

***Murata***

INNOVATOR IN ELECTRONICS



**Murata Finland**  
Sustainability Report  
**2025**

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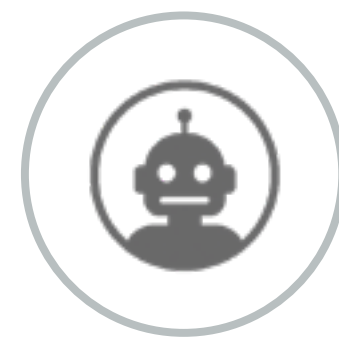
***Murata Finland***

Contributing to a safer,  
healthier and smarter society

Murata Finland develops and manufactures inertial sensors for the automotive industry, health technologies, and various industrial applications. Our accelerometers, inclinometers, and gyro sensors are based on proprietary 3D MEMS (Microelectromechanical Systems) technology and are used in applications where reliability and high accuracy are critical.

## Murata Finland Mission

We contribute to a safer, healthier and smarter world by creating trusted, innovative MEMS sensor solutions – as One Murata Team.



Robots & Humanoids



Patient Monitoring



Pacemakers



Transmission Control



Electronic Stability Control



Headlight Leveling



Advanced Driver Assistance Systems (ADAS)



Machine Control



Drones



Construction Instruments



Structural Health Monitoring



Satellites

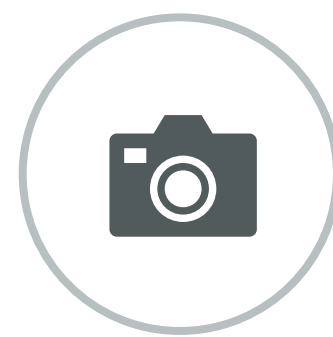
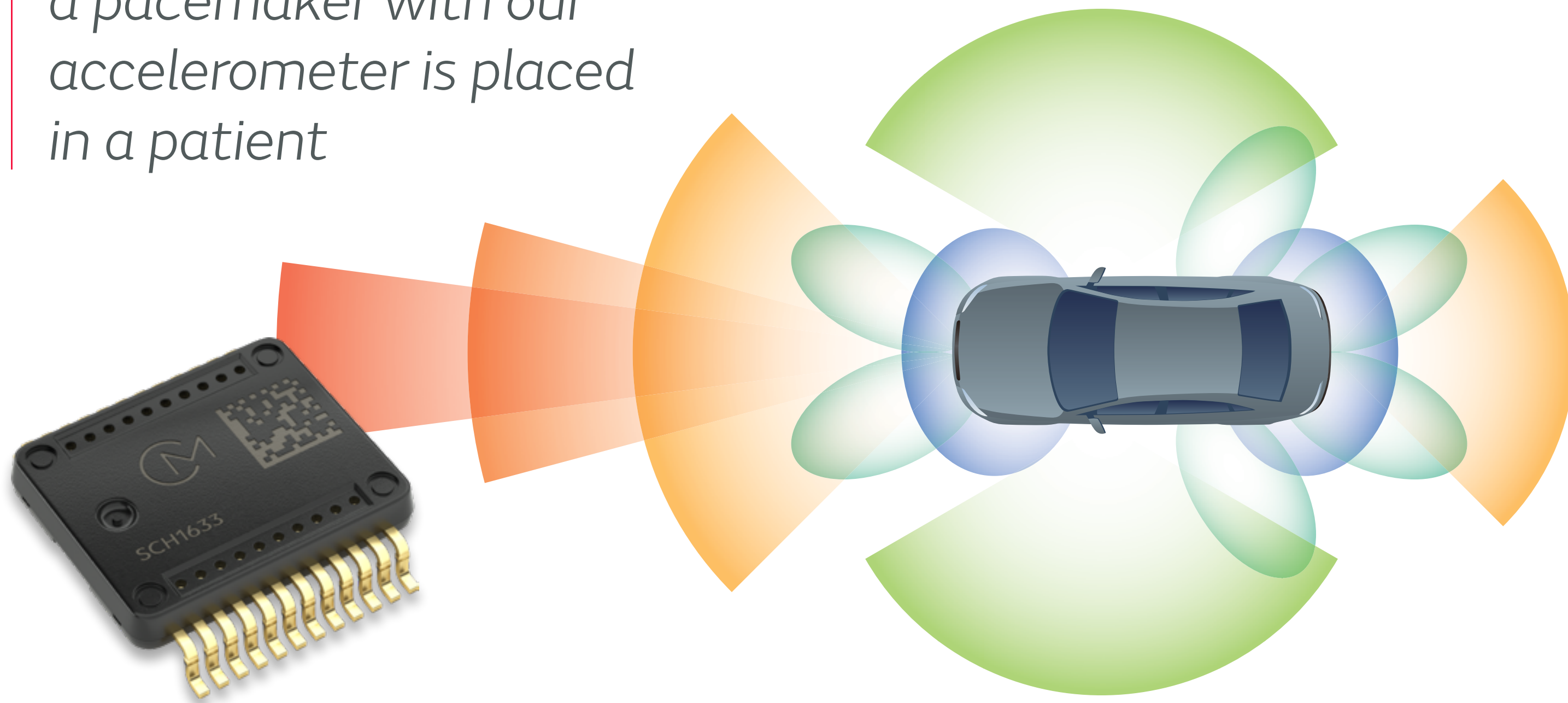


Image Stabilization

“ Every minute,  
our sensors are installed  
in fifty new cars, and  
a pacemaker with our  
accelerometer is placed  
in a patient



Based in Vantaa, Finland, we have around 800 employees in R&D, manufacturing (ISO 4–8 cleanrooms), and administration. We are part of Murata Group – a global leader in electronic components, modules, and solutions – with over 70,000 people worldwide.

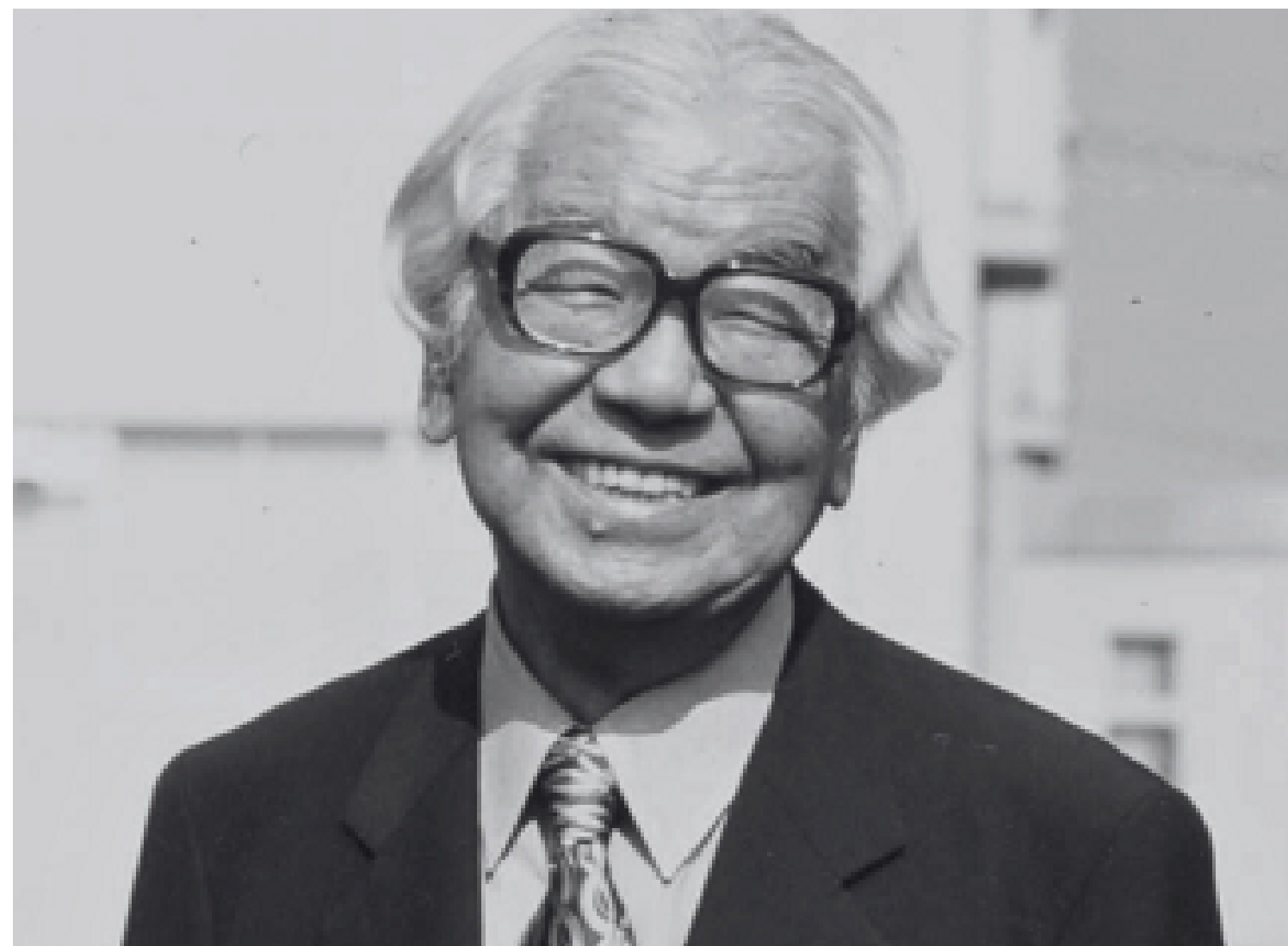


***Murata's  
philosophy  
& values***

Contributing to the  
advancement of society

**Our business is based on Murata's philosophy known as "SHAZE," established by the founder Akira Murata in 1954. Although the world has undergone significant changes since that time and continues to evolve, our core mission and values remain constant.**

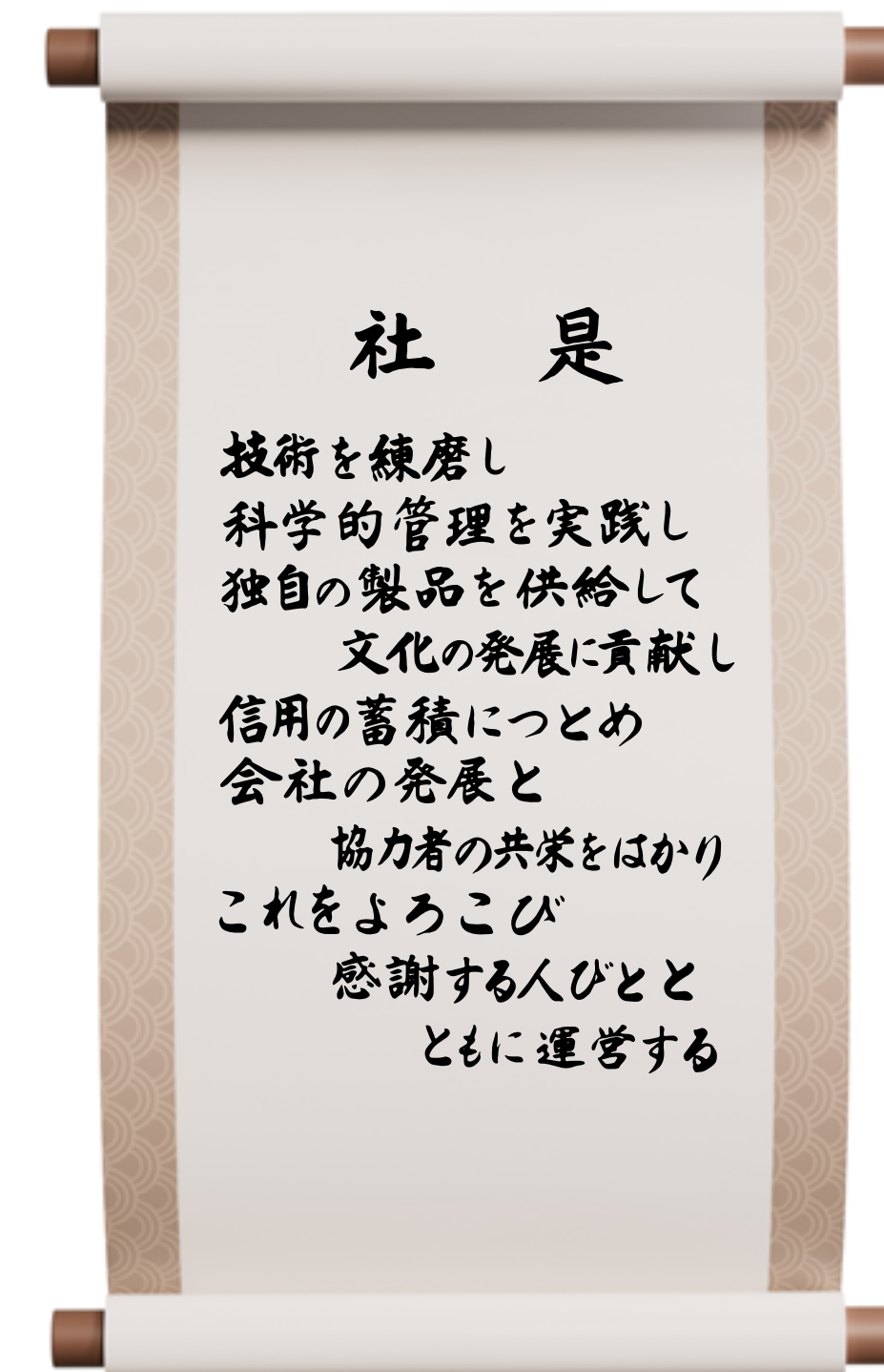
Murata's philosophy includes the line, "together with all our stakeholders, thankful for the increase in prosperity," which reflects our desire to collaborate and grow alongside our employees and other stakeholders with a sense of appreciation. This guiding philosophy also forms the basis of our commitment to sustainability, ensuring our innovations benefit the environment and society.



“ 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.

## **Our core values are employee satisfaction and customer satisfaction.**

We believe that a fulfilling work environment is one where employees are challenged and provided with opportunities for growth. For us, customer satisfaction means relentlessly striving to deliver exceptional value through our products, ensuring that our customers truly benefit from what we offer.



**Sustainability  
at Murata**

Resolving social issues



**Murata's key environmental and social issues (materiality).**

The Murata Philosophy emphasizes our dedication to societal advancement through innovative products and reliability. We aim to contribute to social change with our unique technologies and services while upholding transparent governance and strong ethics in partnership with all stakeholders.



The image below highlights the key areas where the Murata Group addresses social issues related to the Sustainable Development Goals (SDG).

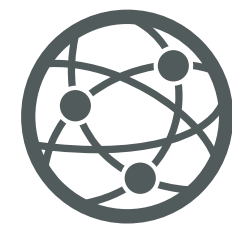
**Resolving social issues with inertial MEMS sensor technology**

At Murata Finland, we design, manufacture, and supply high-quality inertial MEMS sensors primarily for mobility, wellness, and various industrial applications. The social value we offer in these markets focuses on safety, productivity and wellbeing. For example, in mobility applications, our sensors for advanced driver assistance systems and autonomous driving enhance vehicle safety and contribute to saving lives.



**Contribution to resolving social issues through our business**

Create the kind of innovation that Murata is known for achieving and aim to contribute to resolving social issues through our business



**Communications**



**Mobility**



**Environment**



**Wellness**



**Initiatives on social issues through business activities overall**

Aim to increase social value by reducing social and environmental burdens generated throughout the supply chain

**E**

**Environment**

Reinforcement of climate change countermeasures  
Use of sustainable resources  
Prevent pollution and manage chemical substances



**S**

**Social**

Secure and safe workplaces; health and productivity management  
Respect for human rights and diversity  
Coexistence with local communities



**G**

**Governance**

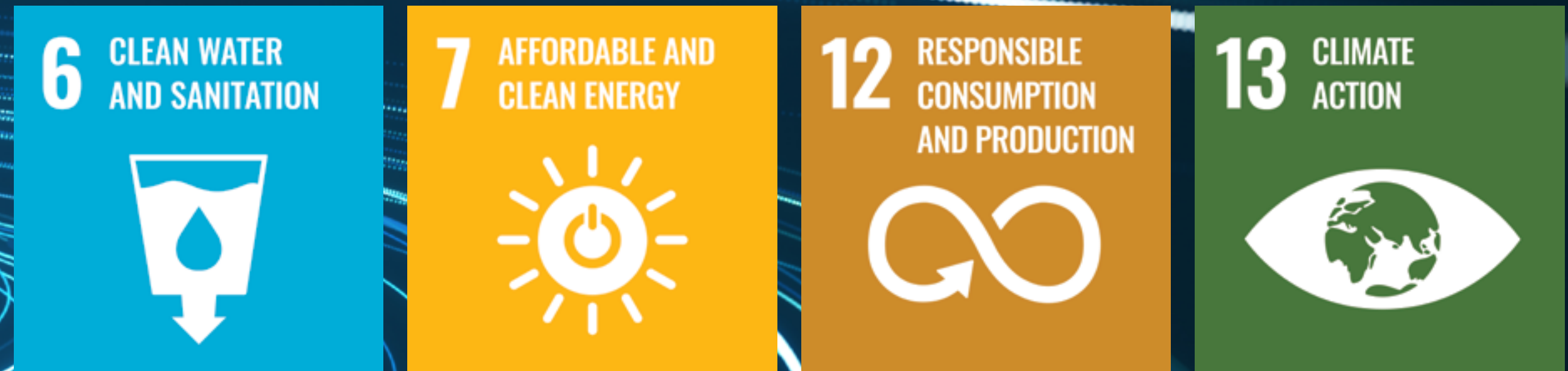
Appropriate business transactions  
Business continuity management (BCM)  
Information security



**Environment**

Electronics in harmony  
with nature

At Murata, we acknowledge the importance of our environmental responsibilities and are deeply committed to minimizing our ecological footprint across all business operations. Our dedication extends beyond merely reducing environmental impacts; we aim to create lasting value through sustainable practices and innovative solutions.

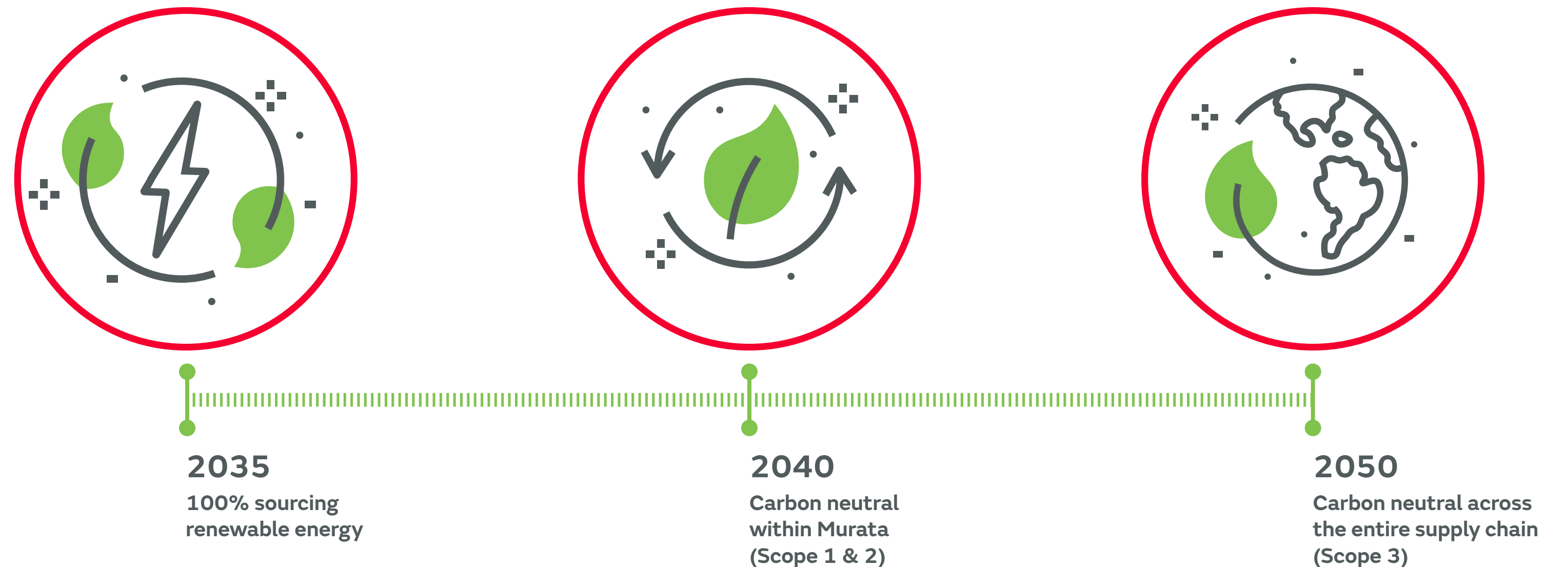


## 4.1 MURATA GROUP'S ENVIRONMENTAL TARGETS

### Reinforcing climate change countermeasures

*Murata Corporation is committed to minimizing the environmental impact of its manufacturing processes, prioritizing climate change mitigation. The company has established specific and ambitious targets for reducing greenhouse gas (GHG) emissions, acknowledging the necessity of balancing growth with environmental responsibility in accordance with global agreements such as the Paris Agreement.*

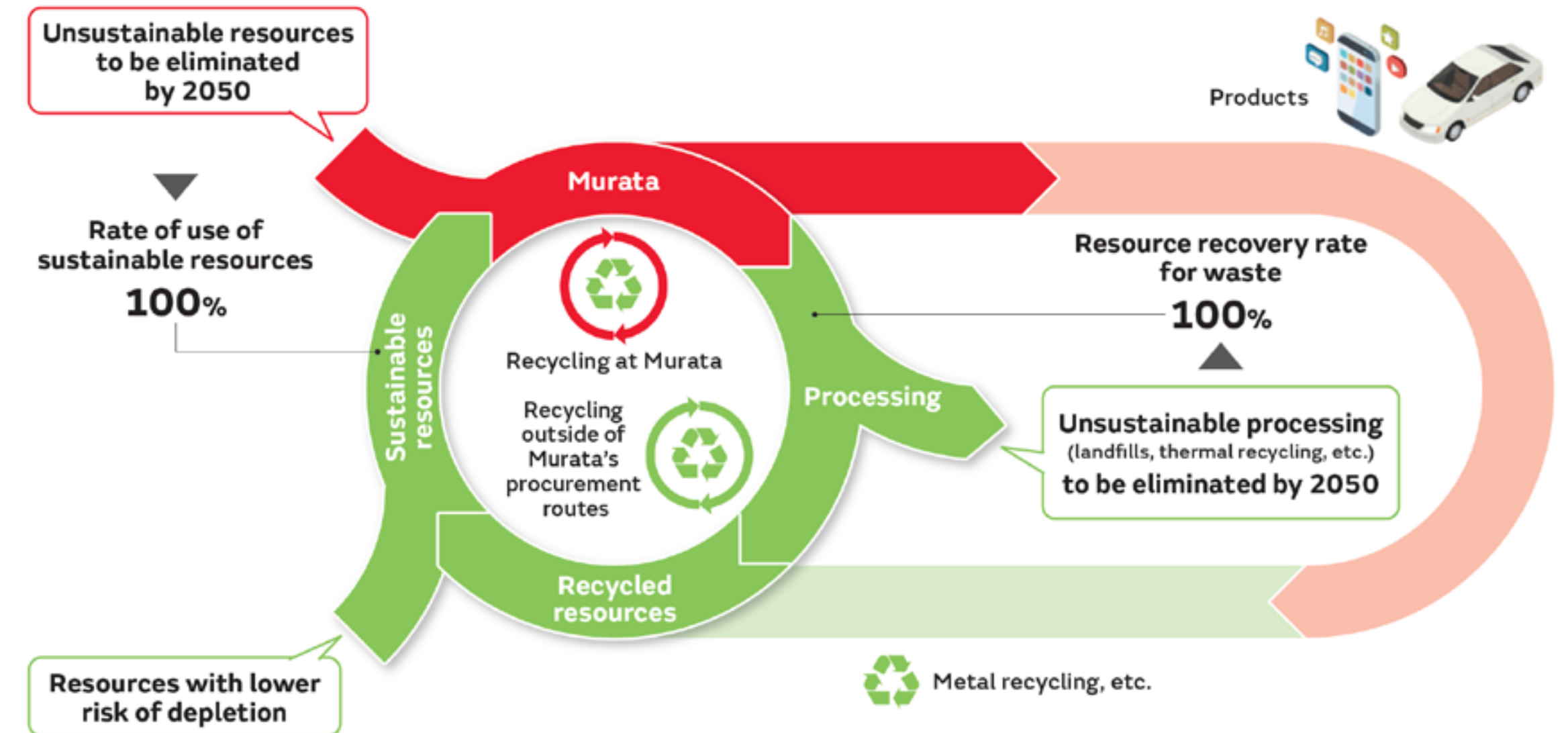
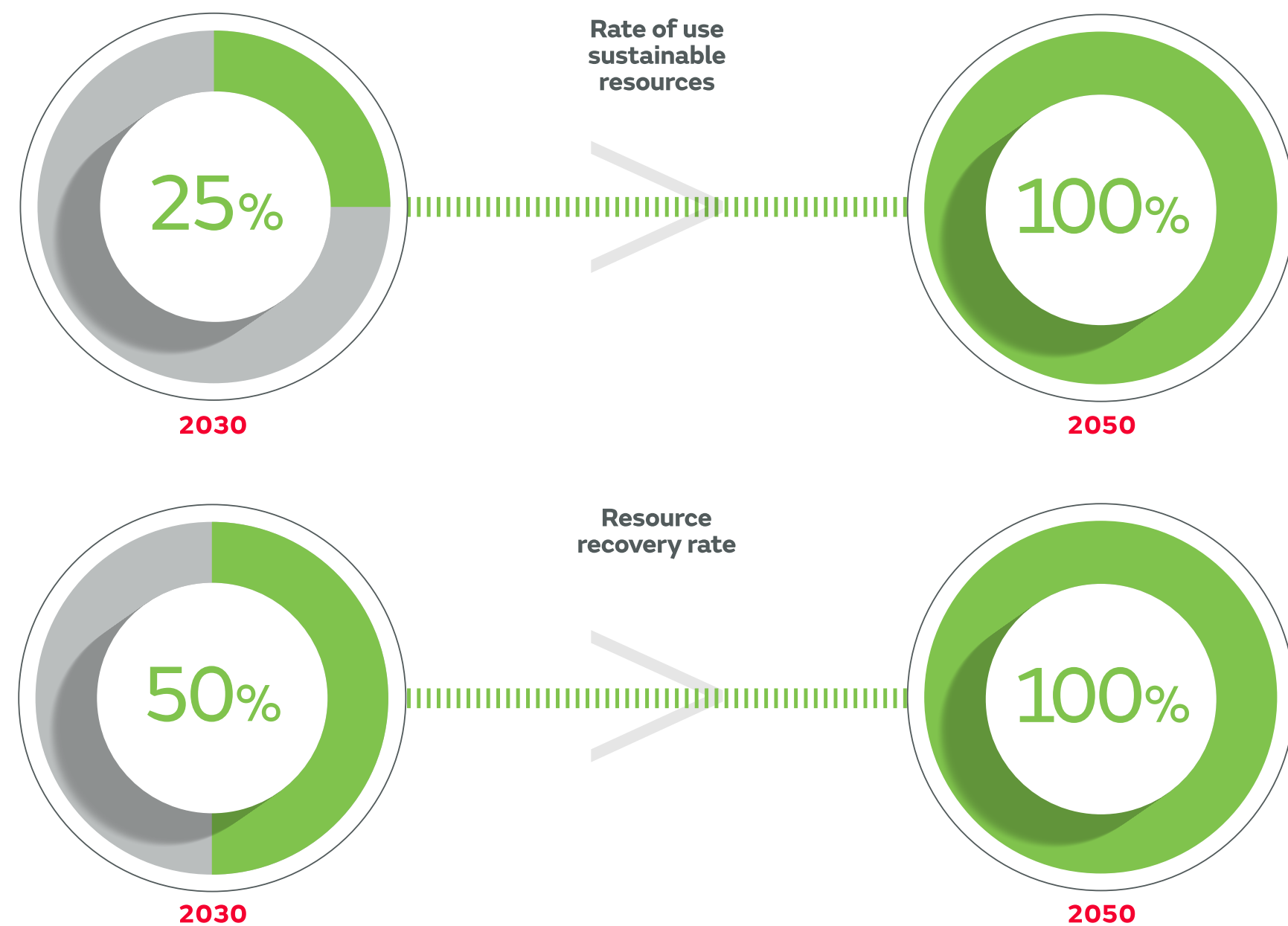
To achieve these goals, Murata is committed to promoting energy conservation and increasing the use of renewable energy sources. The initiatives include implementing on-site renewable energy solutions and internal carbon pricing (ICP), procuring external renewable energy, investing in carbon credit funds, and striving for reductions across the supply chain. Through these measures, Murata aims to significantly reduce its total GHG emissions while supporting a sustainable future.



4.1  
MURATA GROUP'S  
ENVIRONMENTAL TARGETS

## Use of sustainable resources

As the global population increases, social issues such as resource depletion and increased waste have become more severe. Murata intends to contribute to the advancement of society by addressing these social issues. Therefore, we will promote the use of sustainable resources, including in our own business activities. Murata has set targets for fiscal 2050 for two indicators—the rate of use of sustainable resources and the resource recovery rate for waste—and is promoting efforts to achieve them.



### Murata's initiative toward realization of the use of sustainable resources

Going forward, we will look into the potential of circulating products sold to our customers based on the basic approach described above. We will also continue our efforts to reduce our total waste, including the reduction of waste liquids.

[READ MORE](#)

## 4.1 MURATA GROUP'S ENVIRONMENTAL TARGETS

### **Preventing pollution and managing chemical substances**

*Murata is committed to minimizing the environmental impact of its operations by effectively monitoring the selection, use, and disposal of chemical substances and by actively preventing environmental incidents.*

Our target is always to have zero environmental incidents. For the fiscal year 2030 we have set a goal to reduce the amount of VOC (Volatile Organic Compounds) emissions by 30% compared to fiscal 2021.



## 4.2 MURATA FINLAND'S EHS POLICY AND CERTIFICATION

**Murata Finland recognizes the importance of environment, health, and safety issues and has therefore implemented an integrated EHS (Environment, Health and Safety) management system.** This policy is communicated to all our employees. The management of Murata Electronics Oy is committed to implementing this EHS policy by executing environmental and health and safety programs.

## Our EHS Policy

Environment, Health and Safety (EHS) policy determinates, how Murata Electronics Oy is committed to protecting the environment, preventing pollution and promoting the health and safety of our employees.

**We promote and continuously improve** our EHS management system and performance by setting up and reviewing the objectives and targets.

**We will comply with laws and regulations** and ensure that we observe agreements that have been made with related bodies.

**We have set targets to prevent Global warming** by reducing the total CO2e emissions released through our business activities.

**We follow the waste management hierarchy:** Prevention of waste, Reduce its harmfulness, Re-use, Recycling as material, Use as a source of energy, Disposal.

**We will minimize adverse effects** to human health and earth's environment that may arise from chemicals and environmentally hazardous substances contained in the products.

**We are committed to eliminating work-related accidents** and creating a safe and healthy working environment, by minimizing work-related risks.

**We involve employees** and employee's representatives to improve the work safety.

The management system has been established in accordance with the standards ISO 14001:2015 and ISO 45001:2018.



4.3  
**MURATA FINLAND'S  
 ENVIRONMENTAL TARGETS**

**Response to climate change**

*At Murata Finland, we understand the importance of aligning our operations with environmental principles to secure a sustainable future for generations to come. As a leader in inertial MEMS sensor technology, we are committed not only to fostering innovation but also to reducing our ecological footprint.*

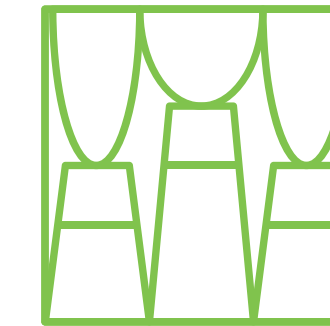
Our sustainability initiatives are built on a holistic strategy that includes energy efficiency, waste, and emission reduction, responsible sourcing, and proactive collaboration with our stakeholders. We fully support the Murata Corporation's environmental and sustainability objectives while actively working towards our own vision of a carbon-neutral future.

**Action Item**

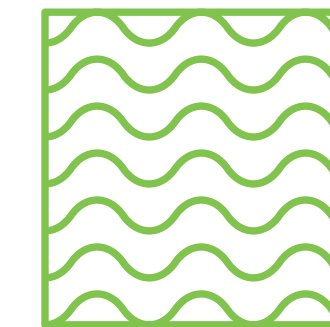
**Environmental Targets 2025**



CO2e emissions:  
**Reduce > 94% (emission < 700 t),  
 compared to 2019**



VOC emissions  
**≤ 20% of solvent used  
 and totally ≤ 13 tons**



**Wastewater pollutants:**  
 pH, solids, fluoride, heavy metals,  
 and VOC compounds **below** municipal  
 environmental regulation limit



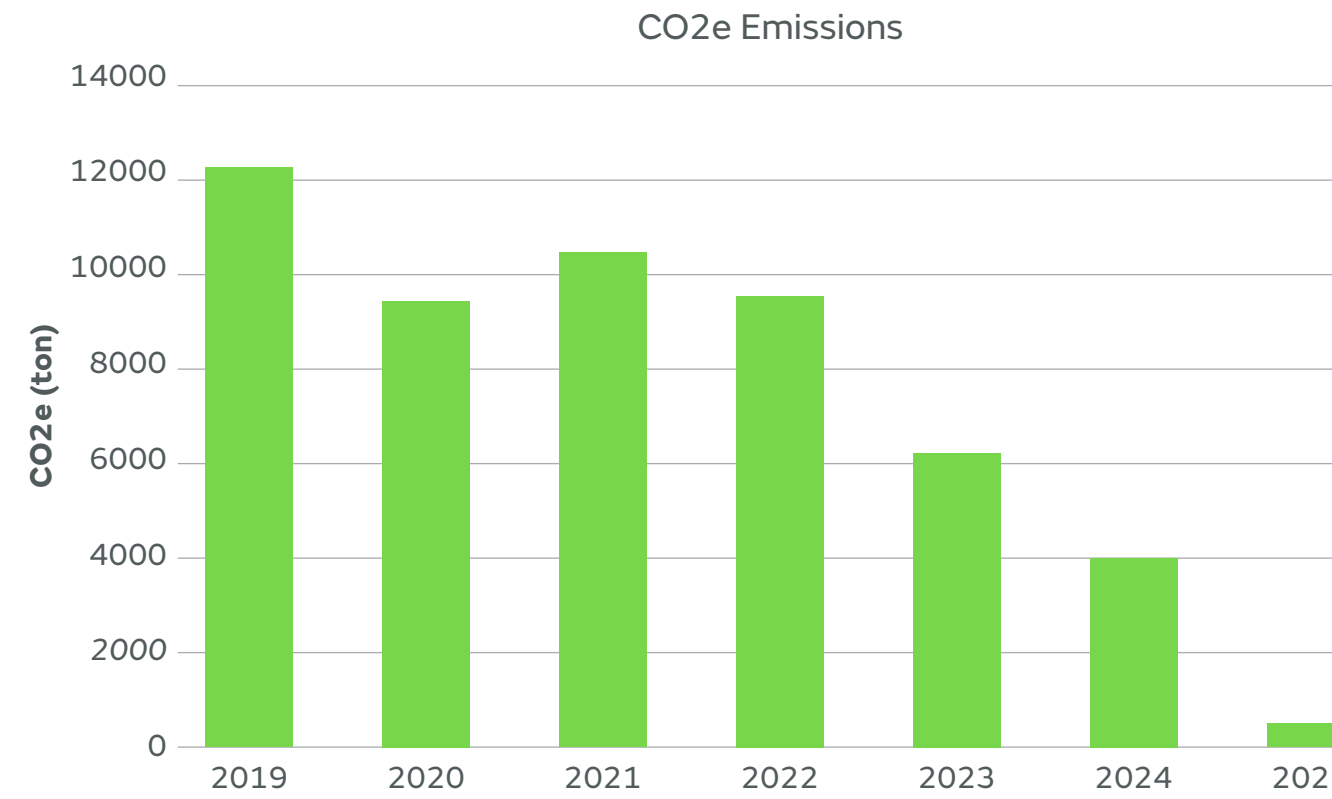
Number of environmental  
 incidents: **0**

### 4.3 MURATA FINLAND'S ENVIRONMENTAL TARGETS

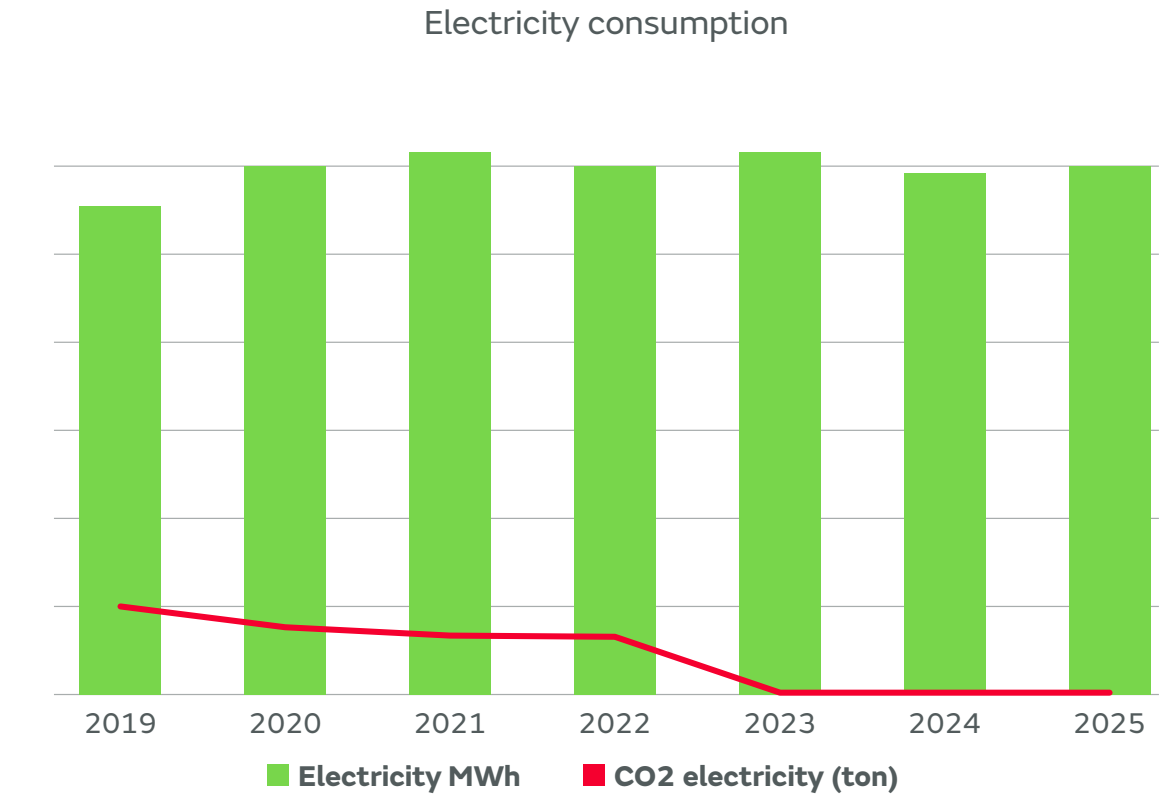
## Response to climate change

### Reducing direct GHG emissions

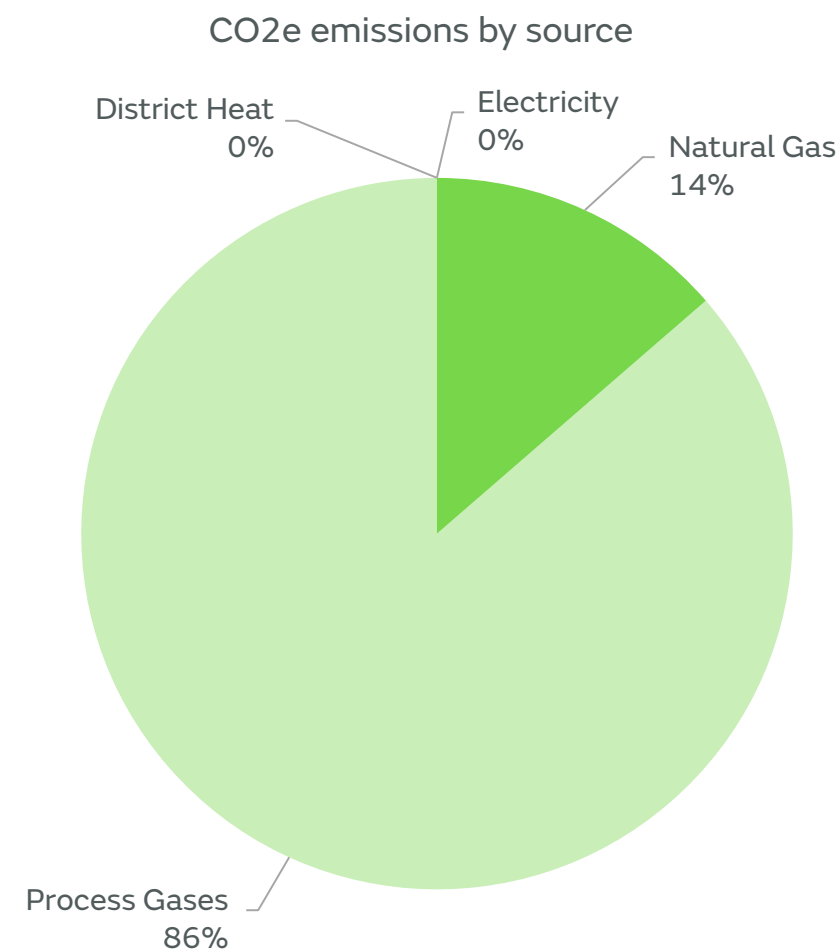
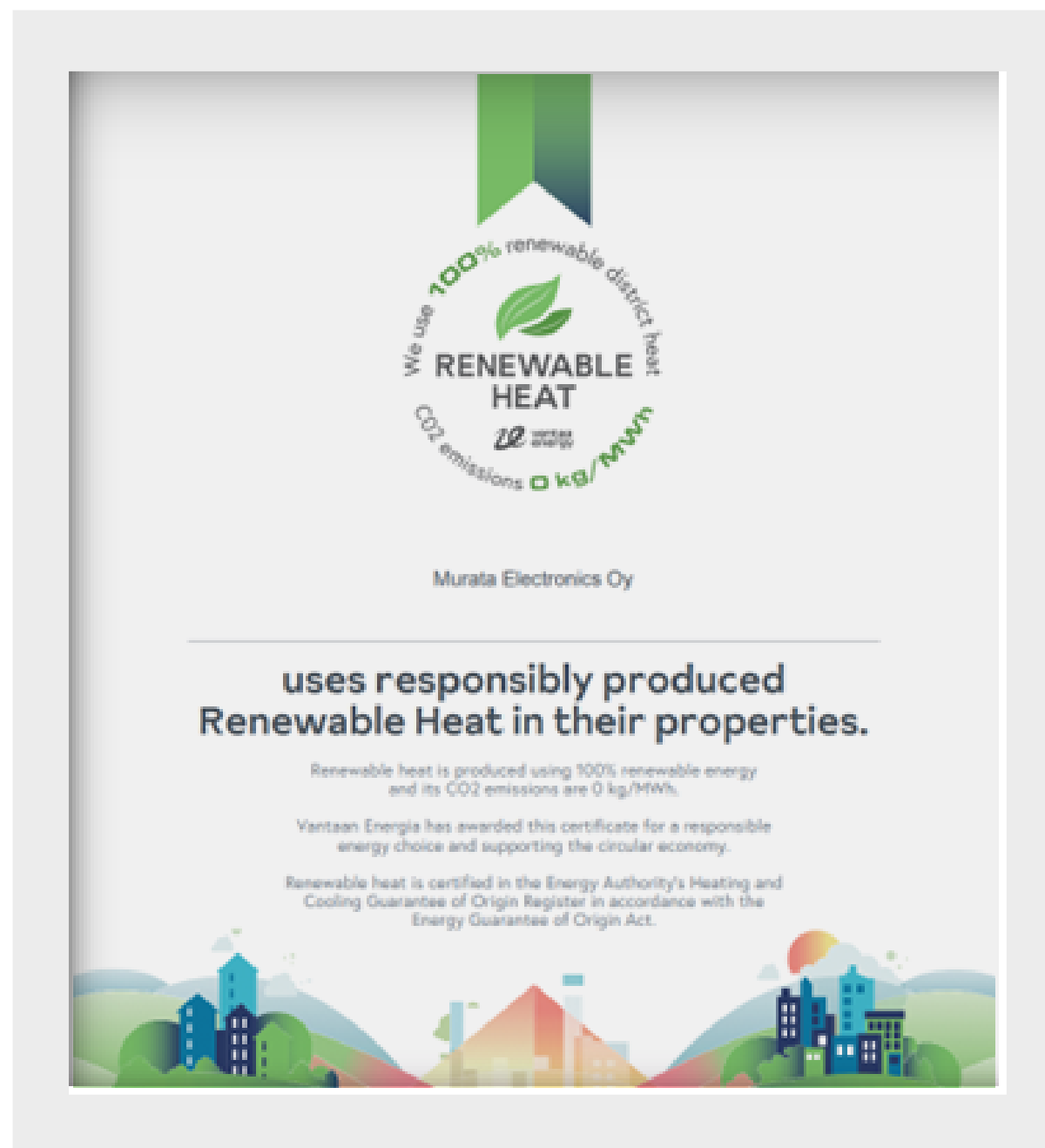
The continuous reduction of greenhouse gas emissions is a permanent goal for Murata Finland. As we follow Murata's global environmental targets, our target is also to be carbon neutral by 2040 at the latest (Scope 1 & 2 emissions).



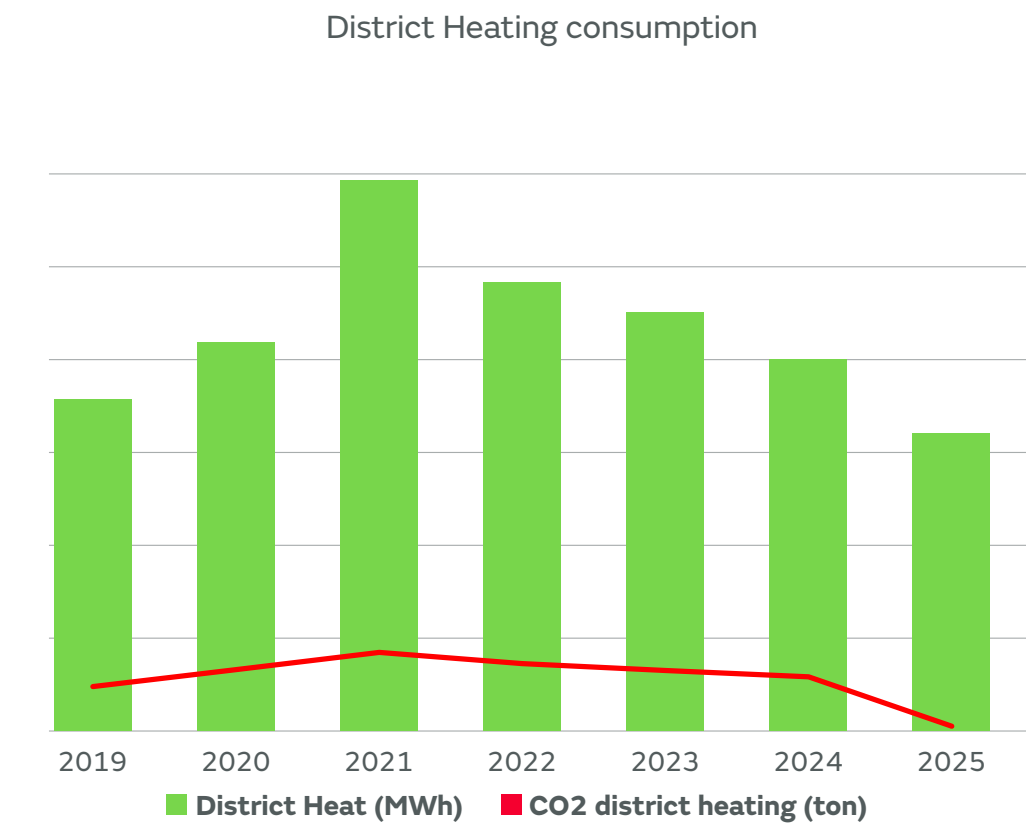
The greenhouse gas reduction target for 2025 was set at -20% compared to the 2019 level (Scope 1 & 2). We have reduced CO2e emissions by over 67% compared to the 2019 baseline.



In 2025, our emissions from electricity consumption were 0 tons, as we switched to using completely CO2e-free electricity already in 2023.



The remaining CO2e emissions (Scope 1 & 2) came from gases needed in our production processes, and burning of natural gas. Natural gas is used in the process of eliminating residual process gases, thereby eliminating most of the greenhouse gas emissions they produce.



Starting from the beginning of the calendar year 2025, we switched to 100% renewable district heating. This change will reduce our annual CO2 emissions by approximately 1,500 tons. In the future, we aim to further reduce our emissions by enhancing heat recovery, minimizing water consumption, and improving the disposal processes for the residual gases generated by our operations.

4.3  
**MURATA FINLAND'S ENVIRONMENTAL TARGETS**

## Response to climate change

### Reducing indirect GHG emissions

In addition to reducing direct emissions, our goal is to continuously decrease indirect GHG emissions in our operations. We are also actively seeking additional ways to mitigate climate change, such as promoting environmentally friendly transportation among our employees.

### Reducing indirect GHG emissions, VOC

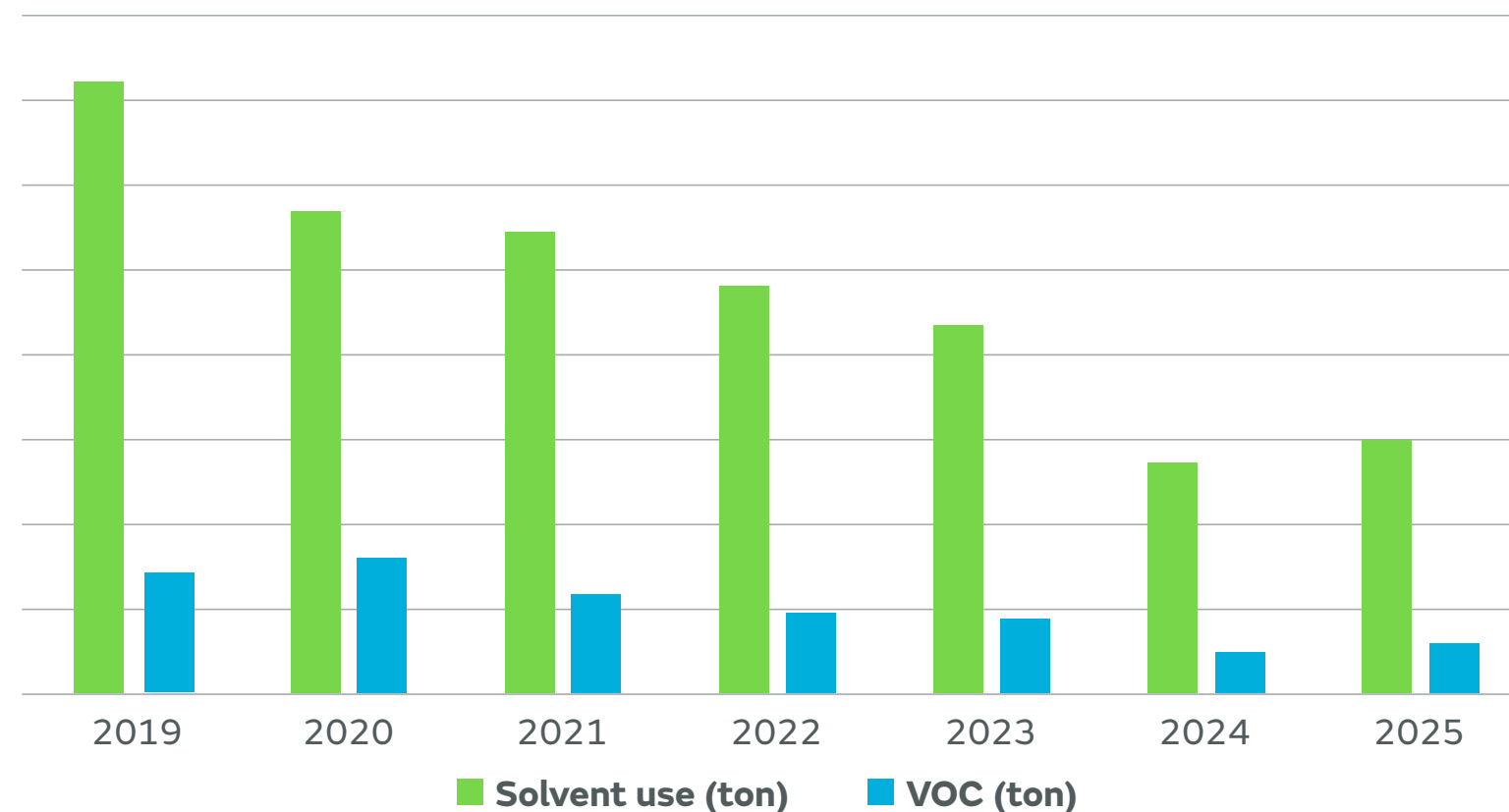
Murata Finland's goal is to contribute to the prevention of environmental pollution, especially air pollution caused by VOCs (Volatile Organic Compounds).

VOCs are considered indirect greenhouse gases because they contribute to climate change, not directly, but indirectly through chemical processes.

VOCs (as well as nitrogen oxides) react with sunlight to create tropospheric ozone, or ground-level ozone. Tropospheric zone is the third most important greenhouse gas after carbon dioxide and methane because ozone absorbs the sun's radiation and raises the temperature.

We have successfully reduced the use of solvents that contribute to emissions for several years in a row now.

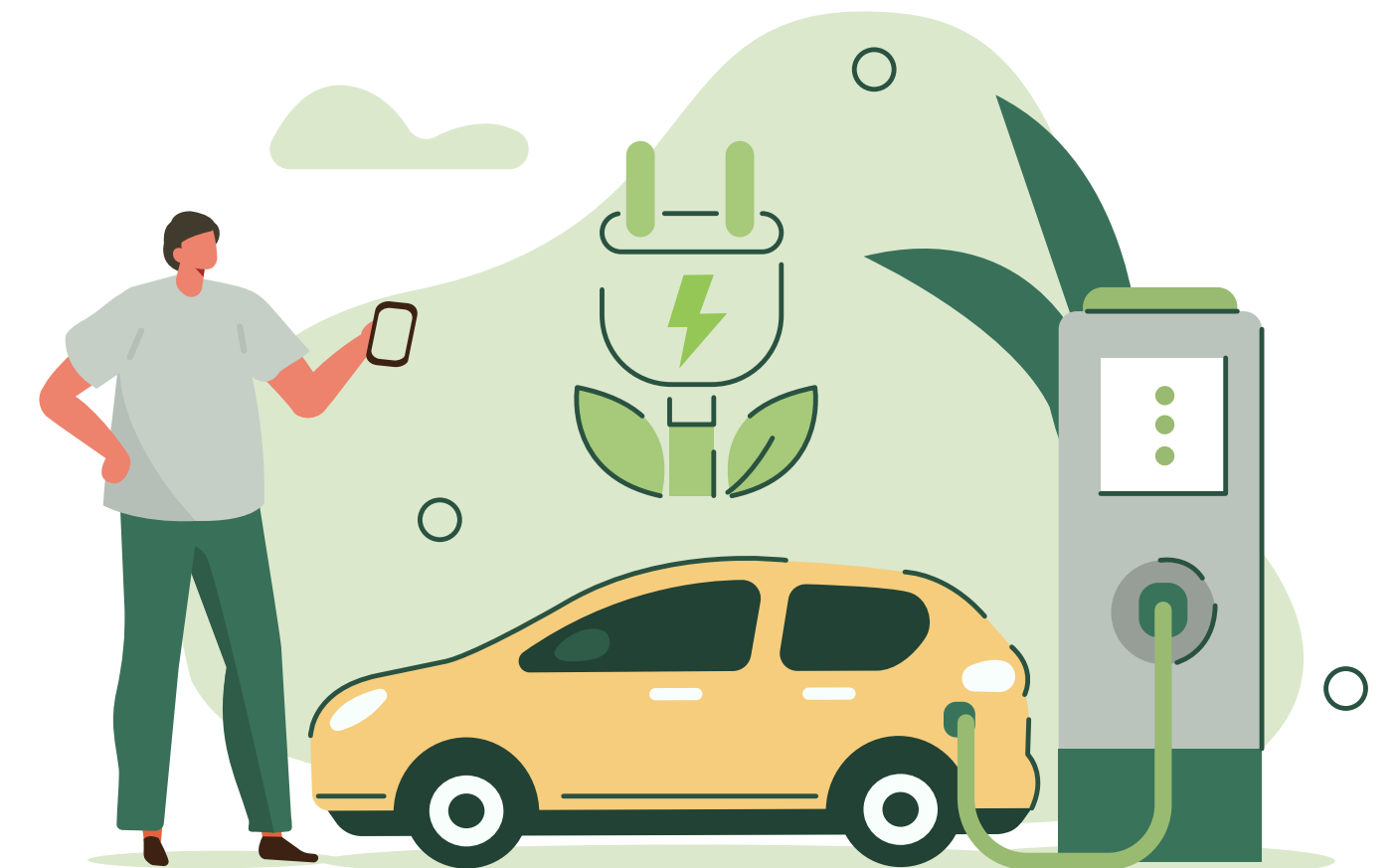
Solvent use vs. VOC emissions [t]



To further reduce emissions, we invested in a new VOC filtration system, which was successfully installed in February 2025. This system is expected to decrease VOC emissions by over 20% compared to our average annual emissions.

### Supporting environmentally friendly mobility

Murata Finland is actively participating in the fight against climate change by promoting environmentally friendly transportation. We provide our staff with the possibility to charge electric cars, bicycles and scooters during working hours. In October 2023, we established electric car charging stations, and in 2024, we implemented a secure charging cabinet for electric bike and scooter batteries.



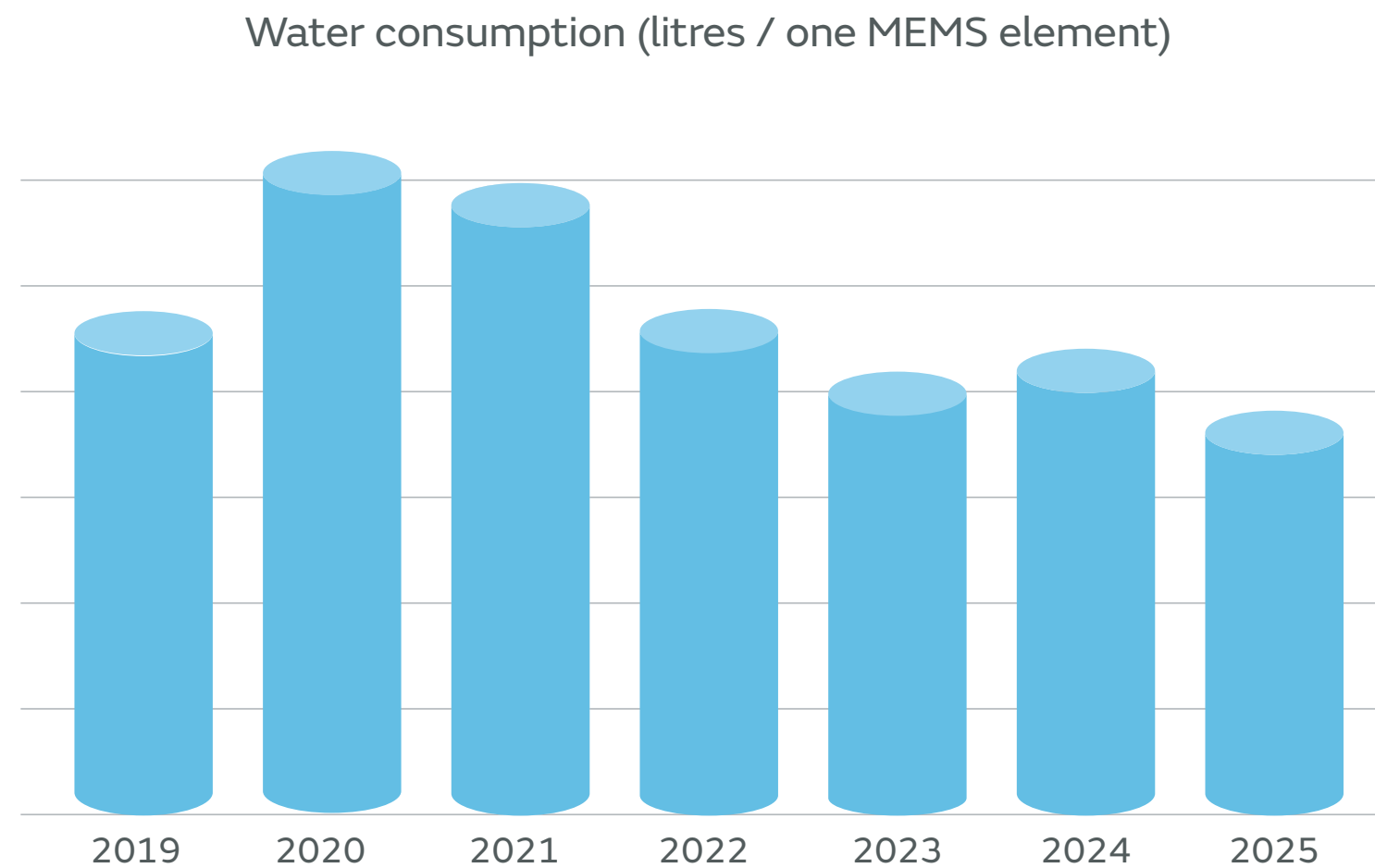
### 4.3 MURATA FINLAND'S ENVIRONMENTAL TARGETS

## Reducing use of resources

### Water usage

In Finland, water is not considered a scarce resource. However, reducing water usage remains important for us as well. Conserving water minimizes the energy needed for its extraction, treatment, and distribution. This reduction in energy consumption ultimately leads to lower greenhouse gas emissions, which contribute to climate change. By adopting water-saving practices, we can play a significant role in mitigating environmental impacts while promoting sustainability.

In recent years, we have successfully reduced water consumption by implementing various measures, such as improving our MEMS wafer manufacturing processes and recycling reject water from our pure water plant back into the circulation system.



### Producing our own electric power

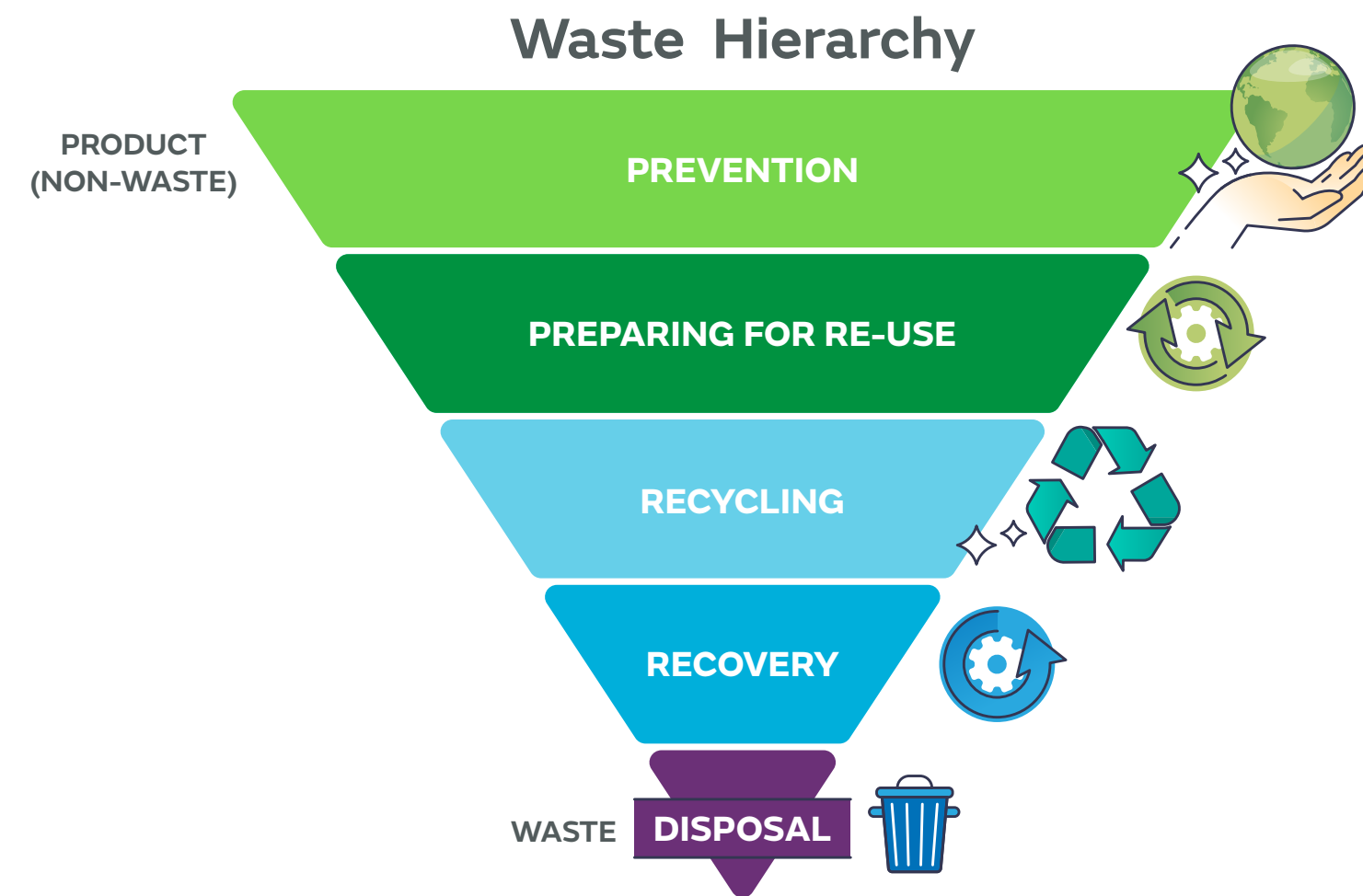
In 2023, Murata Finland installed its first solar panels to generate a portion of our own energy. A total of 611 panels were placed on the roofs and walls of our two newest buildings, providing a peak power output of 250 kW. We also plan to expand our solar power capacity by adding additional panels to the roof of our oldest building in the future.



4.3  
**MURATA FINLAND'S  
 ENVIRONMENTAL TARGETS**

**Reducing and  
 preventing waste**

The foundation of Murata Finland's waste management is based on the EU waste management five-step "waste hierarchy", established in the Waste Framework Directive. It establishes an order of preference for managing and disposing of waste. Top priority in Murata is placed on reducing or preventing waste generating followed by reuse and recycling.



In the future, Murata Finland will focus especially on reducing packaging waste generated in the supply chain and increasing recyclability.



**Social**

In harmony with people  
& society

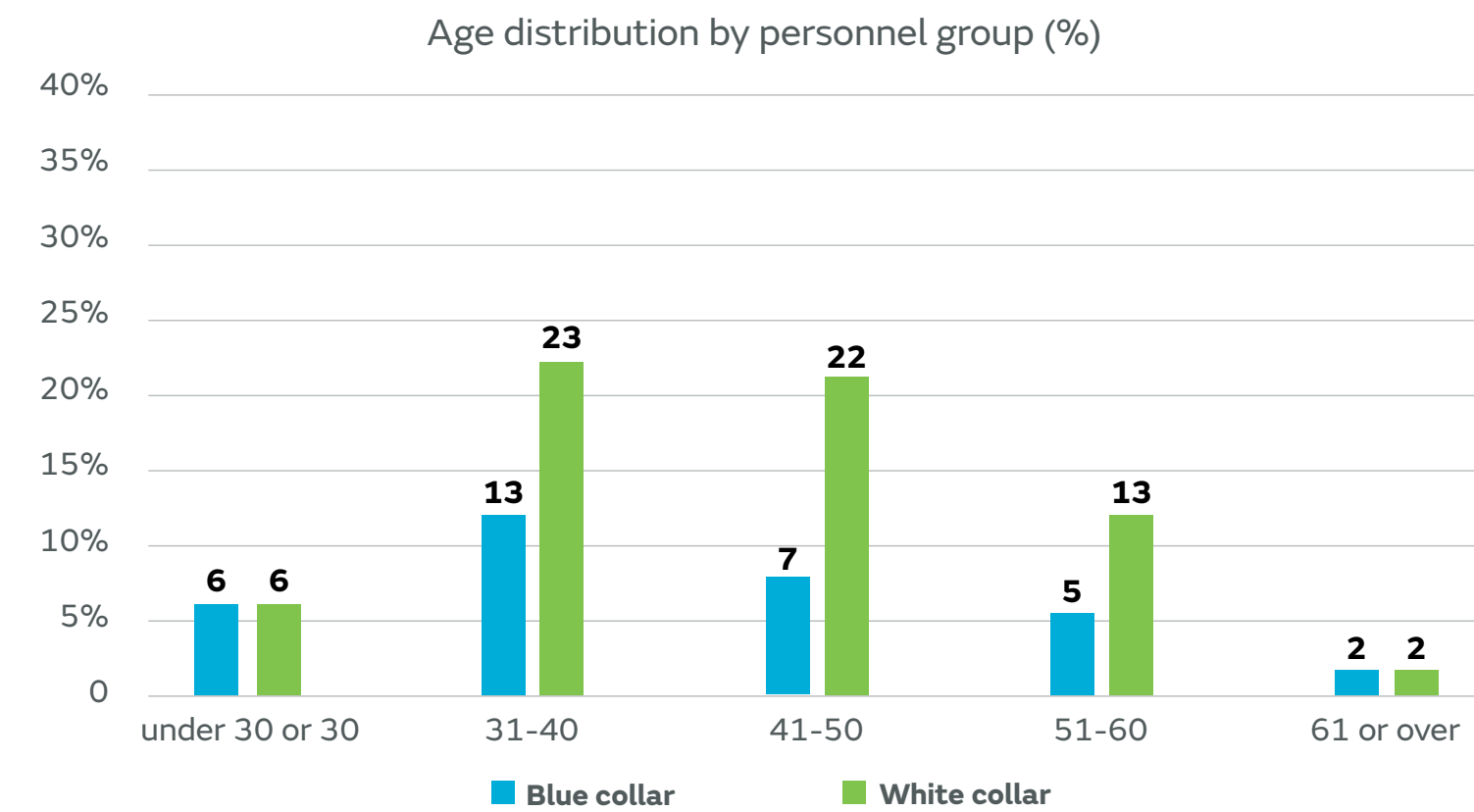
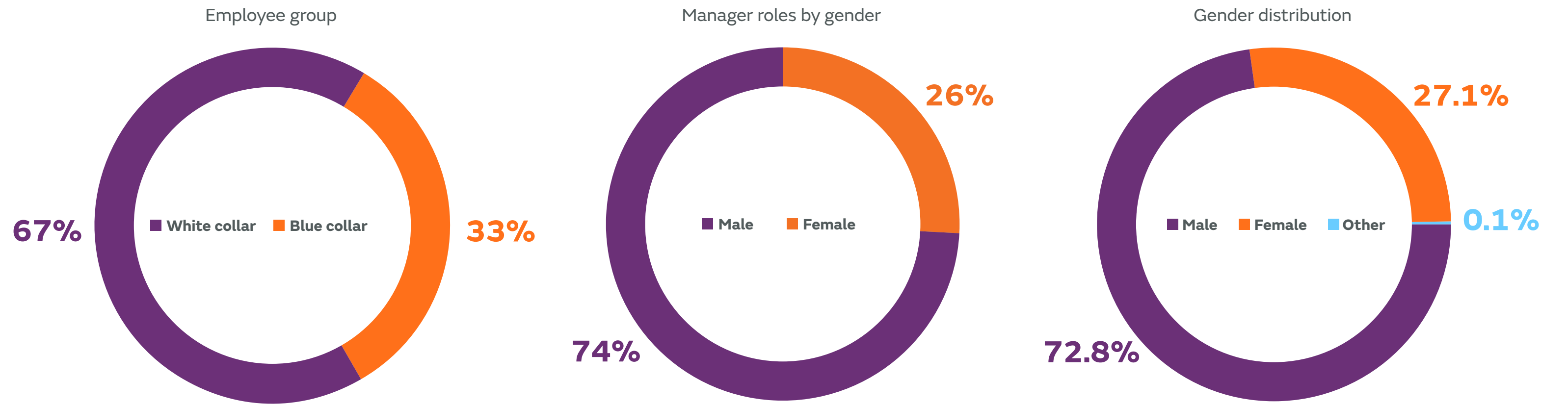
We are committed to undertake a variety of initiatives to take care of our employees, ensuring their safety and offering multiple opportunities for personal growth and development.



## Our people in numbers

As a stable employer with growing long-term market opportunities, we offer engineers, specialists and production workers meaningful work with various opportunities to grow and learn.

Murata Finland employees in 2025: ~800



“ The employees of Murata Finland represent about 32 different nationalities and native languages.



## 5.1 EMBRACING DIVERSITY AND RESPECT

Different generations and cultural backgrounds make us a diverse community. We foster a culture where we help each other and where everyone is respected and treated kindly. With us, everyone can be themselves and express their opinions regardless of title and background.

### **Our Cultural Etiquette**

At Murata Finland, we have defined a cultural etiquette that guides our operations and aims to enhance employee and customer satisfaction. Thanks to this common cultural etiquette, each of us knows what kind of activity to expect from one another and how it supports our business goals. Our cultural etiquette is based on Murata's philosophy, SHAZE.

Cultural etiquette is a permanent theme in the development discussions between team managers and employees and, for employees, in the process of personal performance evaluation. In addition, our company annually rewards dozens of employees for acting in accordance with cultural etiquette with cultural etiquette awards.

In 2025, we conducted a survey to assess how our employees perceive diversity and to identify any opportunities for improvement.



### **We strengthen Employee Satisfaction by**

#### **Helping each other**

We dare to ask for help but also to offer it. Even the smallest gesture of kindness can mean the world to someone.

#### **Treating each other equally and friendly**

At MFI all employees are respected and treated according to same principles. We are open to and appreciate thoughts and mindsets that differ from our own.

#### **Open discussion culture**

At MFI everyone can be themselves and express their thoughts. We appreciate transparent decision making and sincere feedback.

### **We strengthen Customer Satisfaction by**

#### **Being proactive**

We are in the driver's seat, looking ahead and making moves in advance. This means preparing for different situations and being ready to act quickly when needed.

#### **Being innovative**

For us innovation means new technical features for our customers as well as ideas that improve our working environment. We are inspired to challenge ourselves – through trial and error comes progress.

#### **Always thinking what our customer needs**

Creating innovative, high-quality, value-adding products and solutions is in our core. Our clients do not always know how to put what they need into words – our job is to identify the must-haves on their behalf.

## 5.2 PROMOTING PERSONNEL GROWTH AND DEVELOPMENT

*A key to our success lies in our skilled and motivated personnel, who take ownership of their performance and career development. Our aim is to foster the growth and competence of our experts in an ever-changing environment, ensuring they possess the skills necessary for success.*

Continuous learning and competence development are fundamental values embedded in our corporate philosophy. At Murata Finland, we firmly believe in the power of higher education, as reflected in our workforce composition: approximately 40% of our 800 employees hold a master's or doctoral degree, while about 10% have a bachelor's degree. In 2025, we employed 50 individuals with doctoral (PhD) degrees, and we actively encourage our employees to pursue doctoral studies alongside their work commitments.



To support the educational pursuits of all employees, we engage in systematic collaboration with educational institutions and have designed a comprehensive study path that encompasses vocational upper secondary qualifications, bachelor's degrees, master's degrees, and doctoral degrees.

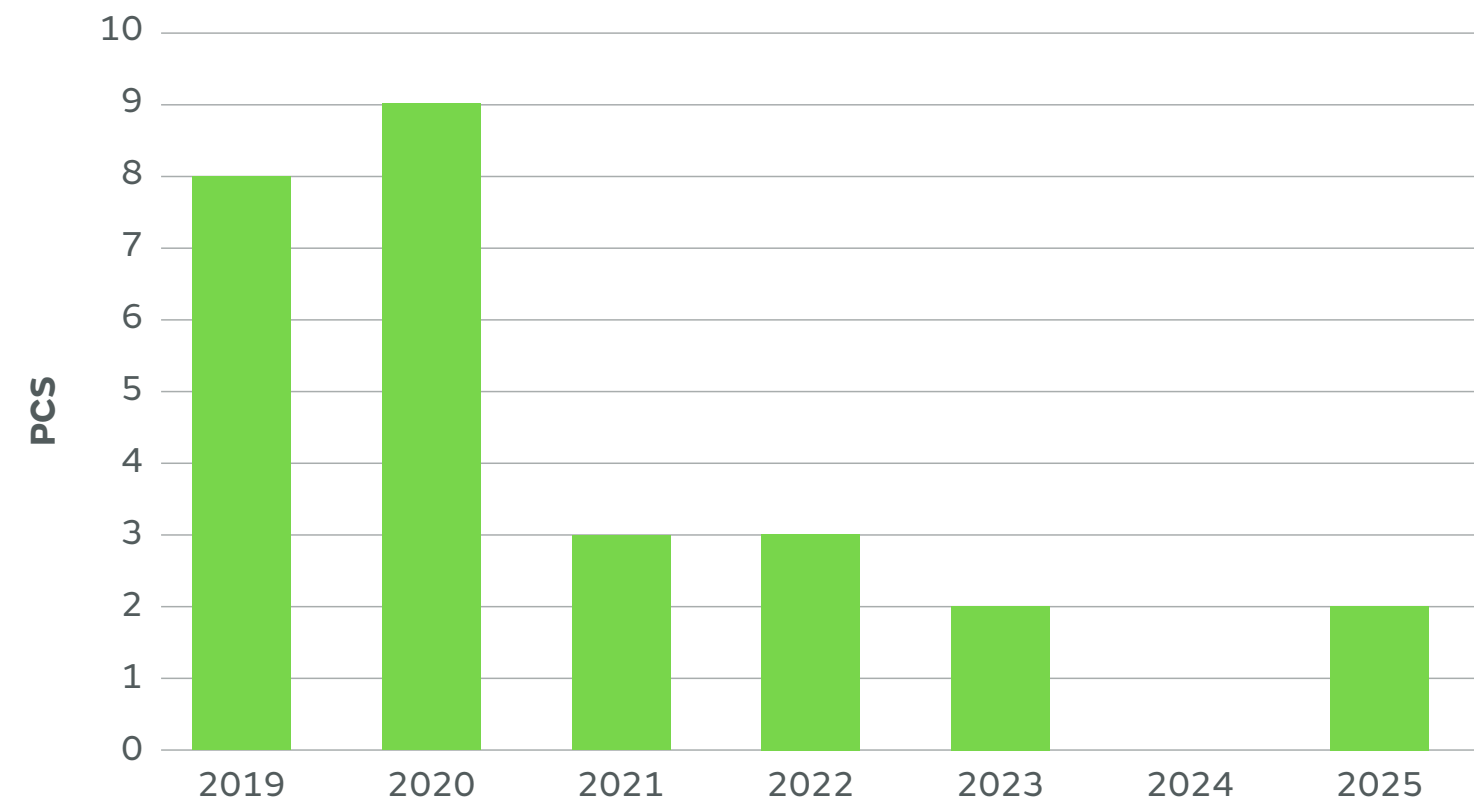


### 5.3 CREATING A SAFE AND HEALTHY WORKPLACE

*At Murata Finland, our goal is to create a safe and healthy workplace where everyone can enjoy meaningful work. We all share the responsibility for achieving this vision.*

We aim to reduce work-related accidents and enhance safety by minimizing associated risks. To accomplish this, we have implemented an Industrial Safety and Health Management System aligned with ISO 45001 requirements. This system follows the Plan-Do-Check-Act model for systematic continuous improvement.

As a result of our ongoing improvement activities, the number of work-related accidents has decreased as shown in the image below.



#### **Wellbeing of Murata people**

For us at Murata Finland, wellbeing is not only about work ability management but an integral part of comprehensive management. Wellbeing is our strategic focus area. We have established a dedicated wellbeing function and increased resources and wellbeing activities to reach our vision of a safe and healthy workplace.

In addition to extensive occupational health services, Murata Finland offers all its employees the opportunity to utilize low-threshold mental wellness support services that promote mental well-being. The aim is to support employee well-being, help strengthen resources, manage stress, and cope with life's challenges with the assistance of healthcare professionals.



## 5.4

### BUILDING TRUSTWORTHY RELATIONSHIPS WITH LOCAL COMMUNITIES

*Murata hopes to be “a company whose presence in local communities is a source of pride and joy to those communities as well as a company that our employees are proud and happy to work for.”* Through dialogue with a wide range of stakeholders, we actively engage in ongoing social and community contribution activities to achieve our common goals of realizing a sustainable society and developing local communities.

#### Close collaboration with educational institutions

For several years, we have been building close and fruitful relationships with universities and other educational institutions in Finland. Our collaboration includes a wide variety of activities from joint study paths, lessons, company visits, summer jobs, opportunities for theses to mentoring and internships.



#### SEMISUMMER with Aalto University

Semi-Summer is a joint summer job campaign where Murata, together with some other semiconductor companies, makes a joint donation. This donation allows Aalto University to offer interesting summer jobs to students in the Schools of Electrical Engineering, Chemical Engineering and Science.



#### Mentoring international students

Murata has been participating in Aalto University’s International Talent Program since 2021 and has mentored over 60 international students. The aim of this program is to bring together international students and companies, and help students find employment in Finland. Engineering, Chemical Engineering and Science.

#### Supporting Icehearts activities

Murata Finland has been supporting Icehearts with annual donations since 2021. The purpose is to contribute to preventive, long-term, and comprehensive child welfare work. The aim of the activities is to prevent the exclusion of children and young people and to promote well-being and inclusion.

Murata’s donations support Icehearts’ local activities in various ways, enabling Icehearts teams to acquire the necessary equipment, fund game and tournament trips, and organize other activities that align with children’s wishes.



[READ MORE](#)

#### Blood Donation During Work Hours

Employees at Murata Finland can donate blood during work hours, and we also organize annual blood donation events at the workplace. The Finnish Red Cross Blood Service has awarded us the “Blood Donation During Work Hours” company certification.



**Governance**

Being a company  
trusted by society

***To sustainably enhance Murata's value and continue being a company trusted by society, we are focused on building and upholding effective governance systems.***

At Murata, we view good corporate governance as a key part of how we manage our business. Our goal is to grow and develop responsibly while considering the needs of all our stakeholders. We are continuously working to establish management practices that operate efficiently. Our policies and guidelines ensure that our actions align with our values.





## 6.1 MURATA CORPORATE ETHICS POLICY AND CODE OF CONDUCT

In addition to the Murata Philosophy, all Murata employees are committed to complying with the Murata Corporate Ethics Policy and Code of Conduct. The Ethics Policy is a set of principles of conduct, and the Code of Conduct includes more detailed actions that we use as the foundation in our daily business activities and duties.

**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.

## 6.2 SUPPLY CHAIN SUSTAINABILITY

*The sustainability issues surrounding the supply chain today are becoming more diverse and complex. Strategic efforts are in demand not only for climate change measures, resource circulation, and other environmental aspects, but also for social aspects such as labor safety and preventing human rights infringement. It is important that we take these actions throughout the supply chain and not just within Murata.*

Murata has established the Procurement Policy aimed at strengthening our relationship with suppliers in terms of compliance with ethics and laws, focus on quality and lead time, and environmental conservation. The Procurement Policy consists of the “Basic Procurement Policies” and “Procurement Code of Conduct,” both of which present the concept of and action/judgment standards for Murata’s procurement activities, as well as “Murata Group Supply Chain CSR Procurement Guidelines” which present the concept of and action/judgment standards for CSR procurement expected of our suppliers.



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