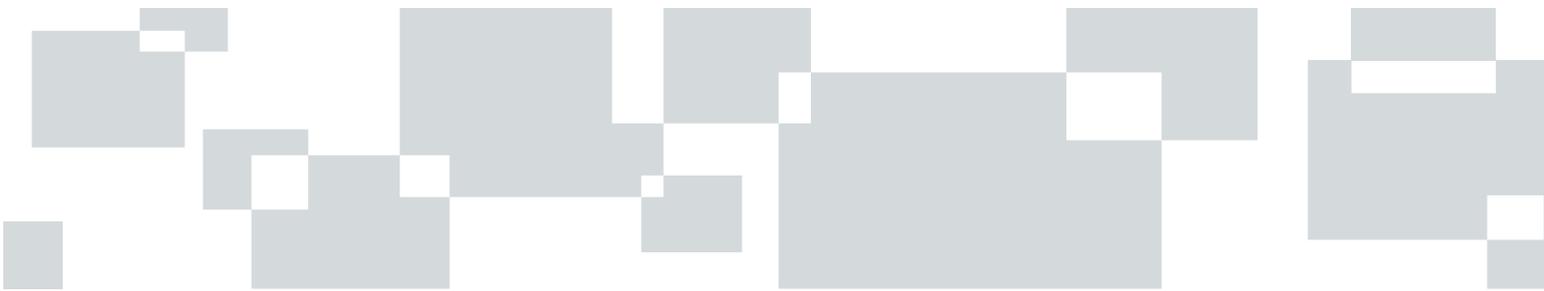




# ROHM Group Corporate Profile

2018 / 2019



# Company Mission

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

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. 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 of all business activities.**

## **BASIC MANAGEMENT POLICY**

Secure reasonable profit through a concerted company-wide effort for a comprehensive quality assurance program. Develop globally leading products by improving upon technologies held by each department for continued advancement of the company.

Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society.

Search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity.

## **BASIC QUALITY ASSURANCE POLICY**

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

## **BASIC GOALS FOR EDUCATION AND TRAINING**

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

## **BASIC POLICY FOR EDUCATION AND TRAINING**

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

<b>Index</b>	01	Company Mission and Policies/Index
	03	Message from The Top
	05	Quality Initiatives
	07	Products and Technologies
	09	Four Growth Solutions
	13	CSR/CSV-Related Topics
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# Message from The President

## Achieving Sustainability

This year marks the 60th anniversary of ROHM, which was founded in 1958 as a resistor manufacturer.

On behalf of everyone at ROHM I would like to give thanks and express how grateful we are to all of our stakeholders.

For 60 years, in the midst of a business environment that has undergone significant changes and endured numerous difficulties, we remain steadfast in our resolve to contribute to the advancement of culture and society by providing innovative, high-quality products based on our Company Mission established since ROHM was founded.

At the same time, we will continue to promote CSV (Creating Shared Value) activities and work to resolve social issues (SDGs - Sustainable Development Goals).

Under our new organization, each employee will carry out our Company Mission and Basic Management Policy to achieve further growth while continuing to pursue new methods to improve quality.



## 'Quality First' - Unwavering since our founding

ROHM offers a number of products that have become key devices in a wide range of fields, particularly in the industrial equipment market where energy conservation and IoT conversion are required, as well as in the automobile industry which is experiencing increased innovation.

Supporting our product development is a vertically integrated production system in which all steps, from development to production, are implemented within the Group. "Quality is our top priority at all times" has become our mindset from the very beginning and one which we continue to maintain and protect. Infusing a high level of quality into every process ensures reliable traceability and an optimized supply chain, allowing us to contribute not only through our products but an in-house manufacturing system as well that guarantees stable delivery.

## Solutions for solving social issues

We are committed to proposing solutions that leverage our considerable lineup, ranging from resistors and discretes to ICs, modules, and more.

Analog power solutions are at the core of what we offer.

Our industry-leading analog ICs, which include motor drivers and PMICs, are developed utilizing 3 core technologies covering circuit design, layout, and processes.

And by taking advantage of power device technology centered on cutting-edge SiC along with power solutions combining control IC and module technologies that maximize the performance of these devices, ROHM contributes to increased energy conservation and miniaturization in the automotive and industrial equipment fields.

## Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society

More than anything, it is the 'people' that make the greatest contribution in all corporate activities, and in fact this word can be found in our Basic Management Policy.

In an increasingly diversified society, we carry out workplace reforms and accelerate corporate activities by creating a thriving environment that allows every ROHM Group employee to express their individuality and abilities to the fullest, with the goal of meeting the expectations of our stakeholders.

June 2018



**Tadanobu Fujiwara,  
President**

# Quality

## Vertically Integrated Production System

ROHM strives for “Quality First” as our Company Mission. Quality is incorporated into every process of our vertically integrated production system, from ingot pulling to finished products, embodying our quality-first pursuit.

We are further strengthening our activities to achieve the best production facilities in the world, for example through our proprietary ROHM Production System (RPS) that provides unparalleled quality by thoroughly removing all waste generated during operation, transportation, and delays.

### High Quality

In pursuit of ‘Quality First’, we are engaged in activities to enhance quality in all processes, from development and production to marketing and services, throughout the entire Group.

### Stable Supply

We deliver long-term, stable supply to ensure worry-free use of our products utilizing an integrated production system that is less susceptible to external factors.

#### Raw Materials

Wafer production from silicon ingot pulling



Raw silicon

**Production Site:** ROHM Apollo Co., Ltd. (Japan)

#### In-House Photo Mask

Pursuing high quality through integrated quality control, from IC chip design layout to photo mask production

**Si**  
Silicon



Silicon Ingot



CAD

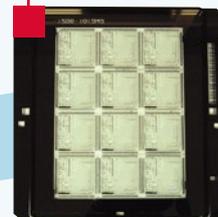
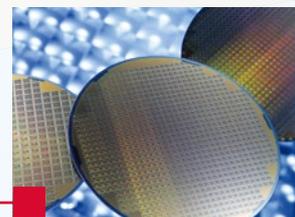
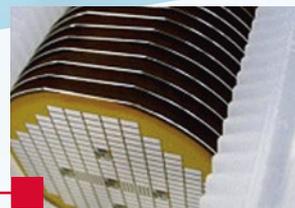


Photo Mask



Wafer



Wafer Process

**SiC**  
Silicon Carbide



SiCrystal

#### SiC Single-Crystal Wafer Manufacturer

SiCrystal, a German SiC single-crystal wafer manufacturer, became a member of the ROHM Group in 2009

**Production Site:** SiCrystal GmbH (Germany)

#### Wafer Process

Developing innovative devices from the wafer process, centered on our production facilities in Japan



ROHM Hamamatsu Co., Ltd.

#### Production Sites:

- (Japan) ROHM Co., Ltd.
- ROHM Hamamatsu Co., Ltd.
- ROHM Wako Co., Ltd.
- ROHM Apollo Co., Ltd.
- LAPIS Semiconductor Co., Ltd.
- LAPIS Semiconductor Miyagi Co., Ltd.
- LAPIS Semiconductor Miyazaki Co., Ltd.
- ROHM Shiga Co., Ltd.
- (U.S.) Kionix, Inc.



**In-house Dies and Lead Frames**

To ensure the highest levels of quality, all dies for lead frames, lead frame punching, and molding are developed and produced in-house

**Production Sites:**

- (Japan) ROHM Mechatech Co., Ltd.
- (Philippines) ROHM Mechatech Philippines, Inc.
- (Thailand) ROHM Mechatech (Thailand) Co., Ltd.



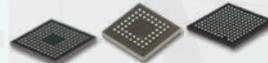
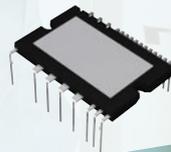
Die / Mold



Frame



Assembly Line



Packaging



Modules

**In-House Production System**

We developed our own production system to precisely meet the needs of our customers.



▲ All production equipment developed in-house

**State-of-the-Art Packages**

Our overseas production facilities leverage the latest assembly technologies, including SiP, CSP, QFN and BGA.



ROHM Integrated Systems (Thailand) Co., Ltd.

**Production Sites:**

- (Korea) ROHM Korea Corporation
- (Philippines) ROHM Electronics Philippines, Inc.
- (Thailand) ROHM Integrated Systems (Thailand) Co., Ltd.
- (China) ROHM Semiconductor (China) Co., Ltd. ROHM Electronics Dalian Co., Ltd.
- (Malaysia) ROHM-Wako Electronics (Malaysia) Sdn. Bhd.

# Superior Technologies

The ROHM Group offers a broad variety of products that contribute to solving social issues related to energy conservation, safety, and security, ranging from passive and discrete devices to ICs and modules.

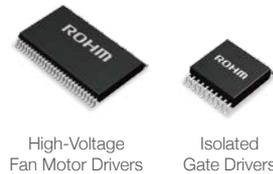
## Power Management/Power Supply ICs

ROHM contributes to the evolution of battery life and equipment systems by efficiently providing optimized power to the MCU and CPU, which serve as the brains of the device. We provide solutions that combine both power supply ICs and control ICs customized to each application to ensure greater reliability and efficiency.



## Motor Driver ICs (Motor Controllers ICs)

Nearly half of the electric power consumed worldwide is said to be due to motors, and this power demand is only expected to rise as the number of motor-equipped products such as air conditioners and robots continues to increase. ROHM develops high-precision motor driver ICs that ensure efficient motor drive, contributing to reduced power consumption worldwide.



## General-Purpose ICs

ROHM's broad lineup includes memory, op-amps/comparators, reset ICs, power supply ICs, data converters, and other products featuring systemized characteristics and packages that contribute to improved functionality in a range of devices.



## Microcontrollers (Low-Power MCUs)



Our microcontrollers utilize proprietary low-power technology to deliver class-leading low energy consumption. We offer a lineup of microcontrollers that stand up to harsh noise and high temperature environments, resulting in improved reliability and energy savings in home electronic appliances and industrial equipment.

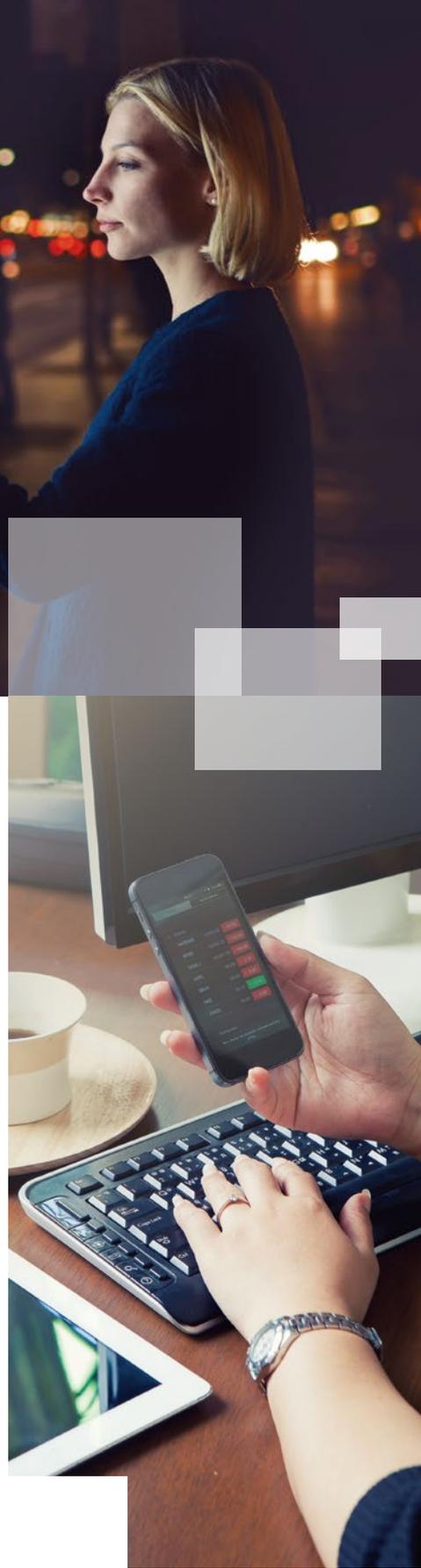


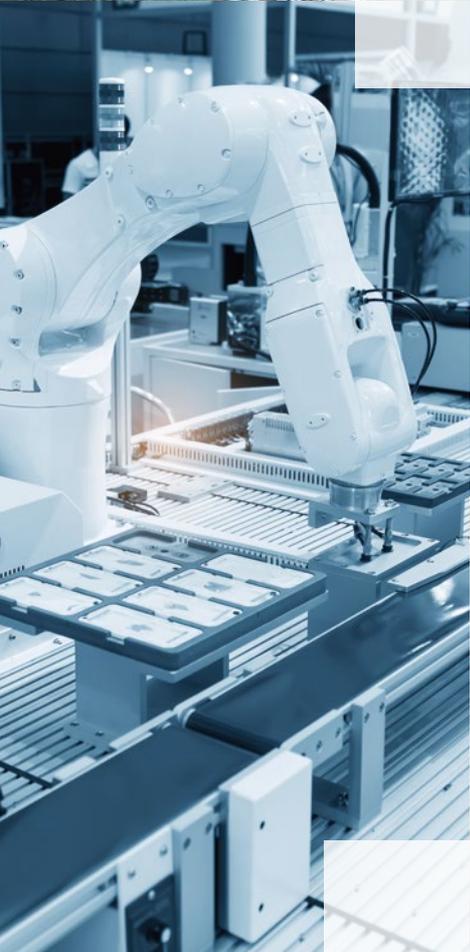
## Wireless Communication Devices



We respond to the expanding needs of the IoT market with wireless communication devices that support a range of protocols, including Wi-SUN and Sigfox® that enable communication over long distances with minimal energy, as well as EnOcean®'s battery-free standard.

- Sigfox® is a registered trademark of SIGFOX S.A.
- EnOcean® is a registered trademark of EnOcean GmbH.





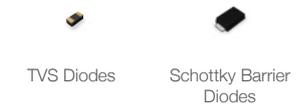
**Transistors**

We are moving forward with expanding and enhancing our portfolio of high-power devices based on our industry-leading SiC MOSFETs while pursuing technologies in the compact, low-power sector. This will allow us to contribute to greater power savings and miniaturization in industries ranging from automotive and industrial equipment to smartphones.



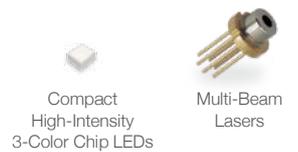
**Diodes**

ROHM offers a wide lineup that provides low loss and high reliability in a variety of applications, including Schottky barrier diodes for rectifying the secondary side of power supply circuits, TVS (Transient Voltage Suppression) diodes widely used for circuit protection, and Zener diodes.



**LEDs/Laser Diodes**

We make compact, high-power devices a reality by combining proprietary device and precision processing technologies. Recently, we have expanded our development into new fields such as motion and position sensors.



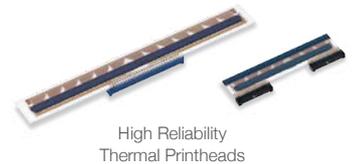
**Resistors**

As a resistor pioneer, ROHM developed the world's first rectangular chip resistors in 1976 and continues to lead the industry. We have further strengthened our product lineup with high reliability, high-power products that support the automotive and industrial equipment fields.



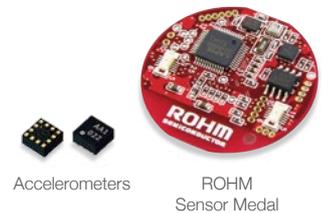
**Thermal Printheads**

Our thermal printheads command the top share in markets such as receipt and logistics barcode printers through the utilization of high reliability thin-film and deposition technologies.



**Sensing Devices**

ROHM creates a wide range of sensing devices by combining a variety of sensor elements that leverage MEMS (Micro-Electro Mechanical System) and photonics technologies with ASICs (Application-Specific Integrated Circuits) optimized for using these elements.



# Analog Solutions

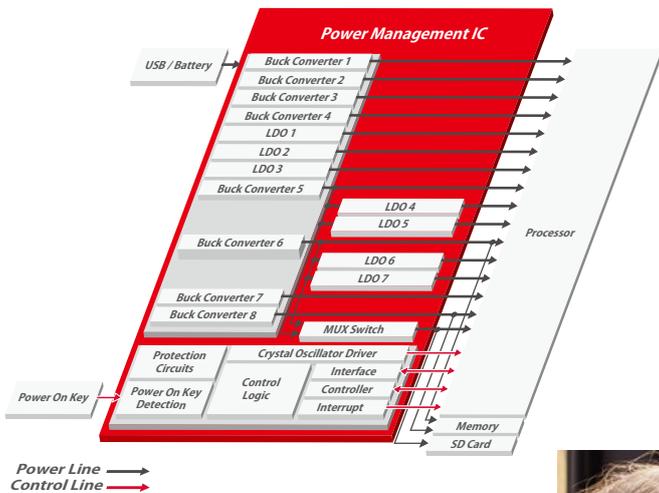
ROHM contributes to the enhancement of systems by leveraging unmatched analog technologies made possible through our vertically integrated production system



## Power supply solutions for high-performance processors

ROHM continues to collaborate with top processor manufacturers to develop power management ICs that maximize processor performance in a wide range of fields including IT devices, automobiles and industrial equipment.

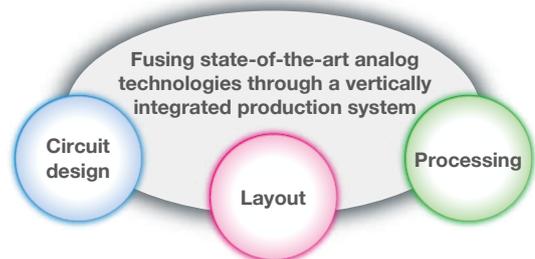
We utilize processor power supply technologies cultivated over many years to provide the multiple power supplies and protection functions necessary for operation in an integrated package, contributing to system optimization and shorter development times.



## Power supply solutions for 48V systems

Our Nano Pulse Control technology for ultra-high-speed pulse control was created through the fusion of analog technologies covering circuit design, layout and processes.

We minimized the control pulse width of our power supply ICs down to the nanosecond to realize a breakthrough step-down ratio. This technology will allow us to make significant contributions towards smaller, simpler 48V systems, such as those used in mild hybrid vehicles and industrial robots.



**We continue to develop products featuring industry-leading analog technologies**



# Power Solutions

Offering solutions for high-power applications with our industry-leading SiC devices at the core



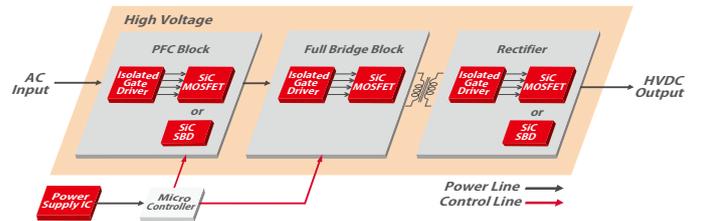
## Inverters for Formula E

As a stage for showcasing electric vehicle innovation, Formula E continues to attract motorsports fans around the world. And as an official technology partner of Formula E team Venturi, ROHM contributes to the evolution of power electronics systems used in the premier racing class for electric vehicles through the supply of high-performance SiC devices.



## SiC power solutions for onboard vehicle chargers

Electric vehicles require high-performance charging applications that can handle large amounts of power. ROHM offers power devices with superior characteristics centered on SiC devices as well as gate drivers that maximize performance to achieve greater miniaturization, higher output, and faster charging in battery-equipped applications.



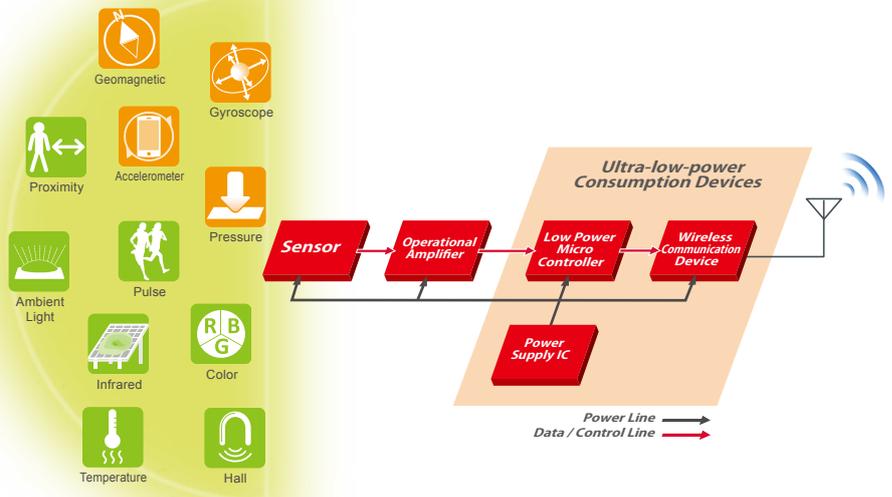
# Sensor Solutions

Supporting IoT through high-precision sensors, analog ICs, and wireless communication devices

## Sensor solutions for industrial equipment and IoT

IoT continues to expand into new areas to provide new services and functions, such as improving operations by visualizing and analyzing data collected during environmental and motion-related monitoring and provide early detection of abnormalities.

ROHM supports the spread of IoT by providing stable sensing for industrial equipment, delivering high-accuracy amplification for sensors that detect conditions such as light, acceleration, and geomagnetic fields, and by combining ultra-low-power power supply ICs, MCUs, and wireless communication devices.



# Mobile Solutions

Contributing to greater miniaturization and improved functionality in mobile devices with the industry's smallest components



## Ultra-compact devices

ROHM supplies thin, ultra-compact components that support the continuing evolution of smartphones, wearable devices and other increasingly multifunctional devices.

We continue to pursue miniaturization technology that allows us to offer the smallest components in the world, from passives and discretives to ICs and modules, including the RASMID and PICOLED series, contributing to improved functionality and smaller form factors.



# ROHM Group CSR and CSV Activities

The ROHM Group aims for sustainable growth of the Group and healthy development of society by conducting business activities with integrity in accordance with the goals and policies outlined in our Company Mission and Basic Management Policy. We are also contributing towards SDGs (Sustainable Development Goals) achievement, which are global goals adopted by the United Nations.

## CSR and CSV Compromise the Core of Our Business Activities

The ROHM Group's Company Mission and Basic Management Policy embody our firm desire to enrich society through our products and provide a basis for each employee to integrate into their own work. Based on these goals and policies, we will work to be a company that can meet the expectations of our shareholders by further expanding CSV to solve social issues through CSR initiatives in line with social requirements and international norms.



## Framework for Promoting CSR/CSV

Within the ROHM Group, the CSR committee comprised of all directors and department heads with equivalent authority bears responsibility for CSR themes across the entire company, including the environment, society, and governance—with the president acting as chairman. Eight sub-committees further down in the organization identify issues after performing risk assessments in each field and obtain certification of the management system by forming sub-committees and task forces for implementing the PDCA cycle of CSR management (see table at right).

### Promotional Organization at ROHM Headquarters



### Management System Acquisition and Operational Status

Themes		Management System Certification/ Customer Demands
Product Quality	Quality	ISO9001
	Quality/Functional Safety for the Industrial /Automotive Industry	ISO/TS16949 IATF16949 ISO 26262
Management Quality (Quality of Business Activities)	Environment	ISO14001
	Occupational Health and Safety	OHSAS18001
	Information security	ISO/IEC27001
	Labor, Health and Safety, Environmental, Ethics Management Systems	RBA*1, VAP Audit*2

\*1: RBA stands for 'Responsible Business Alliance' Organizations (and their norms) comprised of electronic equipment manufacturers and the automotive, toy, aviation and IoT technology companies to which their products are provided.  
 \*2: VAP stands for 'Validated Audit Process.' This is a third-party audit of the RBA code of conduct.

## CSR/CSV Initiatives

The ROHM Group believes it is necessary to be proactive in solving social issues to ensure the sustainable growth of the company. Linking the SDGs established by the UN in 2015 to our business activities will help make CSV, which are the shared values of society and the company, a reality. To make CSV a reality and further advance the company and society, we set up opportunities for global dialogue with various stakeholders and defined six CSR Priority Issues for ROHM to tackle. Based on these priority issues, we will accelerate CSR and CSV initiatives and actively contribute to achieving a sustainable society through our business activities.

# SUSTAINABLE DEVELOPMENT GOALS



### The ROHM Group's CSR Priority Issues

CSR Priority Issue	Related SDGs
Resolve social issues through innovative products and technologies	3 GOOD HEALTH AND WELL-BEING, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
Ensure a stable supply of high quality products	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Develop a global workforce that can contribute to the international community	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Make considerations for labor practices and thoroughly respect human rights in the value chain	5 GENDER EQUALITY, 10 REDUCED INEQUALITIES, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS
Carry out business activities that protect the global environment	6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
Contribute to local communities through business activities	4 QUALITY EDUCATION, 11 SUSTAINABLE CITIES AND COMMUNITIES, 17 PARTNERSHIPS FOR THE GOALS

Visit our website for more information:  
<https://www.rohm.com/csr1>

\*ROHM Group CSR information can be accessed on our website.  
 The information provided online features a wider variety of information than the digest version (this pamphlet) and includes the latest updates.



# Governance

For details on governance:  
<https://www.rohm.com/csr1/csr-organization>

## Promoting CSR activities throughout the value chain

The ROHM Group has acquired management system certifications in a variety of fields, including quality, the environment, occupational health and safety, and information security. In addition, we implement the PDCA cycle of CSR management while undergoing internal and external audits. We also fulfill our responsibility to society throughout the value chain by requesting CSR self-assessments for our business partners and implementing CSR procurement audits.

Number of companies targeted for CSR self-assessment in 2017

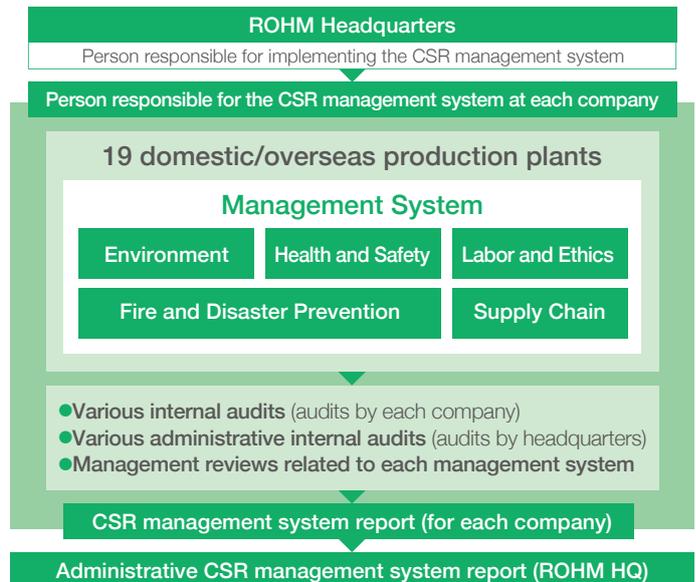
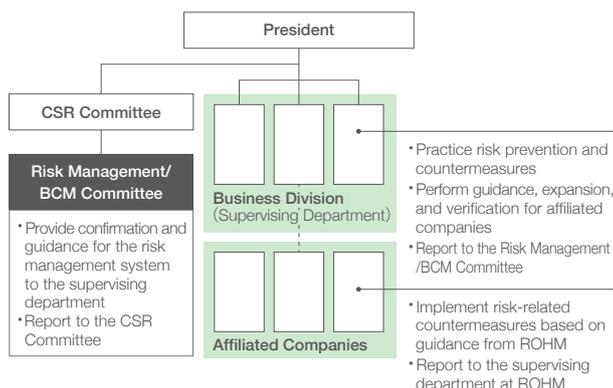
# 1,390

(95% of targeted companies received an A or B evaluation)

## BCM (Business Continuity Management) promotion

The ROHM Group develops countermeasures to minimize the risk of disruptions to our business activities and performance. Further, to minimize the impact on our customers and society as a whole, we are focused on BCM (training, strengthening our system, risk response) at each of our production sites.

### Risk Management/BCM Organizational Diagram



ROHM Group CSR management system circulation diagram

### Voluntary RBA audits

Since 2013, the ROHM Group has voluntarily undergone audits through the RBA Validated Audit Process (VAP). Six of our overseas production plants have finished their audits as of 2017. Through these audits, we confirm that the entire ROHM Group is complying with the RBA code of conduct of CSR management and we are working to strengthen management quality.

ROHM Co., Ltd.  
 Manager, CSR Division, CSR Headquarters  
**Yuka Nakata**



Dialogue with local residents



First-response fire extinguishing drill

### Carrying out fire extinguishing drills based on requests from local residents

Every year at our Thailand production facility we hold a dialogue with our stakeholders to understand any issues and requests that residents in the local community may have, which are then used to decide on CSR activities in cooperation with management. In 2017, our internal ERT (Emergency Response Team) conducted drills to teach local residents how to put out initial fires.

ROHM Integrated Systems (Thailand) Co., Ltd.  
 Discrete Quality Control Div., Quality Improvement,  
 Assistant Department Manager /  
 Emergency Preparedness & Response Director  
**Seksan Ngamwiset**



# Environment

For details on environmental initiatives:  
<https://www.rohm.com/csr1/csr-environment>

## Reducing CO<sub>2</sub> emissions

The ROHM Group promotes the visualization of equipment power usage and office energy consumption to reduce wasted energy while working to actively reduce CO<sub>2</sub> and PFC gas emissions that contribute to the greenhouse effect. Furthermore, we calculate the amount of CO<sub>2</sub> used throughout our entire value chain in an effort to reduce CO<sub>2</sub> emissions in all of our business activities.

2017 ROHM Group CO<sub>2</sub> reduction vs. BM\*

**273,000** tons  
 (approx. 31% reduction)

\*BM (Benchmark):  
 2005 (The 19th Conference of the Parties  
 of the United Nations Framework Convention on Climate Change)



Solar power system

### Energy conservation activities to reduce CO<sub>2</sub>

At our Shizuoka facility we are actively engaged in activities to protect the environment. In 2017, we installed a thermal recovery heat pump chiller and solar power generation system that reduced our CO<sub>2</sub> output by 6,009 tons vs the previous year. And we continue to work on energy conservation activities for the entire company, such as by retrofitting fluorescent lamps with LEDs.

ROHM Hamamatsu Co., Ltd.  
 Manager, Plant Management Department  
**Keisuke Nagakura**



## Pursuing cyclical management

Within the flow of business activities ranging from material procurement to development, production, and sales, the ROHM Group works to reduce waste and recycle to eliminate wasted energy and limited resources. We also proactively carry out activities to solve environmental problems rooted in the local communities at each site.



Plastic bottle cap recycling

2017 international evaluation of water resource management CDP Water Program

Leadership	A
	A-
Management	B
	B-
Awareness	C
	C-
Information Disclosure	D
	D-

**A-**  
 ROHM's evaluation score

\*Evaluations are ranked in eight areas

### Recycling plastic bottle caps to help more people obtain polio vaccinations

Every year at our facility in Germany we recycle plastic bottle caps and donate them to a non-profit organization that helps people in Africa receive vaccinations against polio. Our contribution made it possible to provide vaccinations to around 50 people in Africa in 2017.

SiCrystal GmbH  
 Management Secretary  
**Sonja Kimball**

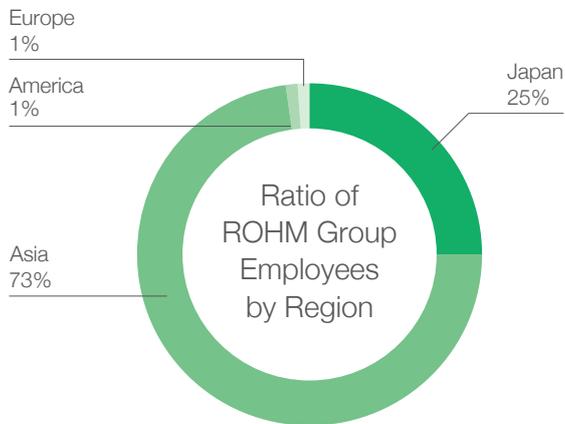


# Social

For details on social initiatives:  
<https://www.rohm.com/csr1/csr-laborsystem>

## Developing human resources through diversity

The ROHM Group states in its corporate objectives and policies that it will “search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity” and seeks to utilize and nurture a diverse workforce without being bound by gender, nationality, religion, or other factors. We will actively promote diversity and develop our human resources in order to contribute to continued advancement and become a global leader.



## Providing global support to engineers of the future

At the ROHM Group, we implement a variety of educational activities for local students in areas we do business in order to contribute to the development of the next generation of human resources possessing both a rich sense of humanity and intellect. We offer classes on manufacturing, sponsor robot contests, give company tours, and more in the hopes of inspiring as many students as possible to become engineers who can make a positive contribution to society.

Number of students who attended a manufacturing class hosted by ROHM in 2017

Over **1,980**



Malaysian employees participating in training

### Personnel exchange program between mother and overseas plants

At our Malaysian production facility, we created a program that regularly sends employees to Japan to promote the exchange of employees with the mother plant in Okayama prefecture. The goal is to give employees at the two facilities a deeper understanding of their respective cultures, religions and philosophies, allowing the mother and overseas plants to carry out their duties as a unified team.

At right: Administration Group 2, Administration Department, ROHM Wako Co., Ltd. Group Manager **Yasuhiro Kajita**  
 At left: ROHM-Wako Electronics (Malaysia) Sdn. Bhd. Administration Division, Human Resources Department Manager **Abd Wahid Bin Nor**



Group photo after company tour

### Message from a student who participated in a company tour

The tour was a fantastic experience for us to gain an understanding by seeing the facilities and listening to explanations on prevalent semiconductors are in our daily lives and how they will continue to be important in the future.

Nova Academy (Sweden)  
**Jakob Elgen**



# Work-Style Reforms in the ROHM Group (Achieving a flexible work life)

The ROHM Group believes that it is necessary to have an environment that allows us to achieve success using a wide range of human resources and a work style that leads to greater productivity as we continue to put our Company Mission into practice. We are also implementing work-style reforms at each of our companies that will enable both the company and employees to enjoy cyclical growth.

In this regard, ROHM has established a company-wide Work-Style Reform Committee, the members of which are selected from various departments and have different roles. They study and implement different policies based on feedback from the workplace centered on four themes: (1) organizational climate and awareness reforms, (2) program-based reforms, (3) operational process reforms, and (4) innovation-based reforms.

## Examples of policies introduced

### Transitioning fixed-term employees into full-time employees

- From April 2018, all interested candidates who have completed a five-year contract are converted to full-time employees.

### Career track conversion program

- Depending on their career plans, employees can switch from general to career tracks.

### Flex-time system

- Employees can adjust their working hours based on their work situation.

### Interval system

- Employees are given an interval of at least ten hours between the end of their shifts and the beginning of the next to guarantee sufficient rest.

### Telecommuting program

- Employees who find it difficult to get to work every day due to personal injury or the need to care for elderly family member(s) are permitted to work from home.

### Rehiring program

- Employees who need to leave the company for reasons beyond their control, such as child-rearing, caring for elderly family members, or a transfer in their spouse's work location, are given opportunities to rejoin ROHM.

### Expanded leave of absence program

- Employees who relocate with their spouse to a new location are granted a leave of absence of up to two years.
- Employees undergoing infertility treatment are allowed to take leave for up to two years.

### Expanded child rearing-related program

- The amount of leave employees can take for child-rearing has been extended one year, from the day their child turns two years old to the day they turn three.
- The period of time that employees can work shorter hours has been extended from the time their child reaches second grade to the time their child reaches sixth grade.

### Expanded system for elderly nursing care

- The length of time employees can request a leave of absence to care for elderly family members has been extended from one year to three years.

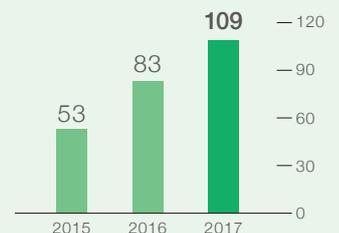
### Ratio of paid vacation days used (%)



### No. of employees taking leave for child-rearing



### No. of employees using the short time system



## Cultural Support Activities

Implementing activities that contribute to the dissemination and development of music culture



Performance of Opera Project XVI, "Gianni Schicchi" by the Seiji Ozawa Music Academy in the Main Hall of ROHM Theatre Kyoto Photo: Michiharu Okubo

### Rohm Music Foundation (a Public Interest Foundation)

Number of visitors that attended concerts supported and hosted by ROHM and the Rohm Music Foundation in 2017

Over **116,000** total

The Rohm Music Foundation was established in 1991, with the goal of contributing to the popularization and development of music culture in Japan. As of 2018, the foundation has granted 464 scholarships and continues to host Scholarship Concerts performed by current scholars. The Foundation organizes the Kyoto International Music Students Festival to promote international exchange among young musicians and music seminars to foster professional musicians. The Foundation also offers financial support for music-related performances, research and more.

 Rohm Music Foundation website:  
<https://www.rohm.com/rmf>

### ROHM Theatre Kyoto: A Cultural Institution

As an active supporter of the music arts for many years, ROHM acquired the naming rights of ROHM Theatre Kyoto, which reopened on January 10, 2016, for the next 50 years. The theatre is located in the heart of one of the city's most prominent cultural areas, home to numerous historic shrines and art museums. We hope that this theatre will be cherished as an institution representing the cultural arts of Japan.

 ROHM Theatre Kyoto home page (part of ROHM's website):  
<https://www.rohm.com/theatre>

Performance of Opera Project XVI, "L'enfant et les sortilèges" by the Seiji Ozawa Music Academy Photo: Masatoshi Uenaka

ROHM Music Festival held at the South Hall of ROHM Theatre Kyoto Photo: Tatsuo Sasaki





Kyoto International Music Students Festival Photo: Tatsuo Sasaki

## Activities by ROHM and the Rohm Music Foundation that express the splendor of music

### Seiji Ozawa Music Academy - An Educational Project Produced at ROHM Theatre Kyoto

Number of elementary school students invited to perform in the 'Opera for Children' at ROHM Theatre Kyoto

Over **8,700**  
(as of June 2018)

We continue to support the "Seiji Ozawa Music Academy," a development project for young musicians conducted by world-renowned conductor Seiji Ozawa. This is an unprecedented program in which young musicians in Asia are selected by audition to perform alongside top-class vocalists, led by professional musicians active on the global music scene as well as by Seiji Ozawa himself. This academy has hosted performance in ROHM Theatre Kyoto as the production base since it was opened in 2016. The academy has also hosted performances of "Opera for Children" since 2015, inviting elementary school children in Kyoto to enjoy this extravagant event.

### International Exchange Through Music: Kyoto International Music Students Festival

Number of music students who participated

**2,529**  
Includes 545 students from overseas  
(as of June 2018)

The Kyoto International Music Students Festival, which has been held every year since 1993, invites students from leading music schools around the world as well as in Japan. This premier music festival promotes international exchange through music and provides a nurturing environment for young artists. Public performances are held over five days in a variety of genres using piano, stringed and wind instruments, vocals and orchestra. More than 2,000 visitors come each year to hear the lively performances of students that bring color to the start of the Kyoto summer season.

### ROHM Music Festival: A Music-Filled Event

Number of 'Rohm Music Friends' - Musicians supported by ROHM and the Rohm Music Foundation:

**4,437**  
(as of June 2018)

Since 2016, the ROHM Music Festival has been held at the entire ROHM Theatre Kyoto for two days per year. This festival features performances by the "Rohm Music Friends," a collective of musicians who have been supported by ROHM and the Rohm Music Foundation and are actively working as professional musicians, and by junior and senior high school students in the Kansai area. During this time the area comes alive with music, with good times enjoyed by all.

ROHM Music Festival held at ROHM Square in ROHM Theatre Kyoto  
Photo: Tadashi Osawa



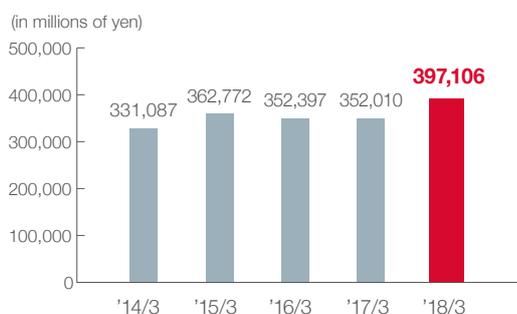
# Key Financial Data

Results as of  
March 31, 2018

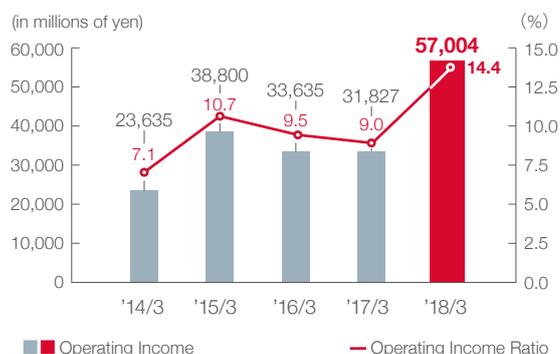
Net Sales	<b>397,106 million yen</b>	
Operating Income	<b>57,004 million yen</b>	(14.4%)
Ordinary Income	<b>54,213 million yen</b>	(13.7%)
Profit Attributable to Owners of Parent	<b>37,249 million yen</b>	(9.4%)

Figures in parentheses indicate percentage of sales

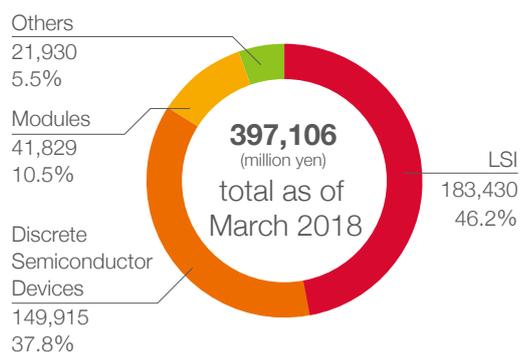
## Sales



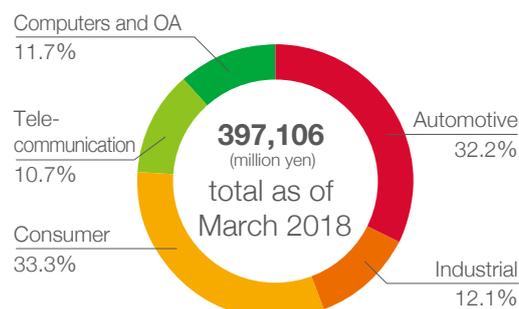
## Operating Income/Operating Income Ratio



## Sales by Segment



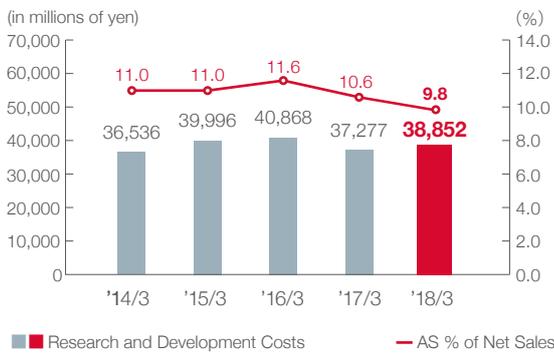
## Sales by Application



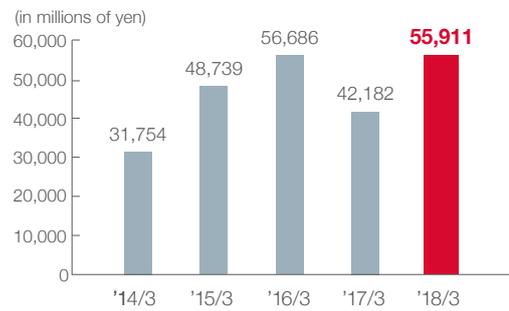
Note: Some figures are estimates.



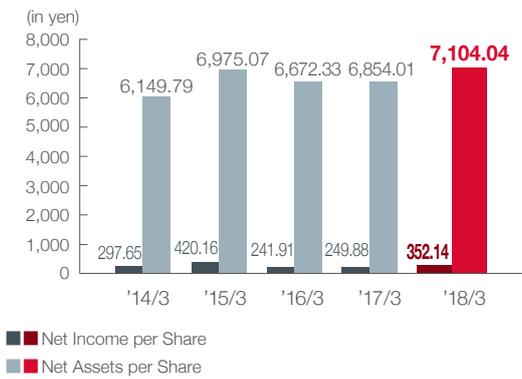
### Research and Development Costs



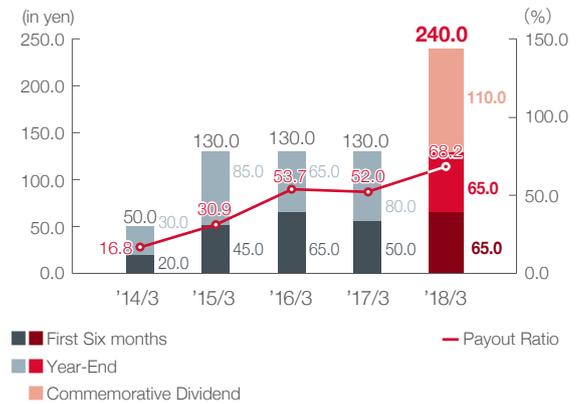
### Capital Expenditures



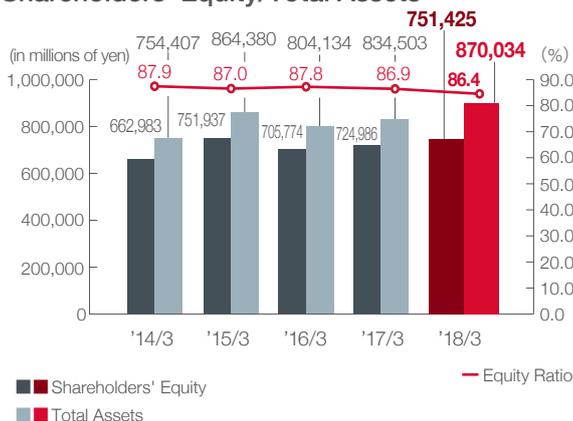
### Net Income per Share/Net Assets per Share



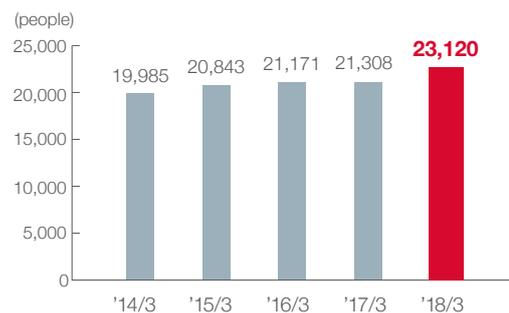
### Dividends/Payout Ratio



### Shareholders' Equity/Total Assets

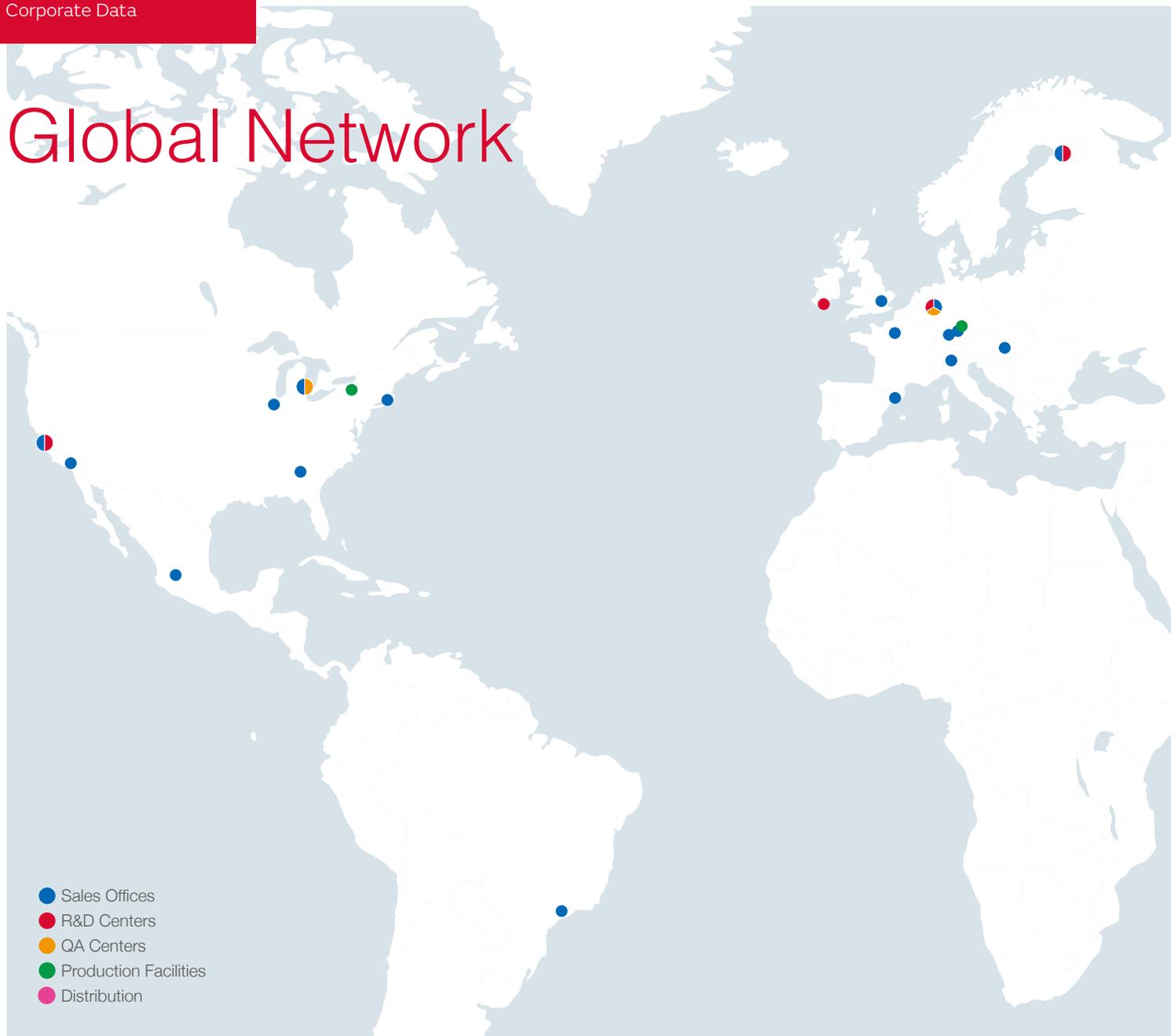


### Number of Employees



Investor relations webpage:  
<https://www.rohm.com/investor-relations>

# Global Network



[ Global ]

## Main Sales Offices

ASIA	ROHM Semiconductor Korea Corporation ROHM Semiconductor Trading (Dalian) Co., Ltd. ROHM Semiconductor (Shanghai) Co., Ltd. ROHM Semiconductor (Beijing) Co., Ltd. ROHM Semiconductor (Shenzhen) Co., Ltd. ROHM Semiconductor Hong Kong Co., Ltd. ROHM Semiconductor Taiwan Co., Ltd. ROHM Semiconductor Singapore Pte. Ltd. ROHM Semiconductor Philippines Corporation ROHM Semiconductor (Thailand) Co., Ltd. ROHM Semiconductor Malaysia Sdn. Bhd. ROHM Semiconductor India Pvt. Ltd.
AMERICA	ROHM Semiconductor U.S.A., LLC ROHM Semiconductor do Brasil Ltda. LAPIS Semiconductor America
EUROPE	ROHM Semiconductor GmbH

## R&D Centers

ASIA	Korea Design Center Shanghai Design Center Beijing Design Center Shenzhen Design Center Taiwan Design Center India Design Center
AMERICA	America Design Center (Santa Clara)
EUROPE	Europe Design Center ROHM POWERVATION Ltd. Finland Software Development Center

## QA Centers

ASIA	Shanghai QA Center / Shenzhen QA Center Taiwan QA Center / Korea QA Center Thailand QA Center
AMERICA	Detroit (America) QA Center
EUROPE	Europe QA Center

## Company Information

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
Capital:	86,969 million JPY (as of March 31, 2018)
Representative:	Tadanobu Fujiwara, President
Sales Volume:	Consolidated 397,106 million JPY (fiscal year ending March 2018)
Number of Employees:	Consolidated 23,120 (as of March 31, 2018)

[ Japan ]



### Production Facilities

ASIA	ROHM Korea Corporation ROHM Electronics Philippines, Inc. ROHM Integrated Systems (Thailand) Co., Ltd. ROHM Semiconductor (China) Co., Ltd. ROHM Electronics Dalian Co., Ltd. ROHM-Wako Electronics (Malaysia) Sdn. Bhd. ROHM Mechatech Philippines, Inc. ROHM Mechatech (Thailand) Co., Ltd.
AMERICA	Kionix, Inc.
EUROPE	SiCrystal GmbH

[ Japan ]

### Sales Offices

Kyoto	Matsumoto
Tokyo	Mito
Yokohama	Nishi-Tokyo
Nagoya	Sendai
Fukuoka	Takasaki
Utsunomiya	

### R&D Centers

Kyoto Technology Center (Head Office)  
Kyoto Technology Center (Kyoto Ekimae)  
Yokohama Technology Center

### QA Centers

Kyoto QA Center  
Yokohama QA Center

### Production Facilities

ROHM Co., Ltd.  
ROHM Hamamatsu Co., Ltd.  
ROHM Wako Co., Ltd.  
ROHM Apollo Co., Ltd.  
ROHM Mechatech Co., Ltd.  
LAPIS Semiconductor Co., Ltd.  
LAPIS Semiconductor Miyagi Co., Ltd.  
LAPIS Semiconductor Miyazaki Co., Ltd.  
ROHM Shiga Co., Ltd.

### Distribution

ROHM Logistec Co., Ltd.



[www.rohm.com](http://www.rohm.com)

