Muratec Sustainability Initiatives

Murata Machinery, Ltd.
Updated in November 2026

Themes	Focused items	Initiatives	SDGs	KPI/Goal	Results (fiscal year ending March 2026)
Initiatives to protect safety and health of employees	Occupational safety and health	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	3 GOOD HEALTH AND WELL-BEING	(1) Number of industrial accidents (2) Industrial accident frequency rate (3) Industrial accident severity rate	(1) Number of industrial accidents: 6 accidents accompanied by lost workdays, 19 accidents not accompanied by lost workdays (2) Industrial accident frequency rate: 0.45 (3) Industrial accident severity rate: 0.005
	Health management	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) [Diet] Percentage of employeeswith a BMI between18.5 and 25 : At least 70.0% (2) [Exercise] Percentage of employees who walk at least 1 hourdaily or do an equivalent amount of physical activity : At least 40.0% (3) [Sleep] Percentage of employees who are sufficiently rested through sleep : At least 70.0% (4) [Smoking] Percentage of employees who smoke : No more than 18.0% (5) [Mental health] Percentage of employees identified as highly stressed : No more than 10.0% (The values are targets to be achieved for the fiscal year ending March 2027)	(1) 62.1% (2) 45.9% (3) 65.3% (4) 19.3% (5) 10.4%
Creation of an organization where diverse human resources can demonstrate their abilities	Human resource development	- 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.	8 DECENT WORK AND ECONOMIC GROWTH	(1) Feedback session implementation rate: 95% or more	(1) 95.3%
	Work-life balance	- 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	5 GENDER EQUALITY	-	-
	Diversity & inclusion	- 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	10 REDUCED INEQUALITIES	(1) 35 female employees promoted to manager positions* (2) Percentage of men taking childcare leave: 85%* (*Targets of the General Employer Action Plan from 2025 to 2027) (3)Overtime hours: 15hours/month (4)Percentage of paid leave utilization: 85% (5) Employment rate for people with disabilities (legal employment rate: 2.3%)	(1) 19 women (from 2025 to 2026) (2) 93.8% (3) 21.1hours (4) 71.9% (5) 2.48%
	Respect for human rights	- 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: 417 (for New Hires)
Addressing decarbonization and sustainable resource use	Response to climate change	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) -The use of renewable energy (Introducing solar power generation and procurement of renewable electricity) - Implementing environmental education	13 CLIMATE ACTION	Scope 1 & 2: CO_2 emissions: 18% reduction compared to the fiscal year ending March 2018 (by 2030)	10% decrease
	Sustainable use of water resources	Efficient use of water resources - Water consumption and appropriately monitoring wastewater discharged outside the business premises	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Water resource usage: 3% reduction compared to the fiscal year ending March 2018 (by 2030) *Intensity	46.2% decrease
	Development of environmentally friendly products	- Developing products that reduce energy consumption during use - Calculating CO2 indirect emissions (Scope3) - Encouraging 3R design - Promoting non-use/substitution of regulated chemical substances		-	-
	Contribution to recycling-oriented society	Proper waste management and reduction - Reducing total waste emissions - Improving the recycling rate		-	-
	Chemical substance risk management	Reduction of emissions of chemical substances covered by the PRTR system - Switching to products with lower concentrations of covered chemical substances - Switching from solvent-based coating to powder coating		-	-
Enhanced governance	Dissemination of policies and codes of conduct	- Developing Muratec Code of Conduct - Complying with RBA Code of Conduct	8 DECENT WORK AND ECONOMIC GROWTH	(1) RBA-VAP audit: 180 points or more (2) RBA Code of Conduct Traning participation rate	(1) Obtained platinum rating in RBA-VAP audit in May 2025 (2) 95.2% (3244 employees)
	Compliance	- 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)	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	(1) Improving compliance awareness survey scores (2) Improving awareness of the internal reporting and consultation desk	(1) Overall average score: 72 points (in 2025) (2) 86.9% (from e-learning survey results)
	BCP (Business Continuity Plan)	- 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	11 SUSTAINABLE CITIES AND COMMUNITIES	(1) BCP e-learning participation rate (2) Tabletop recovery training evaluation score (3) Supplier survey: 70 points or more	(1) 99% (2) 38.0 points (out of 50 points) (3) 51% *Percentage of suppliers scoring 70 or higher; 243 companies responded to the survey
	Supply chain risk reduction	- 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	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	(1) Business Partner survey score (2) Number of supplier audits conducted	(1)Average score - Primary suppliers : 81.7 points - On-site partner companies at Inuyama Plant : 93.3 points (2) 13 new companies
	Enhanced information security	- 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) Traning for all employees/managers rate(100% for employees,100% for managers) (3) Cybersecurity score(90 points or more)	(1) Once (2) 97.3% for employees, 97.4% for managers (3) 96 points
Communication with local communities	Support for nurturing the next generation and promoting culture	- 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	4 QUALITY EDUCATION	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