

Relationship with employees

The efforts of each ROHM employee are the cornerstone of the continued prosperity of the company. By respecting the personalities of its employees and striving to put quality people in the appropriate positions, ROHM aspires to create a “self-realizing enterprise” where employees can utilize their expertise and exercise independence.

[2008 efforts and 2009 targets and topics]

In order to improve the motivation of its employees, ROHM continues to make diverse efforts. The company believes that the recovery of corporate performance this fiscal year depends on the collective efforts of all its employees. ROHM will continue to strive to create an environment that cultivates the ingenuity of its employees.

■ A personnel system that rewards employees

ROHM actively recruits qualified personnel regardless of age or sex, and connects work performance to the personal goals of the employee. ROHM has created a structure to appropriately reward employees, drawing forth their passion, by offering monetary awards of up to 15 million yen for the President’s Awards to those who have greatly contributed to ROHM’s business performance.

In 2008, approximately 300 awards were given out at the President’s Awards Ceremony. ROHM continually carries out employee consciousness surveys and provides survey results as feedback to employees through internal bulletins while taking employee suggestions into consideration when setting personnel policies.



President’s Award presentation ceremony (1.30.2009)

■ A wellness system

ROHM promotes the enrichment of the wellness system by aspiring to create environments in which employees can work with peace of mind. The company actively provides new food menus to serve different lifestyles such as a “Healthy Menu” that is low in calories and nutritionally balanced in order to promote the health of its employees in cafeterias. Starting in 2009, ROHM has reinforced the “diet improvement committee,” consisting of representatives from the company, the employee association, and the cafeteria company. Employee opinions are gathered at each workplace and incorporated into the menus as well as efforts in dietary education. In 2008, as an employee participation event, ROHM held a “Summer Vacation Parent and Child Electronics Workshop” for employees and their families at Kyoto headquarters and in Shin-Yokohama (August 9 and 23). This year’s theme was ecology, so radios and vehicles using solar cells and milk cartons were built. ROHM’s eco efforts are outlined in a picture card below:



Electronics workshop (8.9.2008)

■ Respect for human rights

ROHM respects the “Fundamental Principles and Rights at Work” of the International Labor Organization (ILO) and as standards for the entire ROHM Group, stipulates the prohibition of forced labor and child labor; respect for equal opportunity and diversity; the prohibition of improper discrimination based on sex, age, nationality, race, ethnicity, belief, religion, social standing, or disability; the freedom of association; and the freedom of group negotiation for every employee. ROHM is also a member of the Corporate Association for Human Rights Education of Kyoto, and actively participates in human rights educational activities. In 2008, ROHM was a member in the “Sixtieth Anniversary of the Universal Declaration of Human Rights Kyoto Human Festa 2008” on November 8th and 9th, and carried out PR activities for the Association.

Education system

ROHM's "Fundamental Goals for Education and Training" and "Fundamental Policies for Education and Training" promote the daily practice of personnel education. ROHM provides new employee and higher level trainings, as well as educational programs to help increase expertise. The number of employees participating in the higher level training increased to approximately 23% in 2008. The number



Third year follow-up training (1.22.2009)

of respondents to trainee surveys said they were "satisfied" (which exceeded 80%). ROHM will continue to develop curricula to improve the skills of its employees.



Training for new assistant manager (11.20.2008)

Utilizing employee ideas

In order to utilize employee ideas at work, ROHM positively engages in improvement proposal activities. The company encourages active submissions not only for work improvements, but also for minor everyday matters and make efforts to increase motivation for employees to make submissions by providing unique prizes, such as the "Prize for Most Numerous Entries," the "Good-to-Know Prize" for useful information, and the "Illustration Prize" for unique illustrations submitted. A total of 1300 submissions were examined



Improvement Proposal Contest (8.18.2008-9.8.2008)

by an improvement proposal committee at last year's "Improvement Proposal Contest," and approximately 800 prize themes were chosen and commendations awarded.

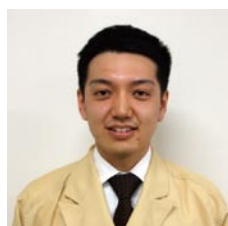


Introduction of examples of prize-winning submissions (12.24.2008)

Follow-up training

After joining ROHM, I was assigned to develop a new LSI model my first year and in my third year, I received follow-up training when the series for that model expanded. During this training, we reviewed the details of my job functions from when I first started at the company to the present day, and we also considered the future. By reviewing the last three years at ROHM, I became more motivated in design areas that had become vague in the past and I was able to clarify goals to help develop these abilities.

By crossing over with employees of the same seniority level from other departments, I learned about their



Yuji Ishimatsu
KTC LSI Development Headquarter

responsibilities in their respective departments and gained a bigger picture of how our roles contribute to the company. This broad knowledge allowed me to resolve similar issues and I gained the power to think on a holistic perspective independent of my own job.

[Japanese language training project with the cooperation of a university]

At our affiliate in Thailand, RIST (ROHM Integrated Systems (Thailand) Co., Ltd.), a Japanese language training project was set up in cooperation with Thammasat University. Thammasat University is a prestigious university that has produced numerous outstanding individuals, and has a history of more than twenty years of Japanese language education. In this project, employees attended a training program at the company, designed jointly with the university. The curriculum started in November 2007 in half-year units, and approximately 130 employees plan to



Thammasat University completion certificate (5.6.2008)

take part annually. In May 2008, the first curriculum ended, and participants who finished the course received a completion certificate from Thammasat University.

"Quality first" is included in ROHM's corporate goals. Increasing the Japanese proficiency of local employees overseas will enable smooth communication and is extremely important. ROHM believes that these activities improve employee morale by allowing them to receive high-level education from a first-class university, and also contribute to mutual understanding between Japan and Thailand.



Momoko Nakashima (left)
Waraporn A (right)
Human Resources Department / RIST