



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Murata Electronics Americas (MEA) not to discriminate against any employee or applicant for employment because of race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, age, marital status, genetic information, disability, service in the uniformed services, protected veteran status, or any other classification protected by federal, state, or local law. It is also the policy of MEA to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, age, marital status, genetic information, disability, service in the uniformed services, protected veteran status, or any other classification protected by federal, state, or local law, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of MEA will not be subject to harassment on the basis of race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, age, marital status, genetic information, disability, service in the uniformed services, protected veteran status, or any other classification protected by federal, state, or local law. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

If you believe you have been discriminated against in any manner as described above, you must notify your manager or Human Resources. All matters will be investigated and appropriate disciplinary action will be taken, up to and including discharge of the offending party.

Murata is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, Suzanne Oesau, Human Resources Director, has been appointed the Equal Employment Opportunity (EEO) Manager for MEA. One of the EEO Manager's duties is the establishment and maintenance of internal audit and reporting systems to allow for effective measurement of MEA's programs.

To further MEA's affirmative action and Equal Employment Opportunity goals, we have a written Affirmative Action Program which sets forth the policies, practices and procedures to which MEA is committed. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant upon written request and by appointment. Interested persons should contact Suzanne Oesau for assistance.

June 1, 2016