



April 26, 2024

Company name:	Murata Manufacturing Co., Ltd.
Name of representative:	Norio Nakajima President and Representative Director (Code: 6981, Tokyo Stock Exchange Prime market)
Contact:	Mikito Yamada General Manager of Corporate Communication Department (Phone: 075-955-6786)

Notice of Introduction of Restricted Stock Compensation Plan for Employees

Murata Manufacturing Co., Ltd. (“Company”) hereby announces that at the Board of Directors meetings held on April 26, 2024, it resolved to introduce a restricted stock compensation plan (the “Plan”) for employees to acquire transfer-restricted shares in the Company via the Employee Shareholding Association.

1. Reason for introducing the Plan

The purpose of this Plan, which provides our group employees with an opportunity to acquire the Company common stock as restricted stock that the Company issues or disposes of via the Employee Shareholding Association, is to help our group employees build their assets. In addition, the Plan is aimed so that our group employees become more aware of the Company’s business performance and stock price, further share value with shareholders, and increase their motivation to enhance corporate value.

2. Overview of the Plan

Our group employees who subscribe to the Shareholding Association and agree to the Plan (hereinafter referred to as the “Eligible Employees”) will be paid monetary claims (hereinafter referred to as the “Special Contribution”) from the Company or the Company affiliates as special incentives for the granting of restricted stock. Upon the Employee contributing the Special Contribution to the Employee Shareholding Association and the Employee Shareholding Association making an in-kind contribution to the Company of the Special Contribution contributed by the Employee, the Employee will be issued or disposed of shares of common stock of the Company as Restricted Stock through the Employee Shareholding Association.

Under the Plan, the “Restricted Stock Compensation Plan for Employee Shareholding Associations” (Shareholding Association RS) will be introduced. At present, the total amount to be paid in for the issuance of new shares or the disposition of treasury shares to the Employee Shareholding Association under the Plan is estimated to be up to 3.7 billion yen. We will inform you as soon as the specific details are decided.