

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. We (Murata Manufacturing Co., Ltd. and Murata Manufacturing Group companies; hereinafter referred to as “Murata”) are cognizant that slave labor and human trafficking are serious global problems and that we must never permit human rights violations in the form of compulsory labor or child labor within Murata or its supply chain. This Statement sets forth the measures that Murata 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>

■CSR Charter

In line with its Corporate Philosophy, Murata adopted its CSR Charter as a statement of norms that all persons who work for Murata 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.

CSR Charter:

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

■Human Rights and Labor Policies

Murata adopted the CSR Charter as a statement of norms that all persons who work for Murata 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.

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/>

■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 2022, Murata expanded its initiatives from the previous fiscal year and conducted self-

assessments at all plants in Japan and overseas (30 plants in Japan and 21 plants overseas) 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.

Furthermore, in fiscal 2022, we identified issues at each office and plant to be addressed 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, impact on local communities, and impact of our products on society, and implemented preventive and corrective measures.

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:

Murata conducts periodic risk assessments of suppliers to prevent the occurrence of any human rights risks in the supply chain. Specifically, we distribute check sheets to suppliers, confirm compliance with the Supplier Code of Conduct including requirements relating to the rights of workers, and require improvements as necessary. We conduct assessments of key suppliers once annually, and in fiscal 2022, we assessed 100 companies and also conducted on-site assessments of 44 key suppliers and new suppliers with which we commenced transactions. Based on the results of the check lists and on-site assessments, we requested those suppliers for which human rights risks including long working hours were identified to make improvements and provided support for improvements as necessary.

Mineral procurement initiatives:

Murata's procurement initiatives include implementation of appropriate assessments (due diligence) in accordance with the OECD Due Diligence Guidance to prevent any complicity in human rights violations or conflicts by armed groups, and we endeavor not to use in our products any minerals with the potential of leading to improper conduct.

In fiscal 2022, we conducted audits of 160 key suppliers that handle 3TG and 85 companies that handle cobalt. Based on the audit results, we supported improvement by requesting those suppliers that do not use RMAP-compliant smelters and refineries to switch to compliant facilities and by requesting suppliers where supply chain due diligence is believed not to be adequately implemented to

perform risk evaluations.

Measures Addressing Recruitment Agencies:

In addition to measures taken within Murata 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 include measurement of slave labor and 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 recruitment 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 internal hotlines that allow Murata employees (including dispatched and part-time workers) to make reports and consult on compliance violations, set up external hotlines, and are creating an environment where employees and others can easily and anonymously 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 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 conduct human rights and labor education, including prevention of slave labor and human trafficking, at primary production plants in accordance with the human rights and labor management system. We also engage in close communication with recruitment agencies that hire large numbers of foreign workers in particular to raise awareness, including awareness of prevention of slave labor and human trafficking, as required by the RBA Code of Conduct.

We also regularly review 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 2022, 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.

In addition to the training described above, we conduct annual CSR procurement training for employees involved in materials transactions. The latter training covers human rights and labor, health and safety, the environment, information security, and other topics as part of education required for procurement activities. 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 22, 2023, and signed by:

Norio Nakajima

President and Representative Director

Murata Manufacturing Co., Ltd.

January 2024