



ROHM Group Innovation Report 2014

Our continuing efforts to achieve a sustainable society

Editorial Policies

The purpose of publishing this report

ROHM is actively striving towards helping to achieve a sustainable society through innovations in product and management quality. Since 2012 we have published an Innovation Report in order to present our progress towards this goal to our stakeholders and increase understanding of the ROHM Group.

ROHM began publishing the Environmental Data Book in 2001, and from 2007 to 2011 published the report under the new title CSR (Corporate Social Responsibility) Report. This report is a further development of these previous efforts.

Reporting organizations

ROHM Co., Ltd. and all companies of the ROHM Group (affiliated companies in Japan and abroad)

Reporting period

Fiscal year 2013 (April 1, 2013 to March 31, 2014)
Reports on events and initiatives before and after this period are also discussed in part.

Date published

August 2014
(Next issue: August 2015; previous issue: July 2013)

Guidelines used for reference

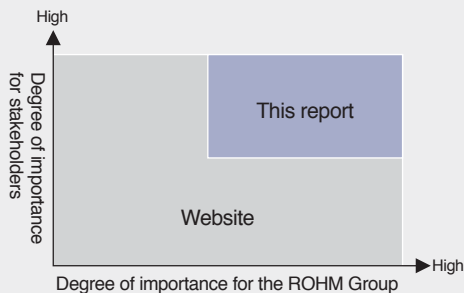
- GRI Sustainability Reporting Guidelines Version 3.1
- Japanese Standards Association's ISO26000:2010
- Ministry of the Environment's Environmental Reporting Guidelines 2007 Version
- Electronic Industry Citizenship Coalition Code of Conduct Version 4.0

Relationship with other reports

Information on CSR

ROHM's website includes information on CSR Initiatives that are not included in this report (they are available in Japanese only). Details on environmental conservation activities are also provided in the Environmental Data Book (PDF).

The following diagram outlines the relationship between these media forms and the current report.



Financial results and financial information

In addition to legally required reports, ROHM also publishes Interim Reports and Annual Reports that are available on its website in PDF format.

Corporate information

<http://www.rohm.com/>

CSR initiatives

<http://micro.rohm.com/jp/csr/index.html>

Investor relations

<http://www.rohm.com/web/global/investor-relations>

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ROHM participates in the UN Global Compact

What is the UN Global Compact (UNGC)

The UNGC is an international initiative that enables businesses and other organizations to exercise responsible and creative leadership in order to achieve sustainable growth. Companies supporting UNGC must maintain 10 principles in the areas of human rights, labor, environment and anticorruption.



Network Japan
WE SUPPORT

Company Mission and Policies

ROHM has communicated the Company Mission to its employees since its foundation in order to become a company trusted and relied upon by society.

COMPANY MISSION

Quality is our top priority at all times. Our objective is to contribute to the advancement and progress of our culture through a consistent supply, under all circumstances, of high quality products in large volumes to the global market.

Policies to achieve the Company Mission are laid out and serve as guidelines for all business activities.

BASIC MANAGEMENT POLICY

Secure reasonable profit through a concerted company-wide effort for a comprehensive quality assurance program.

Develop globally leading products by improving upon technologies held by each department for continued advancement of the company.

Maintain healthy and vigorous lifestyles and refine intellect and humanitarianism, hence contributing to society.

Search extensively for capable human resources and cultivate them as cornerstones for building long-term prosperity.

BASIC QUALITY ASSURANCE POLICY

1. Promote internal standardization for the whole company and establish structures for QC management by data.
2. Conduct comprehensive and continuous research for the development of new technologies and products.
3. Proactively utilize methods of statistical control for all areas of company activities.
4. Establish quality assurance structures for all manufacturing processes.
5. Exert effort for cost reductions of each product by continual modernization of manufacturing systems.
6. Secure quality assurance programs of raw materials and components with our suppliers through contracts.

BASIC GOALS FOR EDUCATION AND TRAINING

1. Develop personnel at all levels to constantly strive to obtain new knowledge and to acquire empirical reasoning ability from a broad perspective.
2. Train staff to be dedicated as leaders in their field by utilizing their knowledge and experience.
3. Develop personnel who can overcome any adversity and strive towards achieving targets.
4. Train staff to place the highest value on teamwork, resulting from the combined efforts of all individuals.

BASIC POLICY FOR EDUCATION AND TRAINING

1. All employees will use every available opportunity to enhance self-development.
2. Those in leadership positions will exemplify model behavior at all times.
3. The emphasis of education is on-the-job training led by the supervisors through daily operations. Supplementary training off the job is also provided.
4. Each head of all management levels will appraise staff fairly and conduct effective training programs periodically and consistently.
5. Appraisals for each head of all management levels is based, as a general rule, on the success of staff education and training.

Although the environment surrounding the company has changed with the emergence of an information-based society and increased diversification of values among the people, these policies remain unchanged and serve as the driving force and foundation in all business activities.

Message from the President

"Quality is our top priority" – ROHM's CSV passed down since its establishment

As the world comes to recognize the importance of sustainability and begins addressing a variety of social issues, the concept of creating shared value (CSV), which is practiced in corporate activities, is rapidly gaining popularity.

Based on our company mission, proposed when ROHM was first established, we have continued undertaking challenges on the world stage to allow us to contribute to the advancement and progress of our culture through the supply of superior products and manufacturing that emphasizes quality first. Although the size of our company and the business environment have changed drastically during ROHM's fifty-odd years, this mindset continues unchanged and is passed down unbroken as ROHM's DNA.

"Refine intellect and humanitarianism, hence contributing to society"

More than anything, it is the people and our sincere approach to endeavor without compromising quality or the environment that sustain our corporate activities. This passage, taken from our Basic Management Policy, can be considered the guideline for our approach.

In addition to the pursuit of knowledge and expertise, we also stress the importance of maintaining morality, ambition, humility and other aspects of a rich humanity. We will carry out high quality, honest corporate activities on all fronts by developing professionals with an ideal balance of spirit, technique and physical fitness to whom we will pass down ROHM's DNA.



Developing innovative new products to create social value

ROHM contributes to society by supplying groundbreaking products based on concepts of energy saving, compactness, safety, and comfort.

The automotive field, which is becoming more computerized, and the industrial equipment sector that is showing steady growth, are markets with a particularly strong need for the high quality, high reliability and stable supply that ROHM provides. Garnering increased attention are our power devices that dramatically reduce conversion loss that frequently occurs in the green vehicle and energy fields (such as solar power, wind power, and substations).

In addition to developing a continued succession of industry-leading power devices based on silicon carbide (SiC), our experienced, highly-skilled analog engineers utilize the most advanced processes to produce analog power LSIs featuring top shelf performance.

Combining these processes and expertise with module technology makes it possible to develop even more efficient products with minimal loss and contributes to energy conservation for society as a whole.

Pursuing increased miniaturization, safety and comfort

Ultra-compact electronic components are the key to ensuring dramatic advances in electronic products such as smartphones, which are continuing to see increased popularity, and the rapidly expanding wearable device market. ROHM has also responded to the need for greater miniaturization by launching the RASMID™ series, comprised of the world's smallest parts that were developed using breakthrough manufacturing methods and technologies. ROHM will continue to strengthen its lineup of small-signal discrete products, which commands the largest share on the market, and providing revolutionary products that bring much added value.

In the LED lighting sector that is experiencing increased adoption worldwide, we offer comfortable, energy-saving lighting optimized for everywhere from offices to factories and home residences, such as straight-tube LED lamps featuring the industry's highest luminous efficiency and new lighting systems that utilize wireless technology.

In the sensing device sector where demand is increasing for all types of applications including smartphones, security systems and medical devices, we will collaborate with ROHM Group companies LAPIS Semiconductor Co., Ltd.

and Kionix, Inc. to not only strengthen initiatives for sensors, but also to develop low-power microcontrollers and sensor networks that incorporate wireless communication technology

Maintaining high quality in every process to achieve traceability and stable supply

The ROHM Group employs a vertical integration system in which each step, from development to production, is implemented within the group. This system symbolizes ROHM's company mission of always putting quality first while providing greater security and peace of mind through manufacturing.

In addition, based on lessons learned from previous natural disasters, we made facilities and equipment disaster-proof, re-positioned production sites, and carried out company-wide Business Continuity Plan (BCP) training to minimize impact and maintain a supply system to ensure customer delivery times are met regardless of risk. Measures taken to ensure product supply continuity include implementing multi-site production and inventory management as well as conducting a thorough evaluation of various risks.

Implementing company mission to enhance all forms of quality

To improve our management quality we are restructuring the organization of the CSR committee across the entire ROHM Group and actively engage in activities that comply with the EICC Code of Conduct that outlines the CSR guidelines for the electronics industry. In recent years, in addition to external audits, we have also been conducting comprehensive internal audits to verify the status of compliance with the EICC Code of Conduct at all ROHM Group companies.

The ROHM Group will continue to implement its company mission and basic management policy and contribute to society by improving quality in a variety of areas and taking on new challenges.

June 2014

Satoshi Sawamura

Satoshi Sawamura

President
ROHM Co., Ltd.

High quality and stable supply enabled through a vertically integrated production system

High quality

Achieving high quality in all processes

ROHM considers “quality first” as its company objective and unwaveringly pursues this goal. All processes, from production, from development, design and wafer manufacturing to sales and service, are carried out within the group using a vertically integrated production system, and activities are implemented in each process to improve quality. This also results in excellent traceability and establishes a system that ensures worry-free use of our products.

High quality raw materials

Manufacturing wafers through silicon ingot pulling
Raw silicon



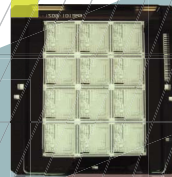
In-house photomask

Pursuing high quality through integrated quality control, from IC chip design layout to photomask production

CAD



Photo Mask

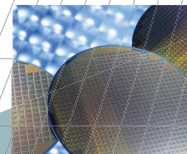


In-house dies and lead frames

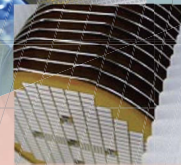
To ensure quality manufacturing, all lead frame dies for lead frame punching and molding are created in-house



Wafer



Wafer Process



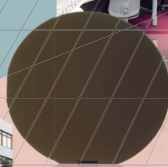
Frame



Assembly Line



Wafer



SiCrystal AG

SiCrystal AG is a German SiC single-crystal wafer manufacturer that joined the ROHM Group in 2009.

Stable supply

Fulfilling our commitment to ensure stable supply through the collective strength of the ROHM Group

The ROHM Group assesses market conditions to fulfill its commitment in supplying products that customers demand. All manufacturing processes are managed in-house using a vertically integrated production system. Compared to traditional manufacturers that do not own fabrication facilities or foundry manufacturers, our system is not as susceptible to external factors.

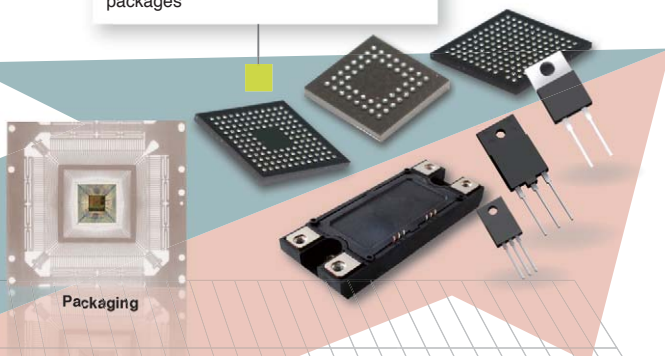
ROHM strives to ensure a stable supply to customers, for example by establishing a Business Continuity Management (BCM) system that includes multi-site production and maintenance of safety stock in order to flexibly respond to natural disasters and other unforeseen events.

Product Quality Innovation

The ROHM Group is committed towards developing innovative products that can contribute to solving social issues.

State-of-the-art packages

Utilizing the latest assembly technology for CSP, BGA, COC, COF and stacked packages



In-house production system

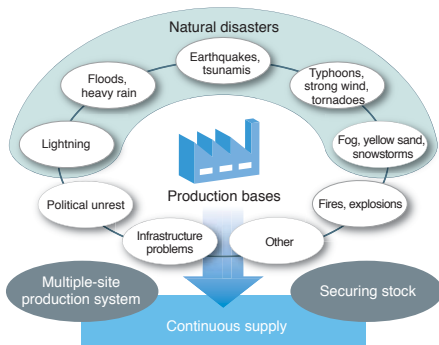
ROHM's production system is developed in-house to enable flexible, precise response to customer needs.



All production equipment are developed in-house

BCM System

ROHM continues to strengthen its BCM system based on risk evaluations conducted at all production bases.



See "Risk management and BCM system" on p.28

■ LSI Business

P.7~10

■ Discrete & Module Business

P.11~14

■ Next-Generation Technology R&D

P.15

Product Quality Innovation

ROHM Group Products

ICs

Memory
Amplifiers & Linear
Power Management
Clocks & Timers
Switches & Multiplexer & Logic
Data Converters
Sensors & MEMS
Display Drivers
Motor / Actuator Drivers
Interfaces
Communication (LAPIS)
Audio & Video
Speech Synthesis (LAPIS)
Microcontrollers (LAPIS)

Discrete Semiconductors

Transistors
Diodes

Power Devices

SiC Power Devices
IGBT

Opto Electronics

LED
LED Displays
Laser Diodes
Optical Sensors
IrDA Infrared Communication Modules
Remote Control Receiver Modules

Passive Components

Resistors
Tantalum Capacitors

Modules (Sub System)

Power Modules
Wireless Communication Modules
Contact Image Sensor Heads
Printheads
Batteryless Radio Module (EnOcean®)

Commercial Products

LED Lighting
B-Analyst® (μTAS Single Drop Analyzer)

Ensuring high quality in every product



Isao Matsumoto

Director, Member of the Board
LSI Production Headquarters
ROHM Co., Ltd.

High-performance BiC-DMOS process

In our LSI business, we are focused on developing analog power ICs that leverage ROHM's expertise in analog technology. Analog power ICs such as power supply ICs and motor drivers play an important role in improving efficiency and reducing loss during power conversion and motor drive operation in all types of electronic devices. They are widely used in everything from tablet PCs and IT devices to vehicles and industrial equipment.

While increasing performance requires highly skilled engineers with a wealth of experience, it is also essential to build manufacturing processes that match development needs, such as higher voltages and increased miniaturization. ROHM utilizes BiCDMOS processes that provide the high voltages and miniaturization required for analog power ICs and make it possible to produce high performance, high quality products that integrate process technology with circuit design.

Vertically integrated manufacturing is the source of high quality

Product development is sustained through vertically

integrated production lines that pursue high quality and reliability. ROHM infuses high quality into all processes, from ingot pulling to finished products. Furthermore, development and design engineers work together with manufacturing engineers to maximize process technology and factory characteristics in order to guarantee a level of quality and performance that competitors simply cannot match.

Our vertically integrated production system has achieved steady results in automotive and other markets that require superior quality. We will continue to develop products that help to resolve social issues, expand our high quality, high reliability production lines to other products, and contribute to society through manufacturing.

Broad-ranging product solutions

One of ROHM's major strengths is the ability to offer system-level product solutions by combining a wide range of disparate technologies in the discrete, IC, and module sectors. In addition, technology synergy created by utilizing the collective strength of ROHM group companies LAPIS Semiconductor Co., Ltd and Kionix, Inc. will allow ROHM to accelerate the development of high value-added products.

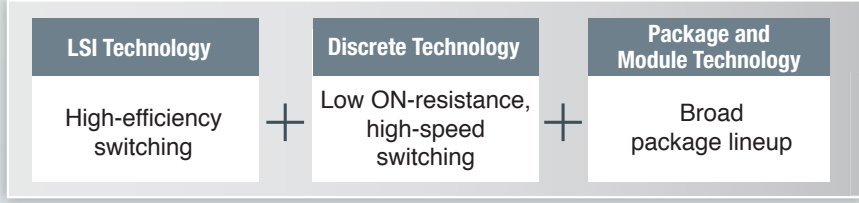
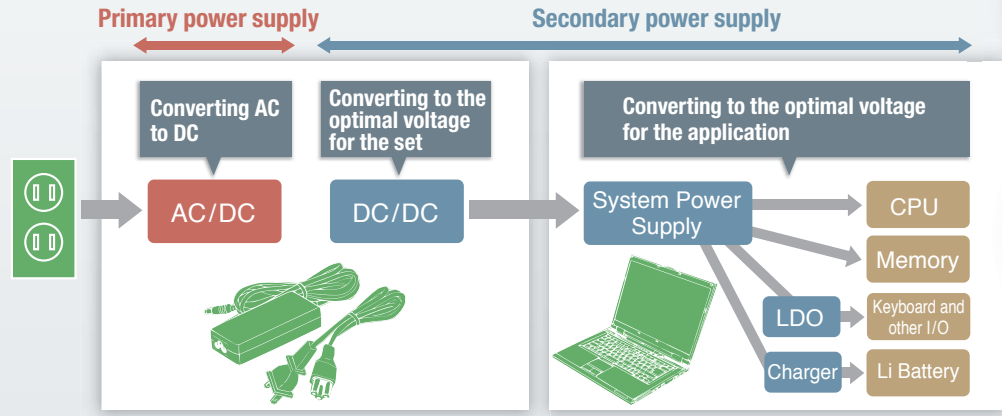
Contributing to energy conservation with high-efficiency analog power technology

Analog power

Product Quality Innovation

Power Management ICs

Power management ICs are essential to making electronic devices more energy efficient. ROHM utilizes technology cultivated for secondary power supplies to develop primary power supplies that provide high-efficiency power conversion in a variety of applications, contributing to optimized performance and greater energy savings for the entire power supply system.



Achieving high-efficiency, low noise power management ICs

Motor Driver Control IC

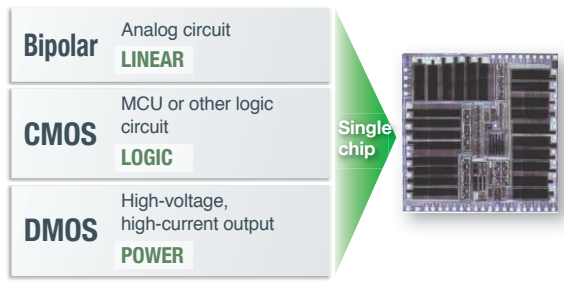
As the top supplier of motor driver ICs we offer a wide lineup of high-efficiency, high-performance products ideal for a variety of applications.

- DC brush motor drivers
- 3-phase brushless motor drivers
- ODD drivers
- Digital still camera drivers
- Stepping motor drivers
- Fan motor drivers
- Printer drivers
- Camera module lens drivers

Developing new processes to support high-performance analog power

ROHM has completed its state-of-the-art BiCDMOS process line capable of integrating both analog and digital circuitry onto a single chip. This process instantly brings the digital field from the original 0.35μm to 0.13μm, increasing the performance of analog management while reducing size for dramatically improved energy savings and functionality.

BiCDMOS



The ROHM Group continues to evolve by fusing technologies

Synergy

ROHM, LAPIS Semiconductor Co., Ltd, and Kionix, Inc. leverage their own strengths as well as combine technologies to create a succession of new products for next generation applications.



Collaboration with top manufacturers in the industry

Increasing energy savings by optimizing entire systems

Rather than single devices, ROHM has long been proposing total solutions that fuse digital and analog technologies, utilizing the strengths of LSIs, discrete components, and modules. In recent years, ROHM has been working with CPU manufacturers from the development stage in order to optimize entire systems and better respond to customer needs.

Intel Corporation

ROHM has been collaborating with Intel since around 2008, co-developing chipsets and reference boards for embedded devices for automotive systems and industrial equipment along with power supply ICs for tablets and in-vehicle infotainment.

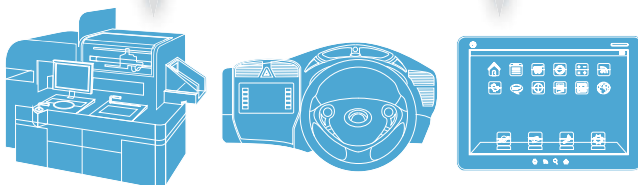
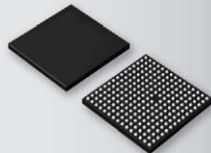
Reducing the development time of embedded devices

Chipset and reference board for Intel® Atom™ Processor E600 Series



Supporting longer operating times for tablets

Low power consumption power management ICs for next-generation Intel® Atom™ Processors

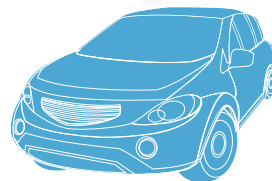


Freescale Semiconductor, Inc.

In September 2013, ROHM began collaborations with Freescale Semiconductor, Inc., which is one of the automotive market leaders in worldwide. ROHM supports Freescale MCUs by providing automotive-grade ICs and discrete devices.

Increasing performance in automotive applications

High reliability ICs and discrete devices




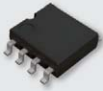




















Intel and Intel Atom are registered trademarks of Intel Corporation in the U.S. and/or other countries.

Sensing Solutions

Enabling safe, comfortable, smart living

The ROHM Group is helping to create a new society through control ICs and wireless technology that take advantage of its broad sensor lineup.

 LSI technology	 Wireless communication technology	 Wide sensor lineup
 Non-volatile logic  Microcontrollers  Communication ICs  Power management  Memory	 Wi-Fi  ZigBee®  EnOcean  Sub-GHz  Bluetooth® Low Energy	 Illuminance  Proximity  Temperature  Hall  Gyro  Acceleration  UV  Geomagnetism  Static electricity

Creating a new society



Developing products that contribute to greater miniaturization and energy savings



Katsumi Azuma

Director, Member of the Board
Discrete & Module Production Headquarters
ROHM Co., Ltd.

Achieving the world's smallest devices through the pursuit of miniaturization and lower power

In its discrete and module businesses ROHM strives to develop technology in the compact, low power field where it excels while at the same time expand and strengthen its power device lineup to support larger voltages and higher power.

In the compact, low power sector our resistors, transistors and diodes are being increasingly adopted in automotive markets around the globe due to their superior reliability.

ROHM also has for some time contributed to the increased miniaturization and performance of electronic devices by offering the industry's smallest class of discrete components. However, this time we have succeeded in mass producing our RASMID™ series of products that utilize breakthrough manufacturing methods and technologies to achieve the smallest sizes in the world. They are designed to significantly reduce the weight and improve performance of not only smartphones and tablets, which continues to see increased proliferation, but also the wearable technology market, where significant growth is expected.

Accelerating the development of power devices that will contribute to energy conservation throughout society

In the power device field we are strengthening our industry-leading lineup of silicon carbide (SiC) products that feature significantly lower loss than conventional silicon devices. In 2014 ROHM established a new Power Device Production Division in order to provide customers optimized power solutions that fuse original power device technology with LSI-based control and module technologies.

In addition, we hope to help save energy for society as a whole by developing and supplying new products that dramatically reduce power conversion loss in all types of applications, including solar power generation, wind power generation, substations, and electric vehicles.

Going forward ROHM will continue to actively introduce proprietary leading-edge, high efficiency production lines to stabilize quality and improve productivity as well as accelerate technical proposals and product supply that take advantage of our module technology and LSI technology fusion.

Pursuing ultra-compact, low-power technology and expanding our energy-saving power device lineup

Discrete Semiconductors / Passive Components / Opto Electronics

Transistors / Diodes

Further enhancing our industry-leading compact, low-power technology

ROHM is strengthening its lineup of the world's smallest products in order to respond to market demands for increased miniaturization. These products are designed to reduce the size and thickness of electronic devices such as smartphones and wearable devices.



Innovative miniaturization technology for transistors, diodes and other discrete devices

RASMID™ Series These products, the smallest in the world, were developed using entirely new manufacturing methods to achieve unprecedented miniaturization and feature extraordinary dimensional precision.		World's smallest class* HMD Package Multiple diodes in a single chip HMD12 (6 chips) 2.4x0.8mm, t=0.3mm HMD8 (4 chips) 1.6x0.8mm, t=0.3mm	World's smallest* Conductive Polymer Tantalum Capacitors TCSO (M Case) 1.6x0.85mm, t=0.8mm
World's smallest* Chip Resistors SMR003 0.3x0.15mm, t=0.1mm	World's smallest* Diodes SMD0402 0.4x0.2mm, t=0.12mm	World's smallest* Transistor VML0604 0.6x0.4mm, t=0.36mm	World's smallest* Ultra-Compact Low-Profile Chip LEDs PICOLED™ Series 1.0x0.6mm, t=0.2mm
			World's smallest* Tantalum Capacitors TUT (U Case) 1.0x0.5mm, t=0.6mm

*ROHM survey

Expanding our power device lineup

Our market-leading SiC power devices are expected to significantly contribute to greater energy conservation in renewable energy applications such as wind power generation and high-power applications, including substations. ROHM is strengthening its lineup and improving production efficiency of its 6 inch SiC wafer lines, actively preparing for full-fledged expansion. ROHM is also increasing the voltages of its existing silicon devices and enhancing its entire lineup of power semiconductors in order to provide the ideal solutions for customer applications.



	IGBT Transistors optimized for large-current, high-voltage power applications.
	SJ MOSFET High-speed switching MOSFETs.
	HybridMOS Transistors that combine IGBT and SJ MOSFET characteristics on a single chip. (ROHM was the first to begin mass production.)
	SiC MOSFET MOSFET that uses new SiC materials that support large-current, high-voltage applications. ROHM leads the industry by producing the world's most advanced, highest performing products.

SiC MOSFET

Full-SiC Power Modules

Contributing to society through wide-ranging product development

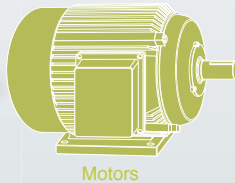
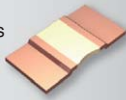
Passive Components / Opto Electronics

Resistors

In the field of resistors, which were the first products offered by ROHM, we continue to provide industry-leading developments, such as the world's first chip resistors (in 1974). ROHM is also working to increase power in high reliability compact applications as well as the automotive and industrial equipment sectors.

Contributing to energy savings

High-power shunt resistors (5W class)



Motors

Tantalum Capacitors

ROHM tantalum capacitors are more compact, provide larger capacitances, and feature superior temperature and DC bias characteristics compared to ceramic chip capacitors. We also offer the industry's smallest packages.

Contributing to increased miniaturization

Ultra-High-Capacitance TCSO Series



TUT (U Case)

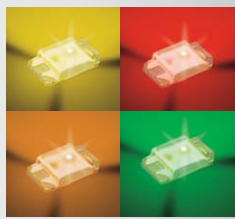


LED

ROHM develops the world's smallest, thinnest products by fusing original device and precision processing technologies. ROHM is also increasing high power performance in the compact device, automotive, and industrial equipment fields.

Tiny and bright

PICOLED™ Series



Wearable Devices

Laser Diodes

ROHM is competing for the top share in the laser diode market, which is primarily used in optical disc drives, laser printers, and photocopiers. And in recent years we have been pursuing development to open up new fields and applications such as motion sensors and HDD heat-assisted magnetic recording.

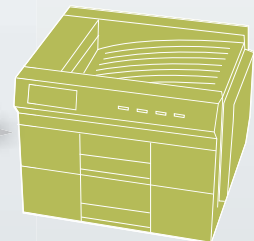
High-speed · High precision

Multi-beam lasers



RLD4BPMP2

RLD2BPNK5



Laser printers

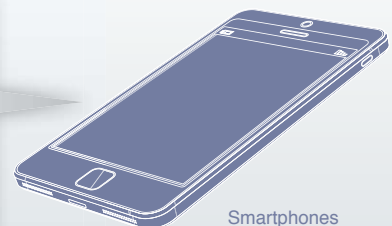
Modules

Optical Modules

ROHM is developing high-intensity, high-sensitivity, high-reliability optical sensors and compound modules produced through collaboration with internal product divisions. We are also building high reliability, automotive-grade production lines in order to expand into the automotive and industrial equipment sectors.

High-precision sensing

Integrated proximity sensors



Smartphones

Power Supply Modules

Switching power modules have been adopted in a variety of fields due to their reliable quality. ROHM offers customers optimized products utilizing technologies developed in the LSI and discrete device sectors.

Contributing to smaller, lighter power supplies

BP527 Series



BP522 Series



Thermal Printheads

ROHM continues to lead the industry by utilizing three basic technologies: semiconductor, thick film printing, and thin film deposition.

Complete lineup

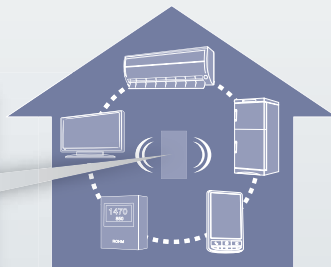


Cash Registers

Wireless Communication Modules

ROHM offers a vast array of wireless communication modules compatible with all near-field communication formats. High quality communications are ensured through our baseband IC and high-frequency module designs.

Japanese Radio Law certified

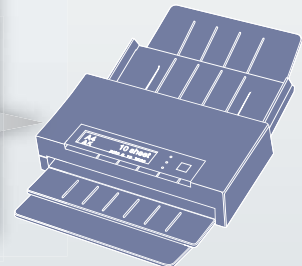


HEMS Equipment

Contact Image Sensor Heads

Contact image sensor heads that are incredibly compact, lightweight, and provide superior performance.

Contributing to increased miniaturization



Scanners

LED Lighting

The ROHM Group offers total solutions for the LED lighting industry, from LEDs to driver ICs and high-efficiency power modules.



*ROHM May 2014 survey

Lighting showroom in front of Kyoto Station now open

ROHM launched its ROHM Lighting Square showroom in the ROHM Kyoto Business Center located in front of Kyoto Station to allow visitors to see and experience our newest LED lighting technologies. Space exhibits are included that showcase everything from lighting simulations to ROHM's HEMS system.



Please note that ROHM Lighting Square is a reservation-only showroom for business customers.

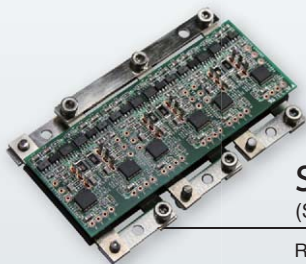
Anticipating the needs of the next generation

In the development of new technologies that anticipate the needs of the next generation, ROHM is expanding R&D activities that coordinate everything from materials, design, manufacturing, and quality improvement centered on the power sector and sensing technology in order to create completely novel technologies.



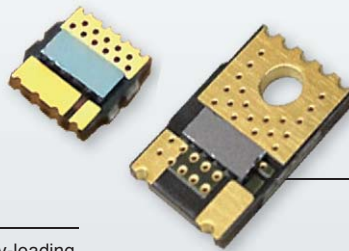
Power

ROHM actively adopts new materials to take on the challenge of developing novel devices that achieve breakthroughs in efficiency and miniaturization.



SiC (Silicon Carbide)

ROHM is pursuing industry-leading development and has been widely recognized for its innovations and accomplishments.



GaN (Gallium Nitride)

This material features excellent high-speed switching characteristics and is expected to be adopted in high-frequency applications not possible with conventional silicon (Si) devices.

Sensing

ROHM conducts a wide range of R&D activities aimed at creating a more energy efficient, safe, and secure society, from medical and health care devices to sensor networks that minimize system power consumption.

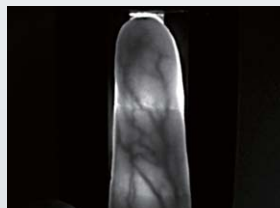
B-Analyst® Trace Blood Analyzer

A system that can detect diabetes and inflammation markers using only a trace amount of blood in just a few minutes. Available not only in Japan, but also in Europe.



CIGS Image Sensors

Enables observation of subcutaneous blood vessels using near-infrared light. Harmless to humans, this method shows great promise for medical applications. Joint research has been initiated with Nihon University.



Vital Sign Sensors

ROHM is developing a wearable sensor that can measure pulse and other vital signs in real-time even during activities using optical sensing technology.



EnOcean®

A batteryless, maintenance-free system utilizing a new ultra-low-power wireless communication standard. An EnOcean® switch was installed for the first time at Taima-dera, a Buddhist temple in Nara, Japan on February 2014.



Possibilities for significant growth in the M2M market

Wireless sensor networks (WSN), which are being discussed using terms such as M2M and trillion sensors, will see a full-scale global launch starting in 2020. The New Business Promotion Division is involved in WSN activities and is working to efficiently combine the ROHM Group's expertise in sensors, communications LSI, low consumption MCUs and other areas to expand module-level businesses. In particular, we are developing CIGS image sensors, vital sign sensors, and other products that take advantage of original technologies for new applications and markets, such as the medical and health care sectors.

Koji Taniuchi
General Manager
Incubation Division
Device Solution
Research and
Development
Headquarters
ROHM Co., Ltd.



Management Quality Innovation

The ROHM Group pursues global CSR management based on ISO26000. In addition to strengthening the CSR promotion system, ROHM is using ISO26000 as a guide for extracting priority issues across the entire value chain and establishing initiative themes, plans and targets.

Management Quality Innovation

FY 2013 Initiative Highlights



Organizational Governance



- CSR Month
- EICC audits at 6 overseas production companies
- Evaluation in Social Responsibility Investment

P.19~

Organizational Governance

Human Rights and Labor Practices



- Respecting human rights in the supply chain
- Innovation workshops
- Autumn Festival co-sponsored by the employees' union

P.23~

Human Rights and Labor Practices

Environment



- Activities to reduce environmental load
- Initiatives at ROHM's Kyoto Ekimae Building

P.25~

Environment

Fair Operating Practices



- Compliance System and Code of Conduct (revised ROHM Group Business Conduct Guidelines)
- Promoting CSR throughout the entire supply chain
- Initiatives towards the non-use of conflict minerals
- Risk management and BCM system

P.27~

Fair Operating Practices

Consumer Issues (Customer Support)



- Strengthening our quality assurance system
- Information security management system certification (ISO/IEC27001)

P.29~

Consumer Issues (Customer Support)

Community Involvement and Development



- Social contribution activities (Education, Culture & Exchange, Environment)
- Activities to support areas destroyed by Typhoon Haiyan in the Philippines

P.31~

Community Involvement and Development

CSR Targets/Plans and Results

P.35~

CSR Targets/Plans and Results

Fully committed to strengthening our management quality



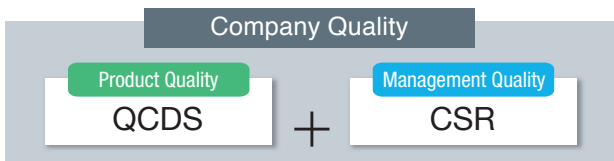
Managing Director, Member of the Board
Quality, Business Creation
ROHM Co., Ltd
Chairman of the Quality Promotion Committee, Central Safety and Hygiene Committee, and CSR Promotion Committee

Hidemi Takasu
Japan Society of Applied Physics Fellow
Guest Professor at Tsinghua University,
Zhejiang University, Xi'an Jiaotong University
and Osaka Prefecture University

Management quality and company quality

In the semiconductor and electronic components industry customers often do not base their decisions to purchase products solely on good quality. In fact there is a growing trend for customers to purchase products only after a comprehensive view of company quality that adds management quality, in the form of corporate social responsibility (CSR), to product quality, such as QCDS (Quality, Cost, Delivery, Service).

In response ROHM is continuously carrying out activities to further improve company quality.



Promoting CSR as a Group

In 2012 CSR promotion representatives were appointed at 20 domestic and overseas production companies within the ROHM Group and a CSR Promotion Committee was established that continues to meet once a month.

Internal CSR audits are voluntarily conducted by each company to self-check the status of their CSR activities. In addition, a comprehensive internal CSR audit is performed by the CSR Division based on the EICC (Electronic Industry Citizenship Coalition) Code

of Conduct. The results of these audits are then rolled out horizontally to each company to share information about issues and raise the level of the Group as a whole. In FY 2013 six overseas ROHM Group production companies voluntarily underwent EICC audits and are using the results to further raise their CSR level. And in FY 2014 six domestic production companies, including ROHM, will receive an EICC audit.

Ensuring quality first through the Quality Promotion Committee

ROHM has set “Quality is our top priority at all times” as its company mission in carrying out development, production and marketing activities. Our approach has always been “quality in all elements of QCDS,” and we have generally seen quality from the perspective of a producer. However, the concept of quality is shifting worldwide to prioritize the customer’s perspective. In light of this shift, we are reconsidering the definition of “quality” as proposed in our company mission. To ensure world-leading quality, we assembled a team of highly qualified individuals from all of our Group companies to form a Quality Promotion Committee tasked with strengthening the safety and reliability of products by shifting the approach 180 degrees, from a producer’s perspective to a customer’s perspective, and establishing a system where all employees can work together to achieve goals that go beyond the organization.

ROHM Group CSR Promotion Activities

Strengthening CSR promotion activities

The ROHM Group in 2007 established a ROHM CSR Promotions Division (currently the CSR Division) and soon began social contribution and other activities.

After joining the UN Global Compact in 2011 the ROHM Group's CSR was repositioned towards activities that improve management quality. A three-year CSR reform plan was established, which is being executed on an ongoing basis.

Going forward, ROHM will raise the level of CSR even further throughout the entire value chain, for example by carrying out CSR activities at all entities in the supply chain, including domestic and overseas suppliers, and by conducting EICC audits at all production companies.

CSR Training

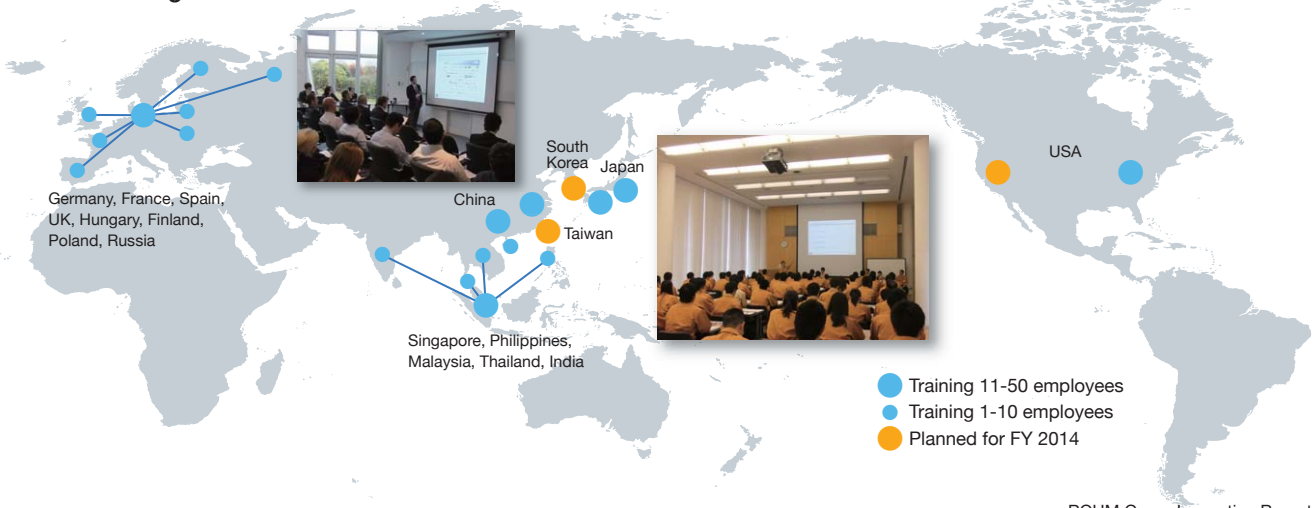
As expectations for CSR quickly grow among stakeholders, ROHM is globally expanding its CSR training with the goal of educating and training ROHM Group employees.

Over 300 employees a year participate in level-based CSR training and other types of educational activities at ROHM. In addition, 253 domestic employees along with over 200 overseas employees participated in ROHM Group CSR training for sales staff in FY 2013, where they were exposed to such topics as ROHM Group CSR activities, CSR audits from customers, and conflict minerals.

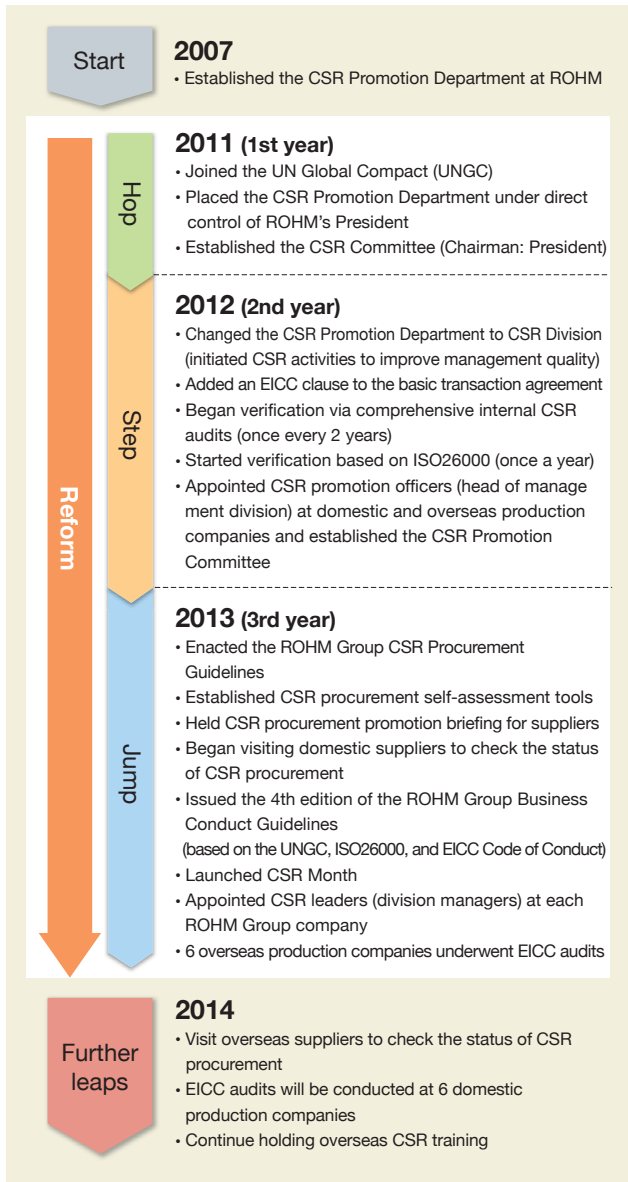
In particular, through training sessions held in China (Shanghai and Shenzhen), where the world's electronic device and parts factories are concentrated, Singapore, which plays a key role in expanding sales to ASEAN countries and India, and Germany, which serves as the main hub for all of Europe, overseas employees were able to better understand the importance of EICC, conflict minerals, and other CSR topics.

In FY 2014 training sessions will be held at sales and development bases in the U.S., South Korea, and Taiwan.

CSR training held in 16 countries in FY 2013



The ROHM Group's 3-year CSR reform plan





Corporate Governance System

Board of Directors (Directors)

ROHM limits the number of Directors on the Board that manages the Group to 10 in order to encourage sufficient discussion while allowing for accurate and swift decision-making. In addition, two independent outside directors are appointed to enhance mutual supervision among the directors.

Remuneration and bonuses for directors are determined by the Directors' Remuneration Council based on a performance-based compensation system that uses the consolidated profits of the relevant fiscal year as a performance indicator. In this way ROHM strives to clarify the management responsibilities of the directors.

Board of Auditors (Auditors)

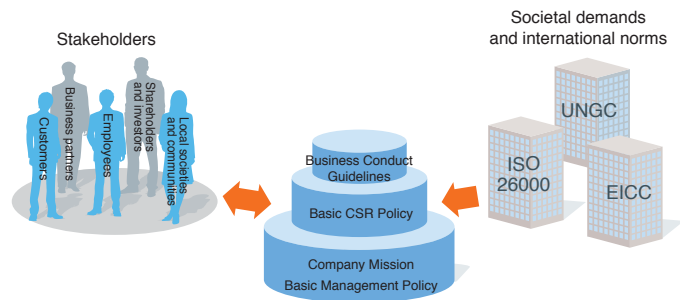
To ensure the transparency and objectivity of management practices, all 5 members on the Board of Auditors are independent outside auditors.

Each auditor reviews the management operations of the directors by meeting with directors, attending board meetings and other important meetings and inspecting operations. They also cooperate with the accounting auditor and ROHM's Internal Audit Division in order to increase the accuracy of audits.

Internal Audit Division

An Audit Division was put into place as ROHM's Internal Audit Division. The Audit Division meets with board members and employees to talk about operations carried out throughout the ROHM Group and inspect documents and forms, among other duties. Staff members in the Audit Division also work together with auditors and accounting auditors to review compliance of company regulations and the validity of assets.

CSR Management



Contributing to the sustainable development of society

Adhering to the Company Mission, Basic Management Policy and other objectives and policies has allowed the ROHM Group to contribute to the sustainable growth of the Group and the healthy development of society by building a relationship of mutual trust with stakeholders.

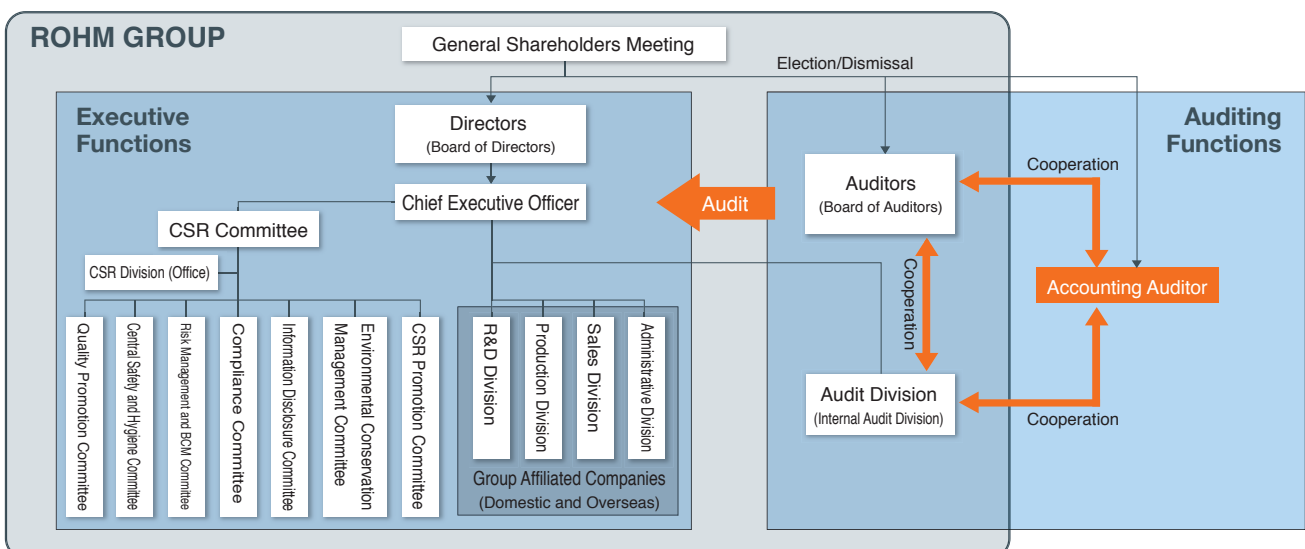
The ROHM Group Basic CSR Policy was established in order to apply CSR concepts to conduct business conscientiously from a global perspective and contribute to the sustainable progress of society based on the Company Mission and Basic Management Policy. Fundamental ethical rules for consistently implementing these objectives and policies are specified in the ROHM Group Business Conduct Guidelines.

Although the objectives and policies of the Company Mission and Basic Management Policy remain unchanged, the ROHM Group CSR Basic Policy and the ROHM Group Business Conduct Guidelines continue to evolve in line with changing societal demands and the latest international norms, such as the UN Global Compact (UNGC), ISO26000, and the Electronic Industry Citizenship Coalition (EICC) Code of Conduct, in order to better meet stakeholder expectations.

< ROHM Group Business Conduct Guidelines >

<http://www.rohm.com/web/global/rohm-group-business-conduct-guidelines>

Corporate Governance Organizational Chart



Establishing a CSR Committee

ROHM considers CSR a pillar for sustainable management. In an effort to promote quick decision-making with respect to long-term goals, current challenges, and the diverse demands of stakeholders, ROHM established a CSR Committee

headquartered in the CSR Division in June 2011. The Committee holds regular meetings. The CSR Committee is headed by the president, and it is comprised of the 6 committee. These Committee report and discuss the status of and plan for activities concerning CSR to strengthen CSR management.

CSR Month

To deepen understanding of CSR management within the ROHM Group, October has been designated CSR Month (since 2013), during which CSR training activities are carried out to educate employees and initiatives are undertaken to respond to CSR audits.

By bringing to light the importance of CSR among all ROHM Group employees through CSR Month, the entire group can come together to strengthen CSR initiatives and respond to societal expectations, with the goal of becoming a company selected by stakeholders the world over.

Further promoting CSR across the globe

Improving CSR management requires the involvement of all ROHM Group employees in CSR initiatives. We established CSR month for the entire ROHM Group in order to carry out a variety of activities and so that employees would understand the importance of CSR and take action on their own.

We will continue to stress the importance of CSR to each and every employee through CSR Month and promote CSR activities on a global scale.

Toshifumi Murai
Head of a Section Division
CSR Division
ROHM CO., Ltd.



FY 2013 ROHM Group CSR Month Activities

- ① Distributed the President's Message
- ② Appointed CSR leaders (division managers)
- ③ Carried out training for CSR leaders
- ④ Implemented a CSR awareness survey
- ⑤ Revised and distributed the ROHM Group Business Conduct Guidelines
- ⑥ Established a work and ethics management system
- ⑦ Conducted internal CSR audits
- ⑧ Underwent EICC audits at 6 overseas production companies

ROHM Group Basic CSR Policy

We conduct business conscientiously from a global perspective and contribute to sustainable progress of society based on our company policies such as COMPANY MISSION and BASIC MANAGEMENT POLICY. We also endeavor to establish good relationships with our stakeholders (as exemplified below), gain trust from society, and achieve continued growth of our company.

Customers	ROHM seeks to obtain customer satisfaction and confidence by continuing to supply of high quality products and services in a timely and appropriate manner. ROHM is also open to customer feedback and suggestions, and will evaluate them internally. ROHM places the highest priority on the safety of its products and strives to disclose relevant information as necessary.
Business Partners	ROHM selects its business partners according to equitable and rational criteria. ROHM values the relationship with its business partners and conducts equal and fair transactions for mutual prosperity.
Employees	ROHM strives to ensure a safe and pleasant working environment, respect human values and individuality, and create a fair and appropriate workplace where each employee may demonstrate individual initiative.
Shareholders and Investors	ROHM seeks to continuously improve corporate value and secure appropriate profits in order to provide a steady return to both shareholders and investors. ROHM offers financial information in order to keep shareholders and investors actively informed.
Local Societies and Communities	ROHM works to deepen its relationship with each country and local community, respect their culture and custom, and implement and support social, cultural, and art activities. ROHM also endeavors to preserve the global environment throughout its daily business activities.



CSR Audits

CSR audits from customers

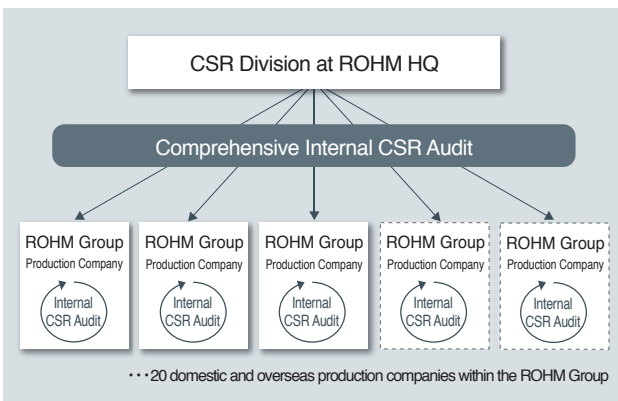
Many electronics manufacturers perform CSR audits to verify that their suppliers are meeting CSR criteria, such as the Electronic Industry Code of Conduct (EICC). The ROHM Group receives such CSR audits, and considers them important opportunities to increase management quality. Making continuous improvements based on feedback received during these audits allows ROHM to strengthen its CSR management system.

Building an internal CSR audit system

In addition to audits from outside entities, the ROHM Group also began carrying out two types of internal CSR audits from FY 2012.

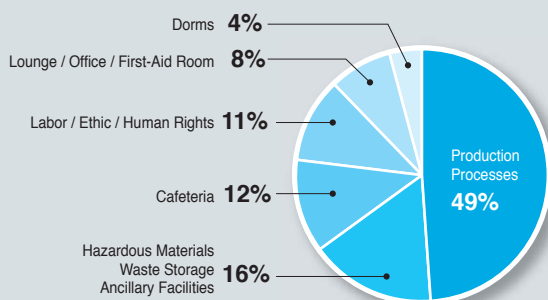
An internal CSR audit is held once a year by each of the 20 major domestic and overseas production companies to self-check their compliance with the EICC. In addition, a comprehensive internal CSR audit is performed by the CSR Division at ROHM Headquarters once every two years on the 20 companies to verify the status of their internal CSR audits along with compliance with the EICC.

Internal CSR Audits and Comprehensive Audit



FY 2012-2013 comprehensive internal CSR audit highlights

Areas identified at 20 domestic and overseas production companies



EICC audits at 6 overseas production companies

To confirm the status of compliance with the EICC Code of Conduct within the ROHM Group, ROHM began implementing voluntary self-check EICC audits in addition to CSR audits initiated by customers.

These audits are intended to verify whether the company is in compliance with the EICC Code of Conduct, and are among the strictest audits in the electronics industry.

In FY 2013, EICC audits were held at six overseas production companies in Thailand, the Philippines, China (Tianjin and Dalian), Malaysia and South Korea, where the frequency of CSR audit requests is relatively high.

Six domestic production companies are scheduled to receive audits in FY 2014.

Electronic Industry Citizenship Coalition (EICC) Code of Conduct

A code formulated by an organization comprised primarily of electronics manufacturers and major suppliers. It involves human rights and labor practices, health and safety, the environment, fair trade and ethics and a system to manage these areas.

Stakeholder Voice

EICC Audit Third Party Auditing Organization Bureau Veritas Japan Co., Ltd.

I was in charge of the EICC audits at six overseas production companies within the ROHM Group in 2013. Although my company has had an increasing number of opportunities to conduct EICC audits at a factory level, ROHM's initiative to audit the entire group is my first experience to implement these audits on a global scale. This surely represents a pioneering effort.

Having a third party organization assess management systems and operation status based on the industry's universal EICC Code of Conduct through interviews with employees and other means is an effective way to raise management quality.

We hope to continue searching for issues through audits from an impartial, neutral position to help increase management transparency.

Hisaki Okazaki

Operating Officer
Manager, Global Project,
Strategic Business
Development Dept.
Bureau Veritas Japan Co., Ltd.



Communication with shareholders and investors

Timely and appropriate IR activities

ROHM actively communicates with shareholders and investors around the world through IR activities such as the timely disclosure of performance trends and other corporate information. In addition, ROHM has established a disclosure policy and strives to provide fair and accurate information in a timely manner.

Disclosing information on the website

ROHM has created a page on its website for shareholders and investors to provide information to private investors in a timely manner.

In addition to disclosure documents such as account summaries and annual security reports, the website provides a wide variety of pertinent investment information, including annual reports, account summary explanatory documents, and financial data trends.



< **Investor Relations** >

<http://www.rohm.com/web/global/investor-relations>

Results briefings / Information meetings

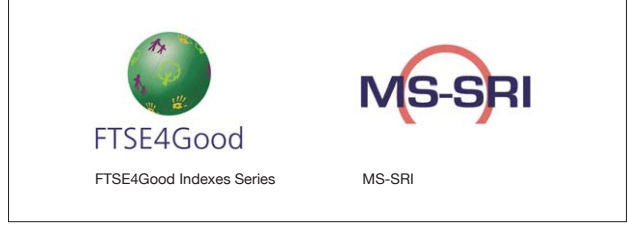
ROHM's president and directors hold a results briefing twice a year and also visit overseas investors twice a year. ROHM also actively participates in conferences hosted by securities firms.

Evaluation in Social Responsibility Investment

Social Responsibility Investment (SRI) is a strategy that considers the social, environmental and ethical aspects of

companies as criteria for investment decisions. ROHM has received high marks by SRI evaluation organizations and has been added to a number of SRI indices.

ROHM is included in Socially Responsible Investment (SRI) Indices



Management system based on international standards

Numerous ROHM Group companies have already received management system certification based on international standards.

Management System Certification Status

<http://www.rohm.com/web/global/certification-of-quality-and-environmental>

ISO9001, ISO/TS16949

All ROHM Group companies are ISO9001 certified, while the main factories are also ISO/TS16949 certified.

ISO14001

A management system for the entire ROHM Group was established based on ISO14001. (ROHM, domestic affiliates, and ROHM Korea Corp. have received third-party certification as an integrated system. Overseas Group companies have created a management system based on the ISO14001 standard.)

OHSAS18001

ROHM became certified in March 2013. ROHM Group overseas production bases have begun activities aimed at acquiring certification.

ISO/IEC27001

ROHM obtained certification in 2013. (Refer to P.30)



Implementing internal CSR audits based on the EICC Code of Conduct



ROHM's production company in Germany actively carries out a number of activities, such as CSR training and energy conservation activities centered on the CSR Promotion Committee. Furthermore, documents and sites are inspected every month according to the terms of the EICC Code of Conduct as part of internal CSR audits. By checking the status of compliance with the code, ROHM strives to further enhance its CSR management system.

Roland Reichstein
President/CFO
SiCrystal AG





Respect for human rights and diversity in employment

Respecting the Fundamental Principles and Rights at Work

The ROHM Group respects the Fundamental Principles and Rights at Work declared by the International Labor Organization (ILO).

The ROHM Group has set the 'prohibition of forced labor and child labor,' 'respect for equal opportunity and diversity and the prohibition of unfair discrimination based on sex, age, nationality, race, ethnicity, beliefs, religion, social status or physical disability,' and 'freedom of association and freedom of collective bargaining' as its standards in regulations for respecting human rights, and respects the human rights of each and every ROHM employee.

Actively employing people of diverse backgrounds

ROHM actively recruits employees throughout the world from diverse backgrounds based on a policy that respects each person's humanity and individuality.

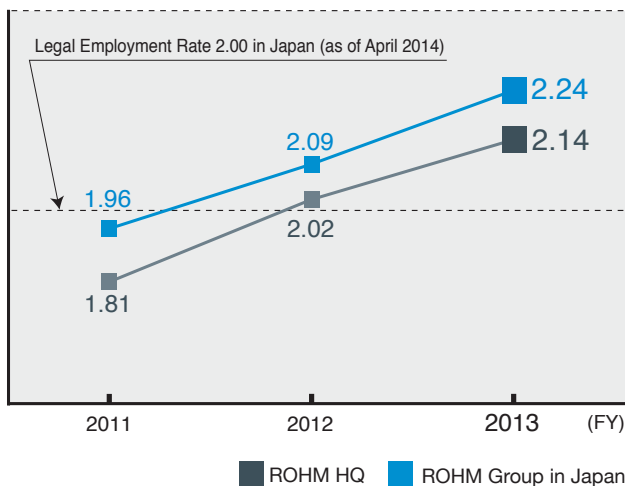
For example, opportunities for women are spreading, and the employment rate of new female graduates in particular is rising every year, with women now comprising half of the sales force. International students are also actively recruited each year to facilitate globalization at ROHM.

Employing people with disabilities

Domestic companies in the ROHM Group seek to create an environment that enables people with disabilities make full use of their abilities, and make efforts to employ people with disabilities.

The employment rate for people with disabilities in FY 2013 was 2.14% at ROHM Headquarters and 2.24% throughout Group companies in Japan, both of which exceed legal requirements.

■ Employment Rate for People with Disabilities (%)



Respecting human rights in the supply chain

Requesting business partners to observe human rights

ROHM includes provisions for respecting human rights, such as the prohibition of inhumane treatment and discrimination as well as forced or child labor, in its basic transaction agreement, and requests that business partners respect human rights by concluding this agreement.

In FY 2013 ROHM implemented a variety of educational activities to raise awareness for human rights throughout the entire supply chain, such as holding a briefing to promote CSR procurement, distributing the ROHM Group CSR Procurement Guidelines, and visiting companies to check the status of CSR procurement.

Going forward ROHM will continue to collaborate with its suppliers to carry out activities on a global scale.

Human Resources Development

Supporting employee growth through personnel exchanges worldwide

In FY 2012 ROHM established a practical training system that sends young employees (mostly in their 20s) overseas for a short period of time. Since FY 2013, ROHM has sent about two employees each year overseas to gain practical experience by working under the local manager. The primary objective is to have them acquire a global perspective from early on that will be needed for conducting collaborative work with companies in other countries in the future. This program will start with managerial staff, then potentially expand to other positions throughout the company. ROHM is also actively engaged in a system for hosting employees from overseas subsidiaries for practical training for a set period of time. In FY 2013 ROHM hosted nine R&D and sales staff from China, South Korea, and the Philippines.

Upon returning to their home countries, they are expected to develop into personnel who will support the future of local subsidiaries and play an active role in communicating with Japan.

Innovation workshops

ROHM regularly holds innovation workshops that let employees study changes in rapidly changing business models and encourage them to generate creative ideas.

Workshops were held five times in FY 2013, with as many as 1,341 employees participating. ROHM will continue to develop its human resources through such workshops.



Innovation workshop

Labor-management relations

The ROHM Group pursues business activities while working to deepen mutual understanding through regular discussions with labor unions and employee representatives regarding employee working conditions, benefits, and other topics based on the laws and regulations of each country.

Autumn Festival cosponsored by the employees' union

A total of 219 employees from the Yokohama office and their family members participated in a sports event held to make up for a lack of regular activity and exercise. The main area of the Yokohama International Swimming Pool was rented for the event and jump rope, relays, and other team competitions were conducted. Many participants mentioned that it was their first time to join a company event. The event proved to be extremely successful, with a large turnout and people of all ages in attendance.



Masafumi Ban
Autumn Festival Planning Committee
LAPIS Semiconductor Co., Ltd.



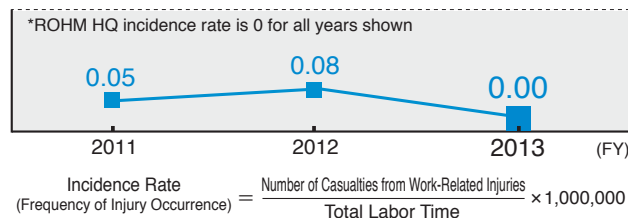
Occupational health and safety

19 consecutive years of zero accidents that require time off from work at ROHM Headquarters

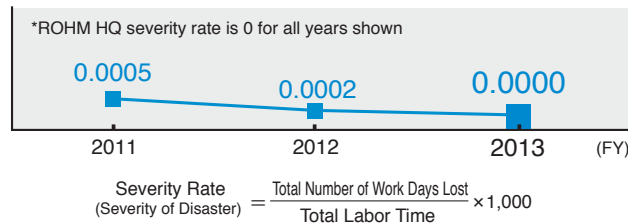
ROHM carries out risk assessments and internal patrols through its Central Safety and Hygiene Committee with the goal of zero work-related injuries. These efforts have ensured zero accidents that require time off from work for 19 consecutive years as of FY 2013. Health and safety management is being enforced at each domestic and overseas production company with the goal of zero incidences of work-related injuries.

ROHM also uses a Legal Compliance Checklist once a year to evaluate the degree of understanding and level of compliance with laws related to health and safety at each company.

Incidence Rate (Rohm Group)



Severity Rate (Rohm Group)



Ref.: Electronic component, device, and electronic circuitry manufacturing industry average
Incidence Rate: 0.34 / Severity rate: 0.02
Source: 2013 Workplace Accident Trend Survey, Ministry of Health, Labor and Welfare
Taken from general results [of the business establishment survey (with 100 or more people) and the general construction industry survey]



Active dialogue between the president and employees



Once a month, since 2009, the production company in Tianjin, China creates an opportunity for dialogue between employee representatives and the president. During these dialogues the president listens directly to employees as they talk about various issues they find in the workplace and discuss ideas to come up with solutions.

This initiative promotes mutual understanding between labor and management and leads to increased motivation among employees.

Feng Yan
Diode Production Department
ROHM Semiconductor
(China) Co., Ltd.





Environmental targets

Environmental policy and priority issues

The environmental policy of the ROHM Group states: "We will always consider the global environment and contribute to the healthy continuation of humankind as well as to long-term business prosperity." Each year we set environmental targets and pursue conservation activities.

Priority issues

- 1 Use originality and ingenuity to achieve energy conservation in all corporate activities.
- 2 Develop eco-friendly products and strive to minimize environmental load throughout the product's life cycle.
- 3 Prioritize reducing the environmental load when purchasing materials, secondary materials, and products.
- 4 Comply with domestic and international environmental laws and regulations and regional conventions.
- 5 Encourage employees to consider the living and global environment and educate relevant individuals.
- 6 Form a healthy relationship with society by contributing to the global environment and appropriately disclosing environmental information.

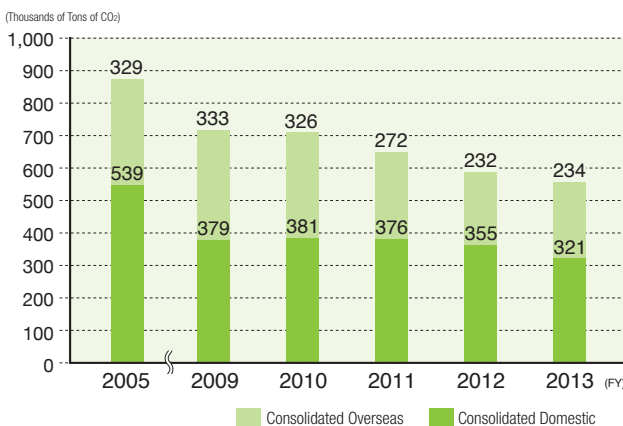
Activities to reduce environmental load

Reducing emission of CO₂ and other greenhouse gases

(1) CO₂ emissions

In order to systematically pursue energy conservation measures, the ROHM Group promotes increased visualization of a number of factors, including power usage by each piece of production equipment and energy used in the office, in order to eliminate unnecessary energy use. These measures are expanded horizontally throughout the Group.

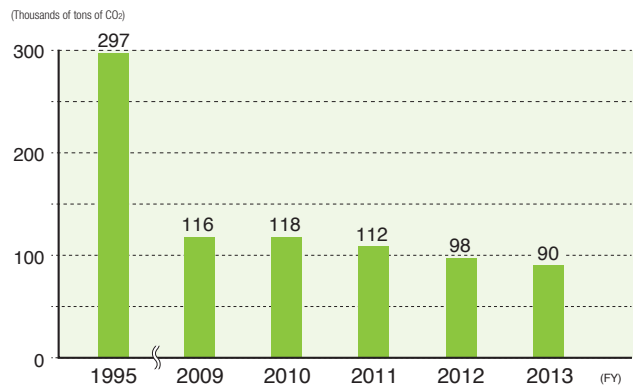
ROHM Group CO₂ Emissions



(2) Reducing greenhouse gas emissions

Since PFC (perfluorocarbon) gases have a drastically stronger greenhouse effect than CO₂, the ROHM Group actively works to reduce PFC gas emissions. Special equipment is being installed at all Group companies to remove the gases. After reaching targets for the electrical and electronic industry in 2008 – two years ahead of schedule – ROHM has continued actively reducing emissions.

ROHM Group PFC Gas Emissions



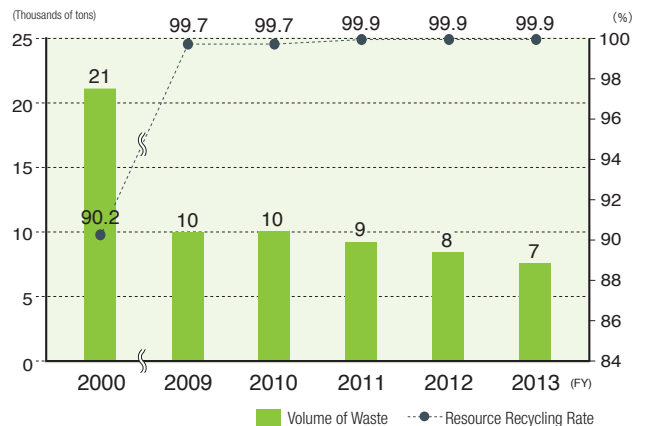
Reducing waste emissions and promoting resource recycling

Regarding measures to reduce the volume of waste, ROHM Group companies optimize the amount of incoming and secondary materials and strive to increase yield as well as thoroughly separate unneeded materials generated to obtain valuable resources.

In addition, the ROHM Group has defined a waste recycling rate of at least 99% as 'zero emissions.' And after reaching this target at all domestic companies in 2004, the group continues to strive towards a true 100% recycling rate. (99.98% in FY 2013)

In recognition of its contribution to environmental preservation and reduction in waste production, ROHM was awarded the Environmental Conservation Prize in the Organization / Top Runner Category by the Governor of Kyoto Prefecture in FY 2013.

ROHM Group Waste Volume and Resource Recycling Rate (Domestic Bases)



Management of chemical substances in products

The RoHS directive (Restriction of Hazardous Substances), REACH regulation (Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals), and other laws and regulations related to the management of environmentally hazardous substances come into effect. When developing products, the global environmental load must be considered. ROHM pursues green procurement and endeavors to increase the detection accuracy of chemicals contained in parts and procured materials while at the same time placing great importance on the internal chemical management system that was built to ensure that no prohibited substances are procured, used, or shipped in order to provide a steady supply of worry-free products.



Environmental conservation classes

Environmental conservation classes for elementary school students

Since FY 2010 ROHM has been conducting environmental conservation classes for elementary school students in Kyoto. Classes are held at the schools, and in addition to lessons on topics such as the mechanisms of global warming and actions children can take at home and at school to save energy, experiments are performed using ROHM LEDs. During the experiments, the children can compare the amount of power used in LED bulbs versus miniature bulbs using a manual power generator, giving them a chance to see the energy-saving effects for themselves.

ROHM plans to expand these classes to its overseas production bases as well.



Experimental kit using ROHM LEDs

Promoting energy conservation

Initiatives at ROHM's Kyoto Ekimae Building

ROHM's Kyoto Ekimae Building utilizes an energy-saving design based on three energy conservation principles (the use of natural energy sources, load control, and the adoption of high-efficiency devices) and expertise developed at semiconductor plants. After receiving the Director-General's Award (in the Energy Conservation Case category) at the 2012 Energy Conservation Awards hosted by the Agency for Natural Resources and Energy, ROHM has been using this building to familiarize people with energy-saving cases, for example through news coverage and requests for lectures, seminars and tours.

Upon request from an organization affiliated with the Japan International Cooperation Agency (JICA), ROHM held an energy conservation workshop in 2013 for energy conservation repre-

sentatives in South America, Africa and Europe.

The building is also widely used as a case study for audiences around the world as a prime example of the application of energy saving technology in Japanese offices, and was recently paid a visit by world-famous energy conservation scientist Amory Lovins, who toured the facility.



Energy conservation workshop (tour of the green roof) ROHM Kyoto Ekimae Building



Providing environmental technology support to local companies



The production company in South Korea has been certified as an eco-friendly business by the local environmental agency since 2002. Our company was recognized for implementing a variety of measures to improve the environmental activities of local companies.

We use unique environmental technology and cooperate with the agency to visit local companies and support their management methods, for example with explanations of laws and regulations concerning the environment and assistance in operating and inspecting environmental equipment.

We hope to continue contributing to the local community through these types of activities.

Lee Jo Yeon
Manager
General Affairs Division
ROHM Korea Corporation



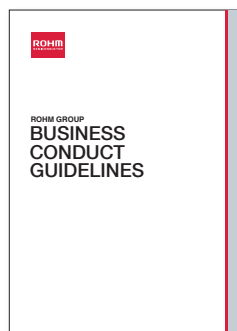


Compliance

System and Code of Conduct

ROHM established and maintains an appropriate compliance system required as a company, and has formed a Compliance Committee to educate and promote the system in order to prevent compliance violations by any Group company. ROHM Group Business Conduct Guidelines specifying basic ethical rules that should be applied in daily business activities are utilized throughout all Group companies. In addition, ROHM strives to disseminate and increase awareness of the concept of compliance through internal educational activities such as workshops and legal e-learning.

In FY 2013 ROHM revised its Business Conduct Guidelines based on the UN Global Compact, ISO26000 and the EICC (Electronic Industry Citizenship Coalition) Code of Conduct, and issued a revised edition as well as implemented educational and awareness activities for employees in October (CSR Month).



ROHM Group Business Conduct Guidelines

Compliance hotline

ROHM has set up a compliance hotline for consultations and to receive non-compliance reports from employees, including non-regular employees working in any of ROHM's domestic companies. This allows swift assessment of compliance breaches and enables ROHM to take appropriate responses. Compliance hotlines have also been established at overseas affiliates. In addition to setting up compliance hotlines for business partners at ROHM Headquarters and at major overseas production companies in FY 2011, hotlines were also set up at major domestic production companies in FY 2013.

Comprehensive anti-corruption (bribery prevention) measures

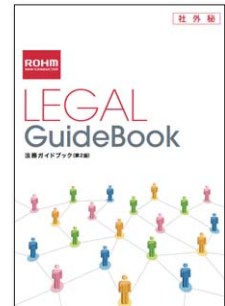
In addition to conducting bribery prevention briefings in level-based training courses at ROHM Headquarters, outside lecturers were invited to give bribery prevention seminars to management staff in FY 2013.

Strengthening internal education and awareness activities

In addition to level-based compliance seminars for everyone from new recruits to group leaders, assistant managers, and managers, ROHM continuously holds internal compliance education activities, including workshops based on individual themes such as the Personal Information Protection Law, the Antitrust Law, the Subcontract Act, the Financial Instruments and

Exchange Act (to prevent insider trading), and Product Liability Law, as well as provide legal e-learning and other classes for employees. To respond to the compliance education needs of employees, a Legal Guidebook (Japan) and Compliance Training Program (overseas) were prepared and are being used as educational tools.

The Legal Guidebook was revised in FY 2013 and seminars were held for leader-class employees at ROHM Headquarters and domestic ROHM Group production companies.



Legal Guidebook

Implementing social responsibility throughout the value chain

Promoting CSR throughout the entire supply chain

The ROHM Group signs basic transaction agreements with CSR clauses such as compliance with the EICC Code of Conduct and requests self-diagnosis by business partners of their CSR management status.

However, there is a societal demand to promote CSR throughout all activities in the supply chain including all business partners involved in business processes.

ROHM therefore issued the ROHM Group CSR Procurement Guidelines and invited 161 people from 99 partner companies to ROHM Headquarters in June 2013 for a CSR procurement promotion briefing to help deepen their understanding of the ROHM Group's CSR approach.

Similar briefings were also held at overseas production bases where ROHM shared its CSR approach and policies and worked to increase the CSR level throughout the supply chain in a spirit of mutual cooperation.

In addition, ROHM distributed CSR procurement self-assessment tools to the business partners that attended the briefings along with all other domestic and overseas business partners to have them self-assess the status of their CSR initiatives.

As a new initiative, business partners were also visited to check



ROHM's president gave an address at a CSR procurement promotion briefing at ROHM Headquarters

the status of CSR procurement and strengthen mutual CSR partnerships through dialogue.

Three domestic business partners paid visits for CSR procurement checks in FY 2013, during which ROHM introduced its approach to CSR and helped facilitate mutual understanding. These visits will be expanded to overseas business partners as well in FY 2014.



Visits to check the status of CSR procurement in Japan

Initiatives towards the non-use of conflict minerals

The 2010 Financial Reform Bill, enacted in the United States in July 2010 and then adopted as a regulation by the U.S. Securities and Exchange Commission (SEC) in August 2012, stipulates that companies listed with the SEC must survey its supply chain on the use of conflict minerals, which are a major source of funds for armed insurgents and rebel forces in Congo and neighboring areas.

In response, as a part of its customer's supply chain, ROHM will step up initiatives to prevent the use of conflict minerals and ensure worry-free adoption of ROHM products.

Risk management and BCM

Risk management and BCM system

ROHM established a Risk Management and Business Continuity Management (BCM) Committee to minimize risk in the ROHM Group and smoothly continue or restore operations after natural disasters or other unforeseen events.

After the flooding in Thailand that occurred in FY 2011, a BCM task force was immediately formed at ROHM headquarters that worked together with the local task force to quickly resume production.

In FY 2013 the risk assessment method was changed from 3 levels to 10 levels, based on frequency of occurrence and amount of impact, and a more compartmentalized risk map was created to strengthen risk management for the entire group.

Promoting BCP in the supply chain

The ROHM Group considers it extremely important to formulate a Business Continuity Plan (BCP) that takes into account natural disasters and unforeseen events in order to maintain operations and contribute to the sustainable progress of society.

ROHM continues to conduct surveys among business partners regarding alternate production methods, increased clarification of methods for procuring critical raw materials, and maintaining safety stock.

Going forward the ROHM Group will continue to promote its approach to supply chain BCP through CSR procurement self-assessment tools, visits to verify the status of CSR procurement, and other initiatives.



Conducting BCP drills to prepare for disasters



In 2011 our production company in Thailand suffered massive damage by the floods and was forced to suspend production.

Fortunately, we were able to restore operations quickly thanks to outstanding support from customers and the rest of the group. However, we have learned from this bitter experience and have established a permanent BCP Committee at the company and also are proceeding with reinforcing the plant to withstand disasters.

We will continue to implement activities year-round, such as conducting emergency drills and formulating and revising emergency action plans in order to ensure customers are not inconvenienced or affected by product supply shortages no matter the type of disaster or event that occurs.

Tanasit Janplook
Deputy General Manager
MCR Production Department
BCP Committee Chairman
ROHM Integrated Systems
(Thailand) Co., Ltd.





Quality Assurance

Putting quality first

The ROHM Group pays strict attention to the development and design of new products, from process design to production system development, raw material procurement, and all aspects of the manufacturing process. All employees, from sales to management, strive for 'Quality First' on a daily basis. In addition, all employees are extensively trained to maintain and utilize the quality assurance system in order to continue these activities.

Thorough quality training

The ROHM Group is focused on providing comprehensive employee training regarding quality to enable the Development, Sales, Production and Management Divisions to ensure 'Quality First' in all aspects of their dealings with customers. In addition to training for new employees regarding basic methods for achieving quality control, various courses are available, such as classes on reliability techniques for engineers and level-specific courses on quality management for each position.

Quality-focused training is conducted at each production site and only workers and conservation staff that have been certified by our licensing system can carry out the work.



Training at the facility in Dalian, China

Strengthening our quality assurance system

At ROHM there is a separate production department for each product category (i.e. LSIs, transistors, resistors) within the Manufacturing Division. These departments are in charge of everything from developing and designing new products to carrying out daily management duties to ensure high quality, low cost and quick delivery. Each production department has its own QC (Quality Control) Division, responsible for the overall environmental and quality assurance for each product, and implements a quality management system based on the ISO9001 international standard.

A Quality Assurance Division has also been established, under the direct control of ROHM's President. This Division is responsible for building a quality management system for the entire company -- not limited to the production department or Headquarters -- and performs duties such as information disclosure, providing feedback from customer suggestions, standardization, and supervising the QC Division in each production department.

In addition, a Quality Assurance Group (Quality Assurance

Office) for each product category has been established within the Quality Assurance Division to bring previous quality assurance activities to the next level. In doing so, ROHM can provide more finely-tuned assistance to customers, further improve design quality from the customer's perspective, and disseminate information throughout the company in a timely manner to strengthen the system and ensure even better customer satisfaction.

Improving analytical capabilities for quality and reliability

The ROHM Group utilizes the latest analytical devices and carries out daily research, development, and evaluation to guarantee superior quality and reliability.

ROHM is equipped with a wide variety of analysis equipment in order to quickly respond to virtually any objective, from researching new devices and solutions to analyzing defective products. Similar equipment is utilized at domestic and overseas QA Centers, allowing ROHM to expand this initiative worldwide.



ROHM Analysis Center

Ensuring speedy customer support

The ROHM Group has established sales offices around the world and strives to provide customized assistance tailored for each customer.

Speedy support is essential for gaining customer trust. For example, the sales office in Singapore promptly forwards customer feedback to the QC Division and other relevant divisions to ensure the high quality support, and manufacturing and sales staff work closely together every day. Going forward we will continue to provide timely, finely-tuned customer assistance to ensure complete customer satisfaction.

Niranjan G.
General Manager
Business Development & Technical Marketing Div.
(ASEAN+India region).
ROHM Semiconductor Singapore Pte.Ltd.



Design Centers / QA Centers

Design Centers

When developing and designing products, the ROHM Group places great importance on accurately assessing customer needs and promptly providing products that meet their requirements. To achieve this, multiple Design Centers have been established throughout the world as local development bases, providing a global system that can closely connect with customers. Placing developers and designers in each locale enables ROHM to achieve true globalization and makes it possible to create new products optimized to the needs of local customers.

QA Centers

The ROHM Group has established product analysis centers called QA (Quality Assurance) Centers, which are equipped with a variety of analysis equipment, in 10 locations across the globe. These centers enable ROHM to quickly respond to quality issues virtually anywhere in the world. Technical experts are on hand that can provide the necessary assistance. The QA staff conducts a detailed analysis of past quality issues from every aspect in order to determine the root cause of the problem and take corrective actions to prevent recurrence. They also analyze countermeasures based on the 4Ms (man, machine, material, method) and carry out ongoing activities for quality improvement that include preventive measures.

Protection of confidential information

Improving information security awareness

Regarding personal customer information, based on the “Act on the Protection of Personal Information” and “Ministry of Economy, Trade and Industry Guidelines on the Protection of Personal Information,” ROHM makes every effort to clarify the purpose for the use of private customer information, collects information appropriately, and manages information obtained strictly and securely.

ROHM also formulated an information security policy to appropriately protect confidential customer information based on contracts and is taking measures that include creating a system for preventing security leaks and raising awareness among employees. As information security training, ROHM continues to hold workshops for new employees and level-based training courses, along with online information security training for all employees. Feedback such as participation and degree of understanding was summarized in a visual format and appropriately disclosed to all participants, effectively increasing information security awareness among employees.

Information security management system certification (ISO/IEC27001)

On July 19, 2013, ROHM’s Strategic Information Systems Division acquired ISO/IEC27001 certification for information security management systems.

ROHM has established a security management system and will continue to make ongoing improvements to its security level. Doing so will reduce the business risk to stakeholders.



Establishing the ROHM Quality Promotion Committee



In order to achieve industry-leading quality through superior quality improvement activities, ROHM launched the Quality Promotion Committee that crosses the entire organization and maintains a customer-based perspective.

The Committee has established numerous dedicated working groups and initiated a variety of activities to improve quality from the customer’s perspective, supply products that meet customer needs, and achieve a higher quality assurance system.

This will serve to unify ROHM Group companies to provide integrated services and products that deliver even greater customer satisfaction, earn the trust of stakeholders, and contribute to the betterment of society.

Yoshitaka Ichise
General Manager, Corporate Quality Assurance Division
Vice-chairman of the Quality Promotion Committee
ROHM Co., Ltd.





Social contribution activities

By pursuing social contribution activities centered on the three areas of Education, Culture & Exchange, and the Environment, the ROHM Group contributes to the sustainable progress of society.



Education

Utilizing ROHM technology to foster the next generation with rich intellect and humanitarianism.



Culture & Exchange

Revitalizing local communities and ROHM by actively implementing cultural exchanges within and outside the company.



Environment

As a corporate citizen, strive to protect the environment and carry out active and autonomous activities.

Disaster area relief efforts

Arigato-Bon program

Since December 2012, the ROHM Group has supported the Arigato-Bon project run by Shinrai Zaidan, and participated in a number of activities. Arigato-Bon is a charitable program that contributes to society by donating books, CDs and other items no longer needed.

As of March 2014 over 10,000 donated items have been collected at domestic ROHM Group companies, and the support network for children affected by the Great East Japan Earthquake continues to grow.



Arigato-Bon Logo



ROHM Arigato-Bon Campaign

Disaster relief activities to support areas destroyed by Typhoon Haiyan in the Philippines

In November 2013 Typhoon Haiyan that passed through the Philippines fortunately did not cause any damage to ROHM Group bases. However, serious damage was sustained in the central Philippines region.

The ROHM Group donated 10 million yen to the Philippine Red Cross and its four bases in the Philippines gave out water, food, clothing and other relief supplies.



Donation to the Philippine Red Cross

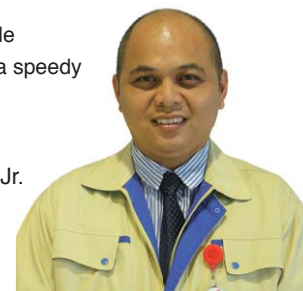
Praying for recovery through disaster relief efforts

All production bases in the Philippines came together to carry out activities to support areas destroyed by Typhoon Haiyan.

In addition to as much as 767,950 pesos (about 1.8 million yen) collected from 2,653 employees donated through a local foundation, food, clothing and other relief supplies were delivered to victims as part of ongoing relief efforts.

We will continue to provide support with the hope of a speedy recovery.

Antonio P. Parin, Jr.
Section Chief
Personnel Department
ROHM Electronics
Philippines, Inc.





Academia-industry collaboration with universities in Japan and abroad

Collaboration with research institutes, universities and companies in dissimilar fields

In order to develop technology that can contribute to the advancement of culture and society, ROHM considers it essential to build strong relationships with research institutes, universities and companies in dissimilar fields and take on cooperative initiatives.

In particular, to promote academic-industrial collaboration, ROHM donated ROHM Plazas to Ritsumeikan University, Doshisha University, and Kyoto University in Kyoto, ROHM's hometown. These plazas are designed to carry out comprehensive academic-industry cooperative research.

Product development through comprehensive academic-industry collaboration with Tsinghua University in China

The ROHM Group actively pursues academic-industry collaborations with countries outside of Japan, such as the U.S. and China, and undertakes cutting-edge research and development of products that match the needs of each local region.

In April 2006, ROHM signed a comprehensive academic-industry collaboration agreement with Tsinghua University in China. This partnership has already yielded results, such as the proposal and testing of photonics devices (surface plasmon sensor) based on new mechanisms and the creation of dedicated ICs compatible with China's digital TV standards. ROHM has also held joint engineering forums with Tsinghua University since 2010, and donated and opened the Tsinghua-ROHM Electronic Engineering Hall that includes a clean room and an international conference hall in April 2011 to celebrate Tsinghua's 100th anniversary. A Tsinghua-ROHM Joint Research Center was installed on the 7th floor of the Hall as a base for a collaborative research system. In addition to interns that have also worked there in the past, it will also be home to ROHM employees to help cultivate even greater technological developments and promote social contribution based on interpersonal exchange and a deeper understanding of each other's culture. With these centers as the axis, numerous joint research projects have been launched in a variety of fields, such as optical devices, communications and broadcasting, biochips, POCT (Point of Care Testing), power devices and systems, and social infrastructure monitoring using sensor and network technology. And even more results are expected in the future through increased collaboration.



Tsinghua-ROHM Electronic Engineering Hall

Activities for future engineers

Participation in the JSSF for high school students around the world

The Japan Super Science Fair (JSSF), hosted by Ritsumeikan Senior High School, invited high school science students from around the world to share ideas, knowledge, and dreams, with the goal of addressing various problems faced by today's society, such as global warming and food shortages.

During the fair ROHM gave a lecture on its technologies and hosted tours of its Headquarters for high school students who aspire to become the next generation of engineers.



Technology lecture

Sponsoring the NHK University Robocon and Asian Pacific Broadcasting Union (ABU) Robocon

ROHM sponsors various activities to support young engineers, including the NHK University Robot Contest (Robocon) and Asia-Pacific Broadcasting Union (ABU) Robocon events. The ABU Robocon 2013, held in Da Nang, Vietnam on August 18, 2013, saw 19 engineering teams from 18 countries participate in the competition, where they brought 2 robots, a manual and automatic, to compete in match play and speed challenges.



ABU Robocon 2013 held in Da Nang, Vietnam



Culture & Exchange

Contributing to music culture

Supporting the growth of young musicians

ROHM has been involved in a number of music-related support activities since 1965 and from 2000 has continued to sponsor performances by the Seiji Ozawa Music Academy (to support Seiji Ozawa's passion for nurturing young musicians) as well as Opera Project XII in FY 2013.



Seiji Ozawa Music Academy Opera Project XII performance (photo by Michiharu Okubo)

Activities to support local culture

ROHM Theater Kyoto

In July 2013, Kyoto City and ROHM agreed to change the name of Kyoto Kaikan to 'ROHM Theater Kyoto' beginning in January 2016. Kyoto Kaikan, which is currently under redevelopment, is a valuable cultural asset that for over 50 years has been beloved by Kyoto's residents as a temple of Kyoto's culture.

As a future ongoing cultural support project, ROHM hopes that ROHM Theater Kyoto will become a sanctuary for Japanese culture that is similarly cherished by both society and local residents alike.



Rendering of ROHM Theater Kyoto (Scheduled to open in January 2016)

Public Interest Incorporated Foundation - ROHM Music Foundation

The ROHM Music Foundation, a Public Interest Incorporated Foundation, was established in 1991 with the goal of continually promoting and developing music culture.

In FY 2013 scholarships were given to 63 students and a concert was held by new scholarship students who studied at music schools around the world. The total number of scholarships that have been given out thus far is 382.

The Foundation also hosts the Kyoto International Music Students Festival to promote international exchange and nurture young musicians, holds music seminars to foster professional musicians, and sponsors music-related performances and research. (Costs for FY 2013: approx. 666.64 million yen)

Refer to the website (<http://micro.rohm.com/en/rmf/index.html>) and blog for more information on the young musicians being supported and project details.



Kyoto International Music Students Festival 2013 (Photo by Tatsuo Sasaki)



Music Seminar 2013 - Conductor Class (Photo by Tatsuo Sasaki)

Popularizing classical music

The ROHM Raku-Raku Classic Series seminar for employees

In March 2014 ROHM hosted the ROHM Raku-Raku Classic Series, a classical music seminar for employees. The objective of the seminar was to expose employees to the beauty of classical music, and was held in collaboration with the Kyoto Symphony Orchestra. ROHM plans to host more seminars in the future.



ROHM Raku-raku Classic Series

Stakeholder Voice

Member of the Kyoto Symphony Orchestra and 1992 ROHM Music Foundation scholarship recipient

As a 1992 ROHM Music Foundation recipient, I studied at the University of Music Detmold Northwest Germany Music Academy. I am extremely grateful for my time there, and after returning to Japan I joined the Kyoto Symphony Orchestra, where I am delighted to be able to contribute to the development of Kyoto's music culture through the orchestra's activities. In March 2014 I played for the ROHM Raku-Raku Classic Series, giving ROHM employees a chance to increase their interest in classical music.

I hope to continue conveying the beauty and wonder of classical music to many people in the future.

Yoichiro Nakano
First bassoonist
Member of the Kyoto Symphony Orchestra





Environment

Social contribution through products

Donating LED bulbs for the Kyoto Lantern Festival

All of the lights used in the paper-covered lanterns and signpost lanterns at the Kyoto Lantern Festival were LED lamps donated by ROHM. Amid the demand for increased power savings throughout the country, issues were raised about holding the festival due to energy conservation and eco-friendliness.

However, by using ROHM's high-efficiency LED lights, the amount of power consumed by the lanterns was cut to roughly 1/6th. Twice a year, in March and December, ROHM's LED lights brighten the Kyoto night.



December / Kyoto Arashiyama Lantern Festival (in front of Rakushisha)



March / Kyoto Higashiyama Lantern Festival (Sanneizaka)

Activities that contribute to the local environment

Tree planting with local companies and organizations

Employees from the production company in Dalian, China joined other local businesses and organizations to plant trees. More than 200 volunteers participated in planting more than 300 trees. This event gave each participant the opportunity to consider measures to prevent global warming and preserve the environment.



Tree planting activities



Contributing to the community through the CSR Promotion Committee



Centered on the CSR Promotion Committee, the production company in Malaysia is actively carrying out social contribution activities according to a year-long plan. In May 2013 we cooperated with the local government to have over 70 of our employees join in beach cleanup activities.

This project was implemented based on deliberations by the CSR Promotion Committee over how companies and employees can contribute to the local environment.

In the future we plan to contribute to the local environment even more through these types of activities.

Mohd Fadhly Abdullah

Diode Production Department
Chairman of CSR Promotion Committee
ROHM-Wako Electronics Malaysia Sdn. Bhd.



CSR Targets / Plans and Results

ROHM Group Priority CSR Issues

① Provide a stable supply of high quality products ② Resolve social issues through innovative products ③ Develop human resources on a global level

Core ISO26000 Subjects	Initiative Themes	FY 2013 Targets/Plans	
Organizational Governance	CSR management system maintenance and improvement	Strengthening the CSR system	<ul style="list-style-type: none"> Establish October as CSR month and hold internal CSR audits at all ROHM Group companies Perform comprehensive internal CSR audits at ROHM Group companies (4 in Japan and 5 overseas that did not do so in FY 2012) Continue performing comprehensive internal CSR audits, analyze common issues within the ROHM Group, and take appropriate measures Perform EICC standard-based CSR audits on business partners and subcontractors
		Promoting CSR activities based on international initiative guidelines	<ul style="list-style-type: none"> Provide CSR education to companies that did not receive it in FY 2012 Provide CSR e-learning to companies that did not receive it in FY 2012
		Maintaining and improving the Business Continuity Management (BCM) system for stable supply ①	<ul style="list-style-type: none"> Revise the BCP and disseminate through education and training
		Maintaining and improving the quality management system ①	<ul style="list-style-type: none"> Continue maintaining and implementing an ISO9001 management system *For in-vehicle products, maintain and implement an ISO/TS16949 management system
		Maintaining and improving the environmental management system	<ul style="list-style-type: none"> Continue maintaining and implementing an ISO14001 management system
		Maintaining and improving the occupational health and safety management system	<ul style="list-style-type: none"> Obtain certification at more overseas ROHM Group production companies
		Holding stakeholder dialogues	<ul style="list-style-type: none"> Hold dialogues with government agencies, NPOs, NGOs, and stakeholders, and continuously pursue development of products that can resolve social issues
		Building a work and ethics management system	<ul style="list-style-type: none"> Implement a work and ethics management review throughout the ROHM Group
Human Rights Labor Practices	Respecting human rights	<ul style="list-style-type: none"> Enter into a basic transaction agreement with 100% of business partners globally 	
	Promoting diversity and creating a comfortable working environment	<ul style="list-style-type: none"> Implement a fair and transparent human resources and payroll system Expand the internship program to secure global staff Prepare an awards program to reward employee achievements Introduce a new system to increase the flexibility of working hours 	
	Developing human resources to undertake global businesses ③	<ul style="list-style-type: none"> Introduce next-generation leadership training Expand the overseas practical training system for young employees that was introduced last year Strengthen the global training and language training support infrastructure Engage in the standardization of the entire ROHM Group 	
	Establishing a safe, comfortable working environment	<ul style="list-style-type: none"> Aim for zero work-related injuries and thoroughly manage health and safety 	
Environment	Develop a policy centered on the Environmental Targets for FY 2020	CO2 countermeasures at each site	<ul style="list-style-type: none"> Reduce CO2 emissions by 1% from the 2012 level Reduce CO2 emissions (per unit production) by 1% from the 2012 level Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the 2012 level
		CO2 countermeasures through the value chain ②	<ul style="list-style-type: none"> Construct a mechanism for assessing the volume of CO2 emissions across the entire value chain that complies with GHG Protocol Scopes 1 and 2 Consider how to calculate greenhouse gas emissions based on the GHG Protocol Scope 3, and formulate an operational model Increase the ratio of eco-friendly products that comprise sales profits to 60%
		Reducing environmental pollutants	<ul style="list-style-type: none"> Reduce the volume of PRTR substances handled (per production unit) by 1% from the 2012 level Reduce VOC emissions by 1% from the 2012 level
		Effective use of resources	<ul style="list-style-type: none"> Reduce the volume of consolidated waste overseas (per unit production) by 1% from the 2012 level Reduce water consumption by 1% from the 2012 level Maintain zero emissions at domestic consolidation and reduce waste volume (per unit production) by 1% from the 2012 level
		Implementing environment-related communication	<ul style="list-style-type: none"> Collaborate with relevant divisions and ramp up activities
		Exhaustive chemical substance management in line with green procurement guidelines	<ul style="list-style-type: none"> Continue complying with guidelines for the use/non-use of designated chemicals
Fair Operating Practices	Promote fair business activities based on the ROHM Group Business Conduct Guidelines	Strengthening the compliance system	<ul style="list-style-type: none"> Continue providing level-based compliance education Use the Legal Guidebook that explains compliance, laws and regulations to employees, and conduct educational and awareness activities at ROHM HQ and ROHM Group companies in Japan Revise the Business Conduct Guidelines taking into consideration the UN Global Compact and ISO26000 Continue conducting educational and awareness activities during CSR month at all companies, including overseas companies within the ROHM Group Continue to expand legal e-learning classes for employees Conduct educational activities using compliance education tools at overseas ROHM Group companies
		Fair competition and trading	<ul style="list-style-type: none"> Distribute the CSR Procurement Guidelines and enhance and establish self-assessment tools Begin holding CSR audits based on assessment results
		Corruption and bribery prevention	<ul style="list-style-type: none"> Continue providing bribery prevention education in level-based training and other courses
		Protection and appropriate management of information	<ul style="list-style-type: none"> Acquire ISO27001 certification (Information Security Management System) in order to continually improve security level
		Thorough implementation of policies related to CSR procurement	<ul style="list-style-type: none"> Distribute the CSR Procurement Guidelines and enhance and establish self-assessment tools Carry out various activities to deepen mutual understanding concerning CSR procurement with business partners
Consumer Issues (Customer Support)	Ensuring product quality ①	<ul style="list-style-type: none"> Further increase design quality of new products, conduct thorough analysis of quality issues, and carry out continuous improvement activities 	
	Accurately assessing customer needs and developing industry-leading products ②	<ul style="list-style-type: none"> Hold a study group for all ROHM managers on Creating Shared Value (CSV) 	
Community Involvement and Development	Contribute to the growth and well-being of society as a good corporate citizen	Contribution to promote and develop music culture	<ul style="list-style-type: none"> Continue to support music culture
		Suitable donations and support initiatives that respond to a broad range of social needs	<ul style="list-style-type: none"> Continue to provide donations and sponsorships in a timely and appropriate manner based on social need
		Activities that match the demands of local communities	<ul style="list-style-type: none"> Continue to support local communities and provide a forum for industry-government-university collaboration Hold employee participation manufacturing classes Continue to support Great East Japan Earthquake recovery efforts

The ROHM Group pursues global CSR management based on ISO26000. In addition to strengthening the system and complying with ISO26000, ROHM is extracting priority issues across the entire value chain and establishing themes for initiatives, plans and targets.

FY 2013 Results

Evaluation

FY 2014 Targets/Plans

<ul style="list-style-type: none"> Established October as CSR Month and began activities Held internal CSR audits at all ROHM Group companies during CSR Month Continued performing comprehensive internal CSR audits and completed audits at all 20 production companies in Japan and overseas Held EICC audits at 6 overseas production companies Visited 3 domestic business partners to check the status of EICC standard-based CSR procurement 	★★★★	<ul style="list-style-type: none"> Hold EICC audits at 6 domestic production companies Visit overseas business partners to check the status of EICC standard-based CSR procurement
<ul style="list-style-type: none"> Held CSR seminars at domestic and overseas sales and development bases (453 employees in 16 countries) Held CSR leader seminars (143 participants), level-based CSR seminars (301 participants), workplace CSR seminars (156 participants), and CSR seminars for affiliated companies (224 participants) Conducted a ROHM Group CSR awareness survey in FY 2013 to raise awareness of CSR among employees 	★★★★	<ul style="list-style-type: none"> Implement training on how to respond to EICC audits Hold CSR seminars at bases that did not do so in FY 2013 (the U.S., Taiwan, South Korea) Conduct CSR awareness surveys and hold e-learning seminars during CSR Month
<ul style="list-style-type: none"> Increased the number of risk assessment levels from 3 to 10 and created a risk map Held simultaneous evacuation drills and BCM task force drills in FY 2013 as well Twice invited a risk consulting firm to ROHM to give lectures 	★★★★	<ul style="list-style-type: none"> Review the BCP and promote through education and training
<ul style="list-style-type: none"> Maintained and improved the ISO9001 management system at ROHM Group companies and renewed ISO9001 and ISO/TS16949 certifications Obtained ISO/TS16949 certification at LAPIS Semiconductor Miyagi / Miyazaki 	★★★★	<ul style="list-style-type: none"> Continue maintaining and improving the ISO9001 management system Maintain and improve the ISO/TS16949 management system for automotive applications
<ul style="list-style-type: none"> Regularly conducted comprehensive internal audits and self-audits to continue maintaining and improving the ROHM Group's ISO14001 management system 	★★★★	<ul style="list-style-type: none"> Continue maintaining and improving the ISO14001 management system within the ROHM Group
<ul style="list-style-type: none"> Began OHSAS18001 self-assessment within the ROHM Group 	★★★★	<ul style="list-style-type: none"> Promote increased implementation of OHSAS18001 self-assessment at major production companies in Japan and overseas
<ul style="list-style-type: none"> Published magazine dialogues and conversations between representatives of companies and organizations and ROHM's president and employees on products that can help resolve social issues Established and began implementing company regulations concerning work and ethics management systems at major ROHM Group bases 	★★★★	<ul style="list-style-type: none"> Continue to hold dialogues with government agencies, NPOs, NGOs and stakeholders, and promote the development of products that can help resolve social issues through CSV
<ul style="list-style-type: none"> Failed to sign a basic transaction agreement with 100% of business partners Established a basic purchase and other transaction agreement for non-manufacturer business partners and continued to work on concluding agreements 	★★★	<ul style="list-style-type: none"> Continue to work towards entering agreements with 100% of business partners globally
<ul style="list-style-type: none"> Built a fair and transparent human resources and payroll system to be implemented from April, 2014 Held an internship program that included foreign participants Resumed the President's Award from FY 2013 to reward employee achievements and reviewed the system Implemented a work management system to enable proper management of working hours 	★★★	<ul style="list-style-type: none"> Implement a fair and transparent human resources and payroll system Develop a workplace culture that enables active participation by women and review the HR system Improve workplace culture through an Organizational Climate Change Promotion Committee Launch a new work shift management system operation and achieve appropriate labor management
<ul style="list-style-type: none"> Introduced next-generation leadership training Launched an overseas practical training system for young employees and dispatched 2 employees Strengthened the global and language training infrastructure, for example by implementing an overseas language training system Held a global HR meeting and discussed ideas for information sharing and standardization among companies 	★★★	<ul style="list-style-type: none"> Expand next-generation leadership training to younger employees (second rank) Actively carry out recruitment activities in Europe, the U.S. and Asia to secure global staff Continue language training support (providing an environment and opportunities) Carry out discussions aimed at building a global HR system for sharing information throughout the Group
<ul style="list-style-type: none"> Achieved zero work-related injuries within the ROHM Group 	★★★★	<ul style="list-style-type: none"> Expand the occupational health and safety management system in order to continue to achieve zero work-related injuries within the ROHM Group
<ul style="list-style-type: none"> CO₂ emissions were reduced by 5.5% from the 2012 level CO₂ emissions per unit production were reduced by 10.9% from the 2012 level Greenhouse gas (i.e. PFCs, SF6) emissions were reduced by 8.2% from the 2012 level 	★★★★	<ul style="list-style-type: none"> Reduce CO₂ emissions by 1% from the predicted value based on the 2014 production volume Reduce CO₂ emissions per unit by 1% from the 2013 level Reduce greenhouse gas (i.e. PFCs, SF6) emissions by 1% from the predicted value based on the 2014 production volume
<ul style="list-style-type: none"> Constructed a mechanism for assessing the volume of CO₂ emissions across the entire value chain that complies with GHG Protocol Scopes 1 and 2 Considered the greenhouse gas calculation based on GHG Protocol Scope 3 and formulated an operational model for the 4 categories Increased the ratio of eco-friendly products that comprise sales profits to 57% 	★★★	<ul style="list-style-type: none"> Formulate an operational model for greenhouse gases based on the Scope 3 standard and publish the emissions level Increase the ratio of eco-friendly products that comprise sales profits to 60%
<ul style="list-style-type: none"> Reduced the PRTR substances handled per unit by 8.1% from the 2012 level Decreased VOC emissions by 20.0% from the 2012 level 	★★★★	<ul style="list-style-type: none"> Maintain the 2013 results of PRTR substances handled per unit Reduce VOC emissions by 1% from the value predicted based on the 2014 production volume
<ul style="list-style-type: none"> Waste emissions per unit at overseas companies was reduced by 14.3% from the 2012 level Water consumption was reduced by 5.4% from the 2012 level Zero emissions were maintained at all domestic companies Waste emissions per unit was reduced by 18.2% from the 2012 level 	★★★★	<ul style="list-style-type: none"> Maintain the 2013 results of waste emissions per unit at overseas companies Reduce water consumption by 1% from the value predicted based on the 2014 production volume Maintain zero emissions at domestic consolidated companies along with the 2013 results of waste emissions per unit
<ul style="list-style-type: none"> Conducted environmental conservation classes at 5 elementary schools in Kyoto City in cooperation with relevant divisions 	★★★★	<ul style="list-style-type: none"> Achieve further revitalization centered on the CSR Promotion Committee
<ul style="list-style-type: none"> Updated the green procurement guidelines and continued compliance with the use/non-use of designated chemicals 	★★★★	<ul style="list-style-type: none"> Continue to comply with guidelines for the use/non-use of designated chemicals
<ul style="list-style-type: none"> Continued implementing level-based compliance training for new recruits and newly appointed managerial staff Used the Legal Guidebook to expand education and awareness activities at ROHM and domestic production companies between April and June 2013 Provided education on insider regulations through legal e-learning classes for employees Revised the ROHM Group Business Conduct Guidelines in October based on the UN Global Compact, ISO26000 and EICC Code of Conduct In October's CSR Month, conducted ROHM Group Business Conduct Guidelines education and awareness activities for all companies, including overseas ROHM Group companies Revised compliance education tools for overseas ROHM Group companies and expanded their use throughout the companies 	★★★★	<ul style="list-style-type: none"> Continue providing level-based compliance education Conduct legal e-learning classes for employees Continue conducting compliance awareness activities during CSR Month Continue holding education and awareness activities at ROHM and domestic ROHM Group production companies using the Legal Guidebook Implement educational activities overseas using the Compliance Training Program that was revised in FY 2013
<ul style="list-style-type: none"> Ensured compliance of self-assessment tools with the EICC Code of Conduct and began using the tools Initiated direct visits to major business partners to check the status of CSR procurement Distributed CSR Procurement Guidelines that specify policies on responsible procurement of conflict minerals to all business partners on a global level Created an internal system for requesting surveys from all relevant business partners using a conflict mineral report template and for sharing the results with customers Provided bribery prevention education in level-based training courses Invited outside lecturers to give bribery-related seminars to management staff 	★★★★	<ul style="list-style-type: none"> Continue conducting CSR procurement self-assessment, perform time-series analyses and provide appropriate responses Visit group companies as well to check the status of CSR procurement Continue conducting surveys using the conflict mineral report template and break down survey content
<ul style="list-style-type: none"> Acquired ISO27001 (information security management system) certification in July 2013 	★★★★	<ul style="list-style-type: none"> Renew ISO27001 (information security management system) certification in order to continuously improve the security level
<ul style="list-style-type: none"> Distributed the CSR Procurement Guidelines to business partners globally Revised CSR procurement self-assessment tools to comply even more closely with EICC standards and began using the tools Held CSR procurement promotion briefings, with 99 business partners participating Began direct visits to major business partners to check the status of CSR procurement 	★★★★	<ul style="list-style-type: none"> Continue conducting CSR procurement self-assessment, perform time-series analyses, and respond accordingly Visit group companies as well to check the status of CSR procurement
<ul style="list-style-type: none"> Carried out thorough failure analysis to determine the exact root cause of problems and implemented horizontal development and permanent measures to prevent recurrence Promoted improvement activities, including analyzing past problems and preventive measures 	★★★★	<ul style="list-style-type: none"> Further improve the design quality of new products, conduct a thorough analysis of quality issues, and carry out continuous improvement activities
<ul style="list-style-type: none"> Provided education on CSV during CSR training for leaders (all general managers) in October (CSR Month) 	★★★★	<ul style="list-style-type: none"> Implement measures to spread awareness of CSV to all employees
<ul style="list-style-type: none"> Co-sponsored numerous concerts, including some performed locally by the Kyoto Symphony Orchestra Supported ROHM Music Foundation activities 	★★★★	<ul style="list-style-type: none"> Continue to support music culture
<ul style="list-style-type: none"> Contributed to the Kyoto region by sponsoring the Kyoto Sanga F.C. soccer team and Kyoto Gakusei Saiten festival Supported the redevelopment of Kyoto Kaikan by acquiring the naming rights (and renaming it ROHM Theater Kyoto) Carried out donations of monetary and commodity goods with the local subsidiary for victims of the typhoon in the Philippines 	★★★★	<ul style="list-style-type: none"> Continue to provide donations and sponsorships in a timely and appropriate manner based on social need
<ul style="list-style-type: none"> Created a scheme for employee-participation manufacturing classes Supported a research project by university students at ROHM Plaza and established university scholarships Supported the Great East Japan Earthquake recovery efforts through the Arigato-Bon program 	★★★	<ul style="list-style-type: none"> Continue to support local communities and provide a forum for industry-government-university collaboration Commence employee participation manufacturing classes

Evaluation criteria: ★★★★★ Achieved target/plan ★★ Slight gap between target/plan and achievements ★ Large gap between target/plan and achievements

Company Information

Corporate Data

Company Name: ROHM Co., Ltd.
Headquarters: 21 Saian Mizosaki-cho, Ukyo-ku,
 Kyoto 615-8585 Japan
 Tel: +81-75-311-2121
 Fax: +81-75-315-0172
Date Established: September 17, 1958
Representative: Satoshi Sawamura, President
Capital: 86,969 million JPY (as of March 31, 2014)
Sales Volume: Consolidated 331,087 million JPY
 (fiscal year ending March 2014)

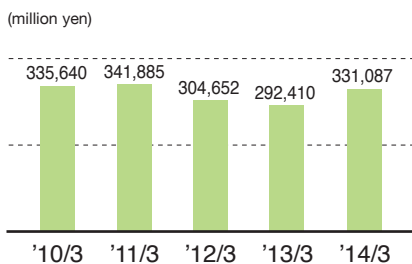
Board of Directors

President	Satoshi Sawamura
Managing Director	Hidemi Takasu
Director	Tadanobu Fujiwara
	Eiichi Sasayama
	Toshiki Takano
	Isao Matsumoto
	Katsumi Azuma
	Masahiko Yamazaki
	Hachiro Kawamoto ★
	Koichi Nishioka ★ <small>★Outside Directors</small>
Company Auditors	Yoshiaki Shibata ★
	Hideo Iwata ★
	Yasuhito Tamaki ★
	Shinya Murao ★
	Haruo Kitamura ★ <small>★Outside Company Auditors</small>

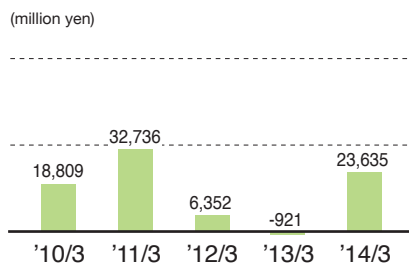
Organization Chart



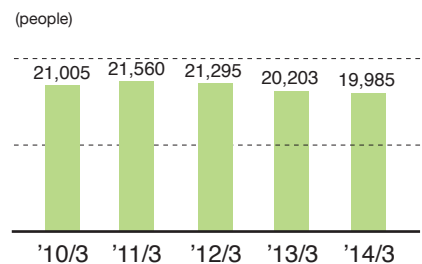
Sales Volume



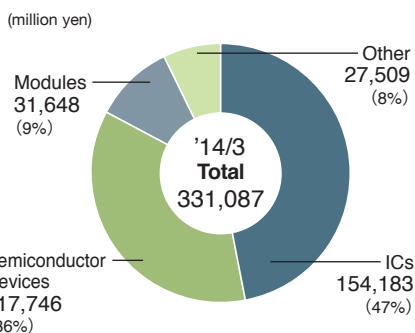
Operating Income



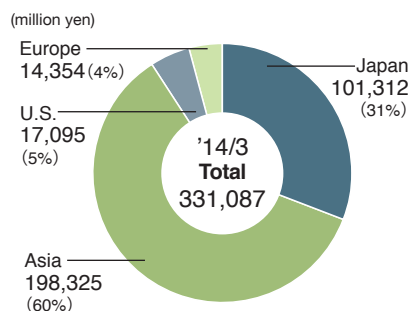
Number of Employees



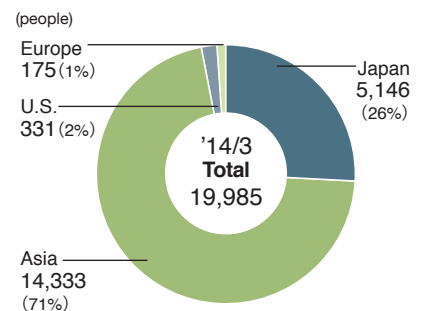
Sales by Segment



Sales by Region



Employees by Region



*Figures are rounded down to the nearest million yen, and any fractions are rounded off.

Major ROHM Group Offices/Centers

<Japan>

Sales Offices

Japanese Sales Headquarters

Kyoto	TEL: +81-75-365-1077	Mito	TEL: +81-29-300-0585
Tokyo	TEL: +81-3-6280-0820	Nishi-Tokyo	TEL: +81-42-648-7821
Yokohama	TEL: +81-45-476-2121	Sendai	TEL: +81-22-295-3011
Nagoya	TEL: +81-52-951-9311	Takasaki	TEL: +81-27-310-7111
Fukuoka	TEL: +81-92-483-3496	Utsunomiya	TEL: +81-28-633-2271
Matsumoto	TEL: +81-263-34-8601		

Production Facilities

ROHMCo., Ltd.	TEL: +81-75-311-2121
ROHM Hamamatsu Co., Ltd.	TEL: +81-53-468-1000
ROHM Wako Co., Ltd.	TEL: +81-865-67-0111
ROHM Apollo Co., Ltd.	TEL: +81-943-32-3000
ROHM Mechatech Co., Ltd.	TEL: +81-771-25-4717
LAPIS Semiconductor Co., Ltd.	TEL: +81-45-476-9212
LAPIS Semiconductor Miyagi Co., Ltd.	TEL: +81-22-345-1211
LAPIS Semiconductor Miyazaki Co., Ltd.	TEL: +81-985-85-5111
AGLED Co., Ltd.	TEL: +81-72-770-8060

<Global>

Main Sales Office

ASIA	ROHM Semiconductor Korea Corporation TEL: +82-2-8182-700
	ROHM Semiconductor Trading (Dalian) Co., Ltd. TEL: +86-411-8230-8549
	ROHM Semiconductor (Shanghai) Co., Ltd. TEL: +86-21-6072-8612
	ROHM Semiconductor (Shenzhen) Co., Ltd. TEL: +86-755-8307-3008
	ROHM Semiconductor Hong Kong Co., Ltd. TEL: +852-2740-6262
	ROHM Semiconductor Taiwan Co., Ltd. TEL: +886-2-2500-6956
	ROHM Semiconductor Singapore Pte. Ltd. TEL: +65-6436-5100
	ROHM Semiconductor Philippines Corporation TEL: +63-2-807-6872
	ROHM Semiconductor (Thailand) Co., Ltd. TEL: +66-2-254-4890
	ROHM Semiconductor Malaysia Sdn. Bhd. TEL: +60-3-7931-8155
	ROHM Semiconductor India Pvt. Ltd. TEL: +91-44-4352-0008
AMERICA	ROHM Semiconductor USA., LLC TEL: +1-408-720-1900
	ROHM Semiconductor do Brasil Ltda. TEL: +55-11-3539-6320
EUROPE	ROHM Semiconductor GmbH TEL: +49-2154-921-0

R&D Centers

Kyoto Technology Center (Head Office)	TEL: +81-75-311-2121
Kyoto Technology Center (Kyoto Ekimae)	TEL: +81-75-365-1073
Yokohama Technology Center	TEL: +81-45-476-2131

Distribution / Other Group Companies

ROHM Logistec Co., Ltd.	TEL: +81-865-44-3181
Narita Giken Co., Ltd.	TEL: +81-6-6433-0410

Production Facilities

ASIA	ROHM Korea Corporation TEL: +82-2-8182-600
	ROHM Electronics Philippines, Inc. TEL: +63-2-894-1536
	ROHM Integrated Systems (Thailand) Co., Ltd. TEL: +66-2-909-7100
	ROHM Semiconductor(China) Co., Ltd. TEL: +86-22-8398-9000
	ROHM Electronics Dalian Co., Ltd. TEL: +86-411-8762-0001
	ROHM-Wako Electronics (Malaysia) Sdn. Bhd. TEL: +60(9)7741500
	ROHM Mechatech Philippines, Inc. TEL: +63-46-430-2281
	ROHM Mechatech (Thailand) Co., Ltd. TEL: +66-36-374-580 to 4
	ROHM Mechatech (Tianjin) Co., Ltd. TEL: +86-22-2388-8585
AMERICA	Kionix, Inc. TEL: +1-607-257-1080
	SiCrystal AG TEL: +49-911-8177599-0

R&D Centers

ASIA	Korea Design Center	TEL: +82-2-8182-785
	Shanghai Design Center	TEL: +86-21-6072-8612
	Shenzhen Design Center	TEL: +86-755-8307-3008
	Taiwan Design Center	TEL: +886-2-2500-9390
AMERICA	America Design Center (San Diego)	TEL: +1-858-625-3600
	America Design Center (Santa Clara)	TEL: +1-408-720-1900
EUROPE	Europe Design Center	TEL: +49-2154-9210



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