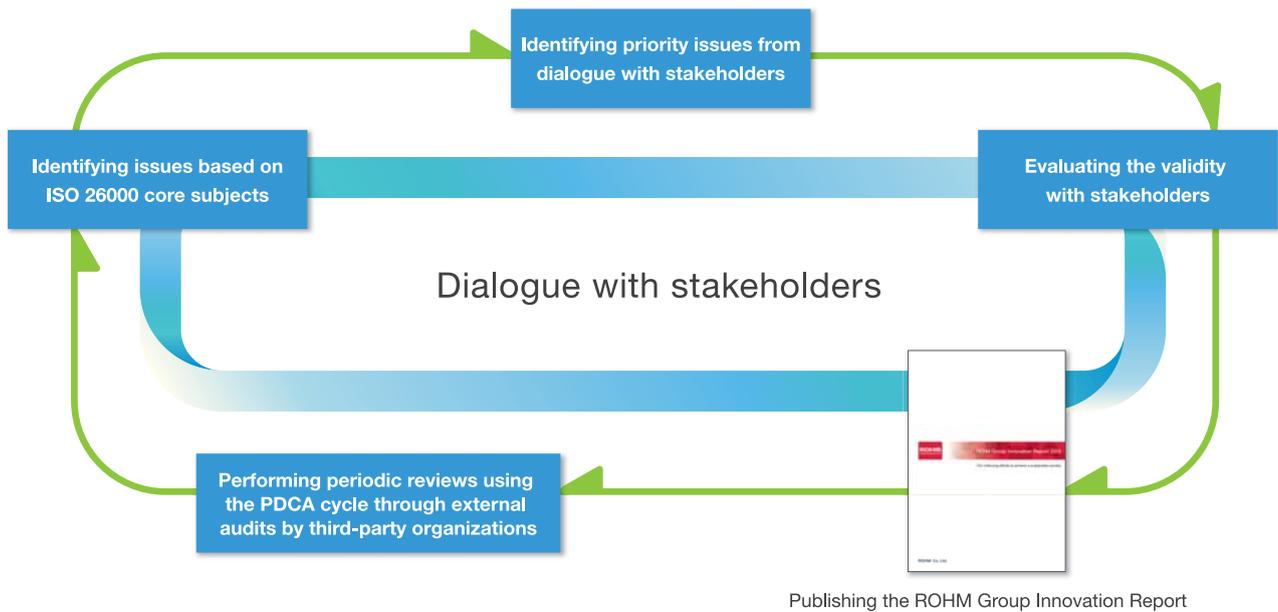
Product development and technological trend briefings

[1] Waigaya Meetings:
Lively meetings that allow the free exchange of ideas.

[2] World Cafe:
Meetings held where everyone can participate in order to collect many ideas in a short period of time

Other dialogue opportunities
http://www.rohm.com/
web/global/csr1/csr-stakeholder

■ Process for Identifying CSR Priority Issues

Identifying priority issues from dialogue with stakeholders

Identifying issues based on ISO 26000 core subjects

Evaluating the validity with stakeholders

Dialogue with stakeholders

Performing periodic reviews using the PDCA cycle through external audits by third-party organizations

Publishing the ROHM Group Innovation Report

The Validity of CSR Priority Issues

As a Third-Party Auditing Organization for EICC Audits

In 2014, Bureau Veritas conducted the EICC Validated Audit Process (VAP) for Japan-based ROHM Group companies. Audits are usually performed when the supplier receives an audit request from a customer. In contrast, the ROHM Group volunteers to receive audits at all its major production companies. The scope of the audits covers not only employees, but also security guards and all other individuals working under contract at the production companies.

Comprehensive training was being provided in preparation of the audits, and we confirmed a high level of operation. We saw firsthand how proactive the company took initiatives, with everyone from the management employees to those in reception responding positively to the audits, for example by talking about the company policies and operation progress in their own words. However, although the level of operations was high, the identification of occupational safety risks was not comprehensive enough and we sensed that there were some environmental issues in which compliance was sufficient but performance could be improved to further fulfill stakeholder expectations. Those were specified and are already being implemented, such as business activities that protect the global environment as priority issues in the report on GRI G4 compliance. Moreover, thorough protection of human rights and considerations for labor practices in the value chain have been embedded and integrated into key management areas of the ROHM Group as systems, and are carried out vigilantly without exception. Initiatives in which the president conveys the importance of these topics to suppliers directly have been evaluated highly by clients and suppliers, leading to a positive cycle in which employees work with a sense of pride for their company. Regarding ROHM's contribution to local communities through business, priority is given to the core business, and the company is committed to contributing to local communities by the long-held mission of 'growth through the resolution of social issues with innovative products.' And although indirectly, I hope that continuing to identify issues and challenges as a third party will help increase transparency within the ROHM Group.

Hisaki Okazaki
Operating Officer
Manager, Global Project,
Customized Service Section,
Bureau Veritas Japan Co., Ltd

ISO 26000 Core Subjects and Activities

Organizational Governance

The ROHM Group considers the position of its stakeholders while aiming for increased corporate value and ongoing growth and strives to improve corporate governance by carrying out business activities rooted in fairness, soundness, and transparency.

Corporate Governance System

Inclusion of multiple independent outside Directors on the Board of Directors

The business environment in the highly competitive semiconductor industry has undergone dramatic changes. As such ROHM's Directors are well-versed in the group's businesses and technologies and hold executive power, as well as the authority to mutually supervise one another. We believe this flexible and highly effective management and governance system suits the company well.

The Board of Directors is comprised of eight internal Directors with executive power and two outside Directors (independent Directors) without executive power who provide comprehensive supervision. This allows the Board to make quick and appropriate decisions based on thorough deliberation and mutual supervision.

Board of Company Auditors comprised of independent outside Company Auditors

ROHM established a Board of Company Auditors to ensure fair and transparent management, comprised of five Company Auditors who are all independent outside Company Auditors. Each Company Auditor reviews the management operations of the Directors by meeting with Directors, attending Board meetings and other important meetings, and carrying out auditing functions to ensure that the activities of the Directors are conducted properly and lawfully.

Corporate Governance Report
http://www.rohm.com/web/global/investor-relations/library/corporate-governance

Internal Audit Division

ROHM has established an Audit Division as an Internal Audit Division. The Audit Division inspects all operations within the ROHM Group, including meetings with employees, examination of documents and forms, inspection of compliance with company rules, and checking of soundness of assets. The division also works together with both Company Auditors and accounting auditors to share audit plans, progress reports, and issues, striving to increase the accuracy of audits.
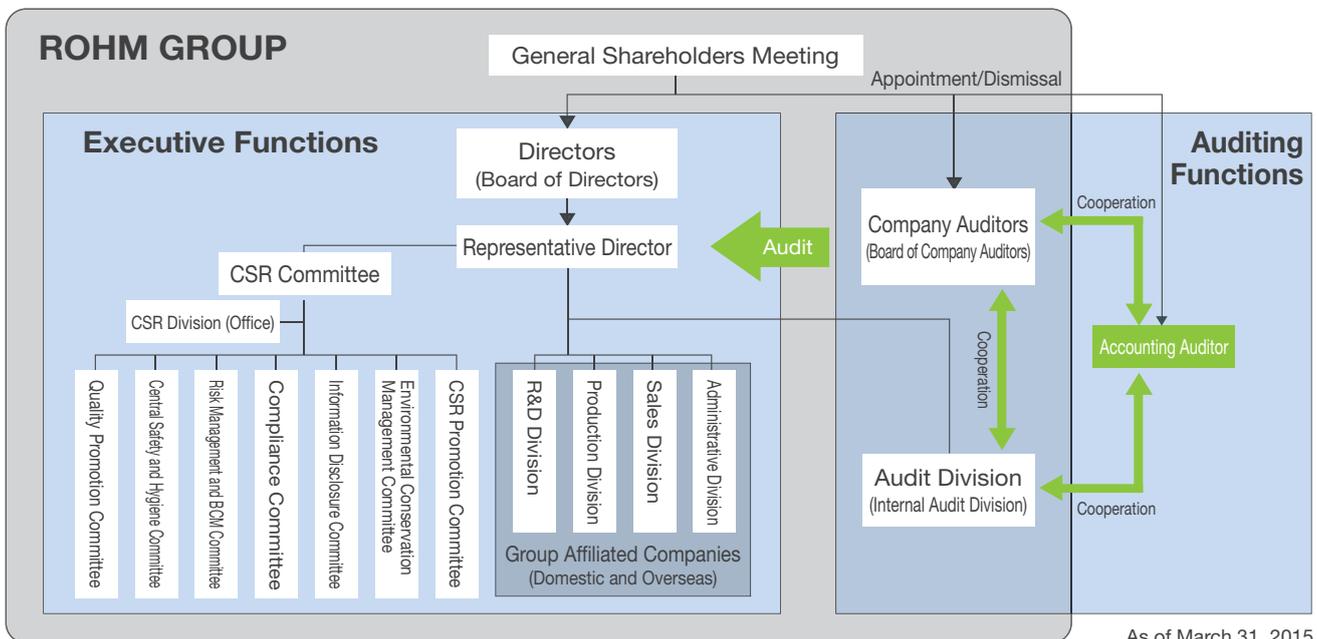
CSR Approach of the ROHM Group

### Contributing to the sustainable development of society

Adhering to the Company Mission, Basic Management Policy, and other objectives and policies has allowed the ROHM Group to contribute to the sustainable growth of the Group and the 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. Fundamental ethical rules for consistently implementing these objectives and policies are specified in the ROHM Group Business Conduct Guidelines.

◼ Corporate Governance Organizational Chart

ROHM GROUP

General Shareholders Meeting

Appointment/Dismissal

Executive Functions

Directors (Board of Directors)

Representative Director

CSR Committee

CSR Division (Office)

- Quality Promotion Committee
- Central Safety and Hygiene Committee
- Risk Management and BCM Committee
- Compliance Committee
- Information Disclosure Committee
- Environmental Conservation Management Committee
- CSR Promotion Committee

- R&D Division
- Production Division
- Sales Division
- Administrative Division

Group Affiliated Companies (Domestic and Overseas)

Auditing Functions

Company Auditors (Board of Company Auditors)

Accounting Auditor

Audit Division (Internal Audit Division)

Audit

Cooperation

As of March 31, 2015

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Organizational
Governance

Although the objectives and policies of the Company Mission and Basic Management Policy remain unchanged, the ROHM Group CSR Basic Policy and Business Conduct Guidelines continue to evolve in line with changing societal demands and the latest international norms, such as the UN Global Compact (UNGC), ISO 26000, and the Electronic Industry Citizenship Coalition (EICC) Code of Conduct, in order to better meet stakeholder expectations.
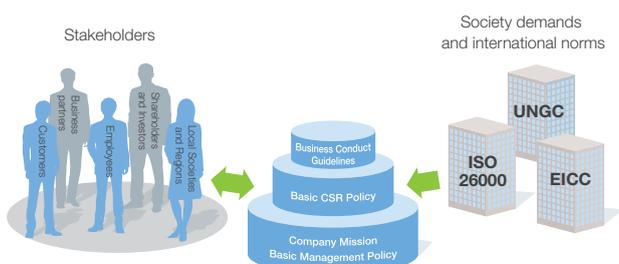
ROHM Group Business Conduct Guidelines
http://www.rohm.com/web/global/rohm-group-business-conduct-guidelines

Electronic Industry Citizenship Coalition (EICC) Code of Conduct

Norms formulated by an organization comprised primarily of electronics manufacturers and major suppliers, involving labor, health and safety, environmental, ethics, and a management system for these areas.

CSR Management

CSR-related decision-making and responsibility

In the ROHM Group, the CSR Committee, comprised of all the directors and division heads with their respective rights, fulfills responsibilities for CSR themes that spans the entire Group, such as the environment, society, and governance, with ROHM's President as the Committee Chairman.

The CSR Committee includes seven subcommittees that make decisions based on discussions about objectives, plans, and performance in each area. Resolutions determined by the CSR Committee are conveyed to ROHM's internal divisions and group affiliates through the seven subcommittees then executed accordingly.

Each member of the seven subcommittees is appointed by the respective committee chairperson at the same time the annual implementation plan is established, after which they begin fulfilling their duties.

The CSR Office acts as both an office for managing the CSR Committee and a liaison with outside auditing organizations for CSR-related topics.

◼ ROHM Group Basic CSR Policy

We conduct business conscientiously from a global perspective and contribute to the sustainable progress of society based on our company policies such as our Company Mission and Basic Management Policy. We also endeavor to establish good relationships with our stakeholders (as exemplified below), gain trust from society, and promote the continued growth of our company.

|	
Customers	ROHM seeks to obtain customer satisfaction and confidence by continuing to supply of high quality products and services in a timely and appropriate manner. ROHM is also open to customer feedback and suggestions, and will evaluate them internally. ROHM places the highest priority on the safety of its products and strives to disclose relevant information as necessary.
Business Partners	ROHM selects its business partners according to equitable and rational criteria. ROHM values the relationship with its business partners and conducts equal and fair transactions for mutual prosperity.
Employees	ROHM strives to ensure a safe and pleasant working environment, respect human values and individuality, and create a fair and appropriate workplace where each employee may demonstrate individual initiative.
Shareholders and Investors	ROHM seeks to continuously improve corporate value and secure appropriate profits in order to provide a steady return to both shareholders and investors. ROHM offers financial information in order to keep shareholders and investors actively informed.
Local Societies and Communities	ROHM works to deepen its relationship with each country and local community, respect their culture and custom, and implement and support social, cultural, and art activities. ROHM also endeavors to preserve the global environment throughout its daily business activities.
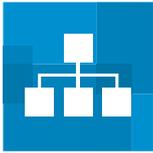
Organizational Governance

Attaining objectivity through external audits by third-party organizations

The ROHM Group receives external audits from third-party organizations (Check) in order to obtain objective evaluations of initiatives (Do) aimed at achieving and completing objectives and plans (Plan) established by the group.

External audits here refer to audits concerning management system certification and customer requests listed in the Management System Acquisition and Operating Status table below.

ROHM has received certification for its management systems in the fields of quality, the environment, occupational health and safety, and information security, and has carried out internal audits as well as received external audits. In addition, ROHM has built an original management system for implementing EICC-related customer audits and internal audits, and voluntarily undergoing external audits. The results are examined by the CSR Committee and the next objectives and plans are determined (Act). In this manner, ROHM utilizes objective evaluations from third parties to carry out the CSR management PDCA cycle.

EICC audits (CSR audits) from customers

Many electronics manufacturers perform EICC audits to verify that their suppliers are meeting CSR criteria, such as the EICC Code of Conduct.

The ROHM Group receives such EICC audits, and considers them important opportunities to improve management quality. Making continuous improvements based on feedback received during these audits allows ROHM to strengthen its CSR management system.

CSR Month

To deepen understanding of CSR management within the ROHM Group, October has been designated CSR Month (since 2013), during which CSR training activities are carried out to educate employees and initiatives are undertaken to respond to EICC audits. By bringing to light the importance of CSR among all ROHM Group employees through CSR Month, the entire group can come together to strengthen CSR initiatives and respond to societal expectations, with the goal of becoming a company selected by stakeholders the world over.

ROHM establishes a management system for all aspects of CSR by receiving EICC audits.

By voluntarily undergoing EICC audits by third-party organizations based on the EICC Code of Conduct, we can check the progress of management systems for quality, the environment, and health and safety certified for key bases within the ROHM Group, build new management systems for labor and ethics that did not previously exist, and carry out the PDCA cycle. Employees are given training for compliance with the EICC Code of Conduct, primarily by the CSR Division as the CSR Committee's Office. In this manner, the collective efforts of the entire group support EICC audits.

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

■ **Management System Acquisition and Operating Status**

Theme		Management System Verification and Customer Requests	Acquisition Status
Product quality		ISO9001	All ROHM Group companies are ISO 9001 certified, while key factories have also obtained ISO/TS 16949 certification.
		ISO/TS16949	
Management quality (quality of business activities)	Environment	ISO14001	Each company in the ROHM Group has built a management system that is compliant with or based on ISO 14001. (ROHM, domestic affiliates, and ROHM Korea Corp. have received third-party certification as an integrated system. Overseas Group companies have created an environmental management system (by self-declaration) based on the ISO 14001 standard.)
	Occupational health and safety	OHSAS18001	ROHM obtained certification in March 2013. Activities are being implemented to acquire certification at domestic and overseas production companies.
	Information security	ISO/IEC27001	ROHM acquired certification in July 2013.
	Labor, health and safety, environment, and ethics management system	EICC VAP audit*	ROHM Group production companies receive audits from a third-party organization every two years.

*EICC VAP audit: VAP refers to "Validated Audit Process." This is a third-party audit to ensure compliance with the EICC Code of Conduct.

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Organizational
Governance

Communication with shareholders and investors

Timely and appropriate IR activities

ROHM has established a Public Relations & Investor Relations (IR) Div. as a division in charge of IR activities. The division actively communicates with shareholders and investors around the world by disclosing business results and other corporate information in a timely manner.

In addition, ROHM has formulated a Disclosure Policy and strives to promptly provide fair and accurate information.

🖥 Disclosure Policy
http://www.rohm.com/web/global/investor-relations/disclosure-policy

Disclosing information on the website

ROHM has created a website that allows shareholders and investors to provide information to private investors in a timely manner.

In addition to disclosure documents such as financial report, annual security report and corporate governance report, the website also contains a wide variety of pertinent investment information, including annual financial report, materials for financial results briefing, and financial data trends.

🖥 Investor Relations
http://www.rohm.com/web/global/investor-relations

Financial results briefings / Information meetings

ROHM holds a financial results briefing by its president and directors twice a year and information meeting to visit investors in overseas by directors and IR officers.

ROHM also actively participates in conferences hosted by securities firms.

Briefings for individual shareholders

ROHM regularly holds briefings in Japan for individual investors in which the Public Relations and Investor Relations Div. staff provides relevant information such as the company overview, business strategy, and performance trends.

Evaluation of Social Responsibility Investment

Social Responsibility Investment (SRI) is a strategy that considers the social, environmental, and ethical aspects of companies as criteria for investment decisions. ROHM has received high marks by SRI evaluation organizations and as a result has been added to a number of SRI indexes.

■ Major SRI Indexes that includes ROHM

FTSE4Good
Index Series

Morningstar Socially Responsible
Investment Index

Stakeholder Voice From an overseas production company

United States of America | **Undergoing EICC audits to earn the trust of customers**

In October 2014, ROHM's production company in the U.S. received an EICC audit from a customer. To prepare for the audit, a CSR audit response team was established in advance that used a checklist of audit items. As a result, we passed the audit with flying colors, to the great satisfaction of the customer.

Stephen G. Hughes

Vice President / CFO
Kionix, Inc.

Human Rights and Labor Practices

The ROHM Group promotes the complete respect for human rights and consideration for labor practices throughout the entire value chain

Respecting human rights in the supply chain

Requesting business partners to observe human rights

The ROHM Group complies with the United Nations' Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights (Ruggie Framework). ROHM therefore includes provisions for human rights, such as the prohibition of inhumane and discriminatory treatment as well as forced or child labor, in its basic transaction agreement and requests that business partners respect human rights by concluding this agreement.

ROHM also implements a variety of educational activities to raise awareness for human rights throughout the entire supply chain, such as holding a briefing to promote CSR procurement, distributing the ROHM Group CSR Procurement Guidelines, and undergoing CSR procurement audits. And going forward ROHM will continue to collaborate with business partners to carry out activities worldwide.

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 established respect for human rights and the prohibition of discriminatory treatment, freedom of choice in employment, prohibition of child labor, and freedom of association as standards in its Basic Labor Policy, and has declared that it will protect the humanity and individuality of each employee while building a comfortable work environment.

ROHM Group Basic Labor Policy
http://www.rohm.com/web/global/csr1/csr-laborsystem

Striving to ensure Decent Work

As set forth in its Basic Management Policy, ROHM's goal is to 'maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, thereby contributing to society,' and has designated a Decent Work Task Force to help ROHM achieve this goal.

This task force has a committee function that oversees labor and ethics management systems. In addition to carrying out activities to prevent overworking, such as establishing working hour management targets, introducing a 'Refresh Day,' and providing employee education, the task force verifies the effects of its activities through risk assessments and internal audits and submits a report during management reviews.

> Decent Work: A major 21st century labor and ethics goal proposed by the International Labor Organization regarding the availability of employment under conditions of freedom, equity, security, and human dignity.

Promoting work-life balance

ROHM is establishing programs to enable continuous employment throughout life events such as marriage, pregnancy, childbirth, child-rearing, and nursing care.

We have been implementing 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.

We have also introduced a system for allowing employees to work earlier or later, increasing the flexibility of working hours to make room for child-rearing or providing nursing care.

Moreover, ROHM has been re-evaluating the importance of volunteer activities following the Great East Japan Earthquake, and subsequently introduced a volunteer leave system in FY 2012.

Human resources development

Supporting employee growth through personnel exchanges worldwide

In FY 2012 ROHM launched a practical training system that sends young employees (mostly in their 20s) to overseas affiliates for a short period of time. Since FY 2013, ROHM has sent about two employees every year overseas to gain practical experience by working under a 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. This program started with managerial staff, and will expand to other positions throughout the company in FY 2015.

ROHM is also actively engaged in a system for hosting employees from overseas subsidiaries at its head office for practical training for a set period of time. In FY 2014 ROHM hosted 11 employees (mostly R&D and sales staff) from China, South Korea, and the Philippines.

Upon returning to their home countries, they are expected to develop into personnel who will support the future of local subsidiaries and play an active role in communicating with Japan.

ROHM Workshop

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities
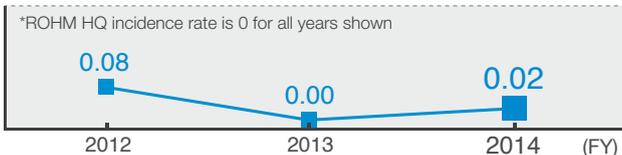
Human Rights and
Labor Practices

Occupational health and safety

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

ROHM carries out risk assessments and internal patrols through its Central Health and Safety Committee, with the goal of zero work-related injuries. These efforts have resulted in zero accidents in the last 20 years that require time off from work as of FY 2014.

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.

Awards ceremony at an overseas production company

The production company in the Philippines was awarded a bronze prize from the Philippine Department of Labor and Employment for its excellent results on health and safety initiatives.

■ Incidence Rate (ROHM Group)

*ROHM HQ incidence rate is 0 for all years shown

0.08   0.00   0.02

2012   2013   2014   (FY)

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

■ Severity Rate (ROHM Group)

*ROHM HQ severity rate is 0 for all years shown

0.0002   0.0000   0.0006

2012   2013   2014   (FY)
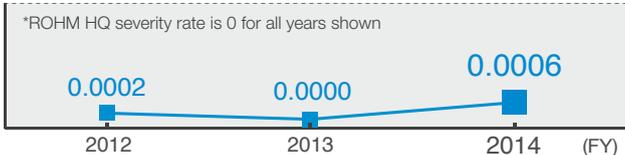
$$\text{Severity Rate (Severity of Disaster)} = \frac{\text{Total Number of Work Days Lost}}{\text{Total Labor Time}} \times 1,000$$

■ Ref.: Electronic component, device, and electronic circuitry manufacturing industry average   Incidence Rate: 0.24 / Severity rate: 0.01
Source: 2013 Workplace Accident Trend Survey, Ministry of Health, Labor and Welfare
Taken from the general results [of the business establishment survey (with 1000 or more people) and the general construction industry survey]

Promoting employee health

Health promotion program at overseas production company

The production company in Thailand provides employees and cafeteria chefs with dietary education in cooperation with the Thai Health Promotion Foundation, a specialized agency of the Thai government.

In addition, a health station has been established in the company's convenience store that sells health drinks and has a scale and blood pressure monitor available free for use, establishing a system to increase health awareness among employees.

Stakeholder Voice   From a specialized agency of the Thai government

Thailand

Working together with the Thai Health Promotion Foundation (Thai Health*) to implement a health promotion program

In Thailand, there are few companies even today in which management staff and other employees share their views on the importance of workplace health promotion and where employees' health and happiness are promoted. In response, the ROHM Group's production company in Thailand utilizes Thai Health's 'Happy Workplace Program' to maintain a mid- to long-term vision in which the company comes together to achieve a healthy and comfortable work climate. We were extremely impressed by their sincere efforts.

*Thai Health: A specialized agency of the Thai government dedicated to promoting health in Thai citizens

Shigeru Yamato
Director
Happy Workplace International Project
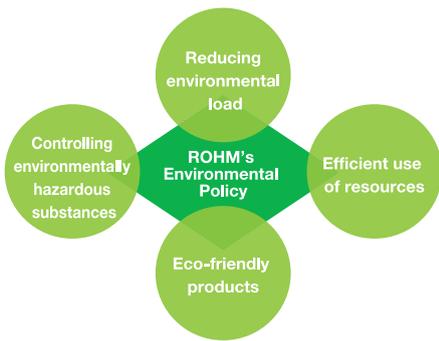Thai Health Promotion Foundation

Environment

The ROHM Group carries out various activities to protect the global environment centered around its environmental policies

Initiatives to protect the global environment

The ROHM Group carries out various activities centered around its environmental policies. We believe that corporate activities that contribute to the environment involve both creating eco-friendly products and reducing the environmental load caused during manufacturing.

In particular, ROHM is proactively working to reduce emissions of CO_2 and other greenhouse gases generated through its business activities to prevent global warming.

We will also establish long-term targets and policies to protect biodiversity and take on initiatives to contribute to a sustainable society.

- Reducing environmental load
- Controlling environmentally hazardous substances
- ROHM's Environmental Policy
- Efficient use of resources
- Eco-friendly products

Detailed information about the environment (Environmental Data Book)
http://www.rohm.com/web/global/environment

Reducing environmental load

Reducing the emission of CO_2 and other greenhouse gases

(1) Reducing 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 fixture as well as total energy consumed in the office in order to eliminate unnecessary energy use. These measures are expanded horizontally throughout the Group.

■ Changes in CO_2 emissions due to energy consumption

(Thousands of Tons of CO_2)

295,000 tons reduction

BM	2010	2011	2012	2013	2014
868	707	648	587	555	573

(FY)

Benchmark (BM): 2005 (benchmark year of the 19th Conference of Parties of United Nations (UN) Conventions on the UN Framework Convention on Climate Change)

(2) Reducing greenhouse gas emissions

PFC (perfluorocarbon) gases have a far higher greenhouse effect than CO_2. As such ROHM is continuously working on reducing emissions, even after reaching electric and electronic sector targets two years ahead of schedule, in 2008, for example by installing devices to remove PFC gases at all group companies.

In 2014, ROHM received an award from Kyoto City for its excellent results from greenhouse gas emission reduction activities from FY 2011 to 2013, and was given an 'S' grade based on an overall evaluation of its system of written plans to reduce emissions.

■ Changes in PFC gas emissions

(Thousands of tons of CO_2)

191,000 tons reduction

BM	2010	2011	2012	2013	2014
297	118	112	98	90	106

(FY)

Benchmark (BM): 1995 (Kyoto Protocol benchmark year)
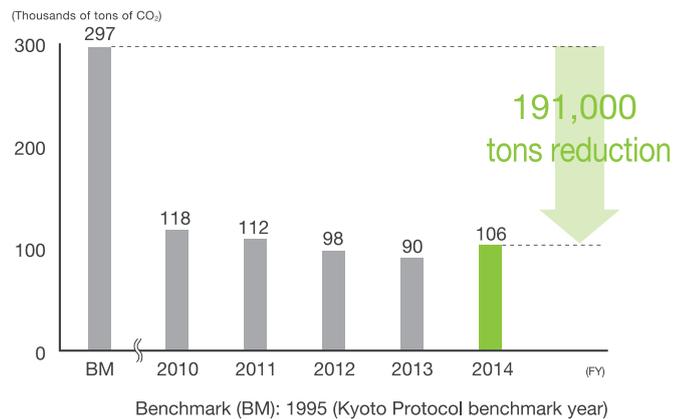
(3) Reducing greenhouse gases in the value chain

Assessing the volume of greenhouse gas emissions not only at ROHM but throughout the value chain is becoming increasingly demanded by society. ROHM takes efforts to reduce CO_2 emissions from all its business activities and has expanded the range of its estimates to cover Scopes 1, 2, as well as 3, calculating CO_2 emissions for the entire value chain.

■ Items disclosed by ROHM in Scopes 1, 2, and 3 (in blue)

Scope 3: Upstream
- Purchased goods and services
- Capital goods
- Fuel- and energy-related
- Waste from each site
- Business trips
- Employee work (attendance)
- Leased assets

Scopes 1 and 2: The Company (ROHM)
- Indirect emissions from energy sources such as purchased power
- Direct emissions from the use of fuel or industrial processes at ROHM

Scope 3: Downstream
- Processing of products sold
- Use of sold products
- Disposal of sold products
- Leased assets

CO_2 — Transport and shipment

ROHM SEMICONDUCTOR

CO_2 — Transport and shipment

Efficient use of resources

Reducing waste emissions and promoting resource recycling

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

In addition, the ROHM Group has defined a waste recycling rate of at least 99% as 'zero emissions,' and even after reaching this target at all domestic companies in 2004, the Group continues to strive towards a true 100% recycling rate (99.98% in FY 2014).

Eco-friendly products

With a goal of resolving social issues through innovative products, the ROHM Group has developed an environmental contribution evaluation sheet to numerically and objectively assess the extent to which new products contribute to the environment compared with previous models in the new product development stage, and is building a system for comparing environmental and CO_2 reduction performance.

In particular, the introduction of a mechanism to improve the development ratio of eco-friendly products that can reduce CO_2 emissions during usage is being promoted in collaboration with the development department, and in FY 2014 this ratio reached 70%.

Third-party verification

ROHM received third-party verification of its environmental impact data using the following points by Bureau Veritas Japan in order to provide information disclosure to society in a more transparent and reliable manner.

Verification Scopes: Scope 1, 2: 12 domestic bases / Scope 3 Category 4: Transport and delivery (upstream): 8 domestic manufacturing plants, 1 domestic logistics center, 6 overseas plants, 10 overseas sales companies, and product transport between domestic and international customers.

Verification Report

Performing verification (Comments from a verifier)

By verifying the aggregate calculations at ROHM Headquarters and 12 bases in Japan, we confirmed that the figures for each base were being calculated according to procedure and faithfully reported to Headquarters, and that Headquarters itself was performing highly reliable calculations using automated calculation software, with the expectations that the effects of these initiatives will spread throughout the entire group.

Yoshikazu Hashimoto
Lead Auditor
Auditors Group, Technical Department
Bureau Veritas Japan Co., Ltd.

Stakeholder Voice From an overseas production company

Germany | ## Significantly reducing CO_2 by introducing thermal heat pumps

The production company in Germany previously utilized high power-consuming cooling tank/chiller to reduce heat generated during the production process. In addition, heaters were used in the winter to heat the clean room and other facilities, consuming even more power. This made it difficult to reduce CO_2 emissions. In response, in 2012 thermal heat pumps were installed as heating equipment that use the heat generated in the production process, resulting in the reduction of about 350 tons of CO_2 over two years, helping to decrease environmental impact and prevent global warming.

Randolph Ketterer
Leader
Procurement and Facility Department
SiCrystal AG

Fair Operating Practices

The ROHM Group oversees the entire value chain
and strives to do fair business globally

Compliance

ROHM Group Business Conduct Guidelines

The ROHM Group translates its Business Conduct Guidelines, which clarify basic ethical rules that must be observed in daily business activities, into seven languages and promotes their use at all group companies. In addition, opportunities for employee education at the company, such as workshops and legal e-learning, along with awareness-raising activities are offered to increase and ensure compliance.

ROHM has also established basic ethics policies as an ethics standard that must be followed by all members of the ROHM Group. In FY 2014, department workshops were held and education and awareness programs conducted during the month of October, which has been designated CSR Month.

ROHM Group Business Conduct Guidelines

ROHM Group Business Conduct Guidelines
http://www.rohm.com/web/global/rohm-group-business-conduct-guidelines

Compliance hotline

ROHM has set up a compliance hotline for providing consultations and receiving non-compliance reports from all employees, including non-regular employees working at any of ROHM's companies in Japan. This allows swift assessment of compliance breaches and enables ROHM to take appropriate measures.

Compliance hotlines have also been established at overseas affiliates and set up for business partners at ROHM Headquarters and major domestic production companies.

In FY 2015, ROHM plans to install whistle-blowing liaisons at outside law office for domestic group companies to increase transparency of the compliance hotline system.

Compliance hotline for business partners
http://micro.rohm.com/ssl/en/contact/compliance/input_s.php

Promoting social responsibility throughout the value chain

Expanding CSR throughout the entire supply chain

The ROHM Group considers the permeation and adoption of CSR throughout the supply chain an important mission of the corporation, and pursues CSR procurement activities accordingly. In FY 2014, six overseas production companies in the Philippines, Thailand, Malaysia,

China (Dalian and Tianjin), and South Korea held CSR procurement promotion briefings for 208 business partners. During these briefings, presenters explained the CSR procurement approach and initiatives of the ROHM Group, shared information about CSR, and received proposals on how to achieve mutual cooperation and growth.

CSR procurement audits were launched in December 2013 and held at 15 business partners in FY 2014 (9 domestic, 6 overseas). During these audits, compliance with the EICC Code of Conduct was verified by inspecting documents and plants, and a CSR partnership was established with business partners.

In addition, ROHM revisits audited locations to check on the progress of proposed revisions and exchange opinions, striving towards further the permeation of CSR.

In FY 2015, the group will continue to enhance and expand CSR procurement audits for overseas business partners.

CSR Procurement Audit

ROHM visits business partners to carry out CSR procurement audits

To respond to CSR promotion in the global supply chain that is demanded by society, in May 2014 members of the production company in Malaysia along with procurement staff from ROHM Headquarters and the Thai production company visited business partners in Malaysia to perform CSR procurement audits. During the audits, documents and processes were checked and business partners were asked to comply with the EICC Code of Conduct. Going forward, we will continue to build a win-win relationship with business partners in CSR procurement through follow-up audits and other activities.

Wong Pui Li
Deputy General Manager
Administrative Division
ROHM-Wako Electronics (Malaysia)
Sdn. Bhd

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Fair Operating
Practices

Responding to conflict minerals
(Conflict-free measures)

The 2010 Financial Reform Bill, enacted in the United States in July 2010 and then adopted as a regulation by the U.S. Securities and Exchange Commission (SEC) in August 2012, stipulates that companies listed with the SEC must survey its supply chain on the use of conflict minerals (gold, tin, tantalum, and tungsten), which are a major source of funds for armed insurgents and rebel forces in Congo and neighboring areas. The ROHM Group surveys and specifies conflict-free smelters for each product in the supply chain. And going forward, ROHM will further promote efforts to prevent the use of conflict minerals and ensure worry-free adoption of ROHM products.

Intellectual property

Patent application and patent trends

To efficiently utilize created inventions, ROHM actively pursues patent prosecution overseas. In particular, applications are made in countries such as the United States and also other than the United States in view of markets and competitors.

In addition, ROHM manages its assets and expenses appropriately by reviewing patents whether they show no prospect for utilization in products or services from ROHM and/or other companies or not, thereby ensuring effective use of patent rights.

Risk management and BCM

Risk management and BCM system

ROHM Group business activities affect the economy, environment, and society in a variety of ways, and those effects which are positive are considered 'opportunities' for the group, linked to CSV and further development.

Conversely, adverse effects that arise or may arise are considered 'risks,' and ROHM takes measures to prevent, reduce, and minimize those risks. The Risk Management and BCM Committee, which is a subcommittee of the CSR Committee, is responsible for considering risk measures. Maps of risks related to not only natural disasters, but also human rights and the environment, are revised four times a year at committee meetings. Among those risks, an extremely important one is the potential for adverse effects on customers and society as a whole due to reduced production or shutdown at production companies caused by natural disasters, making it imperative that we focus efforts on Business Continuity Management (BCM).

Business continuity planning (BCP) drills are also held at each production company to spread awareness about BCP and verify its effectiveness.

BCP training at the Thai production company
(drill to assemble flood protection walls and start up water drainage pumps)

Stakeholder Voice From an overseas production company

China | ## Briefing on the promotion of CSR procurement for suppliers

A CSR procurement promotion meeting was held in November 2014 at the production company in Dalian, China, where 67 business partners from 41 companies were invited. The briefing covered initiatives towards ROHM's goals of 'building a sustainable society' and achieving 'continuous growth for ROHM and society', and was followed by many questions from business partners, resulting a lively discussion. In the future we will continue to share information with our business partners and pursue efforts towards building an even better supply chain.

Qu Jun
Manager, Purchasing Department, Administration Division
ROHM Electronics Dalian Co., Ltd.

Consumer Issues (Customer Support)

The ROHM Group pursues quality first and carries out a mission of supplying society with high quality products and contributing to the development of society.

Quality Assurance

Pursuing quality first

The ROHM Group pays close attention to the development and design of new products, from process design to production system development, raw material arrangement, and all aspects of the manufacturing process. All employees, from sales to management, strive for 'Quality First' in their daily activities to achieve customer satisfaction. And all employees are extensively trained to maintain and utilize the quality assurance system in order to continue these activities.

Quality Promotion Committee

To ensure world-leading quality by improving quality improvement activities from a customer's perspective across the entire organization, Quality Promotion Committee were established at 14 major domestic and overseas production companies.

The committees are tasked with strengthening quality from a customer's viewpoint and establishing specialized teams for developing a superior quality assurance system that meets customer demands for high quality products. Through this system, all employees can work together to provide products and services that achieve even higher customer satisfaction than before, earn the trust of stakeholders, and contribute to society.

Quality Forum 2014

As part of the ROHM Quality Forum 2014 held at ROHM's headquarters in December, small group activities for quality improvement were conducted at all ROHM Group production companies for the purpose of increasing quality and expanding activities horizontally throughout the entire group.

At the Quality Forum, as many as 150 workers and management supervisors from production companies all over the world responsible for carrying out daily improvement activities gathered together and presented the results of their small group activities. By sharing the results from each location and expanding them horizontally throughout the group, the level of quality improvement activities were increased even further.

Also, at these ROHM Group production companies, participants are relating what they learned at the Quality Forum to their own quality improvement activities, enhancing their individual capabilities.

QA / Design Center

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.

The QA Center staff are fully-versed in the latest technologies, provide community-oriented support, and conduct detailed analyses of past quality issues from every aspect in order to determine the root causes of problems in cooperation with the

ROHM Group Quality & Design Global System

Düsseldorf
Seoul
Shanghai
Shenzhen
Bangkok
Bangalore
Singapore
Taipei
Kyoto
Yokohama
Santa Clara
San Diego
Detroit

- QA Center
- Design Center

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Consumer Issues
(Customer Support)
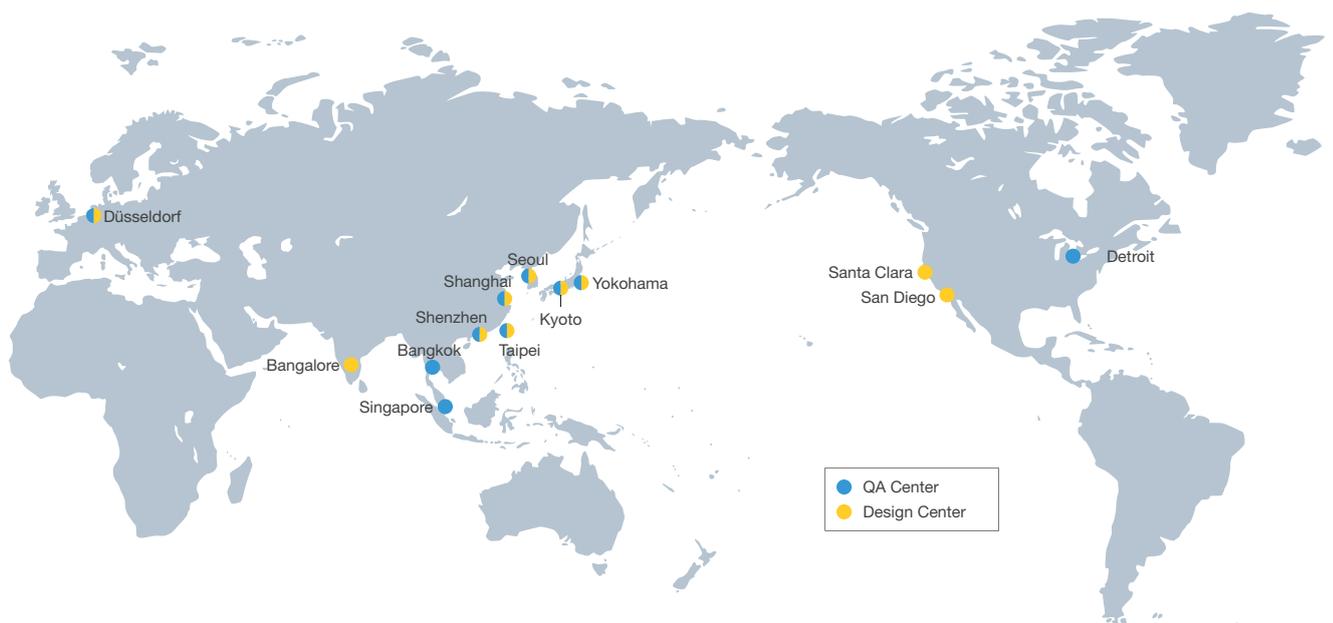
Quality Division at ROHM HQ and take corrective actions to prevent recurrence.

Also, for product development and design, Design Centers have been established as development bases around the world to accurately determine customer needs and quickly provide products that meet those needs. In addition, ROHM is pursuing true globalization by employing local developers and designers to develop new products tailored to local needs.

Improving material quality through business partnerships

In the past as well, ROHM has shared quality targets with business partners and carried out activities with a philosophy aimed at achieving a high level of quality through these partnerships. In FY 2014, ROHM took the opportunity to make November the national quality month each year, during which stakeholder dialogues are held between executives at partner companies and ROHM in order to share their respective approach to quality. In addition, for ROHM Group quality assurance, we created a Supplier Quality Management Manual in Japanese, English, and Chinese, containing a straightforward summary of materials for the automotive and general electronics industries, and distributed this manual to suppliers. In the future we will continue to cooperate with business partners to build and strengthen an even more integrated global supply chain.
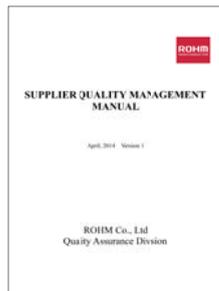
Supplier Quality
Management Manual

Working together as a group to improve customer satisfaction

An essential requirement for earning greater trust from customers is providing prompt support from nearby locations. At the development and sales company in Taiwan, the sales, development, quality, and management staff come together to hold workshops about such topics as, "What is the 'S' in QCDS (Quality, Cost, Delivery, Service)?", in order to provide the best support possible. Moving forward we will continue to improve our sales skills and promote thorough permeation of ROHM's DNA to further increase customer satisfaction.

Olivia Liao
President (Attorney-at-Law)
General Manager of Administration Division
ROHM Semiconductor Taiwan Co., Ltd.

Protection of confidential information

Initiatives based on information security management

ROHM's Strategic Information Systems Division acquired ISO/IEC 27001 certification for information security management systems and is currently implementing these systems. ROHM will also make ongoing improvements to its security level based on these systems to reduce the business risk to stakeholders.

Stakeholder Voice From an overseas production company

Malaysia | ## Sharing quality improvement examples at the Quality Forum 2014

We participated in the Quality Forum 2014 held at the production company in Malaysia, during which we presented past examples of quality improvement and representatives from each company shared their own examples. I believe that this forum will not only lead to better work efficiency, but also a safer, more comfortable work environment and realization of the ROHM Production System* that was launched. This Quality Forum was an excellent opportunity to renew our awareness of the importance of quality.

Norma Adariah Bt. Derani
PSM/PMDU Middle Process DIODE 1
ROHM-Wako Electronics (Malaysia) Sdn. Bhd.

Community Involvement and Development

By globally pursuing social contribution activities centered on the three axes of Education, Culture & Exchange, and Environmental & Community Contribution, the ROHM Group contributes to the sustainable progress of society

Social contribution activities

Education
Promoting the development of next-generation human resources with rich humanity and intellect using ROHM Group technologies.

Culture & Exchange
Revitalizing local communities and ROHM by actively implementing cultural exchanges within and outside the company.

Environmental & Community Contribution
As a corporate citizen, strive to protect the environment and carry out activities actively and autonomously.

Disaster area relief efforts

Relief for flood-stricken areas in Malaysia

In December 2014, the Northeast region of the Malay Peninsula in Malaysia was hit by severe flooding. The ROHM Group donated approximately 5 million yen to the Kelantan government to assist victims of the disaster and aid in the recovery of flooded areas. Led by the CSR Promotion Committee comprised of company employees, the production company in Malaysia donated emergency supplies such as water and food to local residents, and around 80 employees participated in cleanup activities at local schools for disabled children.

Donations at a local elementary school

Arigato-Bon

Since December 2012, the ROHM Group has supported the Arigato-Bon project run by Shinrai Zaidan, and participated in a number of activities. Arigato-Bon is a charitable program that contributes to society through the donation of books, CDs and other items no longer needed.

As of March 2015, over 15,000 donated items have been collected at domestic ROHM Group companies, and the support network for children affected by the Great East Japan Earthquake continues to grow.

Sponsoring the Red Bear Survival Camp

ROHM's Thai production company helped sponsor the Red Bear Survival Camp (co-organized by the Japan Foundation Bangkok Japan Culture Center and Plus Arts NPO), where children have fun while learning how to survive a disaster. As many as 160 elementary school students participated, with ROHM employees volunteering as teachers.

Children participating in an organized event at an elementary school in Bangkok

Workshop teaching the importance of teamwork through fun games

Working together with children to improve local disaster readiness

Since 2011, Thailand has been hit by floods, earthquakes, and other natural disasters, increasing the need for disaster prevention knowledge. We participated in the Red Bear Survival Camp where children, who represent the future, have fun while learning what to do in the event of a natural disaster. I hope that the children were able to increase their disaster readiness and will share their newfound knowledge with those around them to increase the level of response and readiness of their entire community. We felt a great sense of pride in being able to contribute to local society through such an activity.

ROHM Integrated Systems (Thailand) Co., Ltd.
MCR Division
Assistant Section Manager

Prasit Sarboonma

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Community Involvement
and Development

Education

Activities for future engineers

Holding manufacturing classes for elementary, junior high, high school, and university students

In recent years, there have been fewer opportunities for children to experience manufacturing, and as a result interest is waning. In response, ROHM supports young engineers by holding manufacturing classes at the company for students from elementary school to university.

For the elementary school student classes, ROHM collaborated with the Kyoto City Board of Education to provide an opportunity for the children to experience the joys of manufacturing by first teaching them about light's three primary colors and the energy-saving effect of LEDs, then having them combine a 3-color LED with a resistor (ROHM's pioneering product). ROHM also participated in the Japan Super Science Fair (JSSF), sponsored by Ritsumeikan Senior High School, in which high school science students from all over the world gathered to share their ideas, knowledge, and dreams. In addition to giving a class on its technologies during the fair, ROHM allowed students to tour its headquarters and encouraged high school students to become the next generation of engineers.

Manufacturing class for elementary school students

Sponsoring NHK Students Robocon and Asia-Pacific Broadcasting Union (ABU) Robocon

ROHM sponsors various activities to support young engineers. One such activity is the NHK Students Robocon / ABU Robocon (Asia-Pacific Robot Contest). The ABU Robocon 2014, held in Pune, India in August 2014, saw engineering teams from 17 countries participate in the competition, where they brought parent and child robots to compete in match play and speed challenges.

Students competing in challenges

Academia-industry collaboration with universities in Japan and abroad

Collaboration with research institutes, universities and companies in different fields

To develop technology that can contribute to the advancement of culture and society, ROHM believes that it is necessary for research organizations, universities, and companies in different fields to establish good relationships and work together. In particular, to promote global industry-academic collaboration, ROHM actively pursues partnerships not only in Japan, but also in the U.S., China, and other countries, with the aim of conducting state-of-the-art research and developing products that fulfill local needs.

Stakeholder Voice From The Ritsumeikan Trust

Japan | **Japan Super Science Fair (JSSF) 2014**

Fair participants showed great interest in the semiconductor manufacturing process in the clean room, as exemplified by the steady stream of questions received during an explanation on the latest sensors. This was an exciting moment during the ROHM company tour for high school students from around the world. JSSF in 2014 was hosted by Ritsumeikan Senior High School, during which ROHM participated by holding a class for students in addition to giving a company tour. In the class, the students were given the chance to discuss how sensor networks could change the future. I sensed how important this opportunity to learn about the latest technologies used in the real world was for the students based on their enthusiastic response. And I hope that some of these students will grow up to become outstanding scientists and engineers that will help to advance the future of science and technology.

Hiroshi Tanaka,
Director, Division of Integrated Primary and Secondary Education,
The Ritsumeikan Trust
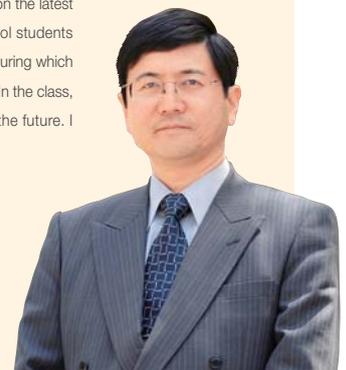
♫ Culture & Exchange

Contributing to music culture / Activities that support local culture

ROHM Theatre Kyoto

To show its support for the music arts, ROHM recently acquired the naming rights for Kyoto Kaikan, a cultural institution treasured by the citizens of Kyoto for over 50 years.

With the cooperation of the city of Kyoto, beginning in January 2016 and continuing for the next 50 years, Kyoto Kaikan will change its name to ROHM Theatre Kyoto.

We hope that ROHM Theatre Kyoto will continue to be widely cherished as a center for Japanese culture.

Conceptual rendering of ROHM Theatre Kyoto (Location: Okazaki, Sakyo Ward, Kyoto)

🖥 ROHM Theatre Kyoto Website
http://www.rohm.com/web/global/rohm-theatre-kyoto

Public Interest Incorporated Foundation - ROHM Music Foundation

The ROHM Music Foundation, a Public Interest Incorporated Foundation, was established in 1991 with the goal of promoting and developing music culture. In FY 2014 scholarships were given to 49 students, and the new concert series Friends Concert was held by former scholarship students enrolled at music schools around the world. The total number of scholarship students that have been given out thus far is 399. The Foundation also hosts the Kyoto International Music Students Festival to promote international exchange and nurture young musicians, holds music seminars to foster professional musicians, and sponsors music-related performances and research. (Costs for FY 2014: approx. 593.33 million yen)

🖥 ROHM Music Foundation Website
http://micro.rohm.com/en/rmf/index.html

Kyoto International Music Students Festival 2014

Friends Concert performed by former scholarship students

Stakeholder Voice From an international conductor

(Top) Seiji Ozawa Music Academy Opera Project XIII: Ravel's "The Child and the Magic Spells"
(Bottom) Opera for children as part of the same project
©Michiharu Okubo

🔴 Japan | Activities for the education project (Seiji Ozawa Music Academy)

Thanks to ROHM's sponsorship, we were able to put on an opera this year as well, titled 'Seiji Ozawa Music Academy Opera Project XIII: The Child and the Magic Spells.' Thank you very much. Once again I was able to see the students' remarkable growth over the one month of practice leading up to and including the actual performance. This is our continued aim, which remains unchanged since opening the Seiji Ozawa Music Academy with ROHM's Chairman Emeritus, Ken Sato, in 2000. And as a new challenge this year we put on an 'Opera for Children' in Kyoto, where about 2,000 children, mostly in 3rd or 4th grade, listened to the Japanese version of 'The Child and the Magic Spells' prepared especially for that day. I hope that this performance instilled a love of music in the children.

Seiji Ozawa,
Conductor
Director and Music Director
Seiji Ozawa Music Academy

©Shintaro Shiratori

Management
Quality Innovation

ISO 26000 Core
Subjects and Activities

Community Involvement
and Development

Environmental & Community Contributions

Contributing to the community and protecting the environment

Thoughtful energy consumption during Christmas illumination

For approximately one month in 2014, from November to December, ROHM decorated its headquarters with holiday LED lights.

And in consideration of the environment, we worked to reduce greenhouse gas emissions while cooperating with the local community by using green power generated from natural energy sources (i.e solar, wind, hydraulic, and biomass) and utilizing the Kyoto CO_2 emissions trading system.

Decorative holiday LED lights

Social and environmental contribution through innovative products

Using EnOcean at Taimadera temple

ROHM installed a maintenance-free EnOcean wireless switching system that eliminates the use of batteries or wires at Taimadera temple (Katsuragi, Nara), marking the first case of this system being used in a temple or shrine in Japan.

Taimadera temple is a building with significant historical value, and as such there were concerns about the impact installing LED lights would have on the building's structure due to the substantial amount of construction required for switch wiring. However, it was possible to minimize structural impact and subsequently obtain approval by the Agency for Cultural Affairs by utilizing EnOcean's system.

EnOcean's wireless communications technology, which uses energy harvesting (environmental power generation), is already highly regarded in Europe where it has been adopted in a wide variety of buildings as well as historical structures.

In the future, in addition to lighting switches, this technology shows promise for security applications such as anti-theft and trespass prevention systems.

EnOcean wireless switch (left) used in Taimadera temple (right)

Stakeholder Voice From an overseas production company

Philippines | Activities to raise awareness about dengue fever in the region

In the Philippines, dengue fever has become a significant problem in the region, especially among 1- to 12-year-olds. In response, the production company in the Philippines collaborated with the Department of Health to hold educational activities directed at preventing dengue fever and helping to provide a full understanding of the importance of a clean environment. In the future we hope to continue contributing to local communities.

Elenel Manlapao
Chairman,
Employee Management Council
Community relations
ROHM Electronics Philippines, Inc.

CSR Targets / Plans and Results

The ROHM Group pursues global CSR management based on ISO 26000. In addition to strengthening the system and complying with ISO 26000, ROHM is extracting priority issues across the entire value chain and establishing themes for initiatives, plans and targets.

ISO 26000 Core Subjects	Initiative Themes	FY 2014 Targets/Plans	FY 2014 Results	Evaluation
Organizational Governance — CSR management system maintenance and improvement	Strengthening the CSR system	•Hold EICC audits at 6 domestic production company	•Received EICC audits at 8 key domestic production companies including ROHM Headquarters •Established a new CSR Division at ROHM Headquarters	★★★
	Promoting CSR activities based on international initiatives and guidelines	•Implement training on how to respond to EICC audits •Hold CSR seminars at bases that did not do so in 2013 (in the US, Taiwan, and South Korea) •Conduct CSR awareness surveys and hold e-learning seminars during CSR Month	•Held EICC audit compliance training for employees, contract employees, and resident business partners at 8 key domestic production companies, including ROHM Headquarters •Held CSR seminars at overseas companies where they were not held in 2013 •Conducted CSR awareness surveys and training during CSR Month	★★★
	Maintaining and improving the quality management system	•Continue maintaining and improving the ISO 9001 management system *Maintain and improve the ISO/TS 16949 management system for automotive-grade products	•Maintained and improved ISO 9001 quality management systems and renewed ISO 9001 and ISO/TS 16949 certifications	★★★
	Maintaining and improving the environmental management system	•Continue maintaining and improving the ISO 14001 management system within the ROHM Group	•Obtained expanded ISO 14001 certification at ROHM's Yokohama Technology Center and LAPIS Semiconductor	★★★
	Maintaining and improving the occupational health and safety management system	•Promote increased implementation of OHSAS 18001 self-certification at major production companies in Japan and overseas	•To increase objectivity, changed plans from self-declared certification to third-party certification and prepared systems for receiving certification	★★★
	Protection and appropriate management of information	•Renew ISO 27001 (Information Security Management System) certification to continuously improve the security level	•Renewed ISO 27001 certification	★★★
	Holding stakeholder dialogues	•Continue to hold stakeholder dialogues with government agencies, NPOs and NGOs, and promote the development of products that can help resolve social issues through CSV	•Held stakeholder dialogues with government agencies, NPOs and NGOs (Conducted meetings regarding collaborative research at the 1st Kyoto University – UC San Diego Joint Symposium and with the Organization for Small & Medium Enterprises and Regional Innovation, Japan, to match small- and medium-sized businesses with technologies, etc.)	★★★
	Building a labor and ethics management system	•Continue to expand the labor and ethics management system throughout the ROHM Group	•Established a dedicated labor and ethics committee at ROHM Headquarters and key ROHM Group production companies and implemented management systems	★★★
Human Rights / Labor Practices	Respecting human rights	(FY 2014 Targets/Plans have been moved to "Fair Operating Practices")	•Held EICC study groups based on items concerning respect for human rights in the EICC Code of Conduct and received EICC audits •Implemented CSR procurement self-assessment	—
	Promoting diversity and creating a comfortable work environment	•Create a workplace culture that enables active participation by women and review the personnel system •Improve workplace culture through a ROHM Communication & Motivation Committee aimed at the cyclical growth of all employees	•Began building a workplace and systems that make it easier for women to work, for example by introducing a flexible short-hour work system •Encouraged active feedback from employees through the ROHM Communication & Motivation Promotion Committee	★★★
	Developing human resources responsible for global businesses	•Expand next-generation leadership training to younger employees (second rank) •Actively carry out recruitment activities in Europe, the US, and Asia to secure global staff •Continue language learning support (providing a suitable environment and opportunities) •Carry out discussions aimed at building a global HR system for sharing information throughout the group	•Implemented new next-generation leadership workshops for younger employees •Carried out activities to recruit a diverse staff in Europe, the US, and China •Strengthened internal global education, for example through in-house language schools •Began introducing a global human resources system	★★★
	Establishing a safe work environment	•Expand the occupational health and safety management system in order to continue to achieve zero work-related injuries within the ROHM Group •Implement a fair and transparent human resources and payroll system •Launch operation of a new work shift management system to achieve appropriate labor management	•Began establishing an occupational health and safety management system to obtain third-party OHSAS 18001 certification •Rolled out a new personnel and payroll system in April 2014 aimed at fair evaluation and treatment •Introduced a new work management system in April 2014 to better optimize management of working hours	★★★
Environment — Deploying measures centered on medium-term targets for FY 2020	CO$_2$ countermeasures at each site	•Reduce CO$_2$ emissions by 1% from the predicted value based on the 2014 production volume •Reduce CO$_2$ emissions per unit by 1% from the 2013 level •Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the predicted value based on the 2014 production volume	•Reduced CO$_2$ emissions by 1.5% from the predicted value based on production volume •Reduced CO$_2$ emissions per unit by 6.0% from the 2013 level •Reduced greenhouse gas emissions by 1.2% from the predicted value based on production volume	★★★
	CO$_2$ countermeasures through the value chain	•Formulate an operational model for greenhouse gases based on the Scope 3 standard and publish emission levels •Increase the ratio of eco-friendly products that comprise total sales to 60%	•Calculated and published the volume of greenhouse gas emissions for 6 categories based on Scope 3 •Increased the ratio of eco-friendly products that comprise total sales to 62.9% •Implemented CSR procurement self-assessment tools	★★★
	Reducing environmental pollutants	•Maintain the 2013 results of PRTR substances handled per unit •Reduce VOC emissions by 1% from the predicted value based on the 2014 production volume	•Reduced the PRTR substances handled per unit by 6.5% from the 2013 level •Decreased VOC emissions by 16.2% from the predicted value based on production volume	★★★
	Effective use of resources	•Maintain the 2013 results of waste emissions per unit at overseas consolidated companies •Reduce water consumption by 1% from the predicted value based on the 2014 production volume •Maintain zero emissions at domestic consolidated companies as well as the 2013 results of waste emissions per unit	•Reduced waste emissions per unit at overseas consolidated companies by 7.4% from the 2013 level •Reduced water consumption by 6.5% from the predicted value based on production volume •Achieved zero emissions at all domestic companies and reduced waste emissions per unit by 8.7% from the 2013 level	★★★
	Exhaustive chemical substance management in line with green procurement guidelines	•Continue to comply with guidelines for the use/non-use of designated substances	•Continued to comply with guidelines for the use/non-use of designated substances •Implemented CSR procurement self-assessment	★★★
Fair Operating Practices — Promoting fair business activities based on the ROHM Group's Business Conduct Guidelines	Strengthening the compliance system	•Continue to provide level-based compliance education •Conduct legal e-learning classes for employees •Continue conducting compliance awareness activities during CSR Month •Continue holding education and awareness activities at ROHM and domestic ROHM Group production bases using the Legal Guidebook •Implement educational activities overseas using the Compliance Training Program that was revised in FY 2013 •Continue to provide education on bribery (i.e. level-based training)	•Continued implementing level-based compliance training for everyone from new hires to newly appointed managerial staff •Conducted e-learning classes on labor and ethics as EICC-related employee education •Implemented workplace education activities during October (CSR Month) using tools such as the Legal Guidebook •Conducted education activities using the revised Compliance Training Program at overseas affiliate companies •Provided education on bribery prevention through level-based training courses	★★★
	Fair competition and trading	•Continue conducting CSR procurement self-assessment, perform time-series analyses, and provide appropriate responses •Continue conducting surveys using the conflict mineral report template and break down survey content •Continue working on concluding 100% of Basic Purchase Agreement with business partners globally •Implement CSR procurement audits at group companies	•Continued conducting CSR procurement self-assessment. Performed trend analysis for each item. •Conducted test runs of CSR procurement audits based on EICC criteria for overseas business partners at group companies •Created a database of conflict mineral surveys and built a product-level searchable environment •Continued working to concluding Basic Purchase Agreement with business partners around the globe •Began publishing CSR procurement information on the website	★★★
Consumer Issues (Customer Support)	Ensuring product quality	•Further improve the design quality of new products, conduct a thorough analysis of quality issues, and carry out continuous improvement activities	•Carried out thorough failure analysis to determine the exact root cause of problems and implemented horizontal development and permanent measures to prevent recurrence •Implemented quality improvement activities, including activities to prevent problems through previous failure analysis in design reviews during the design of new products	★★★
	Maintaining and improving the BCM (Business Continuity Management) system to ensure stable supply	•Review the BCP and promote awareness through education and training	•Regularly updated risk maps in business activities using 10-stage risk evaluation •Held simultaneous evacuation and BCM task force drills in FY 2014 as well •Twice invited a risk consulting firm to give lectures at ROHM	★★★
	Accurately assessing customer needs and developing industry-leading products	•Implement measures to spread awareness of CSV (Creating Shared Value) to all employees	•Invited Prof. Takeuchi from Harvard Business School to give a CSV lecture •Created an internal educational video and played it for all ROHM Headquarters employees •Published featured articles on ROHM CSV in the in-house magazine •Disclosed emissions figures based on Scope 3 criteria	★★★
Community Involvement and Development — Contributing to the growth and well-being of society as a good corporate citizen	Contributions to develop and expand music culture	•Continue to support music culture	•Co-sponsored numerous concerts, including some performed by the Kyoto Symphony Orchestra in Kyoto •Supported the Seiji Ozawa Music Academy (project for nurturing young musicians) and the new opera project (as part of the same project) for elementary school students in Kyoto in FY 2014 •Supported ROHM Music Foundation activities	★★★
	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 need	•Supported the redevelopment of Kyoto Kaikan by acquiring the naming rights (and renaming it ROHM Theater Kyoto) •Contributed to the Kyoto region by sponsoring the Kyoto Sanga F.C. soccer team and Kyoto Gakusei Saiten festival •Joined local subsidiaries in donating relief funds to flood damaged areas in Kota Bharu, Malaysia	★★★
	Activities that meet the needs of local communities	•Continue to support local communities and provide a forum for industry-government-university collaboration •Initiate manufacturing classes on employee participation	•Held manufacturing and environmental study classes for elementary school students with young ROHM HQ employees as teachers. Also, conducted lectures for high school and university students led by employees (1,923 total participants). •Supported a research project by university students at ROHM Plaza and established university scholarships •Supported the Great East Japan Earthquake recovery efforts through the Arigato-Bon program (donated over 15,000 books in total as of March 2015)	★★★

ROHM Group CSR Priority Issues

❶ Resolve social issues through innovative products.
❷ Ensure a stable supply of high quality products.
❸ Develop a global workforce that can contribute to the international society.
❹ Make considerations for labor practices and throughly respect human rights in the value chain.
❺ Carry out business activities that protect the global environment.
❻ Contribute to local communities through business activities.

FY 2015 Targets/Plans	Scope of Indicators	Relevant G4 Categories and Apects	Reported G4 Indicators (FY 2014 Results)
•Receive EICC audits at six key overseas production companies. •Create an audit manual for EICC audits and raise the standard of the group	ROHM	—	See page 25
•Implement EICC audit compliance workshops at six key overseas production bases •Hold departmental study groups during CSR Month and other activities to further increase understanding of the ROHM Group Business Conduct Guidelines			
•Continue maintaining and improving the ISO 9001 quality management system *Maintain and improve the ISO/TS 16949 management system for automotive products			
•Continue maintaining and improving the ISO 14001 management system within the ROHM Group •Proceed with preparations for ISO 14001:2015			
•Acquire third-party OHSAS 18001 certification at key domestic and overseas production companies			
•Continue maintaining and updating ISO 27001 certification			
•Invite lecturers from NPOs and NGOs and plan and hold CSV-related study groups			
•Continue expanding the labor and ethics management systems throughout the ROHM Group			
•Receive EICC audits at six key overseas production companies and further strengthen respect for human rights	ROHM Group business partners	❹Supplier Human Rights Assessment (G4-HR10, 11)	FY 2014 CSR Procurement Self-Assessment Results (Aspect: Human Rights) Grade A: 111 companies; A-: 18 companies; B: 12 companies; C: 0 companies; D: 0 companies
	Domestic production companies	❹Security Practices (G4-HR7)	Percentage of security personnel trained on business-related human rights policies or procedures: 100%
•Develop a human resources course system for enabling work methods tailored to diverse values •Hold seminars to support all aspects of employee life and expand welfare services •Carry out measures to encourage active exchange among employees that exceed organizational boundaries	ROHM	❸Employment (G4-LA3)	Return to work and retention rates after childbirth and/or parental leave: 94% return rate, 100% retention rate
•Expand the scope of candidates for next-generation leadership workshops •Find and train personnel using a universal grading system •Find and train personnel worldwide through the expansion of recruitment activities abroad	ROHM	❸Diversity and Equal Opportunity (G4-LA12)	Ratio of foreign personnel: 1.47%
•Obtain OHSAS 18001 certification at key domestic and overseas production companies to achieve zero work-related injuries •Deploy the new human resources and payroll system to all employees	ROHM	❹Occupational Health and Safety (G4-LA6, 7)	ROHM [Women, Men] Types of injury: Cuts, injury rate: [0.00000075,0]; Work-related illness rate: [0,0]; Lost day rate: [0,0.000084]; Absentee rate: [0.0119,0.0068]; Work-related fatalities: [0,0] Contractors (Men only) Types of injury: None; Injury rate: [0]; Work-related illness rate: [0]; Lost day rate: [0]; Absentee rate: [0.0037]; Work-related fatalities: [0] Workers engaged in hazardous work (422)
•Reduce CO_2 emissions by 1% from the predicted value based on the 2015 production volume •Reduce CO_2 emissions per unit by 1% from the 2014 level in FY 2015 •Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the predicted value based on 2015 production volumes	ROHM Group	❺Energy and Emissions (G4-EN5,15,16, 17, 18, 20, 21)	Indirect greenhouse gas emissions Scope 1 CO_2 emissions: 52,580 t-CO_2 Scope 2 CO_2 emissions: 520,899 t-CO_2 Scope 3 CO_2 emissions: 832,635 t-CO_2(Category 1, 3, 4, 5, 6, 7) Scope 1 and 2 emissions per unit: 0.508 (t- CO_2/million yen) 2014 PFC gas emissions (GWP-t): 106,003 t- CO_2
•Formulate an operational model for greenhouse gases based on the Scope 3 standard and expand the number of categories disclosed •Increase the ratio of eco-friendly products among developed products to 75% in FY 2015	ROHM Group business partners	❺Supplier Environmental Assessment (G4-EN32, 33)	FY 2014 CSR Procurement Self-assessment Results (Environment) Grade A: 131 companies; A-: 8 companies; B: 0 companies; C: 1 company; D: 0 companies; No response: 1 company
•Maintain the 2014 results of PRTR substances handled per unit •Reduce VOC emissions by 1% from the predicted value based on the 2015 production volume	ROHM Group	❺Effluents and Waste (G4-EN23)	2014 domestic waste emissions: 6,783 t 2014 overseas waste emissions: 5,232 t
•Maintain the 2014 results of waste emissions per unit at overseas consolidated companies •Reduce water consumption by 1% from the predicted value based on the 2015 production volume •Maintain zero emissions and the 2014 results of waste emissions per unit at domestic consolidated companies	ROHM Group	❺Water (G4-EN8)	2014 total water withdrawal: 9,945,000 m³
	ROHM Group	❺Energy (G4-EN3)	2014 energy consumed: 1,378,041 MWh; CO_2 emissions from energy consumption: 573,000 t- CO_2
•Issue and ensure thorough implementation of new guidelines at all group companies	ROHM Group business partners	❺Supplier Environmental Assessment (G4-EN32, 33)	FY 2014 CSR Procurement Self-Assessment Results (Environment) Grade A: 131 companies; A-: 8 companies; B: 0 companies; C: 1 company; D: 0 companies; No response: 1 company
•Continue holding level-based training courses •Continue providing legal e-learning classes to employees •Continue conducting compliance awareness activities during CSR Month •Continue to provide education on bribery (i.e. level-based education)	ROHM Group	❹Anti-corruption (G4-SO4)	Translated ROHM Group Business Conduct Guidelines (including the anti-corruption policy) into seven languages and distributed them to all employees at all group companies, including overseas. Provided education on the ROHM Group Business Conduct Guidelines (including the anti-corruption policy) in level-based training courses (316 participants at the HQ in FY 2014). See page 31 for information on compliance hotlines.
•Expand CSR procurement audits and follow-up audits to all group companies •Launch CSR procurement activities at outsourced processing partners •Continue conducting conflict mineral surveys •Continue working to conclude Basic Purchase Agreement with over 98% of business partners globally while implementing countermeasures against obstructive factors •Continue implementing CSR procurement self-assessment •Provide business partners with feedback about self-assessment results	ROHM Group business partners	❹Supplier Assessment for Impacts on Society (G4-SO9, 10)	FY 2014 CSR Procurement Self-Assessment Results (Aspect: Formulated Ethics & Crisis Management Systems) Grade A: 76 companies; A-: 25 companies; B: 30 companies; C: 6 companies; D: 4 companies
		❹Supplier Human Rights Assessment (G4-HR10, 11)	FY 2014 CSR Procurement Self-Assessment Results (Aspect: Human Rights) Grade A: 111 companies; A-: 18 companies; B: 12 companies; C: 0 companies; D: 0 companies
		❹Supplier Assessment for Labor Practices (G4-LA14, 15)	FY 2014 CSR Procurement Self-Assessment Results (Aspect: Labor Practices (Health and Safety)) Grade A: 136 companies; A-: 3 companies; B: 2 companies; C: 0 companies; D: 0 companies
•Further improve the design quality of new products, conduct a thorough analysis of quality issues, and carry out continuous quality improvement activities	ROHM Group	❷Compliance (G4-PR9)	Number of fines or violations with PL law: None Number of fines or violations with environmental laws: None
•Reassess risks faced by key production companies •Review the BCP and increase awareness through education and training	—	❷Indirect Economic Impacts (G4-EC8)	Assuming that the adverse effects on customers and society from shutdown or reduced production at production companies due to natural disasters is an extremely important risk.
•Create a collection of CSV case studies and horizontally roll out to all group companies •Clarify the relationship between social issues and ROHM business activities (i.e. through level-based training) to increase understanding about the importance of CSV	ROHM	❶Products and Services (G4-EN27)	Development ratio of eco-friendly products among all developed products: 70%
•Continue to support music culture	ROHM and local communities	❻Local Communities (G4-SO1)	Since it opened in April 1960, the Kyoto Kaikan has been cherished by residents as a cultural center in Kyoto for over 50 years. To respond to the needs of users, Kyoto Kaikan, which is an important cultural asset in the Okazaki area of Sakyo Ward, Kyoto, is undergoing a complete renovation. ROHM is showing its support by obtaining the naming rights for the next 50 years (5.25 billion yen).
•Continue to provide donations and sponsorships in a timely and appropriate manner based on social need			
•Continue to support local communities and provide a forum for industry-government-university collaboration •Revise manufacturing education curriculum and provide materials that interest students •Carry out community-oriented social contribution activities (such as active volunteering)	ROHM Group		Ratio of initiatives carried out to meet demands from local communities such as manufacturing classes and factory tours: 100%

Evaluation criteria ★★★: Achieved targets/plans ★★: Slight gap between targets/plans and achievements ★: Large gap between targets/plans and achievementsments

Company Information

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:
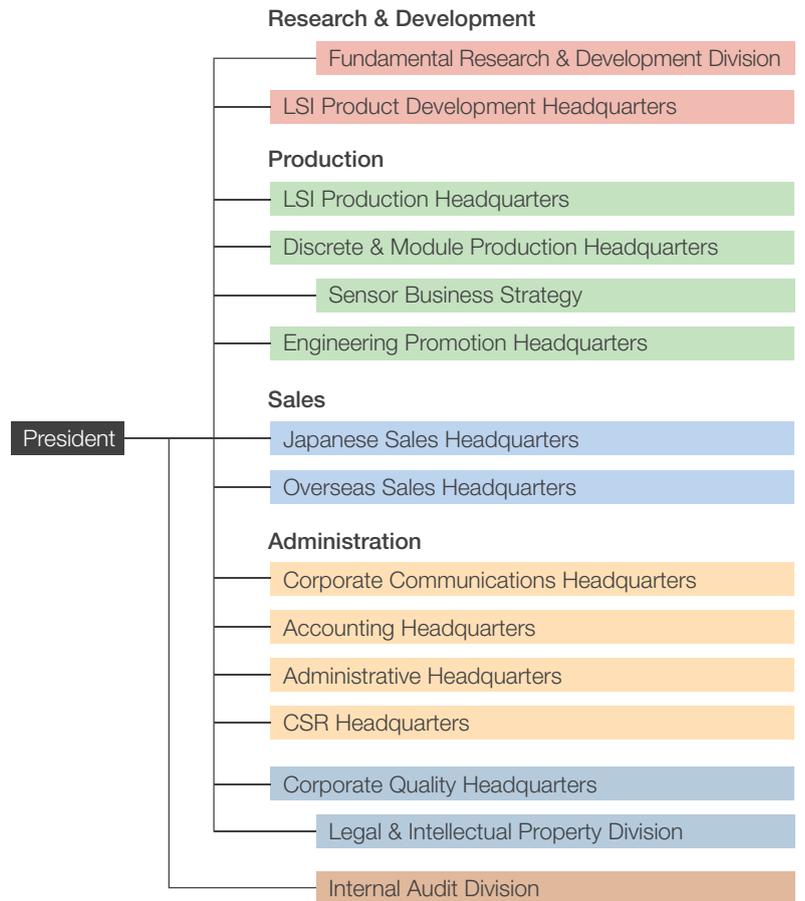September 17, 1958

Representative:
Satoshi Sawamura, President

Capital:
86,969 million JPY (as of March 31, 2015)

Sales Volume:
Consolidated 362,773 million JPY
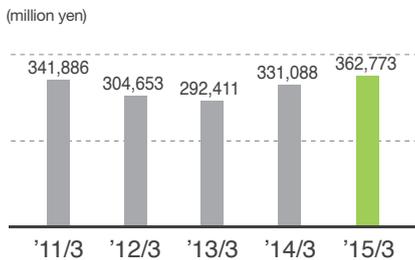(fiscal year ending March 2015)

Number of Employees:
Consolidated 20,843 (as of March 31, 2015)
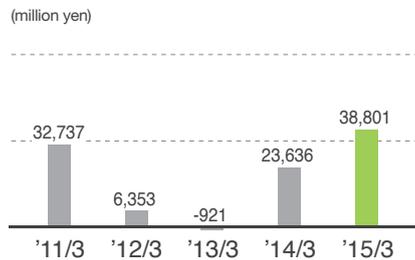
Organization Chart

President

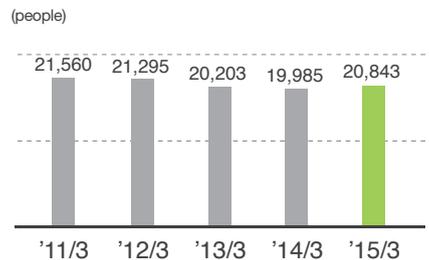**Research & Development**
- Fundamental Research & Development Division
- LSI Product Development Headquarters

Production
- LSI Production Headquarters
- Discrete & Module Production Headquarters
- Sensor Business Strategy
- Engineering Promotion Headquarters

Sales
- Japanese Sales Headquarters
- Overseas Sales Headquarters

Administration
- Corporate Communications Headquarters
- Accounting Headquarters
- Administrative Headquarters
- CSR Headquarters
- Corporate Quality Headquarters
- Legal & Intellectual Property Division

- Internal Audit Division

(as of July 25, 2015)

■ Sales Volume
(million yen)

'11/3	'12/3	'13/3	'14/3	'15/3
341,886	304,653	292,411	331,088	362,773

■ Operating Income
(million yen)

'11/3	'12/3	'13/3	'14/3	'15/3
32,737	6,353	-921	23,636	38,801

■ Number of Employees
(people)

'11/3	'12/3	'13/3	'14/3	'15/3
21,560	21,295	20,203	19,985	20,843

■ Sales by Segment
(million yen)

'15/3 Total 362,773

- Modules 36,084 (10%)
- Other 27,726 (8%)
- ICs 169,916 (47%)
- Semiconductor Devices 129,047 (35%)

■ Sales by Region
(million yen)

'15/3 Total 362,773

- Europe 16,782 (5%)
- U.S. 19,542 (5%)
- Japan 101,754 (28%)
- Asia 224,695 (62%)

■ Employees by Region
(people)

'15/3 Total 20,843

- Europe 198 (1%)
- U.S. 323 (2%)
- Japan 5,287 (25%)
- Asia 15,035 (72%)
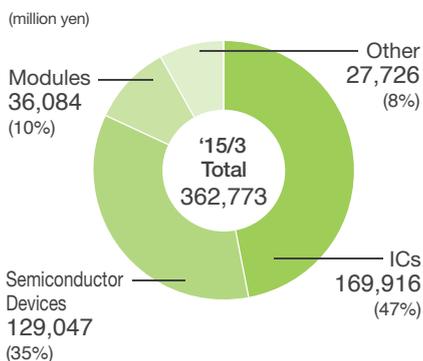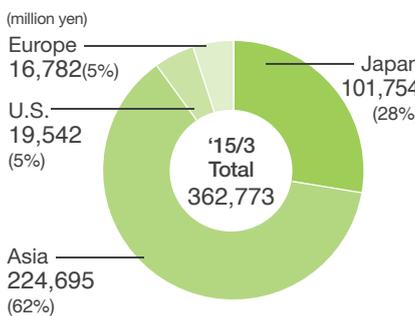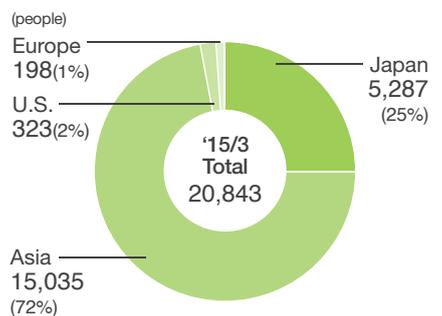
Major ROHM Group Offices / Centers

<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:+81-45-476-2121	Nishi-Tokyo	TEL:+81-42-648-7821
Nagoya	TEL:+81-52-951-9311	**Sendai**	TEL:+81-22-295-3011
Fukuoka	TEL:+81-92-483-3496	**Takasaki**	TEL:+81-27-310-7111
Utsunomiya	TEL:+81-28-633-2271		

Production Facilities

ROHM Co., Ltd.	TEL:+81-75-311-2121
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
ROHM Shiga Co., Ltd.	Established April 2015 (Operation to start in February 2016)

<Global>

Main Sales Offices

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: +65-6436-5100

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: +60-3-7931-8155

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

AMERICA

ROHM Semiconductor U.S.A., 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

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

Distribution / Other Group Companies

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

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: +66-36-374-580~4

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: +82-2-8182-458
	Shanghai Design Center	TEL: +86-21-6072-8612
	Shenzhen Design Center	TEL: +86-755-8307-3008
	Taiwan Design Center	TEL: +886-2-2500-9390
	India Design Center	TEL: +91-80-4205-6225
AMERICA	America Design Center (San Diego)	TEL: +1-858-625-3600
	America Design Center (Santa Clara)	TEL: +1-408-720-1900
EUROPE	Europe Design Center	TEL: +49-2154-9210

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