

# ESG data

Included range: Consolidated: the Murata Manufacturing Group as a whole Non-consolidated: Murata Manufacturing as a standalone company

		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	Included range	
Environment	GHG emissions	Total GHG emissions	t-CO <sub>2</sub> e	5,660,000	6,074,000	5,979,000	5,237,000	5,762,000	Consolidated
		Scope1	t-CO <sub>2</sub> e	251,000	312,000	307,000	278,000	260,000	Consolidated
		Scope2 <sup>*1</sup>	t-CO <sub>2</sub>	1,149,000	1,320,000	1,302,000	1,157,000	1,140,000	Consolidated
		Scope3	t-CO <sub>2</sub>	4,260,000	4,442,000	4,371,000	3,801,000	4,362,000	Consolidated
		Category 1: Purchased goods and services	t-CO <sub>2</sub>	3,201,000	3,380,000	3,262,000	2,883,000	2,530,000	Consolidated
		Category 2: Capital goods	t-CO <sub>2</sub>	754,000	717,000	693,000	484,000	519,000	Consolidated
		Category 3: Fuel-and-energy-related activities not included in Scope 1 or Scope 2	t-CO <sub>2</sub>	74,000	95,300	178,000	197,000	229,000	Consolidated
		Category 4: Upstream transportation and distribution	t-CO <sub>2</sub>	152,000	163,000	174,000	159,000	382,000	Consolidated
		Category 5: Waste generated in operations	t-CO <sub>2</sub>	35,000	42,000	20,000	34,000	22,000	Consolidated
		Category 6: Business travel	t-CO <sub>2</sub>	9,800	10,000	9,600	9,800	20,000	Consolidated
		Category 7: Employee commuting	t-CO <sub>2</sub>	34,000	35,000	33,000	35,000	36,000	Consolidated
		Category 8: Upstream leased assets	t-CO <sub>2</sub>	-	-	-	-	500	Consolidated
		Category 10: Processing of sold products	t-CO <sub>2</sub>	-	-	-	-	77,000	Consolidated
		Category 11: Use of sold products	t-CO <sub>2</sub>	-	-	-	-	523,000	Consolidated
		Category 12: End-of-life treatment of sold products	t-CO <sub>2</sub>	330	350	320	290	9,000	Consolidated
	Category 15: Investments	t-CO <sub>2</sub>	-	-	-	-	14,000	Consolidated	
	Percentage of GHG emissions by region								Consolidated
	Japan		%	70	68	66	77	75	Consolidated
	China		%	19	21	21	9	17	Consolidated
	Asia		%	10	11	12	13	7	Consolidated
	Europe		%	1	0	1	1	1	Consolidated
	Total energy consumption <sup>*2</sup>		TWh	6.49	7.72	7.81	8.07	8.65	Consolidated
	Non-renewable fuel consumption (fossil fuel, coal, oil, natural gas, etc.) (A)		MWh	819,000	919,000	916,000	985,000	867,000	Consolidated
	Non-renewable energy consumption (Steam, heat, cooling) (B)		MWh	110,000	168,000	164,000	208,000	248,000	Consolidated
	Non-renewable electricity consumption (C)		MWh	2,067,000	2,443,000	2,321,000	2,168,000	2,194,000	Consolidated
	Total consumption of non-renewable energy (A+B+C)		MWh	2,996,000	3,530,000	3,401,000	3,361,000	3,309,000	Consolidated
	Renewable electricity consumption (wind, solar, biomass, hydraulic, geothermal, etc.) (D)		MWh	30	23,000	35,000	396,000	593,000	Consolidated
	Total electricity consumption (C+D)		MWh	2,067,030	2,466,000	2,356,000	2,564,000	2,786,000	Consolidated
	Renewable energy ratio (D/(C+D))		%	0	0.9	1.5	15.4	21.3	Consolidated
	Emissions of air polluting substances	Volume of use of Volatile Organic Compound (VOC)	t	25,900	27,800	23,100	27,200	32,400	Consolidated (domestic)
Volume of discharge of Volatile Organic Compound (VOC)		t	1,100	1,100	1,240	1,150	1,320	Consolidated (domestic)	
Volume of transportation of Volatile Organic Compound (VOC)		%	4.2	3.9	5.4	4.2	4.1	Consolidated (domestic)	
Waste management	Total emissions volume	t	95,000	132,000	108,000	105,000	102,000	Consolidated	
	Recycling rate	%	94	92	95	98	96	Consolidated	
	Hazardous waste volume <sup>*3</sup>	t	39,000	62,000	52,000	43,000	33,000	Consolidated	
	Comparative waste intensity (Baseline: FY2016-2018 per-unit average)	%	-4	24	16	0	-12	Consolidated	
Water resource management	Water intake volume	1,000 m <sup>3</sup>	17,400	19,400	18,500	17,900	18,400	Consolidated	
	Municipal water supply (or from other water supply facilities)	1,000 m <sup>3</sup>	11,600	13,100	12,400	12,800	13,400	Consolidated	
	Freshwater and groundwater	1,000 m <sup>3</sup>	5,700	6,300	6,100	5,100	4,900	Consolidated	
	Wastewater discharge	1,000 m <sup>3</sup>	14,600	15,000	14,800	15,600	15,300	Consolidated	
	Volume consumed	1,000 m <sup>3</sup>	2,700	4,400	3,600	2,300	3,000	Consolidated	
	Recycling rate <sup>*4</sup>	%	19	20	20	21	21	Consolidated	
Comparative water resource intensity (Baseline: FY2016-2018 per-unit average)		%	-6	-2	2	-4	-16	Consolidated	
Environmental violations	Accidents and significant exceeding of laws and regulations	cases	0	0	0	0	0	Consolidated	
Related to environmental accounting	Environmental and energy investments	million yen	2,200	4,000	4,000	1,900	1,800	Consolidated	
	Environmental and energy business expenditures	million yen	5,500	6,000	6,100	7,200	8,600	Consolidated	
	Economic effects per year due to environmental burden reductions	million yen	780	690	650	430	1,110	Consolidated	
ISO 14001 acquisition	Certification rate (Targets are Murata Manufacturing Co., Ltd. on a non-consolidated basis and production site)	%	95	95	95	96	100	Consolidated	

\* Amounts less than the specified unit are rounded off, so the breakdown and total may not match.  
 \*1: Market-based method of CO<sub>2</sub> calculation was adopted in place of location-based method in fiscal 2019.  
 \*2: The total amount of purchased power converted into primary energy  
 \*3: Waste as defined by the laws of each country. In Japan, it refers to specially controlled industrial waste.  
 \*4: Calculated by dividing recycled volume by the sum of recycled volume and water intake volume.

		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	Included range	
Society	Attracting and cultivating human resources	General employee education (number of e-learning registrants)	persons	26,877	30,783	32,962	33,975	35,116	Consolidated
		Training results by class	persons	3,637	4,332	5,245	4,590	6,690	Consolidated (domestic)
		Employee education expenses	million yen	1,438	1,476	1,463	1,012	1,363	Consolidated
		Total overseas local employees using the deployment system to affiliated companies in Japan and other countries	persons	616	737	876	958	998	Consolidated
	Diversity & Inclusion	Number of employees (consolidated)	persons	75,326	77,571	74,109	75,184	77,581	Consolidated
		Ratio of women among all employees	%	50.4	49.2	47.6	47.8	47.4	Consolidated
		Number of management staff <sup>*1</sup>	persons	543	625	656	712	749	Non-consolidated
		Ratio of female management staff	%	0.9	0.8	1.5	1.8	2.4	Non-consolidated
		Number of management staff at the level of department head and above (included in the number of management staff)	persons	125	145	158	156	153	Non-consolidated
		Men	persons	125	145	158	155	152	Non-consolidated
Women	persons	0	0	0	1	1	Non-consolidated		
Ratio of employees with disabilities	%	1.92	1.88	2.32	2.33	2.37	Non-consolidated		

		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	Included range	
Diversity & Inclusion	Number of recent graduate hires	persons	294	341	399	447	335	Non-consolidated	
	Ratio of women	%	28.6	30.2	36.6	36.9	36.1	Non-consolidated	
	Number of mid-career hires	persons	363	428	224	121	168	Non-consolidated	
	Ratio of women	%	7.4	9.1	9.8	12.4	19.0	Non-consolidated	
	Ratio of mid-career hires among all hires	%	55.3	55.7	36.0	21.3	33.4	Non-consolidated	
	Average number of years continuously employed	year	14.4	14.1	14.9	14.7	14.3	Non-consolidated	
	Men	year	14.7	14.4	15.2	15.1	14.7	Non-consolidated	
	Women	year	13.2	13.0	14.0	13.2	12.7	Non-consolidated	
	Voluntary turnover rate	%	1.5	1.6	1.3	1.5	1.5	Consolidated (domestic)	
	Average age	age	40.1	40.0	41.0	40.1	40.1	Non-consolidated	
	Men	age	41.0	40.8	41.8	41.1	41.2	Non-consolidated	
	Women	age	36.7	36.6	37.7	36.5	36.5	Non-consolidated	
Society	Paid leave utilization rate	%	69.3	69.2	73.3	74.4	67.1	Non-consolidated	
	Number of serious incidents <sup>*3</sup>	-	0.44	0.15	0.42	0.30	0.35	Consolidated <sup>*5</sup>	
	Number of serious incidents <sup>*3</sup>	cases	2	0	0	0	0	Consolidated	
	Number of industrial accidents resulting lost workdays	cases	24	9	58	48	56	Consolidated <sup>*5</sup>	
	Industrial accident rate per 1,000 workers <sup>*4</sup>	All employees	-	2.51	2.58	2.12	1.56	1.70	Consolidated
		Full-time employee, temporary employee	-	2.51	2.56	2.06	1.31	1.59	Consolidated
		Contract employee	-	2.48	2.89	2.87	4.22	2.85	Consolidated
	ISO 45001 certification rate (Targets are Murata Manufacturing Co., Ltd. on a non-consolidated basis and production site)	%	65	66	64	82	82	Consolidated	
	Contributions to society/Community	Total social contribution expense	million yen	-	-	167	215	295	Non-consolidated
				-	-	-	-	588	Consolidated
	Social contribution activities	Total number of volunteering employees	persons	-	-	17,088	8,027	14,288	Consolidated
		Support for the development of the next generation	cases	-	-	-	146	254	Consolidated
Local community support		cases	-	-	-	270	400	Consolidated	
Environmental protection		cases	-	-	-	22	60	Consolidated	
Cultural support (sports, arts, and traditional industries)		cases	-	-	-	13	59	Consolidated	
The visiting class to experiential programming		cases	-	-	-	16	74	Consolidated	
Others	cases	-	-	-	24	69	Consolidated		

\*1: Number of management staff...Includes expert managerial positions from fiscal 2020.

\*2: Work accident (accidents requiring work stoppage) frequency...The number of injuries and fatalities per million cumulative hours worked. Represents the frequency of accidents.

\*3: Number of serious incidents...Represents the number of serious industrial accidents that led to death or after-effects.

\*4: Industrial accident rate per 1,000 workers...Represents the ratio of the number of injuries and fatalities per 1,000 workers per year. At Murata, the number of occurrences is managed including both accidents that require time off from work and those that do not.

\*5: The included range until fiscal 2018 was consolidated (domestic) companies. Since fiscal 2019, the overseas offices have also been included in the calculations.

		Unit	As of June 29, 2022	
Composition of the Board of Directors	Number of members	persons	10	
	Outside Directors	persons	5	
	Outside Directors appointed as Independent Directors	persons	5	
	Inside Directors	persons	5	
	Ratio of Outside Directors	%	50.0	
	Female Directors	persons	2	
Composition of Audit and Supervisory Committee	Ratio of female Directors	%	20.0	
	Number of members	persons	4	
	Outside Directors	persons	3	
	Committee Chairperson	-	Inside Director	
	Composition of Nomination Advisory Committee	Number of members	persons	5
		Outside Directors	persons	3
Composition of Remuneration Advisory Committee	Inside Director	-	Outside Director	
	Number of members	persons	5	
	Outside Directors	persons	3	
		Unit	FY2021	
Number of meetings, etc	Number of meetings of the Board of Directors	times	12	
	Board of Directors meeting attendance rate	%	95.2	
	Board of Directors meeting attendance rate for Outside Directors	%	100.0	
	Number of meetings of the Audit and Supervisory Committee	times	10	
	Audit and Supervisory Committee meeting attendance rate	%	100.0	
	Number of meetings of the Nomination Advisory Committee	times	4	
	Number of meetings of the Remuneration Advisory Committee	times	9	

## CSR-related policy list

CSR Charter/Corporate Ethics Policy and Code of Conduct/Human Rights and Labor Policies/EHS Disaster Prevention Policy/Procurement Policy/Quality Policy/Disclosure Policy/Basic Policy for Activities to Contribute to Society and Local Communities/Basic Policy for Prevention of Cartels and Bribery/Global Tax Policy

For other data, please see:

ESG data collection

[https://corporate.murata.com/en-global/csr/esg\\_data](https://corporate.murata.com/en-global/csr/esg_data)

GRI Standards reference table

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

SASB reference table

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