

ROHM Group Integrated Report

2019

Note : This report is a translation of Japanese integrated report. The original version of this report is written in Japanese. In the event of any discrepancies in words, accounts, figures, or the like between this report and the original, the original Japanese version shall govern.

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.

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.

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.

Editorial Policy • Index

Editorial Policy

The ROHM Group actively strives towards achieving a sustainable society through innovations in product and management quality. This year, we start publishing “Integrated Report” to present our progress of incorporating SDGs and ESG into our business activities

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

Reporting Period Fiscal year 2018 (April 1st, 2018 to March 31st, 2019)
Reports on events and initiatives before and after this period are also discussed in section.

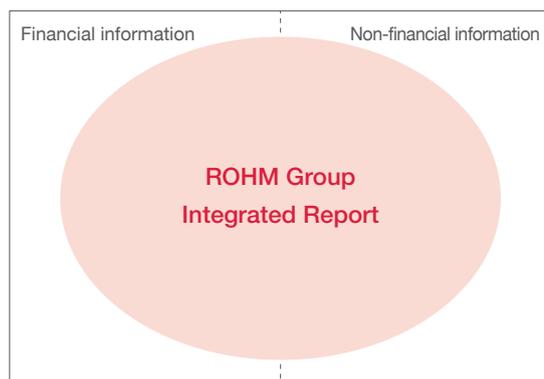
to our stakeholders and increase comprehensive understanding of both financial and non-financial information of the ROHM Group. This report integrates our public disclosed information and aims to report in a way for stakeholders to better understand the value ROHM has given to the society.

Data published October 2019

Guidelines used for reference IIRC Framework

Relationship with other reports

〈Websites〉



〈Financial information〉 <https://www.rohm.com/investor-relations>



〈Non-financial information〉 [CSR Initiatives] <https://csr.rohm.com/jp/>



[Other ROHM Group Information] <https://www.rohm.com>



[Company Information] <https://www.rohm.com/company>



Index

ROHM's Corporate Philosophy	Initiatives for Addressing ESG Issues	Financial Information & Company Data
01 Company Mission • Basic Management Policy	28 Corporate Governance	45 Eleven-Year Summary
02 Editorial Policy • Index	31 Environmental Initiatives	47 Consolidated Balance Sheet
03 ROHM History	35 Human Resources Management	49 Consolidated Statement of Income and Consolidated Statement of Comprehensive Income
05 Key Financial Highlights	37 Diversity & Inclusion Initiative	50 Consolidated Statement of Cash Flows
07 Product Line-Up	38 Respect for Human Rights	51 ROHM Group Network
09 Vertically Integrated Production System	39 CSR Procurement Promotion (Responsible Supply Chain)	
11 Quality Initiatives	40 Occupational Health and Safety	
ROHM's Value Creation Model	41 Compliance	
13 ROHM's Value Creation	42 Risk Management • Information Security	
15 Message from the President	43 Cultural Support Activities	
21 CSR/CSV Management Strategy		
25 ROHM's Key Technologies		



1958 Toyo Electronics Industry Corporation



1981 Company Name changed to ROHM

(¥billion)
4,000

ROHM Origin of company name

"R" represents the first letter of our original main product, Resistors. This was put together with the unit for resistance " ohm". The "R" now also stands for "Reliability". "Quality First" is ROHM's corporate policy.



1973 Began sales of LEDs



1969 Initiated development of ICs



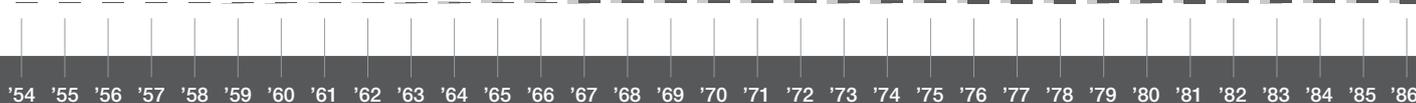
1967 Began sales of Transistors and Diodes

1,000



1954 Acquired a utility patent for a resistor

■ Net Sales
■ Operating Income



ROHM History

- Dec. 1954 Current director Ken Sato founded Toyo Electronics Industry and started development and distribution of carbon-film fixed resistor.
- Sep. 1958 Established Toyo Electronics Industry Corporation with capital of 2 million yen.
- Aug. 1966 Established WAKO ELECTRONICS CO., LTD. (currently known as ROHM WAKO CO., LTD) in Kasaoka City, Okayama (hereafter established production headquarters in various locations in Japan).
- Aug. 1970 Formed a corporation in California of the United States (hereafter, established production and sales headquarters in various locations abroad).
- Oct. 1970 Built Semiconductor Factory
- Nov. 1983 Listed on the Second Section of the Osaka Securities Exchange.

History of electronics

1950s

Transistor radio



1960s

Color TV



1970s

Portable cassette audio



1980s

VTR

CD player

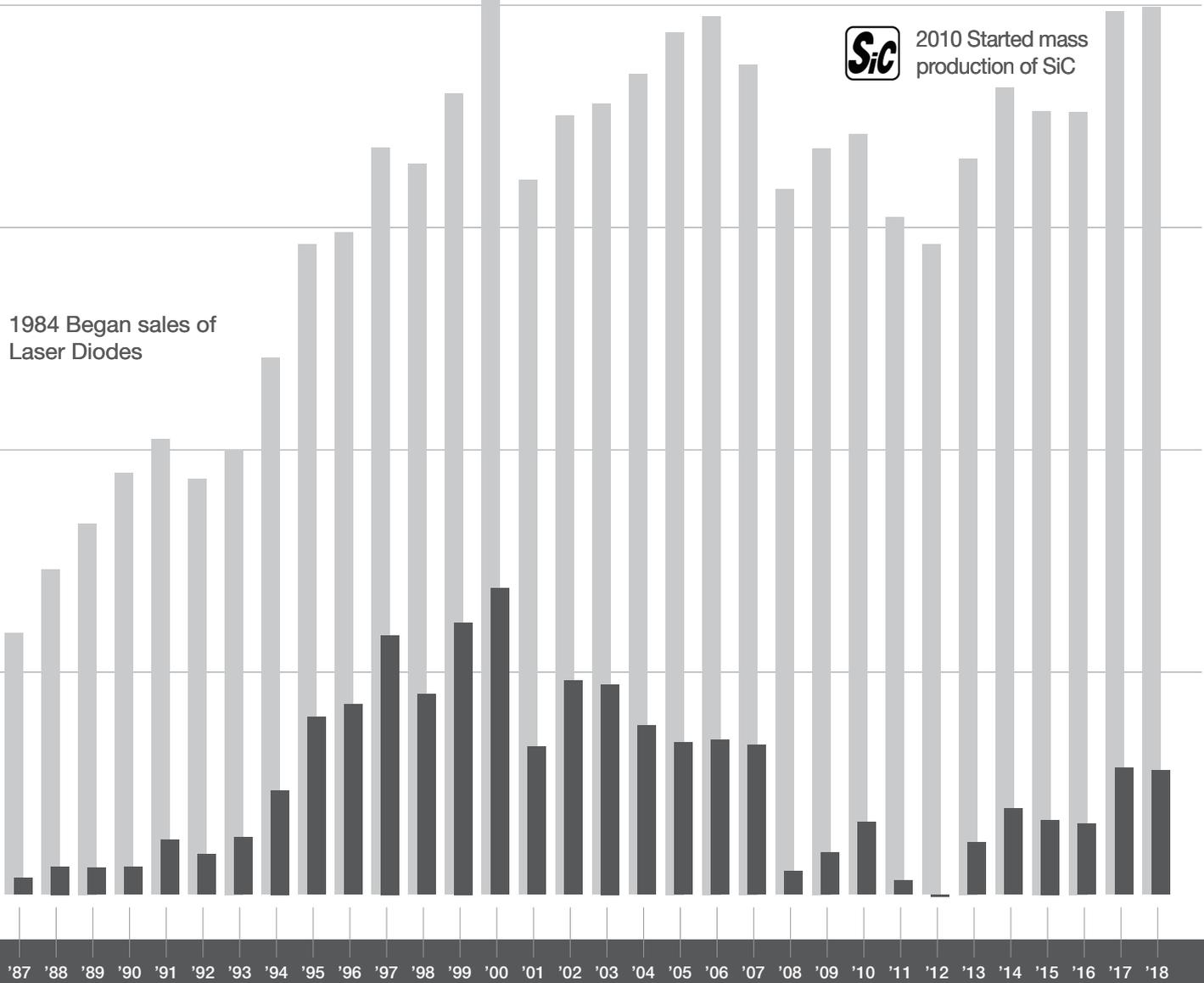




2008 The brand mark is changed on the 50th anniversary

SiC 2010 Started mass production of SiC

1984 Began sales of Laser Diodes



Jan. 1989 Listed on the First Section of the Tokyo Stock Exchange.

Oct. 2008 Acquired Oki Semiconductor Co., Ltd. (currently known as LAPIS Semiconductor Co., Ltd.).

Jul. 2009 Acquired SiCrystal AG.

Nov. 2009 Acquired Kionix Inc.

1990s

Digital camera
Personal computer
DVD
Mobile phone



2000s

Liquid crystal TV
Car navigation



2010s

Tablet PC
Hybrid electric vehicle
Electric vehicle



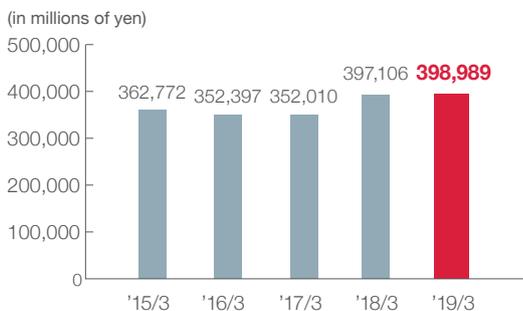
Key Financial Highlights

Results as of March 31, 2019

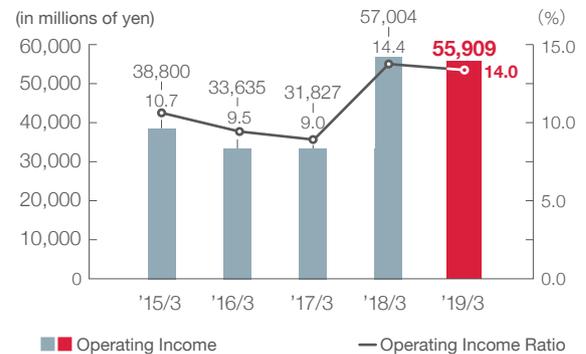
Net Sales	398,989 million yen	
Operating Income	55,909 million yen	(14.0%)
Ordinary Income	64,689 million yen	(16.2%)
Profit Attributable to Owners of Parent	45,441 million yen	(11.4%)

() : As % of Net Sales

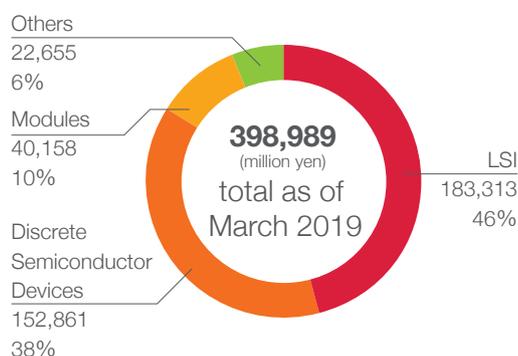
Sales



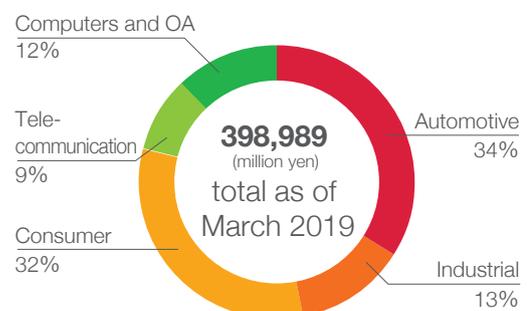
Operating Income/Operating Income Ratio



Sales by Segment



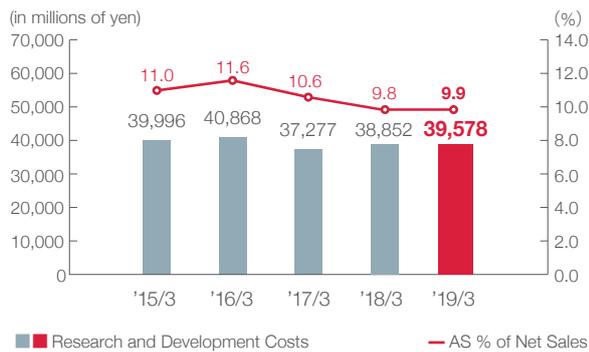
Sales by Application



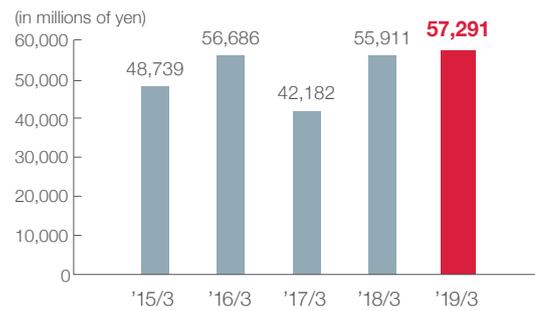
Note: Some figures are estimates.



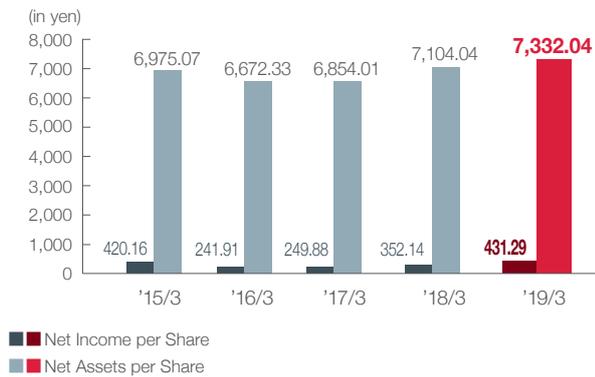
Research and Development Costs



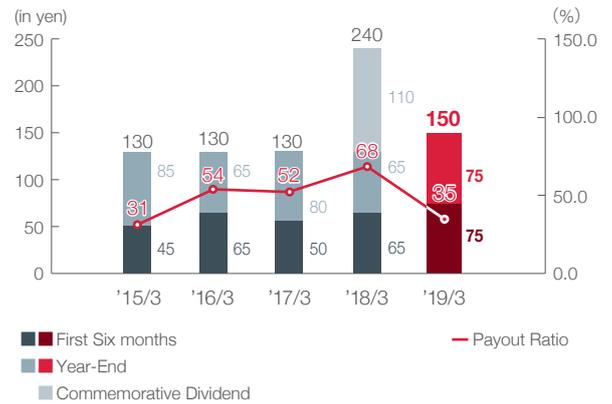
Capital Expenditures



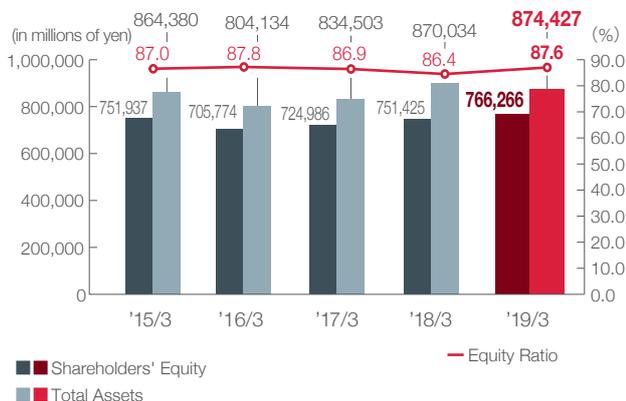
Net Income per Share/Net Assets per Share



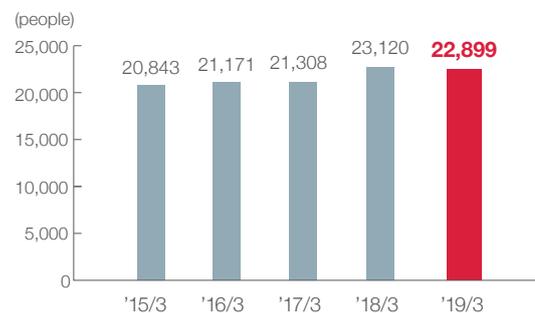
Dividends/Payout Ratio



Shareholders' Equity/Total Assets



Number of Employees



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

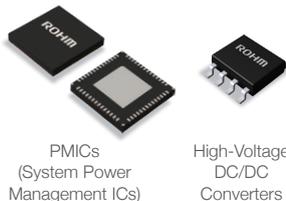
Product Line-Up

Utilizing our broad line-up, we provide solutions to various customers.



Power Management/Power Supply ICs

ROHM contributes to the evolution of battery operating time and equipment systems by efficiently providing optimized power to the MCU and CPU, which serve as the brains of the device.

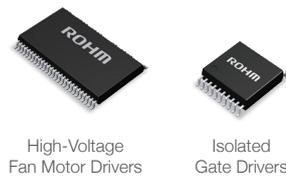


PMICs
(System Power
Management ICs)

High-Voltage
DC/DC
Converters

Driver ICs

Nearly half the electric power consumed worldwide is said to be due to motors. For our motor driver ICs, ROHM is developing products with the characteristics and functions that motor drivers require—high reliability functions such as anomaly detection/protection and malfunction prevention; energized drive technologies for silent/low vibration operation; low-consumption/high-efficiency technologies; digital rotation control technologies; high-precision positioning control technologies; and package pin design that takes convenience into consideration.



High-Voltage
Fan Motor Drivers

Isolated
Gate Drivers

General-Purpose ICs

ROHM's systemized broad package line-up includes memory, op-amps, converters, reset ICs, data converters, and other products, contributing to the enhancement of functionality in a range of devices.



A rich lineup of packages
suitable for a range of uses

Microcontrollers (Low-Power MCUs)



Using our own original low-power technology, we have developed microcontrollers that realize industry-leading low-energy consumption. Moreover, we also offer a lineup of tough microcontrollers capable of withstanding noisy and high temperature environments.



16-bit Low-Power
Microcontroller

Wireless Communication Devices



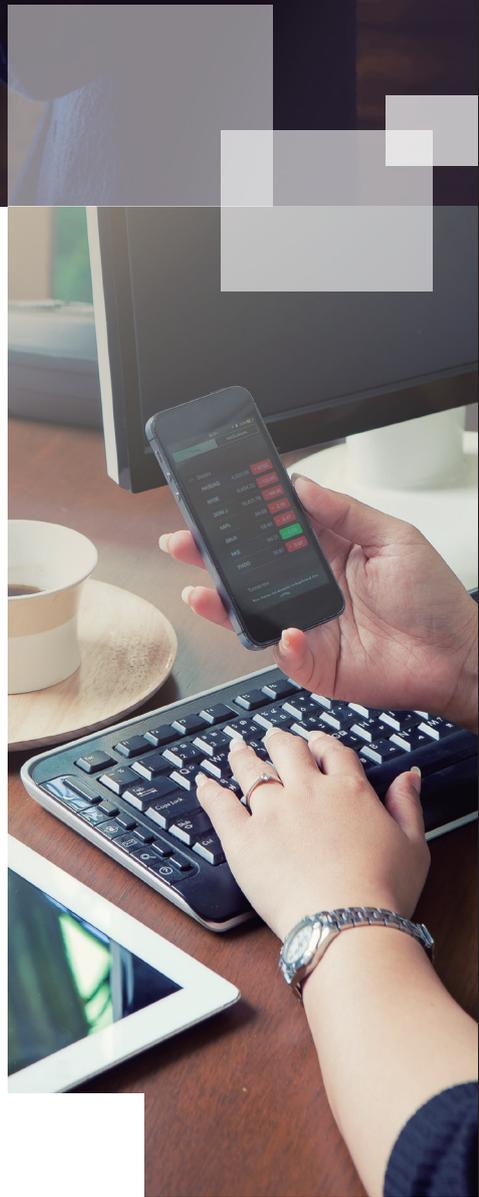
We are responding to the broad needs of the expanding IoT market with wireless communication devices that support a range of protocols such as Wi-SUN, which enables low-energy long-distance communication, and EnOcean® battery-free wireless communication technology.



Wireless
Communication
ICs for Sub-GHz

Wi-SUN
Module

• EnOcean® is a registered trademark of EnOcean GmbH.



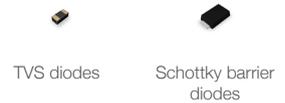
Transistors

In addition to expanding and enhancing our portfolio of power devices supporting the high-power sector, we are also pursuing miniaturization technologies. This will enable us to contribute to greater power efficiency and miniaturization in a diversity of applications ranging from automotive and industrial equipment to smartphones.



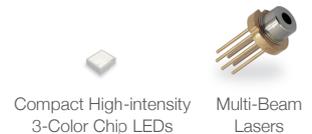
Diodes

ROHM provides a rich lineup that supports low-loss and high reliability for a range of applications, such as for power supply circuit rectification and circuit protection.



LEDs / Laser Diodes

Through the fusion of our own original device technologies and precision processing technology, we are expanding our product development into new fields such as motion and position sensors.



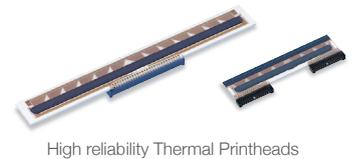
Resistors

As a resistor pioneer, ROHM has consistently led the industry in pursuing R&D. We are further strengthening our lineup with high-reliability, high-power products that support the automotive and industrial equipment fields.



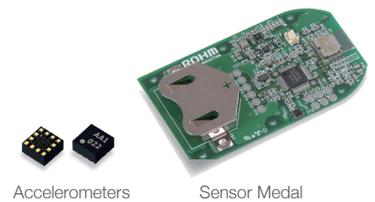
Thermal Printheads

Our thermal printheads hold the top industry share in markets such as receipt printers and logistics barcode printers.



Sensing Devices

ROHM creates a broad range of sensing devices by combining a rich variety of sensor elements and optimal ASICs (Application-Specific Integrated Circuits) for utilizing these elements.



Vertically Integrated Production System

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

ROHM Apollo Co., Ltd.



Raw silicon

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

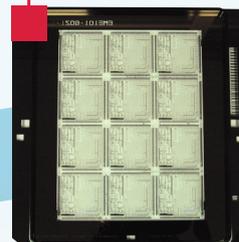
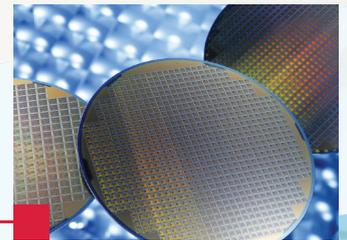


Photo Mask



Wafer Process

SiC
Silicon Carbide



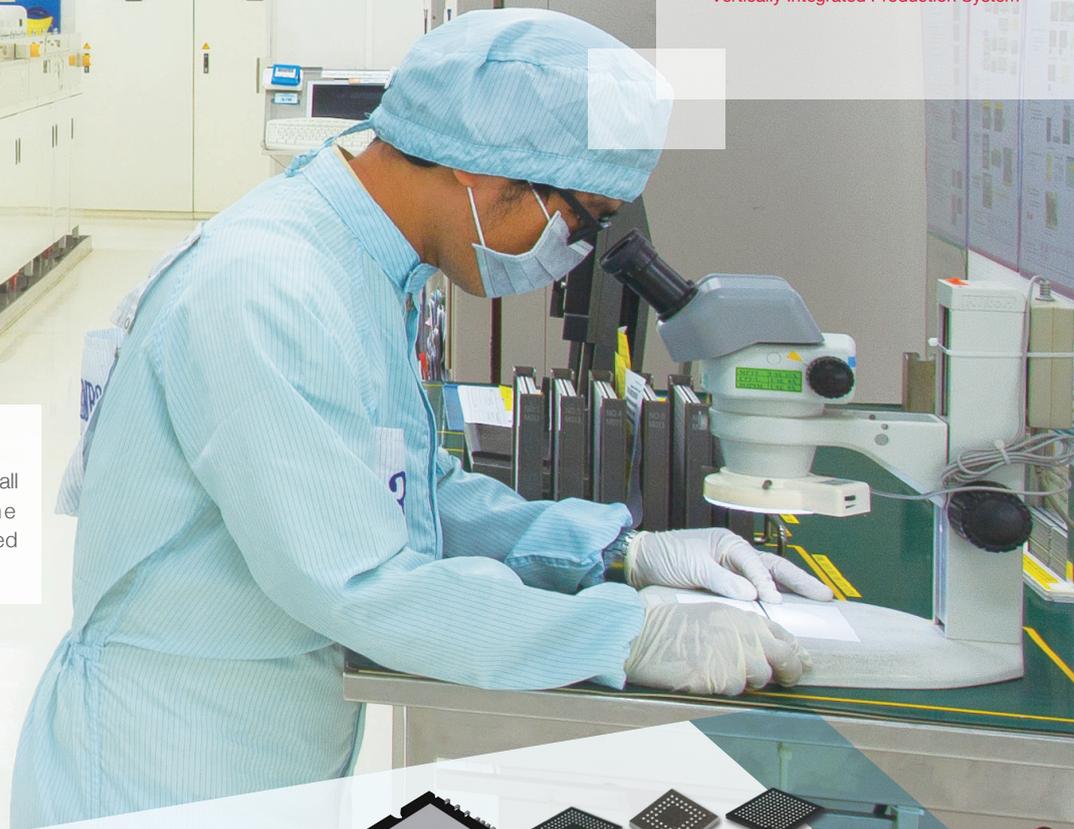
SiCrystal

Wafer Process

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



ROHM Hamamatsu Co., Ltd.



In-house Dies and Lead Frames

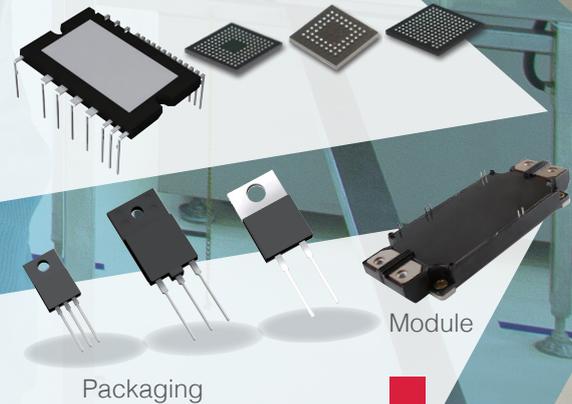
To ensure the highest levels of quality, all dies for lead frames, lead frame punching, and molding are developed and produced in-house



Frame



Assembly Line



Packaging

Module



Die / Mold

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 boast state-of-the-art assembly technologies—including SiP, CSP, QFN, and BGA—and high product quality.



ROHM Integrated Systems (Thailand) Co., Ltd.

Quality Initiatives

A Quality Control System that will Satisfy and Reassure the Customer

The organization of ROHM is divided into a Development Division, Production Division, Sales Division, Administration Division, Accounting Division, and Direct Administration Division. Production departments for each product group (e.g. LSI, TR, LED) are placed within the Production Division, and these departments are in charge of management work for everyday quality, cost and delivery.

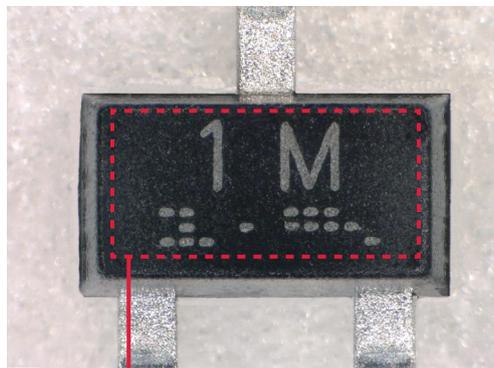
The Quality Assurance Department is organized as one of the Direct Administration Divisions. The QA Department oversees the construction of quality systems and information dissemination throughout the Company beyond the limits of the manufacturing departments and Headquarters, and supervises the work of the QC units in each manufacturing department.

BASIC QUALITY ASSURANCE POLICY

- 1.Promote internal standardization for the whole company and establish control structures by means of statistical information.
- 2.Conduct comprehensive and continuous research for the development of new technologies and products. Proactively utilize methods of statistical control for all areas of company activities.
- 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.Utilize contracts with our suppliers to secure quality assurance programs for raw materials and components.

Traceability Control

In the unlikely event where defects occur stemming from the product,the production information (lot information) of ROHM products can be traced back to the actual product. All manufacturing processes can be traced back to four factors:human,machine,material and method.These four factors enable a speedy investigation concerning the production conditions and workmanship of the pertinent lot.



Lot information (time period of production, etc.)

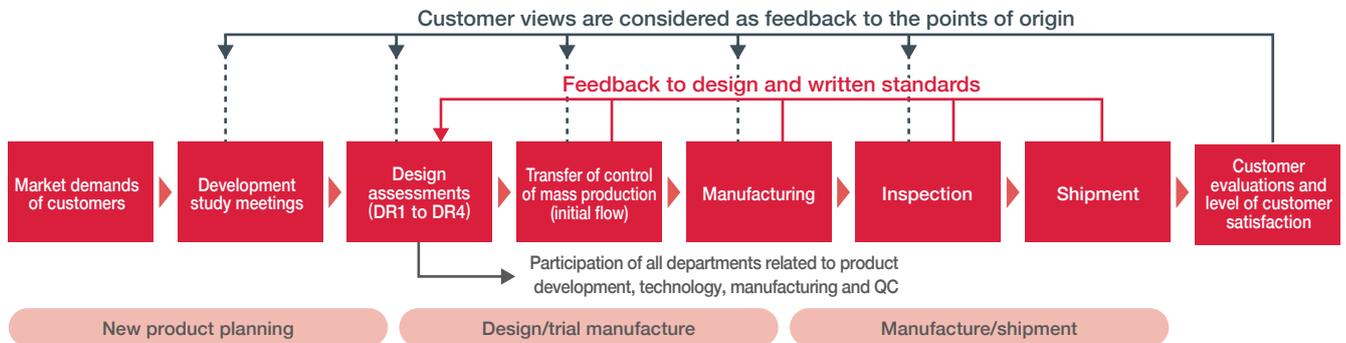


Sample retention for all lots

Quality System

When developing new products, in order to be able to constantly deliver reliable products that satisfy our customers' requirements in a timely manner, ROHM performs evaluation at the four stages of design concept, design review, first product flow, and mass production. ROHM has established a structure where information for improvement is fed back upstream so that sequential handling can be performed, and that relevant information is incorporated into future designs.

Quality assurance system chart following the flow of new product development



【Unbreakable Design and Product Creation】

Semiconductors, which are produced through fine processes, are generally fragile. ROHM considers the importance to overturn this misconception in order to enable use with confidence.

Development and manufacturing flow(example)

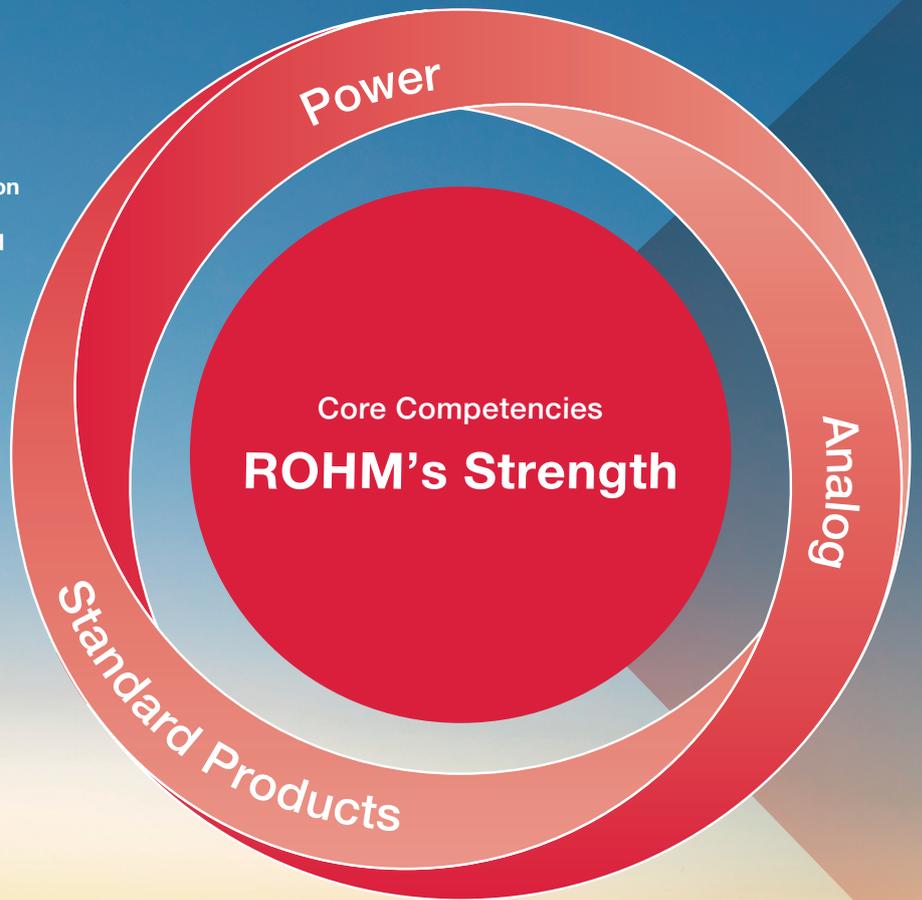


ROHM's Value Creation Model

In pursuing value creation through its value chain, ROHM actively communicates with stakeholders both within and outside the company and conducts verification inspections in line with core ISO26000 themes. Our "Six Priority CSR Issues" include "Creating Shared Value (CSV) that is Resolving Social Issues through Business Activities"—whereby ROHM's business activities will lead to the company's own growth by playing a part in resolving social issues—as well as "Business Activities that Have a Positive Impact on Society"—whereby we fulfill the expectations of our stakeholders by mitigating the impact of our business activities on those around us, and we are pursuing initiatives to address each of these challenges.

Social Needs

- Increased energy consumption stemming from the rise in population that has exceeded the Earth's bio-capacity
- Limited "underground resources"
- Increase in traffic accidents due to the growing aging society globally
- Global Warming due to CO₂ Emissions



ROHM's Strategy

[Focusing Products]

Power

Analog

Standard Products

[Focusing Markets]

Auto market

Industrial market

Overseas market

Enhancing Production

ROHM's Strength

High Quality

High Reliability

Stable Supply

BCP System

Energy Saving

Smaller size of products

Safe and Secure

High Efficiency

Business Scale

March 31, 2019

ROHM Group Net Sales

398,989

million yen

LSI

183,313

million yen

Discrete Semiconductor Devices

152,861

million yen

Modules

40,158

million yen

Others

22,655

million yen

Continuing the ROHM DNA that has been passed down over generations since the company's establishment, we aim to be a company that is constantly creating new value



**Tadanobu Fujiwara,
President**

In the time between when ROHM Co., Ltd. took its first steps as a resistor manufacturer in 1958 and the present day, ROHM's business environment has changed tremendously as the electronics industry has achieved remarkable progress. Although the company has faced numerous challenges, our stance of contributing to cultural progress and enhancement by providing high product quality and innovative products based on our Corporate Philosophy—which we have upheld since the company's foundation—has never changed. Moving forward, ROHM will continue to endeavor to pursue CSV (Creating Shared Values) activities and resolve social issues (SDGs—Sustainable Development Goals).

Aiming to further enhance our corporate value, each of ROHM's employees will continue to implement our Company Mission and Basic Management Policy, taking on new challenges while further raising product quality in all aspects of our business.

共夢共働

共感共働

共成共働

共夢共働

Work together towards a common dream

Please dream. Each Employee is encouraged to dream. Everyone must work together to support and challenge one another to achieve these dreams.

共感共働

Work together harmoniously

We must all work together. Not only should we be self-motivated, but we should all work together in cooperation and with compassion for others.

共成共働

Work together to achieve common growth

As we work together with the same values and objectives, individual success will lead to company growth.

Our Vision

We will always motivate employees for their greater performance.

Based on our company policies (Company Mission, Basic Management Policy), we should encourage employees to be diversified and create a corporate culture that can contribute to society through work.

Increase ROHM's presence in the market with analog / power products

We should continue to develop valued products for global automotive / industrial markets that meets customer demands which contribute to the resolution of social issues and increase the market shares with analog / power products.

Secure stable profit with new products

The sales divisions, Application engineering divisions and Product development divisions should work together to provide the value to our customers, releasing new and best-seller products in the market, and securing stable profit.

With our strong commitment to manufacturing, quality is top priority at all times

We should maintain a disciplined work environment throughout the company where safety is paramount, follow defined rules, and focus on quality as top priority.

Our aim is to be always trusted and acknowledged by society.

As a good corporate citizen, we will follow social rules and standards, and will remain a fair and faithful company to our stakeholders.

Business strategy

Basic policy

In endeavoring to create and improve lasting and comprehensive corporate value, we believe that pursuing innovative product development and high-quality manufacturing as part of our business activities will not only raise customer satisfaction but also enable us to contribute to society.

As well as pursuing the development of products capable of leading world markets, ROHM's basic management policy is to supply cost-competitive high-quality products consistently and in large quantities by using our own original production technology, taking a leadership role in the world's semiconductor and electronic components markets.

Medium-to-long-term Management Strategy

1. Focusing markets

(1)Automotive/Industrial equipment-related markets

Automotive and industrial equipment-related markets are markets that demand high product quality, high-reliability, and stable product supply—the ROHM Group's specialties. Utilizing the semiconductor technology that we have accumulated up until now, the ROHM Group will proactively open up new markets.

(2)Overseas markets

With globalization, ROHM has been cultivating overseas customers and strengthening our business activities. From product configuration to development, marketing, and technological support, we are creating a system that can broadly respond to overseas customers' needs and will endeavor to expand our overseas sales and market share.

2. Focusing products

(1)Power

As the need to increase energy efficiency increases more and more, we are strengthening our development and lineup of SiC devices, which can be miniaturized and achieve significantly lower-loss in comparison with conventional silicon semiconductors. Our performance for use of these devices in various applications is building, centered on automotive and industrial equipment-related markets. In addition to SiC devices, we are combining various power devices and module technologies to assemble a rich product lineup, starting with high-efficiency supply ICs and driver ICs, providing customers with optimal power solutions.

(2)Analog

As the commercialization of electric cars accelerates and increased energy efficiency is being promoted in industrial equipment-related and white goods markets, ROHM is developing advanced analog solutions such as application-specific supply ICs, motor drivers, and LED driver ICs; furthermore, centering on products for automotive and industrial equipment-related markets

we are also collaborating with major processor manufacturers to enable us to respond to broad market needs.

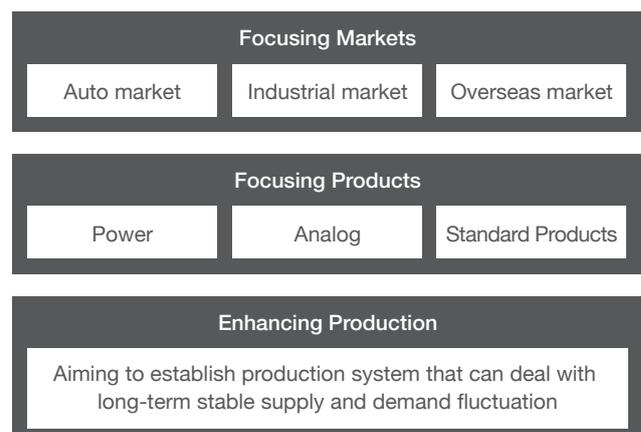
(3)Standard products

With regard to small signal semiconductors, resistors, general supply ICs, and other general-purpose products used in wide range of applications, we provide a stable supply of high-quality, high-reliability products centered on automotive and industrial equipment-related markets.

3.Enhancing Production

To enable continuous stable growth over the medium-to-long-term, we are strengthening our manufacturing system capable of ensuring a globally stable product supply. We are also endeavoring to eliminate various waste through the pursuit of Group-wide production improvement activities, known as "RPS (ROHM Production System)", with the aim of reducing lead time, further improving product quality, and strengthening cost competitiveness. In addition, we are also pursuing initiatives aimed at building an advanced product quality management system.

ROHM's Strategy





“CSV (Creating Shared Value)” and SDGs (Sustainable Development Goals)

In order to achieve the “Company Mission” and “Basic Management Policy” that we have passed down continuously since ROHM’s foundation, we have positioned moving forward day-by-day as a means for our company to contribute to society. Today, as achievement of SDGs (Sustainable Development Goals) is becoming a common global objective, we believe that achieving sustainable growth for both society and ROHM is possible if we further expand our previous thinking and aim to realize “resolution of social issues

through business activities” and “Enhancing ROHM’s own corporate value by achieving our Company Mission and Basic Management Policy” (CSV). Based on this philosophy, each ROHM Group employee believes that undertaking a broad range of initiatives that lead to the resolution of social issues—product development, high product quality manufacturing, environmental conservation activities, etc.—will not only raise stockholders’ satisfaction, but also facilitate the achievement of SDGs.

Honing rich humanity and intelligence, and contributing to society

At ROHM, the roots supporting our business activities is “people”. Not only do we pursue knowledge and specialization, we also place importance on ethics, humility, and other characteristics that contribute to rich humanity. We therefore aim to provide a work environment that encourages education and self-development so that all our employees are able to grow, creating a company capable

of responding to society’s broad needs. As society diversifies more and more, we are undertaking workplace reforms—such as “Ease of Working”, “Women’s Participation”, and “Work-Life Balance”—to create a corporate environment that is comfortable to work in, with the aim of creating a workplace where every employee can work enthusiastically.

“Quality First”: Raising the “quality of management” by carrying out our Corporate Mission

ROHM provides society with key devices focusing on “power”, “analog”, and “standard products” for markets centered on automotive related markets, in which technological innovations to improve energy efficiency and safety are advancing, and our basic market sector, industrial equipment-related markets, which address

these needs. Furthermore, we are improving not only the “product quality” of the “items” and “services” that we provide, but also our “Quality of Management” through implementation of our Company Mission and Basic Management Policy.

Performance Environment/Shareholder Returns

ROHM's performance for the first period (ending March 2019) continued to be favorable centered on the automotive and industrial equipment markets, with sales remaining steady. However, the market environment has changed rapidly since autumn 2018, with sales plunging into a sudden correction phase and harsh conditions continuing even now. Due to the influence of U.S.-China trade friction, the Chinese economy has begun to stagnate, causing a slowdown in automobile production and sales numbers. Furthermore, in the smartphone market and other IT device markets, it is thought that in addition to the problem of trade friction, changes are occurring in the market growth cycle due to rising diffusion rates and the competitive environment is intensifying as the market matures.

The semiconductor/electronic components markets began to show substantial growth from the latter half of 2016, and this growth continued until autumn 2018. There are two main reasons why this growth was sustained.

The first reason is the trend towards increasing energy efficiency, starting with the automotive market. In the Japanese automotive market, the diffusion rate for hybrid cars has already risen to a level exceeding 30%, and the number of electric cars powered solely by electricity being produced is tending to increase, albeit slowly. Conventionally, cars powered by gasoline and other fossil fuels were the norm, but we believe that a huge paradigm shift is beginning to take place, with electronics being used as the driving force for moving automobiles (electrification). The same can be said for the industrial equipment and consumer appliances markets. Economies around the world are expanding in size. Even countries that were until recently referred to as "developing countries" are now able to realize more abundant lifestyles for their citizens moving forward, and the need for energy is increasing more and more. Thus increasing energy efficiency is a major theme for effectively utilizing limited energy resources and continuing the development of sustainable societies.

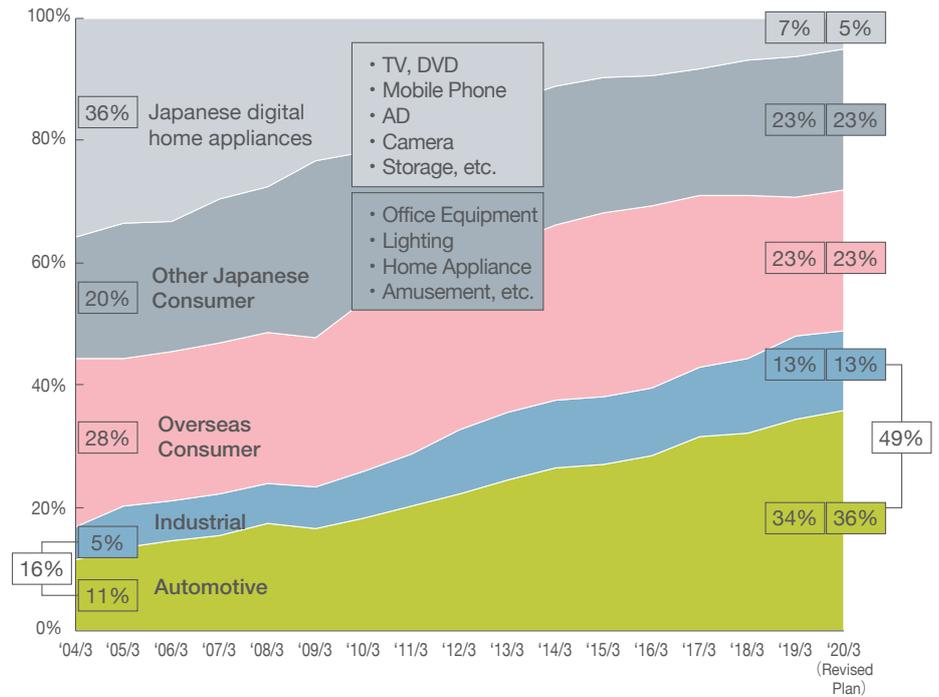
The second reason is the trend towards high functionality connecting "safety" and "peace of mind". In the automotive market, for example, another major trend in addition to increasing energy efficiency is "autonomous driving". For example, collision avoidance devices gradually began being used in vehicles on the market from around 2010, and in the less than 10 years since then installation rates for these devices have grown tremendously, expanding to such an extent that today their installation rate in new cars is higher than 90%. Autonomous driving levels range from Level 1 to Level 5, and the cars with autonomous driving devices installed that are currently on the market are Level 2 (limited; partial autonomous driving), and high functionality is still advancing. It is said that by the 2030s, the autonomous driving will have shifted to Level 5 (no limits; completely autonomous driving). In conjunction with this evolution, it is also thought that "C (Connectivity)" and "S (Shared)" will progress, and together with "A (Autonomous driving)" and "E (electrification)", there are collectively referred to as "CASE".

Towards sustainable growth

Under the present situation, it can hardly be said that the current market environment is good; however, the importance of electronics is tending to rise even higher, and it is thought that essential semiconductor and electronics components markets will continue to grow. Accordingly, ROHM is expanding and enhancing our lineup of products supporting the electronification and increased energy efficiency of automobiles and industrial equipment, as well as further improving product quality and strengthening our production system so as to be able to withstand continuous market growth.

In order for ROHM to achieve growth continuously over the medium-to-long-term as well as respond to the evolution of society's needs, it is essential that we control the value-creation cycle of improving/expanding our production system to ensure stable product supply as well as secure production development engineers and production technology for key products LSI and discrete devices, investing many resources. The ROHM Group is working together as one to tackle and resolve issues for society.

Trend of Sales Ratio by Market Segment

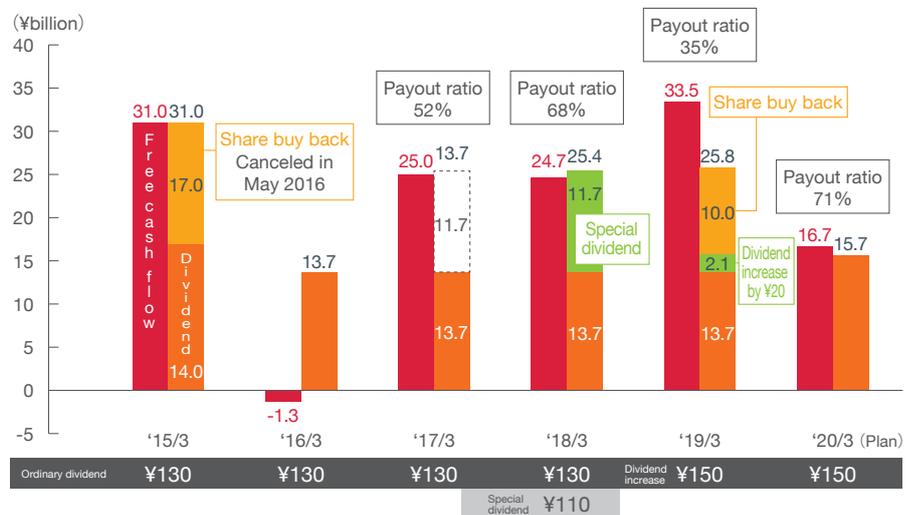


Towards expanding shareholder value

ROHM's business activities are sustained by support from many stakeholders. While we believe that building good relationships with our customers, business partners, employees, and the local community is important for achieving sustainable growth, sustainable growth is not possible without the support of our shareholders, who are the foundation of our corporate operations. While maintaining harmonious mutual prosperity with stakeholders, ROHM is endeavoring to maximize shareholder value.

As we ensure shareholders' understanding of our business activities, ROHM aims to at the same time expand our profits through performance growth further bolstering returns for shareholders and making the company even more attractive.

Returns to Shareholders (Trend of Free Cash Flow and Shareholder Returns)



October 31, 2019
 Tadanobu Fujiwara, President

CSR and CSV Compromise the Core of Our Business Activities

The “Company Mission” and “Basic Management Policy” stated by the ROHM Group since its establishment serve as the root for establishing our “CSR Policy”. We understand this CSR Policy is something that we evolve in response to dialogue with our stakeholders and changes to international standards. ROHM undertakes its business activities earnestly from a global perspective, further expanding our realization of CSV resolving social issues through our CSR initiatives. We

believe that ultimately, these efforts will also enable us to obtain society’s trust, leading to sustainable corporate expansion. Based on this CSR Policy, ROHM is proactively contributing to the attainment of SDGs (Sustainable Development Goals) set by the United Nations as well as CSV in order to realize a sustainable society by carrying out our business activities while simultaneously resolving various social issues.

ROHM Group’s CSR Policy

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.
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.
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.
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.

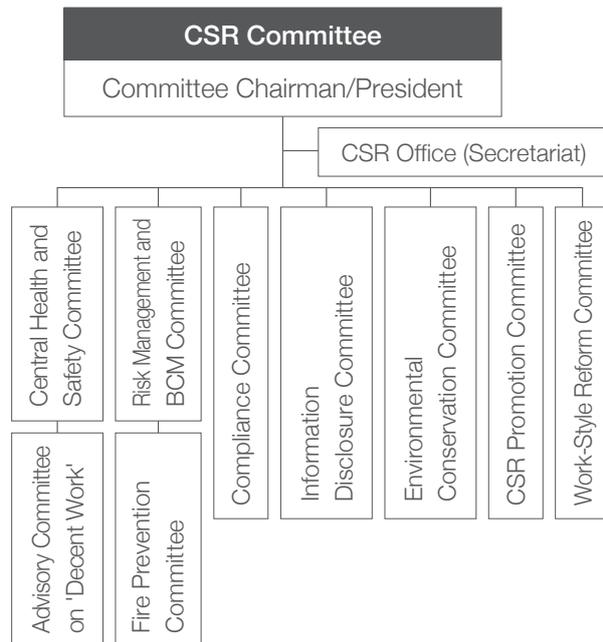


CSR Management System

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.

【Promotional Organization at ROHM Headquarters】



Management System Assurance & Operation Status

The ROHM Group, obtains management system assurance based on implementation of PDCA (Plan->Do->Check->Action) according to our CSR Management System structure with the cooperation of each specialized committee, division, and group company. Furthermore, ROHM has been voluntarily undergoing RBA Validated Audit Process (VAP) inspections since 2013. Six of our overseas production facilities underwent and completed inspections in FY2017. For ROHM overall, we check that CSR management is in compliance with the RBA Code of Conduct through internal auditing of each management system as shown below as we endeavor to strengthen our quality of management. Through these activities, we aim to further enhance “company quality”, creating a company that stakeholders choose.

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.

This organization is mainly composed of electronic equipment manufacturers, major suppliers, and their standards.

*2: VAP stands for Validate Audit Process.

This is a third-party Audit of the EICC code of conduct.



Priority CSR issues

ROHM Group has actively spoken to its stakeholders within and outside the company and examined the opinions, requests and interests they expressed in line with the core themes of ISO26000. We have identified the impact the ROHM Group has on society and established six "Priority CSR issues." These six priority issues include "Creating Shared Value (CSV), that is Resolving Social Issues through Business Activities," in which,

by playing a part in solving social issues, our business activities themselves will also lead to ROHM's own growth. They also include "Business Activities that Could Bring Positive Social Impact to the Society," in which we will meet the expectations of our stakeholders by mitigating the impact that our business activities have on those around us. We are pursuing initiatives tailored to each of these challenges.

CSR Priority Issues	Reasons for Selection (*)	Contributions to SDGs Achievement	theme	chance	risk
Resolve social issues through innovative products	There are societal demands for the resolution or alleviation of environmental issues on a global scale, such as limited resources and climate change, as well as for increased energy conservation.	   	Development of Innovative New Projects	<input type="radio"/>	
			Development of Innovative New Technologies	<input type="radio"/>	
			Energy Saving	<input type="radio"/>	
Develop a global workforce that can contribute to the international community	As economies becomes increasingly global, ROHM believes that it is crucial to cultivate a diverse workforce that accepts different backgrounds and values from each local region and works together to create new value.	  	Diverse Human Resources Development	<input type="radio"/>	
			Establishing an Environment where Diverse Values can be accepted		<input type="radio"/>
Ensure a stable	There are societal demands for the organizational structure that enables stable, speedy supply of high quality products.	  	Improvement of Quality	<input type="radio"/>	
			Safe and Secure Procurement		<input type="radio"/>
			Business Continuity Planning		<input type="radio"/>
Make considerations for labor practices and thoroughly respect human rights in the value chain	ROHM believes that it is essential to make efforts for considering human rights, improving working environments, and promote anti-corruption activities based on international norms such as the UN Global Compact, ISO 26000 and the RBA Code of Conduct. ROHM also strives to comply with the RBA Code of Conduct as a fair company.	   	Respect Human Rights		<input type="radio"/>
			Promote Comfortable Working Environments		<input type="radio"/>
			Supply Chain Management		<input type="radio"/>
			Anti-Corruption		<input type="radio"/>
Carry out business activities that protect the global environment	There are societal demands for reducing the environmental load from manufacturing at all production companies in order to resolve or alleviate environmental issues such as limited resources and climate change.	  	Efficient Manufacturing	<input type="radio"/>	
			Combat Climate Change		<input type="radio"/>
			Reduction of Environmental Impact		<input type="radio"/>
Contribute to local communities through business activities	ROHM believes that it is important to contribute to the regional development through dialogue with the community as a corporate citizen.	  	Co-exist with Local Communities Contribute to Local Communities	<input type="radio"/>	
			Engagement with Local Communities		<input type="radio"/>

Opportunity: Resolve Social Issues through Business Activities

Risk: Business Activities that Could Bring Positive Social Impact to the Society

*ROHM Group judges priorities based on the impact on stakeholder evaluation and decision-making and the impact the organization has on the economy, environment and society.

■ Process of Identifying CSR Materiality

The validity of the CSR Priority Issues are evaluated from the perspective of stakeholders in a variety of positions, including external experts and specialists.

To ensure objectivity regarding the progress of initiatives (Do) aimed at achieving objectives and plans (Plan), ROHM receives external audits from third party organizations (Check) and decides on the next objectives and plans (Act) while periodically carrying out reviews based on PDCA.



The value chain refers to activities that increase added value within the sequence of steps from procurement of raw materials to their use in products and services.

■ Communication with Stakeholders

The main stakeholders of the ROHM Group are customers whom our products and services are provided to; and all those individuals from the society such as shareholders, investors,

employees, and suppliers who have direct stake in the functioning and performance of a company.

Dialogue with Customers

Exhibition etc.



Dialogue with Employees

Work Style Reform Committee etc.



Dialogue with Local Societies and Community

Receive company and factory visit requests from schools, etc.



Dialogue with Shareholders and Investors

Financial Results Briefing etc.



Dialogue with Business Partners

Partners Meeting etc.



Dialogue with Local Societies and Community

Business trips for education activities, etc.



■ External (Third-party) Evaluation

ROHM actively communicates with shareholders and investors around the world, for example by disclosing business results and other corporate information promptly.

In addition, ROHM has formulated a disclosure policy and strives to provide fair and accurate information in a timely manner.



FTSE4Good



FTSE Blossom Japan



Sense in sustainability



Power

Responding to the ever-increasing demand for energy with low-loss SiC

Influenced by economic growth centered in Asia, global energy consumption is continuing to increase. A large percentage of consumed energy is used for “motors” and “lighting”, and so optimization of the electricity that powers is gaining worldwide attention as an important issue. In particular, “motors” is said to comprise some 40% to 50% of global demand for electricity. Moreover, the number of new xEV cars powered by these motors that are being sold is anticipated to

increase approx. five-fold between now and 2030. If we can decrease this electricity consumption, it would be a tremendous contribution to resolving energy problems. Semiconductors for driving motors used in xEV cars such as electric cars and fuel cell cars up until now mainly used Si (silicon) IGBTs (insulated gate bipolar transistors) and diodes, but nowadays use of devices incorporating SiC (silicon carbide), which has lower loss, is accelerating.

Characteristics of SiC power devices

SiC-MOSFET has one-tenth the on-resistance per unit area of Si-IGBT, which is small and enables large reductions in loss and heat generation during operations. Furthermore, because SiC-MOSFET enables high temperature operations, it is also possible to simplify cooling mechanisms and miniaturize the entire system.

ROHM's SiC power device initiatives and power solutions

ROHM began researching SiC-SBD and SiC-MOSFET in the 2000s. In April 2010, the company was the first in Japan to create a system for mass-producing SiC-SBD, then in December of the same year was the first in the world to build a system for mass-producing SiC-MOSFET. The SiC power device market is expected to achieve tremendous growth in the medium-to-long-term as needs for increased energy efficiency increase. In addition to our SiC power devices, ROHM is also strengthening our lineup of products used in power supply circuits, such as insulated gate driver ICs and shunt resistors, providing solutions to the major social issue of ever-increasing energy demands.

Products

< SiC devices >

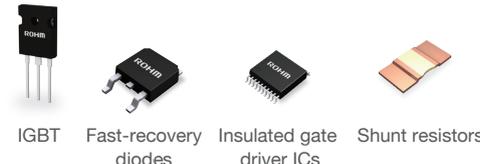


SiC-SBDs

SiC-MOSFETs

Full SiC power module

< Other devices >



IGBT

Fast-recovery diodes

Insulated gate driver ICs

Shunt resistors



Analog

Analog technology shines precisely because society is digital

Computers, smartphones, and various other digital devices brighten our everyday living. However, input/output data for these devices is analog, and in fact many analog technologies are used inside digital devices. The scope for application of analog technology is broad—lighting control for LED, which are used in huge quantities around the world, motor revolution control, mobile device power management—and the more digitalization progresses, the more the importance of analog

technology actually becomes apparent. Since the 1970s, ROHM has positioned analog as a key technology and has accumulated analog technology centering on technology for consumer appliances markets over a long period of time. Fusing the three core technologies of “circuit design”, “layout”, and “process”, we are giving birth to the world’s best analog ICs, which contribute to increasing energy efficiency and functionality in the automotive and industrial equipment markets.

■ Nano Pulse Control®

Microminiaturizing supply IC control pulse width to nanoseconds (nano = ten to the minus nine) made it possible to instantaneously convert high voltage to low voltage. This enables the realization of one-level step-down rather than the conventional two-level step-down in 48 V supply systems, such as mild hybrid cars, thereby contributing to system miniaturization.

■ Nano Energy®

Depending on the installation status, in many cases it is not possible to carry out maintenance frequently on battery-driven devices such as wearable terminals and IoT devices. Thus “10-year operation with one coin battery” has become a key word. ROHM’s “Nano Energy” contributes to increasing the longevity of electronic devices by reducing electric current consumption to the bare minimum.

Products



PMIC
(system power supply)



Motor driver ICs



Power Supply ICs with
Nano Pulse Control®



LED driver ICs

Standard Products



World's No. 1 for small signal transistors/diodes We have also constructed a long-term stable supply system

IC (LSI), transistor, diode, and other semiconductor products are used in large quantities in a broad range of fields, making these electronic components essential for the advancement of industry. ROHM was established in 1954 with the completion of a practical resistor model. Subsequently the company expanded its business to include transistors, diodes, and other semiconductor-related fields as well as LSI, growing into a general manufacturer of electronic components. For small signal transistors and diodes, ROHM has

acquired the top share in the world market. Moreover, we have developed a rich lineup of general-use ICs such as op-amps, supporting a wide range of applications. As the need for electronic parts increases more and more in the active automotive and industrial equipment markets especially due to increasing energy efficiency and high functionality, ROHM is pouring effort into enhancing our product lineup and furthering miniaturization and high quality in addition to building a long-term stable supply system through efficient capital investment.

■ Building a high-quality, long-term stable supply system

ROHM has manufacturing facilities located throughout the world. We have established a manufacturing network comprising seven main pre-processing (wafer processing) facilities and six post-processing (assembly) facilities, creating a system whereby all product groups can be supplied from multiple product facilities. Furthermore, through our own independent product quality management system, ROHM ensures high product quality standards regardless of differences in product use or production facilities.

■ Initiatives for creating the world's smallest device

As needs for high-functionality and miniaturization of electronic devices increase, miniaturization of semiconductors and electronic components is being demanded. In addition, many of the materials used in electronic parts are limited natural underground resources. Not only through recycling and reusing waste, ROHM is endeavoring to control environmental load through product miniaturization and weight savings by pursuing miniaturization in our development of various standard products.

Products



Small-signal transistors



Small-signal diodes



General-purpose ICs (op-amps)



Micro-resistor RAS MID®



Corporate Governance

Basic Approach

ROHM Group strives to pursue the best possible corporate governance in order to achieve our company Mission and the Basic Management Policy.

In addition, based on the recognition that the company is supported by stakeholders including its customers, business partners, employees, shareholders, investors, and local communities, we believe that corporate management and actions must be rooted in fairness, soundness and transparency. Moreover, based on an accurate understanding of the cost capital of the company from a stakeholder perspective, we stated the basic idea of the corporate governance is to maximize sustainable corporate growth and medium to long term corporate value. We are working to enhance corporate governance in accordance with the following basic policy.

Based on these views, the "Corporate Governance Policy" and "Corporate Governance Report" are established and published.

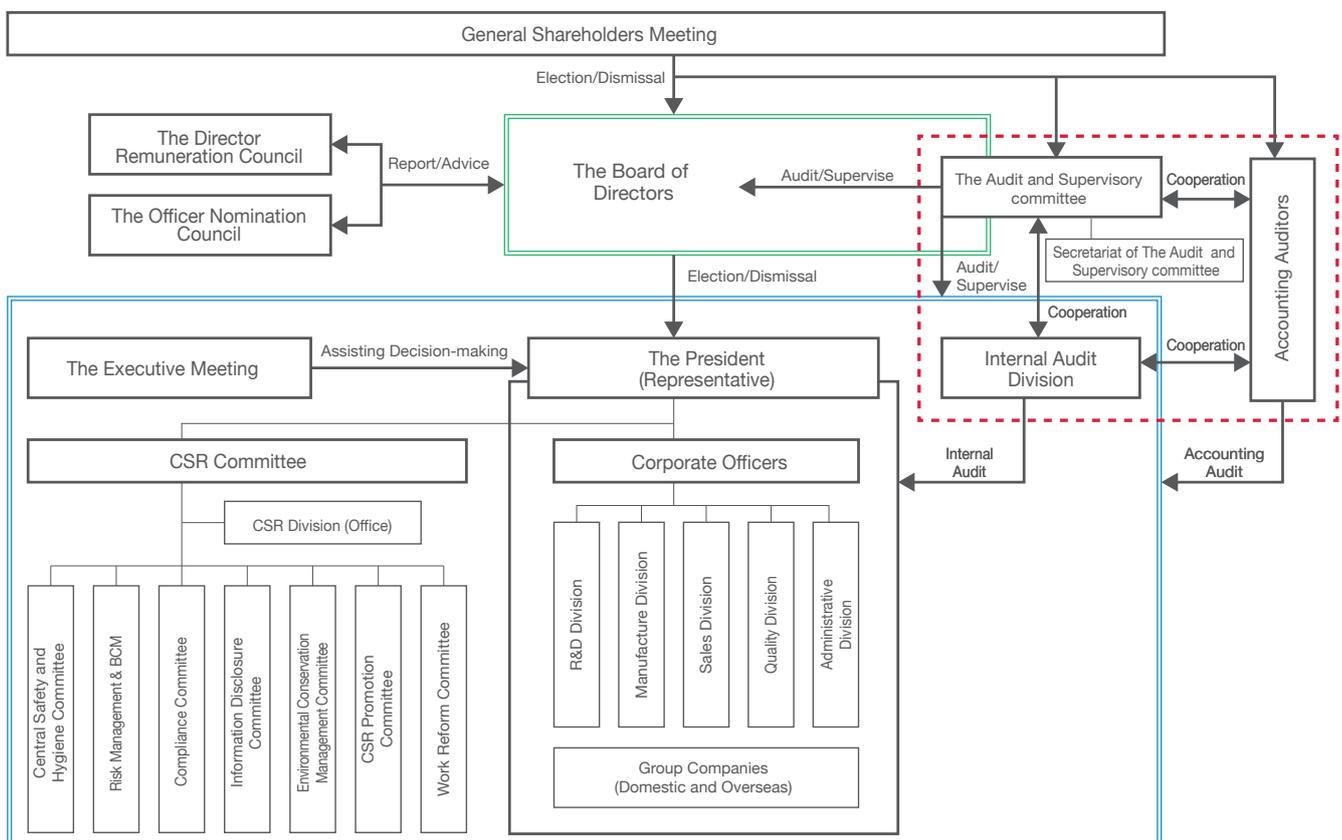
Basic Policy

1. Properly cooperate with all stakeholders including shareholders, and to address and to deal with ESG (environmental, social, and governance) issues.
2. To respect the rights of shareholders, secure their equal treatment, and engage in constructive dialog with shareholders who share the mid-to-long term perspective.
3. To disclose corporate information in a timely and appropriate manner as a part of ensuring our transparency.
4. To make the roles and responsibilities of the Board of Directors clear, hold meetings of the Board of Directors in a timely and appropriate manner, facilitate decision-making processes, and ensure that outside officers proactively express their views from an independent and objective standpoint and that the Board of Directors oversees the execution of business.

Corporate Governance Framework

In June 2019, ROHM switched from a "company with board of company auditors" system to a "company with audit and supervisory committee" system. Giving voting rights to directors who are audit and supervi-

sory committee members in Board of Directors meetings strengthens the supervisory function of the Board of Directors meeting and aims to further enhance corporate governance and corporate value.



Member of the Board and Corporate Officer

In order to complement functions of the Board of Directors and establish a more flexible management structure which can appropriately and swiftly respond to the rapidly, ROHM have introduced corporate officer system since Sep 2019. Corporate Officers not holding “Member of the Board” are listed below.

Member of the Board

Position	Name
President	Tadanobu Fujiwara
Member of the Board	Katsumi Azuma
Member of the Board	Isao Matsumoto
Member of the Board	Masahiko Yamazaki
Member of the Board	Yoshiaki Suenaga
Member of the Board	Kunio Uehara
Member of the Board	Tetsuo Tateishi
Member of the Board	Ken Sato
Member of the Board (Outside)	Koichi Nishioka
Member of the Board (Outside) Audit and Supervisory Committee Member (Full-time)	Hiroyuki Nii
Member of the Board (Outside) Audit and Supervisory Committee Member	Hidero Chimori
Member of the Board (Outside) Audit and Supervisory Committee Member	Toshiro Miyabayashi
Member of the Board (Outside) Audit and Supervisory Committee Member	Kumiko Tanaka

Corporate Officer

Position	Name	Title
Chief Executive Officer	Tadanobu Fujiwara	
Senior Managing Executive Officer	Katsumi Azuma	In charge of Business・Strategy
Managing Executive Officer	Isao Matsumoto	In charge of Quality・Safety・Production
Senior Corporate Officer	Masahiko Yamazaki	Director of Administrative Headquarters and Director of CSR Headquarters
Senior Corporate Officer	Yoshiaki Suenaga	Director of System Solutions Engineering Headquarters
Senior Corporate Officer	Kunio Uehara	Director of Accounting & Finance Headquarters
Senior Corporate Officer	Tetsuo Tateishi	Director of LSI Development Headquarters
Corporate Officer	Tetsuo Aoki	Head of Japanese・Asia Sales and Director of East Japan Sales Headquarters
Corporate Officer	Koji Yamamoto	Director of LSI Production Headquarters and In charge of Development of ATP Rationalization
Corporate Officer	Kazuhide Ino	Director of Power Device Production Headquarters
Corporate Officer	Syoji Higashida	Group General Manager of WP Production Headquarters

(as of September 11, 2019)

Assessment and Evaluation for Effectiveness of the Board of Directors

Overview of results and future actions

The Board of Directors as a whole is evaluated as being largely effective, with the adequate dates and held frequency, in that it sets aside sufficient time for deliberations, with making an adequate decision through the decision of the important management of business, taking steps to ensure the appropriate

information can be obtained from inside and outside, and ensuring the Remuneration system of outside Directors is functioning as one of incentives of sustainable corporate growth.

Remuneration

Regarding executive remuneration, by distinguishing directors who are not the Audit and Supervisory Committee members and who are, each limit on total remuneration is established at the ordinary general shareholders meeting. Remuneration for each director who is not the Audit and Supervisory Committee is determined by the Board of Directors on the basis of the report of The Director Remuneration Council. On the other hand, the amount of remuneration for directors who are the Audit and Supervisory Committee is determined through deliberations by the Audit and Supervisory Committee on the basis of the report of The Director Remuneration Council.

[The Mar 2019] Remunerations of Directors

Director Category	Total Remuneration (Million JPY)	Total Remuneration by Type(Million JPY)		Number of Directors (Target)
		Fixed Remuneration	Performance-linked Remuneration	
Director(Excluding Outside Directors)	335	182	153	9
Outside Director	84	84	—	7

*A table above includes remuneration of a director retired at the 60th general ordinary shareholders meeting held on 28th June 2018.

*The amount of remuneration paid to Directors does not include the amount of employee salaries paid to employee Directors.

■ Various IR Activities and Events to Respond to the Needs of Wide-ranging Shareholders

In addition to holding two financial results briefings – for the year and half year – ROHM communicates with various shareholders and investors throughout the year.

Furthermore, as interest in environmental, social and governance (ESG) performance increases, ROHM proactively holds meetings with investors focused on ESG, communicating on corporate value from broad perspectives.



Financial results briefing session

TOPICS.

Institutional Investors' Tour of the Production site in Thailand

In December 2018, a group of 19 securities analysts and institutional investors visited ROHM Integrated Systems (Thailand) Co., Ltd., which is a core manufacturing location of the ROHM Group. The tour included a look at ROHM's production framework and quality assurance system.



Tour of the Production site in Thailand



Company briefing for private investors



Private investor fair

Briefings and Events for Private Investors

Investor relation activities toward private investors were strengthened through company briefings, exhibits and other events at the branch offices of securities firms.

■ Strengthening the Distribution of Profits to Shareholders from a Long-term Perspective

ROHM's basic policy in relation to shareholder return is to provide stable ordinary dividends.

(1) The distribution of stable dividends is the standard, and, as a general rule, there will be no dividend cuts.

(2) With a dividend payout ratio of 30 percent or more as a guide, the dividend will be increased on the long-term in accordance with earnings growth.

(3) Cash flow circumstances and capital demand will be taken into consideration, and commemorative dividends, treasury stocks and other additional measures to pass gains along will be incorporated.

	2015/3	2016/3	2017/3	2018/3	2019/3
Ordinary Divided(yen)	130	130	130	130	150
Commemorative Divided(yen)	-	-	-	110	-
Basic Net Income per Share(yen)	420.16	241.91	249.88	352.14	431.29
Payout Ratio	31%	54%	52%	37%	35%
Acquisition of Treasury Stock(billion yen)	170				100

■ Vitalizing the Shareholders Meeting

The measures taken to facilitate voting rights execution include, posting an English translation of invitations on the website, and the acceptance of proxies applications via the internet. ROHM has also focused on encouraging IR activities and voting rights based on surveys of foreign investors.

At our general meeting of shareholders, we not only give required reports and put matters to resolution but also try to provide easy-to-understand explanations. They include the utilization of videos to explain business performance, market trends and management policy, the on-screen presentation of questions and answers to investor FAQ, and the showing of products.



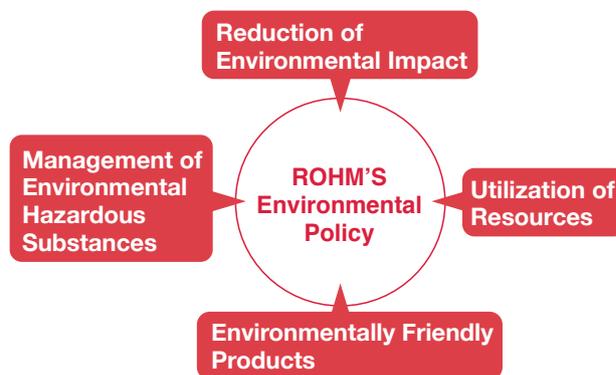
Shareholders Meeting

ROHM's Efforts for Global Environmental Conservation

ROHM has been working on a variety of environmental conservation activities centering on the Environmental Policy.

We believe that corporate activities contributing to the environment are to manufacture environmentally friendly products and yet to reduce our own environmental impact in manufacturing them. Particularly for the prevention of global warming, we are active in a range of the reduction of CO₂ and other greenhouse gases emitted from our business operations.

In addition, we will define long-term environmental targets and policy from the perspective of biodiversity, and have approaches to realize sustainable society.



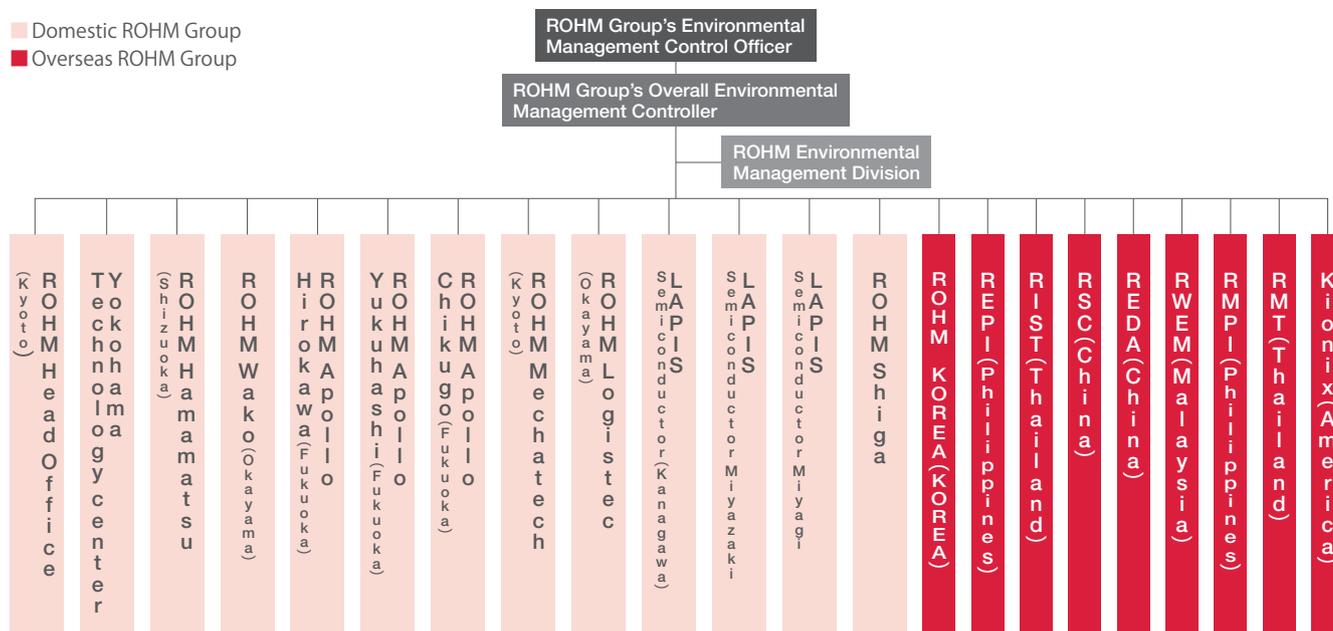
Environmental Policy

ROHM's everlasting conscientiousness to preserve the global environment contributes to the healthy existence of humanity and to the continued prosperity of the company.

1. Conserve energy by initiating innovative methods in all corporate activities.
2. Develop environmentally-conscious products that minimize the environmental burden by employing responsible processes throughout the life cycle of each product.
3. Give priority to the procurement of materials and products that have the least levels of adverse impact on the environment.
4. Promote effective utilization of resources and strive for the prevention of pollution and conservation of biodiversity toward the realization of a sustainable society.
5. Comply with international and national environmental laws and regional agreements and other customer requirements to which we have agreed.
6. Endeavor to train employees and encourage our constituents to actively care for their surroundings and the global environment.
7. Develop positive relationships with the community through contributions to the local environment and the proper disclosure of environmental data.
8. Continuously improve subjects by creating and carrying out the environmental objectives, and their action plans to enhance environmental performance.

Organization and Promotional Structure

- Domestic ROHM Group
- Overseas ROHM Group

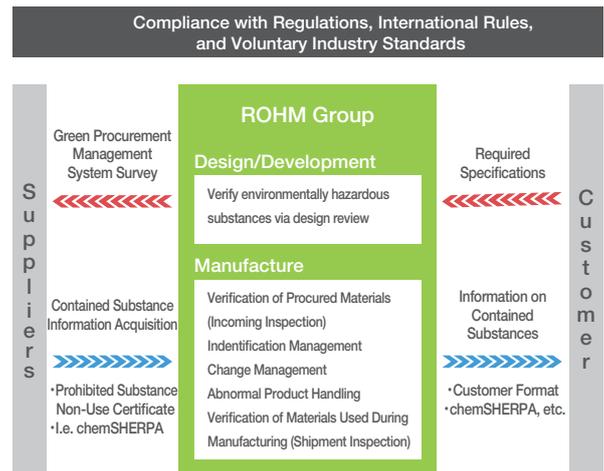


Product Chemical Substance Management

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

While regulations on product chemical substance management such as the EU RoHS Directive, EUREACH Regulations, and the China RoHS Directive are being further strengthened, we have established Green Procurement Standards and verified conformance to each regulation by accurately obtaining the chemical information contained in raw materials and parts.

Based on the cooperation of our business partners, we are promoting the creation of eco-friendly products, creating a management system that prevents prohibited substances from being received, used, or shipped, and supplying products that ensure worry-free use by our customers. In addition, raw materials and parts delivered from suppliers as well as products to be shipped to customers are periodically checked for chemical substances using fluorescent X-ray analyzers installed at each production site and at ROHM's Quality Assurance Department.

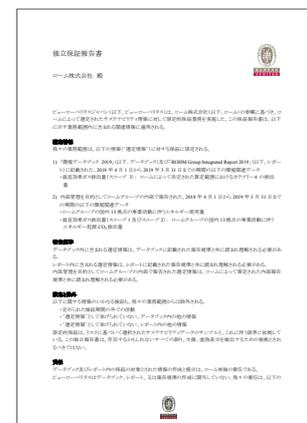


Highlights of Environmental Impact

Domestic Bases				Overseas Bases			
INPUT				INPUT			
Raw materials				Raw materials			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
Metal (kt)	0.6	0.7	0.5	Metal (kt)	4.0	* 6.8	* 5.0
Plastics (kt)	0.7	0.9	0.5	Plastics (kt)	4.2	4.8	4.3
Chemicals (kt)	18	18	20	Chemicals (kt)	3.0	3.4	3.4
Paper (kt)	0.6	0.6	0.5	Paper (kt)	2.7	3.0	2.9
Others (kt)	0.5	0.5	* 1.1	Others (kt)	0.7	0.7	0.7
* Started to add up ROHM Shiga				* Restarted the aggregation of RMT.			
Energy				Energy			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
Electricity (1000MWh)	807	819	* 877	Electricity (1000MWh)	595	661	656
Gas (km ³)	2,085	1,902	* 2,975	Gas (km ³)	* 1,946	* 2,145	* 2,124
Oil (1000kl)	9	10	9	Oil (1000kl)	0	0	1
* Started to add up ROHM Shiga				* It is because the boiler fuel of REDA was changed from coal to town gas that the amount of the gas used increased.			
Water				Water			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
Water (km ³)	6,621	6,187	* 6,948	Water (km ³)	3,720	4,081	4,216
* Started to add up ROHM Shiga							
OUTPUT				OUTPUT			
Products				Products			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
Products (t)	573	646	476	Products (t)	8,964	10,345	8,815
Waste				Waste			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
Amount of waste discharged (t)	7,291	8,280	* 9,850	Amount of waste discharged (t)	5,496	6,044	5,690
Amount of waste disposed of as landfill (t)	1	1	* 14	Amount of waste disposed of as landfill (t)	529	615	457
* Started to add up ROHM Shiga							
Emissions into atmosphere				Emissions into atmosphere			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
CO ₂ (kt)	335	340	361	CO ₂ (kt)	231	256	257
PFC (kt-CO ₂)	109	107	108	NO _x (t)	3	0	* 26
NO _x (t)	51	48	24	SO _x (t)	0	0	* 18
SO _x (t)	63	58	38	Chemical substances (t)	1	1	0.5
Chemical substances (t)	37	43	40	* In REPI, private power generation is used for a part of period.			
Emissions into waters				Emissions into waters			
Item	Amount of environmental load			Item	Amount of environmental load		
	FY2016	FY2017	FY2018		FY2016	FY2017	FY2018
BOD (t)	89	63	53	BOD (t)	14	21	20
COD (t)	25	28	36	COD (t)	55	76	89
Chemical substances (t)	99	76	80	Chemical substances (t)	1	1	1
Amount of effluent (km ³)	4,350	4,427	* 5,533	Amount of effluent (km ³)	1,563	1,827	1,803
* Started to add up ROHM Shiga							

Independent Verification on Environmental Data

ROHM received an independent verification of its environmental impact data by Bureau Veritas Japan Co., Ltd., in order to disclose information to society with higher transparency and reliability.

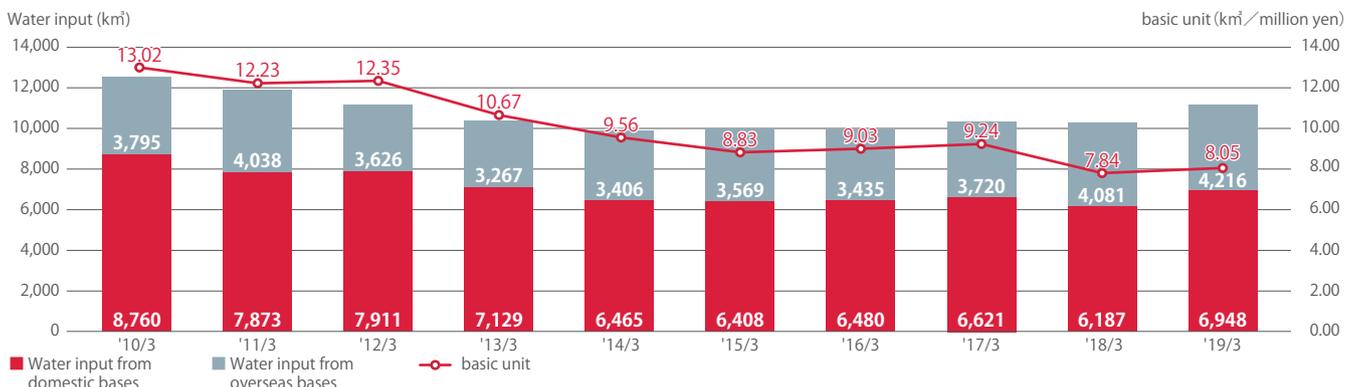
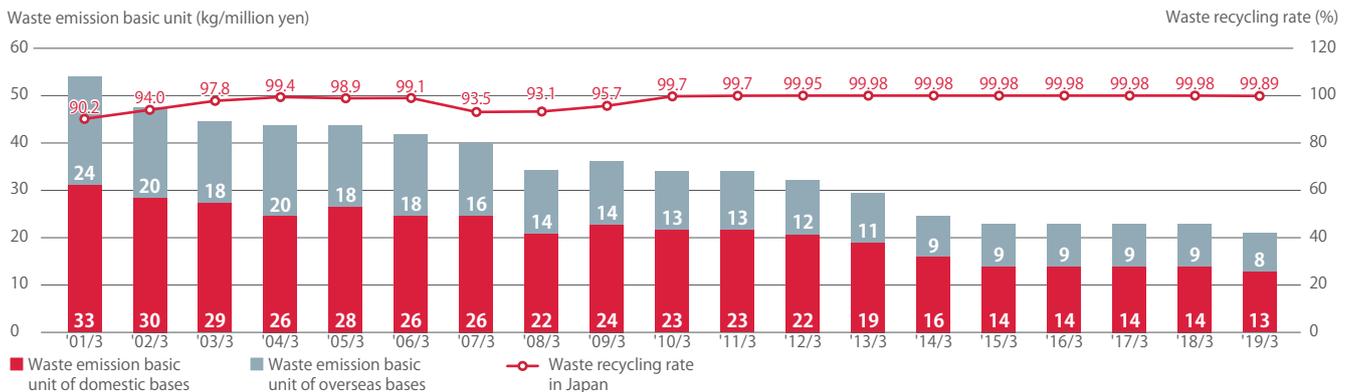
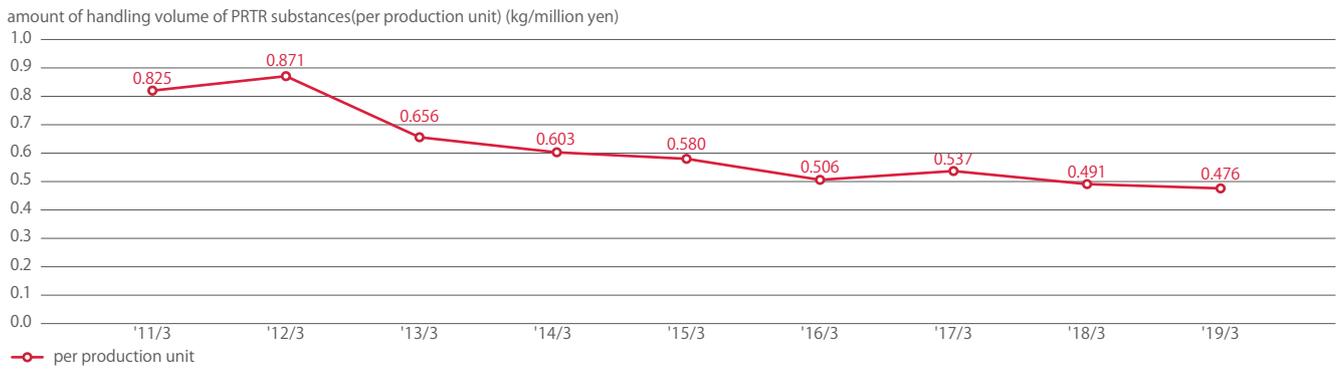
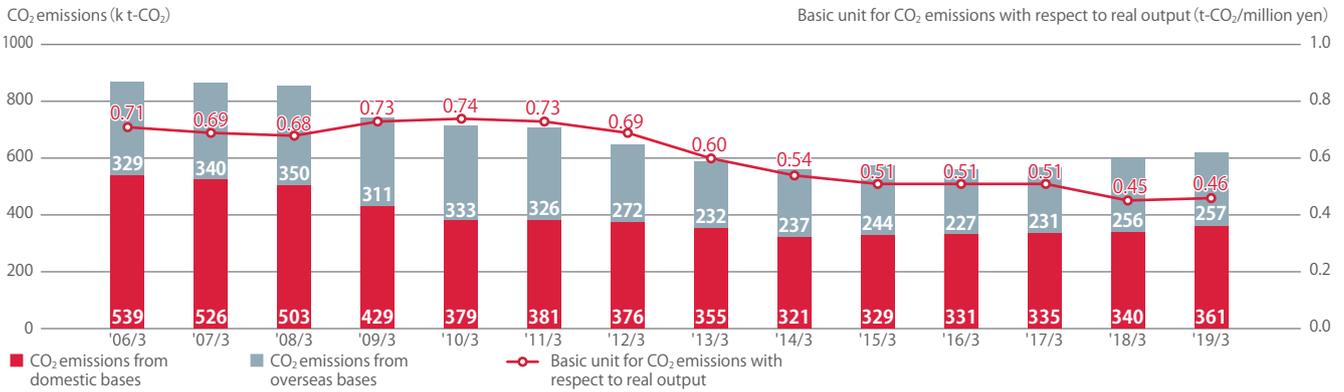


Effective Use of Resources

Reducing Waste

Throughout the flow of its business activities, from procurement of materials to development, production and sales, the ROHM Group strives to eliminate the wasteful use of finite resources and energy, reduce waste, and promote

recycling. Toward this end, led by the Resources Use Expert Sub-Committee, it sets targets and formulates implementation plans for each year, and pursues related activities. We are also continuing to achieve zero emissions.



Reduce CO₂ Emission

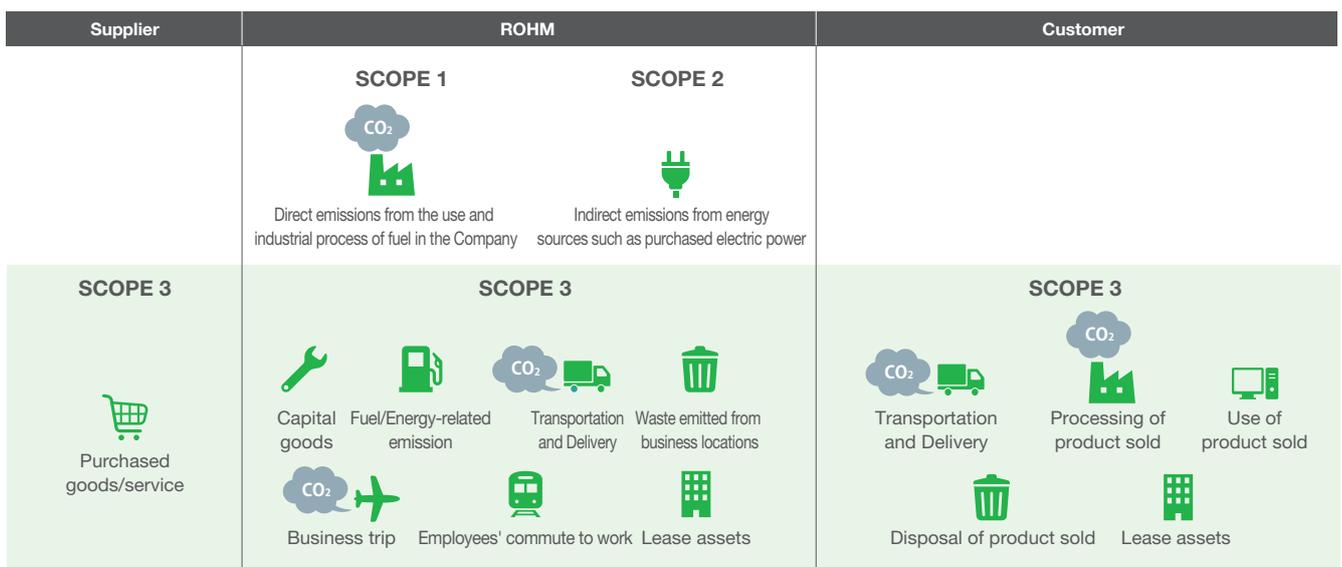
COP21* was held in 2015. In response to measures required to combat global warming and climate change on a global scale, the

ROHM Group is increasing its transparency of equipment power usage and office energy consumption to reduce excess energy use.

CO₂ Countermeasures through Value Chain

To reduce the level of CO₂ emissions from all business activities, ROHM expanded the range of its estimates to cover Scope 1 and 2 as well as Scope 3, calculating CO₂ emissions for the entire value chain.

With a goal of resolving social issues through innovative products, we strive to develop ECO- friendly products.



CO₂ Emissions from the ROHM Group's Business Operations in Fiscal 2018

Category of Scope Protocol		CO ₂ Emissions (t-CO ₂)	Outline of calculation	
SCOPE1 (Direct emissions)		38,362	Direct emissions from facilities in our Company's own business locations	
SCOPE2 (Indirect emissions from energy sources)		579,438	Emissions associated with the production of energy purchased by our Company's business locations	
SCOPE3 (Emissions from any sources)	Classification	Category	Outline of calculation	
	Upstream	1	Purchased product/service	Emissions associated with the manufacture of products (materials / parts) purchased by our Company and Group
		2	Capital goods	Emissions from capital goods (equipment) invested by our Company and Group
		3	Fuel-and energy-related activities not included Scope1 and Scope2	Emissions associated with the procurement of fuel and energy provided from other and used in our Company and Group's business location
		4	Transportation and Delivery (Upstream)	Emissions associated with the distribution of product sold by our Company and Group from the Plant → Logistics base → Consumer
		5	Waste emitted from business operations	Emissions associated with the transportation, disposal and recycle treatment of waste generated in our Company and Group's business location
		6	Business trip	Emissions associated with the business trips of employees of our Company and Group
		7	Employers' commute to work	Emissions associated with the movement of employees of our Company and Group when they commute to company to work
		8	Lease assets (Upstream)	Emissions associated with the operation of leasing cars lent by our Company
	Downstream	9	Transportation and Delivery (Downstream)	Not covered
		10	Processing of product sold	
		11	Use of products sold	
		12	Disposal of product sold	Emissions associated with disposal of product sold by our Company and Group
		13	Lease assets (Downstream)	Not covered
		14	Franchising	Not covered
15		Investment	Not covered	

Development of Human Capital

Respect for Humanity and Personality

The ROHM Group will respect the humanity and personality of each employee, and ensure sound and stable lives of the Group's employees. Furthermore, in addition to complying with international rules and related laws in each country/region, we will

build a workplace environment in which the diversity of values such as culture (respect for humanity and individuality) and customs is understood and that is comfortable to work in.

Training Structure

To achieve its corporate objectives and policies, the Rohm Group's education and training consists of (1) Training by Job Grade (a place for employees to acquire the knowledge, skills, and mindset needed for each grade, and for employees of similar ages and roles to interact and communicate across divisional boundaries); (2) Management Training (acquisition of knowledge and skills needed to fulfil the role of organizational head); and (3)

Career Development Training (focus on the individual's career, regardless of grade or role, think about one's own career with a self-directed attitude, and develop the ability to take action to fulfil one's own self-realization). It also has OJT and specialist education programs (education through actual duties in individual workplaces). Specific training programs are as follows.

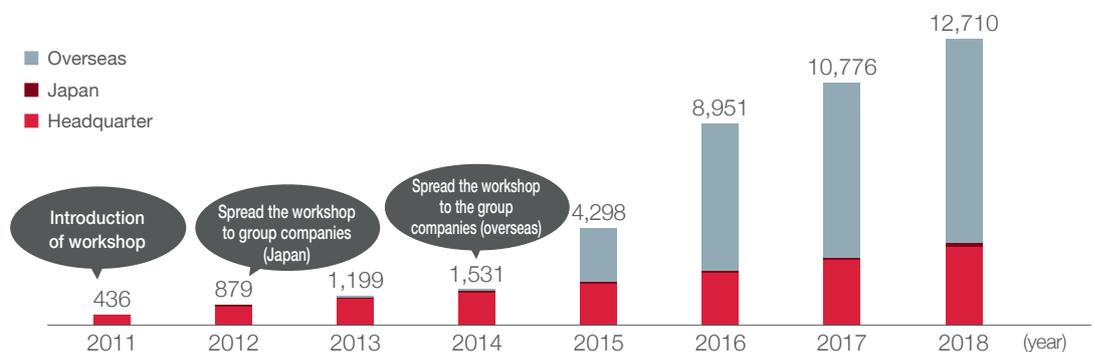
【 Basic Goals for Education and Training 】



Training to Instill Corporate Objectives and Basic Management Policies

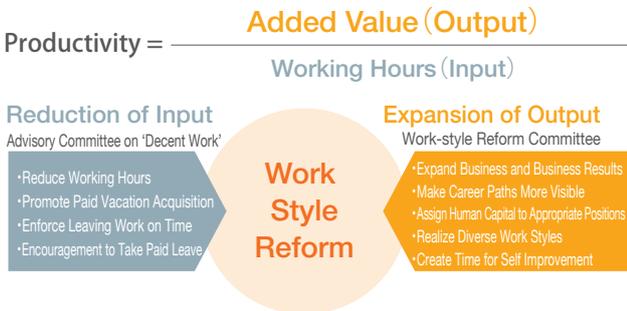
ROHM carries out training to instill corporate objectives and learn basic management policies. The objective is to enable all ROHM Group employees to engage in their operations with an awareness

of their raison d'être as well as the direction to take and goals to aim for as a company, and help them achieve established targets. (The cumulative attendance rate as of 2018 was 64%.)



Work Style Reform/Work-Life Balance

At ROHM, we do not simply aim to reduce working hours; rather, in order to promote “working-style reform” focused on increasing added value (output), we launched the Work Style Reform Project in April 2017.



Rohm introduced the following programs in April 2018, as part of its efforts to create an environment, where diverse people can actively participate.

- Flexible work(Staggered Hours) Program
- Work Interval Program
- Telecommuting(Work from Home) Program
- Relocation of work place Program
- Rejoining Program for retired employee
- Acquisition of paid vacation in hours

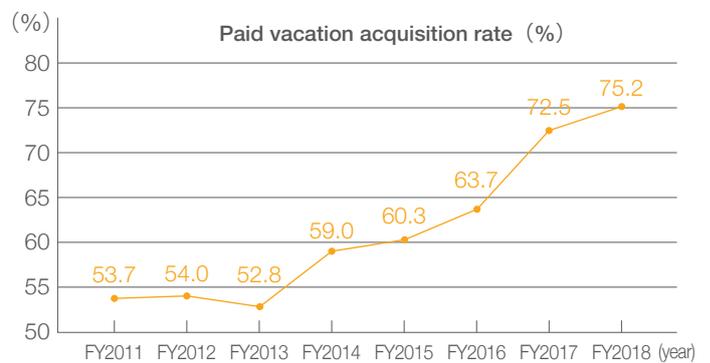


Advocating the Acquisition of Paid Vacations

We are advocating the acquisition of paid vacations through the following initiatives to help employees maintain good health or refresh their body and mind.

[Implemented Contents]

1. Training is implemented toward group leader or higher-level employees to boost their awareness and understanding of rules related to paid vacations. (Training sessions were carried out at all offices and executed a total of 22 times, including by way of video conferences.)
2. Good examples for the promotion of the acquisition of paid vacations are collected through monthly divisional patrols, and the company-wide development of the content of good examples is implemented.
3. Establishment of a paid-vacation promotion day.



Awarding Employee

A ROHM Presidential Award ceremony is held every year at ROHM to present awards to employees who have contributed positively to the company based on our corporate goals and philosophy.

The awards are presented for employees' annual contribution to developing new technologies and new products, as well as for their contribution to local and regional communities and our society in general. The awards help to improve the motivation of employees. Employees from group companies are also awarded the same prizes, and this has been a major event for the entire ROHM Group of companies.



Number of awards

	FY2016	FY2017	FY2018
Gold prize	7	11	6
Silver prize	31	51	41
Bronze prize	64	63	71
Effort award	74	70	57
Total	176	195	175

Approach to Harassment Prevention

As part of initiatives to create workplaces where employees can work energetically in good health, harassment prevention

training by the general counsel is implemented toward divisional heads, including board members.

* Content of training: Explanations are provided based on changes in societal demand and using concrete case examples. The objective is to prevent the occurrence of any type of harassment, including sexual harassment, power harassment and maternity harassment.

Basic Approach

The ROHM Group respects the cultures, religions, customs, and systems of every country/region, endeavoring to act based on an understanding of the diversity of human values. With many employees from diverse backgrounds playing an active role in the company, at ROHM we believe that it is important to generate further innovation by transforming “diversity” into “mutual inclusion”. Respect for basic human rights is rooted in ROHM’s policies and is applied to every kind of activity that ROHM carries out around the world. ROHM’s labor policies were formulated so as to support the ten principles of the United Nations Global Compact, respect the ILO (International Labor Organization)

Declaration on Fundamental Principles and Rights at Work, comply with the Code of Conduct of the RBA (Responsible Business Alliance), and reflect and comply with the laws of countries/regions around the world. Our labor policies incorporate such principles as “Respect for human rights and prohibition of discriminatory treatment”, “Employment independence”, “Prohibition of child labor”, and “Freedom of association”, respecting the humanity and individuality of each employee and declaring the creation of a working environment that is comfortable to work in, and we undertake our business activities in accordance with these policies.

The ROHM Group is focusing on five areas in order to promote diversity and inclusion.



Recruitment and Development of Global Talent

【Recruitment of Global Talent】

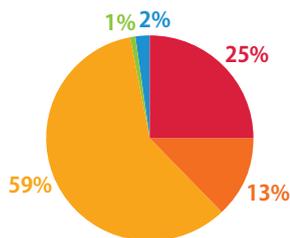
In anticipation of the further expansion of our global business, Rohm is pursuing activities that will allow the recruitment of people who possess the skills and expert knowledge that we need, regardless of their nationality, in all areas of the company, including research, technology, sales, and administration.

【Talent Management】

In FY2017, a new Talent Management System was introduced for all head office employees. The appropriate allocation and development of human capital are carried out through the consolidated management of employee qualifications, skills and experience levels. It will be used to make the talent in the ROHM Group as a whole more visible and to cultivate that talent, and also to speed up the discovery and appointment of outstanding talent.

【Current status】

FY 2018
Employees by region 22,899 person



*Each categories includes as follows
Americas : Including North America, Central America and South America
Europe: Including Europe, Russia, Africa and The Middle East
Greater China: Including China, Taiwan and Hong Kong
Southeast Asia: Including Southeast Asia, Korea, India and Oceania



As of March, 2019

【Personal Interaction Among Talent】

In 2010, we set up a program for accepting talent from the Group’s overseas companies and we have accelerated our initiatives in human capital development in Group companies. Since then, we have taken in more than 100 employees, mainly from China and the ASEAN region. The aim of this program is for its participating employees to gain a feel for and learn about Rohm’s culture and work styles and to blend that with the culture of their own country on their return, in the hope that they will serve as local leaders who will spread their learnings to those around them. Taking in these employees from overseas also serves to breathe new culture into the Japanese workplace, fostering a culture that accepts diversity. Going forward, we will expand the target regions and duration of the program, to pursue the development of an organization that is even richer in diversity.

Action Plan for Women's Active Participation

ROHM has formulated and disclosed, both internally and externally, an action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act of Advancement of Measures to Support Raising Next-Generation Children.

ROHM Co., Ltd. General Employer Action Plans (Excerpt)

Plan period: Apr.1,2019 to Mar.31,2022

Goal :

1. Aim to increase the number of female candidates for management-level positions
2. Review and revise support systems that enable women to continue working and participating actively in society
3. Implement measures to reduce overtime work hours

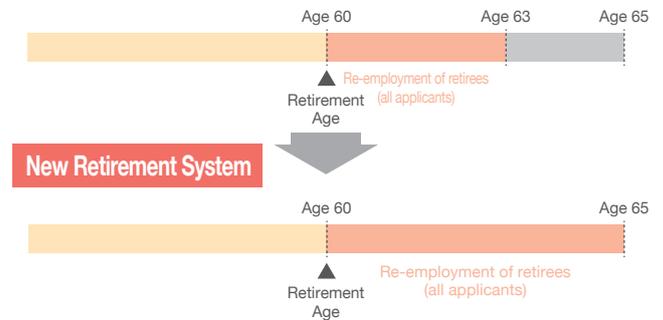
Senior Employees Active Participation

An age in which people live to be 100 years old has arrived, and there are major changes taking place in people's work and life styles. ROHM considers the preparation of an environment where competent senior employees with skills developed over their long career is extremely important for the future growth of the company.

Revision of the System for the Reemployment of Employees of Compulsory Retirement Age

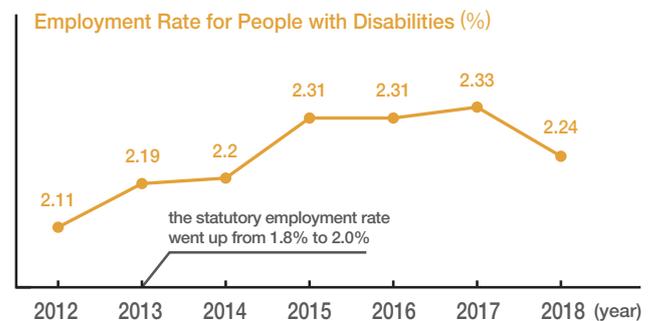
Conventional Retirement System

*In case of Fiscal 2019



Empowerment of People with Disabilities

Today, more than 100 such employees are engaged in different work at various offices. As of March 2019, the rate of employing persons with disabilities was 2.24% (for the whole Group), which exceeds the statutory employment rate (2.2%).



Initiatives toward LGBT

The ROHM Group will of course promote diversity and inclusion. However, to create workplace environments where everyone can work energetically, the inclusion of LGBT employees must also

be insured, such as by giving consideration to their needs and proactively deepening the understanding of LGBT by other employees.

CSR Procurement Management

The ROHM Group's CSR procurement activities involve gaining a thorough understanding of the positions of each of our business partners, and taking a humble and flexible stance in endeavoring

to disseminate and diffuse the "ROHM Group CSR Procurement Guidelines" and promoting these so that they can obtain the approval of many people.

Procurement Policy

RoHM shall conduct procurement activities based on the following five policies in order to acquire customers' satisfaction for RoHM products

1. Mutual Reliability and Prosperity
2. Fair and Equal Footing Trade
3. Fair Selection
4. Proper Evaluation and Distribution for Added Value of Product and Service
5. CSR Procurement

Communication with business partners

To enable our business partners to gain a deeper understanding of the ROHM Group's thinking regarding CSR procurement as well as the content of CSR procurement activities being carried out by the ROHM Group and activity plans, we carry out "policy communication activities" such as holding "CSR procurement promotion briefings" and "partners' meetings" and distributing "ROHM Group CSR Procurement Guidelines", as well as "monitoring activities" such as "CSR procurement self-assessment" and "CSR procurement audits".



Partners Meeting

	FY2018
Number of companies undertaking self-assessment	1,606 companies
Percentage of the above companies scoring high evaluations	76%
Number of companies conducting CSR procurement audits	45 companies



Briefing for Promoting CSR Procurement



CSR procurement audits

Compliance Hotline for Our Business Partners (Suppliers)

The ROHM Group has set up a 'Compliance Hotline for Our Business Partners (Suppliers)', which allows our business partners to consult or report on compliance issues related to business transactions. Please notify us in the event of any behavior or action that may violate laws or potentially pose ethical

problems when dealing with ROHM or ROHM Group companies. In the case of legitimate reporting, disadvantageous treatment shall not be given to reporting persons on the basis of reporting.

Promoting ROHM Group's Green Procurement

The ROHM Group has always shown consideration for the global environment and promoted efforts for the healthy continuation of humankind as the most important issue declared in its environmental policy.

In order to achieve sustainable economic development without destroying the global environment, we need to manufacture recyclable products of lower environmental load. So, the ROHM Group has promoted the manufacture of environmental-friendly products by enforcing compliance efforts throughout the entire supply chain.

Laws and regulations regarding chemical substances are becoming more stringent

lately, therefore, ROHM has been working to promote green procurement by improving the accuracy of investigation on the use of chemical substances in the supplied parts and materials. The Green Procurement Guidelines are also published in order to monitor the procurement situations and its conformance, as well as establishing a comprehensive management system to ensure that prohibited substances are not allowed to be used in our products.

The ROHM Group will continue to manufacture environmental-friendly products by further strengthening our management system and deepening mutual understanding between us and our business partners.

Approach to Occupational Health and Safety

The ROHM Group has established common Occupational Health and Safety Policies and is promoting occupational health and safety activities. We have also obtained accreditation under OHSAS18001, an international occupational health and safety management system standard. Based on our management system, we are reducing and managing safety and health risks through risk assessment, as well as continuously managing compliance with laws and ordinances, etc.



2019
健康経営優良法人
Health and productivity
ホワイト500

White 500 Company 2019 Recognized two years in a row

Safety and Hygiene Policies

Recognizing that safety and health is one of the most important issues in all business activities, we are taking a proactive approach in creating safe and comfortable working environment, in maintaining and enhancing the physical and mental well being, in adherence with the spirit of CSR.

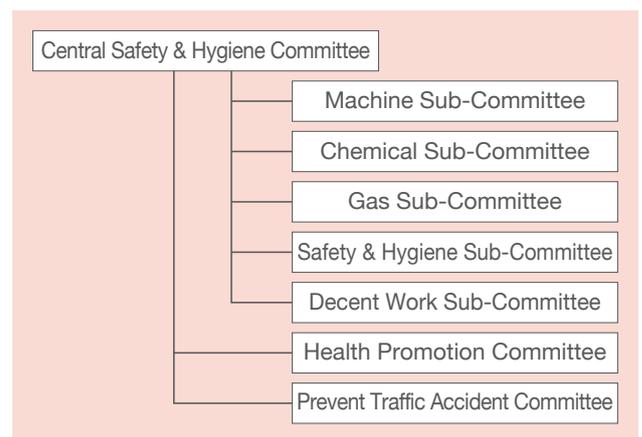
1. We abide by the safety and health-related laws, other requirements and internal regulations.
2. We conduct risk assessments to identify the hazards and the magnitude of risks in the workplace, for which countermeasures to reduce the risk levels are implemented, thereby preventing occupational accidents.

3. We exert efforts to increase the awareness concerning safety and health by providing scheduled education, training, etc., and strive to prevent injuries, mental illnesses by creating comfortable workplaces through voluntary activities.
4. We establish and execute safety and health objectives and implementation plans for continual improvement of issues and strive for further enhancement through periodic reviews.

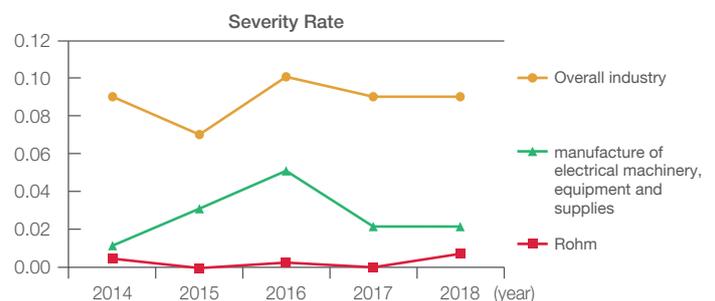
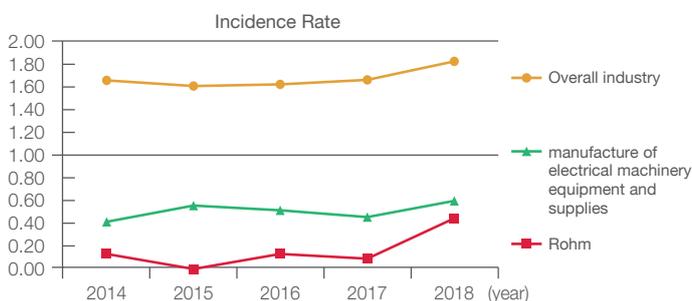
Governance Structure

To ensure the safety of all employees, enhance and maintain their health, and promote comfortable working environments, various activities based on ROHM's health and safety policies are being implemented by the following bodies under the Central Safety and Hygiene Committee.

The Committee is headed by the Safety and Hygiene executive manager, who is assigned by the director.



Occupational Incidence Rate and Severity Incidence Rate



* Incidence Rate (Frequency of injury Occurrence) = Number of Casualties from Work-Related Injuries ÷ Total Labor Time × 1,000,000
* Severity Rate (Severity of Disaster) = Total Number of Work Days Lost ÷ Total Labor Time × 1,000

ROHM Group Basic Ethics Policy

[Respect for International Standards, and Compliance with Laws, Business Ethics, and in-house rules]

The ROHM Group will conduct its business observing the laws, business ethics, and in-house rules in order to continue to gain the trust of various stakeholders as a company in compliance with

the laws. The Group will also, in line with the globalization of business activities, respect international standards of conduct.

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.



Promotion Structure

A Compliance Committee has been formed under the CSR Committee to promote compliance for Group. The Committee is chaired by a director and the committee members are the heads of related departments. An external director, which is a member of the Audit and Supervisory Committee, and the head of the Audit Division also attend meetings of the Committee as observers. ROHM endeavors

to maintain and strengthen an attitude of compliance within the Group by performing checks of the revision and abolition of laws and regulations applicable to the ROHM Group and member companies' compliance with them on a quarterly (in the case of laws and regulations related to labor ethics) and annual (in the case of other laws and regulations) basis.

Efforts to comply with competition laws

To ensure that member companies conduct their business activities in compliance with the competition laws of other countries/regions, the ROHM Group has established "Management Regulations for Preventing Actions that Unreasonably Restrict Trade" in addition to formulating our own independent guidelines in an effort to maintain Group-wide compliance with competition laws. Furthermore, competition law training is carried out annually for the Sales Division and other related divisions with the aim of promoting employees' continuous self-development and raising their consciousness regarding compliance with laws and regulations.



Whistleblowing system

As a whistleblowing system, ROHM has established a compliance hotline with an external legal office as the contact point. Reports and consultation can be received from any employee regarding compliance violations that have occurred within Group companies located in Japan with the aim of uncovering compliance violations early and implementing appropriate responses. Compliance hotlines have also

been established at affiliated companies overseas. For operating the whistleblowing system, internal regulations have been established to prohibit disadvantageous treatment due to whistleblowing and confidentiality is strictly maintained. Employees are notified about the whistleblowing contact office through notices posted on noticeboards and internal training.

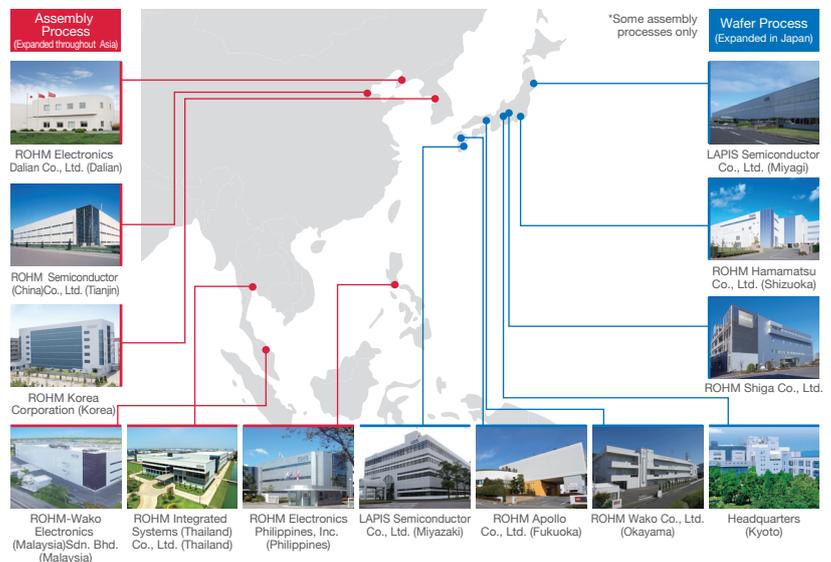
Basic Concepts and Promotion System

ROHM considers all phenomena that may hinder the work and business performance if they occur to be "risks." In addition to working to minimize such occurrences, we also implement measures to ensure that it will be possible to either continue or restore the business smoothly even if disasters or similar events do occur.

In specific terms, a "Risk Management and BCM Committee" has been formed under the "CSR Committee" that is chaired by the President. This committee identifies, analyzes and supervises the major risks that may occur in the execution of the duties of the ROHM Group.

Business Continuity Management

We have stated that part of our company mission is "to contribute to the advancement and progress of culture through a consistent supply, under all circumstances, of high quality products in large volumes to both the domestic and global markets." As the ROHM Group is conducting development, manufacturing and sales activities in various locations around the world, we believe that one key issue for the management of the company is to establish Business Continuity Management (BCM). We have therefore formulated the ROHM Group fire and disaster prevention policy for the implementation of activities. A part of this is the implementation of various measures to prepare for emergencies at our production sites in both Japan and overseas. For example, we identify the risks such as disasters and form countermeasure committees to handle them. We also propose Business Continuity Plans (BCP) and conduct training based on them.



Information Security

Policy on Information Protection

The ROHM Group has defined its policy on information security and works to implement thorough management. This management covers the confidential information on the ROHM Group that is obtained

during business activities, third-party confidential information obtained from trading partners or customers, information affecting the privacy of related parties and personal information.

ROHM Group Information Security Policy

1. It takes on effective data protection measures to the Divulging of information.
2. The System and Network where the business continuance is enable under all situations are secured.
3. All employees should try to prevent the security accident of the Divulging of information etc.

Other efforts for the personal information of customers are conducted in accordance with the "Act on the Protection of Personal Information" and the "METI Guidelines on the Protection of Personal Information" and include the clarification of the purpose of use, appropriate acquisition and safe and strict management.

Main action

[ROHM Headquarters : Installation of a Seismic Base Isolation System in the Headquarters Server Room]

At the ROHM headquarters, in order to mitigate the risk from seismic activities, a mirror site of the central system was developed and is operated so that in case of emergency at the headquarters, a system to switch operation over to the mirror site will become possible. In addition, installation of a seismic base isolator in the server room was completed in January 2017. ROHM will continue to be involved in implementing BCP measures.



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



Performance of Opera Project XVII, "Carmen" by the Seiji Ozawa Music Academy at the Main Hall, 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 2018

Over **119,000** total

With the aim of continuously contributing to the spread and development of music culture, we established the "ROHM Music Foundation", a public interest incorporated foundation, in 1991. Including the 2019 FY, we have supported 480 scholarship students, and held the "Scholarship Concert" in which the students perform. Also, we carry out events such as the "Kyoto/International Music Students Festival" with the aim of international exchange and cultivation of young musicians and "Music Seminars" for the education of professional musicians, as well as providing support for performances and research related to music.

📄 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 XVII, "Carmen" 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

ROHM Theater Kyoto as the Production Base for the Education Project "Seiji Ozawa Music Academy"

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

Over **11,600**

(as of March 2019)

We continued to support the education project for young musicians carried out by the world famous conductor Seiji Ozawa, the "Seiji Ozawa Music Academy". Young musicians from Asia selected in an audition receive guidance from musicians active on the world stage, including Seiji Ozawa, and perform with top singers, which is a program that has no equal.

Also, from 2015 we are continuing with the "Opera for Children" program which hopes to have children feel the wonder of music and become a trigger to interest them in music. Over 11,600 elementary school students from Kyoto have been invited to performances in the ROHM Theater in Kyoto.

International Exchange Through Music: Kyoto International Music Students Festival

Number of music students who participated

2,625

Includes 568 students from overseas

(as of May 2019)

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:

4,624

(as of August 2019)

From 2016, the music festival "ROHM Music Festival" started, and the entire ROHM Music Theater Kyoto building is booked for the occasion.

In this festival, performances are held by members of the "ROHM Music Friends", who were connected to ROHM and the ROHM Music Foundation through the musician support activities and are currently active as professionals all over the world(4,610 persons as of June 2019), and by junior and senior high school students from Kansai. During this period, the entire local area fills with music, and many people enjoy the event.



ROHM Music Festival held at ROHM Square in ROHM Theatre Kyoto Photo:Yoshikazu Inoue

Eleven-Year Summary

	'09/3	'10/3	'11/3
For the Year:			
Net sales	317,140	335,640	341,885
Cost of sales	217,282	229,831	219,149
Selling, general and administrative expenses	89,318	86,999	89,999
Operating profit (loss)	10,540	18,809	32,736
Profit (loss) before income taxes	-25,520	10,836	19,400
Income taxes	-33,774	4,001	9,524
Profit (loss) attributable to owners of parent	9,837	7,134	9,632
Capital expenditures	51,490	30,216	40,042
Depreciation and amortization	48,330	47,354	37,216
Per Share Information (in yen):			
Net income (loss) per share	89.76	65.10	88.07
Dividend per share	130.0	130.0	130.0
As of the end of Year:			
Current assets	464,187	462,434	436,247
Current liabilities	68,325	68,849	64,333
Equity	709,840	707,718	668,778
Total assets	809,185	807,339	759,988
Number of employees	22,034	21,005	21,560

- Notes: 1. Certain reclassifications of previously reported amounts have been made to conform to the classifications used in the 2019 financial statements.
2. Diluted net income per share for the fiscal years ended March 31, 2019, 2018, 2017, 2016, 2015, 2014, 2011, 2010, and 2009 is not disclosed because there were no outstanding potentially dilutive securities and ROHM Co., Ltd. was in a net loss position for the fiscal years ended March 31, 2013 and 2012.
3. Effective April 1, 2010, ROHM Co., Ltd. and its consolidated subsidiaries applied a new accounting standard for asset retirement obligations. The effect of this change was to decrease "Operating profit" by ¥73 million and "Profit before income taxes" by ¥784 million for the year ended March 31, 2011.
4. Effective from the fiscal year ended March 31, 2019, ROHM Co., Ltd. and its consolidated subsidiaries applied a new accounting standard for asset retirement obligations. The effect of this change was to apply "Partial Amendments to Accounting Standard for Tax Effect Accounting" (SBJ Statement No. 28; February 16, 2018) and change the accounting method to show deferred tax assets under the category "Investments and other assets" and deferred tax liabilities under the category "Fixed liabilities".

Millions of Yen

'12/3	'13/3	'14/3	'15/3	'16/3	'17/3	'18/3	'19/3
304,652	292,410	331,087	362,772	352,397	352,010	397,106	398,989
209,046	213,275	227,014	235,042	230,662	234,967	252,591	254,727
89,253	80,056	80,437	88,929	88,099	85,215	87,510	88,352
6,352	-921	23,635	38,800	33,635	31,827	57,004	55,909
-2,696	-52,414	40,179	55,239	31,537	32,377	46,512	60,923
13,374	9	8,056	9,897	5,835	5,927	9,247	15,454
-16,106	-52,464	32,091	45,296	25,686	26,432	37,249	45,441
51,117	42,817	31,754	48,739	56,686	42,182	55,911	57,291
35,915	38,879	25,559	34,467	38,338	40,801	43,407	45,415
-149.41	-486.63	297.65	420.16	241.91	249.88	352.14	431.29
60.0	30.0	50.0	130.0	130.0	130.0	240.0	150.0
434,457	423,064	461,745	523,376	473,570	495,958	504,182	511,002
74,337	55,750	52,954	69,660	62,352	69,050	78,055	76,174
634,280	613,647	663,387	752,433	706,251	725,452	751,877	766,754
737,326	699,014	754,407	864,380	804,134	834,503	864,272	874,427
21,295	20,203	19,985	20,843	21,171	21,308	23,120	22,899

Consolidated Balance Sheet

【ASSETS】	Millions of Yen	
	'18/3	'19/3
Cash and deposits	264,600	268,254
Notes and accounts receivable - trade	85,292	84,021
Electronically recorded monetary claims - operating	5,409	5,833
Securities	41,221	21,491
Merchandise and finished goods	27,563	30,261
Work in process	41,643	56,592
Raw materials and supplies	29,082	34,114
Income taxes receivable	205	481
Other	9,620	10,022
Allowance for doubtful accounts	-457	-69
Total current assets	504,182	511,002
Buildings and structures	233,592	241,973
Accumulated depreciation	-160,293	-167,024
Buildings and structures, net	73,298	74,949
Machinery, equipment and vehicles	544,650	583,154
Accumulated depreciation	-471,897	-503,977
Machinery, equipment and vehicles, net	72,752	79,177
Tools, furniture and fixtures	49,661	52,053
Accumulated depreciation	-41,987	-43,842
Tools, furniture and fixtures, net	7,673	8,210
Land	66,809	66,973
Construction in progress	19,691	22,334
Total property, plant and equipment	240,227	251,645
Other	5,410	4,097
Total intangible assets	5,410	4,097
Investment securities	94,615	87,683
Net defined benefit asset	2,073	1,772
Deferred tax assets	5,974	6,717
Other	12,199	12,212
Allowance for doubtful accounts	-612	-703
Total investments and other assets	114,251	107,682
Total non-current assets	359,889	363,425
Total assets	864,072	874,427

【LIABILITIES AND EQUITY】	Millions of Yen	
	'18/3	'19/3
Notes and accounts payable - trade	13,788	11,873
Electronically recorded obligations - operating	4,903	4,252
Accounts payable - other	25,936	26,453
Income taxes payable	10,423	8,137
Other	23,004	25,457
Total current liabilities	78,055	76,174
Deferred tax liabilities	21,735	19,964
Net defined benefit liability	10,136	10,688
Other	2,266	845
Total non-current liabilities	34,138	31,499
Total liabilities	112,194	107,673
【Net assets】		
Capital stock	86,969	86,969
Capital surplus	102,403	102,403
Retained earnings	620,151	634,606
Treasury shares	-47,788	-47,430
Total shareholders' equity	761,736	776,549
Valuation difference on available-for-sale securities	33,931	28,850
Foreign currency translation adjustment	-40,666	-35,487
Remeasurements of defined benefit plans	-3,576	-3,645
Total accumulated other comprehensive income	-10,311	-10,282
Non-controlling interests	452	487
Total net assets	751,877	766,754
Total liabilities and net assets	864,072	874,427

Consolidated Statement of Income and Consolidated Statement of Comprehensive Income

	Millions of Yen	
	'18/3	'19/3
Net Sales	397,106	398,989
Cost of sales	252,591	254,727
Gross profit	144,515	144,262
Selling, general and administrative expenses	87,510	88,352
Operating profit	<u>57,004</u>	<u>55,909</u>
Interest income	2,748	3,810
Dividend income	1,112	1,014
Foreign exchange gains	-	3,927
Other	1,060	1,291
Non-operating income	<u>4,920</u>	<u>10,043</u>
Foreign exchange losses	7,248	-
Settlement package	212	1,200
Other	251	63
Non-operating expenses	<u>7,712</u>	<u>1,264</u>
Ordinary profit	<u>54,213</u>	<u>64,689</u>
Extraordinary income	501	360
Extraordinary losses	8,201	4,126
Profit (loss) before income taxes	<u>46,512</u>	<u>60,923</u>
Income taxes - current	13,572	16,480
Income taxes - deferred	-4,325	-1,025
Total income taxes	<u>9,247</u>	<u>15,454</u>
Profit (loss)	<u>37,265</u>	<u>45,468</u>
Profit (loss) attributable to non-controlling interests	16	26
Profit (loss) attributable to owners of parent	<u>37,249</u>	<u>45,441</u>
Profit (loss)	37,265	45,468
Other Comprehensive Income (Loss):		
Valuation difference on available-for-sale securities	8,493	-5,081
Foreign currency translation adjustment	247	5,189
Remeasurements of defined benefit plans, net of tax	1,586	-68
Total other comprehensive income	<u>10,327</u>	<u>39</u>
Comprehensive income (Loss)	<u>47,593</u>	<u>45,507</u>
Total Comprehensive Income (Loss) Attributable to:		
Owners of the parent	47,605	45,470
Non-controlling interests	-11	37

【Operating Activities:】

Millions of Yen

	'18/3	'19/3
Profit before income taxes	46,512	60,923
Depreciation	43,407	45,415
Impairment loss	7,046	1,398
Amortization of goodwill	391	-
Increase (decrease) in allowance for doubtful accounts	147	-313
Increase (decrease) in net defined benefit liability	496	467
Decrease (increase) in net defined benefit asset	150	350
Extra retirement payments	331	2,094
Interest and dividend income	-3,860	-4,824
Foreign exchange losses (gains)	1,581	-1,340
Loss (gain) on valuation of short-term and long-term investment securities	81	0
Loss (gain) on sales of non-current assets	-424	-80
Decrease (increase) in notes and accounts receivable - trade	-9,433	1,274
Decrease (increase) in inventories	-11,737	-21,846
Increase (decrease) in notes and accounts payable - trade	-1,429	-2,764
Increase (decrease) in accounts payable - other	512	-1,705
Other, net	2,405	1,477
Subtotal	76,182	80,527
Interest and dividend income received	4,714	4,645
Interest expenses paid	-16	-1
Income taxes (paid) refund	-6,152	-19,180
Net cash provided by (used in) operating activities	74,727	65,990

【Investing Activities:】

'18/3 '19/3

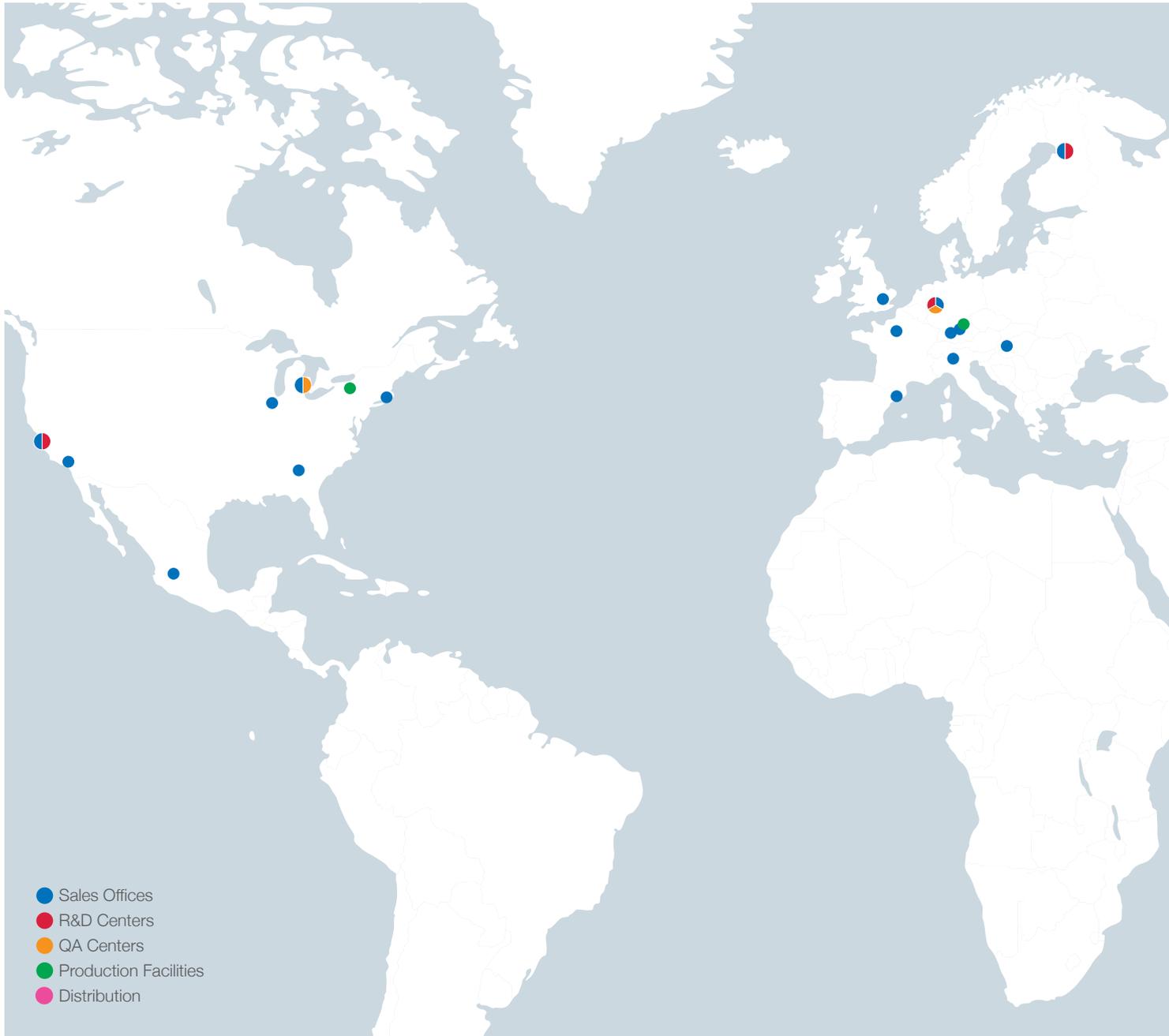
Decrease (increase) in time deposits	10,469	-3,358
Purchase of short-term and long-term investment securities	-19,362	-13,403
Proceeds from sales and redemption of short-term and long-term investment securities	5,218	20,550
Purchase of property, plant and equipment	-49,862	-54,273
Proceeds from sales of property, plant and equipment	1,006	156
Other, net	-1,986	-3,670
Net cash provided by (used in) investing activities	-54,517	-53,997

【Financing Activities:】

'18/3 '19/3

Purchase of treasury shares	-10	-10,003
Cash dividends paid	-21,154	-20,625
Other, net	-21	-18
Net cash provided by (used in) financing activities	-21,186	-30,647
Effect of exchange rate change on cash and cash equivalents	-1,063	2,746
Net increase (decrease) in cash and cash equivalents	-2,041	-15,908
Cash and cash equivalents at beginning of period	246,015	243,973
Cash and cash equivalents at end of period	243,973	228,065

ROHM Group Network



[Global]

Main Sales Offices

ASIA	ROHM Semiconductor Korea Corporation ROHM Semiconductor (Beijing) Co., Ltd. ROHM Semiconductor (Shanghai) 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 LAPIS Semiconductor America
EUROPE	ROHM Semiconductor GmbH

R&D Centers

ASIA	Korea Technical Center Beijing Technical Center Shanghai Technical Center Shenzhen Technical Center Taiwan Technical Center India Technical Center / India Design Center
AMERICA	Americas Technical Center (Santa Clara)
EUROPE	Europe Technical Center Finland Software Development Center

QA Centers

ASIA	Shanghai QA Center / Shenzhen QA Center Taiwan QA Center / Korea QA Center Thailand QA Center
AMERICA	Americas 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, 2019)
Representative:	Tadanobu Fujiwara, President
Sales Volume:	Consolidated 398,989 million JPY (fiscal year ending March 2019)
Number of Employees:	Consolidated 22,899 (as of March 31, 2019)

[Japan]



[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

Sales Offices

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

R&D Centers

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



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