



Electronics for the Future

2024 ESG Conference

October 1st, 2024

ROHM Co., Ltd.

President and Chief Executive Officer

Isao Matsumoto

1. ROHM Group's Vision

2. Solving Social Issues through Products and Technologies

3. ESG Management through Corporate Activities

- **E(Environment) : Mitigation of Climate Change**
- **S(Social) : Human Capital Management
Supply Chain Management**
- **G(Governance) : Strengthening and Reform of Corporate Governance**

4. External evaluation

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4 . External evaluation

A stylized globe graphic composed of a grid of small dots, rendered in a light blue color, positioned behind the text.

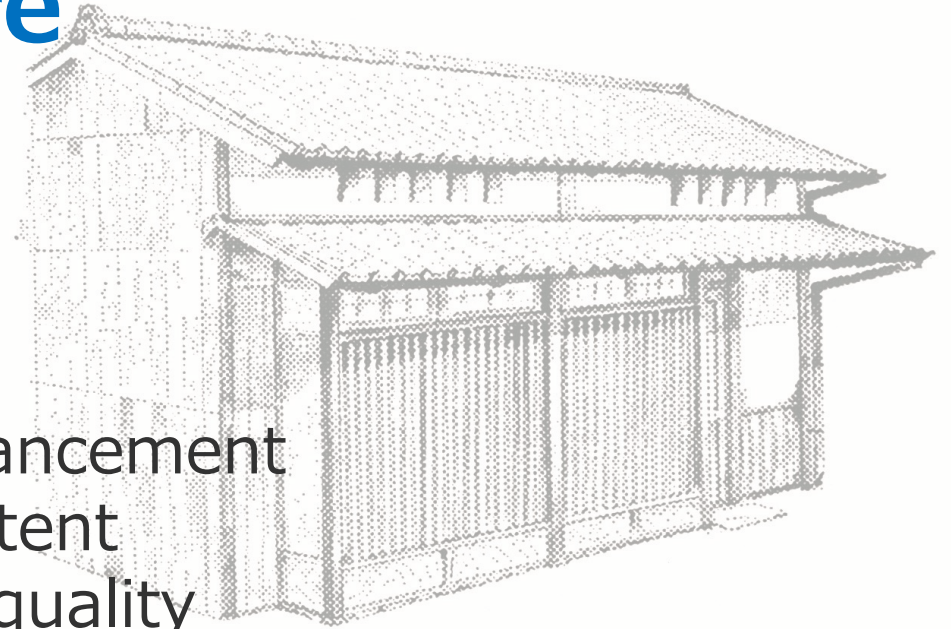
Corporate objectives that have remained unchanged since the company's founding

Contributing to the advancement of culture

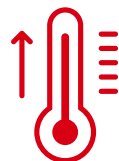
Company Mission

Quality is our top priority at all times.

Our objective 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 the global market.



Environmental Issues



The increase in global average temperatures compared to pre-industrial times.

1.5°C
and below

*Source1

Resource Depletion



2030

Renewable energy rate

36~38%
implementation

*Source2

Population Issues



2050

Total world population

9.7 billion
and more

*Source3

Aging of the World's Population



2050

World population aged 65+ years

16%
estimation

*Source4

Electronics for the Future

ROHM will continue to **solve various social issues through electronics** to support the development of society and the enrichment of people's lives.

Source1 : Ministry of Economy, Trade and Industry, "Outline of Long-Term Strategy as a Growth Strategy under the Paris Agreement."

Source2 : Ministry of Economy, Trade and Industry Agency for Natural Resources and Energy Draft of the Basic Energy Plan

Source3, 4 : Estimates by the United Nations (UN)

We focus on power and analog solutions and solve social problems by contributing to our customers' needs for "energy savings" and "miniaturization" of their products.



We believe that sales are the total amount of contribution to society, and through significant sales growth, we will achieve sustainable development of both society and ROHM.





Company
Mission

Statement

Management
Vision

2025

Medium-term Management Plan
“MOVING FORWARD to 2025”

Achieve growth in “Automotive” and
“Overseas markets” and create
a foundation for further growth

2030

**Becoming a
Major Global Player**

“Major Global Player” that ROHM is aiming for

1

**Indispensable company for society
and customers around the world**

2

**Establish the ROHM brand as “Power
and Analog” Company**

3

**Achievement of the world's Top 10 in
power and analog semiconductors
and sales of 1 trillion yen**

Today, we will focus on six themes of interest to investors.

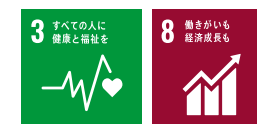
1

Strengthening Sustainable Technologies, Developing and Supplying Innovative Products



6

Ensuring the Health and Safety of Employees



2

Mitigation of Climate Change



7

Enhancing Corporate Governance



3

Effective Use of Resources



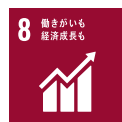
8

Risk Management



4

Strengthening Employee Engagement



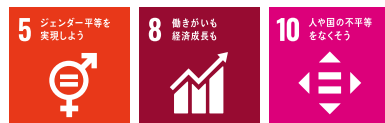
9

Strengthening BCM System



5

Diversity Development



10

Strengthening Product Safety and Quality



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Solving Social Issues through Products and Technologies "Energy Conservation①"

Social Issue

Shift to a decarbonized society, efficient use of limited energy and resources

ROHM's Initiatives

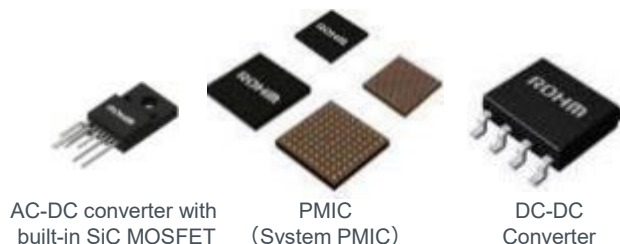
Contributing to energy conservation Development of power and analog devices

Contribute to solving the world's energy problems by providing the world's most advanced power devices and analog devices, including SiC.

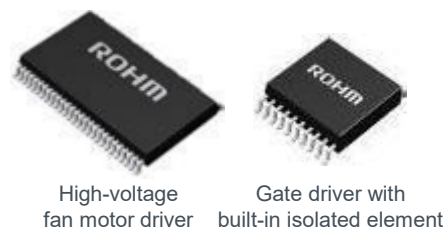
Power Devices SiC・IGBT、SJ Mos



Power Management IC



Motor Driver IC (Motor Controller IC)



Sustainable Development Goals



Solving social issues through products and technologies "Energy Conservation②"

Key Technology : Power Devices



For more efficient handling of energy,
focusing on power devices using a variety of technologies

Pioneering the New ERA of semiconductors
Power Device Innovation
with **SiC** (Silicon Carbide)

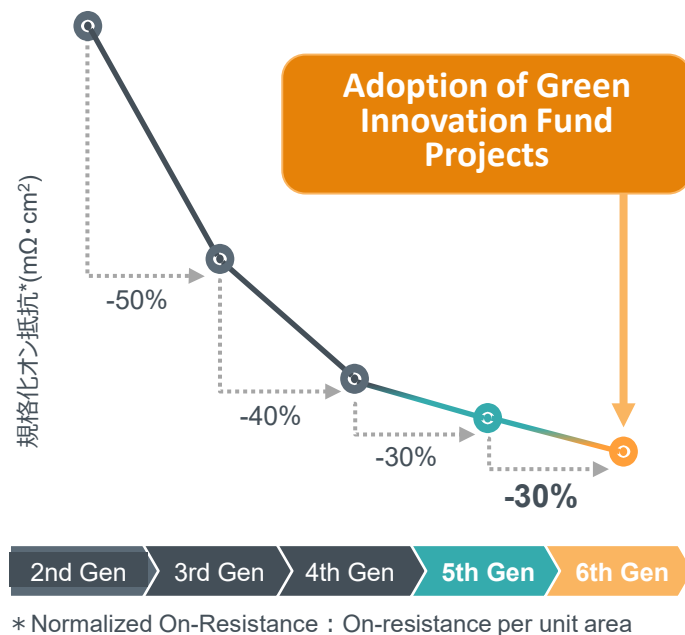
Si (Silicon) and GaN (Gallium Nitride)
Wide range of applications with
use-specific materials
and elements structure

EcoSiC
EcoGaN

Solving social issues through products and technologies "Energy Conservation③"

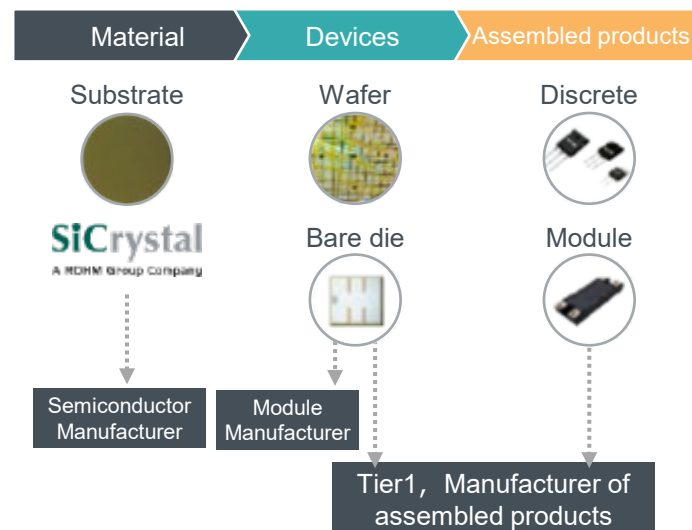
Growth strategy for SiC power devices, which greatly contribute to energy conservation

Industry-leading technology development capabilities



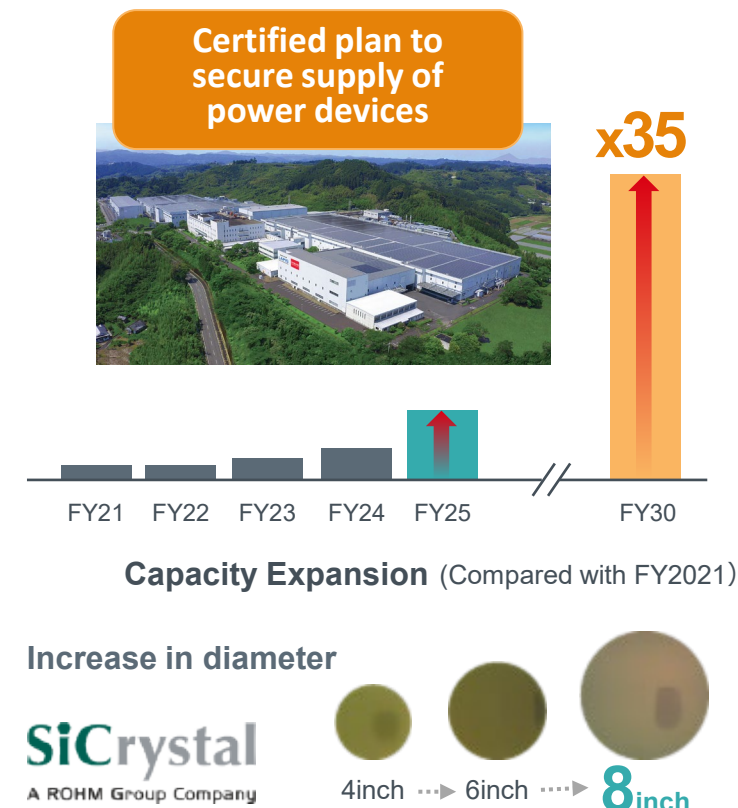
Product form with 100% coverage

SiC manufacturing process



Can be delivered in the form of supply based on customer requests

Enhanced production capacity



Sales target for SiC business

> **110** Billion Yen(FY2025) > **220** Billion Yen(FY2027)

* Converted at 1USD = 145 Yen

Solving social issues through products and technologies "Miniaturization①"

Social Issue

Limited "Underground Resources"

ROHM's Initiatives

Reduction of raw material usage through device miniaturization.

Contribute to solving resource problems by developing and bringing to market compact devices such as the RASMID series, the world's smallest components developed with innovative technology

Diodes/Resistors



Comparison with 0.5mm mechanical pencil lead

Size comparison of resistors 0402 and 03015

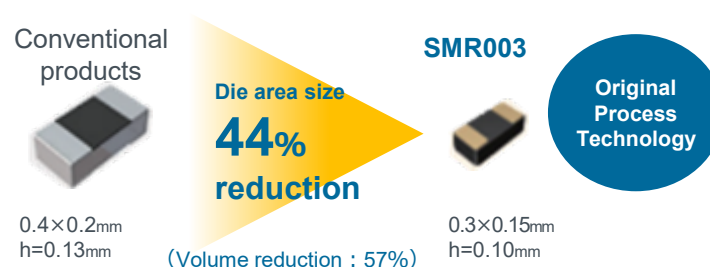
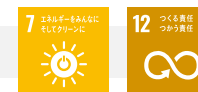


Photo reflectors



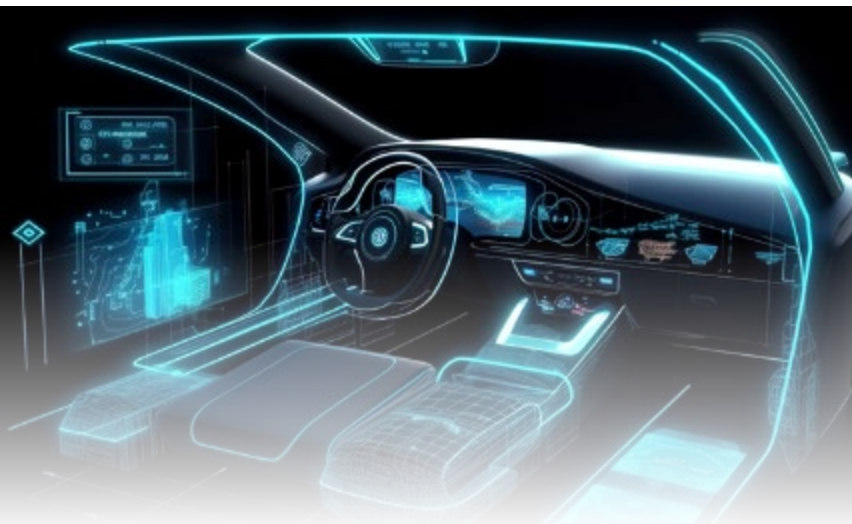
Comparison with rice grain

Sustainable Development Goals



Solving social issues through products and technologies "Miniaturization②"

Key Technology : Analog Devices



Providing optimal solutions for the times by integrating digital technology with analog technology that has been developed over many years

Operating smart devices

Analog ICs are the key to energy savings and miniaturization

Evolving innovative power supply technology

Precise control is possible with the addition of digital technology



LogiCoA

Nano
Nano Energy

powered by LAPIS
TECHNOLOGY

Solving social issues through products and technologies "Miniaturization③"

Releasing a series of products that enable miniaturization of various devices

Contribute to server downsizing



EcoGaN™ Power Stage IC

By replacing Si-MOSFET,

Reducing approx. 99% component volume

Reducing approx. 55% power loss

Contribute to inverter for xEV downsizing

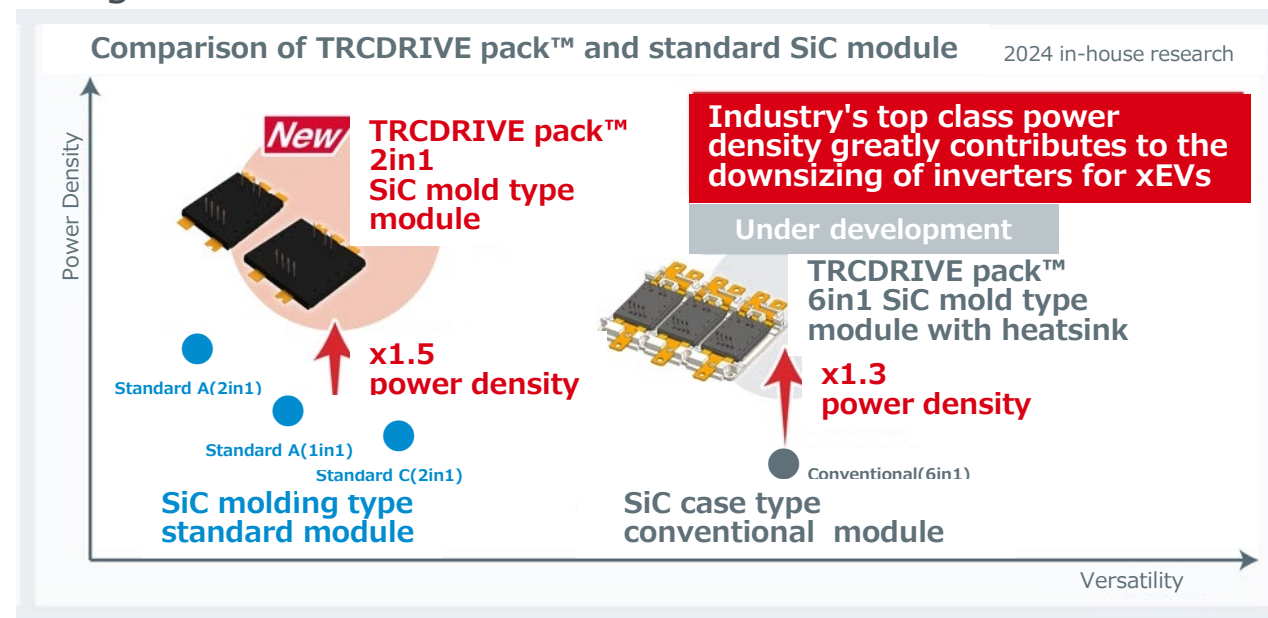
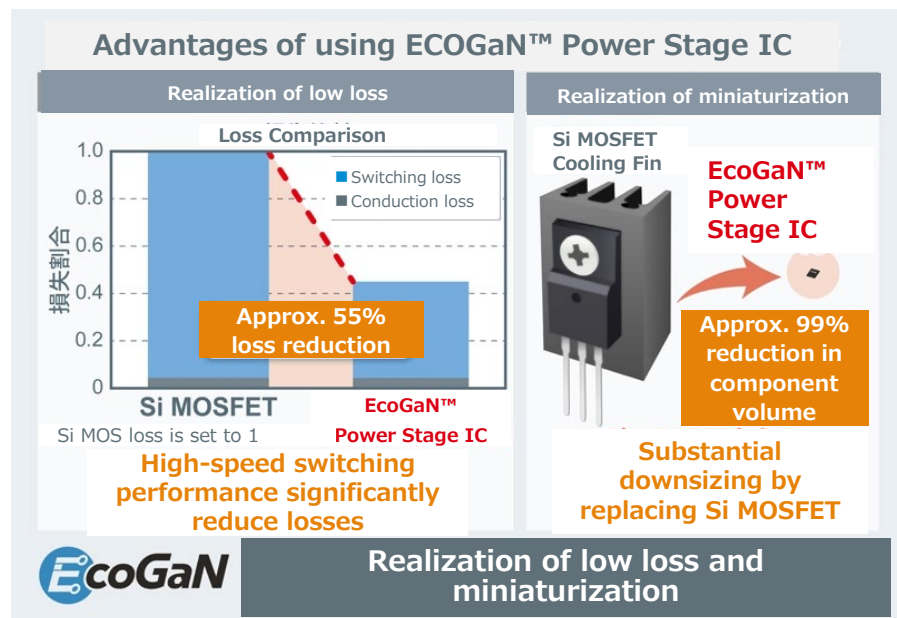
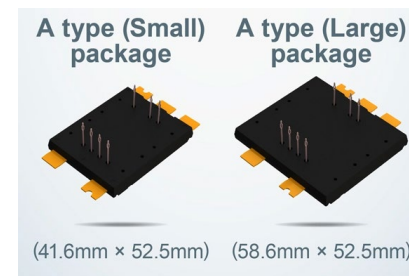


「TRCDRIVE pack™」

New 2in1 SiC mold-type module

X1.5 Power density compared to conventional products.

Industry's top class performance contributes to significant miniaturization



Solving social issues through products and technologies

" Solving Engineers' "
Technical Issues

Launched an online communication platform to facilitate problem solving and product development.
Expanding industrial equipment business while enhancing usability.



Start July 1, 2024

ロームのエンジニアが、直接あなたの技術課題を解決します

URL : Japanese only
<https://esh.rohm.co.jp>

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The ROHM Group Environmental Vision 2050 <https://www.rohm.co.jp/sustainability/environment>

**Established 3 important themes.
Promoting initiatives to achieve medium-term environmental targets for 2030.**

Environmental Vision 2050



Climate Change

Virtually Zero CO₂Emissions

- Aim to achieve **virtually “zero” CO₂ emissions for entire ROHM Group** through active introduction of renewable energy and greening activities.
- Contribute to the reduction of CO₂ emissions together with our customers by supplying and proposing superior energy saving products and systems.
- Through the promotion of energy conservation, minimize energy-derived CO₂ emissions required for the maintenance and management of clean rooms and other facilities essential for semiconductor manufacturing.
- Challenge to become a green factory by fundamentally reviewing production and business processes as well as conventional production methods.



Resource Recycling

Zero-emissions

- Aim for **zero emissions for entire ROHM Group.**
※Landfill disposal 1% or less including overseas.
- Contribute to reducing our environmental impact by efficiently using and recycling resources throughout the value chain.
- Reduce water withdrawal and increase the efficiency of water resource use..
- As a water resource reclamation, used water is returned to nature by reverting it back to clean water.



Coexistence with Nature

Harmonizing business activities with the natural cycle

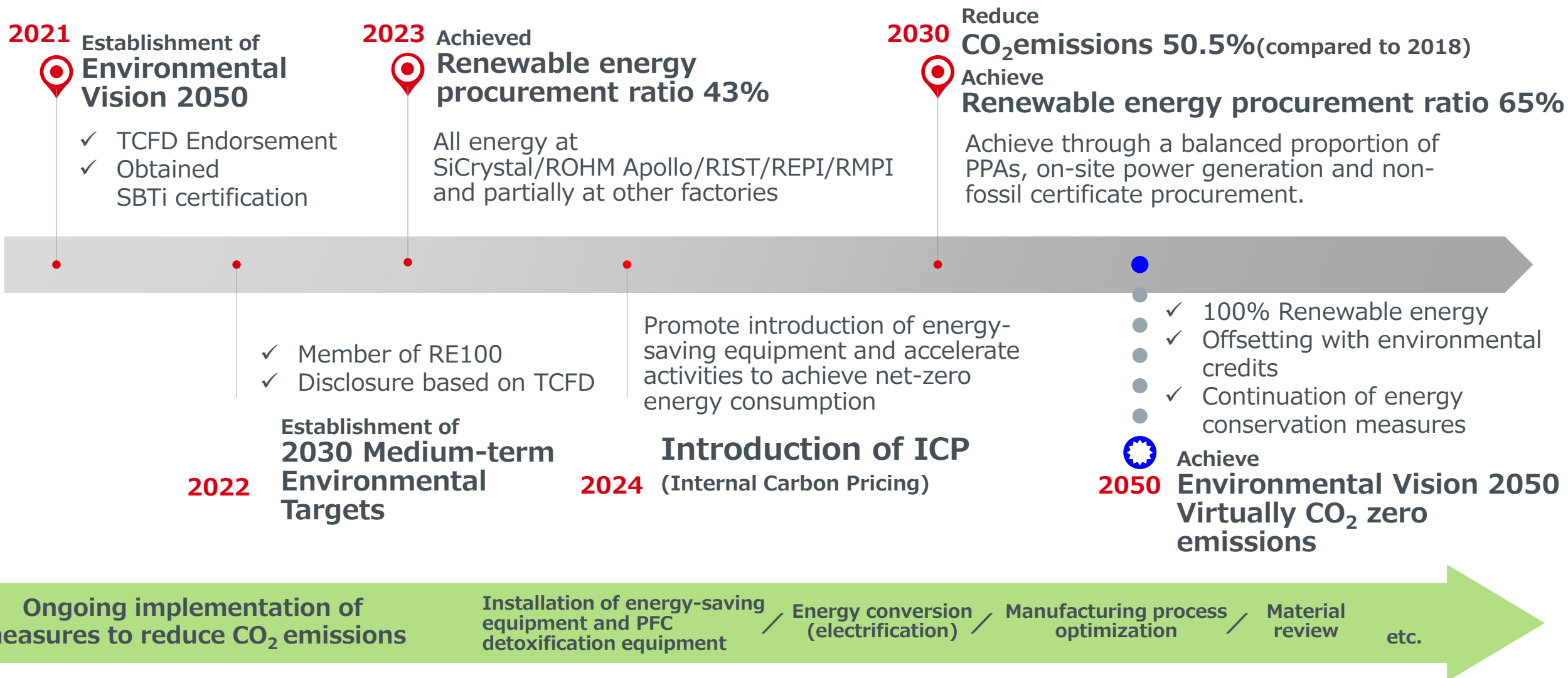
- Promote greening at each site to improve the conservation status of habitats in each region.
- All employees recognize the value of biodiversity and the importance of preserving it, and strives to reduce the environmental impact on the ecosystem.
- Further reduce the use of chemical substances by thoroughly complying with and managing the policies and regulations related to chemical substances in each country.

2030 Medium-term Environmental Targets

- ✓ CO₂ Emissions reduction 50.5% compared to 2018
- ✓ Promote renewable energy installations (procurement ratio 65%)
- ✓ Improve water recycle rate 5.5% compared to 2019
- ✓ Zero emissions of waste in domestic and overseas consolidated operations
- ✓ Promote greening at each site, preservation of local endemic species
- ✓ Respond to global policies and regulations regarding controlled substances, ensure thorough management and reduce usage

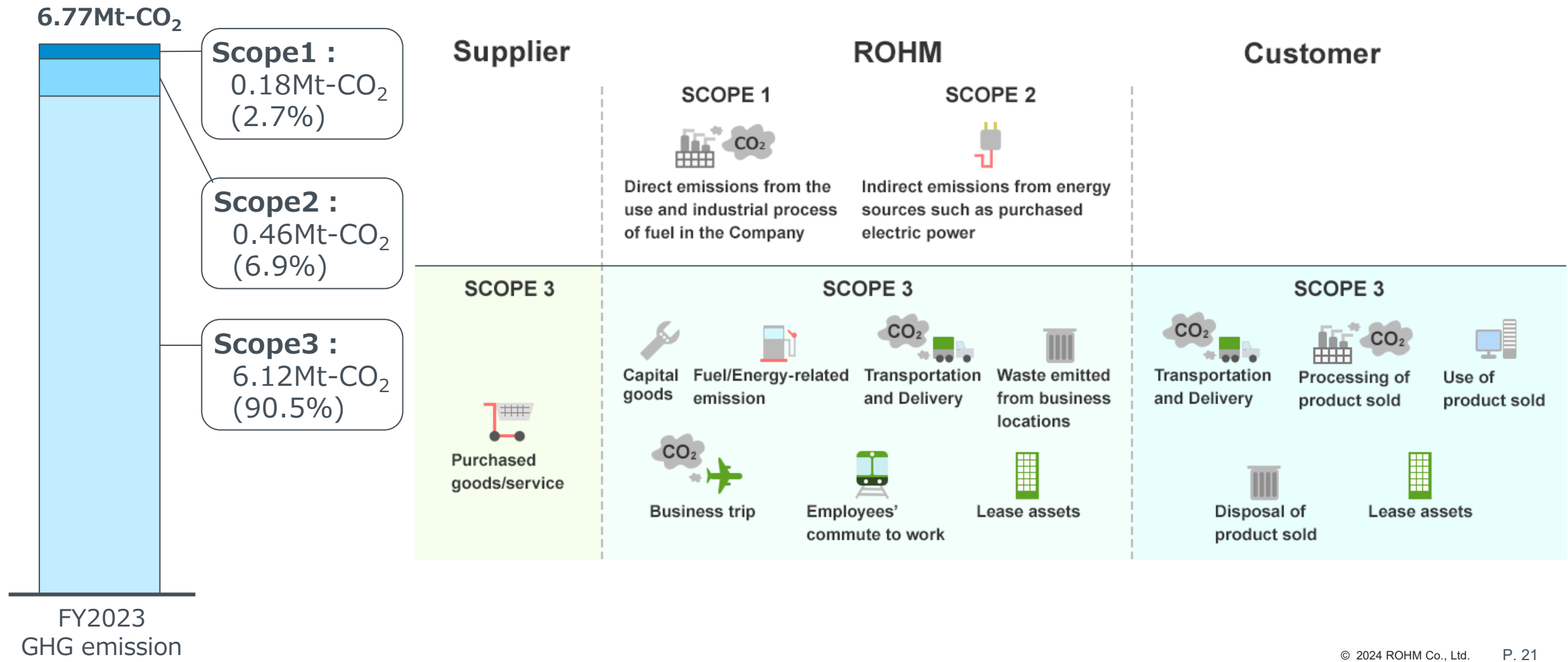
Approach to Climate Change Response

Steady progress toward “Net Zero” by setting milestones.



Approach to Climate Change Response

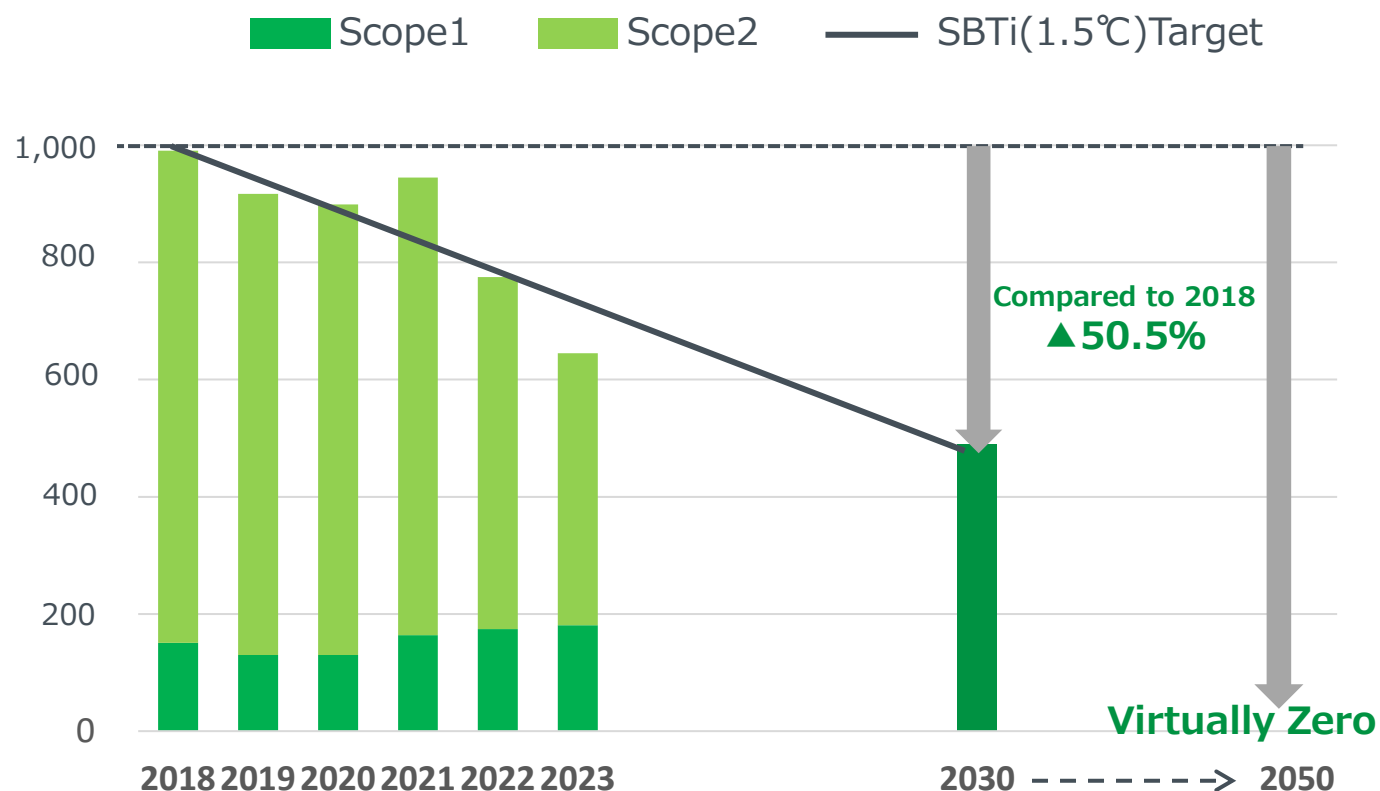
Percentage of Scope1/Scope2/Scope3 related to ROHM's business activities



Initiatives to Climate Change : Scope1 & Scope2 Measures

Promoting reduction of GHG emissions in Scope 1 and 2 toward “Net Zero” in 2050

GHG Emissions Reduction Targets and Results (kt-CO₂)



Major Initiatives

● Scope1

(generated due to fuel consumption associated with production and the use of PFC gas)

- ✓ Installation of energy-efficient, high-efficiency equipment
- ✓ Electrification of fuel-consuming equipment
- ✓ Installation of PFC detoxification equipment
(Installation to be completed in 2030)



● Scope2

(generated with the use of electricity)

- ✓ Installation of energy-efficient, high-efficiency equipment
- ✓ Energy savings through the reduction of air conditioner load, etc.
- ✓ Transition to renewable energy
(Target 100% renewable energy by 2050)

Initiatives to Climate Change : Expand introduction of renewable energy

Gradually increase the amount of renewable energy introduced, aiming for a 100% renewable energy rate

All major processes for SiC are powered by renewable energy

RE100

CLIMATE
GROUP

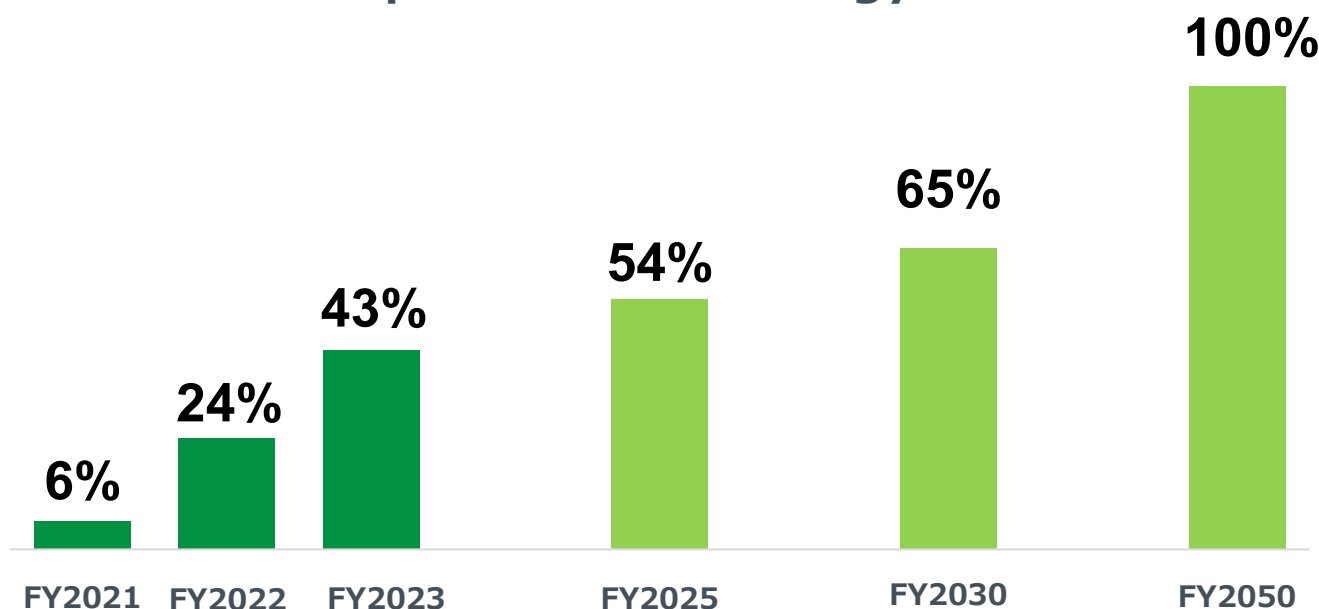
CDP

SiCrystal GmbH (Germany)

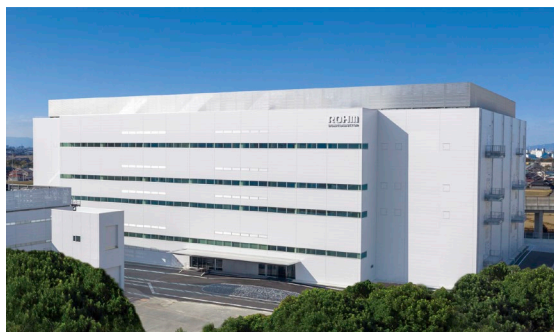


SiC Substrates
FY2021~

▼ ROHM Group Renewable Energy Ratio



ROHM Apollo Chikugo Plant

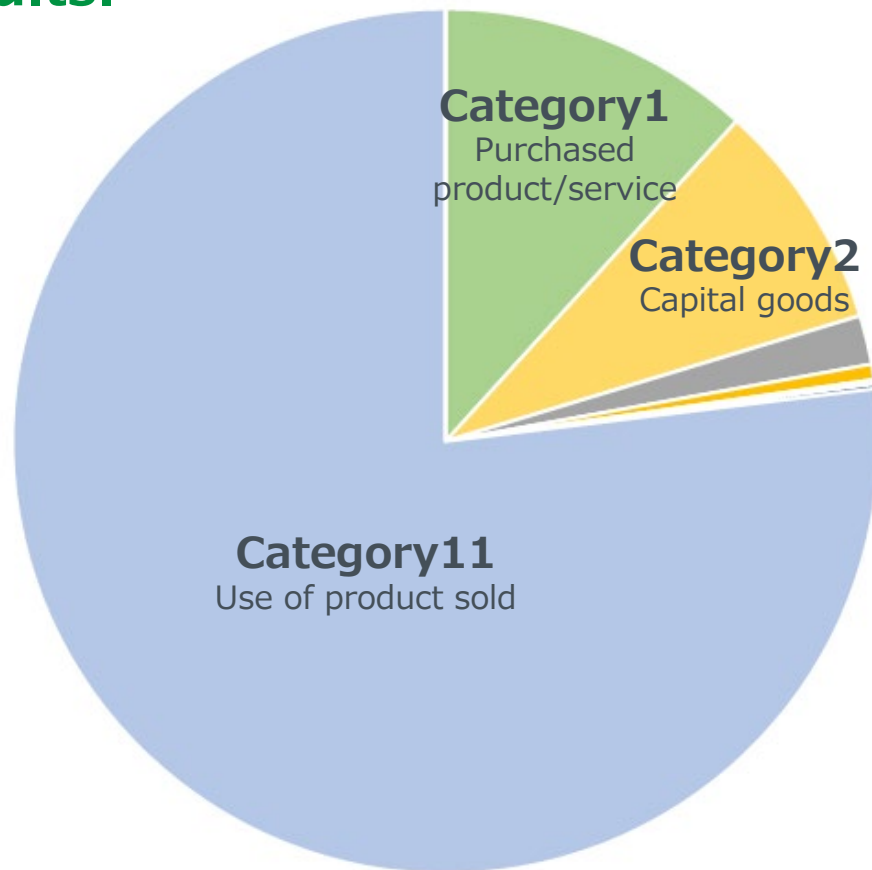


SiC Devices
FY2022~

※ROHM Apollo has installed renewable energy since FY2019.

Initiatives to Climate Change : Scope3 Measures

About 90% of GHG emissions from ROHM's business activities are Scope 3. We will monitor CO₂ emissions more precisely and promote the visualization of results.



Scope3 GHG emissions ratio
(FY2023 Approx. 6.12Mt-CO₂)

Category1

The coefficients used to calculate emissions are based on data from the Ministry of the Environment and cannot reflect the reduction efforts of suppliers



Requested suppliers to cooperate in identifying and reducing CO₂ emissions in order to switch to direct data from suppliers

Category11

Continue with the measures to reduce CO₂ emissions by improving energy-saving performance of ROHM products



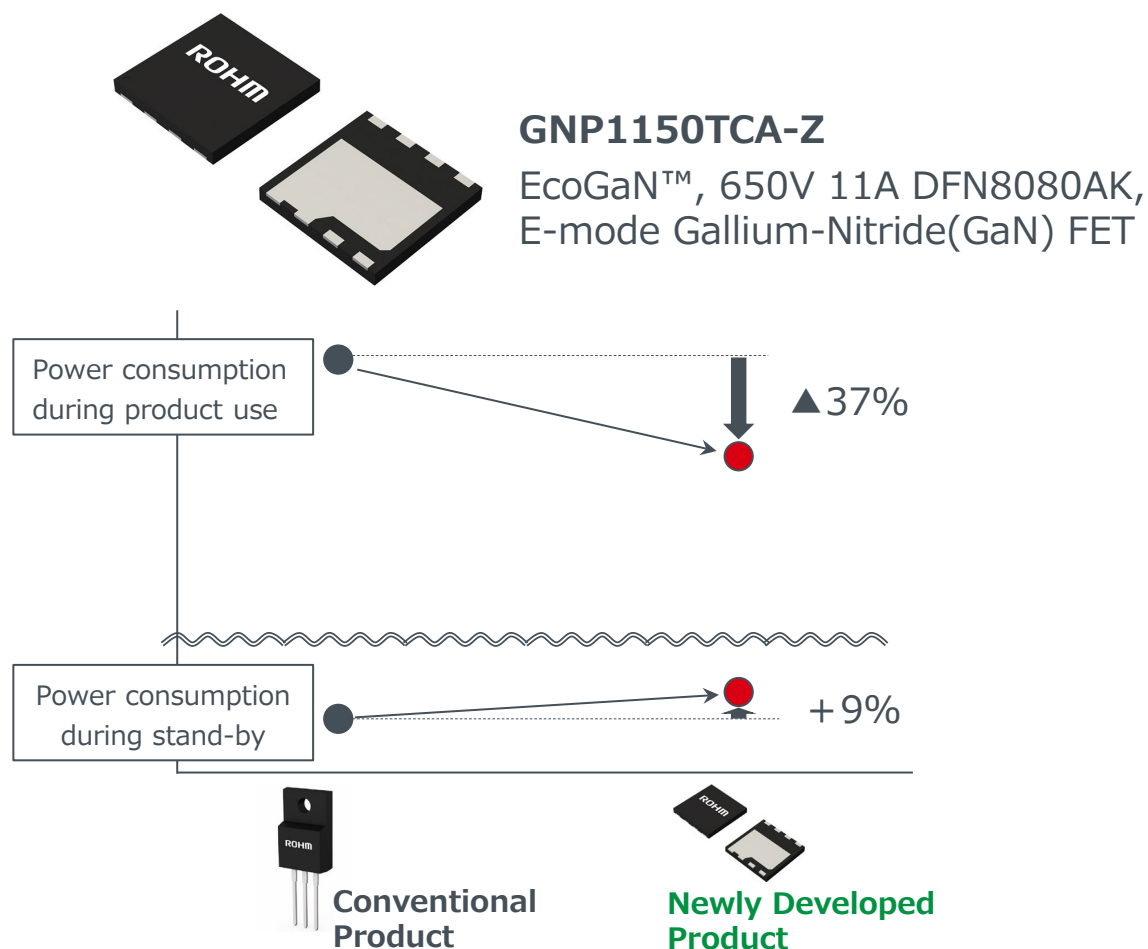
Electricity consumption and usage conditions are over-estimated when calculating emissions, so the calculation method is being reviewed and revised

Initiatives to Climate Change : Estimation of Environmental Impact Reduction

Estimated by focusing on reduction in power consumption* during product use.
Continue to study to establish a method for evaluation and calculation.



e.g.) Product developed in FY2022(GaN device)



Estimated Amount of Contribution to the Reduction of Environmental Impact*

332 t -CO₂

*Consideration for estimation

- Reduction in power consumption of individual products (compared to conventional products)
- FY2023 Sales (units shipped)
- Assumed product life

<Elements to be considered in the future>

- Manufacturing process changes
- Changes in the types and quantities of materials used in production
- Consideration of use as a system or part of application (e.g., reduction in number of units used in application)
- Period of expected CO₂ reduction as a new product

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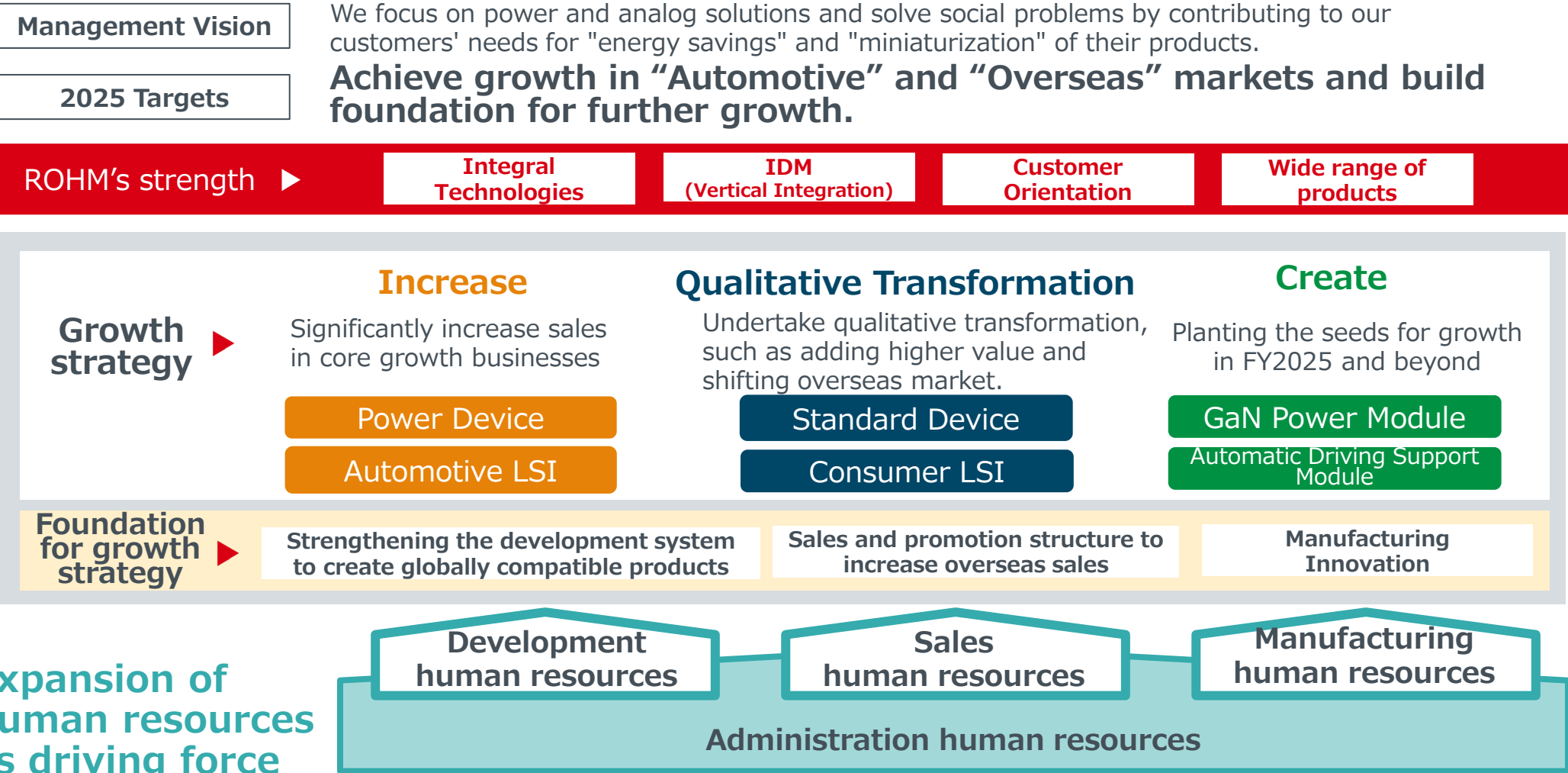
Human Capital Management Concepts and Strategies

The growth of individual employees is incorporated into the company, and the company's profits are reinvested to increase the market value of the individual, creating a perpetual cycle of individual and company growth.



Human Capital Management in the Medium-Term Management Plan

Expand our human capital in areas such as development, manufacturing, sales, and management in Japan and overseas, and accelerate initiatives to achieve our goals for our growth strategy and the foundations that support it.



Strengthen Human Resources for Expansion of SiC Business

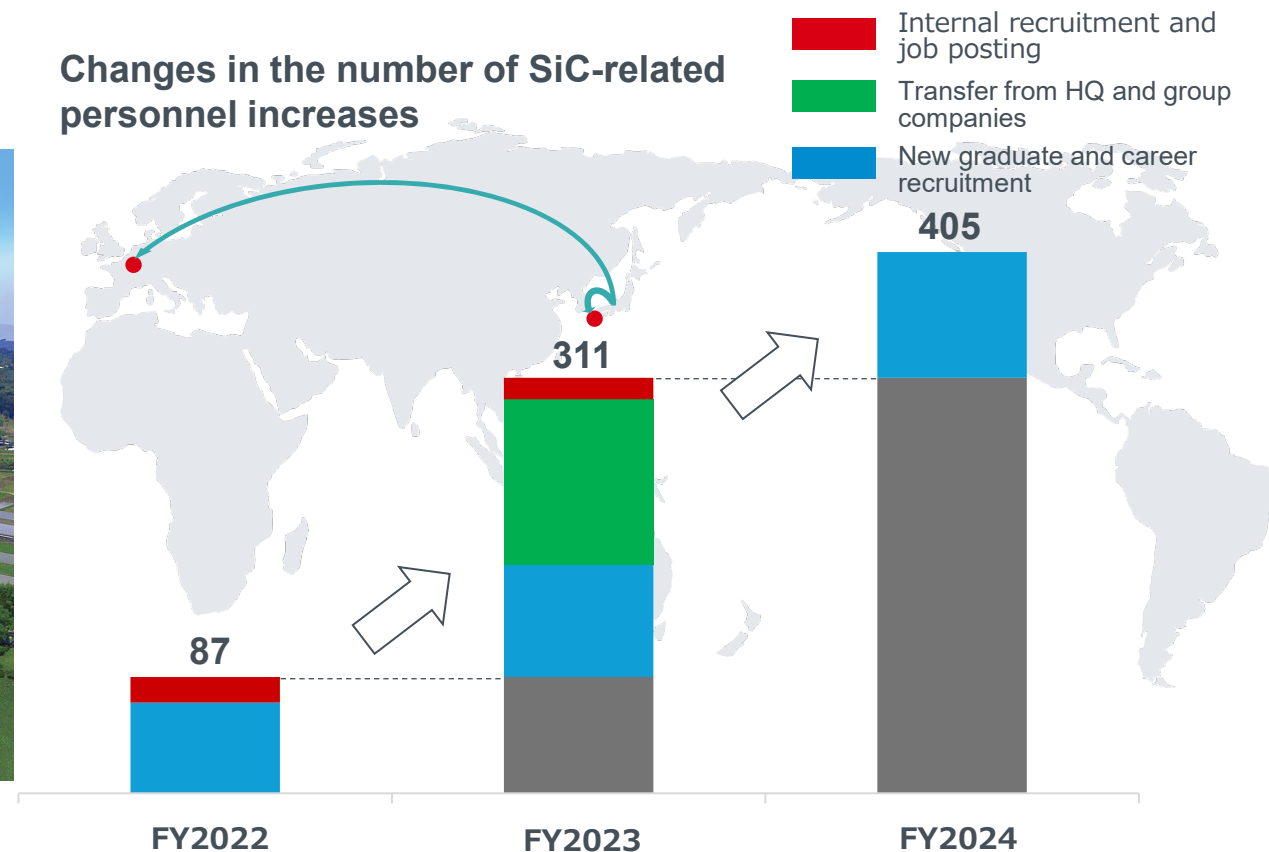
Expansion of development and manufacturing human resources in Japan and overseas for the growth of focused businesses.

Expanding SiC production capacity



Lapis Semiconductor Miyazaki Plant No.2

Changes in the number of SiC-related personnel increases

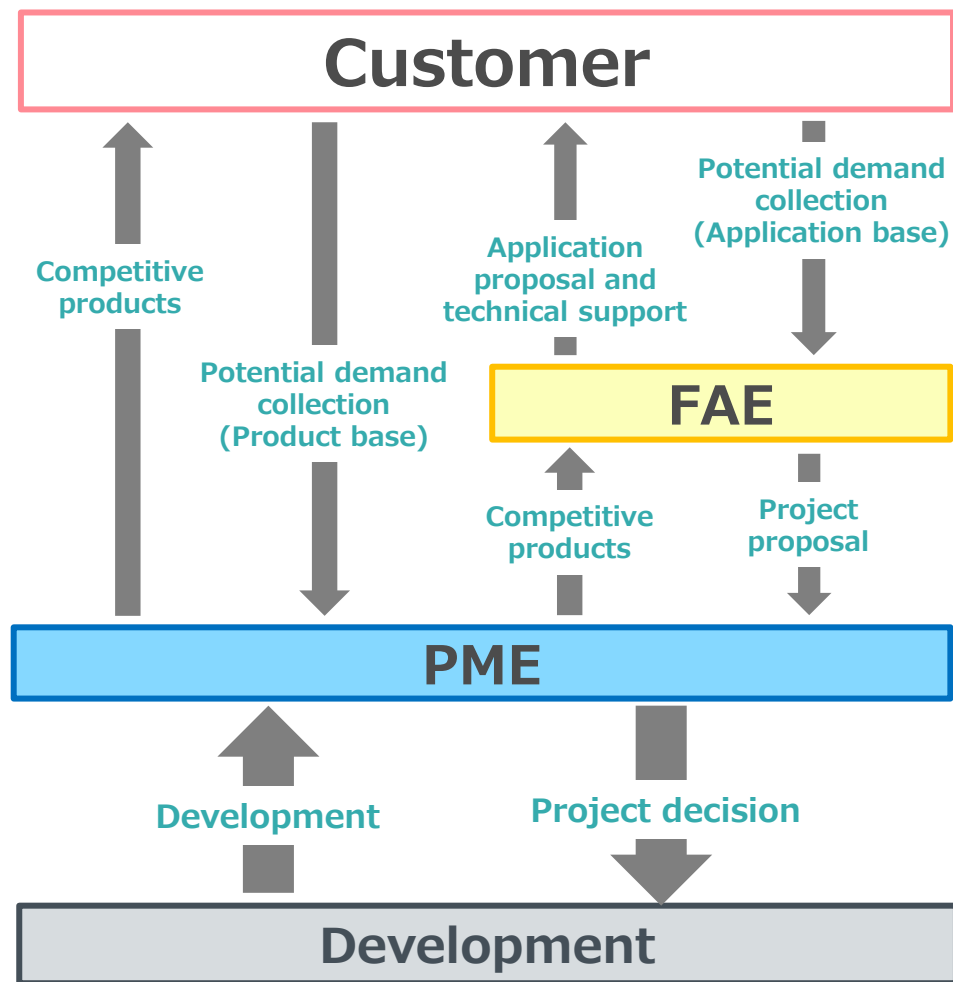


In conjunction with the expansion of production capacity, ROHM is expanding its workforce by hiring new employees and transferring employees within the ROHM Group, including those who have volunteered to join the SiC business through internal recruitment and job posting.

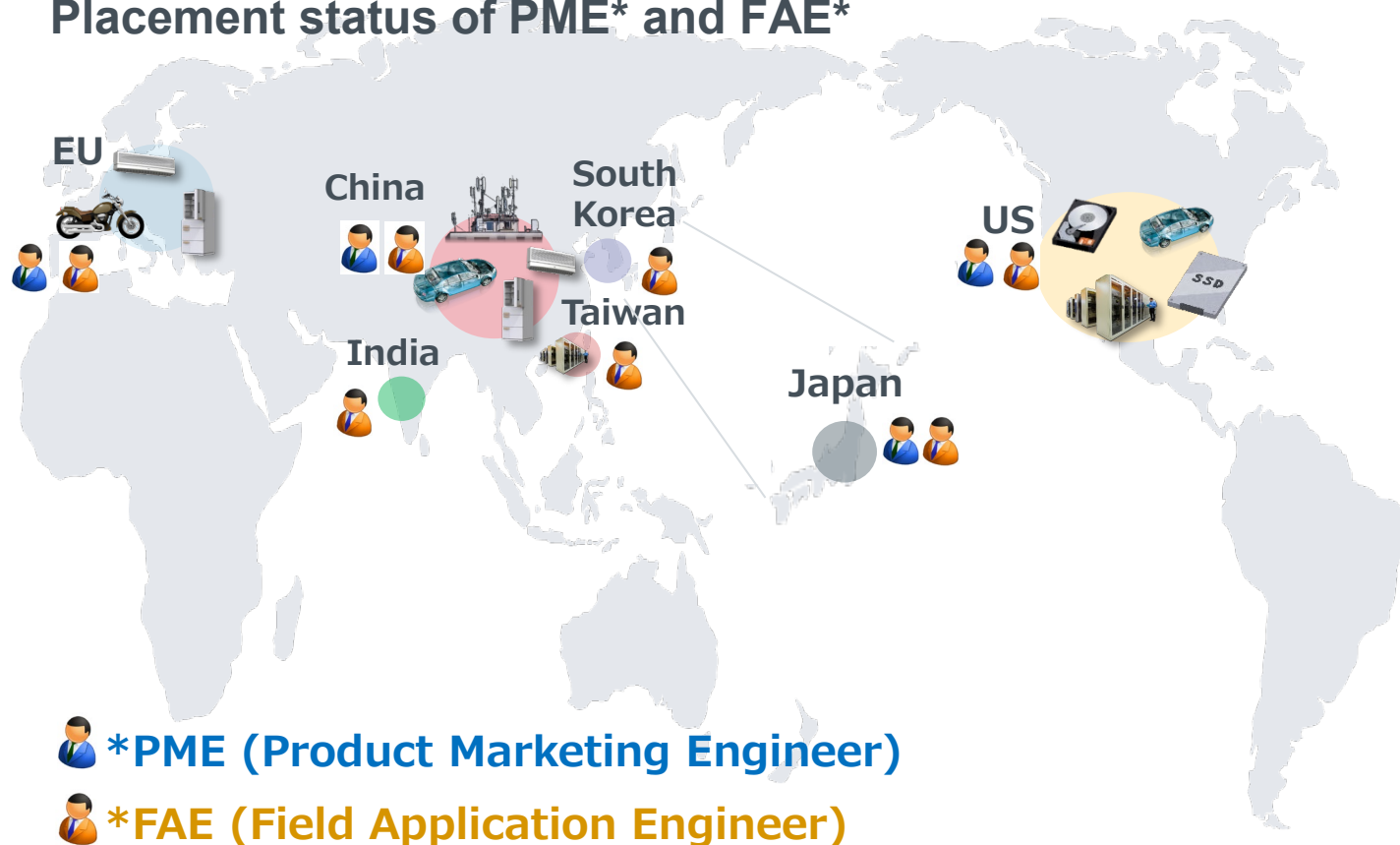
Strengthen human resources to solve problems of overseas customers

Strengthening our application proposals and technical support by working closely with overseas customers to understand their true issues.

PME* and FAE* personnel being increased globally. Plan to increase more in the EU and the U.S.

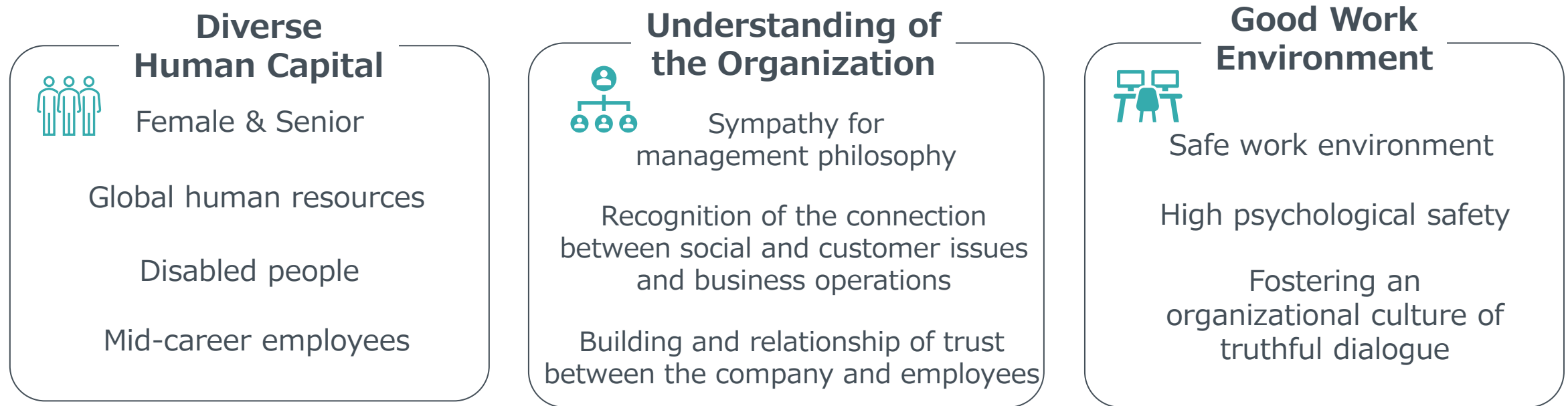


Placement status of PME* and FAE*



Toward Enhancing Corporate Value

Increase employee engagement and enhance corporate value



Create environment in which everyone working at ROHM can maximize their abilities.

Diverse human resources demonstrate their individuality and abilities as well as teamwork as ONE ROHM will create innovation and produce products and technologies that contribute to solving social issues.

Increase Employee Engagement

Enhance and strengthen personnel policies and systems to maximize individual’s abilities.

Result of engagement survey

▼ROHM

Year	Participants	Respondents	Response rate	Score
FY2021	3,625	3,606	99.5%	76.0%
FY2023	4,004	3,744	93.5%	75.0%

▼32 ROHM Group Companies (except ROHM)

Year	Participants	Respondents	Response rate	Score
FY2022	19,761	17,743	89.8%	91.0%

※ Score represent the percentage of employees who responded favorably to the “sustainable engagement” question.

75% of employees responded favorably to a set of questions on the key indicator “sustainable engagement”.

(Results exceeded the industry average, the manufacturing industry standard)

On the other hand, confirmed the need for the organization’s leaders to take action to resolve issues through dialogue with employees and to further foster a culture of dialogue.

Roundtable discussion with the President



Conduct small-group discussions between the president and employees to foster an organizational culture of “dialogue”.
(Details on the next page)

Job Posting (internal recruitment) System



A system that allows each employee to proactively and continuously face his or her own career development and enhances the internal mobility of human resources.

Specialist Position System



A system that recognizes employees with highly specialized skills as “specialists” and clarifies their career path as leading experts in their fields.

Increase Employee Engagement

Opportunities for management to interact directly with employees to understand the thoughts and feelings of both parties and to increase empathy for corporate objectives

Roundtable discussion with the employees



- Organizational Culture Committee holds roundtable discussion with employee volunteers.
- Annual roundtable discussion with managers

Manager roundtable discussion were held
64 times with 452 participants.

New Technology and New Products Presentations × web café

In conjunction with the “New Technology and New Product Presentations” held twice a year, roundtable discussion (web Café) by engineers has been held since 2022.



The meeting is a place where executives and fellows can participate and understand and empathize with each other's thoughts and ideas, and to facilitate the creation of ideas for new products and technologies and the resolution of issues through mutual understanding of in-house technologies.

673 participants in FY2024
 Cumulative total of more than
2,200 participants since FY2022



4

Strengthening Employee Engagement



5

Diversity Development

Increase Employee Engagement

Opportunities for management to interact directly with employees to understand the thoughts and feelings of both parties and to increase empathy for corporate objectives

Dialogue between new employees and presidents of group companies at the entrance ceremony



An opportunity for the presidents and directors of each company to answer questions posed by new employees and discuss their management philosophies and other topics in their own words. (Released to the entire company afterwards)

Dialogue between Outside Directors and Employees



The event was held in the form of answering employees' questions about the work and role of an outside directors, their impressions of ROHM from outside the company, and their thoughts on further women's activities.



4

Strengthening Employee Engagement



5

Diversity Development



Increase Employee Engagement

Team building activities as “ONE ROHM” including overseas

Groupwide meetings in functional departments

The meetings bring together the personnel in charge of quality control, IT, legal affairs, environment, social contribution, and other themes from domestic and overseas company to confirm group goals and strengthen cooperation among members.



ROHM Group IT Summit



Social Contribution Activities Information Sharing Meeting



ROHM Group Accounting Meeting

Workshops at overseas sales companies

Team-building activities for strategic planning, leadership, and communication skills, as well as awards for employees who have brought outstanding achievements and contributions, are conducted in each region.



ROHM Semiconductor Singapore



ROHM Semiconductor India



ROHM Semiconductor (Thailand)



4

Strengthening Employee Engagement



5

Diversity Development



Increase Employee Engagement

Award system to honor employees who have contributed to the company

President Awards

All ROHM Group employees, including those overseas, are eligible. Awards are given for employees' year-long activities, including development of new technologies and products, productivity improvements, and contributions to the community and society.



Invention Awards

The ROHM Group sets its own evaluation criteria to assess intellectual property activities, and engineers who meet the evaluation criteria are honored annually as ROHM Invention Award winners.



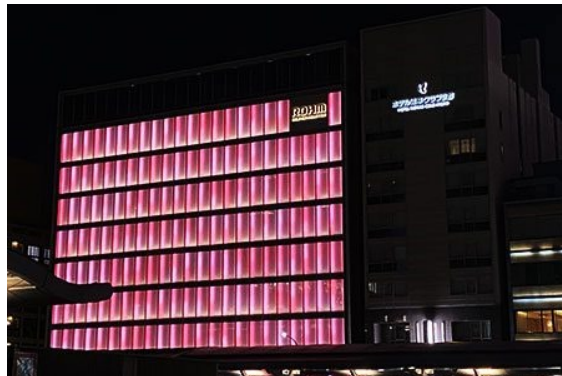
Toward the Promotion of Women's Activities

In addition to the development of systems to promote women's activities, plans and internal PR are implemented to encourage individuals to change their awareness.
Proactive acceptance of next-generation development in cooperation with local governments.

Disseminating information on women's health and work styles



Obtained Platinum Kurumin Certification



Endorsement for Pink Ribbon Kyoto

2024年度 がん両立支援相談室主催セミナー
就労世代に多い
女性のがんについて

がん経験者が語る当時の心境
現在健康な方にも知ってほしいことは

オンラインセミナー
2024.07.31(水)
時間 / 14:00~15:00
URL/ お申し込みの方に送付します

性別にかかわらず、
参考にしていただける
内容です。

オンデマンド配信
【視聴方法】
オンラインセミナー開催後、一
部編集して、ご希望の方に動画
を配信いたします。

オンラインも
オンデマンドも
こちらのQRから
お申込みに進めます

お申込みにいただいた方には
がんに関する小冊子プレゼント！
(希望制、先着順)

講師 久家 麻美さま
【がん対策推進企業アクション認定講師】
・2018年子宮頸がん検診受診し、ステージ1B2期の子宮頸がん
腺腫の診断となる。子宮・卵巣全摘、骨盤内リンパ節摘出、抗
がん剤治療はせずに治療終了。現在は再発なく5年経過。
・健診機関にて健診後の保健指導やがん啓発活動に関わっている。
・子宮がん患者支援。

In-house seminar on cancer among women of working age

Girls Tech Program: Acceptance of workplace tours

ROHM Apollo accepted a work tour program for female junior and senior high school students to the technology field, organized by Fukuoka Prefecture. Female engineers explained the role of semiconductors and manufacturing methods, and through the site tour, communicated the attractiveness of the company as a new destination for higher education and employment.



Supply Chain Management

Emphasizes continuous trust and cooperation through close communication. In addition to ensuring quality and stable supply of parts and materials, ROHM works with suppliers to strengthen supply chain through CSR procurement that takes into consideration of labor, ethics and environmental aspects.

■ ROHM Group Supply Chain Management Policy

Develop procurement and logistics activities based on the following seven policies.

1. Mutual trust and mutual prosperity
2. Fair and Equal Transactions
3. Fair Selection
4. Appropriate evaluation and allocation of the added value of products and services
5. Promotion of Green Procurement
6. CSR Procurement/CSR Logistics
7. Security Export Control



■ Supplier Assessments and Audit Programs

1 Comprehensive Activity Evaluation 1/year

Comprehensive assessment from below results

- ①Product Quality ②Delivery ③Cost ④BCP
⑤CSR Procurement Self Assessment(below)

2 CSR Procurement Self Assessment 1/year

In addition to labor (including human rights), health and safety, environment, ethics, and management system in accordance with the RBA Code of Conduct, request self-assessment of information security, procurement BCP, logistics, and quality compliance items. If any issues are identified, corrective action and guidance for improvement will be provided through dialogue.

3 CSR Procurement Audit (for Critical Suppliers)

Review the contents of the self-assessment and request improvements as necessary, with the aim of gaining understanding and endorsement of the importance of ROHM's policies, approaches, and initiatives.

4 BCP of Procurement 1/Quarter

Evaluate risks and their impact on stable supply, and quarterly review the status of response to identified critical risks.

Supply Chain Management (Initiatives to Human Rights Issues)

Based on the RBA* Code of Conduct and in accordance with the ROHM Group's human rights policy, we inform the contents to our suppliers, conduct risk assessment and implement corrective actions including requests for improvement.

*Responsible Business Alliance

■ ROHM Group Human Rights Policy

Our Basic Policy

ROHM Group recognize "Human rights are the fundamental right, freedom, and standard for treatment that individuals around the world possess". This policy is a superordinate policy of all documents and norms regarding the efforts to respect human rights in the ROHM Group's business activities and is applied to all activities carried out by the ROHM Group around the world.

As a company with a globally growing business, ROHM Group views respect for human rights as one of the most basic conditions for its business activities. We recognize that it is important to build a sustainable society in which human rights are respected. In particular, we support and respect the following global standards. And where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

Global Principles and Rules

- Ten Principles of the United Nations Global Compact (UNGC)
- Universal Declaration of Human Rights
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ISO26000
- RBA (Responsible Business Alliance) Code of Conduct

■ ROHM Group Human Rights Due Diligence

🔊 Distribution of SCM guidelines based on the RBA CoC



📋 Document assessment (CSR Procurement Self Assessment)

🔍 Supplier Risk Assessment

🗣️ Requests for improvement through dialogue with suppliers (Online/Onsite)



■ Request for Suppliers

➡ SCM guidelines require suppliers to establish reporting channels for their employees.

Establishment and dissemination of a compliance hotline for suppliers as a contact point for consultation and reporting of problems related to transactions with the Company



Place information in meeting rooms and other locations for meeting with suppliers

Compliance hotline for suppliers
<https://www.rohm.com/compliance-hotline>

▼ ROHM Group Human Rights Policy

<https://www.rohm.com/sustainability/foundation/human-rights>

1 . ROHM Group's Vision

2 . Solving Social Issues through Products and Technologies

3 . ESG Management through Corporate Activities

- E(Environment) : Mitigation of Climate Change
- S(Social) : Human Capital Management
Supply Chain Management
- **G(Governance) : Strengthening and Reform of Corporate Governance**

4 . External evaluation

Our Approach to Corporate Governance

Restructure and strengthen corporate governance since 2000 as one of the most important management issues.

Policy Development

- Formulation of a basic policy for constructing an internal control system (2006)
- Formulation of the ROHM Corporate Governance Policy (2015, revised in 2018 and 2021)
- Establishment of policy on Directors' shareholdings (2024)

Diversity on Board Members

- Appointment of Outside Directors (First appointed in 2008)
- Appointment of Female Outside Directors (First appointed in 2019, Multiple appointments after 2022)
- Appointment of foreign outside directors (First appointed in 2022)

Separation of Supervision and Enforcement

- Transition to a Company with an Audit Committee (2019)
- Half of the Board of Directors consists of outside directors (2022~)
- Appointment of an Outside Director as Chairman of Board of Directors (2024~)

Institutional and Organizational Development

- Launch of Compliance Committee, Establishment of whistleblowing system (2007)
- Launch of Director Remuneration Council (2012)
- Launch of Officer Nomination Council (2018)
- Launch of CSR Committee (2011)
→ Reorganized to Sustainability Management Committee/EHSS General Committee (2022)

Restructure and strengthen corporate governance

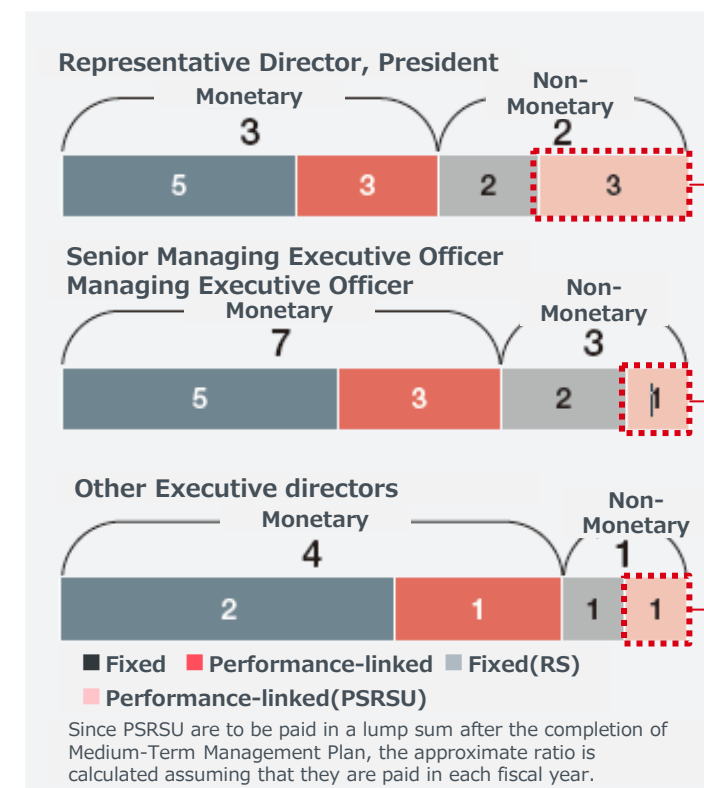
Strengthen supervision by outside directors. Establish a fair and transparent management system.

● Functions and Members of Each Organization (as of June 26, 2024)

Organization	Structure	Number of times held (FY2023)
Board of Directors	<p>Chairperson 14 directors (7 outside directors)</p>	15 times
Audit and Supervisory Committee	<p>Chairperson 4 Audit and Supervisory Committee members (3 outside directors)</p>	15 times
Executive Meeting	<p>President 16 officers (6 directors)</p>	19 times
Director Remuneration Council	<p>Chairperson 5 directors (4 outside directors)</p>	9 times
Officer Nomination Council	<p>Chairperson 5 directors (4 outside directors)</p>	7 times
Sustainability Management Committee	<p>President 6 directors (1 outside director)</p>	11 times

● Include non-financial measures in executive compensation

Remuneration Composition (for 100% Achievement of Performance Targets)



Evaluation based on the **degree of achievement of performance indicators** linked to the Medium-Term Management Plan.

Performance Indicators

Financial : ROE
Non-financial : GHG emissions, Female manager ratio, Employee engagement score

Sustainability Management Structure

Separation of “management” and “execution” to accelerate decision-making and strengthen supervisory function.

Sustainability Management Promotion System

- Clear separation of management and executive roles to accelerate decision-making and strengthen oversight

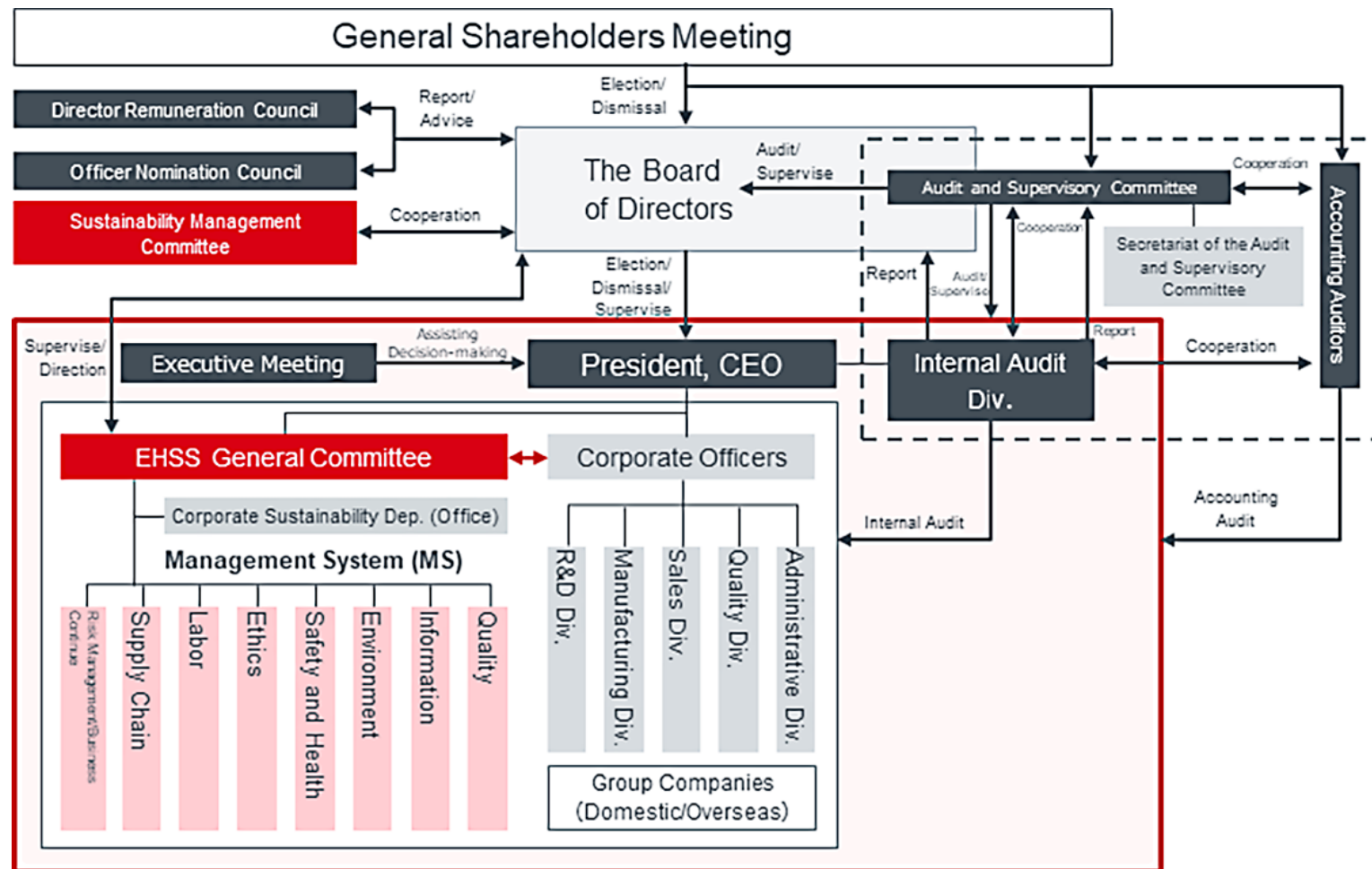
- **Supervision Side :**
Sustainability Management Committee

Work with the Board of Directors to discuss sustainability policy, direction, and long-term goals.

- **Execution Side :**
EHSS General Committee

8 management systems under EHSS General Committee to cover issues and risks and work towards achieving our goals.

※EHSS: Environment, Health, Safety and Sustainability



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- 4 . External evaluation

External Evaluation

Selected as a component of five of the six ESG indices (domestic equities) used by the GPIF.



Selected as a Sustainability Yearbook Member by S&P Global and included as a company in the top 15% of the Semiconductors & Semiconductor Equipment industry in the Sustainability Yearbook 2024.



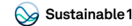
ROHM Co., Ltd
Semiconductors & Semiconductor Equipment

Sustainability Yearbook Member

S&P Global Corporate Sustainability
Assessment (CSA) Score 2023

S&P Global CSA Score 2023: 66/100
Score date: February 7, 2024
The S&P Global Corporate Sustainability Assessment (CSA) Score is the S&P
Global ESG Score without the inclusion of any modeling approaches.
Position and scores are industry specific and reflect exclusion screening criteria.
Learn more at <https://www.spglobal.com/esg/csa/yearbook/methodology/>

S&P Global



Received AA rating in the MSCI ESG Rating
Selected for inclusion in the MSCI Nihonkabu ESG
Select Leaders Index

MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

**2024 CONSTITUENT MSCI日本株
ESGセレクト・リーダーズ指数**



Selected as a component of the
FTSE4Good Index Series,
FTSE Blossom Japan,
FTSE Blossom Japan Sector Relative Index



FTSE4Good



FTSE Blossom
Japan



FTSE Blossom
Japan Sector
Relative Index



Selected for A List, the highest rating
in CDP Water Security Survey and
rated A- for Climate Change.



Silver Medal (Top 15%) in
Ecovadis Sustainability Assessment.



Included in the
S&P/JPX Carbon Efficient Index,
Morningstar Japan ex-Reit Gender Diversity Index

Our continuous efforts to improve quality and environmental issues are highly evaluated by various customers.

Examples of Awards Received from Our Customers

● 2023

FUJIFILM Business Innovation Corp. : 「Premium Partner」

Panasonic System Networks Malaysia Sdn Bhd (PSNM) : 「Best Supplier AWARD 2023」

Panasonic System Networks Vietnam Co., Ltd (PSNV) : 「Best Supplier AWARD 2023」

FUJI Electric Co., Ltd. : 「QCDS Best Supplier Award」

Mitsubishi Electric Corporation : 「Quality Excellence Award」

Robert Bosch GmbH : 「Supplier Award」 in sustainability section

Sumitomo Electric Industries, Ltd. : 「SDGs Special Award」

Sanden Corporation : 「Excellent Quality Awards」

● 2022

Vitesco Technologies : 「Supplier of the Year 2022」

Continental : 「Supplier of the Year 2022」

Furukawa Electric Co., Ltd. : 「Environmental Award 2022」

Electronics for the Future

ROHM will continue to **solve various social issues through electronics** to support the development of society and the enrichment of people's lives.

Thank you
for your attention





Electronics for the Future