



November 8, 2012

To whom it may concern:

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Information on Voluntary Retirement Program

ROHM has decided to put out a call for voluntary retirement at the board meeting held on November 8, 2012.

1. Background to calling for voluntary retirement

The market environment surrounding ROHM is expected to continue to be severe such as decrease in domestic demand and intensification of global competition. It is necessary to develop new products and enhance the sales system, and also drastic structural reform such as restructuring of production system and adjustment of personnel is essential in order to build a firm management base which is able to turn a profit even in this severe business environment.

Under this circumstance, ROHM has decided to offer a voluntary retirement program with sufficient financial support and re-employment assistance to employees who would seek working opportunities outside ROHM Group.

2. Outline of voluntary retirement

- (1) Object: employees of ROHM Co., Ltd. aged 35 or over
- (2) Number of personnel applied: approx. 250 personnel
- (3) Application period: from January 7, 2013 to January 18, 2013
- (4) Date of retirement: January 25, 2013

3. Future outlook

ROHM estimates the expense for the voluntary retirement program as total of approx. 2.5 billion yen as special retirement payment. The expense is already included in the consolidated financial results forecast for the year ending March 31, 2013 as disclosed on November 8, 2012. At this point, the number of applicants for voluntary retirement is not fixed yet. The results will be announced immediately when they are fixed.