



ROHM Group Innovation Report 2012

Our continuing efforts to achieve a sustainable society

Editorial Policies

Purpose of publishing this report

ROHM is currently striving towards actualizing NEXT50; our vision of what the next 50 years will bring, by helping to achieve a sustainable society through innovations in product and management quality. Starting this year we will publish 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 of CSR (Corporate Social Responsibility) Report. The current report is a further development of these previous efforts.

Reporting organizations

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

Reporting period

Year 2011 (April 1, 2011 to March 31, 2012)
Reports on events and initiatives before and after this period are also discussed in part.

Published on:

July 2012

(Next issue: July 2013; previous issue: July 2011)

Guidelines used for reference

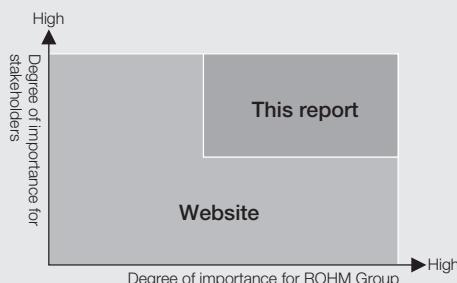
- GRI Sustainability Reporting Guidelines Version 3.1
- Japanese Standards Association's ISO26000:2010
- Ministry of the Environment's Environmental Reporting Guidelines 2007 Version

Relationship with other reports

Information on CSR (including environmental conservation)

ROHM's website includes information on CSR Initiatives that are not included in this report (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 published Interim Reports and Annual Reports that are available on its website in PDF format.

Corporate information

<http://www.rohm.com/corporate/index.html>

CSR initiatives

<http://www.rohm.co.jp/csr/>

Investor Relations

<http://www.rohm.com/financial/index.html>

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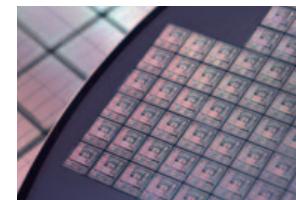
ROHM Spirit — Promoting a free,
uninhibited culture

Incorporating employee feedback into management plans



Product Quality Innovation

ROHM Products ~ Highlight



Business Processes

R&D

Production / Quality Assurance

ROHM Spirit — Collaborating with a
diverse group of individuals

Academic-industrial collaboration with universities in Japan and abroad



Management Quality Innovation



Highlight (Strengthening the
system to ensure stable supply)

CSR Performance (Report of activities based on ISO26000)

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ROHM Spirit — Nurturing
young musicians

Contributing to musical culture



Company Information

Company Mission and Policies

ROHM has communicated the Company Mission, that has existed since its founding, to its employees 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 this Company Mission are laid out and serve as guidelines for 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.

Since ROHM's inception, the environment that surrounds the company has changed to note the rise of an information-oriented society and diversification of values among the people, but these policies remain unchanged and serve as the driving force of business activities.

President's Message

Helping to promote a sustainable society through innovations in product and management quality

With the collaborative effort of the ROHM Group we will fulfill our commitments in providing a stable supply to customers

On behalf of all the employees at ROHM, I wish to extend our deepest sympathies to victims of the major floods that hit Thailand in 2011. We pray for a quick recovery in the disaster-stricken areas. The floods dealt a heavy blow to local communities and inflicted damage to industrial complexes used as production bases by many manufacturing businesses. The ROHM Group also suffered in the floods, with operations being suspended at LAPIS Semiconductor (Ayutthaya) Co., Ltd. in Ayutthaya on October 8 and ROHM Integrated Systems (Thailand) Co., Ltd. and ROHM Mechatech (Thailand) Co., Ltd. in Pathum Thani on October 15. We would like to express our sincerest apologies for the great inconvenience this has caused to many of our customers.

Upon suspension of operations at the production sites, the ROHM Group immediately brought together the collective efforts of the entire Group to maintain equipment and carry out recovery efforts. In addition, we took prompt action that included lifting out submerged equipment and molds and resuming production at other affiliated company plants. Thanks to these

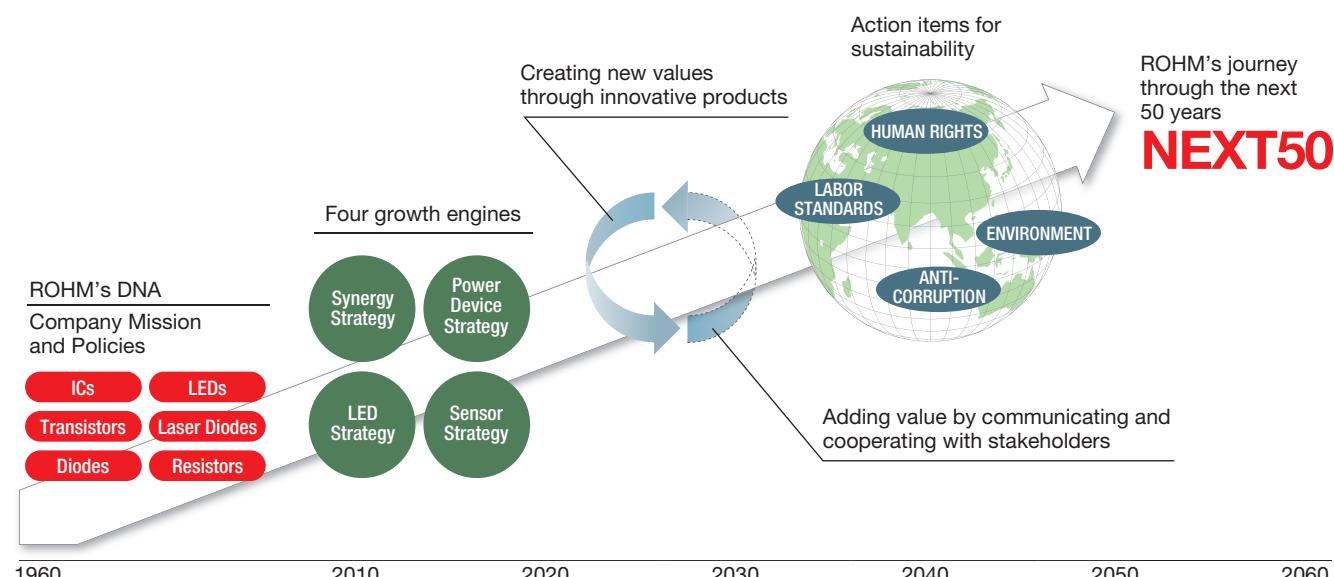
responses, we were able to recover to our pre-flood supply levels as soon as January, 2012, two months earlier than initially predicted.

Taking this recent disaster as an example, the ROHM Group is making concerted efforts to strengthen the stability of its supply system. First, we are strengthening our multiple-base production system in preparation for future disasters by building a system that enables production at multiple plants for all of our products. We are conducting risk diagnostics and working on measures at every production site to thoroughly examine various risks against but not limited to earthquakes, floods and other natural disasters.

Four growth engines—Creating new value added high quality innovative products

In 2008 we celebrated our 50th anniversary and created a 'NEXT50' campaign focused on our goal, activities, and expectations for the next 50 years. One such activity is establishing four growth engines, centered on 'Synergy', 'Power Devices', 'LEDs', and 'Sensors', in order to contribute to society through sustainable growth.

'Synergy Strategy' involves creating new added



value by fully exploiting the synergy created by combining ROHM's expertise in analog IC technology and LAPI Semiconductor's strength in digital IC technology. This strategy has already begun yielding results, such as the early completion of a dedicated chipset development for Intel processors in September 2010.

'Power Device Strategy' involves integrating device, power IC control, and module technologies in order to develop power semiconductors capable of efficient power conversion. In particular, we are focusing our efforts on developing power devices comprised of silicon carbide (SiC), a compound that achieves far better energy savings and miniaturization than conventional silicon (Si). In March 2012, ROHM was the first in the world to successfully begin mass production of full-SiC power modules. These modules are being used more and more in fields such as industrial equipment, solar power systems, electric cars and plug-in hybrid cars, and will likely contribute to energy conservation for society as a whole.

'LED Strategy' involves contributing to energy conservation in society by providing total LED solutions for the lighting industry, from LED components to driver ICs and power supply modules. We are steadily expanding our lineup of consumer LED lighting devices and fixtures under the AGLED brand, which was launched in June 2011.

'Sensor Strategy' involves responding to the needs of the sensor device market, in which there is a growing demand for sensors in a variety of applications, including smartphones, automotive safety devices, security systems, and even medical instruments. We are working on strengthening our already world-class lineup while leveraging the considerable resources of Kionix, Inc., a pioneer in MEMS accelerations sensor technology that joined the ROHM Group in FY 2009.

As part of this strategy, in addition to the automotive sector in which we have been previously active, from FY 2012 we will further respond to the needs of society and our customers in a variety of fields by strengthening our efforts in the industrial equipment market.

With four growth engines positioned at the core, the ROHM Group has the potential to make significant



Satoshi Sawamura
President

contributions to virtually all aspects of society. And although solving social issues is never easy, we will continue to implement these strategies using ideas and approaches that break previous norms and concepts.

◆ Increasing management quality and solving issues in sustainability

To become a company preferred not only by customers but stakeholders throughout the world, we must provide innovative, high quality, value-added products. It is therefore essential that we improve our management quality to allow us to oversee the entire value chain across the globe, identify key challenges in attaining sustainability, and overcoming those challenges.

In May 2011, ROHM signed the UN Global Compact (UNGC), exemplifying our commitment to aligning our operations and strategies with 10 universally accepted principles in the areas of human rights, labor standards, environment and anti-corruption—among not only ROHM Group companies, but our partners and affiliates as well. We hope to fulfill our corporate social responsibility (CSR) initiatives throughout the entire value chain.

In FY 2011, we used the ISO26000 international standard on social responsibility as a guide to assess

President's Message

ROHM Group products, businesses and value chain along each of the 7 core ISO26000 themes and determine priority CSR issues (see below, P33). With the participation of all of our stakeholders, the entire ROHM Group will continue implementing the PDCA (Plan, Do, Check, Act) cycle and make efforts to resolve these issues.

ROHM has also been strengthening its organizational system for carrying out and managing CSR activities among all group companies. A new CSR committee was formed in June 2011, and a CSR Division was created under the direct control of the ROHM President. This office has since become the center for CSR activities and its officers undertake instruction and management of

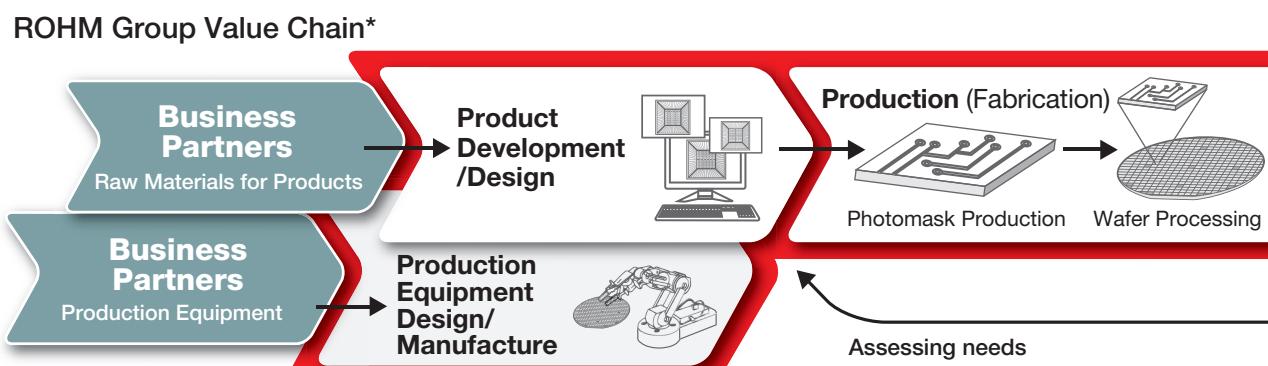
CSR activities for all affiliated companies of the ROHM Group both in Japan and abroad.

Internal audits concerning CSR have begun in FY 2012 in order to further improve the reliability of ROHM's global CSR management.

◆ ROHM DNA—taking on challenges to achieve corporate goals

ROHM was founded in 1958 as a manufacturer of resistors that were groundbreaking at the time for their small size. In 1967 the company broke into the semiconductor business and became the first Japanese company to establish a base in Silicon Valley.

ROHM Group's continuing efforts to towards a sustainable society



ROHM's Integrated System

A prime feature of ROHM Group's value chain is that it is an integrated system that encompasses everything from product development and design to production, marketing and related services. Even the design and manufacture of production equipment is included, making it possible for ROHM to provide innovative products that contribute to resolving social issues. Ensuring product quality and providing a stable supply as well as properly training employees around the world are also important responsibilities of the ROHM Group.

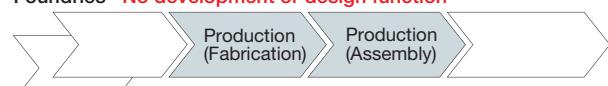
By implementing innovations in product and management quality, the ROHM Group hopes to fulfill these responsibilities and deliver added value to our customers.

Priority CSR Issues of the ROHM Group

- Provide a stable supply of high quality products
- Resolve social issues through product innovations
- Develop human resources for the global economy

Competitor Value Chains*

Foundries No development or design function



Factories without fabrication facilities No production function



Regular vertically integrated factories

No design or manufacturing function for production equipment



* Value chain: A term for describing all the business activities of a given company, from procurement of raw materials and production to marketing of products and services, as "a process for adding and accumulating value." It is also used to describe the entire process of certain products and services reaching their ultimate beneficiaries through the activities of multiple companies and stakeholders (interested parties).

ROHM will continue attempting new challenges in order to fulfill our company mission, which is "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."

June 2012

Satoshi Sawamura

Satoshi Sawamura

President
ROHM Co., Ltd.

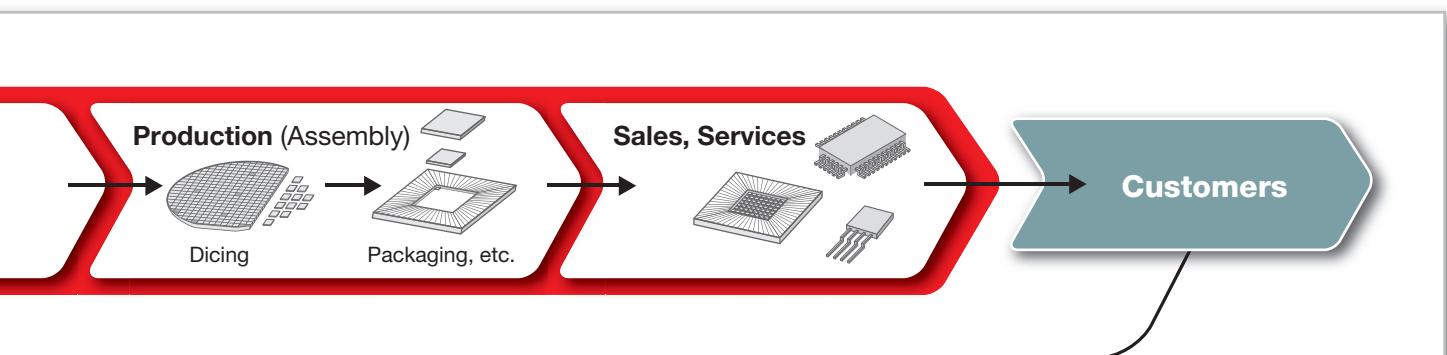
What is the UN Global Compact (UNGC)

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 standards, environment and anti-corruption.



What is ISO26000

ISO26000 is a guideline for social responsibility (SR) launched by the International Organization for Standardization (ISO). It is considered a guide for fulfilling SR.



Product quality innovations

● Resolve social issues through four growth engines



Quickly develop and provide advanced ICs that meet customer needs through collaboration between ROHM and LAPI Semiconductor Co., Ltd.



Develop and provide power devices that contribute to energy conservation and prevent global warming



Develop and provide LED products that contribute to energy conservation and prevent global warming



Develop and provide sensor devices for security and other systems that contribute to a safer, more secure society

● Product quality assurance

Carry out design, production and all other company activities based on a foundation of "quality first" to ensure the highest quality for customers.

Management quality innovations

● Reinforcing a stable supply system

ROHM is striving to reinforce its integrated system in order to provide a stable supply of products to customers throughout the world at any given time.

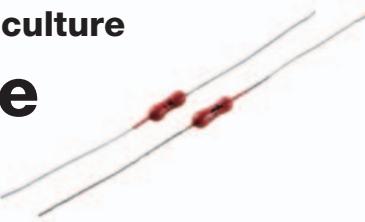
● Reducing environmental burden

ROHM manufactures its own production equipment, making it easier to take voluntary efforts to reduce environmental impact. The Group is working to achieve goals for reducing CO₂ emissions, chemical usage and water consumption as specified in its medium-term environmental targets for FY 2020.

● Strengthening the global CSR management system

As a global company, ROHM is strengthening its system to fulfill CSR throughout the entire value chain, based on the 10 principles of the UN Global Compact and on the international standard ISO26000.

Incorporating employee feedback into management plans



Among ROHM's first resistors

A major advantage of ROHM is the free, uninhibited culture based on a capitalist spirit that has been passed down through the years since the company was founded. Many opportunities for dialogue are provided between ROHM's president and the employees, and each employee is encouraged to exercise free thinking in shaping the company's future. ROHM fosters a culture of unrestrained communication.

Active dialogues between ROHM's President and employees

ROHM places great importance on dialogue with employees, because employees are also important stakeholders, and increasing employee satisfaction leads to greater satisfaction for other stakeholders.

Based on this concept, since April 2010, ROHM has held over 50 dialogues between the company president and its employees, totaling as many as 350 participants. These opportunities allow the president to convey the state of the company and employees the chance to bring up various workplace issues. And together, they can brainstorm ideas to resolve those issues.

Due to the diversity of topics, such as 'improvements in workplace environment' and 'ideas to increase customer satisfaction,' heated discussions have run longer than 5 hours.

Reforming the development and sales structure based on employee feedback

Feedback from employees actually comes into play when improving the company's structural organization and operations.

As an example, one employee's idea that "ROHM needs to strengthen its system for responding to the varied needs of its customers" initiated the establishment of Product Strategy Departments for each market in the New Product Development Division. Another employee's opinion, that "customers carrying out business operations in multiple regions throughout the world want high quality services that are consistent across the various regions," was the basis for reorganizing the sales structure from region-specific to customer-specific. Now, a single sales group works with customers carrying out business operations in multiple regions.

ROHM creates numerous opportunities for dialogue in order to foster uninhibited discussions that actively incorporate employee feedback into its management plan.

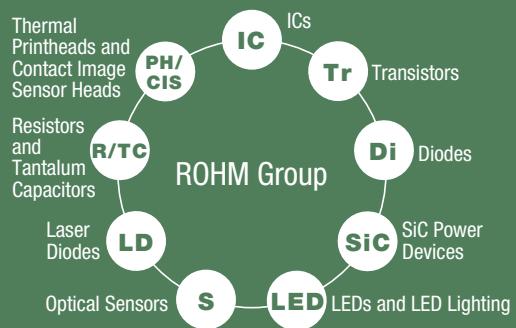


A dialogue between the company president and employees

Product Quality Innovation

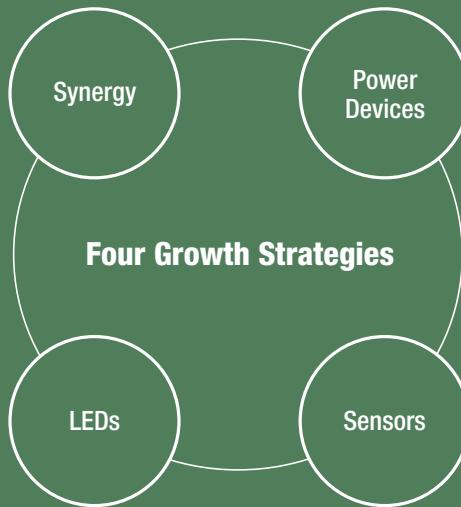
Strategy

Product Categories — p. 9-14



ROHM offers a full lineup that crosses a diverse variety of product areas to meet a range of customer needs

Key Areas



The ROHM Group is committed towards developing innovative products that can help resolve social issues based on four key strategies

R&D / PRODUCTION / QA — p. 15-16

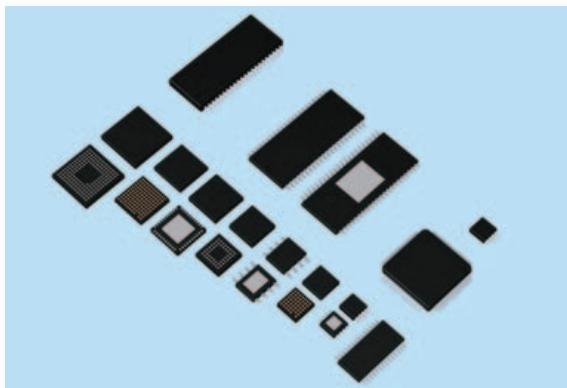
Meeting the needs of customers and society through new features and innovative technologies

The ROHM Group offers products that not only meet the varied needs of its customers, but also contribute to resolving a variety of social issues, such as energy conservation.



IC ICs

IC development at ROHM is focused on creating features that meet customer requirements in a diverse array of fields, including wireless and communications, power and green energy, automotive, AV, and display. ROHM is also working on developing a system IC that provides high added-value through the development of new processing technology in anticipation of future needs.



IC Products

- EEPROMs
- Operational Amplifiers / Comparators
- Voltage Detector ICs (Reset ICs)
- Clock Generator ICs
- Analog Switches / Logic ICs
- D/A Converters
- Sensor ICs
- Linear Regulators
- Switching Regulators
- Power Management ICs
- Automotive Regulators
- Motor Drivers
- LED / LCD Drivers
- IT Equipment / Interface ICs
- Video and Imaging ICs
- Audio ICs



Wire bonding line



Chemical/mechanical polish



In-line ArF scanning stepper

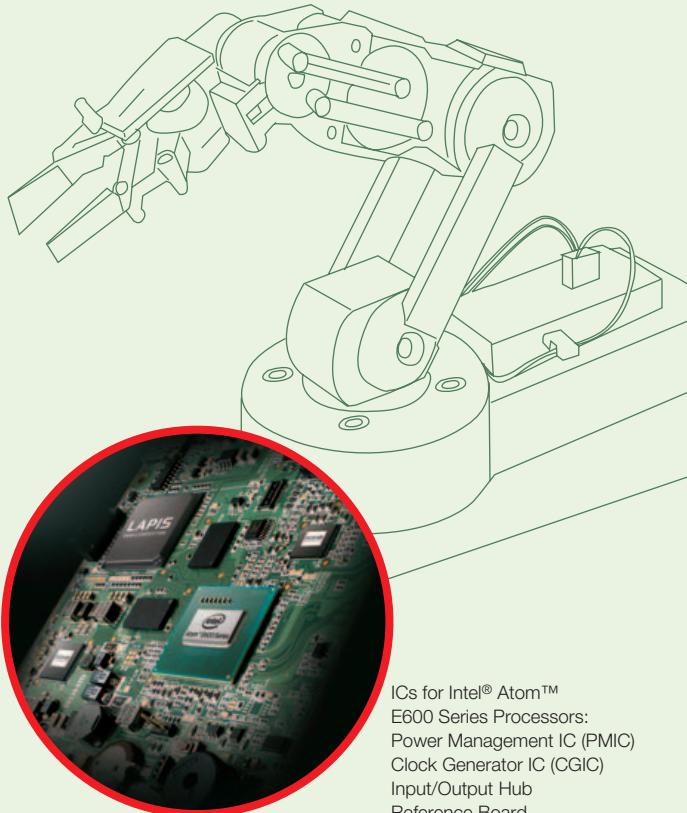
Highlight

Developing a chipset in record time through group synergy

The Intel® Atom™ Processor E600 series developed for embedded devices maximizes performance in general-purpose embedded CPU boards, industrial equipment, car infotainment devices and web-linked IP phones.

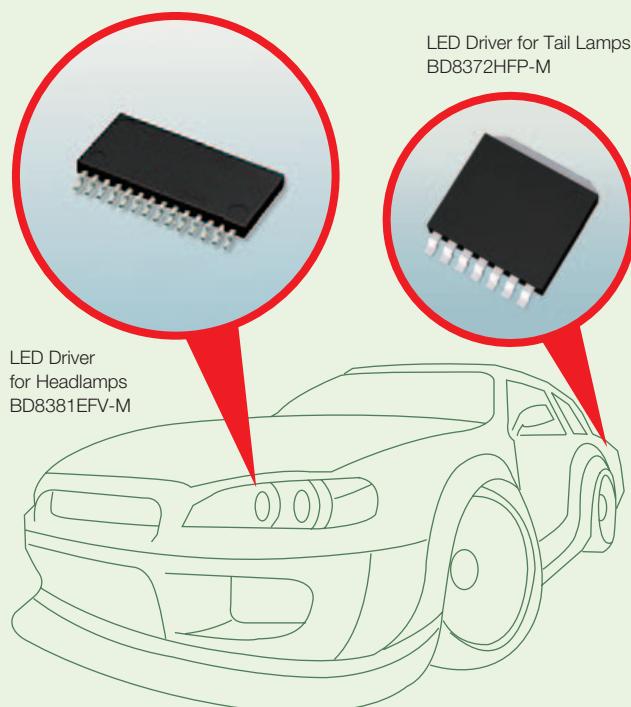
ROHM, together with LAPI Semiconductor Co., Ltd., a ROHM Group company, were selected to develop a dedicated chipset for Intel's new series. ROHM is an industry leader in power system ICs while LAPI Semiconductor Co., Ltd. excels in communications system ICs. The strengths of both companies were brought together to develop power management and clock generator ICs, input/output hubs and a reference board for the chipset.

From the initial stages of development, the two companies worked closely with Intel®. The resulting synergy from combining the latest technologies from the 3 companies enabled the development of a highly integrated, high-performance chipset.



ICs for Intel® Atom™
E600 Series Processors:
Power Management IC (PMIC)
Clock Generator IC (CGIC)
Input/Output Hub
Reference Board

LED drivers that increase safety and improve visibility in vehicles

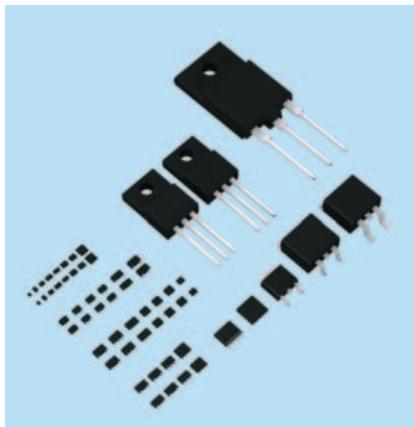


ROHM has patented critical technology for its LED driver circuit, a drive unit that enables efficient illumination of LED lamps. A broad lineup of LED drivers is offered for a variety of applications, including panel backlights, along with an LED driver for car headlamps. Particularly in North America and Europe, cars are increasingly being required to have LED daytime running lights (DRLs) in order to improve visibility and safety. The BD8381EFV-M LED driver developed by ROHM features a built-in oscillation circuit for DRLs, enabling PWM dimming* without a microcontroller. Multiple protection functions are also included for improved reliability and fewer part count.

For vehicle tail lamps ROHM offers the BD8372HFP-M LED driver, featuring an output current accuracy of $\pm 3\%$, minimizing brightness fluctuations considerably compared with conventional products.

* Used for efficient light control

ROHM Products

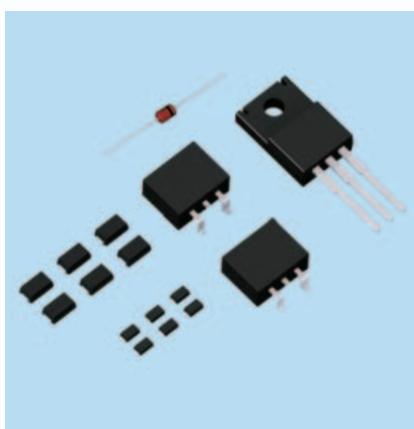


Tr Transistors

ROHM, one of the largest manufacturers of transistors in the industry, develops transistors based on the concepts of energy savings, space efficiency, and reliability. Besides MOSFETs and bipolar transistors, ROHM offers digital transistors that integrate a resistor (a ROHM original) and complex transistors featuring two or more elements.

Tr Products

- MOSFETs
- Bipolar Transistors
- Digital Transistors
- Complex Transistors

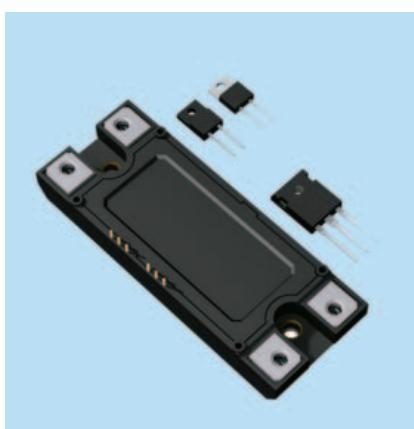


Di Diodes

ROHM offers an industry-leading lineup of diodes featuring high reliability, ultra-compact packages, and low loss. In addition, cutting-edge expertise in the small-signal and medium power sectors makes it possible to develop high quality power Schottky barrier diodes and fast recovery diodes for power applications.

Di Products

- Schottky Barrier Diodes
- Rectifier Diodes
- Fast Recovery Diodes
- Zener Diodes
- Switching Diodes
- Band Switching Diodes
- PIN Diodes
- Detection Schottky Diodes



SiC SiC Power Devices

SiC (silicon carbide) shows promise as a next-generation low-loss element due to its lower switching loss and superior operating characteristics at high temperatures compared with silicon devices. ROHM is the largest producer of SiC products for inverters for solar and wind power generation, chargers for plug-in hybrid/electric cars, and inverters for industrial equipment and air-conditioners.

SiC Products

- SiC Schottky Barrier Diodes
- SiC MOSFETs
- Full-SiC Power Modules



Transistor production line



Diode production line



SiC epitaxial device

Highlight

Mass-produced full-SiC power module achieves enormous reductions in power loss

Power loss reduced up to 47%

SiC (silicon carbide) is a semiconductor material that is quickly garnering interest from a number of industries, such as electric power companies, automakers, and electronics manufacturers, as the successor to silicon in next-generation semiconductor devices. In the power sector in particular, replacing silicon (Si) with SiC (i.e. in inverters) is expected to yield much greater efficiency in a smaller form factor.

According to the New Energy and Industrial Technology Development Organization (NEDO), the energy-saving effects achieved by application of SiC devices will reach 53,900,000 kL/year (crude oil equivalent) by 2030.

In March 2012, ROHM was the first supplier in the world to establish a system for mass producing full-SiC power modules that feature semiconductor elements comprised entirely of SiC, reducing power loss by approx. 47% compared to conventional silicon-based products.

Supplying SiC products through ROHM's integrated production system

The ROHM Group has established a system for integrated production, from wafers to packaging, of all SiC power devices used in vehicles, trains, industrial equipment, home consumer appliances and other applications.

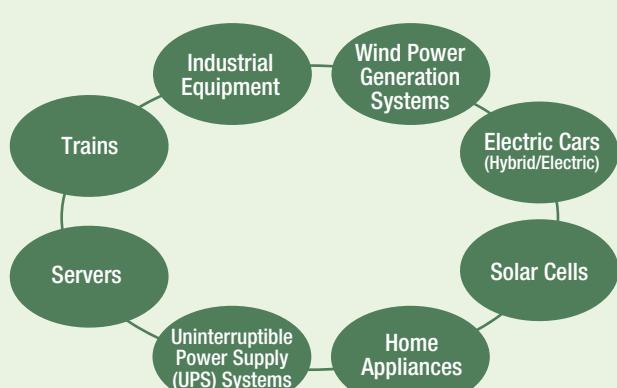
ROHM is developing SiC devices that provide even lower power consumption in order to minimize environmental impact and prevent global warming.

Predicted energy conservation from utilizing SiC devices by 2030



Source: FED-recommissioned survey on NEDO energy-saving rolling

SiC Power Device Applications

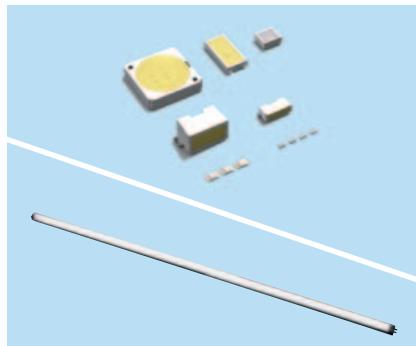


SiC power devices show promise for solar power generation applications



Full-SiC power module
BSM100D12P2C005

ROHM Products



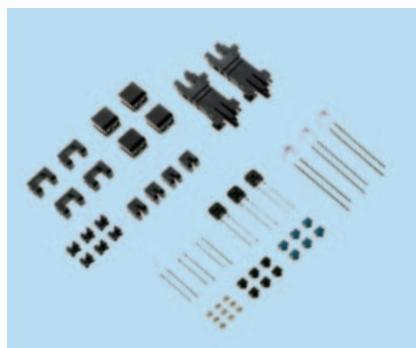
LED

LEDs and LED Lighting

ROHM LEDs provide superior visibility and reliability and have proven results in numerous vehicle applications requiring high reliability. ROHM has combined disparate technologies across different product lines to achieve optimum efficiency with low power consumption.

LED Products

- Chip LEDs
- LED Lamps
- LED Lighting
- LED Numerical Displays
- LED Dot Matrix Units



S

Optical Sensors

ROHM's diverse lineup of optical sensors are designed to detect a variety of environmental phenomena, such as motion, and can be configured to meet customer needs. ROHM utilizes an integrated production system from fabrication of photo emitting/receiving devices to production of finished products, ensuring unmatched quality.

S Products

- Transmission Type Photointerrupters
- Reflective Type Photosensors
- Infrared LEDs
- Photodiodes
- Phototransistors
- 4 Direction Detector



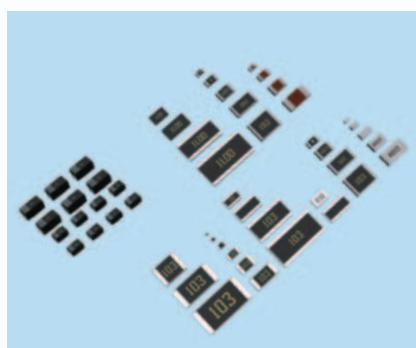
LD

Laser Diodes

ROHM commands a large market share in the laser diode sector. Stable production is achieved by effective use of common assembly lines, made possible due to broad product compatibility. The wide lineup includes both low-power and high-power types.

LD Products

- 660/780nm High-power Dual Wavelength Lasers
- 660/780nm Low-power Dual Wavelength Lasers
- High-speed Multi-beam Lasers
- 660nm Low-power Lasers
- 780nm High-speed Lasers
- 780nm Low-power Lasers



R/TC

Resistors and Tantalum Capacitors

ROHM was the first supplier to offer thick-film chip resistors and chip resistor networks—essential to IT equipment. The broad lineup features ultra-high reliability in a compact size. ROHM also offers tantalum capacitors with greater capacitance in a smaller form factor.

R/TC Products

- Thick Film Chip Resistors
- Low Ohmic Chip Resistors for Current Detection
- Ultra-low Ohmic Jumper Resistors
- High Power Chip Resistors
- Anti-surge Chip Resistors
- High Voltage Resistance Chip Resistors
- Sulfur Tolerant Chip Resistors
- Tantalum Capacitors
- Conductive Polymer Capacitors



PH/CIS

Thermal Printheads and Contact Image Sensor Heads

ROHM offers an industry-leading lineup of thermal printheads utilizing thick-film, thin-film, and IC technologies. In addition, contact image sensor heads are available that adopt optical and IC technologies for greater compactness, less weight, and improved performance.

PH/CIS Products

- Thermal Printheads
 - For fax machines
 - For mobile printers
 - For gaming equipment and ATMs
- Contact Image Sensor Heads
 - For POS terminals
 - High resolution type
 - 8-inch type
 - Low-inch type

Highlight

LED lighting saves energy in homes and offices

Ceiling lights that offer among the highest energy savings in the industry

AGLED Co., Ltd., a ROHM Group company that offers residential LED lighting and fixtures, launched 6 types of LED ceiling lights in March 2012.

They provide not only industry-leading energy savings and power consumption, but are also equipped with a circadian lighting mode as a standard feature that automatically adjusts the light according to the user's biological rhythms.



LED ceiling light
AC401YC (thin type)

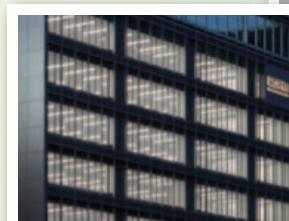
Green building utilizing all LED lighting

In May 2010, ROHM carried out a large-scale renovation of its Kyoto Ekimae Building, which serves as its base for sales and development. The entire building was retrofitted with ROHM LED lamps, which, together with other initiatives, has cut annual power consumption by about 30%.

Other energy-saving initiatives include the use of highly efficient air-conditioning equipment, solar panels, rooftop gardening, and erecting a double-skin curtain wall.



ROHM Kyoto Ekimae Building

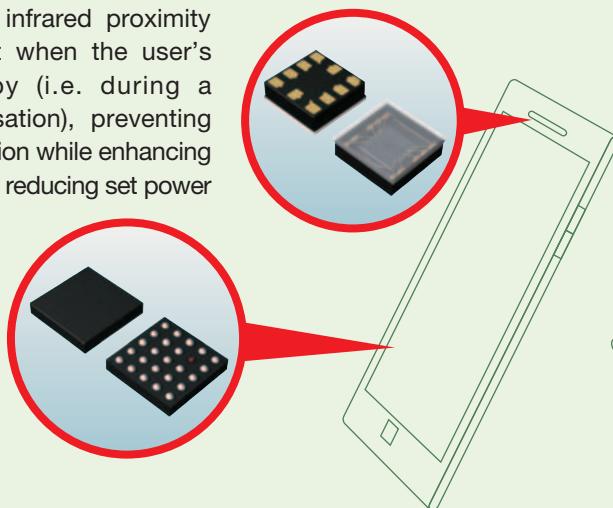


ROHM Kyoto Ekimae Building
(lit up)

A variety of sensor-related products support increased power savings and comfortable operation in smartphones

Proximity sensor IC that reduces power consumption

ROHM optical infrared proximity sensors detect when the user's face is nearby (i.e. during a phone conversation), preventing incorrect operation while enhancing functionality and reducing set power consumption.

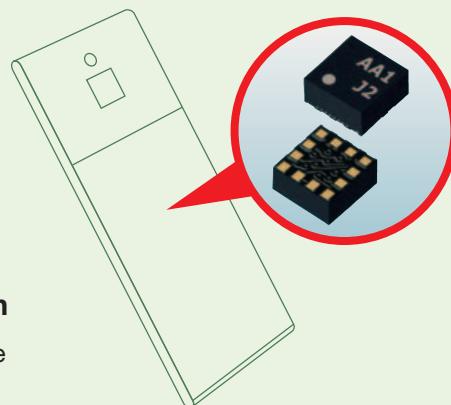


Controller IC that supports comfortable touch operation

Controller ICs for touch screens are offered that enable intuitive operation for both capacitive and resistive systems.

High performance digital tri-axis acceleration sensor featuring reduced power consumption

Digital tri-axis acceleration sensors offered by ROHM Group company Kionix, Inc. provide lower power consumption and increased performance. They detect tilting and other movements as well as direction of travel.



Business Processes

R&D

Anticipating the next generation

With the fundamental philosophy of "contributing to society through electronics," the ROHM Group undertakes the development of products that is expected to be useful to society. In addition, ROHM pursues R&D activities that coordinate everything from materials, design and manufacturing technologies to quality improvement activities in order to develop products that meet the needs of the next generation. New technologies are constantly being cultivated based on the concept of "MORE THAN MOORE*."

From 'MORE MOORE' to 'MORE THAN MOORE*'*

Creating new features in devices through material innovations

Biomaterials
Compound semiconductors
Organic semiconductors
Combined metal oxide
Nano-materials
Ferroelectric materials
Organic materials
SiC

Developing advanced complex devices by integrating disparate technologies from a variety of fields

Magnetics Electronics Optics
MEMS/NEMS Bio Medicine
Nanotechnology Photonics
Spintronics Mechanics

Environmental Sustainability

Safety

Security

Comfort

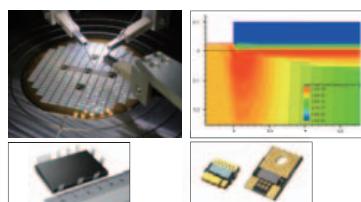
Convenience

* MORE THAN MOORE: Refine Moore's Law and cultivate functional innovations by fusing different technologies and incorporating new materials.

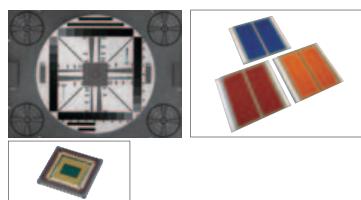
ROHM actively adopts new materials to pursue R&D of novel devices that achieve breakthroughs in efficiency, functionality and miniaturization.

- SiC
 - SiC MOSFETs
 - SiC SBDs
 - SiC Power Modules
 - SiC Transfer Modules
- GaN
- IPMs (Intelligent Power Modules)
- High-temperature Capacitors

Power



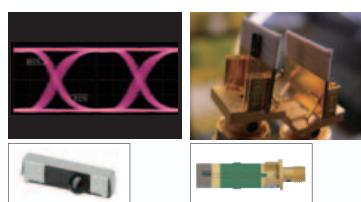
Sensing



ROHM conducts R&D activities that combine biotechnology with technology that realizes battery-less, wireless sensor networks based on the goals of energy conservation, safety and security.

- Visible and Near-infrared Image Sensors
- Infrared Image Sensors
- X-ray Image Sensors
- UV Sensors
- Stress Sensors
- Pulse Wave Sensors
- Blood Testing Devices
- Blood Assay Chips
- Dye-sensitized Photoelectric Conversion Devices
- Electric Double Layer Capacitors

Photonics & Optics



ROHM pursues R&D of optical functions with high added-value based on optical semiconductor technology in order to achieve high speed, broadband communications.

- Laser Diodes
- Optical Communications Modules
- High Output Photonic Crystal Lasers
- Terahertz Transmitting/Receiving Devices

Highlight

Expanding new technology in the fields of health and medicine

ROHM has developed a compact blood testing system utilizing µTAS technology. Measurement requires only a minimal amount of blood taken from the fingertip or earlobe and takes just a few minutes, making the system suitable for newborns, children and diabetics. The system is now available for purchase and eliminates the need for conventional large-scale equipment.



Full adoption in clinical practice

ROHM began selling its analyzer based on proprietary technology in October 2008 and in September 2011 brought to market ROHM-branded devices and assay chips for clinical practices.

Licenses Acquired:

- Class II Pharmaceutical Manufacture / Manufacturing Sales License
- Class II Medical Device Manufacture / Manufacturing Sales License

Production / Quality Assurance

Building an integrated production system

The ROHM Group utilizes a completely integrated production system in which all processes, from product design to production, are performed in-house.

Another distinctive feature is that the production system was also developed by ROHM. Specialized engineers for each type of product are responsible for all phases, from design to prototype building and maintenance, ensuring a prompt response to virtually any scenario.

Putting quality first

The ROHM Group pays strict attention to the development and design of new products, the development of production systems, the procurement of raw materials, 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 trained extensively in order to maintain and utilize the quality control system required to continue these activities (see P31).

Design Centers

Promoting localized design and development

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 generates new products that match the needs of local customers.

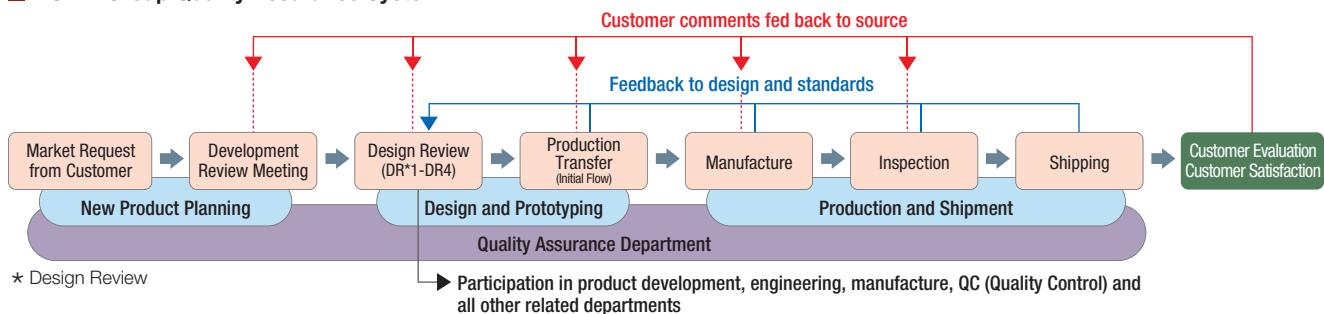
QA Centers

Analyzing quality issues from all angles

The ROHM Group has established product analysis centers called QA (Quality Assurance) Centers 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 reoccurrence. They also analyze countermeasures based on the 4Ms (man, machine, material, method) and carry out ongoing activities for quality improvement that include preventive measures.

ROHM Group Quality Assurance System



A global system that connects closely with customers



ROHM Spirit — Collaborating with a diverse group of individuals

Academic-industrial collaboration with universities in Japan and abroad

ROHM partners with universities and research institutes both in Japan and overseas to actively pursue development activities.

ROHM has been undertaking initiatives to develop useful technology and increase cultural progress through collaborations with Tsinghua University and other research institutes in China and is working on establishing permanent partner relationships.

Collaboration with research institutes, universities and companies in dissimilar fields

In order to develop useful technology that can advance 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.

To promote academic-industrial collaboration, ROHM donated a ROHM Plaza 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.

Comprehensive Academia-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 academia-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. In April 2012, the Tsinghua-ROHM International Forum of Industries and Academia 2012 (TRIFIA2012) was held in this Engineering Hall to commemorate the 60th anniversary of the Electronic Engineering Course, over 2,000 visitors, including special guests and current and past students, were in attendance. A Tsinghua-Rohm Joint Research Center was installed on the 7th floor of the Hall as a base for the collaborative research system. In addition to interns that have also worked there in the past, it will also be home to ROHM employees to enable foster even greater technological development and social contribution based on interpersonal exchange and a deeper understanding of each other's culture.

With these centers as the axis, numerous research collaboration projects have been launched in a variety of fields, such as photonics devices, communications and broadcasting, biochips, POCT (Point of Care Testing) and power devices and systems. The centers promise even more results in the future through increased interaction.



ROHM Plaza at Ritsumeikan University (built in April 2000)



ROHM Plaza at Doshisha University (built in Sept. 2003)



ROHM Plaza at Kyoto University (built in May 2005)



Tsinghua-ROHM Electronic Engineering Hall (built in April 2011)



Opening ceremony for Tsinghua-ROHM Electronic Engineering Hall



Tsinghua-ROHM International Forum of Industries and Academia 2012

Management Quality Innovation

Strategy

UN Global Compact Membership – p. 24



ROHM supports
the United Nations
Global Compact

ISO26000 Initiatives ————— p. 23-34



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

Electronic Industry Citizenship Coalition Code of Conduct (EICC) Initiatives ————— p. 24-25

The ROHM Group is building a management system based on the Electronic Industry Citizenship Coalition Code of Conduct (EICC) and began conducting internal audits in 2012. In addition, ROHM companies receive CSR audits from customers.

Evaluation by Society

ROHM is included in the SRI Index (as of the end of March 2012)



FTSE4Good
Indexes Series



Ethibel Sustainability
Indexes



MS-SRI

Strengthening the system to ensure stable supply

(This article is based on information available at the end of March 2012)



RIST staff dispatched to ROHM Apollo Co., Ltd. in Japan to help with alternate production

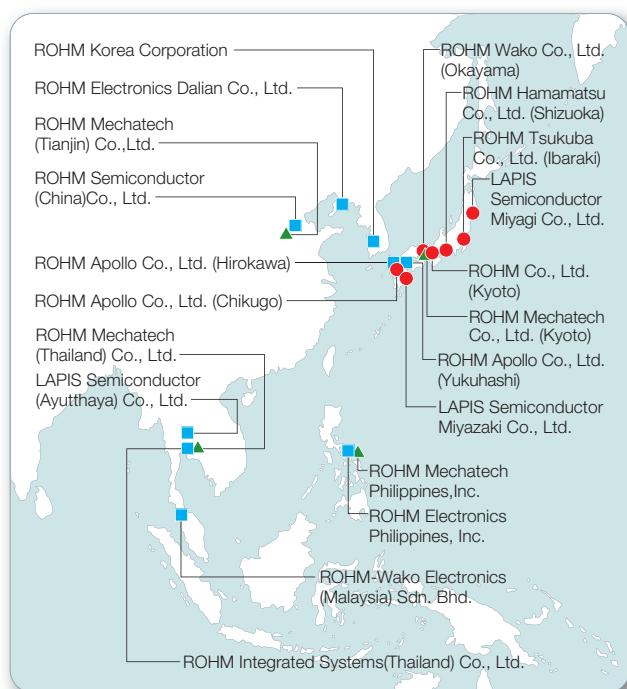
Impact of large-scale natural disasters — Focusing efforts into recovery after suspension of operation at some production sites due to the Thailand floods and achieving quick recovery from damage caused by the Great East Japan Earthquake

In October 2011, flooding in Thailand caused extensive damage to 3 ROHM Group companies, ROHM Integrated Systems (Thailand) Co., Ltd. (RIST), LAPI Semiconductor (Ayutthaya) Co., Ltd. (LSA) and ROHM Mechatech (Thailand) Co., Ltd. (RMT). Although there were no human casualties, operations were suspended due to the submergence of production equipment. A task force formed on October 8 carried out intense recovery efforts at RIST, enabling the resumption of some production lines by mid-November. At the same time, alternate production was implemented at other sites, such as ROHM Electronics Philippines, Inc. and

LAPI Semiconductor Miyazaki Co., Ltd. (for LSA). Through these efforts, ROHM was able to achieve regular pre-suspension supply levels by January 2012.

The Great East Japan Earthquake that struck on March 11, 2011 also caused damage to two companies in the ROHM Group, LAPI Semiconductor Miyagi Co., Ltd. (OKI Semiconductor Miyagi Co., Ltd. at the time) and ROHM Tsukuba Co., Ltd. However, production was resumed at ROHM Tsukuba in late March and in LAPI Semiconductor Miyagi by early April, with production volumes restored to normal levels.

■ ROHM Group Production sites



● Fabrication (FAB) production sites ■ Assembly (ASSY) production sites
▲ Mold and lead frame production sites

■ Production sites that suffered the most damage in the Thailand floods

ROHM Integrated Systems (Thailand) Co., Ltd.

(Navanakorn Industrial Zone, Thailand)



Oct 15 – Operations suspended
Oct 20 – Flooding of the factory buildings
Oct 23 – Efforts begin to remove molds and parts
Nov 16 – Partial recommencement of operations



LAPI Semiconductor (Ayutthaya) Co., Ltd.

(Rojana Industrial Park, Thailand)

(Decision made for closure in January 2012)



Oct 8 – Operations suspended
Oct 10 – Factory becomes flooded. The factory is a one-story building, so, in consideration of future flood damage, alternate production begins at other facilities such as LAPI Semiconductor Miyazaki Co., Ltd.



ROHM's Pledge

To ensure a stable supply system throughout the entire ROHM Group

Takahisa Yamaha

Managing Director
ROHM Co., Ltd.



On behalf of ROHM, I would like to express our sincere apologies for any inconveniences we have caused to our customers

To the ROHM Group, whose company mission is, "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", fulfilling our supply obligations to customers is a mission of utmost importance.

Unfortunately, ROHM Group production sites suffered great damage in the Great East Japan Earthquake and Thailand floods of 2011, and were forced to suspend operations. We received amazing support from our customers and stakeholders, and everyone in the ROHM Group joined efforts in responding to the disasters. However, our customers suffered a great inconvenience until original production volumes were restored, and for this I offer our sincerest apologies.

Risk diagnosis performed on all ROHM Group production sites

The ROHM Group is taking last year's disasters very seriously, and all Group members are taking efforts to strengthen our supply system. As the first step, we are performing risk diagnosis on all ROHM Group production sites both in Japan and overseas.

We are thoroughly investigating the risks from every angle, considering not only natural disasters, such as earthquakes, tsunamis, typhoons, tornadoes, lightning, floods, heavy rains, fog, sand storms and snowstorms, but also everything from fires, explosions, political uncertainty, infrastructure problems and disruptions in supply of materials down to contagious disease.

Measures taken to minimize operation suspension and rebuilding inventory

Based on the results of risk diagnosis, in addition to previous measures such as reinforcing buildings against earthquakes, ROHM is following through with further countermeasures in each production site in the ROHM Group, such as raising the installation height of power receiving equipment to prepare against flooding and minimize operation stoppages.

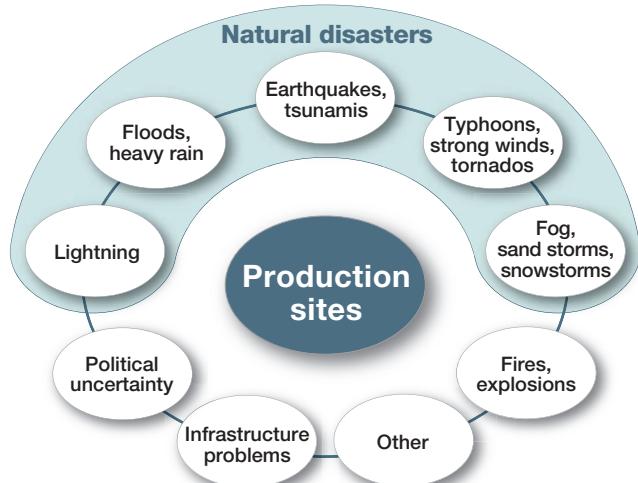


Several staff members deep in floodwater hold a boat steady to lift out molds (RMT)



Recovery efforts at LAPI Semiconductor Miyagi Co., Ltd. that was damaged by the Great East Japan Earthquake (clean room)

Components of risk diagnosis



Highlight

We also made the decision to operate multiple manufacturing facilities for each and every product in order to minimize stoppages by distributing risk. This system will ensure that molds for each product are available at multiple factories and enable production at multiple sites.

We will also increase our inventory as necessary to ensure that no customer experiences any interruption in product supply due to the suspension of operations at a particular production site.

ROHM Group companies will join forces to meet the supply obligations of its customers

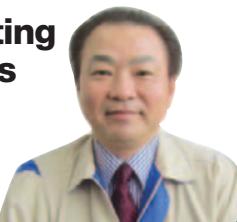
The experiences of last year strongly motivated ROHM to further strengthen the systems and facilities already in place to provide a stable supply by all ROHM Group companies. It also reminded us of the importance of joining forces to overcome a crisis. Going forward, I hope that each and every ROHM employee understands the sense of danger and feels that they must do what they can to give their utmost cooperation, so that we can continue to move past organizational boundaries and move together as a family.

Continually implementing flood countermeasures in Thailand

Hiroshi Minami

President

ROHM Integrated Systems (Thailand) Co., Ltd.



After the experience of last year's floods, we are strengthening our flood countermeasures in the Navanakorn Industrial Zone where RIST is located. As a part of these measures, a cutoff wall running from 7 meters underground to 3.5 meters above ground will be built around the perimeter of the Industrial Zone. The wall is scheduled for completion in August 2012. We are also building our own system to allow us to continue operation even in the event of a flood that includes concentrating production processes on upper floors and raising the height of the factory's power receiving equipment and the installation areas for infrastructure-related equipment.

Thailand is a prime location for the automobile industry and an absolutely critical region for ROHM's growth strategy, which includes raising the vehicle sales ratio. We will continue to pursue efforts to reduce flood risk and live up to the supply obligations of our customers.

In order to live up to the supply obligations to our customers, the ROHM Group promises to continue working together while reinforcing system-based and facility-based countermeasures.

Receiving thanks from Thailand Prime Minister Yingluck Shinawatra for the ROHM Group's collaborative recovery efforts.

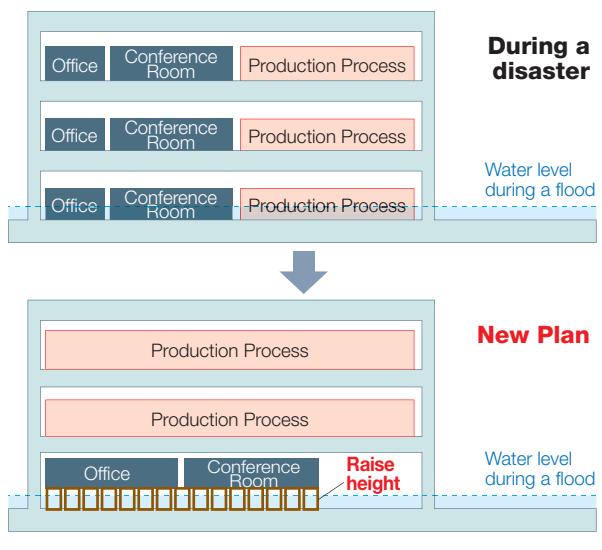


At a Thailand Board of Investment party (January 17, 2012)

RIST's flood countermeasures

- Concentrate production processes in upper floors
- Raise the installation location for power receiving and other important equipment
- Build a cutoff wall around the factory building

Concentrate production processes in the upper floors



Carrying out countermeasures to prevent power and water supply interruptions

Muneyuki Matsumoto

President
LAPIS Semiconductor Miyagi Co., Ltd.



In the immediate aftermath of the Great East Japan Earthquake that struck on March 11, 2011, the power and industrial water supply stopped at Lapis Semiconductor Miyagi Co., Ltd., forcing the company to suspend production. Luckily, there were no human casualties and damage to equipment was only minimal, making it possible to recommence production in early April after restoration of the public infrastructure.

Remembering the prolonged period until the public infrastructure was recovered after last year's earthquake, we are strengthening our privately-owned electrical power facilities to enable the company to establish its own power supply in the event of long-term power interference and have drilled a well in preparation for shortages in the industrial water supply. We are also continually renewing equipment to make it even more resistant to seismic activity.

■ Lapis Semiconductor Miyagi Co., Ltd. earthquake countermeasures

- Strengthen privately-owned electrical power facilities (completed in July 2011)
- Build a well as a source for industrial water supply (completed April 2012)
- Renew equipment to increase seismic resistance (e.g. water storage tanks)
(Completed in 2005. Sequential reinforcement in order of precedence from March 2011)



Privately-owned electrical power facilities

Strengthening countermeasures to prepare against a Tokai earthquake

Yasuhiro Matsumoto

Director, Member of the Board
ROHM Hamamatsu Co., Ltd.



ROHM Hamamatsu Co., Ltd. (Hamamatsu, Shizuoka) has taken various measures against earthquakes and tsunamis up until now, including building a seismically isolated structure. Currently, we are further strengthening these measures based on revised estimates of damages that would be caused by a major Tokai earthquake.

Although ROHM Hamamatsu is 6km away from the coast, it is possible that a tsunami could cause flooding. We therefore built a new cutoff wall. We are also carrying out numerous other earthquake countermeasures, such as building more wells to prepare for potential interruption in the industrial water supply, reinforcing water treatment facilities used in the manufacturing process and strengthening structures to prevent kiln tipping and breakage.

■ Additional earthquake countermeasures at ROHM Hamamatsu Co., Ltd.

- Build a cutoff wall to prevent tsunami damage (completed March 2012)*
- Build more wells to secure a water supply (completed March 2012)
- Reinforce water and chemical treatment facilities (completed March 2012)
- Measures to prevent tipping and breakage of kilns (scheduled for completion in March 2014)

* ROHM will take action to respond to the Cabinet Office's interim report on tsunami height published on March 31, 2012 by the Committee for Modeling a Nankai Trough Megaquake once guidelines have been issued.



Installation site for cutoff wall to prevent tsunami damage (red line)

Organizational governance

Corporate governance structure

Board of Directors (Directors)

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

Remuneration and bonuses for directors are based on a performance pay system and determined using the consolidated profits of the relevant fiscal year as a performance indicator, and to clarify the management responsibilities of the directors.

Board of Auditors (Auditors)

To ensure 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 attending board

meetings and other important meetings and inspecting operations. They also cooperate with the accounting auditor and ROHM's Internal Audit Division 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

Fundamental policy

Contributing to the sustainable growth of society

A basic CSR policy is in place in the ROHM Group to help achieve the company mission.

In addition to announcing our aim to contribute to the sustainable progress of society, it stipulates the initiatives that should be pursued by each stakeholder.

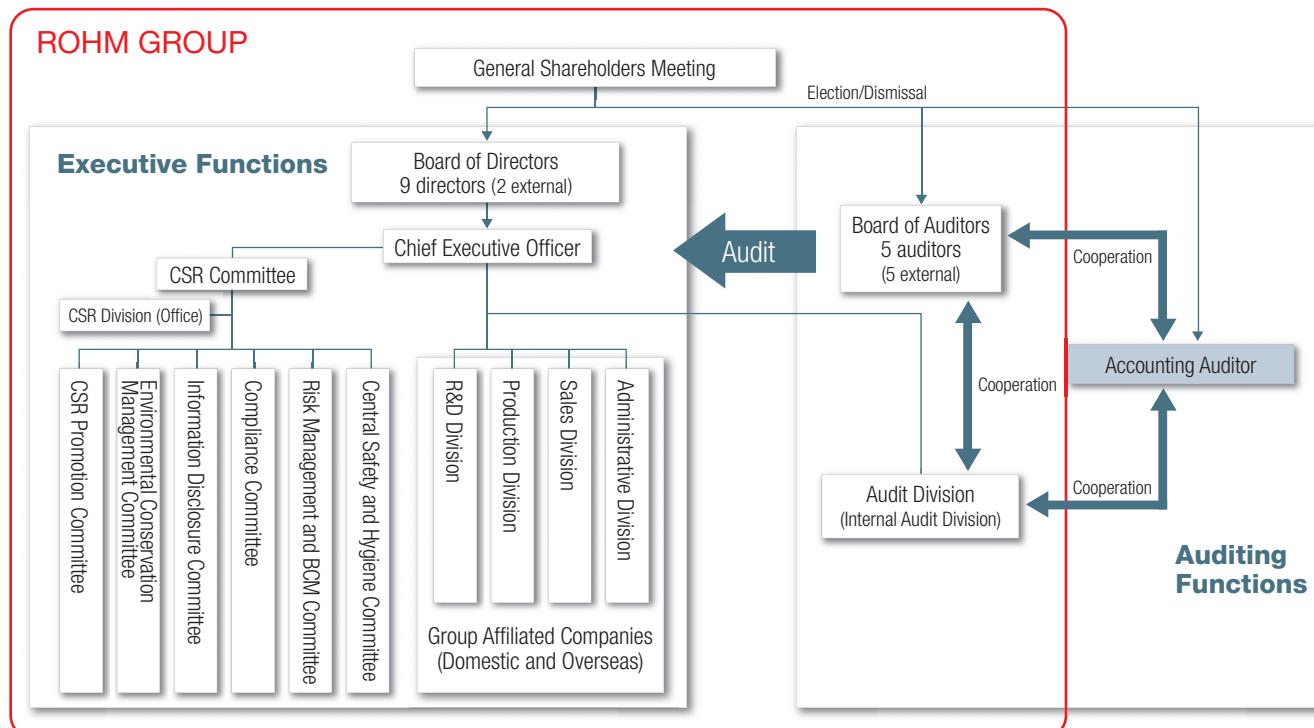
Establishing a CSR Division as a specialized organization under direct control of the President

As CSR activities cover a wide range of areas, ROHM has established specialized committees for CSR promotion, environmental protection, information disclosure, compliance, risk management / business continuity management (BCM) and health and safety.

In June 2011, a supervisory CSR Committee was also established to control the activities of the abovementioned committees and a CSR Division was formed under direct control of the president.

In June 2012, a CSR promotion representative was assigned to 15 major domestic and overseas production companies in the ROHM Group and a CSR Promotion

Corporate governance organizational chart



Committee was formed. This system will facilitate global CSR management.

A CSR promotion policy will be formulated for each company that incorporates the wishes of the stakeholders in their respective region.

Implementing measures based on international initiatives

The ROHM Group joined the UN Global Compact (UNGC) in FY 2011.

Based on the ISO26000 international standard concerning social responsibility, ROHM has

designated important challenges across the entire value chain and set initiative themes, plans and goals (details on p. 5-6 and 33-34). Efforts have already begun to build a management system based on the Electronic Industry Citizenship Coalition Code of Conduct (EICC).

Main policies based on international initiative guidelines and standards

| Overview of the international initiative guidelines and standards | FY 2011 Results | FY 2012 Plans |
|--|--|---|
| United Nations Global Compact (UNGC): An international initiative whereby companies and other organizations cooperate to pursue the sustainable growth of society | - Signed the UNGC | - Implement internal training concerning the 10 principles of the UNGC |
| ISO26000: A guidance standard concerning social responsibility (SR) published by the International Organization for Standardization (ISO). Considered a guide for all types of organizations to fulfill their social responsibilities | - Extract priority issues and set themes for initiatives, plans and qualitative/quantitative targets (details on p. 5-6, p. 33-34) | - Implement the PDCA cycle based on plans and targets |
| Electronic Industry Citizenship Coalition Code of Conduct (EICC): A code formulated by an organization composed mainly of electronics manufacturers and major suppliers. The EICC is composed of standards related to human rights and labor practices, health and safety, the environment, fair trade and ethics and a system to manage these areas | - Wrote procedures for building a management system based on the EICC and applied those procedures throughout domestic Group companies | - Apply the procedures noted on the left to affiliated overseas companies - Verify actual compliance to the code through internal audits |

ROHM Group Basic CSR Policy

We conduct our business activities from a global point of view in conformance with ROHM's Company Mission and Basic Management Policy in order to contribute to the sustainable progress of society. We also endeavor to establish good relationships with our stakeholders (below), gain trust from society, and aim for the continued growth of the 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 history, and implement and support social, cultural, and art activities. ROHM also endeavors to preserve the global environment throughout its daily business activities. |

Commencement of internal CSR audits

Many electronics manufacturers perform CSR audits to verify that their suppliers are meeting CSR criteria, such as the Electronic Industry Citizenship Coalition Code of Conduct (EICC). The ROHM Group also receives CSR audits.

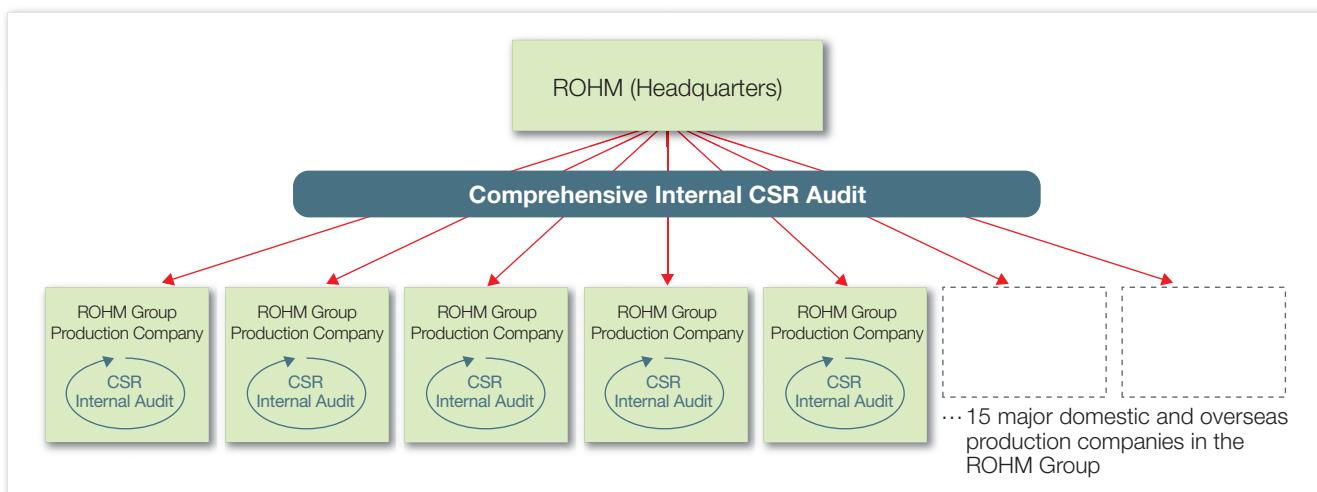
In addition to these audits from

outside entities, the ROHM Group has begun carrying out two types of internal audits concerning CSR from FY 2012. An internal CSR audit is held once a year by each of the 15 major domestic and overseas production companies to 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 15 companies to check the status of their internal CSR audits and compliance with EICC.

Applying audit recommendations to all the other production companies improves CSR management throughout all ROHM Group companies.

Internal CSR audits and comprehensive audit



CSR audits from customer companies – Making improvements based on recommendations to strengthen our CSR organization.

The ROHM Group considers CSR audits (including EICC audits) from customer companies important opportunities to increase our management quality. Making steady improvements based on suggestions received during these audits allows ROHM to strengthen

our CSR management structure. In FY 2011, ROHM also revised basic transaction agreements with business partners to ensure that they also comply with the EICC.

Partial list of CSR audits including EICC audits received in FY 2011

| Customer Companies | ROHM Group Companies Audited |
|---|--|
| Amazon.com, Inc. | ROHM Co., Ltd. / ROHM Wako Co., Ltd. / ROHM Apollo Co., Ltd. / ROHM Integrated Systems (Thailand) Co., Ltd. / ROHM Semiconductor (China) Co., Ltd. |
| International Business Machines Corporation (IBM) | ROHM Semiconductor (China) Co., Ltd. / ROHM-Wako Electronics (Malaysia) Sdn. Bhd. |

Stakeholder participation

Valuing dialogue with stakeholders

To ensure company prosperity, it is necessary to incorporate the ideas of the various in the company's management plan.

The ROHM Group receives many suggestions and requests from customers during regular sales activities and CSR audits. Requests and opinions are also received directly from business partners during factory audits and other occasions. In addition, meetings between management executives and representative employees are held periodically to discuss topics such as workplace environment and employee treatment, and dialogues are frequently held between the ROHM President and employees (details on p. 7). ROHM takes advantage of these opportunities to gather opinions and suggestions from employees on various topics.

IR meetings are also held in Japan and overseas in an attempt to obtain direct feedback from as many shareholders and investors as

possible. Collaborative research with educational institutions in Japan and abroad and social contribution activities provide other venues for deepening exchanges with people in countries across the globe.

The ROHM Group values these opportunities for dialogue with stakeholders, and firmly utilizes the opinions and requests received in its business and CSR activities.

Management system based on international standards

Commencing activities aimed at OHSAS18001 certification

Numerous ROHM Group companies have already been certified for the ISO14001 environmental management system and ISO9001 quality management system standards.

In FY 2011, ROHM began pursuing activities to become certified in OHSAS18001, an international standard related to occupational health and safety management systems.

Creating a global CSR management system

ISO26000 was formulated in cooperation with numerous stakeholders in each country around the world and can be considered a universal language that surpasses the differences between the laws and cultures of each country. This makes it an excellent guide for the ROHM Group when taking on various management challenges around the world. Therefore, we are currently moving ahead in formulating a global CSR management system based on this standard.

We are also focusing efforts on developing products and technology that help resolve social issues from the perspective of strategic CSR that provides us with a competitive advantage.

Going forward, the ROHM Group will set CSR as a primary management axis and actively pursue CSR activities.

Main opportunities for dialogue with stakeholders

- Customers.....CSR audits, regular sales activities
- Business partners...Briefings on topics such as green procurement, factory audits
- Employees.....Dialogues between the ROHM President and employees, labor-management dialogues
- Shareholders and investors.....Shareholders' meetings, IR meetings in Japan and overseas
- Society and local communities...Collaborative research with educational institutions, social contribution activities

Current status of management system formulation

| | |
|------------|---|
| ISO9001 | 20 certifications in the entire ROHM Group. |
| ISO14001 | Built a management system based on ISO14001 for the entire ROHM Group. (ROHM, domestic affiliates and ROHM Korea Corporation have received third-party certification as an integrated system. Overseas Group companies have created a management system based on the ISO14001 standard, and have self-declared their conformance.) |
| OHSAS18001 | ROHM and ROHM Semiconductor (China) Co., Ltd are currently preparing for certification within the 2012 fiscal year. |

Hidemi Takasu

Chairperson of the CSR Promotion Committee
Managing Director, Member of the Board
Research and Development Headquarters
ROHM Co., Ltd.

The Japan Society of Applied Physics Fellow
China Tsinghua University Guest Professor
Zhejiang University Guest Professor
Xi'an Jiaotong University Guest Professor
Osaka Prefecture University Guest Professor



Human rights and labor practices

Respecting human rights and diversity in employment

Protecting the International Labor Organization's Fundamental Principles and Rights at Work

The ROHM Group protects 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' and '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' as its standards, and respects the human rights of each and every ROHM employee.

Employing people of diverse backgrounds

Globally, ROHM actively accepts employees and foreign students from diverse backgrounds, exceeding boundaries of academic history or sex.

After joining ROHM, foreign employees are provided training in English and a mentor is given to

each and every new employee for their first year at the company. This helps promote mutual understanding between employees of various nationalities at ROHM.

Female employee participation

The ratio of female employees at ROHM is set to approximately 25% (as of March 2012).

The ratio of women among new graduates hired has recently increased among sales staff and engineers and there are steadily increasing opportunities for female employees in the company.

■ Ratio of females among new graduates hired (ROHM HQ)

| | FY 2010 | FY 2011 |
|-------------|---------|---------|
| Sales | 35% | 50% |
| Engineering | 10% | 12% |

Work-life balance

ROHM is creating programs to enable continuous employment throughout life events such as marriage, pregnancy and childbirth. Since 2010, ROHM has been implementing a short-term service

program for parents of children up to 3rd grade, as well as a program that makes a portion of childcare leave a paid holiday.

To reduce stress for employees returning to work after their childcare leave, work duties are adjusted on an individual basis. ROHM will continue to take such efforts to establish excellent work-life balance and create a work environment that is comfortable for all employees.

Words from an employee who took childcare leave

I began thinking about childcare leave when I found out that I would soon be the father of twins and felt we would need extra help at home. In 2010, I was the first man at ROHM to take childcare leave. At the time, I worried about what my coworkers would think, but everyone was deeply respectful of my decision and actually expressed concern, for which I am very grateful.

During my leave I received great support and understanding from those around me, each and every day I became more aware of the importance of family. I gained a renewed sense of how truly important it was for me, as a father, to be there for my family at a crucial time to offer my support. I later heard that other men began taking childcare leave, and am very glad I took the opportunity.



Generating new ideas through an exchange of opinions between employees from diverse backgrounds.

Yoshiyuki Hojo

Team Leader
LSI Product Development Headquarters
Power System Team
ROHM Co., Ltd.



Employee Support Center

A support center has been established in the Personnel Division to receive complaints and questions from employees.

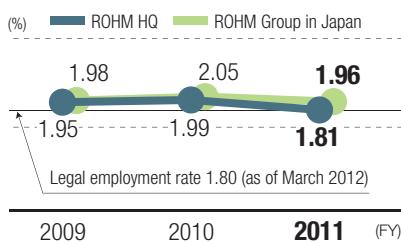
Counseling staff are available for consultations concerning career issues, interpersonal relations at work, and any harassment by phone, e-mail and in person. A female counseling staff member is also available to facilitate easier consultation for female employees.

Employing people with disabilities

ROHM Group companies in Japan are open to employment of individuals with disabilities.

The employment rate for people with disabilities in FY 2011 was 1.81% at ROHM Headquarters and 1.96% throughout Group companies in Japan.

■ Employment rate for people with disabilities



Respect for human rights

Requesting business partners to observe human rights

ROHM requests the prohibition of inhumane treatment or discrimination as well as forced or child labor from business partners in its basic transaction agreement.

In FY 2011, ROHM revised this contract and added requests for compliance to the Electronic Industry Citizenship Coalition Code of Conduct (EICC) including detailed regulations concerning human rights and labor (details on p. 30).

Occupational health and safety

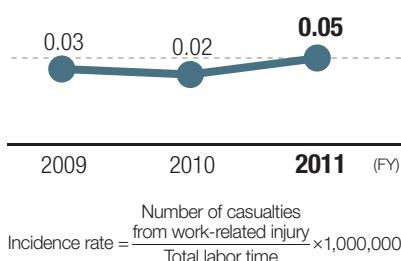
Aiming for zero work-related injuries

ROHM carries out risk assessments and internal patrols through its Central Health and Safety Committee with the goal of zero work-related injuries. These efforts have ensured zero accidents that require time off from work for 17 consecutive years up until FY 2011.

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 check the degree of understanding and level of compliance with laws related to health and safety at each company.

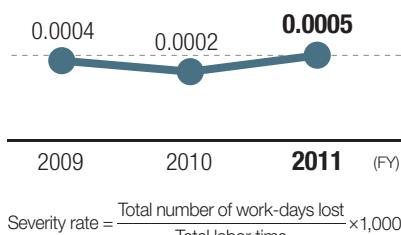
■ Incidence rate (Rohm Group)

*ROHM HQ incidence rate is 0 for all years shown



■ Severity rate (Rohm Group)

*ROHM HQ severity rate is 0 for all years shown



Human resource development

Supporting employee growth through a variety of training programs

ROHM focuses efforts on level-based training for employees as well as department-specific courses for sectors such as sales and development.

New training projects were launched for young sales staff in FY 2009 and young product development engineers in FY 2011 to develop the skills required for each stage of development. ROHM also offers specialized training programs such as quality management courses and external training courses for various certifications.

A total of 2,298 employees took part in training courses in FY 2011, which corresponds to over half of all employees taking some type of course during the one-year period.

Support system for employees seeking to carry out global activities

ROHM created a global human resources development system in FY 2009, in which career plans are proposed that enable individual employees to make full use of their capabilities based on their particular stage of development.

For example, in the management and sales divisions, ROHM trains employees that desire to be live and work around the world and dispatches them to various locations to achieve their goals. Employees are provided with support in the form of career planning and training courses to increase awareness of their professional objectives and gives them the power and freedom to turn their dreams into reality.

Environment

Environmental targets

Medium-term targets for FY 2020

The ROHM Group has set FY 2020 as the goal for medium-term targets (refer to p33).

Goals have also been set for each year to reach medium-term targets and the PDCA cycle is being implemented.

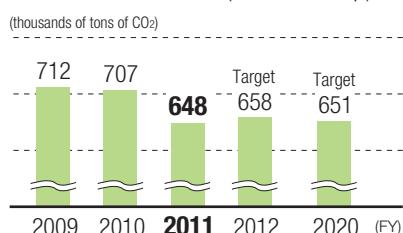
Activities to reduce environmental load

Energy-saving production activities to help prevent global warming

The ROHM Group established a high efficiency production line ROHM Production System (RPS—ROHM Production System) that minimizes energy used in semiconductor manufacturing. In addition, critical production equipment is produced in-house whenever possible in order to high quality, low cost and quick delivery (QCD).

Through these efforts, ROHM has successfully increased production efficiency and cut wasteful processes, resulting in significant energy savings.

CO₂ Emissions (ROHM Group)



* The Thailand floods caused a reduction in production volume in FY 2011, which temporarily reduced CO₂ emissions.

Reduction

Organic solvents required for semiconductor manufacturing processes are classified as volatile organic compounds (VOC). VOCs released into the atmosphere may generate photochemical smog.

The ROHM Group cuts VOC use through modifications and improvements in processing as well as through activities such as installing VOC removal systems.

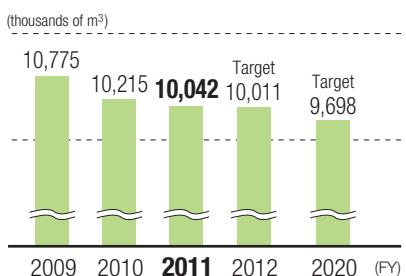
VOC Emissions (ROHM Group)



environmental administration, helping to preserve the local aquatic environment.

In addition, industrial and ground water from ROHM plants are turned into ultra-pure water for cleaning semiconductors, and after use is relatively free of impurities, making it possible to recycle up to roughly 40% of the total water intake. And activities such as cultivating technology that may help reduce the amount of water consumed by production equipment are also being conducted in order to minimize water consumption.

Water Consumption (ROHM Group)



Outstanding Environmental Performer Award (From by the Philippine Economic Zone Authority)

In April 2012, ROHM's production site in the Philippines was awarded the Outstanding Environmental Performer Award by the Philippine Economic Zone Authority. This is the second time the company has received the award (the first time was in 2009). The company has continued to receive a number of prestigious awards, including the Outstanding Community Projects Award and the Outstanding Employer Award given out last year.

These awards are a testament to the high evaluations the company has received for its appropriate environmental management and legal compliance as well as its environmental conservation activities that are closely linked to the local community (tree planting, recycling, environmental education) and initiatives to reduce the environmental load (CO₂ reduction and energy conservation activities). We will continue to improve the environment in the Philippines through steady environmental protection efforts.



Awards Ceremony attended by the Philippines President (April 26, 2012)

Emerline A. Malicdem

Safety and Environment Department
General Affairs Division
ROHM Electronics Philippines, Inc.



Fair operating practices

Compliance

System and business conduct guidelines

ROHM established and maintains an appropriate compliance system required as a company. ROHM also formed a Compliance Committee to teach and promote the system in order to prevent non-compliance in 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 establishing Compliance Reinforcement Months and conducting workshops.

Compliance hotline for business partners

ROHM has set up a compliance hotline for consultations and to receive non-compliance reports from any employee, 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. In FY 2011, compliance hotlines for business partners were also set up at ROHM Headquarters and in major overseas affiliates.

Comprehensive anti-corruption (bribery prevention) measures

The ROHM Group established administration regulations to prevent bribery in January 2012 and sent them out to all affiliated companies in Japan and overseas in an effort to eliminate corruption. ROHM will continue to conduct ongoing educational activities such as level-based training courses.

Conditions Required for Basic Contracts

Request CSR activities based on the Electronic Industry Code of Conduct (EICC)

1. Human rights and labor Prohibit forced labor
2. Safety and hygiene Safety measures for mechanical equipment, workplace safety and hygiene
3. Environment Control chemical substances included in products
4. Fair transactions and ethics Prohibit abuses of dominant bargaining position
5. Quality and safety Ensure product safety
6. Information security Defend against network threats
7. Social contribution Contribute to society and local communities
8. Business continuity plan (BCP) Build a crisis management system

Promoting social responsibility throughout the value chain

Requesting EICC compliance by business partners

The ROHM Group includes in its checklist items such as factory audit results to business partners, environmental evaluation authorization results, ISO certification status and business continuity plan (BCP) formulation status, and regularly assesses business partners as well. ROHM also requests CSR considerations from business partners through the basic contract agreement.

In FY 2011, the previous contract agreement was revised to include a clause requesting Electronic Industry Code of Conduct (EICC) compliance. In the future ROHM will use this revised agreement when entering into a contract with all its business partners. In addition, ROHM will distribute a CSR self-assessment checklist based on EICC to business partners to verify compliance status and provide instructions on how to make the necessary improvements.

Non-use of conflicting materials

Tin, gold, tantalum and tungsten are used in a number of ROHM Group products. The supply of these four minerals in the market

includes conflict minerals procured through inhumane methods such as looting by illegally armed groups in disputed regions.

Since FY 2010, the ROHM Group carefully has been carefully selecting its suppliers and, as of June 2012, is using no conflict minerals.

Implementing CSR procurement

In FY 2012, ROHM will review and launch CSR surveys and follow through with initiatives such as establishing a BCP system based on mutual understanding and cooperation from business partners.

All employees in the divisions fully understand the rules and concepts specified in UN Global Compact ISO26000, EICC and other relevant standards, and ROHM will make a concerted effort to have these regulations applied by its business partners as well.

Mamoru Shimazu

Group Manager
Procurement Division
ROHM Co., Ltd.



Customer support (consumer issues)

Quality assurance

Providing corporate clients and consumers with industry-leading quality

ROHM Group products are mostly parts and devices and are rarely end products (with the exception of LED lighting solutions). However, ROHM's pursuit of 'Quality First' extends to providing our customers with high quality products that contribute to high reliability end-products.

Quality control system

At ROHM, there is a separate production department for each product category (i.e. ICs, transistors, LEDs) within the Manufacturing Division. These departments carry out daily management duties to ensure high quality, low cost and quick delivery. Each production department has its own QC (Quality Control) Division that is responsible for 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 direct control of ROHM's President. This Division is responsible for building a quality management system for the entire company—not limited to the Manufacturing Division or Headquarters—and performs duties such as information disclosure and supervising the activities of the Manufacturing Division QC Department.

When developing a new product, a 4-stage design review is conducted

to ensure the product meets customer demands, is safe and ROHM's reliable, and is brought to market in a timely manner. In addition, evaluations are carried out at each stage of production, from prototype development to mass production. Feedback regarding improvements is conveyed to the employees in the design and development departments, who will address the issue(s) and apply them in successive designs.

Thorough quality training

The ROHM Group is focused on providing comprehensive employee training regarding quality to enable the Development, Sales and Manufacturing Divisions to ensure 'Quality First' in all aspects of their dealings with customers.

In addition to training for all new employees about 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. Training on quality are also conducted at each production site.

Protection of confidential information

Improved information security awareness

Based on "Act on the Protection of Personal Information" and "Guidelines Targeting Economic and Industrial Sectors Pertaining to the Act on the Protection of Personal Information," ROHM makes every effort to clarify the purpose for using private customer information, collect

information appropriately, and manage information obtained strictly and securely.

ROHM also formulated an information security policy to appropriately protect confidential information received from customers based on contract and took measures to that included creating a system for preventing security leaks and raising awareness among employees.

In FY 2011, ROHM conducted online information security training for all employees. Results such as participation and degree of understanding were summarized in a visual format and appropriately disclosed to participants as feedback, resulting in increased awareness about information security among all employees. This training will be held in FY 2012 and on and updated based on the latest information accordingly.

It should be noted that in FY 2011 there were no incidents of leakage or loss of private or confidential customer information.

Company-wide pursuit of 'Quality First'

'Quality First' cannot be achieved solely by the quality divisions. It must be a concerted effort taken by employees of all divisions, from the Development, Material Procurement, Production Equipment Management, and Manufacturing Divisions to the Sales Division and the divisions that manage personnel affairs, general affairs and accounting. All employees are trained to achieve this goal.

Keiichi Aihara

Senior Engineer
Market Quality
Assurance Group
Corporate Quality
Assurance Division
ROHM Co., Ltd.



Training at the Dalian production site

Community involvement and community development

Disaster assistance

Recovery efforts in areas damaged by the Great East Japan Earthquake

In July 2011 the ROHM Group donated 15,000 LED bulbs to the Association of Architectural Firms in Fukushima, Miyagi and Iwate prefectures. The LED bulbs are being used in restoration work in houses and other buildings.

In addition, charity concerts were held in each disaster area through the ROHM Music Foundation (a Public Interest Incorporated Foundation), totaling 85 performances by 27 organizations (refer to p35).

Monetary donations to areas affected by the Thailand floods

The ROHM Group makes donations to afflicted regions around the world to support disaster recovery efforts. In FY 2011, funds were donated to help rebuild areas destroyed in Thailand by the major floods and on Mindanao Island in the Philippines that was hit by a typhoon.

Social contribution activities

Teaching kids about science

There is growing concern in Japan that young people are becoming increasingly disinterested in science and technology. In response to this ROHM published a section in its official website to foster interest in science among young people.

The section titled, "Diary of the New and Natural History of ROHM-kun: Turning Fables into Science," explains the mysteries of fables from a scientific perspective.

A total of 46 stories have been posted to date.

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 in the schools. 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 also performed using ROHM-made LEDs. During the experiments, the children can compare the amount of power used in LED bulbs versus miniature bulbs using a manual power generator, letting them see the energy-saving effects for themselves.

Today's children have fewer opportunities to experience in crafts and manufacturing, inevitably resulting in waning interest. ROHM seeks to take advantage of Kyoto's place as a manufacturing city and create opportunities for elementary and junior high school students to learn and experience manufacturing firsthand. As part of this goal, ROHM opened a booth in the Kyoto Student City Lifestyle Investigation Building where elementary students in Kyoto can take part in simulated social activities, and hold classes on environmental studies.

ROHM will continue these initiatives in FY 2012 and beyond and will strive to convey to children the importance of energy conservation and the joys of manufacturing.

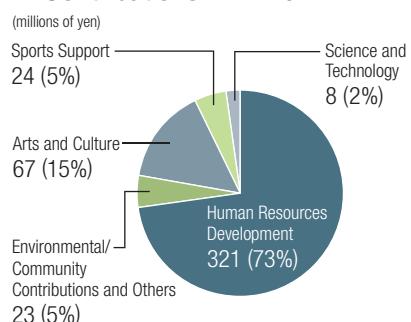


Environmental Studies class

"ROHM Forest"—A tree-planting project

As an initiative to prevent global warming, ROHM began a tree planting project in 2001. The total area encompassed by the "ROHM Forest" in Victoria, a state in southern Australia, grew to 923ha by FY 2010. Starting in 2011, adult trees in the forest will be trimmed and the chips will be made into paper.

Donations and Monetary Contributions in FY 2011



Implementing social contribution activities rooted in the community

As part of our social contribution to the local community, we donated 4,000 sheets of paper for studying Braille to students of the Tianjin School for the Visually Impaired.

We have continued this practice since last year, to the delight of the children, and hope to continue carrying out social contribution activities at the local level.

Li Haoran

CSR Promotion Department
ROHM Semiconductor
(China) Co., Ltd.



CSR targets and results

Priority CSR Issues of the ROHM Group

**<① Provide a stable supply of high quality products ② Resolve social issues through product innovations
③ Develop human resources for the global economy>**

| Core ISO26000 Issues | Initiative Themes <①②③ are numbers for priority issues> | | FY 2011 Targets/Plans <*FY 2020 Targets/Plans> |
|---------------------------------------|--|--|---|
| Organizational Governance | CSR management system maintenance and improvement | Strengthen the CSR system | - Strengthen the global CSR management system |
| | | Implement CSR activities based on international initiative guidelines | - Initiate CSR management based on the UN Global Compact and ISO26000 |
| | | Maintain and improve the business continuity management (BCM) system for stable supply <①> | - Revise the BCM system as needed |
| | | Maintain and improve the quality management system <①> | - Maintain a management system based on ISO9001 |
| | | Maintain and improve the environmental management system | - Maintain a management system based on ISO14001 |
| | | Maintain and improve the occupational health and safety management system | - Begin preparations to obtain OHSAS18001 certification |
| | Hold stakeholder dialogues | | - Hold dialogues with various stakeholders |
| Human Rights | Respecting human rights | | - Make revisions to the basic contracts to have business partners comply with EICC criteria, including respect for human rights |
| | Promote diversity and creating a comfortable working environment | | - Actively employ foreign staff at domestic Group companies - Maintain the legal employment rate of 1.80% for disabled people (Domestic Group companies) - Provide a working environment that is comfortable for a wide variety of people |
| | Develop human resources to undertake global businesses <③> | | - Continue operation of a global human resource training system |
| Labor Practices | Build a safe, comfortable working environment | | - Aim for zero work-related injuries and carry out thorough health and safety management activities (ROHM) - Verify the occupational health and safety indicators at domestic and overseas ROHM Group companies |
| | | | |
| Environment | Develop a policy centered on the Environmental Targets for FY 2020 | CO ₂ countermeasures at each site | - Reduce CO ₂ emissions by 1% from the previous year's level <*25% reduction compared to FY 2005> - Reduce CO ₂ emissions (per production unit) by 2% from the previous year's level <50% reduction compared to FY 1990> - Reduce PFC and SF ₆ emissions by more than 14% from the 1995 level <*50% reduction compared to FY 1995> - Reduce CO ₂ emissions from offices by 1% from the 2009 level <*10% reduction compared to FY 2009> |
| | | CO ₂ countermeasures through the value chain <②> | - Increase the percentage of total sales that are attributed to eco-friendly products to 50% <100%> - Reduce the CO ₂ emission level for logistics (per production unit) by 2% from the previous year's level |
| | | Reducing environmental pollutants | - Reduce the volume of chemical substances handled (voluntarily reduced substances) by 2% from the 2009 level - Reduce the volume of PRTR substances handled (per production unit) by 1% from the previous year's level <*10% reduction compared to FY 2010> - Reduce VOC emissions by 33% from the 2000 level <40% reduction compared to FY 2000> |
| | | Effective use of resources | - Reduce the volume of waste (per production unit) in domestic companies by 2% from the previous year's level <*40% reduction compared to FY 2000> - Reduce the volume of waste (per production unit) in overseas companies by 2% from the previous year's level <*60% reduction compared to FY 2000> - Reduce water consumption by 1% from the previous year's level <*10% reduction compared to FY 2009> - Maintain zero emissions in domestic consolidation |
| | | Implementing environment-related communication | - Continue environmental training and education initiatives for children |
| | | Exhaustive chemical substance management in line with green procurement guidelines | - Ensure compliance with guidelines for the usage/non-usage of designated chemicals |
| | | | |
| Fair Operating Practices | Promoting fair business activities based on the ROHM Group Business Conduct Guidelines | Strengthen the compliance system | - Continue with Compliance Reinforcement Months - Continue conducting level-based compliance training courses - Establish a compliance hotline for business partners |
| | | Fair competition and trading | - Revise contracts to reflect EICC criteria - Ensure zero usage of 4 conflict minerals (tin, gold, tantalum and tungsten) |
| | | Corruption and bribery prevention | - Create company rules related to bribery prevention |
| | | Protection and appropriate management of information | - Familiarize all employees with critical information regarding information security |
| Customer Support (consumer issues) | Ensuring product quality <①> | | - Carry out exhaustive analysis of quality issues and ongoing improvement initiatives |
| | Accurately assessing customer needs and developing industry-leading products <②> | | - Develop products that help resolve social issues, such as energy conservation |
| | Thorough implementation of policies related to CSR procurement | | - Consider revising CSR procurement criteria |
| 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 | - Continue to support music culture |
| | | Suitable donations and support initiatives that respond to a broad range of social needs | - Continue donations and support initiatives targeted at providing aid to disaster areas, etc. |
| | | Activities that match the demands of local communities | - Strive to support local communities and provide a forum for industry-government-university cooperation |

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 2011 Results

Evaluation

FY 2012 Targets/Plans

| | | |
|---|--|---|
| - Established a CSR Committee chaired by the president in order to control all CSR activities within the Group, and set up a CSR Division under direct control of the president | | - Assign a CSR promotions representative in major domestic and overseas production companies within the ROHM Group and establish a CSR Promotions Committee - Conduct internal CSR audits at major domestic and overseas production companies within the ROHM Group |
| - Joined the UN Global Compact - Set priority issues, themes for initiatives, goals and plans based on ISO26000 | | - Provide training on the UN Global Compact, ISO26000 and other standards - Implement the PDCA cycle in order to achieve targets and plans |
| - Applied the experiences learned from the production stoppages during the Great East Japan Earthquake and Thailand floods to strengthen the BCM system | | - Review the BCP and implement it globally |
| - Maintained and implemented appropriately | | - Maintain and implement a management system based on ISO9001 |
| - Maintained and implemented appropriately | | - Maintain and implement a management system based on ISO14001 |
| - ROHM HQ and ROHM Group companies in China launched activities to obtain certification in FY 2012 | | - Obtain certification for ROHM HQ and ROHM Group companies in China - Consider obtaining certification for other ROHM Group companies |
| - Held dialogues between the president and employees - Underwent CSR audits by customers and strived to improve points of concern | | - Consider further dialogues, etc. with various stakeholders - Strengthen CSR audit response and aim for zero points of concern |
| - Revised contracts | | - Renegotiate contracts based on the revised agreement |
| - Increased the employment rate of foreign staff from 10% (FY 2010) to 14% (FY 2011) - Maintained a level above the legal employment rate for disabled people at ROHM HQ and domestic Group companies - Continued to implement a system that ensures continuous employment through life events such as marriage, pregnancy and childbirth | | - Recruit a diverse staff (not limited by race or sex) capable of thriving in the global market - Maintain the legal employment rate of 1.80% for disabled people (Domestic Group companies) - Introduce and implement a system that enables a variety of people to work and fosters a good working environment |
| - Continued to provide support in the form of career plan proposals and training courses | | - Train staff that can capture global markets and establish a system to achieve this - Continue implementing a system to develop global human resources and introduce a new overseas training program for young employees - Introduce global grading and promote standardization throughout the ROHM Group |
| - Achieved a record of zero work-related injuries requiring leave at ROHM HQ (17 consecutive years) - Disclosed the number of work-related injuries at domestic and overseas ROHM Group companies | | - Aim for zero work-related injuries and thoroughly manage health and safety |
| - CO ₂ emissions were reduced by 8.3% from the previous year's level - CO ₂ emissions (per unit production) were reduced by 4.0% from the previous year's level - PFC and SF ₆ emissions were reduced by 62.0% from the 1995 level - CO ₂ emissions from offices were reduced by 7.0% from the 2009 level | | - Reduce CO ₂ emissions by 7% from the 2010 level - Reduce CO ₂ emissions (per unit production) by 9% from the 2010 level - Reduce greenhouse gas (i.e. PFCs, SF ₆) emissions by 43% from the 1995 level |
| - The percentage of eco-friendly products that comprised sales profits increased to 50.6% - The CO ₂ emission level for logistics (per production unit) increased by 4.5% from the previous year's level | | - Construct a mechanism for assessing the volume of CO ₂ emissions across the entire value chain - Increase the ratio of eco-friendly products that comprise sales profits to 60% |
| - The handled volume of chemical substances (voluntarily reduced substances) was reduced by 6.2% from the 2009 level - The handled volume of PRTR substances (per production unit) rose by 2.5% from the previous year's level - VOC emissions were reduced by 35.5% from the 2000 level | | - Reduce the volume of PRTR substances handled (per production unit) by 1% from the 2010 level - Reduce VOC emissions by 38% from the 2000 level |
| - The volume of waste (per production unit) at domestic companies was reduced by 6.3% from the previous year's level - The volume of waste (per production unit) at overseas companies was reduced by 3.9% from the previous year's level - Water consumption was reduced by 3.0% from the previous year's level - Zero emissions were maintained in domestic consolidated. (99.95%) | | - Reduce the volume of consolidated waste overseas (per unit production) by 2% from the 2010 level - Reduce water consumption by 2% from the 2010 level - Maintain zero emissions in domestic consolidation and reduce waste volume (per unit production) by 4% |
| - Conducted 8 environment-related classes at 5 elementary schools in Kyoto | | - Continue conducting environment-related classes |
| - Continued compliance with the use/non-use of designated chemicals | | - Continue complying with guidelines for the use/non-use of designated chemicals |
| - Held Compliance Reinforcement Months at ROHM HQ and ROHM Group companies in Japan - Continued conducting compliance training workshops for new recruits and newly appointed managerial staff - Established compliance hotlines for domestic and overseas business partners | | - Expand Compliance Reinforcement Month to overseas ROHM Group companies - Continue providing level-based compliance education - Implement support for compliance education and training at overseas ROHM Group companies - Develop 'Legal e-learning' for employees - Consider revising the Code of Conduct in consideration of the UN Global Compact and ISO26000 |
| - Added a request for compliance with EICC criteria to the contracts - Collected written agreements on the non-use of conflict minerals from business partners | | - Distribute the CSR Initiative Self-Assessment Checklist based on EICC to business partners, verify compliance, and provide guidance on making improvements as needed |
| - Formulated management regulations to prevent bribery and distributed them to ROHM HQ and all ROHM Group companies | | - Provide bribery prevention education such as level-based training courses |
| - Conducted online information security training for all ROHM employees | | - Continue holding online information security training courses - Consider enriching course content based on the level of understanding of course participants |
| - Analyzed countermeasures against the root causes of quality issues based on the 4Ms (man, machine, material, method) and carried out initiatives for improvement, including preventive measures | | - Carry out exhaustive analysis of quality issues and ongoing improvement initiatives |
| - Began mass production of full-SiC power modules that provide enormous energy savings | | - Continue with sales activities of energy saving products such as SiC power devices - Develop products that help resolve social issues, such as energy conservation |
| - Started CSR procurement that takes into account business continuity management (BCM) for preparation against unforeseen events such as large-scale natural disasters | | - Implement CSR procurement that takes BCM into account |
| - Supported activities of the ROHM Music Foundation, for example by providing aid to concerts held to benefit areas destroyed by the Great East Japan Earthquake (The Foundation was awarded the Kyoto Prefecture Cultural Lifetime Achievement Award and the 30th Commemorative Special Award for its activities) - Co-sponsored numerous concerts, including some performed by the Kyoto Symphony Orchestra in ROHM's hometown | | - Continue to support music culture |
| - Made donations to support recovery efforts in Thailand (floods), the Philippines (typhoon), and Wakayama Prefecture in Japan (typhoon) | | - Continue to provide donations and sponsorships in a timely and appropriate manner based on actual need |
| - Donated energy-saving LED bulbs to areas destroyed in the Great East Japan Earthquake and for local events (e.g. the Kyoto Higashiyama Lantern Festival). | | - Continue to support local communities and provide a forum for industry-government-university collaboration - Consider social contribution activities in cooperation with NGOs and NPOs |
| - Promoted industry-government-university research collaborations in Japan, the U.S. and China | | |

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

Contributing to musical culture

Outstanding music builds ties among people and enables us to see the possibilities for art and culture. ROHM nurtures young talent and takes on a wide variety of initiatives to create a rich culture through the world of music.

Helping young musicians grow

ROHM has been involved in a number of music-related support activities, beginning with music book publishing in 1965 and holding and supporting concerts continuously since 1989.

From 2000 ROHM has agreed to sponsor the Seiji Ozawa Music Academy in response to Seiji Ozawa's passion for nurturing young musicians, and also supported an educational initiative for young musicians called the Orchestra Project, which gave performances in Beijing and Shanghai on September 4 and September 11, respectively.

Public Interest Incorporated Foundation ROHM Music Foundation

The ROHM Music Foundation, a Public Interest Incorporated Foundation, was established in 1991 with the goal of promoting and developing music culture through scholarships, public concerts, and other initiatives. The total projected costs in FY 2011 were 1.30213 billion yen, with a total of 270.3 million yen allotted to scholarships for 100 students. The list of

past scholarship recipients includes Daishin Kashimoto (1st Concertmaster of the Berliner Philharmoniker), Tatsuya Shimono (Resident Conductor of the Yomiuri Nippon Symphony Orchestra) and numerous other musicians who are currently active around the world. The Foundation also holds music seminars to nurture professional musicians, hosts the Kyoto International Music Students Festival to promote international exchange, and sponsors music-related performances and research.

In FY 2011, the Foundation promoted benefit concerts in areas destroyed by the Great East Japan Earthquake to give hope through music to people affected by the disaster. A total of 85 concerts were held in 75 locations by 27 orchestras and brass bands from around Japan, delivering heartwarming music to about 25,000 people.



Seiji Ozawa Music Academy performance



Kyoto Symphony Orchestra concert



Music seminar - Conductor Class
(Photo by Tatsuo Sasaki)



Kyoto International Music Students Festival
(Photo by Tatsuo Sasaki)



Disaster Area Benefit Concert (Natori, Miyagi)

Company Information

Corporate Data

Company Name: ROHM Co.,Ltd.
 Headquarters: 21 Saiin Mizosaki-cho, Ukyo-ku,
 Kyoto 615-8585 Japan
 Tel: +81 (75) 311-2121
 Fax: +81 (75) 315-0172
 Date Established: September 17, 1958
 Capital: 86,969 million JPY (as of March 31, 2012)
 Representative: Satoshi Sawamura, President
 Sales Volume: Consolidated 304,652 million JPY
 (fiscal year ending March 2012)

Main ROHM Group products

ICs

- EEPROMs
- Operational Amplifiers / Comparators
- Voltage Detector ICs (Reset ICs)
- Clock Generator ICs
- Analog Switches / Logic ICs
- D/A Converters
- Sensor ICs
- Linear Regulators
- Switching Regulators
- Power Management ICs
- Automotive Regulators
- Motor Drivers
- LED / LCD Drivers
- IT Equipment / Interface ICs
- Video and Imaging ICs
- Audio ICs
- Low Power Microcontrollers
- Voice Synthesis ICs
- P2ROM
- Display Drivers
- Battery Monitoring ICs

Discrete Semiconductors

- Transistors
- Diodes
- SiC Power Devices

Opto Electronics

- LEDs
- Laser Diodes
- Optical Sensors

Passive Components

- Resistors
- Tantalum Capacitors

Modules (Sub Systems)

- Power Modules
- Contact Image Sensor Heads
- Printheads
- LED Lighting Modules
- LED Displays
- IrDA Infrared Communication Modules
- Remote Control Receiver Modules

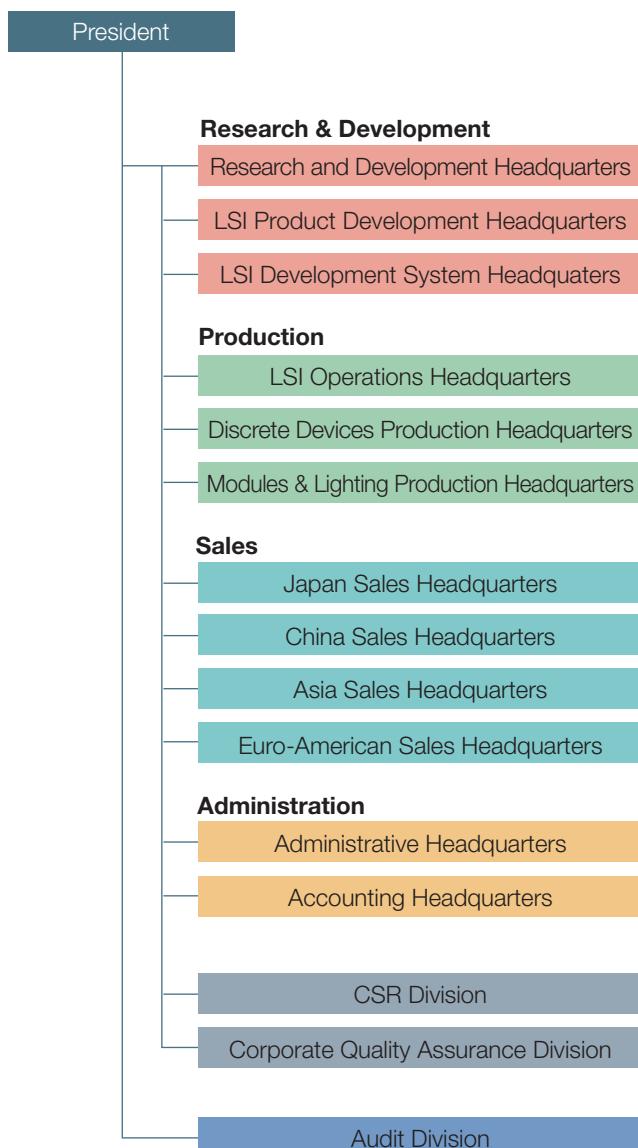
Semiconductor Application Products

- Acceleration Sensors
- Gyroscopes

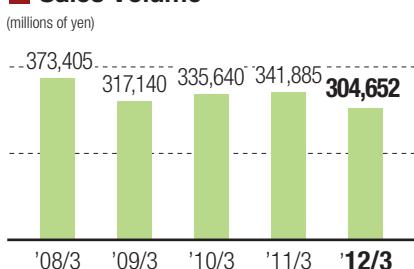
Medical Equipment

- Clinical Diagnostic Analyzers
- Clinical Diagnostic Chips

Organization Chart



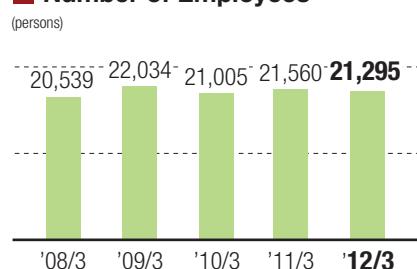
Sales Volume



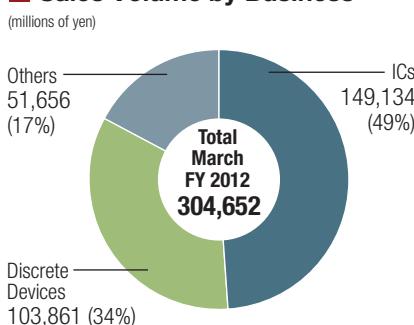
Operating Profits



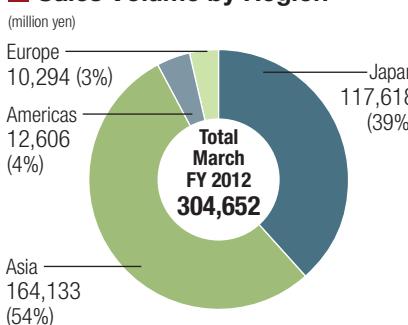
Number of Employees



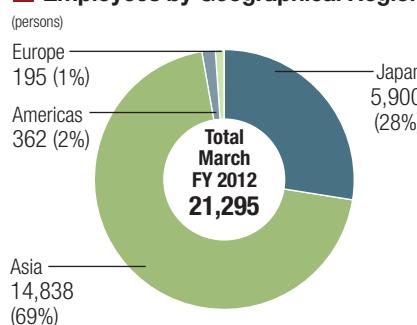
Sales Volume by Business



Sales Volume by Region



Employees by Geographical Region



Company Locations

ROHM Group Overview

JAPAN

- Sales Offices: 11 sites
- Production Facilities: 10 sites
- R&D (Design) Centers: 4 sites
- QA Centers: 2 sites



ASIA

- Sales Offices: 37 sites
- Production Facilities: 9 sites
- R&D (Design) Centers: 4 sites
- QA Centers: 6 sites



EUROPE

- Sales Offices: 10 sites
- Production Facilities: 1 site
- R&D (Design) Centers: 1 site
- QA Centers: 1 site



AMERICAS

- Sales Offices: 12 sites
- Production Facilities: 1 site
- R&D (Design) Centers: 2 sites
- QA Centers: 1 site

* As of the end of March 2012

ROHM Group (Japan)

Sales Offices

Japan Sales Headquarters

Yokohama

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Euro-American Sales Headquarters

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Production Facilities



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TEL: +81 (53) 468-1000
FAX: +81 (53) 468-1195
Main products: ICs and LEDs



ROHM Tsukuba Co., Ltd.

10 Kitahara, Tsukuba, Ibaraki 300-3293 Japan
TEL: +81 (29) 877-1010
FAX: +81 (29) 877-1156
Main products: Transistors, diodes, and SiC devices



ROHM Wako Co., Ltd.

100 Tomioka, Kasaoka, Okayama 714-8585 Japan
TEL: +81 (865) 67-0111
FAX: +81 (865) 67-2551
Main products: ICs and diodes



AGLED Co., Ltd.



ROHM Mechatech Co., Ltd.

3-6-1 Tsuchida, Ooi-cho, Kameoka, Kyoto 621-0011 Japan
TEL: +81 (771) 25-4717
FAX: +81 (771) 25-4707
Main products: Molding dies and lead frames



LAPIS Semiconductor Co., Ltd.

550-1 Higashiasakawa-cho, Hachioji-shi, Tokyo 193-8550 Japan
TEL: +81 (42) 663-1111
FAX: +81 (42) 666-7213
Main products: ICs, and optical components



LAPIS Semiconductor Miyagi Co., Ltd.

1 Okinodaira, Ohira-mura, Kurokawa-gun, Miyagi 981-3693 Japan
TEL: +81 (22) 345-1211
FAX: +81 (22) 345-1310
Main products: ICs



LAPIS Semiconductor Miyazaki Co., Ltd.

727 Kihara, Kiyotake-cho, Miyazaki-shi, Miyazaki 889-1695 Japan
TEL: +81 (985) 85-5111
FAX: +81 (985) 85-5143
Main products: ICs



AGLED Co., Ltd.

2-16, Higashi-arioka, Itami, Hyogo 664-0845 Japan
TEL: +81 (72) 770-8060
FAX: +81 (72) 780-2024
Main products: LED lighting equipment and others

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FAX: +81 (865) 44-3185

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FAX: +60-3-7958-8377

ROHM Semiconductor India Pvt. Ltd.

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FAX: +91-44-4352-0003

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TEL: +1-858-625-3660
FAX: +1-858-625-3616

America Design Center (Sunnyvale)

785 N. Mary Avenue, Suite 120, Sunnyvale, CA 94085 U.S.A.
TEL: +1-408-720-1900
FAX: +1-408-720-1918

Europe Design Center

Karl-Arnold-Straße 15, 47877 Willich-Munchenheide Germany
TEL:+49-2154-9210
FAX:+49-2154-921400

Korea Design Center

371-11 Gasan-Dong, Gumicheon-gu, Seoul 153-803, Korea
TEL:+82-2-8182-695
FAX:+82-2-8182-789

Shanghai Design Center

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TEL:+86-21-6279-2727
FAX:+86-21-6247-2067

Shenzhen Design Center

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TEL: +86-755-8307-3008
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Taiwan Design Center

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TEL:+886-2-2500-6976
FAX:+886-2-2503-2869

ROHM Semiconductor Singapore Pte. Ltd.

9 Temasek Boulevard
#21-01 Suntec Tower Two, Singapore, 038989

TEL: +65-6332-2322

FAX: +65-6332-5662

ROHM Semiconductor Philippines Corporation

Unit 4B Citibank-Frabelle Building, Madrigal Business Park, Alabang-Zapote Road, Muntilupa City 1770 Philippines
TEL: +63-2-807-6872
FAX: +63-2-809-1568

Production Facilities



ROHM Korea Corporation

371-11 Gasan-Dong, Guemcheon-gu, Seoul 153-803, Korea
TEL:+82-2-8182-600
FAX:+82-2-837-0039

Main products: ICs, transistors, and diodes



ROHM Electronics Philippines, Inc.

People's Technology Complex Special Economic Zone, Carmona, Cavite 4116 Philippines
TEL:+63-2-894-1536

FAX:+63-2-894-1544

Main products: ICs, transistors, diodes, and resistors



ROHM Integrated Systems (Thailand) Co., Ltd.

101/94, 102 Navanakorn Industrial Zone, Moo 20, Phaholyothin Road, Tambol Khlong-Nueng, Amphur Khlong-Luang, Pathumthani 12120 Thailand
TEL:+66-2-909-7100

FAX:+66-2-909-7744

Main products: ICs, transistors, diodes, resistors, and tantalum capacitors



ROHM-Wako Electronics (Malaysia) Sdn. Bhd.

Lot 1320 Kawasan Perindustrian, Pengkalan Chepa II, Padang Tembak, 16100 Kota Bharu, Kelantan, Malaysia
TEL:+60 (9) 7741500
FAX:+60 (9) 7741540

Main products: Diodes and LEDs



ROHM Mechatech (Philippines) Inc.

People's Technology Complex Special Economic Zone, Carmona, Cavite 4116 Philippines
TEL:+63-46-430-2281

FAX:+63-46-430-2282

Main products: Molding dies and lead frames



ROHM Mechatech (Tianjin) Co., Ltd.

102/2 Navanakorn Industrial Zone, Moo 20, Phaholyothin Road, Tambol Khlong-Nueng, Amphur Khlong-Luang, Pathumthani 12120 Thailand
TEL:+66-2-908-7271~5

FAX:+66-2-908-7270

Main products: Molding dies and lead frames



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FAX:+86-22-2388-8586

Main products: Molding dies and lead frames



Kionix, Inc.

36 Thornwood Drive, Ithaca, NY 14850 U.S.A.

TEL:+1-607-257-1080

FAX:+1-607-257-1146

Main products: MEMS inertial sensors



SiCrystal AG

Thurn-und-Taxis-Strasse 20 90411 Nuremberg Germany

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FAX:+49-911-8177599-100

Main products: SiC wafers



www.rohm.com

