

Statement on the UK Modern Slavery Act

This Statement is issued pursuant to Article 54 of the United Kingdom Modern Slavery Act, which was enacted in 2015. Murata Manufacturing Co., Ltd. is cognizant that slave labor and human trafficking are serious global problems and that it must never permit human rights violations in the form of compulsory labor or child labor within the Company or its supply chain. This Statement sets forth the measures that Murata Manufacturing takes to prevent committing or supporting any violations of human rights in its business and supply chain.

1. About Murata Manufacturing

Murata Manufacturing is a general electronic component manufacturer that develops, produces, and sells electronic components based on ceramics. Murata creates innovative products on a foundation of original and accumulated materials development, process development, product design, production technology, and software that supports, analyzes, and evaluates these processes and contributes to the development of an electronics society.

Murata engages in direct and indirect sales in the United Kingdom through our subsidiaries. The subsidiaries with a presence in the United Kingdom are indicated below.

Murata Electronics Europe B.V., NCL Holdings Limited, Murata Power Solutions (Milton Keynes) Limited, Celab Power Management Limited, Murata Power Solutions (Celab) Limited, pSemi Corporation

For detailed information about Murata and its business, access the following company website.

<https://www.murata.com/en-global/about/company/muratalocations>

2. Policy on the Prevention of Slave Labor and Human Trafficking

■Corporate Philosophy

Murata's corporate philosophy, created by founder Akira Murata in 1954, is as follows:

We contribute to the advancement of society by

Enhancing technologies and skills

Applying scientific approach

Creating innovative products and solutions

Being trustworthy and,

together with all our stakeholders,

thankful for the increase in prosperity.

This corporate philosophy is shared by all employees, and by putting this philosophy into practice, we endeavor to address global issues.

Corporate Philosophy:

<https://www.murata.com/en-global/about/company/philosophy>

■Murata Manufacturing CSR Charter

In line with its Corporate Philosophy, Murata adopted the CSR Charter as a statement of norms that all persons who work for the Company are to observe with the aim of remaining a company that is trusted by society by committing to observe laws and regulations as well as highly transparent governance, respect for human rights, health and safety, social contribution, and environmental preservation based on a high level of corporate ethics. The Charter expressly provides that we will respect the human rights of each individual, act with dignity, not engage in discrimination or human rights violations for any reason, and treat employees in accordance with the laws of each country.

Murata Manufacturing CSR Charter:

https://corporate.murata.com/en-global/csr/way_of_thinking/charter

■Murata Manufacturing Human Rights and Labor Policies

Murata adopted the CSR Charter as a statement of norms that all persons who work for the Company are to observe. Among those norms, we believe that human rights are a universal issue that is crucial for business and that respect for human rights is one of our social responsibilities as we undertake sustainable corporate activities. We established basic policies on human rights and labor and take measures to respect and protect human rights with respect for humanity as our guiding principle. We expect all companies and individuals involved in our supply chain to support the intent of these policies and to act appropriately to fulfill their social responsibilities.

Murata Manufacturing Human Rights and Labor Policies:

https://corporate.murata.com/en-us/csr/people/human_rights#id1

■RBA (Responsible Business Alliance) Code of Conduct

In June 2022, Murata became a member of RBA (Responsible Business Alliance), which is a corporate alliance to promote CSR in global supply chains. RBA has established the RBA Code of Conduct as a standard to ensure that the labor environment is safe, workers are treated with dignity and respect, and business operations are environmentally responsible and conducted ethically at companies and throughout their supply chains. Murata respects the RBA Code of Conduct, reflects it

in the Supplier Code of Conduct, and promotes initiatives in conjunction with suppliers.

RBA website: <https://www.responsiblebusiness.org/>

■Murata Manufacturing Procurement Policies and Supplier Code of Conduct

Murata has established procurement policies, and we will fulfill our social responsibility through compliance with laws and regulations when procuring from suppliers, and promotion of CSR procurement that combines consideration for the environment and human rights, etc. In order to achieve this, it is essential to implement initiatives throughout the supply chain, so we have established the Supplier Code of Conduct concerning matters that suppliers must comply with. This code of conduct clarifies the prohibition of labor obtained from slave labor or human trafficking, and we are promoting initiatives to respect human rights throughout the supply chain by requiring suppliers to comply with this code of conduct.

Murata Group Supply Chain CSR Procurement Guideline:

<https://corporate.murata.com/en-global/csr/people/suppliers>

■Promotion of Responsible Mineral Procurement

There are concerns that tin, tantalum, tungsten, and gold (3TG) as well as cobalt and mica mined in conflict affected and high-risk areas (CAHRAs), such as the Democratic Republic of the Congo (DRC) and its neighboring countries, lead to improper action including the provision of funds to armed groups, human rights violations such as forced labor and child labor, environmental degradation, and money laundering. We have established policies to promote responsible procurement of minerals, and have made it clear that we will not procure from companies that pose Annex II risks such as armed conflict and infringement of human rights in CAHRAs, in order to ensure that our products do not use such high-risk minerals.

Promoting “Responsible Minerals Procurement”:

<https://corporate.murata.com/en-global/csr/people/suppliers#id14>

3. Measures for the Prevention of Slave Labor and Human Trafficking

■Due Diligence Processes and Risk Assessment

Internal Measures:

In fiscal 2021, primary plants in Japan and overseas (22 plants in Japan and 11 overseas) conducted self-assessments in accordance with the RBA Code of Conduct. Also, from the perspective of preventing forced labor, we created management procedure documents that describe what should be

taken into consideration and implemented in each process when hiring foreign workers from dispatch from their home countries, entering the receiving country, pre-labor and post-appointment training, protection and management at the worksite, and return to home countries. We periodically review these management procedure documents and strive to ensure reliable compliance with the RBA Code of Conduct.

In fiscal 2021, based on the results of our risk assessment, we determined issues to be resolved as a matter of priority, from a variety of perspectives including forced labor (including child labor, foreign workers, and working hour issues), gender disparities, various types of harassment, impacts on local communities, and impacts of products on society, and worked on preventive and corrective measures. At the same time, we conducted risk management at each company according to the RBA standards, as we are an RBA member, and separately confirmed matters from individual perspectives in addition to a company-wide perspective.

These initiatives will lead to specific measures, including through reduction of long working hours and minimization of the impact of COVID-19 on employment, etc. Going forward, we will continue to conduct initiatives to discover and resolve issues.

Measures in Supply Chains:

We evaluate risks through self-assessment and CSR audits based on the Supplier Code of Conduct that applies to suppliers with which dealings are scheduled to commence (new suppliers), and key suppliers.

In fiscal 2021, we had 36 new suppliers conduct self-assessment, and we conducted CSR audits for 22 of them. We also had 133 key suppliers conduct self-assessments. We did not confirm any serious human rights issues that required immediate rectification for any new suppliers or key suppliers.

We have been conducting CSR audits for key suppliers since March 2022. In addition to desktop confirmation, we also confirm that there is no child labor or forced labor at worksites, and work to correctly understand conditions through interviews with employees.

Going forward, we will use opportunities, etc., provided by CSR audits to work with our suppliers to ensure thoroughgoing CSR procurement, including consideration for human rights.

Mineral procurement initiatives:

We have put systems in place to manage Annex II risks for minerals from CAHRAs contained in our products. We conduct audits based on RMAP (smelter auditing program promoted by RMI), which is the industry standard to identify smelters and refiners in the supply chain, conduct evaluations according to internal standards, convey the content of risks if high-risk smelters or refineries are used, and promote initiatives for improvement. In fiscal 2021, we conducted audits of 154 key suppliers that handle 3TG and 91 companies that handle cobalt. As a result, we identified

smelters of 420 companies, of which we confirmed that 327 are RMAP-compliant smelters. Rather than unilaterally requiring that suppliers that report the use of non-RMAP-compliant smelters and refiners be removed from the supply chain, we will undertake improvement activities by sharing information on current issues and discussing ways to resolve them.

In addition, Murata Manufacturing is a member company of the JEITA Responsible Minerals Trade Working Group and the Responsible Minerals Initiative (RMI) to actively address those issues where there are limits to what can be accomplished by a single company, such as development of industry-wide mechanisms.

Measures Addressing Recruitment Agencies:

In addition to measures taken within the Company and suppliers, the cooperation of recruitment agencies that refer and dispatch human resources is also essential for the elimination of slave labor and human trafficking. To this end, we request that recruitment agencies sign an agreement to comply with our CSR standards, the RBA Code of Conduct, and the JEITA Supply Chain CSR Deployment Guidebook in the same manner as suppliers. We also request that recruitment agencies set their recruitment fees to be paid by workers at zero as a general rule, and we conduct periodic surveys that cover slave labor and measure human trafficking risks. Furthermore, we believe that it is crucial that we enable foreign workers and their families to lead secure lifestyles in harmony with local communities. To achieve this, we cooperate with personnel placement agencies and local communities, provide free language education for workers and family members, dispatch interpreters to schools and administrative agencies, and take other measures. Going forward, we will respect the human rights of temporary workers and their families to the greatest extent possible and expand our initiatives.

■ Consultation Hotline Established

We established the Non-Compliance Notification Hotline, which is a notification and consultation hotline for Murata Manufacturing Group employees (including dispatched workers and part-time workers), at all business sites, as well as an external hotline that can be used outside the Company, to create an environment where employees and others can anonymously and easily make reports and consult.

With regard to supply-chain hotlines, we have an environment where suppliers can make reports and consult. When investigating reports and consultations, the privacy of reporting and consulting individuals is protected and measures are taken to prevent any disadvantageous treatment.

■ Education

Murata has translated its Corporate Ethics Policy and Code of Conduct based on the CSR Charter

into local languages, distributed them to all domestic and overseas sites, and requires all personnel to understand their content and comply with them in all aspects of their work. In addition, October of each year is designated as Compliance Promotion and Enhancement Month and employee education is conducted on the Corporate Ethics Policy and Code of Conduct as well as how to use the hotlines.

We conducted human rights and labor education at primary production plants that included prevention of compulsory labor and human trafficking in accordance with the human rights and labor management system. We also engaged in close communications with recruitment agencies that hire large numbers of foreign workers in particular to raise awareness, including prevention, of compulsory labor and human trafficking as required by the RBA Code of Conduct.

We regularly update our fundamental policies on human rights in light of amendments to laws and regulations as well as the requirements of global customers, investors, and others.

In fiscal 2021, in addition to the training on human rights, labor, and harassment that we already conducted, we also held seminars presented by outside experts. By relearning about business and human rights from an outside perspective through presentations, we are working to enable employees to think and act with a greater awareness of human rights.

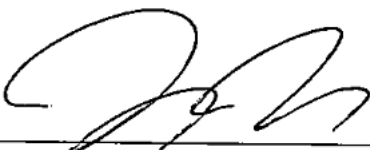
For employees involved in materials transactions, each year, we conduct CSR procurement training based on our procurement policy in addition to the above training. In this way, we conduct transactions that comply with relevant regulations, and work to eliminate the risk of forced labor and human trafficking in the supply chain.

4. Future Measures

We will continue to practice the Murata corporate philosophy as a statement of our management principles so that we can contribute to the advancement of society while we work in collaboration with our supply chain to eliminate global human rights problems, including slave labor, human trafficking, child labor, and compulsory labor.

This statement was reported to and approved by the Board of Directors on November 25, 2022.

December 2022



Norio Nakajima

President and Representative Director

Murata Manufacturing Co., Ltd.