

Murata ID Solutions Gender Equality Policy



Murata ID Solutions S.r.l.

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Introduction

Murata ID Solutions is part of the Murata Group, which through its Corporate Policy, Code of Ethics and Code of Conduct declares its commitment to respecting international human rights standards, as well as the laws and regulations of each country and region in which it operates.

Murata always acts in compliance with human rights and is committed to preventing any negative impact on them, ensuring that the human rights of all individuals directly involved in its business activities, products, and services are respected.

Within the scope of "**respect for human rights**":

- Forced labor and child labor are prohibited, as well as any form of discrimination and harassment in the workplace against all individuals involved throughout our value chain;
- Equal employment opportunities and treatment are guaranteed, along with freedom of association, the right to collective bargaining, and dialogue between workers and management.

Within the scope of "**respect for diversity**":

- Diversity is promoted as an essential element to enhance talents and innate abilities of each individual employee;
- In addition to visible diversity, such as ethnicity, nationality, gender, and age, invisible diversity is also respected, including thought, knowledge, experience, and perspective;
- Workplace environments and support systems are guaranteed, and employees, all unique in their own way, are made aware of the importance of standing side by side at the starting line.

Murata is committed to promoting diversity and equity, in the belief that these factors will enhance the group's innovation and competitiveness, and that every individual employee will work to thrive together with their colleagues and the Company, bringing out their own unique strengths.

Description

Scope

In line with the Group's Corporate Business Ethics Policy and its commitment to respecting human rights and diversity, Murata ID Solutions promotes a fair, inclusive workplace environment that respects individual diversity, guaranteeing equal opportunities for all employees throughout their entire professional lifecycle.

Through the adoption of a Gender Equality Management System compliant with the UNI/PdR 125:2022, Murata ID Solutions aims to define, implement, and maintain policies, processes, and practices oriented toward preventing all forms of discrimination and concretely promoting gender equity.

Policy Statement

This Gender Equality Policy defines the principles, objectives, and commitments of Murata ID Solutions regarding equity, inclusion, and the enhancement of diversity, including gender diversity, in compliance with UNI/PdR 125:2022.

The Policy applies to all business activities, organizational processes, and all Murata ID Solutions personnel, regardless of role, organizational level, contractual form, or operating location.

Murata ID Solutions is committed to:

- Promoting the principles of gender equality toward clients, suppliers, commercial partners, and external stakeholders, encouraging behaviors consistent with the values of inclusion, respect for human rights, and non-discrimination;
- Guaranteeing recruitment and professional development processes based exclusively on skills, experience, and merit;
- Countering any form of direct or indirect discrimination related to gender, gender identity, age, origin, personal beliefs, or other individual characteristics;
- Promoting working conditions that foster the physical, psychological, and organizational well-being of people, as well as a sense of belonging;
- Supporting work-life balance policies and flexible organizational models;
- Fostering, as far as possible, a balanced gender representation in leadership and managerial roles;
- Ensuring equal pay for equal roles, skills, and responsibilities;
- Raising awareness and training personnel on the topics of diversity, inclusion, and gender equality;
- Adopting tools to prevent and manage potential reports regarding discrimination, harassment, or behaviors inconsistent with corporate values.

Policy Objectives

Murata ID Solutions defines measurable objectives consistent with the analysis of strengths and weaknesses through a specific Strategic Plan of the Gender Equality Management System.

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Objectives are periodically monitored and measured through KPIs related to the following themes:

- Recruitment
- Career management
- Pay equity
- Parenting and care
- Work-life balance
- Prevention activities against all forms of physical, verbal, and digital abuse (harassment) in the workplace

The objectives are periodically reviewed by the Steering Committee to ensure consistency, effectiveness, and continuous improvement.

Responsibility

The Management of Murata ID Solutions has appointed a Steering Committee, which includes the CEO along with Quality Assurance.

The Steering Committee is responsible for fully applying the principles of this Policy and ensuring the availability of the necessary resources for the implementation, maintenance, and continuous improvement of the Gender Equality Management System.

The Steering Committee will ensure that:

- This Policy is understood and applied at all levels of the organization;
- Roles, responsibilities, and objectives are defined in consistency with UNI/PdR 125:2022;
- Performance related to gender equality is monitored and evaluated;
- Inclusive and respectful organizational conditions for all individuals are promoted;

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- All people actively contribute to the improvement of the Management System through reports and suggestions;
- All people are encouraged to report any behavior that does not comply with the principles of this Policy, guaranteeing confidentiality, impartiality, and protection from potential retaliation.

Regular Review

The Gender Equality Policy and its related Management System are subject to periodic review by the Steering Committee, at least once a year, in order to verify their:

- Adequacy
- Effectiveness
- Consistency with the corporate context
- Compliance with UNI/PdR 125:2022
- Opportunities for continuous improvement

Policy Communication

This Policy is communicated to all Murata ID Solutions personnel and is made available through internal corporate communication channels.

It is also shared with external stakeholders via the corporate website and institutional communication tools, in order to promote a culture based on inclusion, respect, and the enhancement of diversity.

Murata ID Solutions Management
Parma, 23rd of March, 2026
Management – CEO
Francesco Fantoni Guerchi