

ROHM's Value Creation Process

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

Social Issues | Material Issues

Technology

Increasing demand for electronic products that respond to social changes

Manufacturing that meets the trust and expectations of our customers

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

Stable Supply of High-quality Products

Environment

Negative impacts of climate change

Serious resource depletion

Society

Securing human resources within a declining labor force

Governance

Strengthening our management and business activity foundations

Fulfilling social responsibility throughout our supply chain

Ensuring product safety and strengthening product quality

Sustainability Priority Issues

Strengthening Sustainable Technologies, Developing and Supplying Innovative Products

Mitigation of Climate Change

Effective Use of Resources

Strengthening Employee Engagement

Diversity Development

Ensuring the Health and Safety of Employees

Enhancing Corporate Governance

Risk Management

Sustainable Supply Chain Management

Strengthening Product Safety and Quality

Inputs

Financial Capital	
Equity ratio	65.3%
Market capitalization	937.2 billion yen
Equity	968.1 billion yen
Cash and deposits + securities	244.5 billion yen
Manufactured Capital	
Capital expenditures (past 5 years)	475.9 billion yen
Domestic production bases	12
Overseas production bases	9
Manufacturing technology development (internal development to improve production efficiency)	
Capital expenditures for increasing production capacity (past 5 years)	252.9 billion yen
Capital expenditures for quality improvement (past 5 years)	10.4 billion yen
Intellectual Capital	
Expertise accumulated in-house over many years of development	
R&D expenses as a percentage of sales	9.5%
Universities we have industry-academic partnerships with	28
Industry-academia collaborative research projects	50
Number of patents held (FY2022 results)	9,310
Human Capital	
Employees (consolidated basis)	23,319
Of these, 16,606 are foreign employees	
R&D personnel	3,170
Percentage of female employees	27.7%
New graduates hired	163 (non-consolidated basis)
Mid-career hires	86 (non-consolidated basis)
Engineers (STEM*-related positions)	2,399 (non-consolidated basis)
* Science, Technology, Engineering and Mathematics	
Implementing training to disseminate the Company Mission and Basic Management Policy	
Social Capital	
ROHM brand in the semiconductor market cultivated over many years	
Trusting relationships with customers/suppliers	
Natural Capital	
Quantity of water intake	11,588,000 m ³
Total energy use	
Total consumption of non-renewable energy	917,000 MWh
Total consumption of renewable energy	700,000 MWh

Business Model



ROHM's strengths

►P.8

Integral technologies

IDM

Wide range of products

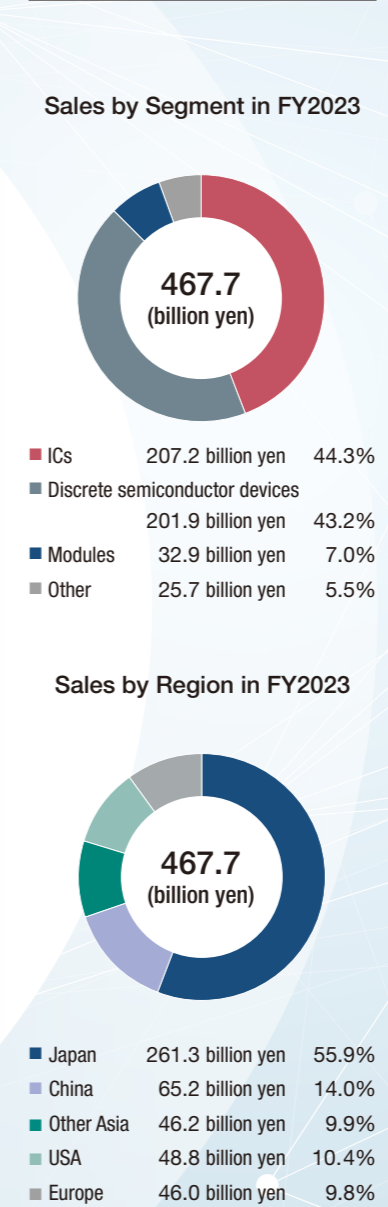
Customer orientation

Growth Strategy / Medium-Term Management Plan

"MOVING FORWARD to 2025"

►P.28

Outputs



Impact

- Development of products that contribute to energy conservation >>> Contributing to motor and power supply efficiency improvements
- Development of products that contribute to miniaturization >>> Material and waste reduction

Outcomes

Economic Value

Financial Capital

Shareholder return: 50 yen/share
Total return ratio: 73%
Total shareholder returns (TSR) over the last 10 years: +146.9% (9.5% annually)

Share buybacks: 20.0 billion yen
Amount of tax paid: 31.8 billion yen (27.4 billion yen in Japan)

Social Value

Manufactured Capital, Intellectual Capital, Human Capital, Social Capital, Natural Capital

Number of patents held: 9,589 (increased by 279 year-on-year)
Customer quality satisfaction score: 3.72/5 points
Percentage of women in management positions: 13.0%
Percentage of male employees taking childcare leave (non-consolidated basis): 55.6%
Average annual percentage of employees taking paid vacation (non-consolidated basis): 81.7%
Average annual hours of human resource development training per person (non-consolidated basis): 9.6 hours
Average annual amount of human resource investment per person (non-consolidated basis): 33,142 yen
Percentage of purchases from suppliers with completed comprehensive supplier activity evaluations: 87.5%
Percentage of purchases from suppliers with CSR procurement self-assessment rating of B or higher: 80.6%
Water discharge: 9,881,000 m³ (decreased by 359,000 m³ year-on-year)
Greenhouse gas (GHG) emissions: 6,767,000 t-CO₂ (decreased by 2,154,000 t-CO₂ year-on-year) * Including Scope 3
Total waste volume: 14,606t (decreased by 2,114 t year-on-year)
Waste recycling rate: 98.6% (increased by 0.6 percentage points year-on-year)
Donations (including sponsorships) (non-consolidated basis): 379.8 million yen

*FY2023 actual values

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