

[CSR Activities: Targets and Results]

Murata commits itself to continual improvement in priority theme areas through the implementation of a broad range of measures.

○ : Achieved  
△ : Nearly achieved  
□ : Not achieved

■ 5th Environmental Action Plan: Results for Fiscal 2012				
Item	Region (s)	Targets for FY2012	Results for FY2012	Achievement
[1]Environmentally considerate products	Global	Expand the lineup of environmentally considerate products (goods, materials, processes)	Set goals for design and development that consider the environment, and promoted the miniaturization and energy saving of products	○
	Global	Continue to reduce and replace environmentally hazardous chemical substances contained in products	Advanced reduction and replacement of environmentally hazardous chemical substances as planned	○
	Global	Increase sales of environmentally considerate products to help shape a society with a low environmental impact	Implemented activities towards promoting, obtaining approval for, and increasing sales of environmentally considerate products. Obtained approval from many customers and continued to replace existing products	○
[2]Global warming countermeasures	(1) Production sites	Global	Continue to recognize CO <sub>2</sub> emissions and quantitative basic units by product at domestic production site and deploy that system at overseas production sites	○
		Global	Implement and monitor measures to reduce CO <sub>2</sub> emissions from production	○
	(2) Logistics	Domestic plants	Maintain the FY2011 reduction rate of CO <sub>2</sub> emissions per unit of real production from logistics	○
		Overseas plants	Recognize CO <sub>2</sub> emissions from logistics	△
	(3) Green purchasing	Domestic plants	Achieve a green procurement ratio of 90%	△
	[3]Chemicals	Domestic plants	Reduce the use of environmentally hazardous chemical substances per unit of net production by 1% from the previous fiscal year	○
		Overseas plants	Recognize the usage of environmentally hazardous chemical substances and promote reduction in use	○
[4]Saving resources & recycling	(1) Waste	Global	Reduce waste emissions per unit of net production by 4% from FY2007	○
		Overseas plants	Continue efforts to achieve zero emissions	○
	(2) Containers and packaging	Global	Increase the ratio of eco-containers made of internally produced materials to more than 20%	○
	(3) Production processes	Global	Reduce raw material loss ratios	○
[5]Biodiversity	Global	Global	Continue to provide employees with biodiversity education	○
		Global	Provide environmental education in biodiversity for elementary and junior high school children	○
[6]Environmental & social contribution activities	Global	Global	Continue environmental & social contribution activities	○

○ : Achieved  
△ : Nearly achieved  
□ : Not achieved

■ Social Activities: Targets and Results for Fiscal 2012 and Targets for Fiscal 2013				
Item	Targets for FY2012	Results for FY2012	Achievement	Targets for FY2013
Promoting development of the internal control system	In addition to developing internal controls to ensure the appropriateness of operations, continually promote operational standardization, visualization, improvement and reforms	• In addition to developing internal controls aimed at ensuring the appropriateness of operations, we continually promoted operational standardization, visualization, improvement and reforms. The company has also been expanding the scope of the internal control system to include M&A companies. Further, along with the increase in overseas production, operating procedures were reevaluated according to the risk. • To ensure compliance as well as operational effectiveness and efficiency, the company now improves and evaluates the internal control system at almost all consolidated sites.	○	Aim at expanding the scope of the internal control system (New M&A companies)
	Improve monitoring functions to ensure operational appropriateness and increase the transparency and effectiveness of the corporate governance system	Taking a risk approach to the internal control system, such as in regard to compliance and risk management, the independent internal audit department evaluates and monitors priority items to increase transparency and effectiveness	○	Conduct efficient and comprehensive audits that utilize data
				Further improve the effectiveness and efficiency of business and promote consulting activities
Promoting compliance	Aim at an enhanced, reestablished and streamlined compliance system from a cross-group perspective ①Continue to conduct compliance surveys and test the understanding of the Code of Conduct ②Regularly communicate information on compliance promotion activities Publish a monthly email magazine on compliance awareness Publish a quarterly email magazine on compliance promotion activities ③Firmly establish Compliance Month	①Conducted compliance surveys and tested general awareness towards compliance and the content of the Corporate Ethics Standards and Code of Conduct ②Regularly published email magazines on compliance awareness and on compliance promotion activities ③Murata Manufacturing and domestic affiliates held intensive study meetings and other activities during Compliance Month (October)	○	Aim at an enhanced, reestablished and streamlined compliance system from a cross-group perspective ①Regularly communicate information on compliance promotion activities Publish a monthly email magazine on compliance awareness Publish a quarterly email magazine on compliance promotion activities ②Firmly establish Compliance Month (October) • Hold group discussions • Conduct verification tests • Post awareness posters • Conduct surveys
Strengthening risk management	Strengthen measures in regard to important themes amongst company-wide business risks and continually improve each risks response through risk management activities	Checked the implementation status of measures against significant risk items each 6 months, extracted issues, and clarified future plans	○	Strengthen company-wide preventative measures as well as measures to minimize loss when a risk materializes in relation to significant risks that may impede the continuation of Murata business
	Strengthen proactive measures towards continuing operations in an emergency, and continue to strengthen the overall emergency response organization	Strengthened disaster measures for communication and core systems, and reevaluated the inventory control system towards continuing product supply	○	
Society and community	Continue social and regional support activities that are firmly rooted in and recognize local communities and societies	• Manufactured a new experiment kit for capacitors, and cooperated with local elementary and junior high schools to enhance the content of and increase the opportunity for science and environmental education • Participated in local events and increased the opportunity for plant tours for local residents • Continued community clean-up, forest preservation, and greening activities	○	Continue social and regional support activities that are firmly rooted in and appreciated by local communities and society
Suppliers	Conduct tests for all purchasing representatives in and outside Japan to confirm their comprehension of compliance and CSR procurement	Held 5 classes on compliance and CSR procurement at the Procurement Department workshop. Also conducted comprehension tests for all purchasing representatives in and outside Japan.	○	In continuation from the previous fiscal year, investigate conflict mineral information (refiner information) with suppliers and built an in-house conflict mineral control mechanism as a response to the "conflict mineral problem"
	Conduct in-house training and operational diagnosis at purchasing sites in and outside Japan to strengthen the compliance organization	Carried out self-assessment at material sites in and outside Japan towards thorough awareness in regard to response guidelines when a supplier submits a report of a dishonest act Also held 8 classes at sites in Japan on the "Subcontract Act" for regular employees, and provided education on the "Subcontract Act" as needed for transferees to the Procurement Department	○	Conduct classes on the "Subcontract Act" at core sites and deepen the awareness of each and every employee of departments requesting materials towards dealing with subcontractors Foster human resources who are able to conduct education on the "Subcontract Act" at core sites
	Have all overseas materials sites conclude CSR agreements with their suppliers	Obtained CSR agreements from current suppliers for all overseas materials sites. Incorporated into the daily operations the absolute need to obtain a CSR agreement when new dealings start.	○	Determine the response guideline at overseas sites when there is a report from a supplier, enhance and strengthen the compliance system at overseas sites as well
	Keep employees at Murata and all domestic affiliates thoroughly informed about the need for compliance in transactions with suppliers	Held 5 classes on compliance and CSR procurement at the Procurement Department workshop. Also conducted comprehension tests for all purchasing representatives in and outside Japan.	○	
Employees	• Continue to implement the system to enable employees to select career paths according to their aptitude Introduce a self-declaration system and a career development program for young employees • Increase the number of foreign employees on loan to 30 in FY2012 • Introduce and expand a program that helps senior employees play an active part at work Introduce the "Senior Expert" system Hold 10 career management training sessions during FY2012	• Conducted self-declaration of employees in their fourth year at the company and achieved a 42% participation rate in the career development program for employees who entered Murata in 2008 • Accepted 44 foreign employees on loan in FY2012 • Approved 4 new senior experts • Held 11 career management training sessions: 5 sessions for managers and 6 sessions for general employees	○	• Implement a system to enable employees to select career paths according to their aptitude Practice reshuffling through a career development program • Promote employment of disabled persons Employment rate: 2.0% or more • Support active roles for senior-level employees Hold 10 career management training sessions during FY2013
	Continue awareness and education to prevent harassment (Hold 5 training sessions during FY2012 for those managers who have not undergone training on sexual and power harassment. Hold 2 sessions for general employees during FY2012.)	• Held 16 harassment training sessions for managers (who have not undergone training) at all sites • Held 1 human rights class as social class study	○	• Continue awareness and education to prevent harassment Hold 4 training sessions during FY2013 for those managers who have not undergone training on sexual and power harassment. 1 session for general employees. • Continue human rights education Hold once a year as social class education
	• Firmly establish a benefit system with a focus on diversity and independence • Enhance and establish a support system to help employees strike a balance between work and family life ("work-life balance") • Expanded the term during which temporary part time work was available due to nursing care from 1 year to 5 years	• Aimed at promoting a choice-based benefit system 4 times per year towards support in the 3 areas of independence, health, and a balance of work and family life, and worked to firmly establish that system. Also aimed to improve utilization rate by simplifying procedures and adding choices. • Held a work experience program and company tour for children of employees (11 participants) • Expanded the term during which temporary part time work was available due to nursing care from 1 year to 5 years	○	• Enhance and firmly establish a support system to help employees strike a balance between work and family life ("work-life balance") Hold 1 visitation day for children of employees
	• Promote the further permeation of the "Murata's Foundation" and the sharing of measures • Provide education on globalization (an English improvement course for each half-year) • Train the next generation of leaders	• Created a scheme to permeate the corporate philosophy and held manager workshops and manager-sponsored training (40 times in and outside Japan) • Provided English improvement classes in Japan (701 participants) • Held a management cram course (5 participants) and business leader training (18 participants) in order to train the next generation of leaders	○	• Promote permeation of the "Murata's Foundation" and the sharing of measures Hold manager-sponsored training: 30 times Hold idea-sharing discussions: 4 times • Promote increasing the number of foreign employees on loan 30 in FY2013 • Increase the number of foreign employees Number of overseas university graduates hired: 2 • Provide education on globalization An English improvement course for each half-year
	Promote acquisition of outside certification for the occupational health and safety management system at 12 plants in Japan	12 plants in Japan acquired outside certification for their occupational health and safety management system	○	Position safety simulator education as one pillar of safety and health education, and aim at full-scale introduction and development