



ESG data

Included range: Consolidated: the Murata Manufacturing Group as a whole Non-consolidated: Murata Manufacturing as a standalone company

			Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Included range		
Environment	GHG emissions	Total GHG emissions		t-CO ₂ e	3,587,000	5,660,000	6,074,000	5,979,000	5,237,000	Consolidated	
		Scope1		t-CO ₂ e	142,000	251,000	312,000	307,000	278,000	Consolidated	
		Scope2 ^{*1}		t-CO ₂	1,016,000	1,149,000	1,320,000	1,302,000	1,157,000	Consolidated	
		Scope3		t-CO ₂	2,429,000	4,260,000	4,442,000	4,371,000	3,801,000	Consolidated	
		Category 1: Purchased goods and services		t-CO ₂	1,794,000	3,201,000	3,380,000	3,262,000	2,883,000	Consolidated	
		Category 2: Capital goods		t-CO ₂	390,000	754,000	717,000	693,000	484,000	Consolidated	
		Category 3: Fuel- and energy-related activities not included in scope 1 or scope 2		t-CO ₂	60,000	74,000	95,300	178,000	197,000	Consolidated	
		Category 4: Upstream Transportation and Distribution		t-CO ₂	125,000	152,000	163,000	174,000	159,000	Consolidated	
		Category 5: Waste generated in operations		t-CO ₂	25,000	35,000	42,000	20,000	34,000	Consolidated	
		Category 6: Business travel		t-CO ₂	7,700	9,800	10,000	9,600	9,800	Consolidated	
		Category 7: Employee commuting		t-CO ₂	27,000	34,000	35,000	33,000	35,000	Consolidated	
		Category 12: End-of-life treatment of sold products		t-CO ₂	310	330	350	320	290	Consolidated	
		Percentage of GHG emissions by region									Consolidated
		Japan		%	71	70	68	66	77	Consolidated	
		China		%	18	19	21	21	9	Consolidated	
		Asia		%	10	10	11	12	13	Consolidated	
		Europe		%	1	1	0	1	1	Consolidated	
	Total energy consumption ^{*2}		TWh	5.37	6.49	7.72	7.81	8.07	Consolidated		
	Non-renewable electricity consumption		MWh	1,712,000	2,067,000	2,443,000	2,321,000	2,168,000	Consolidated		
	Renewable energy consumption (wind, solar, biomass, hydraulic, geothermal, etc.)		MWh	40	30	23,000	35,000	396,000	Consolidated		
	Emissions of air polluting substances	Volume of use of Volatile Organic Compound (VOC)		t	22,300	26,400	27,200	23,100	27,200	Consolidated (domestic)	
		Volume of discharge of Volatile Organic Compound (VOC)		t	840	1,280	1,280	1,240	1,150	Consolidated (domestic)	
	Waste management	Total emissions volume		t	59,000	95,000	132,000	108,000	105,000	Consolidated	
		Recycling rate			95	94	92	95	98	Consolidated	
		Comparative waste intensity (Baseline: FY2016-2018 per-unit average)		%	-20	-4	24	16	0	Consolidated	
	Water resource management	Hazardous waste volume ^{*3}		t	18	39	62	52	43	Consolidated	
		Water intake volume		1,000m ³	14,700	17,400	19,400	18,500	17,900	Consolidated	
		Municipal water supply (or from other water supply facilities)		1,000m ³	9,900	11,600	13,100	12,400	12,800	Consolidated	
		Freshwater and groundwater		1,000m ³	4,800	5,700	6,300	6,100	5,100	Consolidated	
		Recycling rate ^{*4}			21	19	20	20	21	Consolidated	
	Environmental violations	Comparative water resource intensity (Baseline: FY2016-2018 per-unit average)		%	8	-6	-2	2	-4	Consolidated	
		Accidents and significant exceeding of laws and regulations		cases	0	0	0	0	0	Consolidated	

* Amounts less than the specified unit are rounded off, so the breakdown and total may not match.

*1: Market-based method of CO₂ calculation was adopted in place of location-based method in FY2019.

*2: Total energy consumption is the total amount of purchased power converted into primary energy.

*3: Hazardous waste: Waste as defined by the laws of each country. In Japan, it refers to specially controlled industrial waste.

*4: Recycling rate: Calculated by dividing recycled volume by the sum of recycled volume and water intake volume.

			Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Included range
Society	Attracting and cultivating human resources	General employee education (number of e-learning registrants)	persons	25,529	26,877	30,783	32,962	33,975	Consolidated (domestic)
		Employee education expenses	million yen	1,061	1,438	1,476	1,463	1,012	Consolidated
		Total overseas local employees using the deployment system to affiliated companies in Japan and other countries	persons	537	616	737	876	958	Consolidated
	Diversity & Inclusion	Number of management staff ^{*1}	persons	498	543	625	656	712	Non-consolidated
		Men	persons	497	538	620	646	699	Non-consolidated
		Women	persons	1	5	5	10	13	Non-consolidated
		Number of management staff at the level of department general manager and above (included in the number of management staff)	persons	125	125	145	158	156	Non-consolidated
		Men	persons	125	125	145	158	155	Non-consolidated
		Women	persons	0	0	0	0	1	Non-consolidated
		Ratio of female management staff	%	0.2	0.9	0.8	1.5	1.8	Non-consolidated
		Number of employees (consolidated)	persons	59,978	75,326	77,571	74,109	75,184	Consolidated
		Ratio of women among all employees	%	52.4	50.4	49.2	47.6	47.8	Consolidated
		Number of recent graduate hires ^{*2}	persons	242	294	341	399	447	Non-consolidated
		Ratio of women	%	30.2	28.6	30.2	36.6	36.9	Non-consolidated
		Number of mid-career hires ^{*3}	persons	247	363	428	224	121	Non-consolidated
		Ratio of women	%	10.5	7.4	9.1	9.8	12.4	Non-consolidated
		Ratio of mid-career hires among all hires	%	50.5	55.3	55.7	36.0	21.3	Non-consolidated

			Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Included range
Society	Diversity & Inclusion	Average number of years continuously employed	year	14.6	14.4	14.1	14.9	14.7	Non-consolidated
		Men	year	15.0	14.7	14.4	15.2	15.1	Non-consolidated
		Women	year	13.0	13.2	13.0	14.0	13.2	Non-consolidated
		Rate of resignations due to personal reasons	%	0.7	1.1	1.3	1.3	1.4	Non-consolidated
		Average age	age	40.1	40.1	40.0	41.0	40.1	Non-consolidated
		Men	age	41.0	41.0	40.8	41.8	41.1	Non-consolidated
		Women	age	36.3	36.7	36.6	37.7	36.5	Non-consolidated
	Work safety and hygiene	Work accident (accidents requiring work stoppage) frequency ^{*4}	-	0.14	0.44	0.15	0.17	0.25	Consolidated (domestic)
		Number of serious incidents	cases	0	2	0	0	0	Consolidated (domestic)
		Number of industrial accidents resulting lost workdays	cases	7	24	10	11	16	Consolidated (domestic)
	Social contribution activities	Total number of volunteering employees	persons	-	-	-	17,088	5,365	Consolidated
		Number of visiting lectures (science education, environmental education, career education, etc.)	cases	-	-	108	129	72	Consolidated
		Number of factory visits and work experiences	cases	-	-	128	140	58	Consolidated
		Number of activities for forest preservation and greening	cases	-	-	21	39	17	Consolidated
		Total social contribution expense	million yen	-	-	-	167	215	Non-consolidated

*1: Number of management staff...Includes expert managerial positions from fiscal 2020.

*2: Number of recent graduate hires...It was decided to include global hiring, etc. in the number of newly hired graduates, and the figures have been recalculated from 2016.

*3: Number of mid-career hires...The definition was reevaluated, and the figures have been recalculated from 2016.

*4: Frequency rate of industrial accidents resulting lost workdays...Represents the frequency of accidents as number of casualties due to industrial accidents per million actual work-hours.

			Unit	As of June 29, 2021
Governance	Composition of the Board of Directors	Number of members	persons	12
		Outside Directors	persons	5
		Outside Directors appointed as Independent Directors	persons	5
		Inside Directors	persons	7
		Ratio of Outside Directors	%	41.7
		Female Directors	persons	2
		Ratio of female Directors	%	16.7
	Composition of Audit and Supervisory Committee	Number of members	persons	4
		Outside Directors	persons	3
	Composition of Nomination Advisory Committee	Committee Chairperson	-	Inside Director
		Remuneration Advisory Committee Members	persons	5
		Outside Directors	persons	3
	Composition of Remuneration Advisory Committee	Committee Chairperson	-	Outside Director
		Number of members	persons	5
		Outside Directors	persons	3
	Number of meetings, etc.	Number of meetings of the Board of Directors	times	10
		Board of Directors meeting attendance rate	%	100.0
		Board of Directors meeting attendance rate for Outside Directors	%	100.0
		Number of meetings of the Audit and Supervisory Committee	times	10
		Audit and Supervisory Committee meeting attendance rate	%	97.5
		Number of meetings of the Nomination Advisory Committee	times	4
		Number of meetings of the Remuneration Advisory Committee	times	3

CSR-related policy list

CSR Charter/Corporate Ethics Policy and Code of Conduct/Human Rights and Labor Policies/EHS Disaster Prevention Policy/Procurement Policies/Quality Policy/Disclosure Policy/Basic Policies for Activities to Contribute to Society and Local Communities/Basic Policy for Prevention of Cartels and Bribery/Global Tax Policy

For other data, please see:

ESG data collection
GRI Standards reference table
SASB reference table

https://corporate.murata.com/en-global/csr/esg_data
<https://corporate.murata.com/en-global/csr/gri>
<https://corporate.murata.com/en-global/csr/sasb>