

Murata Philosophy

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.

Murata Corporate Ethics Policy

In the spirit of the Murata philosophy, Murata Manufacturing Co., Ltd., the member companies of the Murata Group and our directors and employees establish and comply with the Murata Corporate Ethics Policy below:

- We will respect laws, regulations and fair social rules, and the spirit thereof, in the countries where we conduct business, and act in good faith while maintaining the highest ethical standards.
- We will create excellent technologies and products to achieve customer trust and satisfaction, and through which, contribute to realizing a prosperous society.
- We will respect each employee's personality and human rights and provide a safe and comfortable working environment oriented toward open communication.
- We will positively provide information about our business to enhance corporate transparency.
- We will conduct activities for improving the global environment in a positive and voluntary manner.
- We will, as a good corporate citizen, strive to achieve co-prosperity with our stakeholders, including customers, shareholders, investors, business partners, as well as governments, communities and society.

On the basis of our Corporate Ethics Policy, we formulate the Code of Conduct as guidelines for our everyday business activities. But we know no code of conduct can cover all possible situations,

and even in the situations provided in the Code of Conduct, we may have questions, hesitations, and mental conflicts in dealing with real situations. At such times, we will ask ourselves the following questions to make the right decision:

"Are we going to act counter to law or the spirit of the law for short-term interest?"

"Do we maintain sincerity towards our customers and stakeholders?"

"Might this be inappropriate in terms of common sense in society, though it's a common practice at Murata?"

Code of Conduct

1. Relationship with society

Compliance with law and social norms	<ul style="list-style-type: none"> ● We will comply not only with established laws and regulations, but with their underlying ethical and moral spirit, and we will act in compliance with our Corporate Ethics Policy anticipating laws and regulations to take effect in the future.
Relationship with antisocial forces	<ul style="list-style-type: none"> ● We will resolutely oppose all antisocial forces and activities and will not have any relationship with any of them. We will also take a resolute stance against unreasonable demands from antisocial forces and will never use money as a solution.
Environmental preservation/ protection	<ul style="list-style-type: none"> ● Recognizing the impact of our production activities and products on the global environment, we will continually strive to reduce the environmental impact thereof, and try to ensure an optimal balance between management efficiency and environmental interests. We will not only comply with environmental laws and regulations, but also follow the "Murata Environmental Charter" to prevent pollution and improve our environmental management.
Security trade control	<ul style="list-style-type: none"> ● We will, for the purpose of international peace and security, ensure compliance with the laws and regulations on import and export, and request that lawful export controls are made through our business partners.

2. Relationship with customers, business partners and competitors

Product safety	<ul style="list-style-type: none"> ● We will comply with laws and regulations on product safety as well as safety standards in all processes including product design, development, production, sales and after-sales maintenance and repair, and we will develop technologies for even further improving product safety, quality and convenience to satisfy our customers.
Compliance with antitrust laws	<ul style="list-style-type: none"> ● We will conduct fair business by complying with all applicable laws and regulations regarding antitrust and fair competition and trade.
Appropriate transaction with suppliers	<ul style="list-style-type: none"> ● We will select suppliers fairly by objectively evaluating each potential supplier's general business conditions, financial statements, quality control, cost efficiency, delivery schedule control, technological capability and environmental management. This is also true in deciding whether to continue business with a supplier. We will implement fair procurement transactions, without abusing our dominant bargaining position.

Confidential information of third parties	<ul style="list-style-type: none"> ● We will not illicitly obtain or misuse trade secrets and other confidential information of third parties, when we duly obtain any trade secrets or other confidential information from our business partners. We will properly safeguard them to prevent leakage.
Gift-giving and business entertaining	<ul style="list-style-type: none"> ● We will not provide any entertainment, gifts, or any other benefits to any public official, government official, business partner, or any other person, unless it is permitted under laws, regulations, and business practices. We will not receive any benefits in connection with our business, unless it is permitted under laws, regulations, and business practices.
Protection of personal information	<ul style="list-style-type: none"> ● Recognizing it as our responsibility to appropriately handle the personal information of our business partners and employees (information which enables personal identification) and to protect their rights and interests, we will ensure the appropriate management based on our Privacy Policy in the collection, storage, and use of such personal information.

3. Relationship with shareholders and investors

Disclosure of business information	<ul style="list-style-type: none"> ● We will maintain good communication not only with our shareholders and investors, but with the public as well, and will disclose business information, such as our financial situation and the status of our business activities, in a timely and appropriate manner to maintain the fairness and transparency of management.
Insider trading	<ul style="list-style-type: none"> ● We will not make share transactions (including sale of our ownership stakes) using inside information of our and other companies, which, in law, is defined as undisclosed information that has a great impact on investors' investment decisions. We will not pass such inside information on to our friends and family members.

4. Relationship with employees

Respect of human rights, prohibition of discrimination and harassment	<ul style="list-style-type: none"> ● In all our business activities, we will ensure that the basic human rights of our employees are respected and will eliminate things that lead to discrimination. We will not sexually or power-harass employees and will respond firmly to any form of sexual and power harassment.
Safety and health of employees	<ul style="list-style-type: none"> ● We will commit ourselves to ensuring the safety and health of our employees in the working environment, and understand and comply with relevant laws and regulations. We will respond quickly and appropriately to work-related accidents and make all efforts to prevent recurrence.

Compliance with labor laws	<ul style="list-style-type: none"> ● We will comply with labor laws and strive to maintain a healthful and comfortable working environment. Managers will always pay attention to their subordinates' workload and health conditions to avoid excessive workload or extreme overtime. At the same time, employees will take good care about their own health.
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5. Relationship of Murata's directors and employees with the company and its property

Behavior as a corporate citizen	<ul style="list-style-type: none"> ● Recognizing that we are a member of society, we will maintain high ethical standards and act with a keen awareness of our responsibility in all our behavior.
Avoiding Conflicts of Interest	<ul style="list-style-type: none"> ● We will avoid any actual or potential situation in which our personal interests conflict with the interests of the company. When we have any actual or potential situation in which our personal interests conflict with the interests of the company, we will appropriately notify and consult with the company.
Proper accounting process	<ul style="list-style-type: none"> ● We will perform our accounting process properly in compliance with the accounting standards and relevant internal rules based on applicable laws and regulations, and pay taxes following relevant tax laws.
Political and religious activities	<ul style="list-style-type: none"> ● We will not conduct political, ideology-based, or missionary activities using company facilities without appropriate internal authorization. Neither will we conduct invitation activities that promote the interests of an individual or a specific organization.
Control of business secrets	<ul style="list-style-type: none"> ● We will appropriately control information that we can access in the performance of duty, information obtained from other internal divisions, and other information about matters related to technical or trade secrets. We will not publish, disclose, or leak such information in a careless manner or without appropriate internal authorization.
Appropriate use of company assets	<ul style="list-style-type: none"> ● We will appropriately control the company's tangible and intangible assets (including its information network) to protect them and use them effectively.
Respect of intellectual property rights	<ul style="list-style-type: none"> ● We will endeavor not to infringe intellectual property rights of other individuals and organizations. Recognizing that intellectual property rights are our important corporate assets, we will commit ourselves to creation, protection, and effective use of our intellectual property rights.