






Building Value Together with Stakeholders

ROHM aims to become a major global player that continues to be chosen by its stakeholders by solving environmental and social issues. To achieve this goal, we are working to strengthen our relationship of trust with our stakeholders by proactively creating opportunities to communicate with them and meet their various expectations.

	Relationships with stakeholders	Stakeholder expectations	Dialogue methods and opportunities	Examples of major stakeholder initiatives
 <p>Customers</p>	<p>ROHM works to build trusting relationships with final product and component manufacturers in the automotive, industrial, and consumer appliance industries by providing high-quality products. In addition, through joint research and development with our customers, we aim to create new value. We also work to maintain strong relationships with trading companies.</p>	<ul style="list-style-type: none"> Improving the value of customers' products Meeting requests to facilitate new products or improve existing products Achieving optimum product quality Providing a stable supply of products Appropriately disclosing our product information 	<ul style="list-style-type: none"> Promoting our products through customer visits and online consultations Taking part in exhibitions Holding product briefing meetings and technical exchange events Engaging in joint R&D Conducting surveys on customer quality satisfaction 	<ul style="list-style-type: none"> Improving our systems for proactively gaining an understanding of customers' needs and linking those needs to product planning▶P.8, 11 Providing comprehensive solutions to customers' need for miniaturized products with low energy usage▶P.10, 11 Improving customer quality satisfaction score and harnessing the results of that survey to produce improvements▶P.39
 <p>Employees</p>	<p>The Basic Management Policy of ROHM is "to search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity." The history, technology, and other assets established since our foundation are of huge importance to our company, but the driving force behind these assets is our people. That is why we invest in the growth of our employees to maximize their potential, and provide an environment in which wide-ranging talented individuals can thrive and create a virtuous circle that drives further employee and company growth.</p>	<ul style="list-style-type: none"> Ensuring health and safety in the workplace Respecting human rights and eliminating discrimination Developing human resources and making full use of our employees' talents Respecting diversity Realizing the well-being of employees 	<ul style="list-style-type: none"> Conducting engagement surveys Conducting employee attitude surveys Engaging in direct dialogue with the company president Holding internal earnings release briefings Providing a compliance hotline (whistleblowing system) 	<ul style="list-style-type: none"> Enhancing job satisfaction by fostering a corporate culture that creates challenges▶P.46 Improving the scores in our engagement survey and harnessing the results to produce improvements▶P.48 Promoting diversity▶P.48, 49 Ensuring the health and safety of employees▶P.49
 <p>Suppliers</p>	<p>Stable and reliable high-quality manufacturing not only relies on the stable procurement of high-quality components and supplies, but also requires corporate social responsibility (CSR) in procurement. ROHM works to ensure that our procurement takes account of environmental, labor, and ethical issues. We focus on building trusting, cooperative relationships with our suppliers that facilitate the sustainable growth of both parties.</p>	<ul style="list-style-type: none"> Ensuring thorough fairness and transparency in our transactions Upholding our commitment to human rights, labor, health and safety, and environmental protection throughout our global supply chain Ensuring all our suppliers maintain a reliable business continuity plan (BCP) Promoting green procurement 	<ul style="list-style-type: none"> Engaging in face-to-face/online procurement activities Conducting due diligence in procurement through the following activities: <ul style="list-style-type: none"> Briefing meetings for the promotion of CSR procurement CSR procurement audits CSR procurement self-assessment (CSR survey) Providing a supply chain hotline 	<ul style="list-style-type: none"> Increasing CSR procurement from suppliers with strong BCM and ESG systems▶P.66 Understanding our supply chain to facilitate rapid investigations into the impacts of unforeseen events▶P.67
 <p>Shareholders and Investors</p>	<p>ROHM prioritizes mutual dialogue-based communication with shareholders and investors. We provide timely disclosure, and work to maximize corporate value by feeding back the expectations and opinions of investors and shareholders into our operations.</p>	<ul style="list-style-type: none"> Improving corporate value Generating shareholder returns that exceed the cost of capital Fair, appropriate and timely disclosure Achieving strong corporate governance 	<ul style="list-style-type: none"> Holding Annual General Meetings of Shareholders Holding executive-led briefing meetings for analysts and institutional investors (2)* Holding face-to-face and online IR briefing meetings (more than 550 times)* Holding factory tours (15)* <p>* Number of times held in FY2023</p>	<ul style="list-style-type: none"> Feeding back the opinions and requests received through our IR activities to our management and reflecting them on operations▶P.85 Improving our disclosure and IR tools to promote more substantial dialogue with shareholders and investors▶P.85 Expanding our disclosure on ESG initiatives▶P.26
 <p>Social and Environmental Contribution</p>	<p>Since its founding, ROHM has strived, as a responsible corporate citizen, to contribute to the healthy development of society, engaging deeply with the communities that host its operations. We work to address the needs of local communities and wider society, contributing to the further advancement of society and culture and the creation of an improved social environment.</p>	<ul style="list-style-type: none"> Reducing our footprint and protecting the natural environment Contributing to the development of each community through participation in activities that meet each community's needs Collaborating with NPOs and other organizations that contribute to society Engaging in other activities for the benefit of society 	<ul style="list-style-type: none"> Reducing environmental impacts from our manufacturing and business activities Contributing to society based on the following three areas <ul style="list-style-type: none"> Support for education (visiting schools to hold lectures, etc.) Environmental protection (improving the environment through tree-planting and providing environmental education by creating a biotope on company premises) Cultural and community exchange (support for music) 	<ul style="list-style-type: none"> Reducing GHG emissions, water resource usage, and waste production, thoroughly controlling the use of chemical substances▶P.60 Promoting stronger dialogue with communities hosting our facilities, supporting biodiversity▶P.61, 71