

"Murata Manufacturing Co., Ltd. Action Plan

Based on Japanese "Act on the Promotion of Women's Active Engagement in Professional Life"

Based on the slogan "'Innovator in Electronics'" shared by all employees at Murata Manufacturing, we will promote diversity and inclusion in order to achieve further innovation (i.e., to create new things with innovative ideas and free thinking) by a diverse workforce.

In promoting women in the workplace, we will establish employment environments that allow anyone regardless of gender to develop their skills through experience, and to engage in dialog and apply themselves diligently in the workplace.

To date, we have hired a diverse workforce, expanded the childcare support system so that people can continue to work, and created an environment that allows people to autonomously develop their diverse abilities and play an active role, as well as supporting their career development.

We will "'expand recruitment,'" "'increase the number of women in supervisory, expert management, and advanced expertise positions,'" and "'establish career development initiatives and balanced working styles,'" in order to engage in further dialog through diverse human resources, allow employees to gain experience and develop skills regardless of gender, and promote innovation.

1. Plan period: April 1, 2023 to March 31, 2026
2. Our challenges
 - (1) Increase the number of female engineers hired for career-track jobs.
 - (2) Increase the number of women in supervisory, expert management, and advanced expertise positions.
 - (3) Although the gender gap in years of service has nearly disappeared due to efforts to support continuation of employment, there are still differences between men and women in terms of career development and working style due to life events and life constraints, such as participating in childcare and nursing care.
3. Timeline for targets, initiatives, and implementation

Target 1

Aim for a 10% ratio of women in technical fields in new graduate career-track hiring.

Initiatives

(1) Conduct seminars for female students in technical fields and distribute recruitment information (ongoing since FY2016)

Target 2

Increase the number of women in supervisory, expert management, and advanced expertise positions (such as maintenance and improvement specialists). Increase the ratio of women in managerial positions to 10% by the end of FY2030.

Initiatives

(1) Study and implement initiatives to motivate women to take up management positions (from April 2019)

(2) Implement initiatives to increase expert management permeability and motivate employees to challenge themselves, in roles involved in decision-making outside of management (from October 2019)

(3) Implement and expand training to promote skill development

(4) Provide opportunities to learn about the diverse careers of women inside and outside of the company (from April 2020)

Target 3

Promote balanced working styles that allow employees to develop careers and grow, regardless of life events or life-imposed constraints.

Aim to have 30% of male employees take childcare leave, in order to establish an environment where anyone can participate in childcare regardless of gender.

Initiatives

(1) Send messages and raise awareness to promote diversity and inclusion (ongoing since FY2016)

(2) Study and implement measures to promote men's participation in childcare (hold seminars on returning to work after childcare leave, promote the use of the leave system, etc.) (ongoing since FY2016)

(3) Study and implement measures to achieve more flexible working styles (raise awareness on working efficiently, reducing working hours, and taking paid leave; fully control working hours including for management-level jobs, and establish a system to implement flexible working styles) (ongoing since FY2016)

(4) Promote awareness of internal systems that can be used to balance work and life events (from October 2019)

(5) Provide ongoing career education to promote the career development and growth of young and mid-career employees (ongoing since FY2015)