



CSR Report 2009

< Digest edition >

CSR Report 2009

■ Editing policies

ROHM has issued an environmental report annually since 2000, and in 2004 began to issue a social and environmental report with the scope expanded to include social aspects. Starting with the 2007 report, the title was changed to Corporate Social Responsibility Report (CSR Report), and efforts were made to ensure that the ROHM CSR activities contained clear and concise information for all stakeholders. This compiled report thoroughly discloses pertinent information that stakeholders should be aware of from the environment to all social activities.

■ Report content

The report outlines ROHM's fundamental systems relating to its CSR activities as well as themes reported with targets and actual performance. More detailed information on environmental matters that are not included in this report is published separately on the web in the "Environmental Data Book."

● Scope of reporting

ROHM is the focus of the report; however, the activities of domestic and foreign affiliates are also addressed. Matters limited to particular affiliates are clearly indicated as such.

● Reporting period

April 1, 2008 to March 31, 2009

Reports on previous undertakings and recent activities are also included as necessary.

Guidelines used for reference

- Global Reporting Initiative, "Sustainability Reporting Guidelines 2006"

In this report, the names of foreign affiliates are abbreviated as follows:

REPI	:ROHM Electronics Philippines, Inc.	(Philippines)
RIST	:ROHM Integrated Systems (Thailand) Co., Ltd.	(Thailand)
RSC	:ROHM Semiconductor (China) Co., Ltd.	(China)
REDA	:ROHM Electronics Dalian Co., Ltd.	(China)
RWEM	:ROHM-Wako Electronics (Malaysia) Sdn. Bhd.	(Malaysia)
RMPI	:ROHM Mechatech Philippines, Inc.	(Philippines)
RMT	:ROHM Mechatech (Thailand) Co., Ltd.	(Thailand)

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[Next planned publication: End of June 2010]



Basic philosophy of business activities

Since its inception, ROHM has strived to convey the corporate goals it has advocated to all of our employees in order to earn the trust and confidence of 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.

The important fundamental administrative policies required to achieve these corporate goals are guidelines for our business activities and are utilized in the development of all of our business fields.

Basic Management Policies

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

Since ROHM's establishment, the corporate environment has evolved through the development of an information society and the diversification of values, whose objectives are immutable, and constitute the driving force of our business activities.

Top Message

ROHM celebrated the fiftieth anniversary of its founding in 2008 and has always actively focused on the improvement of its business performance and contributions to society. ROHM's mission statement is as follows: "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."



We are thankful that we have been able to continue to play an active role in society and deeply appreciate the support of all of ROHM stakeholders including customers, business partners, shareholders and investors, and employees.

ROHM introduced a new brand in January 2009. This brand incorporates the following ideas:



1. Strength and independence with high aspirations.
2. A broad, global view.
3. Looking toward the future.

For fifty years, ROHM lives up to its original corporate goals and venture spirit while allowing room for growth to include its contributions to society. Employees are encouraged to promote business activities and produce products useful to society while fostering relationships with all stakeholders by fulfilling its social responsibilities.

We hope the report clearly outlines the nature of the ROHM Group's efforts to fulfill both its mission statement and social responsibilities.

 ,td.
President

Ken Sato

ROHM's CSR

"Quality is our top priority at all times."

This is the opening line of our company mission statement and it summarizes the nature of ROHM's foundation. "Quality" is not limited to the quality of its products but it also refers to the quality of its manufacturing processes, employees and the environment. ROHM gives top priority to delivering quality to its employees and their workplaces, both domestically and globally.

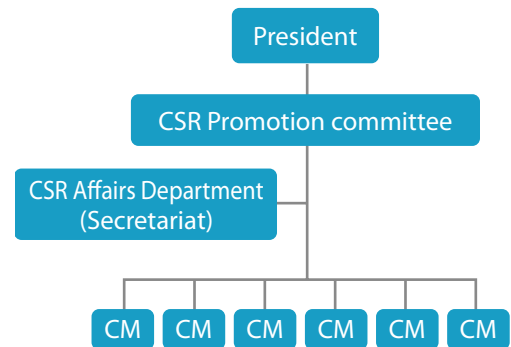
Corporate social responsibilities have recently been called into question. While seeking to continue to receive the trust of society by fostering the company's venture spirit and moral values in each of its employees, ROHM employees bear the responsibility to uphold "quality first" as a representative of ROHM when carrying out these corporate activities.

With the "Company Mission" as our management principles guide, ROHM believes that continuing to uphold and preserve these ideas is the foundation of its CSR activities.

[CSR promotion system]

In December 2007, ROHM established a CSR Affairs Department in the Environmental Management Division, which is a subdivision of the Quality and Environment Division, in order to promote CSR activities. The CSR Promotion Committee began in June of 2008. The committee is made up of members from a variety of divisions, without regard for company background or gender, and actively seeks to fulfill ROHM's CSR by taking in a wide variety of opinions from all perspectives.

[CSR Promotion Committee promotion system]



* CM: Committee member

[2008 efforts and 2009 targets and topics]

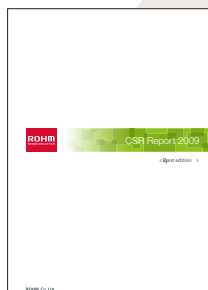
The CSR Promotion Committee set up numerous meetings in June of 2008 to discuss problems to concentrate its efforts on for the following year. The committee decided to raise CSR consciousness among employees and strengthen communication both inside and outside of the company by conducting CSR training exercises as well as surveys for its employees at the division chief level. The results of the surveys will be used as a platform for continuing out activities in 2009.

ROHM acquired Oki Semiconductor and celebrated its fiftieth anniversary in 2008, and intends on continuing the founding venture spirit on to the next fifty years.

★ Brochure and web report

ROHM reports on our CSR activities with the following goals listed below. This report is available as a brochure and a detailed edition is available on the Web.

Digest edition (the brochure)



- Have stakeholders read the report
- Reduce the environmental burden of printing
- Transmit specifics of the primary efforts among ROHM's CSR activities across various branches

Detailed edition (posted on the Web)



- Provide a deeper understanding of ROHM's CSR activities across its various branches
- Allow stakeholders to look at specific pages of interest

ROHM strives to produce a report outlining information relating to the environment in a clear, concise document. More detailed information is posted on the ROHM corporate website.

[URL] <http://www.rohm.com>

Creation of products to meet next-generation needs

ROHM progresses with the development of new products by looking toward the future with special consideration given to the market and its customers, while always asking the question, "What is it about our products that will be useful to society?"



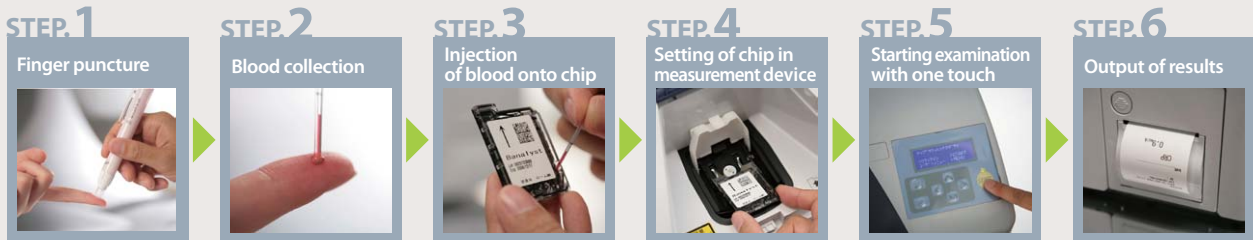
The next step is into the field of biology.

ROHM's new examination system can diagnose metabolic syndromes and infectious diseases with a single drop of blood. This technology lightens the burden on patients.

Development of the "Banalyst" microquantity blood analysis system

A single drop of blood is collected and loaded into the measurement device on an individual chip. The blood, having been centrifugally separated through high-speed rotation, is analyzed using special LED light to carry out diagnosis.

Examination procedure Note: Measurement machine was developed by Ushio Inc.



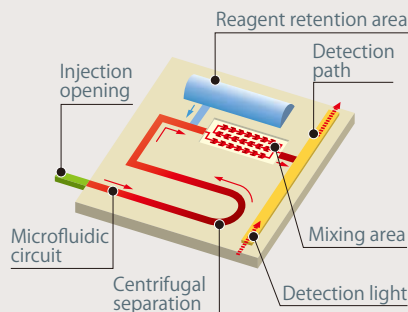
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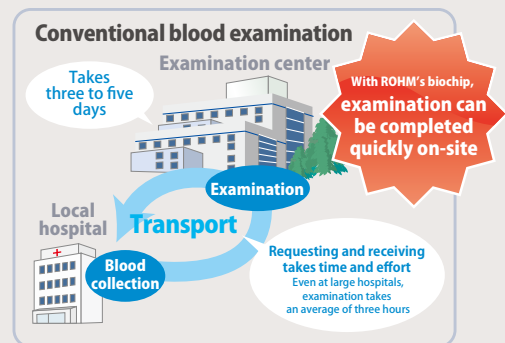
Chip

1. With just a small chip and a tabletop measurement device, the same results as with examination centers can be obtained immediately since the same reagents and examination principles are used as automated chemical analyzer.
2. Since it is in the form of a disposable chip, no waste fluid is produced, and the risk of infection is lowered.
3. Since measurement can be performed with a single touch of a button, it contributes to the expansion of medical treatment in regions where examination technology has not advanced.
4. Since the chip is maintenance-free and requires no cleaning, it can even be used in regions without facilities for running water.

<Schematic view of device>



Using manufacturing technology derived from small electronic components, all functions necessary for examination are integrated on the chip. The interior of the chip (length 5cm, width 4cm, thickness 4.5mm) is processed at widths of 0.1mm at its thinnest areas, keeping the amount of blood needed to one-hundredth of that needed for conventional examination.



Akira Kamisawa
Director
Research and Development Headquarters

Banalyst allows rapid, high-precision measurement on-site with a minimum amount of collected blood so it is safe for performing examinations on newborns. This biotechnology makes it possible to easily perform even multiple-indicator examinations for lifestyle-related diseases. The future of the biology field will make it possible to adaptively expand examinations or drug discovery for cancer, stress, or other conditions through the technological integration of nanotechnology and electronics. New capabilities continue to be possible through the combination of new materials and technologies from other fields including technology cultivated for use with semiconductors. ROHM will continue conducting research and development emphasizing the keywords "environment, safety, and health care."

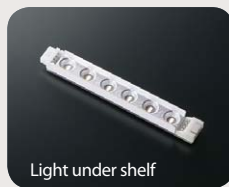


Bringing semiconductor technology into the world of light.

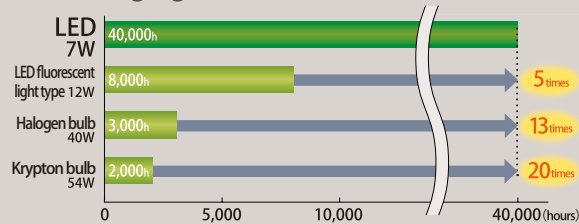
ROHM, a manufacturer of semiconductors, has continued to develop LSIs and other semiconductor products and technologies. These advancing technologies have allowed ROHM to create proprietary next-generation lighting products.

Note: This photograph is partially a computer-generated composite.

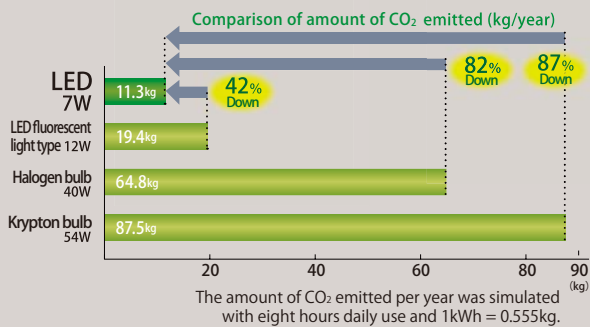
An age that demands lighting with higher quality and lower environmental burden. ROHM is developing LED lighting specialized for application in various kinds of settings.



Longer life with LEDs. Time and effort spent on changing bulbs is reduced.



LEDs reduce CO₂. Brightness equivalent to a 54W krypton bulb can be achieved with 7W.



Conscious efforts to conserve the global environment are increasing, allowing room for growth in energy-saving illumination devices due to its longevity and low-power consumption properties.



Example of store illumination using ROHM's LED lighting

LEDs

ROHM has developed and sold LEDs since 1973. Research and development starts at the elemental composition level. ROHM world-class production volume is five billion units per year.

LSIs

ROHM is advancing towards more comfortable lighting by utilizing its technology as an LSI manufacturer with its LED drivers and high-precision light modulation capabilities, which have the highest power conversion efficiency in the industry.



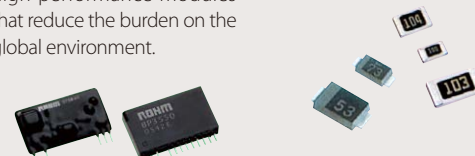
LED Lighting

Power module

ROHM is developing AC/DC converter modules that cut down on the wait time power consumption and operational power consumption of electrical products. As a system LSI manufacturer, ROHM is developing compact, high-performance modules that reduce the burden on the global environment.

Discrete semiconductors

Since its founding, ROHM has developed and sold discrete products necessary for lighting such as transistors, diodes and capacitors, and these technologies are developed with high reliability and performance.



Communication and health for our employees

At ROHM, in order to foster team spirit and promote healthy lifestyles among its employees, organized internal health committees were established to encourage a variety of activities useful for employees' communication and health.



Working toward greater team spirit.

ROHM will continue to advance and attain its goals working together as a team.

Activities for improving communication

In order to foster team spirit within the company, ROHM and its employee association sponsored a variety of events with the purpose of deepening the mutual understanding between both labor and management.

The mini sports tournament was called "ROHM Sports Festa 2008" and it comprised of games such as ball toss, jump rope, a three-person four-legged race, and a ball relay. The purpose of the event was to foster team spirit. More than a hundred employees participated from different divisions and teams were formed to promote cross interaction.



ROHM Sports Festa 2008 (10.25.2008)



ROHM Sports Festa 2008 get together (10.25.2008)



Working together with colleagues: "Dodgebee Tournament"

ROHM holds the "Dodgebee Tournament" sports event every year. For the third annual tournament, 22 teams were formed. The total number of participants exceeded 260.

Rival teams competed for victory and heated contests raged. The number of participants has increased with each year and it has become an exciting established event at ROHM.



Third Annual Dodgebee Tournament (6.28.2008)

What is Dodgebee?



Dodgebee is a sport played in the style of dodge ball with a soft Frisbee.

[Participant opinions]

ROHM Sports Festa 2008

- It was good that it was set up so that everyone could take part.
- It was good that we were able to deepen communication with people from other divisions with whom we ordinarily have no contact.
- It was easy to talk to people since everyone was working together towards a goal, even when strangers were put in the group.
- It was fun and a way of relieving the ordinary lack of exercise and releasing stress.

[Participant opinions] Dodgebee Tournament

- Men and women across all ages are able to participate and enjoy themselves.
- It was a new opportunity to talk with people from other divisions outside of work.
- I think I got to see the true faces of my fellow employees.



Healthy lifestyles benefit employees.

Improve the health of employees through physical activities.
Mental and physical health is a priority.

Health seminars and lectures

In order to firmly establish exercise habits, improve lifestyles, and raise consciousness of mental health, including relaxation, we occasionally hold various internal seminars and lectures. We also hold yearly events where employees can gauge their own physical fitness.



Beyond Martial Arts Seminar (6.17.2008)



Ball Exercise Seminar (8.22.2008)



Internal Dialogue: Zen Breathing Methods Seminar (10.21.2008)



Metabolic Measures Lecture (9.17.2008)

Thirty-Fourth "Walk Rally"

The "Walk Rally" is held every spring and fall. There were about 200 participants, including employees and their families, spent the holiday taking part in a variety of games and events after walking several kilometers, while enjoying the season and the scenery. The "Walk Rally" in April 2009 was the thirty-fourth event.



Philosopher's Walk-Kyoto Gyoen course (4.12.2008)



Yamashina-Ojigaoka Park course (10.4.2008)

Our foreign group affiliates also hold enjoyable health events and seminars.



Belly Dancing / REPI (11.20.2008)



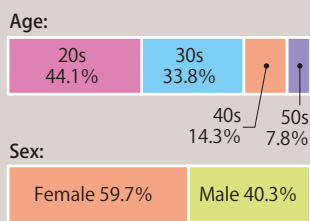
Badminton Tournament / RWEM (6.1 ~ 5.2008)



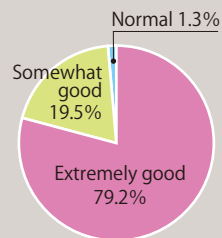
Midyear Activity / RIST (9.17.2008)



[Participation]



[Participant satisfaction]



ROHM holds a variety of healthy events and seminars annually in order to promote and maintain healthy lifestyles as well as encourage communication and team building through physical activities that will carry through to the professional level.

Ruiko Matsumura
Chief, Safety & Hygiene Dept.
Environmental Management Div.

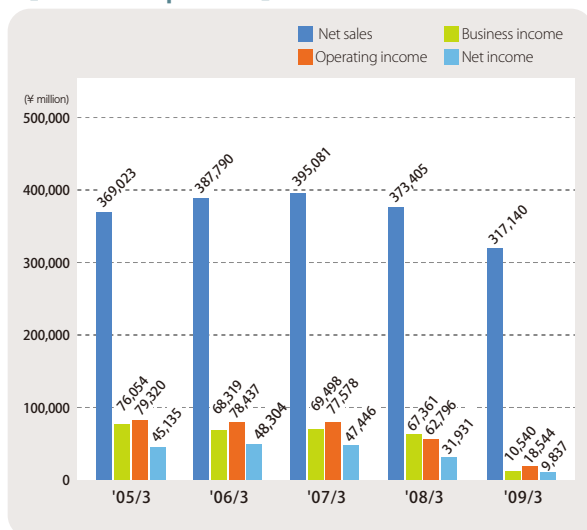
Current status of ROHM Group

Company name ROHM Co., Ltd.
 Location Head Office: 21 Saiin Mizosaki-cho,
 Ukyo-ku, Kyoto 615-8585 Japan
 TEL +81-75-311-2121
 FAX +81-75-315-0172
 Founded September 17, 1958
 Capital 86,969 million yen (as of March 31, 2009)
 President Ken Sato
 Number of employees Non-consolidated: 3,144 employees
 (as of March 31, 2009)
 Consolidated: 22,034 employees
 (as of March 31, 2009)
 Sales volume Non-consolidated: 247,537 million yen
 (fiscal year ending March 2009)
 Consolidated: 317,140 million yen
 (fiscal year ending March 2009)

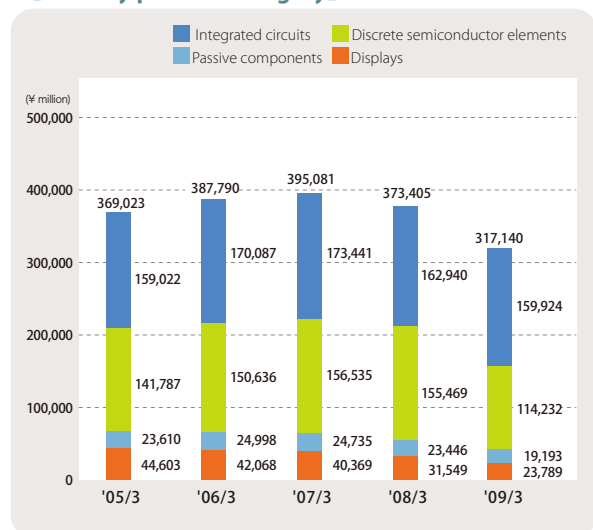
Major Product Lines Integrated Circuits
 Discrete Semiconductors
 Opto Semiconductors
 Passive Components
 Modules
 Bio Chips

Summary of business performance

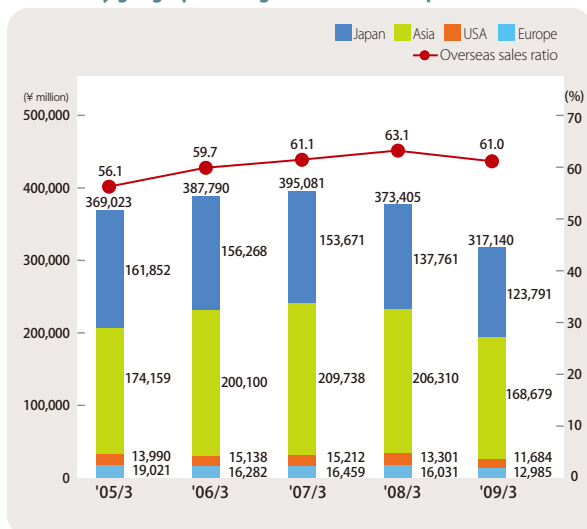
【Results of operation】



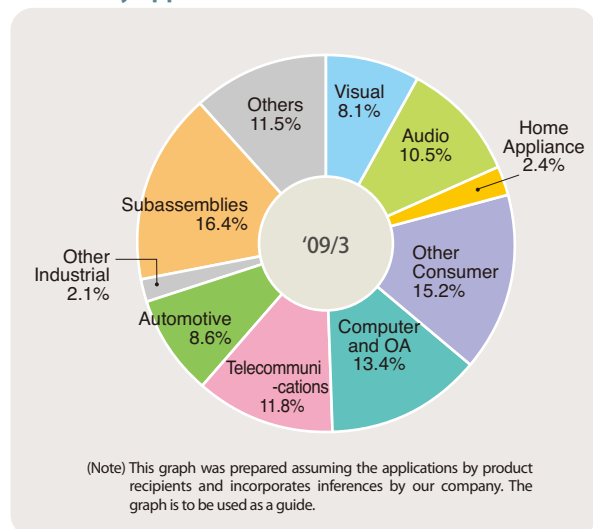
【Sales by product category】



【Sales by geographical region and overseas production ratio】



【Sales by application】



Relationship with stakeholders

A corporation cannot carry out its business activities without earning the trust and cooperation of all of its stakeholders. For this reason, ROHM believes that building good relationships and fostering cooperation between all stakeholders is essential to the creation of lasting and comprehensive corporate value. The company also believes that it is vital to return profits through appropriate distribution not only to shareholders, employees, and regional companies, but also to all stakeholders involved in the enterprise as well as reserve part within the corporation for the sake of business investments that will strengthen its competitive advantage.

[ROHM and stakeholders]



Customers

Based on the company mission of “Quality is our top priority at all times,” ROHM seeks to obtain the satisfaction and confidence of our customers by continuing to supply high quality products as well as services in a timely and appropriate manner. The Company is also open to customer views and suggestions, and will evaluate them internally. ROHM puts the highest priority on the safety of its products, and strives to appropriately disclose information related as well.

Business partners

ROHM is open to purchasing materials and semfinished products in both Japan and abroad, and selects business partners according to equitable and rational criteria.

The company values its relations with its business partners and conducts equal and fair transactions with them in compliance with applicable laws and regulations. ROHM strives to seek mutual prosperity through equitable transactions.

Employees

By appropriately assigning employees to suitable jobs, ROHM seeks a “corporation of self-realization” where each employee puts his or her expertise to good use and demonstrates initiative. In addition, we strive to ensure a safe and pleasant work environment, and create a fair and appropriate workplace where humanity and individuality are valued.

Shareholders and investors

By continually enhancing corporate values and securing an appropriate profit, ROHM will continue to provide a steady return to both shareholders and investors. ROHM holds seminars for investors in both Japan and abroad, and offers financial information through the internet in order to keep shareholders and investors actively informed.

Local societies and communities

ROHM conducts social action programs, cultural/ artistic/sports activities, and related support activities in order to give back to the community. At various office locations around the world, ROHM takes the initiative to preserve the global environment through daily businessactivities.

Our relationship with customers and devotion to quality

ROHM's mission is to supply customers with products that have the performance and functions they demand, in a timely manner. The company produces high quality, high reliability products that customers know and expect, allowing its customers peace of mind when choosing ROHM.

[2008 efforts and 2009 targets and topics]

In 2008, ROHM carried out the stabilization of the 4M*1 for balanced manufacturing and thorough management for change, and focused on lateral expansion of improvements based on quality information from processes and the market.

In 2009, ROHM will continue these activities under the slogan "Quality is caring."

In order to go back to the basics and put into practice the corporate goal since its inception, "We always put quality first," ROHM will continue to challenge itself to achieve a next-generation quality level with adequate process capabilities*2 by establishing quality first as a management policy and carrying out thorough design inspections for new products and management for change.

*1 4M: Human, Machine, Material, and Method

*2 Process capability: Index indicating to what degree a product manufactured through that process satisfies the established standards

[BASIC QUALITY ASSURANCE POLICY]

1. Promote internal standardization for the whole company and establish control structures by means of statistical information.
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. Utilize contracts with our suppliers to secure quality assurance programs for raw materials and components

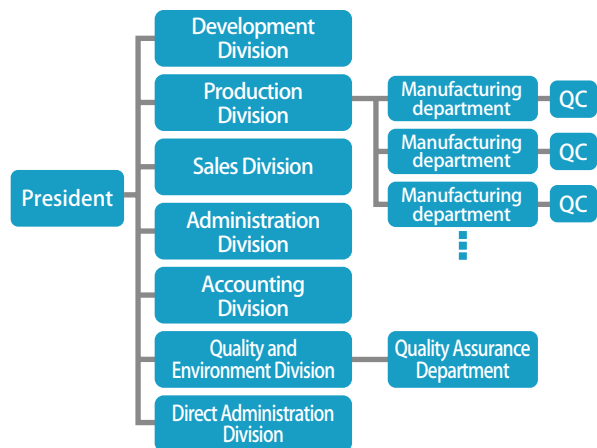
Since its founding, ROHM has made quality first a corporate goal and expanded quality improvement activities based on cooperation between all divisions in order to supply its customers with quality products. The company will contribute to the progress of culture by ensuring that the products it offers customers are useful. This is a fundamental principle of ROHM's corporate management.

Quality control system

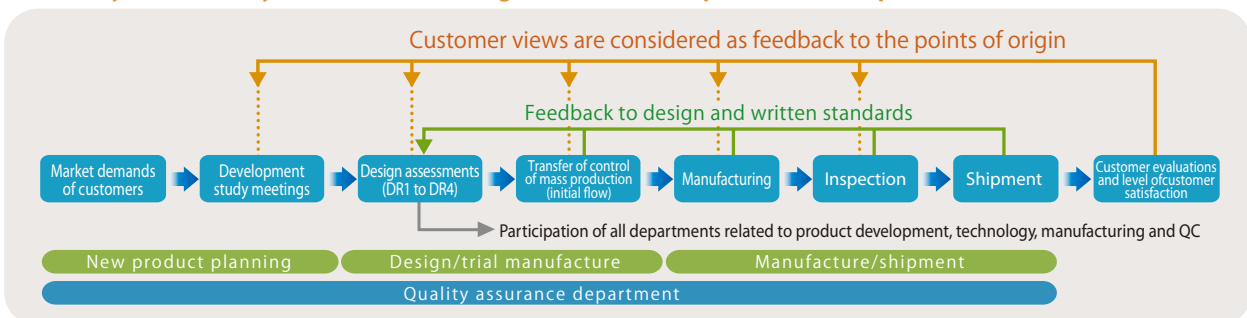
The organization of ROHM is divided into a Development Division, Production Division, Sales Division, Administration Division, Accounting Division, Quality and Environment Division, and a Direct Administration Division. Production departments for each product group (i.e. LSI, TR, LED) are placed within the Production Division, and these departments are in charge of management work for everyday quality, cost, and delivery. Overall quality assurance for all products, including environmental issues, is supervised by a QC unit within each manufacturing department. A Quality Assurance Department is organized within the Quality and Environment Division. The QA Department oversees the construction of quality systems and information dissemination over the entire company beyond the limits of the manufacturing departments and headquarters, and supervises the work of the QC units in each manufacturing department. When developing new products, in order to be able to stably deliver reliable products that satisfy our customers' requirements in a timely manner, ROHM performs evaluations at the four stages of design review,

during initial flow, and during mass production. The company has established a structure where information for improvement is fed back upstream so that sequential handling can be performed, and that information is also incorporated into future designs.

[Quality management promotion system]



[Quality assurance system chart following the flow of new product development]



Relationship with our business partners

ROHM's corporate purpose is to always put quality first. ROHM aspires domestically as well as overseas, to contribute to the continued healthy existence of humankind and society.

[2008 efforts and 2009 targets and topics]

In 2008, along with the goal of promoting CSR activities, ROHM moved forward with the conclusion of basic transaction agreements, including the CSR content listed below.

In 2009, ROHM plans to complete the conclusion of basic transaction agreements with all business partners, and establish the following CSR promotional items to actively carry out these business activities.

ROHM's requests of our business partners regarding CSR

- I . **Human rights and labor**— Prohibition of forced labor.
- II . **Safety and hygiene**— Safety measures for mechanical equipment, workplace safety and hygiene.
- III . **Environment**— Control of chemical substances included in products.
- IV . **Fair transactions and ethics**— Prohibition of abuses of dominant bargaining position.
- V . **Quality and safety**— Ensure product safety.
- VI . **Information security**— Defense against network threats.
- VII . **Social contribution**—Contribution to society and local communities.

■ Procurement policies

ROHM has established the following as procurement policies for the ROHM Group, and request the understanding of all business partners.

~ ROHM Group procurement policies ~

1. ROHM aspires to conduct transactions that observe related laws and regulations and take into consideration the conservation of the environment and the protection of natural resources.
2. ROHM aspires to always conduct transactions that are fair and in line with our business partners.
3. ROHM aspires to value communication with its business partners and establish good relationships.

■ CSR procurement

In the ROHM Group, in addition to checking the results of plant inspections and environmental evaluation certification and its ISO certification status, the company also performs regular transaction evaluations. In order to achieve fair transactions, in 2003, ROHM created a new revision of the Subcontracting Law Compliance Manual and carried out a study meeting on the Law Against Delay in Payment of Subcontract Proceeds to Subcontractors for employees of the Group's purchasing departments and other related departments, and will continue to ensure complete compliance with subcontracting laws.



Overseas inspection scene (RIST)
(7.11.2008)



Overseas inspection scene (RIST)
(10.10.2008)

■ Business partner selection standards

1. Understanding the fundamental philosophy of the ROHM Group
2. Promotion of sound business management
3. Guarantee of quality, delivery dates, and a stable supply
4. Competitive prices
5. Outstanding technology and capability to develop advance products
6. Cooperation in service and the provision of information
7. Environmental protection activities
8. Positive promotion of CSR
9. Solidly corporate ethics

[New Subcontracting Law Compliance Manual]



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



President’s Award presentation ceremony (1.30.2009)

employee consciousness surveys and provides survey results as feedback to employees through internal bulletins while taking employee suggestions into consideration when setting personnel policies.

■ 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 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.



Third year follow-up training (1.22.2009)

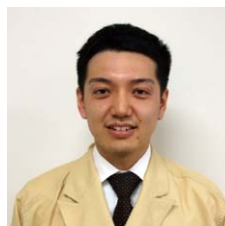


Training for new assistant section chief (1.20.2008)

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

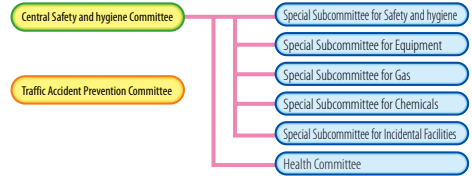


Yuji Ishimatsu
KTC LSI Development Headquarter

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.

Safety, hygiene, and health

The groups shown to the right, including the Central Safety and Hygiene Committee, are organized and active in ensuring the safety and improvement of the health of ROHM employees, as well as promoting a comfortable work environment based on its fundamental safety and sanitation policies.



[2008 efforts and 2009 targets and topics]

In 2008, ROHM distributed and confirmed a lateral expansion sheet as a similar disaster prevention measure and carried out guidance. An activity evaluation system was introduced and put into operation in order to increase safety and sanitation activities in all workplaces. In addition, the health committee employee participation expanded (participants in health events and seminars increased 35% over the previous year).

In 2009, ROHM will prepare for disasters before they occur with thoroughgoing recurrence prevention measures throughout the entire ROHM Group. Also, in cooperation with the medical office, ROHM plans to further improve physical and mental health by developing and streamlining health activities.

[Basic safety and sanitation policies]

1. Observe all laws, regulations, and internal company standards relating to safety and hygiene management in product development, manufacture, sales, and transport activities.
2. Manufacture, sell, transport, and dispose of equipment, machinery, raw materials, and processes only by methods that are appropriate to ensuring safety and hygiene.
3. Continue to educate and train all employees with regard to safety and hygiene, and will set an example.
4. Ensure that employees and relevant persons are aware of the degree of effect on safety and health of our company's products and chemicals. used in the workplace through preliminary evaluation.
5. Make efforts to exhibit leadership in the establishment of methods of dealing with emergency conditions due to dangerous substances, and will protect against effects not only within the company, but to the local environment as well.
6. Strive to ensure the health of all employees and promote a comfortable and safe workplace.
7. Continue to independently review the above activities and raise the level of safety and hygiene management through appropriate improvements.

■ Achievement of fourteen years without work-stopping accidents, and acceptance of a no-accident record certificate

ROHM Headquarters has continued to have a work-stopping accident rate of zero for fourteen years. Converted into work hours, in January 2009, ROHM achieved 60 million continuous hours, and is currently setting a record. In 2004, the company received a "no-accident record certificate" commemorating the highest level (Type V) from the Labor Standards Inspection Office, and will continue to actively maintain a zero accident rate.



Type V no-accident record certificate



■ Countermeasures against the new influenza(H1N1)

As countermeasures against the new influenza(H1N1) at ROHM, a preparation committee for countermeasures against the new influenza(H1N1) was set up in October 2008, and since has promoted the storage of masks and food, services for stocking provisions at home, preparation and training with a countermeasures manual (shared by the entire ROHM Group), and the creation of work continuation plans. By doing so, ROHM was able to smoothly handle the new influenza(H1N1) that emerged in April 2009 across the entire ROHM Group.



Mask wearing training (1.22.2009)



Setting up hand sanitizing fluid

■ Mental health measures

As measures for the mental health of employees, educational activities are performed including mental health training sessions for self care, and the distribution of pamphlets and flyers to all of its employees. The medical office is equipped with a mental health consultation window. ROHM has also contracted with an external organization to provide counseling services (EAP) and stress-check services that can be used by employees and their families.



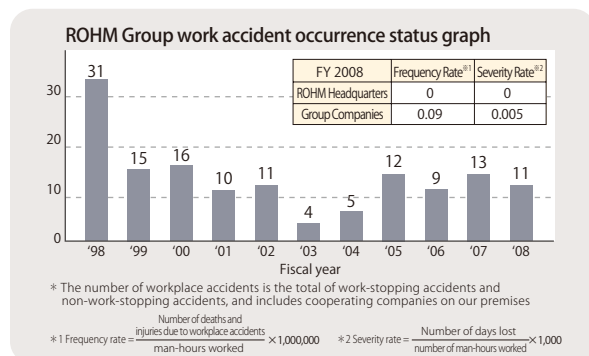
Mental health training for managers (9.24.2008)



Stress care seminar (7.11.2008)

■ ROHM Group work accident occurrence status

Through enhanced safety and hygiene measures, in recent years, the accident rate has reached the level of less than twenty a year.



Relationship with our shareholders and investors

Based on the recognition that all shareholders and investors are important stakeholders, ROHM aspires to create and increase its corporate value. Regarding profit distribution to shareholders, the company is pressing forward with measures to meet expectations in view of the general capital demands for business performance, financial status, and operating capital for future increases in corporate value.

[2008 efforts and 2009 targets and topics]

ROHM unveiled a new shareholder return policy in April 2007, outlining plans to return amounts above 100% of consolidated free cash flow to all shareholders through dividends and acquisition of treasury stock every year until the March 2010 term. Based on the recognition that all shareholders are important stakeholders in the company, ROHM plans to continue to acquire treasury stock in line with this policy, but concluded that it was important to fulfill its responsibility to provide shareholders with an explanation clarifying basic policies relating to this possession and use, since the amount of treasury stock owned is increasing. Specifically, ROHM has set 5% of all shares issued as a goal for the maximum amount of treasury stock in its possession, and the amount by which this has already been exceeded at the present time (end of March 2009) will be eliminated soon. As a general rule, treasury stock acquired in the future will be cancelled at the end of each fiscal year. The remaining treasury stock in ROHM's possession will be provided for future M&A and will remain.

Shareholder return performance

Dividend trends					
(Fiscal year)	2004	2005	2006	2007	2008
(Yen)	85	90	100	230	130

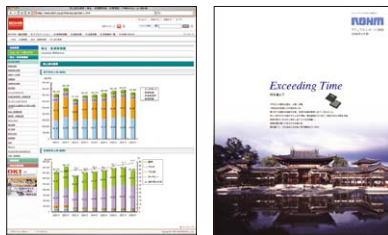
Trend in simple profit per share for the fiscal year					
(Fiscal year)	2004	2005	2006	2007	2008
(Yen)	380.22	416.39	413.57	284.66	89.76

IR activities

ROHM attempts to actively communicate with all shareholders and investors worldwide through IR activities that disclose fair, clear and concise information in a timely fashion.

Information disclosure through the website

In order to provide all individual investors with easy-to-understand information in a timely manner, ROHM established an investor's corner on its website where a wide variety of information relevant to investors is posted. This information includes not only legally mandated disclosure documents such as financial results and financial statements, but also annual reports, results briefing materials, shifts in financial indicators, and shifts in financial data.



IR activities on the Web Annual report
 <Shareholder and investor information >
<http://www.rohm.com/financial/>

Results briefings and informational meetings

In addition to information disclosure on the website, ROHM holds briefings for institutional investors such as research analysts and fund managers. The company also holds briefings for overseas investors twice annually.



Results briefing for securities analysts and institutional investors (5.12.2009)

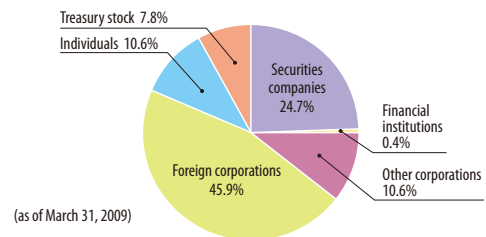


Briefing for overseas investors (6.8.2007)

General shareholders meeting

In order to vitalize the general shareholders meeting and make proxy voting run more smoothly, ROHM issues notifications approximately three weeks prior to the holding of a regular general shareholders meeting, receives proxies through the Internet via personal computer or cellular telephone, and engages in efforts such as encouraging IR activities and proxy voting based on surveys of foreign shareholders, and preparing English translations of general shareholders meeting invitations.

[Composition of shares]



Evaluation of socially responsible investment

Recently SRI (socially responsible investing), has expanded to include corporate social, environmental, and ethical aspects as standards for investment decisions. ROHM's CSR-related activities also obtain high evaluations from SRI-related survey institutions, and has been selected for listing on the following SRI indices. ROHM has received an evaluation in the top 10% for 2008 in the "Corporate Sustainability Assessment" performed on 2500 companies worldwide by SAM Research, and has been selected for the Dow Jones Sustainability Indexes.

Main SRI indices in which ROHM is included

- Dow Jones Sustainability Indexes (as of May 25, 2009; ROHM study)
- FTSE4 Good Index Series
- Ethibel Sustainability Index
- Morningstar Socially Responsible Investment evaluation (MS-SRI)



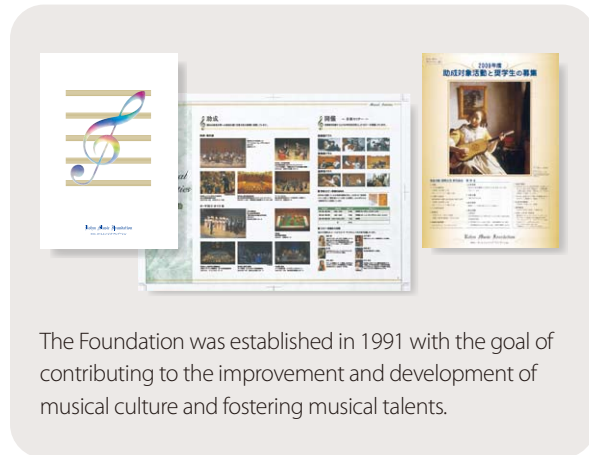
Activities giving back to society

In addition to contributing to the progress of culture through electronics, ROHM has engaged in a variety of social contribution activities for many years, with the goal of being a “good corporate citizen.”

Supporting art and culture

Fine music is a fascinating world where the areas of art and culture converge to bring people together. In order to contribute to the advancement of musical culture, cultivate young talent, and heighten international interaction through music, ROHM has planned and sponsored numerous concerts and continues to be involved in a wide variety of musical support activities.

[ROHM Music Foundation]



The Foundation was established in 1991 with the goal of contributing to the improvement and development of musical culture and fostering musical talents.

ROHM Plaza project

ROHM believes that developing new, useful technologies for society contributes to the progress of culture and society, and actively coordinates with government research institutions, universities, and corporations working in different fields. In order to promote deeper connections between industry and universities, ROHM built “ROHM Plaza” on the campuses of Ritsumeikan University, Doshisha University, and Kyoto University.

Agreement with Tsinghua University (Beijing, China) on the construction of the ROHM Plaza “Tsinghua ROHM Electronics Process Plaza”

ROHM and Tsinghua University, based on a “Comprehensive Industry–University Linkage Agreement” concluded in April 2006, have already formed an active industry–university linkage relating to the development of cutting-edge technology for electronic devices. Both have also agreed to invest approximately two billion yen in the construction of a ROHM Plaza, the “Tsinghua ROHM Electronics Process Plaza,” scheduled to open in April 2011— in time for the 100th anniversary celebration at Tsinghua University. ROHM will use this as a core focus for the further promotion of international industry–university connections.



Tsinghua ROHM Electronics Process Plaza/
Artist's rendering

Passing on the spirit of science

In the electronics field, the scientific viewpoint is important. ROHM carries out a variety of activities to ensure that the children of the next generation do not stop their interest or feeling a sense of wonder about something, but engage in serious investigation and take a learning approach.

“ROHM’s New Natural History Diary”

The “ROHM’s New Natural History Diary: Looking at Folk Tales of the World through Science” series is published in newspapers as corporate advertising. In this series, a theme is chosen for each edition from among commonly known folk tales of the world, and a variety of mysteries hidden therein are examined from a scientific viewpoint. In commemoration of the fiftieth anniversary of its founding, ROHM published these booklets in two volumes, and donated copies to public elementary schools, public libraries, and other institutions in Kyoto and Shiga Prefectures. The company also gave them out as presents at events and on the Web. ROHM would like to help cultivate the scientific spirit through these booklets.



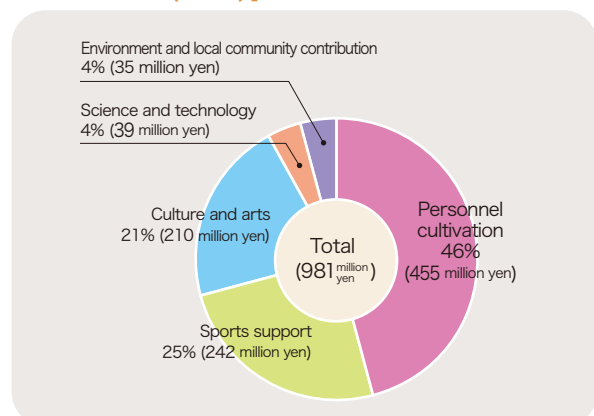
ROHM’s New Natural History Diary

Thank-you letter from
the Yokohama Board of
Education

Economic support

ROHM actively participates as a corporation in local community activities, in welfare and educational activities, and cooperates in sports, cultural, and artistic activities. This includes expenses for industry–university connections. In 2008, ROHM donated 981 million yen for these activities.

[Breakdown of support for social contribution activities (2008)]



Consideration for the environment

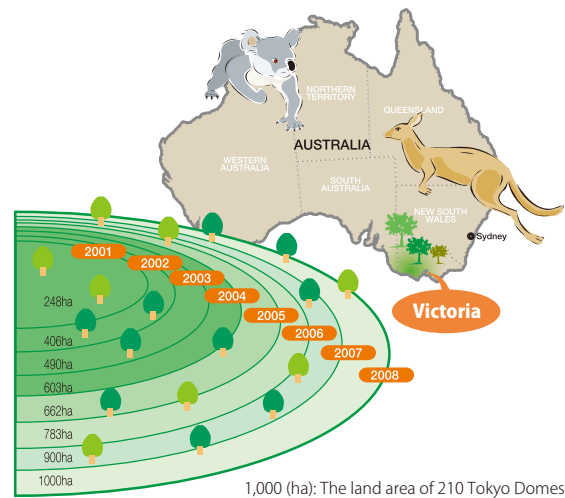
[Environmental Policy]

ROHM's everlasting conscientiousness to preserve the global environment contributes to the healthy existence of humanity and to the continued prosperity of the company.

1. Conserve energy by initiating innovative methods in all corporate activities.
2. Develop environmentally-conscious products that minimize the environmental burden by employing responsible processes throughout the life cycle of each product.
3. Give priority to the procurement of materials and products that have the least levels of adverse impact on the environment.
4. Comply with international and national environmental laws and regional agreements.
5. Endeavor to train employees and encourage our constituents to actively care for their surroundings and the global environment.
6. Develop positive relationships with the community through contributions to the local environment and the proper disclosure of environmental data.

[2008 efforts and 2009 targets and topics]

In 2008, ROHM made particularly active efforts to cut back on total volume of CO₂. Specifically, ROHM headquarters introduced turbo freezers, allowing for a cutback of approximately 4,000 (t) of CO₂ yearly relative to conventional absorption-style freezers. Also, among group companies, ROHM Apollo Device promoted the introduction of PFC gas (global warming gas) treatment equipment, which was effective. In order to prevent global warming, the company also started a tree planting activity in Victoria in southern Australia in 2001, called "ROHM Forest." ROHM has achieved 920 (ha) of the planned total afforestation area of 1,000 (ha). The amount of carbon dioxide (CO₂) fixed by this afforestation corresponds to approximately 40% of the amount of CO₂ emitted by energy generation in its domestic manufacturing centers in 2008. ROHM will continue to make efforts toward becoming a low-carbon company in 2009.

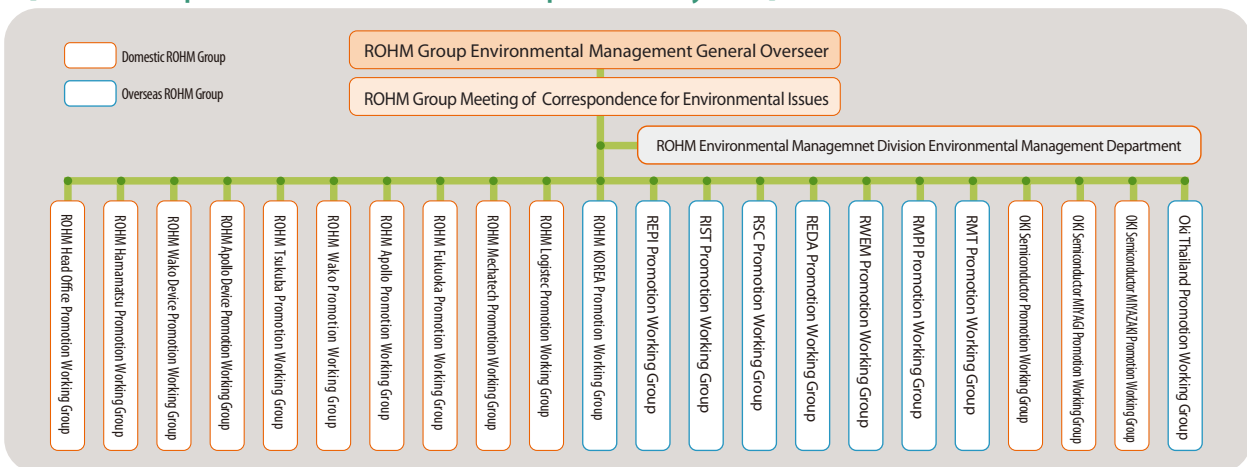


Environmental management system

ROHM has expanded the ROHM Group's shared environmental management system, which is based on the international environmental standard ISO14001, to the entire Group, and all of

its employees are making efforts toward continual improvement of the environment. The ROHM Group's environmental activities expand ceaselessly through linked bases with a global viewpoint. Starting in October 2008, activities are underway to add Oki Semiconductor to the ROHM Group.

[ROHM Group environmental conservation promotion system]

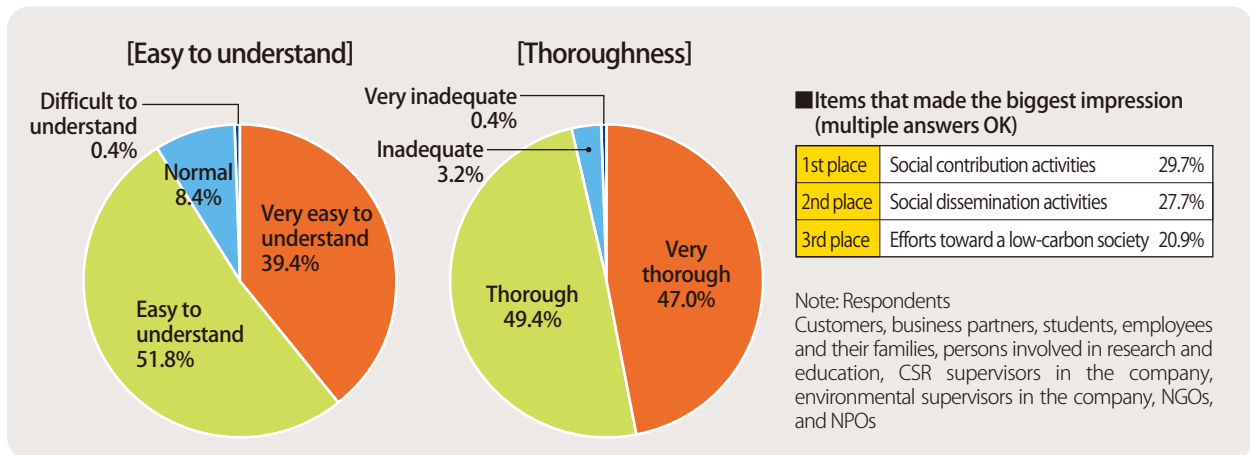


★ Posting of "Environmental Data Book" on website

ROHM is making efforts to provide a clear, concise report for all stakeholders. ROHM has separated detailed information relating to the environment from the main report and included only the environmental information ROHM considered most important. For detailed environmental information, please see our website. (URL) <http://www.rohm.com>

CSR report questionnaire results

ROHM received 249 completed questionnaires regarding the 2008 CSR report. The company would like to express its sincere appreciation to everyone who cooperated in filling out the questionnaire.



Primary opinions and ROHM's comments

Regarding the report

Opinions

- Since the content is so substantial, it was hard to read the entire thing.
- If there were fewer pages, it would be easier to read it carefully.

>>>comments

In order to convey ROHM's important efforts each fiscal year in a clear and concise manner, the company has prepared this report as a digest edition in booklet form as well as a detailed edition on the Web.

Opinions

- I would like to see photographs of the faces of employees and their comments.
- I would like to know employee opinions.

>>>comments

We included photographs of the faces of actual ROHM employees to make this a report that shows the "face" of ROHM, and to make it more personal.

Other opinions

Opinions

- I would like for you to further promote unity with local residents.

>>>comments

ROHM plans to further deepen communication with local community members through local volunteer activities.

Opinions

- I would like to learn more about the products mentioned in the report.
- Why don't we devote more pages to products?

>>>comments

The purpose of the report is to emphasize products from a CSR perspective that are easily understood by a wide variety of shareholders.

Opinions

- This is called a CSR report, but the emphasis is on the environmental management sector.

>>>comments

ROHM extracted information related to the environment from this report as a separate "Environmental Data Book" and reduced the amount of specialized terminology to make it easier for our diverse stakeholders to read.

Opinions

- I hope for CSR educational activities both inside and outside the company.

>>>comments

The company would like to first perform further CSR education within, and then continue to expand it outside of the company.

When promoting CSR activities at ROHM, great importance is placed on opinions and impressions from stakeholders. In the future, the company will continue to ask the opinions of its diverse stakeholders and utilize them in the improvement of its CSR activities and CSR reports.

Please share your opinions and impressions of this report.
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