













Muratec Sustainability Initiatives

Murata Machinery, Ltd.
Updated in April 2024

Themes	Focused items	Initiatives	SDGs	KPI/Goal	Results (fiscal year ending March 2023)
Initiatives to protect safety and health of employees	Occupational safety and health	<ul style="list-style-type: none"> Initiatives to eradicate industrial and traffic accidents - Implementing work risk assessment - Implementing risk assessment of chemical substances - Obtaining occupational safety and health management system (ISO45001 certification) at major locations - Distributing the safety and health handbook to all employees - Implementing traffic safety seminars 		(1) Number of industrial accidents (2) Industrial accident frequency rate (3) Industrial accident severity rate	(1) Number of industrial accidents: 4 accidents accompanied by lost workdays, 15 accidents not accompanied by lost workdays (2) Industrial accident frequency rate: 0.33 (3) Industrial accident severity rate: 0.0022
	Health management	<ul style="list-style-type: none"> Creating a workplace environment and solid systems to allow employees to play an active role in good physical and mental health - Promoting the use of health management apps and smoking cessation programs - Building awareness of lifestyle improvement and disease prevention - Holding athletic events - Improving the workplace environment based on stress check results - Obtaining the Health and Productivity Management Organization (White 500) certification 		(1) [Meals] Percentage of employees with a BMI of 18.5 or higher and less than 25: 70.0% or more (2) [Exercise] Percentage of employees who walk for at least 1 hour every day: 40.0% or more (3) [Sleep] Percentage of employees who are sufficiently rested through sleep: 70.0% or more (4) [Smoking] Percentage of employees who smoke: 20.0% or less (5) [Mental health] Percentage of employees judged to be under high stress: 10.0% or less (The values are targets to be achieved for the fiscal year ending March 2024)	(1) 64.7% (2) 38.3% (3) 64.6% (4) 20.3% (5) 12.1%
Creation of an organization where diverse human resources can demonstrate their abilities	Human resource development	<ul style="list-style-type: none"> - Building a personnel system that promotes individual and organizational growth (goal management system and evaluation feedback sessions) - Implementing trainings by job level, career design trainings, leader development training, purpose-specific trainings (data literacy, online English conversation, various e-learning and online courses), etc. 	  	(1) Feedback session implementation rate: 95% or more	(1) 96.9%
	Work-life balance	<ul style="list-style-type: none"> - Introducing a work system that enables flexible working styles (telework, staggered working hours, hourly paid holidays) - Supporting employees' work-life balance (childcare, nursing care, medical treatment) - Promoting men's participation in childcare - Preventing long working hours and increasing the rate of paid leave taken 		-	-
	Diversity & inclusion	<ul style="list-style-type: none"> - Implementing workplace-led initiatives through D&I promotion projects - Promoting women's empowerment (women's leadership development program, etc.) - Supporting the active engagement of veteran employees - Supporting the active engagement of foreign employees - Promoting understanding of LGBTQ and introducing same-sex partnership system - Promoting employment of people with disabilities 		(1) 35 female employees promoted to manager positions* (2) Percentage of men taking childcare leave: 20%* (*Targets of the General Employer Action Plan from 2022 to 2024) (3) Employment rate for people with disabilities (legal employment rate: 2.3%)	(1) 29 women (total after 2 years) (2) 53.1% (3) 2.36%
	Respect for human rights	<ul style="list-style-type: none"> - Formulating human rights policies - Educating group employees on the background of the initiatives and human rights policies 		(1) Educating domestic and overseas group company employees	(1) Number of participants: 6,976
Addressing decarbonization and sustainable resource use	Response to climate change	<ul style="list-style-type: none"> Reducing total CO2 emissions - Performing energy saving activities at each office and planned renewal of various equipment (Energy saving diagnosis of factories, etc. and introduction of energy saving systems) - Introducing solar power generation - Procuring power from renewable energy - Implementing environmental education 	 	Scope 1 & 2: CO2 emissions: 18% reduction compared to the fiscal year ending March 2018 (by 2030)	11% increase
	Contribution to recycling-oriented society	<ul style="list-style-type: none"> Reducing total waste emissions - Thoroughly separating garbage and improving the recycling rate 		Total waste emissions: 5% reduction compared to the fiscal year ending March 2018 (by 2030)	10% increase
	Chemical substance risk management	<ul style="list-style-type: none"> Reducing VOC atmospheric emissions (manufacturing process) - Switching to low VOC content products 		VOC atmospheric emissions 3% reduction compared to the fiscal year ending March 2018 (by 2030) *Intensity	26% increase
	Sustainable use of water resources	<ul style="list-style-type: none"> Reducing water resource usage - Appropriately monitoring wastewater discharged outside the business premises 		Water resource usage: 3% reduction compared to the fiscal year ending March 2018 (by 2030) *Intensity	18% decrease
	Development of environmentally friendly products	<ul style="list-style-type: none"> - Developing products that reduce energy consumption during use - Calculating CO2 indirect emissions (Scope 3) and setting targets for reduction - Encouraging 3R design - Promoting non-use/substitution of regulated chemical substances 		-	-
Enhanced governance	Dissemination of policies and codes of conduct	<ul style="list-style-type: none"> - Developing Muratec Code of Conduct - Complying with RBA Code of Conduct 	    	(1) RBA-VAP audit: 180 points or more (2) RBA Code of Conduct training participation rate: 100%	(1) Obtained gold rating in RBA-VAP audit (2) 100% (379 target employees)
	Compliance	<ul style="list-style-type: none"> - Creating a corporate culture that values compliance - Building a compliance management system - Understanding and building awareness of laws and regulations in each country - Educating employees on compliance - Disseminating and operating the reporting and consultation desk (available to internal and external stakeholders) 		(1) Improving compliance awareness survey scores (2) Improving awareness of the internal reporting and consultation desk	(1) Overall average score: 72 points (2) 74% (from e-learning survey results)
	BCP (Business Continuity Plan)	<ul style="list-style-type: none"> - Preparing and improving crisis management rules and recovery procedure manuals, etc. - Regularly conducting tabletop recovery training assuming earthquakes, cyber attacks, etc. - Disseminating and training on safety confirmation system - Maintaining stockpiles 		(1) Supplier survey: 70 points or more (2) BCPe learning participation rate (3) Tabletop recovery training evaluation score	(1) 55% (2) 90% (3) 35.4 points (out of 50 points)
	Supply chain risk reduction	<ul style="list-style-type: none"> - Implementing the Business Partner Code of Conduct (*) to major suppliers *Our code of conduct for suppliers based on the RBA Code of Conduct - Requesting guidelines and understanding the situation through supplier surveys - Auditing suppliers and supporting improvement 		(1) Number of Business Partner Code of Conduct notifications (confirmation return rate 100%) (2) Supplier survey score (3) Number of supplier audits conducted	(1) 112 companies (100% confirmation return rate) (2) See page 24 in Sustainability Report 2023 or the URL below https://www.muratec.jp/corp/sustainability/governance/supplychain/ (3) 2 companies
	Enhanced information security	<ul style="list-style-type: none"> - Formulating basic policies, countermeasure standards, and implementation procedures - Holding information security committee meetings - Implementing and monitoring technical measures - Educating all employees and IT managers on information security 		(1) Regularly implementing internal information security control audit (once a year) (2) Regularly educating all employees/managers (once a year)	(1) Once (2) Education for all employees: once Education for managers: once
Communication with local communities	Support for nurturing the next generation and promoting culture	<ul style="list-style-type: none"> - Cooperating in developing next-generation human resources Supporting Murata Overseas Scholarship Foundation Providing education through manufacturing to local children and students - Contributing to local culture and sports promotion Sponsoring the Annual Inter-Prefectural Women's Ekiden Officially sponsoring Kyoto Sanga F.C. Supporting Kyoto Concert Hall Ensemble Hall Murata 		Continuous implementation of various initiatives and support	(Developing the next generation) - Cooperated in learning manufacturing for elementary school students - Cooperated with factory training and career design programs for high school students - Delivered CSR lectures at universities, etc. Continued various other sponsored projects