

Actions for Intellectual Property

Promote intellectual property activities to support innovation and contribute to the realization of sustainable growth

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ROHM's Medium-Term Management Plan states that reaching net sales of one trillion yen and entering the top 10 manufacturers for power and analog semiconductors is our goal as a major global player, and efforts are underway to focus on "power" and "analog" areas in our intellectual property strategy as well. We must build an intellectual property portfolio that is suitable in terms of both quality and quantity to ensure our competitive advantage in the market in fields of strategic sales growth such as the power device business represented by SiC and the ASSP strategic top 10 products

in the IC business. In addition, we will promote the creation of know-how that will become a strength of IDM for the purpose of further increasing productivity and reliability in production areas that underpin sales and income.

To increase our earning power, it is important that we tie patents, know-how, and other forms of intellectual property to sources of added value and competitiveness. At ROHM, we are focusing our efforts on training inventors, particularly young employees, and aim to become a major global player through the continuous creation of inventions.

Patent Strategy to Become a Major Global Player

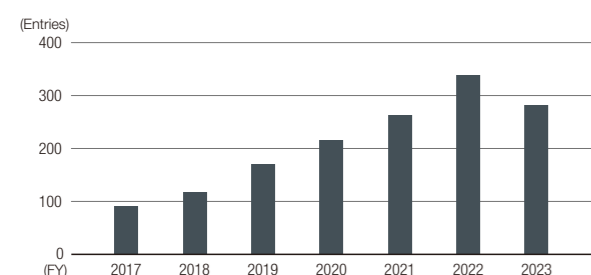
The strength of the IDM adopted by ROHM is the fact that productivity and reliability can be improved by integrating technologies. The integrated technologies of semiconductor manufacturing consisting of "circuit design," "layout," and "process" are our bodies of know-how accumulated over many years and the most important form of intellectual property for ROHM to grow sustainably.

At ROHM, we have been registering know-how in an internal database since FY2016 to utilize it as shared wisdom rather than individual expertise. The number of registered know-how

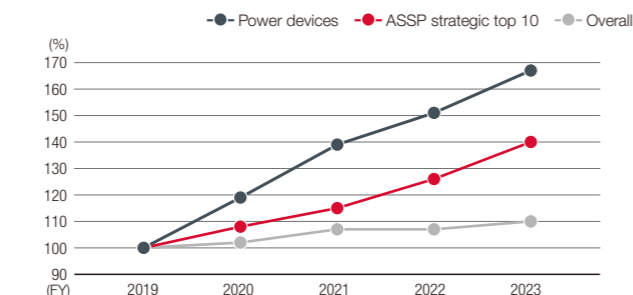
entries is increasing every year with less than 100 entries in FY2017 growing to over 300 in FY2022. The registered know-how is developed into standards, guidelines, and design rules and embedded into mass production workflows, equipment, and tools, which has led to increased reliability and productivity.

In terms of strategy, we are focusing on know-how related to SiC, IGBT*, GaN*, and other power devices and the ASSP strategic top 10 products in ICs to secure our competitive advantage by acquiring patent rights for technological inventions that realize high added value in these areas.

Number of retained know-how entries



Increase rate of patents held since FY2019 in ROHM priority areas



Material issues

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

Risk Management

▶ P.27 FY2023 results and KPIs

* Explained in the Glossary

Securing and Developing Human Resources to Promote Intellectual Property Strategy

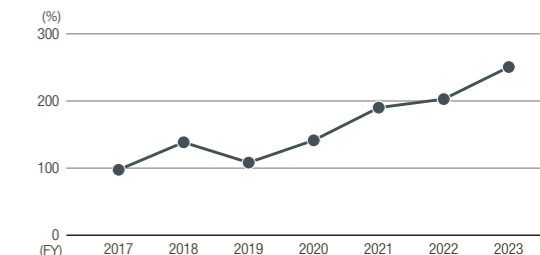
At ROHM, we believe it is important to nurture young, flexible minds for the continuous creation of innovation. This is why we have been striving to foster a mindset of intellectual property creation among young engineers since FY2016. There is a system which grants a "new inventor award" to engineers who have applied for a patent or registered their know-how by the fifth year after joining the company. In the last six years, the number of young employees who filed such notifications by their fifth year after joining the company increased by roughly 2.5 times, showing that the seeds of innovation creation are clearly taking root.

To create an invention, one must have considerable technical capabilities in their field. We are building a foundation for invention by creating a ranking list of patents that have contributed to ROHM sales and sharing how those patented technologies were created and the key conceptual points with other engineers.

To become a major global player, it is essential that we nurture

intellectual property personnel who can play an active role on a global level, and we are systematically promoting both off the job training and on the job training. In addition, we promote the upskilling of each team member through semi-annual discussions between supervisors and subordinates about their skills and career path.

Change in the ratio of inventors in their first five years after joining the company



*1 Change in the ratio of inventors in their first five years after joining the company calculated based on the number of inventors in 2017

*2 Employees at the Head Office

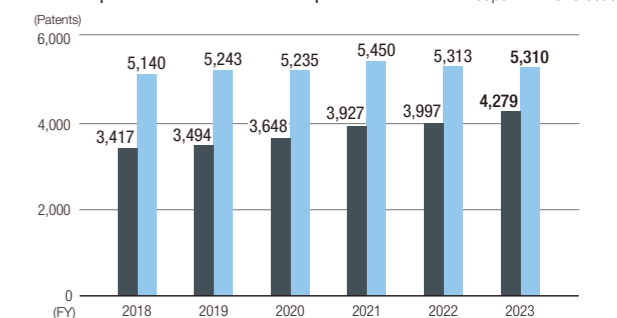
Proactive Filing of Patent Applications for Sustainable Growth

Due to the correlation between the market share of sales and the number of patents in the semiconductor industry, ROHM has set a target number of applications for each year based on our plan which aims to enter the top 10 in power and analog semiconductors in FY2030. The foundation of our patent application strategy is to ascertain the number of U.S. patents with respect to ROHM's sales share and apply for enough patents to maintain our competitiveness.

In priority technology areas, we are filing not only our own applications but also procuring patent rights from outside the company. Furthermore, we are monetizing patents that are underutilized due to changes in the business environment

through sales and licensing to strengthen our intellectual property portfolio while swapping out patents as needed.

Number of patents held in the Group overall



Intellectual Property Governance System

Intellectual Property Strategy Councils, headed by the General Manager of Intellectual Property and composed of business unit heads and several senior corporate officers, are held four times a year. During each meeting, the members discuss and formulate intellectual property strategies for the entire company. The formulated intellectual property strategies are reported once a year to the executive meeting, which is attended by corporate officers including the president, and become the guidelines for intellectual property management. Important matters deliberated at executive meetings are also reported to the Board of Directors, and the Directors can directly supervise intellectual property. These intellectual property policies are also shared with the business units, and the intellectual property strategy is promoted in a top-down manner. In addition, the Expert Committee on Employee Inventions composed of General Managers from research, development, and manufacturing plays a central role and coordinates with the Intellectual Property Strategy Council to create new inventions in a bottom-up manner and encourage the conversion of those inventions into intellectual property. Each year, we recognize

inventors who have satisfied the requirements with an award to promote the conversion of inventions created at ROHM into intellectual property through incentives.

