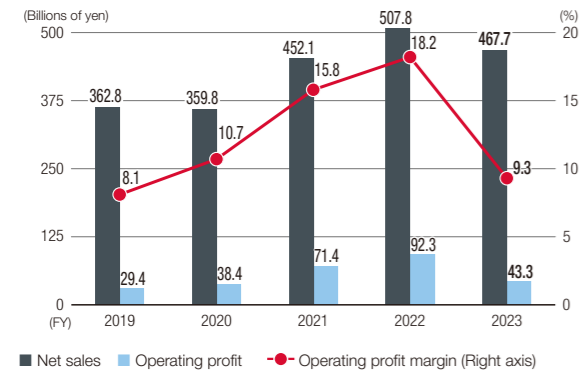


# Financial and Non-Financial Highlights

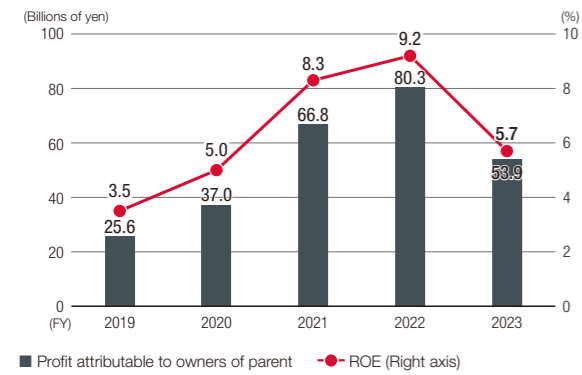
## Financial Highlights (Consolidated)

### Business Performance



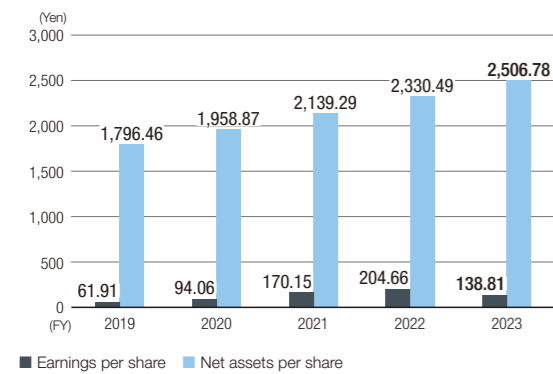
Sales decreased 40,102 million yen from the previous fiscal year to 467,780 million yen, as sales increased in the automotive market, our focus market, but decreased in other markets, including the industrial equipment market. Affected by the decline in sales and increased depreciation associated with recent capital expenditures, operating profit decreased by 48,989 million yen from the previous fiscal year to 43,327 million yen.

### Profit Attributable to Owners of Parent and ROE



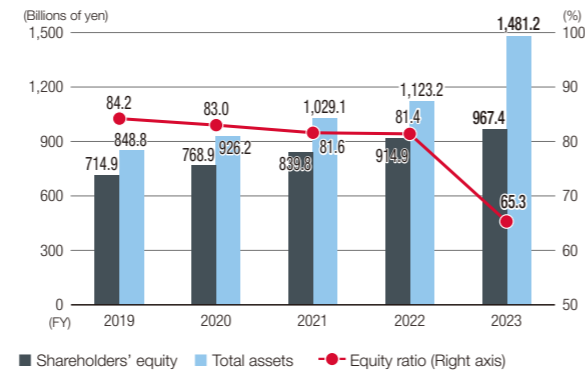
Mainly due to the decrease in operating profit, profit attributable to owners of parent decreased by 26,410 million yen from the previous fiscal year to 53,965 million yen. As a result, ROE decreased 3.5 percentage points from the previous fiscal year to 5.7%.

### Earnings Per Share and Net Assets Per Share



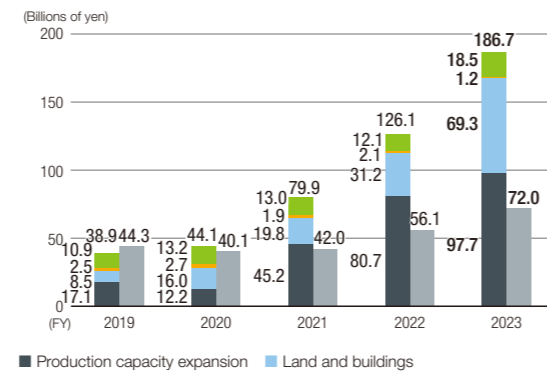
Earnings per share decreased 65.85 yen to 138.81 yen and net assets per share increased 176.29 yen to 2,506.78 yen.

### Shareholders' Equity and Total Assets



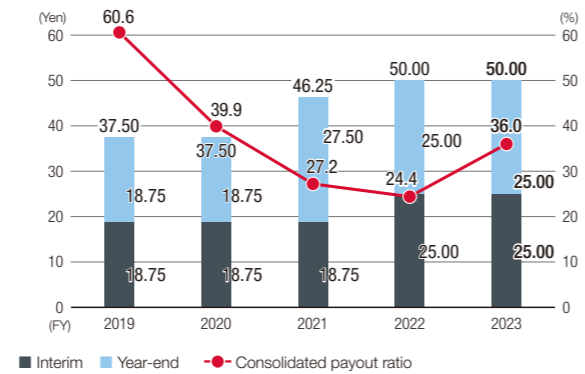
Total assets increased 357,991 million yen from the end of the previous fiscal year to 1,481,274 million yen due to a 300,000 million yen investment in taking Toshiba private and an increase in property, plant and equipment due to capital expenditures. The equity ratio decreased by 16.1 percentage points from the end of the previous fiscal year to 65.3% due to the borrowings of 300,000 million yen.

### Capital Expenditures and Depreciation



ROHM continues to actively invest in its plants and equipment. In FY2023, capital expenditures increased by 60,639 million yen from the previous fiscal year to 186,755 million yen as a result of greater capital investment to expand production capacity primarily for ICs and power devices including SiC.

### Dividends and Consolidated Payout Ratio

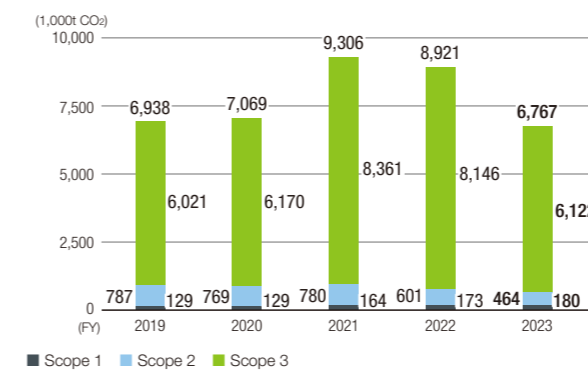


ROHM's basic policy is to pay stable dividends, with a target consolidated dividend payout ratio of 30%, and we are working to increase dividends by improving business performance. The annual dividend was set at 50.00 yen, the same level as the previous fiscal year.

\* On October 1, 2023, the company conducted a 4-for-1 stock split of its common stock. "Earnings per share," "net assets per share," and "dividend per share" up to FY2022 are calculated taking the stock split into consideration.

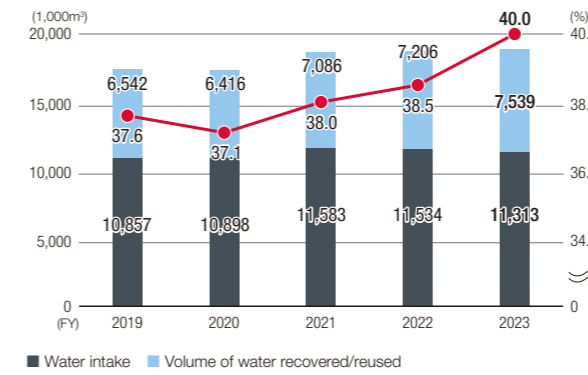
## Non-Financial Highlights (Consolidated)

### CO2 Emissions



To realize the "ROHM Group Environmental Vision 2050", which aims to achieve net zero GHG emissions by FY2050, our medium-term environmental goal is to reduce GHG emissions (Scope 1 and 2) by more than 50.5% by FY2030 compared to FY2018 levels. In FY2022, we achieved a 21.8% reduction compared to FY2018, while in FY2023 we achieved a 34.9% reduction.

### Water Intake and Recovered/Reused Water at Manufacturing Sites



As part of our resource recycling efforts in the "ROHM Group Environmental Vision 2050", we are aiming to improve our water recovery and reuse rate by 5.5% or more by FY2030 compared to FY2019 levels. In FY2023, we improved the rate by 2.4% compared to FY2019, proceeding to systematically install water recycling equipment in our manufacturing sites.

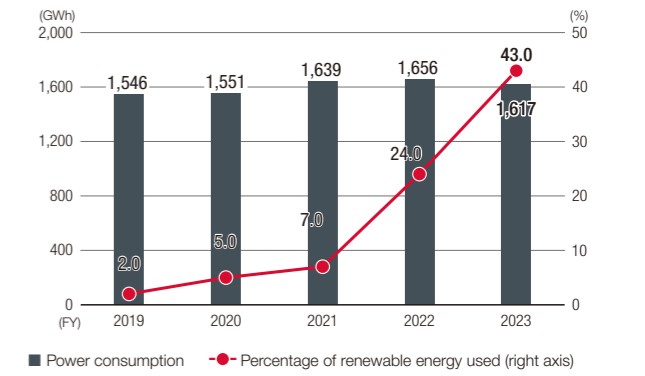
### Male/Female Ratios by Occupation (Non-Consolidated)



When the average wage of all employees is calculated by gender, there is a discrepancy between men and women at ROHM. We have determined the main reason to be differences in the male/female ratios by occupation. We do not intend to forcibly rectify this situation, as it relates to the way each individual wishes to work. However, we have established a "Course Change System" to provide employees who wish to do so with opportunities to take on new challenges. (→P.49 Human Capital Initiatives: The Course Change System, P.97 Primary ESG Data: Average benefit amount during the year)

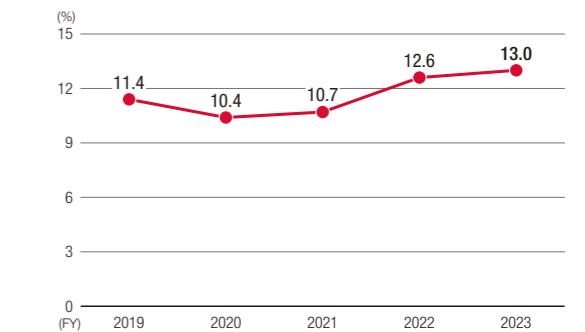
\* Explained in the Glossary

### Power Consumption and Percentage of Renewable Energy Used



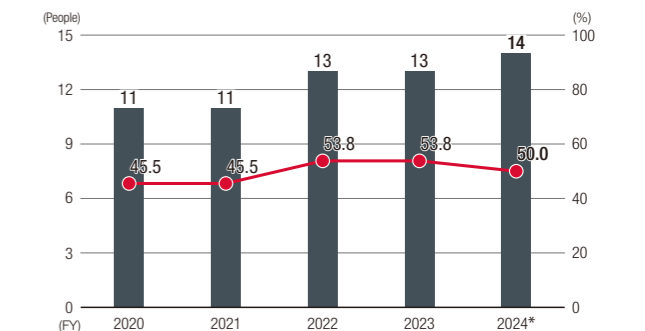
We have announced a plan which calls for 100% of electricity used in all business activities in Japan and overseas to be derived from renewable energy sources (hydro, geothermal, solar power, etc.) by FY2050. In FY2023, 100% of the power used at our manufacturing site in the Philippines came from renewable energy sources, bringing the overall level to 43.0%.

### Percentage of Women in Management Positions



As stated in the Medium-Term Management Plan, our aim is to increase the percentage of women in management positions in the whole Group to 15% by FY2025 and to 20% by FY2030. We will make every effort to achieve our goals by continuing to enhance training opportunities, revising existing systems, and implementing new systems.

### Number of Directors and Percentage of Outside Directors



\* As of the end of June 2024. Efforts are ongoing to achieve the goal of increasing the number of outside directors to a majority, as set forth in the Medium-Term Management Plan.

# Eleven-Year Financial Summary

Financial Data		(Millions of yen)										
Fiscal year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Net sales	331,087	362,772	352,397	352,010	397,106	398,989	362,885	359,888	452,124	507,882	<b>467,780</b>	
ICs	154,183	169,916	164,080	161,195	183,430	183,313	170,432	168,103	203,895	233,704	<b>207,222</b>	
Discrete semiconductor devices	117,746	129,047	126,436	130,036	149,915	152,861	139,038	142,389	188,093	212,241	<b>201,948</b>	
Modules	31,648	36,083	36,370	39,608	41,829	40,158	33,275	29,213	32,835	34,326	<b>32,908</b>	
Others	27,509	27,725	25,510	21,169	21,930	22,655	20,139	20,181	27,299	27,610	<b>25,701</b>	
Cost of sales	227,014	235,042	230,662	234,967	252,591	254,727	251,125	242,252	289,803	314,220	<b>322,088</b>	
Gross profit	104,073	127,729	121,734	117,042	144,515	144,262	111,759	117,635	162,320	193,661	<b>145,692</b>	
Selling, general and administrative expenses	80,437	88,929	88,099	85,215	87,510	88,352	82,269	79,146	90,841	101,344	<b>102,365</b>	
Operating profit	23,635	38,800	33,635	31,827	57,004	55,909	29,489	38,488	71,479	92,316	<b>43,327</b>	
ICs	9,216	22,286	7,660	9,064	20,181	15,990	12,578	15,752	32,988	48,158	<b>21,269</b>	
Discrete semiconductor devices	14,087	15,909	21,504	20,916	32,193	30,054	10,407	21,053	32,774	34,529	<b>12,964</b>	
Modules	1,442	2,086	4,594	1,793	3,793	5,918	3,491	2,145	4,442	4,284	<b>2,005</b>	
Others	-796	-900	262	1,497	2,968	4,093	1,948	1,846	5,018	5,088	<b>2,154</b>	
Adjusted amount	-313	-581	-387	-1,444	-2,132	-146	1,063	-2,308	-3,744	256	<b>4,932</b>	
Ordinary profit	35,915	59,218	36,625	35,579	54,213	64,689	35,774	40,672	82,551	109,530	<b>69,200</b>	
Profit attributable to owners of parent	32,091	45,296	25,686	26,432	37,249	45,441	25,632	37,002	66,827	80,375	<b>53,965</b>	
EBITDA	49,195	73,267	71,973	72,628	100,411	101,325	73,817	78,656	113,507	148,456	<b>115,396</b>	
Capital expenditures	31,754	48,739	56,686	42,182	55,911	57,291	38,941	44,114	79,985	126,116	<b>186,755</b>	
ICs	14,246	24,031	20,973	16,484	25,077	17,119	8,550	16,568	30,130	57,673	<b>42,714</b>	
Discrete semiconductor devices	12,772	15,784	21,991	17,704	23,148	30,407	22,001	20,460	33,789	57,061	<b>130,969</b>	
Modules	1,329	4,362	4,695	2,709	1,185	1,979	1,922	2,893	1,793	2,054	<b>1,188</b>	
Others	1,970	2,188	1,315	1,925	4,407	4,694	2,735	1,079	4,237	3,077	<b>1,808</b>	
Adjusted amount	1,435	2,373	7,709	3,358	2,091	3,089	3,731	3,111	10,034	6,249	<b>10,074</b>	
Depreciation	25,559	34,467	38,338	40,801	43,407	45,415	44,328	40,167	42,027	56,140	<b>72,069</b>	
R&D expenses	36,536	39,996	40,868	37,277	38,852	39,578	33,384	31,537	36,126	42,560	<b>44,423</b>	
Cash flow from operating activities	59,134	72,381	78,901	67,397	74,727	65,990	79,130	45,975	92,181	98,628	<b>82,858</b>	
Cash flow from investing activities	-21,621	-100,638	-22,436	-38,742	-54,517	-53,997	-8,676	-40,844	-55,437	-88,738	<b>-431,952</b>	
Dividends paid	3,773	8,085	16,038	12,164	21,154	20,625	15,675	14,822	14,721	20,610	<b>19,463</b>	
Purchase of treasury shares	37	15	17,006	6	10	10,003	41,295	8,715	9	6	<b>20,005</b>	
Total assets	754,407	864,380	804,134	834,503	870,034	874,427	848,873	926,240	1,029,132	1,123,283	<b>1,481,274</b>	
Total liabilities	91,019	111,946	97,883	109,051	118,156	107,673	133,393	156,750	188,778	207,817	<b>513,172</b>	
Total net assets	663,387	752,433	706,251	725,452	751,877	766,754	715,479	769,490	840,353	915,465	<b>968,102</b>	
<b>Per Share Data</b>												
Net income per share (yen)	74.41	105.04	60.48	62.47	88.04	107.82	61.91	94.06	170.15	204.66	<b>138.81</b>	
Net assets per share (yen)	1,537.45	1,743.77	1,668.08	1,713.50	1,776.01	1,833.01	1,796.46	1,958.87	2,139.29	2,330.49	<b>2,506.78</b>	
Dividend per share (yen)	12.5	32.5	32.5	32.5	60.0	37.5	37.5	37.5	46.3	50.0	<b>50.0</b>	
<b>Key Indicators</b>												
Operating profit margin (%)	7.1	10.7	9.5	9.0	14.4	14.0	8.1	10.7	15.8	18.2	<b>9.3</b>	
ROE (%)	5.0	6.4	3.5	3.7	5.0	6.0	3.5	5.0	8.3	9.2	<b>5.7</b>	
(Ratio of net income to net sales) (%)	9.7	12.5	7.3	7.5	9.4	11.4	7.1	10.3	14.8	15.8	<b>11.5</b>	
(Total asset turnover) (turnover)	0.46	0.45	0.42	0.43	0.47	0.46	0.42	0.41	0.46	0.47	<b>0.36</b>	
(Financial leverage) (%)	113.9	114.4	114.5	114.5	115.5	114.9	116.3	119.6	121.5	122.7	<b>138.4</b>	
ROA (%)	4.4	5.6	3.1	3.2	4.4	5.2	3.0	4.2	6.8	7.5	<b>4.1</b>	
Equity ratio (%)	87.9	87.0	87.8	86.9	86.4	87.6	84.2	83.0	81.6	81.4	<b>65.3</b>	
Dividend payout ratio (%)	16.8	30.9	53.7	52.0	68.2	34.8	60.6	39.9	27.2	24.4	<b>36.0</b>	
Total return ratio (%)	16.8	30.9	119.7	52.0	68.2	56.7	220.8	63.3	27.2	24.4	<b>72.8</b>	
Year-end share price (yen)	1,151.3	2,057.5	1,185.0	1,850.0	2,532.5	1,725.0	1,482.5	2,702.5	2,397.5	2,742.5	<b>2,428.5</b>	
Market capitalization (millions of yen)	496,444	887,220	501,379	782,736	1,071,492	721,095	590,006	1,060,843	941,146	1,076,625	<b>937,257</b>	
Price earnings ratio (PER) (times)	15.5	19.6	19.6	29.6	28.8	16.0	23.9	28.7	14.1	13.4	<b>17.5</b>	
Price book-value ratio (PBR) (times)	0.7	1.2	0.7	1.1	1.4	0.9	0.8	1.4	1.1	1.2	<b>1.0</b>	
Dividend yield (%)	1.1	1.6	2.7	1.8	2.4	2.2	2.5	1.4	1.9	1.8	<b>2.1</b>	
Cash conversion cycle (CCC) (months)	6.6	6.3	6.4	6.1	6.1	7.1	7.6	8.0	7.7	8.4	<b>9.7</b>	
<b>Exchange Rate Data</b>												
Foreign exchange rate (average yen-dollar rate)	100.0	110.0	120.0	109.0	110.8	110.7	109.1	106.2	112.9	135.0	<b>144.4</b>	

\* ROHM conducted a four-for-one common stock split on October 1, 2023. Net income per share, net assets per share, dividend per share, and year-end share price through FY2022 are calculated adjusted for the stock split.

# Primary ESG Data

Environment		Scope	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
<b>GHG Emissions</b>								
SCOPE1	CO <sub>2</sub> Emissions from fuel combustion	Consolidated	t-CO <sub>2</sub>	32,739	33,206	38,934	39,513	<b>36,688</b>
	PFC	Consolidated	GWP-t	96,813	96,773	125,246	134,198	<b>144,083</b>
SCOPE2		Consolidated	t-CO <sub>2</sub>	787,392	769,234	780,811	601,299	<b>464,414</b>
SCOPE3		Consolidated	t-CO <sub>2</sub>	6,021,451	6,170,646	8,361,894	8,146,551	<b>6,122,363</b>
Total		Consolidated	t-CO <sub>2</sub>	6,938,395	7,069,859	9,306,885	8,921,562	<b>6,767,548</b>
<b>Energy Consumption</b>								
Total non-renewable energy consumption		Consolidated	MWh	1,515,142	1,480,876	1,525,665	1,259,119	<b>917,398</b>
Total renewable energy consumption		Consolidated	MWh	30,547	70,020	113,336	396,493	<b>700,097</b>
<b>Water Usage</b>								
Total municipal water supplies (or from other water utilities) (a)		Consolidated	1,000m <sup>3</sup>	5,424	5,993	6,515	6,423	<b>6,264</b>
Fresh surface water (lakes, rivers, etc.) (b)		Consolidated	1,000m <sup>3</sup>	724	727	822	875	<b>934</b>
Fresh groundwater (c)		Consolidated	1,000m <sup>3</sup>	4,932	4,366	4,443	4,447	<b>4,390</b>
Total net fresh water consumption [(a)+(b)+(c)-(d)]		Consolidated	1,000m <sup>3</sup>	1,636	1,701	1,643	1,506	<b>1,707</b>
<b>Water Discharge</b>								
Total (d)		Consolidated	1,000m <sup>3</sup>	9,444	9,385	10,137	10,240	<b>9,881</b>
Freshwater surface water intake		Consolidated	1,000m <sup>3</sup>	3,581	3,657	4,035	4,075	<b>3,651</b>
Wastewater discharged into rivers and lakes		Consolidated	1,000m <sup>3</sup>	5,863	5,727	6,102	6,165	<b>6,230</b>
<b>Total Pure Water Consumption</b>								
Ultra-pure water usage		Consolidated	1,000m <sup>3</sup>	6,480	6,269	6,946	6,784	<b>6,140</b>
<b>Waste</b>								
Total waste disposed		Consolidated	t	14,076	13,775	17,175	16,720	<b>14,606</b>
Waste landfilled		Consolidated	t	571	432	362	326	<b>205</b>
Waste recycled		Consolidated	t	13,505	13,343	16,813	16,394	<b>14,401</b>
Rate of waste recycled		Consolidated	%	95.9	96.9	97.9	98.0	<b>98.6</b>
<b>Hazardous Waste (Specifically Controlled Industrial Waste in Japan)</b>								
Total waste disposed		Consolidated	t	3,177	3,432	4,570	4,447	<b>3,829</b>
Waste landfilled		Consolidated	t	3	2	2	2	<b>1</b>
Waste recycled		Consolidated	t	3,174	3,430	4,568	4,445	<b>3,828</b>
Rate of waste recycled		Consolidated	%	99.9	99.9	99.9	99.9	<b>99.9</b>
<b>Chemicals</b>								
VOC		Consolidated	t	125	127	138	136	<b>103</b>
NOx		Consolidated	t	20	18	22	25	<b>20</b>
SOx		Consolidated	t	16	14	7	10	<b>8</b>

Social		Scope	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Employee Demographics</b>								
Consolidated	Male	Consolidated	Person	—	15,950	16,727	17,125	<b>16,862</b>
	Female	Consolidated	Person	—	6,420	6,674	6,629	<b>6,457</b>
	Total	Consolidated	Person	—	22,370	23,401	23,754	<b>23,319</b>
	Percentage of women	Consolidated	%	—	28.7	28.5	27.9	<b>27.7</b>
Engineers (STEM-related positions)	Male	Non-consolidated	Person	—	—	2,145	2,144	<b>2,247</b>
	Female	Non-consolidated	Person	—	—	139	124	<b>152</b>
	Percentage of women	Non-consolidated	%	—	—	6.1	5.5	<b>6.3</b>
Consolidated (by area)	Japan	Consolidated	Person	5,427	5,844	6,015	6,262	<b>6,575</b>
	Asia	Consolidated	Person	15,592	15,988	16,816	16,846	<b>16,016</b>
	America	Consolidated	Person	196	176	185	183	<b>156</b>
	Europe	Consolidated	Person	372	362	385	463	<b>572</b>
	Number of consolidated foreign employees	Consolidated	Person	16,365	16,402	17,242	17,354	<b>16,606</b>
<b>Management Demographics</b>								
Total number of employees in management positions (including junior, middle and senior classes)	Male	Consolidated	Person	1,454	1,608	1,089	1,134	<b>1,205</b>
	Female	Consolidated	Person	187	186	131	163	<b>180</b>
	Total	Consolidated	Person	1,641	1,794	1,220	1,297	<b>1,385</b>
Percentage of women	Consolidated	%	11.4	10.4	10.7	12.6	<b>13.0</b>	
<b>Average Years of Service</b>								
Average years of service	Male	Non-consolidated	Years	15.7	15.7	15.9	15.7	<b>15.6</b>
	Female	Non-consolidated	Years	10.0	10.9	11.4	11.8	<b>12.4</b>
	Total	Non-consolidated	Years	15.0	14.7	14.9	14.9	<b>14.9</b>

Social		Scope	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Recruitment</b>								
Number of new employees (total)		Non-consolidated	Person	186	130	207	269	<b>249</b>
Number of new graduates employed	Total	Non-consolidated	Person	172	111	131	180	<b>163</b>
	Male	Non-consolidated	Person	111	83	95	137	<b>130</b>
	Female	Non-consolidated	Person	61	28	36	43	<b>33</b>
Number of mid-career hires	Total	Non-consolidated	Person	14	19	76	89	<b>86</b>
	Male	Non-consolidated	Person	12	18	69	81	<b>77</b>
	Female	Non-consolidated	Person	2	1	7	8	<b>9</b>
Percentage of mid-career hires	Non-consolidated	%	7.5	14.6	36.7	33.1	<b>34.5</b>	
<b>Age Groups</b>								
Percentage of employees by age group	Under 30 years old	Consolidated	%	—	27.7	28.4	31.4	<b>29.1</b>
	31-50 years old	Consolidated	%	—	62.3	60.9	56.9	<b>58.1</b>
	51 years old or older	Consolidated	%	—	10.0	10.7	11.7	<b>12.8</b>
Average age (consolidated)	Male	Consolidated	Age	—	36.8	37.4	37.9	<b>38.7</b>
	Female	Consolidated	Age	—	33.9	34.2	35.0	<b>35.5</b>
	Total	Consolidated	Age	—	36.0	36.5	37.1	<b>37.7</b>
<b>People with Disabilities</b>								
Percentage of employees with disabilities		Consolidated (Japan)	%	2.33	2.33	2.30	2.38	<b>2.27</b>
<b>Salary</b>								
Executive level*1 (base salary only)	Male	Non-consolidated	Yen	32,836,620	27,770,004	26,791,380	24,582,406	<b>28,235,916</b>
	Female	Non-consolidated	Yen	—	0	0	0	<b>0</b>
	Difference Ratio*2	Non-consolidated	%	—	—	—	—	<b>—</b>
Management level (base salary only)	Male	Non-consolidated	Yen	7,922,556	7,843,080	7,823,748	8,238,501	<b>9,723,126</b>
	Female	Non-consolidated	Yen	7,080,000	7,260,000	7,054,800	7,714,420	<b>9,788,307</b>
	Difference Ratio*2	Non-consolidated	%	89	93	90	94	<b>101</b>
Non-managerial level (base salary only)	Male	Non-consolidated	Yen	5,475,650	5,549,082	5,545,128	5,653,390	<b>6,073,645</b>
	Female	Non-consolidated	Yen	3,122,662	3,306,399	3,427,186	3,603,169	<b>4,040,877</b>
	Difference Ratio*2	Non-consolidated	%	57	60	62	64	<b>67</b>
Average benefit amount during the year - full-time employees		Non-consolidated	Yen	7,602,976	7,500,300	7,712,674	8,563,727	<b>8,920,579</b>
<b>Uptake of Available Systems</b>								
Percentage of annual paid leave taken		Non-consolidated	%	81.9	63.3	72.9	80.1	<b>81.7</b>
Number of employees using the parental leave system	Male	Non-consolidated	Person	8	17	35	48	<b>55</b>
	Female	Non-consolidated	Person	62	48	52	47	<b>35</b>
	Total	Non-consolidated	Person	70	65	87	95	<b>90</b>
Acquisition rate of childcare leave	Male	Non-consolidated	%	6.4	15.4	30.2	42.9	<b>55.6</b>
	Female	Non-consolidated	%	100	100	100	100	<b>100</b>
Return to work rate for childcare leave		Non-consolidated	%	89.8	91.7	96.6	97.8	<b>98.9</b>
<b>Human Capital Development</b>								
Average annual educational development hours per capital		Non-consolidated	Hours	—	—	12.7	13.2	<b>9.6</b>
Average annual educational development cost per capital		Non-consolidated	Yen	—	—	23,000	40,118	<b>33,142</b>
Average annual educational development hours per capital		Consolidated	Hours	—	—	—	—	<b>—</b>
Average annual educational development cost per capital		Consolidated	Yen	—	—	—	12,471	<b>14,023</b>
<b>Accidents and Diseases</b>								
Accident frequency rate		Consolidated	%	0	0.041	0.037	0.018	<b>0.116</b>
Accident intensity rate		Consolidated	%	0	0.00114	0.00159	0.00021	<b>0.00215</b>

\*1 Executive level: internal directors and executive officers

\*2 Formulas for calculating the difference ratio between male and female salaries: Average female salary / Average male salary x 100

Governance		Scope	Unit	June 2020	June 2021	June 2022	June 2023	June 2024
<b>Top Management</b>								
Total*1		Non-consolidated	Person	11	11	13	13	<b>14</b>
Independent directors*1		Non-consolidated	Person	5	5	7	7	<b>7</b>
Female directors*1		Non-consolidated	Person	1	1	2	2	<b>2</b>
Non-Japanese directors*1		Non-consolidated	Person	0	0	1	1	<b>1</b>
Average age*2		Non-consolidated	Age	59.5	60.2	61.0	61.8	<b>61.5</b>
Enrollment period as chief executive officer		Non-consolidated	Years	0	1	2	3	<b>4</b>
Average tenure of directors*3		Non-consolidated	Years	4.2	4.0	4.2	3.8	<b>4.5</b>

\*1 Number of persons elected or appointed at the General Meeting of Shareholders in June each year.

\*2 Age of those who are elected or appointed at the General Meeting of Shareholders in June each year.

\*3 The term of office for newly appointed directors is counted as 0. The tenure for directors, who were formally corporate auditors and then appointed as directors (members of the Audit &amp; Supervisory Committee) includes years in office as corporate auditors.

ESG Data

<https://www.rohm.com/sustainability/esg>

# Independent Assurance Statement

To present society with information with even greater transparency and reliability, the environmental impact data contained in this report has undergone third-party verification by Bureau Veritas Japan Co., Ltd.

<p><b>INDEPENDENT ASSURANCE STATEMENT</b></p> <p>To: Rohm Co., Ltd.</p> <p>Bureau Veritas Japan Co., Ltd. (Bureau Veritas) has been engaged by Rohm Co., Ltd. (Rohm) to provide limited assurance over its sustainability information selected by Rohm. This Assurance Statement applies to the related information included within the scope of work described below.</p> <p><b>Selected information</b> The scope of our work was limited to assurance over the following information (the "Selected Information"):</p> <p>1) The following environmental data included within ROHM Integrated Report 2024, CDP Reports (the "Report") and Sustainability Website (the "Website") for the period of April 1, 2023 through March 31, 2024:</p> <ul style="list-style-type: none"> <li>- Greenhouse gas emissions (Scope 1 and Scope 2): CO<sub>2</sub> from energy, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub> emissions use through business operations of Rohm Group's 15 sites within Japan and 9 sites outside Japan</li> <li>- Greenhouse gas emissions (Scope 3): emissions of category 4 within the boundaries defined by Rohm</li> <li>- Water: Water input volume, Water discharge volume and Water recovery and recycling rate through business operations of Rohm Group's 15 sites within Japan and 9 sites outside Japan</li> </ul> <p>2) The following environmental data reported internally to Rohm Group only for the purpose of internal management for the period of April 1, 2023 through March 31, 2024:</p> <ul style="list-style-type: none"> <li>- Energy use, Volume of water recovered and recycled and Total volume of water used through business operations of Rohm Group's 15 sites within Japan and 9 sites outside Japan</li> </ul> <p><b>Reporting criteria</b> The Selected Information included within the Report needs to be read and understood together with the reporting criteria stated in the Report. The Selected Information included within the Website needs to be read and understood together with the reporting criteria stated in the Website. The Selected Information reported internally to Rohm Group only for the purpose of internal management needs to be read and understood together with the internal reporting criteria defined by Rohm.</p> <p><b>Limitations and Exclusions</b> Excluded from the scope of our work is any verification of information relating to:</p> <ul style="list-style-type: none"> <li>- Activities outside the defined verification period;</li> <li>- Any other information within the Report, which is not listed as the "Selected Information";</li> <li>- Any other information within the Website, which is not listed as the "Selected Information".</li> </ul> <p>Ref: BVJ_20711917</p>	<p>changes in business activities, acquisitions and disposals.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p> <p><b>Verified greenhouse gas emissions</b> We performed our verification work on greenhouse gas emissions data in accordance with the requirements of ISO14064-3(2019). Verified data in greenhouse gas assertion made by Rohm are as follows.</p> <table border="1"> <thead> <tr> <th></th> <th>Greenhouse gas emissions [t-CO<sub>2</sub>e]</th> <th>Boundary</th> </tr> </thead> <tbody> <tr> <td>Scope 1</td> <td>180,771</td> <td>CO<sub>2</sub> from energy use, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub> emissions through business operations of Rohm Group's 15 sites within Japan and 9 sites outside Japan for the period of April 1, 2023 through March 31, 2024</td> </tr> <tr> <td>Scope 2 (market-based)</td> <td>464,414</td> <td></td> </tr> <tr> <td>Scope 3 (Category 4)</td> <td>35,320</td> <td>Emissions of category 4 within the boundaries defined by Rohm for the period of April 1, 2023 through March 31, 2024</td> </tr> </tbody> </table> <p><b>Conclusion</b> On the basis of our methodology and the activities described above:</p> <ul style="list-style-type: none"> <li>- Nothing has come to our attention to indicate that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria;</li> <li>- It is our opinion that Rohm has established appropriate systems for the collection, aggregation and analysis of quantitative data within the scope of our work.</li> </ul> <p><b>Statement of Independence, Integrity and Competence</b> Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes. Bureau Veritas operates Quality Management System which complies with the requirements of globally recognized quality management standard, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 &amp; 2<sup>1</sup>. Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspection Agencies (IFIA)<sup>2</sup>, across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality.</p> <p><sup>1</sup> International Standard on Quality Management 1 &amp; 2 <sup>2</sup> International Federation of Inspection Agencies - Compliance Code - Third Edition</p> <p>Ref: BVJ_20711917</p>		Greenhouse gas emissions [t-CO <sub>2</sub> e]	Boundary	Scope 1	180,771	CO <sub>2</sub> from energy use, N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> and NF <sub>3</sub> emissions through business operations of Rohm Group's 15 sites within Japan and 9 sites outside Japan for the period of April 1, 2023 through March 31, 2024	Scope 2 (market-based)	464,414		Scope 3 (Category 4)	35,320	Emissions of category 4 within the boundaries defined by Rohm for the period of April 1, 2023 through March 31, 2024
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<p>This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.</p> <p><b>Responsibilities</b> This preparation and presentation of the Selected Information in the Report and the Website are the sole responsibility of the management of Rohm. Bureau Veritas was not involved in the drafting of the Report, of the Website, or of the Reporting Criteria. Our responsibilities were to:</p> <ul style="list-style-type: none"> <li>- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;</li> <li>- form an independent conclusion based on the assurance procedures performed and evidence obtained; and</li> <li>- report our conclusions to the Directors of Rohm.</li> </ul> <p><b>Assessment Standard</b> We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Effective for assurance reports dated on or after December 15, 2015) issued by the International Federation of Auditing and Assurance Standards Board. For the greenhouse gas emissions data, we undertook verification in accordance with the requirements of ISO14064-3 (2019): Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements.</p> <p><b>Summary of work performed</b> As part of our independent verification, our work included:</p> <ol style="list-style-type: none"> <li>1. Conducting interviews with relevant personnel of Rohm;</li> <li>2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;</li> <li>3. Reviewing documentary evidence provided by Rohm;</li> <li>4. Reviewing Rohm systems for quantitative data aggregation and analysis;</li> <li>5. Verification of sample of data back to source by carrying out five physical site visits and one remote audit, selected on a risk based bases at the following locations: [Physical site visits] - ROHM CO., LTD. HEAD OFFICE - LAPIS SEMICONDUCTOR CO., LTD. MIYAZAKI PLANT - LAPIS SEMICONDUCTOR CO., LTD. MIYAGI PLANT - ROHM APOLLO CO., LTD. CHIKUGO FACTORY - ROHM Integrated Systems (Thailand) Co., Ltd. [Remote audits] - ROHM Electronics Dalian Co., Ltd.</li> <li>6. Reperforming a selection of aggregation calculations of the Selected Information;</li> <li>7. Comparing the Selected Information to the prior year amounts taking into consideration</li> </ol> <p>Ref: BVJ_20711917</p>	<p>professional behavior and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code<sup>1</sup>.</p> <p>Bureau Veritas Japan Co., Ltd. Yokohama, Japan July 5, 2024</p> <p><sup>1</sup> Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants</p> <p>Ref: BVJ_20711917</p>												

# Glossary

Term	Meaning
ADAS	Stands for Advanced Driver Assistance System, which is a system that helps drivers operate their automobiles.
BCM	Stands for Business Continuity Management.
BCP	Stands for Business Continuity Plan.
Core position staff*	Job categories that play a core role in business strategy through corporate planning, R&D, etc.
CVC	Stands for Corporate Venture Capital, which is a program whereby a business firm uses its own funds to support or invest primarily in nonpublic emerging companies (start-ups).
FAE	Stands for Field Application Engineer, which is a job in which an individual who does not belong to the product development division is responsible for selling products to particular regions or customers. This position is held by an engineer who provides customers with technical support for products and various applications.
Flexible line*	A production line that can manufacture various products on the same production line without human intervention.
FMEA	Stands for Failure Mode and Effects Analysis. A method for evaluating and eliminating risks associated with products and manufacturing processes at the design stage.
GaN	Stands for Gallium Nitride, which is a compound semiconductor material used in next-generation power devices. This substance is superior to silicon, which is the material normally used in semiconductors, in its physical properties, and it is starting to be used for its high-frequency properties.
ICP	Stands for Internal Carbon Pricing. A system for companies to set their own carbon prices for CO <sub>2</sub> emissions.
IDM	Stands for Integrated Device Manufacturer. This means that the manufacturer has all the facilities necessary for doing everything in-house, from product development through manufacturing.
IGBT	Stands for Insulated Gate Bipolar Transistor, which is a transistor that combines a MOSFET and a bipolar transistor. It has both low on resistance and relatively rapid switching, and it is currently used in a broad range of areas for voltage control of large power.
Limited position staff*	Job categories that ensure smooth execution of business operations through routine and essential work tasks.
MOSFET	Stands for Metal Oxide Semiconductor Field Effect Transistor. This type of transistor is commonly used in various electronic devices because it allows high-speed switching and low-power consumption compared with bipolar transistors.
MOT	Stands for Management of Technology. An academic discipline for management methods, focusing on technological R&D and continuous innovation.
OSAT	Stands for Outsourced Semiconductor Assembly and Test. A manufacturer that undertakes assembly and testing, which are post-processes in the manufacturing of semiconductors.
PFC	Stands for Perfluorocarbon. PFCs, which are a type of fluorine, are compounds comprising carbon and fluorine and are generated in the semiconductor wafer manufacturing process. PFCs cause global warming.
PME*	Stands for Product Marketing Engineer. A person who possesses full knowledge of advanced technology and authority for new product development. This position is affiliated with the product development division and is responsible for both planning and sales of products developed by the development division.

\* ROHM's terminology

## Participation in Sustainability Initiatives and External Evaluations

### Participation in Sustainability Initiatives

#### United Nations Global Compact (UNGC)

The UNGC is an international initiative for companies and other organizations that strives to realize a sustainable society by exercising responsible and innovative leadership across the ten principles in the four areas of "human rights," "labor," "environment," and "anti-corruption." ROHM became a signatory in May 2011 and supports the ten UNGC principles.



#### Task Force on Climate-related Financial Disclosures (TCFD)

With the aim of achieving a carbon-free society, ROHM expressed support for the TCFD recommendations in September 2021. In recognition that "climate change" is one of the most important issues affecting our business activities, we are disclosing information in line with the TCFD recommendations and striving to realize a sustainable society.



#### Science Based Targets initiative (SBTi)

The GHG emissions reduction targets that ROHM has set for FY2030 were recognized as having a scientific basis for achieving the 2°C target of the Paris Agreement, and ROHM received certification for "1.5°C level" from SBTi. Rather than merely striving to solve societal issues by contributing to energy savings and miniaturization with semiconductors, we recognize that it is also essential to reduce environmental impact across all our business activities including manufacturing processes, and we are actively using renewable energy and installing environmentally friendly production equipment throughout the entire Group.



#### International Initiative RE100 (Renewable Energy 100%)

ROHM has been a member of RE100 since April 2022, which is an international corporate initiative that aims to use 100% renewable energy for electricity used in business operations. We are working to gradually increase the amount of renewable energy introduced and aim to achieve the goal of 100% renewable electricity use for all our business activities in Japan and overseas by FY2050.



#### Japan Climate Initiative (JCI)

ROHM participates in the JCI, a network for realizing a carbon-free society. JCI was established to strengthen information sharing and exchange of opinions among companies, local governments and NGOs that are actively engaged in climate change measures in Japan.



### External Evaluations



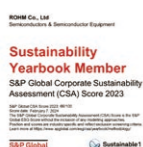
#### Selected as a constituent of the "FTSE4Good Index Series" and "FTSE Blossom Japan Index"

ROHM has been selected as a constituent of the "FTSE4Good Index," developed by the British company FTSE Russell, for 21 consecutive years. Additionally, ROHM has been selected as a constituent of the "FTSE Blossom Japan Index" for the seventh straight year. The index was selected by the Government Pension Investment Fund (GPIF) in 2017 as an ESG Index in Japanese stocks.



#### Selected as a constituent of the "FTSE Blossom Japan Sector Relative Index"

The FTSE Blossom Japan Sector Relative Index is designed to be sector-neutral, reflecting the relative performance of Japanese companies that excel in environmental, social and governance (ESG) in their respective sectors. In order to facilitate the transition to a low-carbon economy, for companies with particularly high GHG emissions, only those that are recognized for their improvement efforts by the TPI Management Quality Score are included.



#### Selected as S&P Global's "Sustainability Yearbook Member"

ROHM was selected by US firm S&P Global as a "Sustainability Yearbook Member" in "The Sustainability Yearbook 2024," which lists companies with outstanding sustainability performance, as one of the top 15% of firms in the Semiconductors & Semiconductor Equipment Industry category. S&P Global annually assesses the sustainability performance of the world's leading companies from "economic," "environmental," and "social" perspectives based on their proprietary Corporate Sustainability Assessment (CSA) methodology and lists leading companies demonstrating particular excellence in each industry in "The Sustainability Yearbook." In FY2023, they evaluated more than 9,400 companies worldwide in 62 industries.



#### Received AA in "MSCI ESG Ratings"

ROHM has received an AA rating from US firm Morgan Stanley's group company MSCI in their ESG Rating. MSCI makes its evaluations based on key ESG issues tackled by the company considering the ESG issues faced in their industries.



#### Awarded "Silver" in EcoVadis' Sustainability Rating

ROHM was awarded "silver" for EcoVadis' Sustainability Rating in 2023. EcoVadis is a third-party organization that evaluates and monitors the sustainability of supplier companies, assessing the CSR activities of more than 100,000 organizations and companies in 175 countries and 200 industries from four perspectives: environment, labor & human rights, ethics, and sustainable procurement.



#### Selected for the highest rating "A List" in CDP's Water Security Questionnaire

For the third consecutive year, ROHM has been selected for CDP's "Water A List," the highest rank in a questionnaire on water resource management conducted by CDP, an international environmental NPO. Additionally, in the climate change category, we scored an A- (leadership level) for our advanced activities. CDP surveys about 23,000 companies worldwide and rates them on a scale of A to D- based on how effectively they are addressing issues such as climate change, deforestation, and water security.



#### Certified as "Health and Productivity Management Organization - White 500"

ROHM has been certified as a "Health and Productivity Management Organization" by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi (Japan Health Council) for the seventh consecutive year. This is a program that honors companies, including large corporations and small and medium-size enterprises, that are practicing particularly excellent health management based on initiatives that align with local health issues and health promotion efforts promoted by the Japan Health Council.

## Statement of Authenticity



**Motohiro Ando**

Corporate Officer, in charge of Finance and Director of Corporate Strategy Headquarters

ROHM annually publishes the Integrated Report as a tool for communication with shareholders, investors, and other stakeholders, with the aim of furthering understanding of our efforts to realize sustainable corporate value enhancement.

The IR Division of the Corporate Strategy Headquarters plays a central role in producing this report, in cooperation with management and related departments through regular meetings. This report is used to explain ROHM's vision, and the medium- to long-term management strategies to achieve it, and is used in IR meetings with shareholders and investors. The evaluations and opinions obtained from the dialogue at this time are fed back to the Board of Directors for serious consideration and continuous improvement, so that they can be reflected in the planning of the following year's Integrated Report.

The "ROHM Integrated Report 2024" describes specific financial and non-financial strategies based on the Medium-Term Management Plan "Moving Forward to 2025," and the value creation process toward becoming a major global player in FY2030, while firmly inheriting the company's founding spirit, including the Company Mission and emphasis on the field. In particular, we have clearly defined the type of person and organization we seek as we promote human capital management. As a further feature, we have enhanced the financial logic tree by holding internal discussions to identify how non-financial strategies can lead to increased shareholder value (PBR improvement). The tree charts the logic by which financial indicators such as sales growth rate and WACC, as well as non-financial indicators such as decarbonization-related indicators and employee engagement, can be improved, leading to improved ROE, higher PER, and enhanced shareholder value. We hope we can gain the understanding of our stakeholders.

As the person responsible for the publication of this Integrated Report, I declare that it has undergone due process and that the information contained in it is accurate.

The Integrated Report is a self-assessed report card on management. However, it should not end unilaterally; external feedback through dialog is vitally important. We believe that this report provides a valuable opportunity to reflect on our company and improve the quality of our management. We would like to thank all of our stakeholders for their candid opinions and requests.

## Company Information/Stock Information

Company Name	ROHM Co., Ltd.	Total Number of Shares Authorized to be Issued	1,200,000,000
Date Established	September 17, 1958	Total Number of Shares Issued	412,000,000 (Including 26,039,364 shares of treasury stock)
Headquarters	21 Saiin Mizosaki-cho, Ukyo-ku, Kyoto 615-8585, Japan Tel: +81-75-311-2121 Fax: +81-75-315-0172	Total Number of Shareholders	78,819 (as of March 31, 2024)
Capital	86,969 million yen (fiscal year ended March 2024)	Listing Stock Markets	Prime Section, Tokyo Stock Exchange
Representative	President Isao Matsumoto	Securities Code	6963
Sales Volume	Consolidated 467,780 million yen (fiscal year ended March 2024)	Administrator of the Registry of Shareholders	Mitsubishi UFJ Trust and Banking Corporation
Number of Employees	Consolidated 23,319 (as of March 31, 2024)	Independent Auditor	Deloitte Touche Tohmatsu LLC

### Major Shareholders (Top 10 Shareholders)

(As of March 31, 2024)

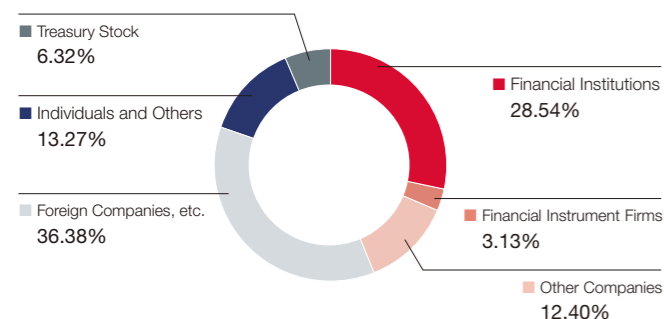
Name	Number of Shares Held (Thousands of shares)	Ownership (%)
The Master Trust Bank of Japan, Ltd. (Trust account)	57,278	14.84
Rohm Music Foundation	41,540	10.76
Custody Bank of Japan, Ltd. (Trust account)	30,497	7.90
The Bank of Kyoto, Ltd.	10,427	2.70
STATE STREET LONDON CARE OF STATE STREET BANK AND TRUST, BOSTON SSBTC A/C UK LONDON BRANCH CLIENTS - UNITED KINGDOM	7,374	1.91
STATE STREET BANK WEST CLIENT - TREATY 505234	6,569	1.70
BBH FOR FINANCIAL INVESTORS TRUST-SEAFARER OVERSEAS GROWTH AND INC FD	6,000	1.55
SSBTC CLIENT OMNIBUS ACCOUNT	5,477	1.41
STATE STREET BANK AND TRUST COMPANY 510312	5,351	1.38
STATE STREET BANK AND TRUST COMPANY 505223	4,783	1.23

Notes 1. The percentages of ownership are rounded to the nearest hundredth.

2. 26,039 thousand shares of treasury stock are excluded from the list above. Treasury stock does not include the company's shares held by the ESOP trust (19 thousand shares).

3. Ownership is calculated by deducting the number of treasury stock from the total number of shares issued.

### Breakdown of Shareholders



For further information, please visit:  
<https://www.rohm.com/ir/stock>

## FAQ from Investors

**Q 1** You have claimed that you will seek to become a major global player in FY2030. What exactly do you mean by a major global player?

**Answer**

We will further expand sales and increase our share in overseas markets, aiming to become a company that is recognized globally as a household name for power and analog products. Specifically, our goal is to become one of the world's top 10 companies in the field of power and analog semiconductors and achieve sales of 1 trillion yen. (→P.12 Message from the President)

**Q 2** Could you please explain the reasons for the year-on-year decline in sales and profits for FY2023? Are the financial targets in the Medium-Term Management Plan achievable?

**Answer**

In FY2023, sales and profits declined year-on-year amid the slowdown in the overall market and inventory adjustments by customers. Sales in the automotive market, which we focus on, increased, but sales ultimately fell year-on-year in all other markets, including industrial equipment. Due to higher fixed costs stemming from active investments in the SiC power devices business, the operating profit margin also narrowed. In order to achieve our Medium-Term Management Plan targets, we must ensure an earnings recovery in the plan's final year of FY2025. To do so, we have conducted a close scrutiny in FY2024 and have left our targets in place after determining they are not impossible to achieve. (→P.12 Message from the President; P.30 Message from the Corporate Officer in Charge of Finance)

**Q 3** EV production volumes are floundering. What is the impact on the SiC power devices business? How will ROHM set itself apart from peers going forward?

**Answer**

Amid the increasing electrification of automobiles worldwide, it is noted that EV growth in some markets is slowing due to smaller subsidies by various governments and demand winding down in FY2023. However, ROHM believes that the shift to EVs is entrenched over the medium- to long-term and will be a key driver to realizing a carbon-free society. We aim to capture the top market share based on the three strengths of (1) stable supply of high-quality products through IDM, from materials to finished products, (2) industry-leading device performance of SiC MOSFETs, and (3) the ability to propose solutions combining peripheral components, including isolated gate driver ICs. (→P.50 Special Feature: Helping Solve Social Issues through Further Advancement of SiC Power Devices)

**Q 4** Amid a tendency for the focus to fall on SiC power devices, what efforts are you taking to improve IC earnings?

**Answer**

Since it has become difficult to increase sales and development efficiency with only customization that meets individual customer requests, we are strengthening development of high-added-value ASSPs that meet the needs of multiple customers by deploying PMEs and identifying customer needs. Additionally, we designate ICs with especially strong sales growth and high added value as a strategic top 10 field, and are striving to lift the average IC unit price and expand profits by increasing the sales composition of those fields. (→P.52 Business Overview by Segment ICs)

**Q 5** ROHM has invested 300 billion yen into the privatization of Toshiba. What synergies do you expect?

**Answer**

ROHM and Toshiba are not just collaborating in the manufacture of power devices but also have numerous overlapping business areas, such as analog ICs, logic, microcontrollers and small-signal devices. The categories of our key products are also similar, and we believe we can generate considerable synergies by complementing each other. Since June 2024, ROHM and Toshiba Electronic Devices & Storage have commenced discussions aimed at improving the corporate value of both companies through strengthening collaboration in various business activities including technological development, production, sales, procurement, and logistics. (→P.12 Message from the President)

**Q 6** What was the background behind the appointment of new directors?

**Answer**

We have welcomed one new Director and one new Outside Director. Mr. Aoki, our new Director, has experience working in sales divisions for many years and has superior ability to drive global marketing and sales strategy. We expect him to further strengthen communication with our sales forces. Ms. Kozaki, our new Outside Director, has abundant experience nurturing new businesses as an expert on sustainable finance. We expect her to advise on realizing management that integrates financial and non-financial aspects on the Board of Directors and the Sustainability Management Committee. (→P.77 Messages from New Directors)