

ROHM's Value Creation Process

ROHM's Company Mission is quality first, focusing on power and analog technologies and seeking to solve social problems and improve corporate value by contributing to our customers' needs for "energy savings" and "miniaturization." By leveraging our ability to plan and propose products that anticipate customer needs, and by promoting integrated business activities from R&D to sales and customer support, we are able to provide products that guarantee the quality level required by our customers.

Social Issues ▶P22

Technology
Increasing demand for electronic products that respond to social changes

Manufacturing that meets the trust and expectations of our customers

Environment

Negative impacts of climate change
Serious resource depletion

Society

Securing human resources within a declining labor force

Governance

Strengthening our management and business activity foundations

Fulfilling social responsibility throughout our supply chain

Ensuring product safety and strengthening product quality

Material Issues ▶P24

Evolution of Technologies to Contribute to the Advancement and Progress of Culture

Stable Supply of High-quality Products

Sustainability Priority Issues

Strengthening Sustainable Technologies, Developing and Supplying Innovative Products

Mitigation of Climate Change

Effective Use of Resources

Strengthening Employee Engagement

Diversity Development

Ensuring the Health and Safety of Employees

Enhancing Corporate Governance

Risk Management

Sustainable Supply Chain Management

Strengthening Product Safety and Quality

Inputs

Financial Capital

Equity ratio	81.4%
Market capitalization	1,766 trillion yen
Equity	915.4 billion yen
Cash and deposits + securities	329.2 billion yen

Manufactured Capital

Capital expenditures (past 5 years)	346.4 billion yen
Worldwide production network	18
Manufacturing technology development (independent development to improve production efficiency)	
Capital expenditures for increasing production capacity (past 5 years)	183.7 billion yen
Capital expenditures for quality improvement (past 5 years)	12.5 billion yen
Full-scale introduction of flexible production lines	
Full operation of new building for SiC (ROHM Apollo)	

Intellectual Capital

Expertise accumulated in-house over many years of development	
R&D expenses as a percent of sales	8.4%
Universities we have industry-academic partnerships with	33
Industry-academia collaborative research projects	62
Number of patents held	9,377

Human Capital

Employees (consolidated basis)	23,754
Of these, 17,354 are foreign employees	
R&D personnel	3,022
Percentage of female employees	27.9%
New graduates hired	180 (non-consolidated basis)
Mid-career hires	89 (non-consolidated basis)
Engineers (STEM*-related positions)	2,268 (non-consolidated basis)
* Science, Technology, Engineering and Mathematics	
Implementing training to disseminate the Company Mission and Basic Management Policy	

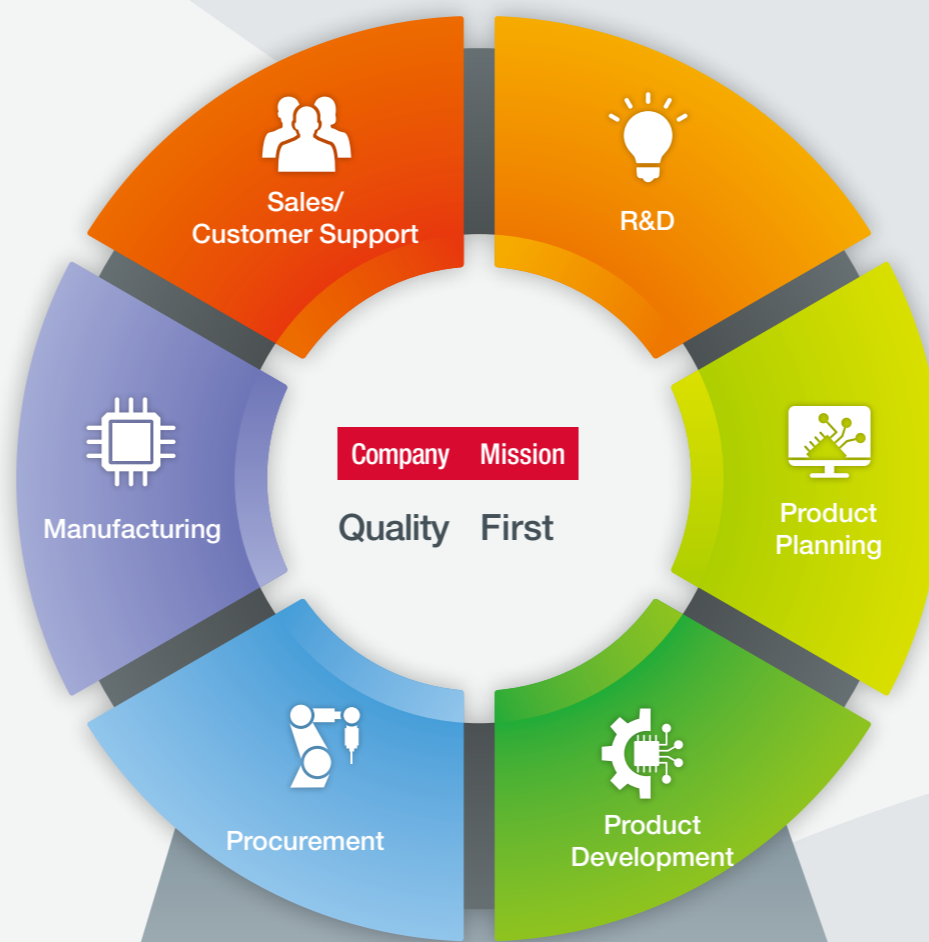
Social Capital

ROHM brand in the semiconductor market cultivated over many years	
Trusting relationships with customers/suppliers	1,848

Natural Capital

Quantity of water intake	11,762,000 m ³
Total energy use	
Total consumption of non-renewable energy	1,354,000 MWh
Total consumption of renewable energy	398,000 MWh

Business Model ▶P18



Growth Strategy / Medium-Term Management Plan

"MOVING FORWARD to 2025"

▶P28

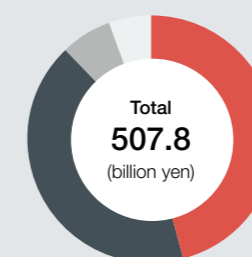
Impact

Development of products that contribute to energy conservation
Development of products that contribute to miniaturization

Contributing to motor and power supply efficiency improvements
Material and waste reduction

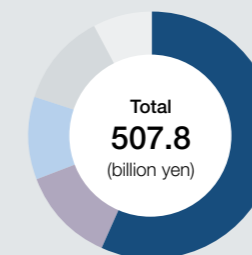
Outputs

Sales by Segment in FY2022



ICs	233.7 billion yen	46.0%
Discrete semiconductor devices	212.2 billion yen	41.8%
Modules	34.3 billion yen	6.8%
Other	27.6 billion yen	5.4%

Sales by Region in FY2022



Japan	288.9 billion yen	56.9%
China	62.8 billion yen	12.4%
Other Asia	54.8 billion yen	10.8%
USA	62.0 billion yen	12.2%
Europe	39.2 billion yen	7.7%

Outcomes

Economic Value



Financial Capital

Shareholder return	200 yen/share
Total return ratio	24%
Total shareholder returns (TSR) over the last 10 years	+ 264.1% (13.8% annually)

Social Value



Manufactured Capital



Intellectual Capital



Human Capital



Social and Relationship Capital



Natural Capital

Customer quality satisfaction score	3.70/5 points
Percentage of male employees taking childcare leave (non-consolidated basis)	42.9%
Average annual number of human resource development training hours per person (non-consolidated basis)	13.2 hours
Average annual amount of human resource investment per person (non-consolidated basis)	40,118 yen
Percentage of women in management positions	12.6%
Average annual percentage of employees taking paid vacation (non-consolidated basis)	80.1%
Percentage of purchases from suppliers with completed comprehensive supplier activity evaluations	95.4%
Percentage of purchases from suppliers with CSR procurement self-assessment rating of B or higher	78.3%
Donations (including sponsorships)	363.9 million yen
Number of patents held	9,310
Water discharge	8,973,000 m ³ (decreased by 13,000 m ³ year-on-year)
GHG emissions	8,921,000 t-CO ₂ (decreased by 385,000 t-CO ₂ year-on-year) * Including Scope 3
Total waste volume	16,720t (decreased by 455t year-on-year)
Waste recycling rate	98.5% (increased by 0.6 percentage points year-on-year)

* FY2022 actual values