

Anritsu Sustainability Report 2025

* This is an archive of website information as of September 30, 2025.

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Message from the CEO



Looking Back on FY2024

In FY2024, the first year of the Mid-Term Business Plan GLP2026, the Anritsu Group leveraged its comprehensive strengths to achieve increases in both sales and profit. In the area of sustainability, we were highly evaluated, including selection as an "A List Company" in the CDP 2024 Climate Change category, "Platinum Kurumin" certification, "PRIDE Index 2024" Gold, and certified as an Excellent Enterprise of Health and Productivity Management (White 500) in 2025, among others. We are very pleased to have achieved results in responding to climate change, which has been a top priority for Anritsu for a long time, and in reforming work styles and promoting diversity, which have been urgent issues for us. However, this is merely a stepping stone toward Anritsu's vision. Recognizing the evaluation we received in FY2024 as our strength, we feel that we have entered a phase in which we will commit to more essential activities - namely, contributing to social issues through our business operations.

Priority Themes for FY2025

Our top priority continues to be responding to climate change. We must implement Anritsu Climate Change Action PGRE 30, which aims to increase the Anritsu Group's private renewable energy generation ratio to approximately 30% by around 2030, based on power consumption in FY2018. In FY2025, we will establish a plan that includes the introduction of new renewable energy facilities, solidify the foundation to ensure the achievement of our goals, and draw a roadmap for 2030 and beyond. The second priority is achieving resource recycling (circular economy). I place great importance on each employee pursuing sustainability and creating new value in their work. To make this a symbolic initiative, we set this as a goal in GLP2026. Currently, we are studying the possibility of recovering stainless steel used in PQA products and using it again as a material for our products, thereby realizing resource recycling. The third priority is the promotion of women's activities. Creating an inclusive work environment where everyone can demonstrate their abilities and play an active role is an essential theme for the future growth of the Anritsu Group. We will certainly achieve the GLP2026 target of 15% or more women in management positions (consolidated), and will promote activities with the aim of quickly achieving 20%, matching the current ratio of female employees in the Anritsu Group.

Celebrating our 130th Anniversary

Anritsu celebrated its 130th anniversary in 2025. I believe that Anritsu has been able to continue its business activities for this long because, since our founding, we have cherished and passed down a visionary and pioneering spirit for keeping one step ahead of the times. Issues such as global warming, resource depletion, and food crises are approaching much faster than we could imagine. We are looking back on whether we have grasped these changes in the external environment and rose to the challenge, while also being determined to work together with our employees to pioneer a new era. The Anritsu Group is now steadily spreading awareness of the need to pursue sustainability in our own operations. We hope that this change in employee awareness will bring about positive changes in the products and services we create as well as in our relationships with our customers and suppliers, ultimately spreading throughout the entire value chain.

My ideal state for the Anritsu Group is one in which all stakeholders, including employees, shareholders, customers, suppliers, and local communities, feel that Anritsu is a wonderful company. The Anritsu Group aims to achieve 200 billion JPY in sales by FY2030. To achieve this goal, we will deepen communication with our stakeholders, share our vision, and continue to take on new challenges to become a company that society expects to grow and develop. We appreciate your continued understanding and warm support for our group.

Sustainability Management

Approach to Sustainability

In April 2021, the Anritsu Group formulated its new company vision and company policy toward 2030 and revised its sustainability policy. We take on the challenges of creating a sustainable society together with our stakeholders through the actions of every employee under the philosophy, vision, and policy.

Company Philosophy

Contribute to the development of a safe, secure, and prosperous global society by offering “Original & High Level” products and services with “Sincerity, Harmony, and Enthusiasm”

Company Vision

Beyond testing, beyond limits, for a sustainable future together

Company policy

1. Growing day-by-day both as people and as a company based on self-development and sincere effort
2. Solving challenges through internal and external cooperative collaborations and harmonious relations
3. Making breakthroughs with enthusiastic and progressive spirit
4. Devoting the company and stakeholders to building a people- and planet- friendly sustainable future

Sustainability Policy

The Anritsu Group aims to increase our long-term corporate value through contributing to building a sustainable future of the global society with “Sincerity, Harmony, and Enthusiasm.”

1. We will contribute to building a safe, secure, and prosperous global society through our business activities, based on our long-term vision.
2. We will take the initiative in solving environmental issues, such as climate change, to contribute to building a people- and planet- friendly future.
3. We will respect the human rights of all people and strive to create a workplace offering healthy lives and decent work for all where diverse individuals can grow together.
4. We will operate as a business with high corporate responsibility, peaceful, just, and ethics while maintaining business transparency to meet our social obligations.
5. We will promote communications with stakeholders to develop strong partnerships and meet the challenges of solving social issues.

Revision April 2021

Anritsu Group Charter of Corporate Behavior

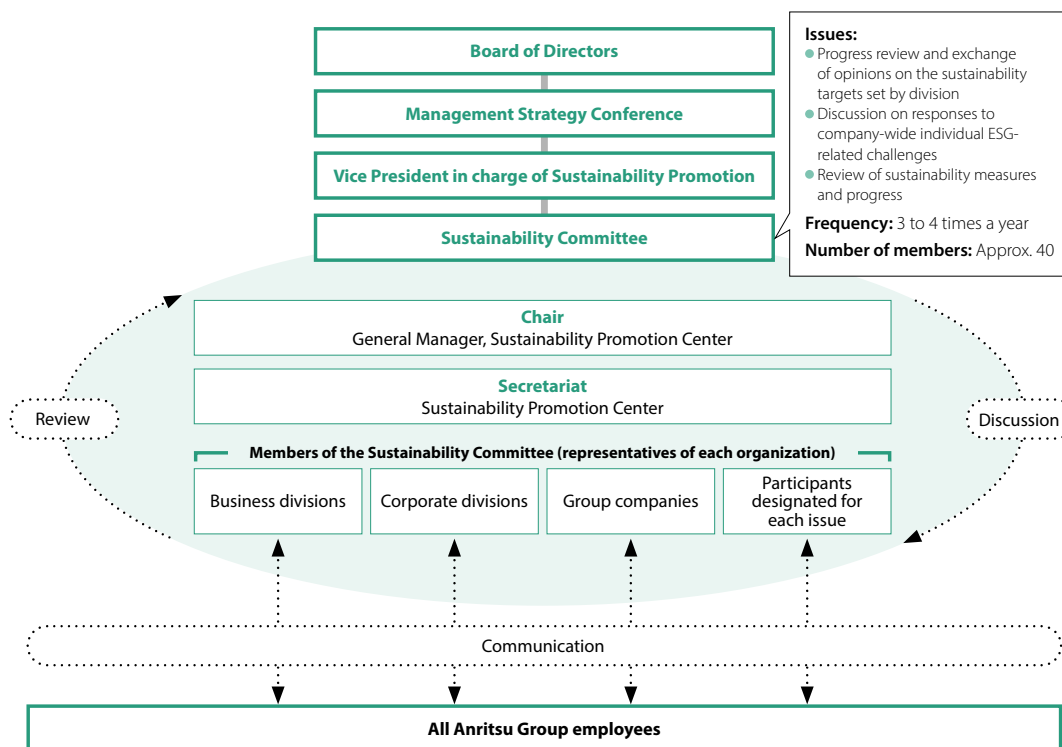
The Anritsu Group Charter of Corporate Behavior is available [here](#)

Anritsu Group Code of Conduct

The Anritsu Group Code of Conduct is available [here](#)

Sustainability Promotion System

The Anritsu Group promotes the activities implemented by its Sustainability Committee in accordance with its company philosophy, company vision, company policy, and sustainability policy.



Governance

In April 2023, the Anritsu Group changed the meeting body, which consists of representatives from major divisions, from the Sustainability Promotion Committee to the Sustainability Committee in order to clarify key issues for action, share information, hold discussions for improvement, and communicate and disseminate actions to be taken by each division through its representative. Progress is discussed at the Management Strategy Conference and Board of Directors meetings, to which the Vice President in charge of Sustainability Promotion reports. In FY2024, about 20 sustainability issues were discussed at Board of Directors meetings.

Raising Employee Awareness

In promoting sustainability, we believe it is important to raise the awareness of every employee, and we are undertaking various initiatives to spread this awareness within the company.

- Training through the use of e-learning for all Anritsu Group employees
- Publication of SDG case studies and holding related discussions in the workplace
- Dissemination of articles addressing human rights issues
- Survey of the dissemination of SDGs among employees

Dialogue and Co-Creation with Stakeholders

The Anritsu Group aims to collaborate with stakeholders and contribute to the creation of shared value.

To this end, we emphasize communication with our stakeholders and strive to disclose information in an appropriate and timely manner. Through partnerships, we are working to solve various social issues.

How to Interact with Stakeholders

Stakeholder	Themes and Objectives	Method of Communication	Reference
Shareholders and investors	<ul style="list-style-type: none"> Fair, timely, and appropriate disclosure Improve corporate credibility Promote understanding of Anritsu 	<ul style="list-style-type: none"> Financial results Shareholders' meetings Individual IR interviews Participation in conferences sponsored by securities firms Integrated report Websites 	Latest IR materials
Customers	<ul style="list-style-type: none"> Provide creative, high-level products and services that meet customers' needs Improve the brand value of Anritsu and Anritsu products and increase understanding and trust in Anritsu Promote fair operating practices 	<ul style="list-style-type: none"> Sales activities Customer service department Publicity, advertising Websites 	Anritsu Corporation and Anritsu Group
Suppliers	<ul style="list-style-type: none"> Build partnerships based on mutual trust Promote CSR throughout the supply chain Promote fair procurement practices 	<ul style="list-style-type: none"> Receptions and exchanges of information CSR procurement surveys, green procurement, on-site surveys Product exhibits Partner Quality UP activities Installation of collaboration rooms 	Supply Chain Management
Employees	<ul style="list-style-type: none"> Respect the individuality, diversity, and personality of each employee and achieve a work style that allows employees to fully demonstrate their abilities Create a vibrant work environment that is health and safety conscious 	<ul style="list-style-type: none"> Employee engagement surveys Interviews with supervisors and subordinates Business ethics surveys Hotline (reporting and consultation) 	Human capital Promoting Diversity Human Resource Development Creating a Comfortable Working Environment Health and Productivity Management Safety and Health Compliance
United Nations and international organizations, governments, and municipalities	<ul style="list-style-type: none"> Contribute to international cooperation and development Comply with international rules and laws 	<ul style="list-style-type: none"> Participation in international initiatives Public-private partnership projects Policy recommendations 	Supporter of the UN Global Compact Environmental Management Participating in Labor Standards Initiatives
Global environment	<ul style="list-style-type: none"> Take a proactive approach to environmental issues Contribute to the creation of a prosperous society where people can coexist in harmony with the planet Enhance our environmental brand through information disclosure 	<ul style="list-style-type: none"> Promoting activities to reduce environmental impact at business sites Promoting environmental communication with internal and external stakeholders Volunteering in the community 	TCFD Compliance Environmental Management Preserving Biodiversity
Local communities, NGOs and NPOs	<ul style="list-style-type: none"> Cooperate with and contribute to regional development 	<ul style="list-style-type: none"> Social contribution activities Volunteering in the community Humanitarian assistance for disasters 	Social contribution activities Participating in Labor Standards Initiatives
Other	<ul style="list-style-type: none"> Communicate with evaluation agencies regarding ESG 	<ul style="list-style-type: none"> Various ESG survey questionnaires Response to CDP Audits and evaluations by external organizations (RBA, EcoVadis, SMETA) 	ESG External Evaluation

Materiality • Sustainability Goals

Materiality

The Anritsu Group has established materialities (key issues) for each business and ESG by focusing on our two pillars of sustainability management: solving social issues through business and taking on challenges to meet the needs of society (ESG). With the review of our company vision, company policy, and sustainability policy in April 2021 and the change in structure within the segment, as well as the addition of Takasago to the group in January 2022, we reviewed the materiality in FY2022.

	Business					ESG					
Perspective	Customer and Business Environment					Environment		Society		Governance	
Risks and Opportunities	Expanding into new business opportunities through digital innovation		Demand for safe and secure food, medical, and pharmaceutical products			Demand for decarbonization		Disasters due to climate change	Human rights violations (including supply chain)	Discrimination and harassment of minorities	Loss of societal trust due to lack of transparency in management
Materiality	Adapting to DX technological innovation	Developing robust IT infrastructure	Reduction of food loss	Providing solutions for quality assurance	Ensuring healthy lifestyles	Disaster prevention and mitigation for natural disasters	Providing products that contribute to a decarbonized society	Responding to climate change	Respect for human rights	Promoting diversity and inclusion	Maintaining management transparency

Materiality by Business

Test and Measurement Business

Adapt to DX technological innovation and develop a robust IT infrastructure

Support customers who aim for new social transformation through digital innovation and contribute to the construction of safe and secure communication infrastructures with communication test solutions.

PQA Business

Reduce food loss and provide solutions for quality assurance

Support customers who aim for a stable supply of safe and reliable food and pharmaceutical products, with highly reliable and sensitive inspection equipment and quality management control systems that contribute to the automation of quality inspection processes in production lines and the reduction of food loss.

Environmental Measurement Business

Prevent and mitigate natural disasters, and provide products that contribute to a decarbonized society

Support customers who aim for new social transformation through digital innovation. Contribute to the transformation of a new digital society through information and communication solutions, and to the realization of a decarbonized society through EV (electric vehicle) and battery evaluation solutions.

Sensing & Devices Business

Develop a robust IT infrastructure, and ensure healthy lifestyles

Support customers who aim for new social transformation through digital innovation, and contribute to the realization of a safe, secure, and comfortable society through optical device businesses and ultra high-speed electronic devices.

Materiality by ESG

Environment

Respond to climate change

Addressing climate change is the most important materiality. This is because global climate change has a tremendous impact on social life and industry, causing natural disasters such as floods and droughts. The first factory at Tohoku Anritsu in Koriyama-shi, Fukushima-ken, an Anritsu Group manufacturing location, has suffered flood damage due to a river flooding on two previous occasions. Suppliers were also affected by the disaster, and we recognize that this is an issue that affects the entire value chain of Anritsu Group procurement, manufacturing, and logistics. In order to reduce greenhouse gas emissions, which have a significant impact on climate change, we will prioritize the in-house generation and consumption of renewable energy.

Social

Promote respect for human rights and diversity & inclusion

We will promote respect for human rights and the promotion of diversity and inclusion as concepts for the entire Anritsu Group and disseminate these values throughout the company. We recognize that in order for a company to continue to grow in today's complex, ever-changing, and unpredictable world, we must harness the power of human resources with diverse values. We will also work to develop human resources, as improving the abilities of each individual is essential for the company's growth.

Governance

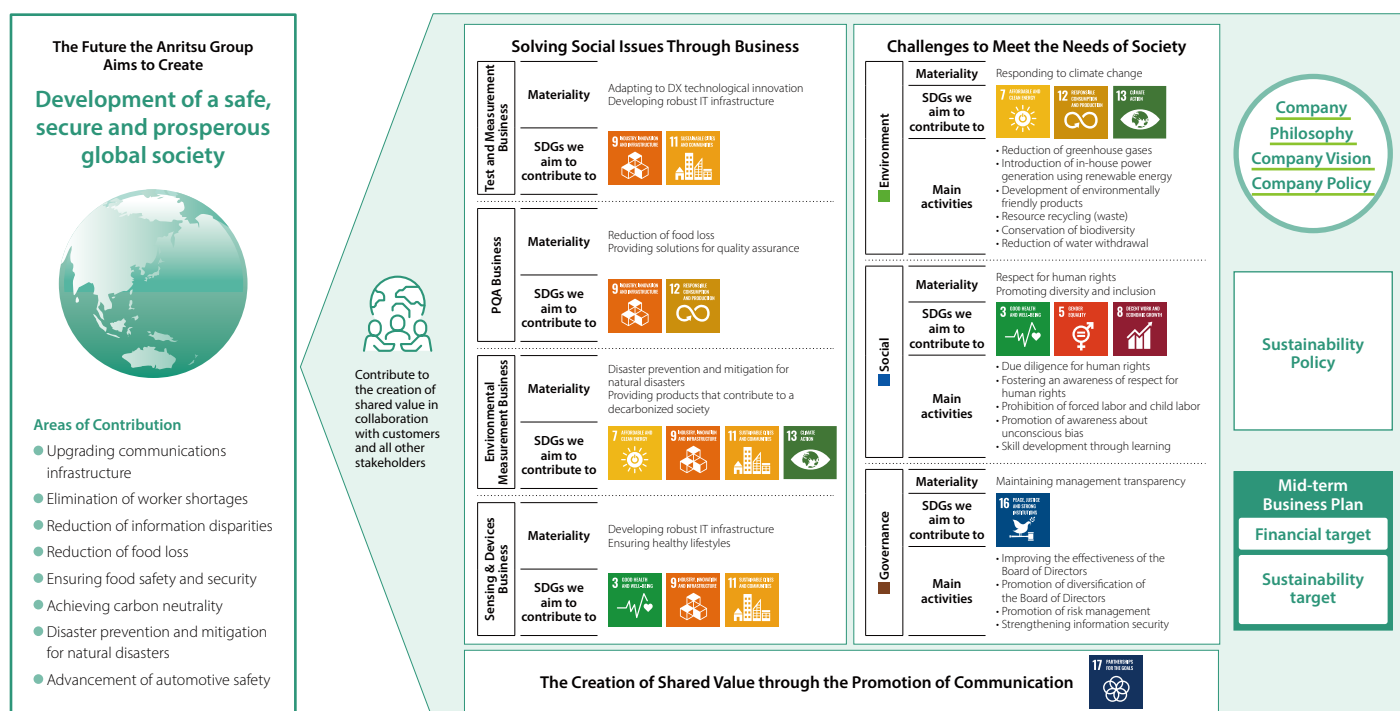
Maintain management transparency

We aim to be a company that maintains management transparency and lives up to the trust and expectations of society.

In addition to working to improve the effectiveness of the Board of Directors to strengthen corporate governance, we will promote risk management, and enhance information security as a part of our social responsibility.

The Future Sustainability Management Aims to Create

The Anritsu Group aims to contribute to the creation of a sustainable future for global society through the use of sustainability management. Through our business, we aim to create innovations centered on the Anritsu Group's competency in measurement technology and contribute to providing solutions to social issues together with our customers. We will also tackle issues that respond to the demands of society, place importance on communication with all of our stakeholders, and work toward the development of a global society.



Sustainability Goals and Progress

The Anritsu Group's business divisions, corporate divisions, and group companies have formulated the three-year Mid-Term Business Plan (GLP: Anritsu Global Long Plan). GLP2026, our mid-term business plan covering FY2024 through FY2026, sets sustainability targets in the ESG field. The targets and KPIs to be achieved by FY2026 are shown below.

Sustainability Goals for the “GLP2026” Mid-Term Business Plan

The targets and KPIs to be achieved by FY2026 under the new three-year GLP2026, which begins in FY2024, are shown below.

	Target	KPI	Results for FY2024
Environment	Reduce greenhouse gases	Greenhouse gases (Scope 1 + 2) *1: 23% or more reduction compared to FY2021	31.1% reduction
		Greenhouse gases (Scope 3) *1: 17.5% or more reduction compared to FY2019	37.3% reduction
	Increase in the share of in-house power generation (PGRE 30) *2	In-house power generation ratio: 14% or more	12.5%
	Realization of resource recycling (circular economy)	Release products that support resource recycling	Implementation measures are being considered
		100% material recycling of plastic waste	77% material recycling
Social	Promote diversity management	Advancement of women: A proportion of women in management positions of 15% or more (consolidated)	12.0% (March 31, 2025)
		Promote employment of people with disabilities: Achieve the legally mandated employment rate of 2.7% through job development	2.9%
	Realization of a rewarding work environment	Positive response rate for job satisfaction in employee satisfaction survey: 80% or more	72%
	Promote global CSR procurement (social responsibility in the environment, labor environment, human rights, etc.)	Strengthening of supply chain due diligence: A cumulative total of 10 or more companies per year	Implemented by 10 companies
		Developing awareness on CSR procurement to suppliers at least three times per year, and provide training at least twice each year	Dissemination of information: conducted 3 times, Training: conducted 2 times
Governance	Improve global governance	Promoting the diversity of the Board of Directors: Ratio of female directors: 20% or more	10%
		Intensive discussion of management issues at board meetings: 6 times per year	Conducted 6 times

*1 Scope 1: Direct emissions of greenhouse gases by businesses themselves (fuel combustion, industrial processes), Scope 2: Indirect emissions from the use of electricity, heat, and steam supplied by other companies, Scope 3: Indirect emissions other than Scope 1 and Scope 2 (emissions of other companies related to the activities of the project operator). Anritsu has adopted Category 1 and 11 as KPIs for Scope 3.

*2 PGRE30, an Anritsu initiative, is based on the Anritsu Group's electricity consumption in FY2018. The goal of this action is to increase the ratio of in-house solar power generation, a renewable energy source, from 0.8% in FY2018 to approximately 30% by around 2030.

Business Growth and Solutions for Social Issues

In this section we will present an overview of the Anritsu Group's main businesses, our vision for the future of society, our strengths and strategies for addressing social issues, and examples of solving social issues through our business activities.

Test and Measurement Business

Aiming for a Safe, Secure, and Resilient Society
with Test Solutions that Support
“Uninterrupted Communication”

Director, Senior Vice President
Test & Measurement Company President

Takeshi Shima



Business Overview and the Society We Aim to Create

In the Test and Measurement Business, we provide measuring instruments for the development and manufacture of mobile terminals and chipsets, as well as measuring instruments for the quality assurance of in-vehicle wireless modules. We are contributing to the development of a safe and secure future society by providing test solutions to build an “uninterruptible communication” infrastructure, with the aim of realizing advanced services that utilize communication, such as automated driving and remote medicine.

Social Issues and Customer Issues

Communication services, which were a means of information transmission, are changing into social infrastructure that is essential for solving social issues such as aging, labor shortages, and depopulation. In particular, in the fields of automated driving and remote medicine, there is a need for “uninterrupted communication” to ensure the safety and reliability of services. In recent years, efficiency has become an important indicator in the development field, where there is competition to implement solutions in society as quickly as possible. As a result, there is a growing demand from customers for measuring instruments that can reduce both working hours and the amount of electricity consumed.

Strengths and Strategy of the Anritsu Group

The Test and Measurement Business has technologies that cover the entire range of wired, wireless, and monitoring fields, and its strength is that it can improve the quality of communication services in a onestop service. We also provide solutions that contribute to improving the efficiency of our customers' operations, and we promote the implementation of media-free systems and the reduction of plastic packaging materials to reduce the impact on the environment. In order to develop new technologies, it is also essential to conduct research into technological trends in a wide range of fields with an eye to future market expansion. In the Test and Measurement Business, we have established a new advanced marketing department, and we are working to maximize group synergy by quickly grasping the needs of society. We collaborate actively with other companies with the aim of strengthening our competitiveness. By collaborating with key players in industry, we are expanding our areas of activity in cutting-edge fields and developing our business globally.

Case 1

Contributing to the early realization of extremely safe self-driving vehicles

Maintaining public transportation and logistics while coping with a declining and aging population has become a social issue, and the introduction of self-driving vehicles is expected to provide a solution. Connected car technology, which communicates between vehicles and transportation infrastructure, plays an important role in improving the safety of self-driving vehicles.

Anritsu has collaborated with dSPACE to develop a development simulator for connected cars. We provide solutions that streamline the development of VRU (Vulnerable Road Users) protection systems to prevent collisions with pedestrians and cyclists, contributing to the early realization of extremely safe self-driving vehicles.

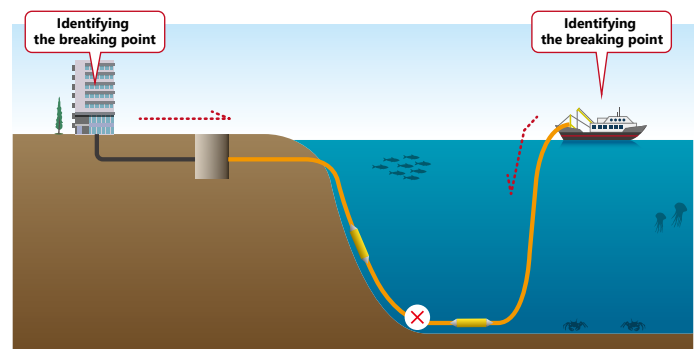


Case 2

Contributing to the efficient construction and maintenance of international telecommunications infrastructures

In order to deal with an increase in data traffic and improve ICT infrastructure, there is a rush to lay submarine cables that handle international communications. Optical fiber is the main type of cable used in submarine cables today, and measuring equipment is used to check optical signals when laying cables and to identify the location of faults in the event of problems such as damage to optical fiber.

Anritsu's optical pulse testers, which can measure long distances of up to 20,000 km in a short time and detect problem areas with high precision to within 10 m, contribute to the efficient laying and maintenance of submarine cables that connect continents.



Checking optical signals during cable installation and maintenance

VOICE



Anritsu Company (U.S.A)
Marketing Manager
Shunsuke Chino

Supporting R&D of self-driving vehicle technology in North America

I am involved in product planning for simulator products related to self-driving vehicle technology. North America is leading the way in the development of self-driving vehicle technology. I am based in Texas, where I work with companies and industry consortiums to support research and development. The self-driving vehicle industry is in its infancy, and evaluation methods for self-driving cars have not yet been systematized. If effective methods can be established and standardized, this can contribute to the spread and expansion of self-driving cars. The challenge of tackling such high-impact social issues has been my ambition since I joined the company, so it is a strong motivator for my work.

PQA Business

Contributing to the Realization of a Society where
Everyone Can Enjoy Good Health, Safety, and
Security through Quality Assurance Solutions for
Food and Pharmaceutical Products

Vice President
Infivis Company President

Norikazu Murata



Business Overview and the Society We Aim to Create

The PQA Business contributes to the efficient and stable supply of high-quality food and pharmaceutical products by working alongside customers to address various challenges in production, providing quality assurance that promises safety and peace of mind, and offering solutions that enhance manufacturing plant productivity. We also view the entire supply chain of our business from a sustainability perspective. Through the proactive actions of our employees and collaboration with our stakeholders, we aim to realize a sustainable society by prioritizing environmental protection, community engagement, and occupational health and safety.

Social Issues and Customer Issues

The SDGs include halving per capita global food waste, and reducing food loss in food processing operations is a pressing issue for food companies. Food ingredients at the raw material stage contain foreign objects such as stones and glass, as well as inedible parts like bones. Therefore, in food processing facilities, parts unsuitable for consumption are removed from the raw materials, which are then processed and cooked to produce processed foods. Food companies are working to guarantee quality products that are safe to eat, while also minimizing defective products to reduce loss through disposal.

Strengths and Strategy of the Anritsu Group

For over half a century, Anritsu's PQA Business has been dedicated to measurement within the production processes of food and pharmaceuticals. The instant measurement of food products that vary in shape, size, and characteristics requires technology and know-how that differ from those used for industrial products. Our strength is in our accumulated expertise in this area.

X-ray inspection machines that can penetrate packaging and food products have become a core component of food quality inspection today. Anritsu provides quality inspection equipment, including X-ray inspection machines, to major countries around the world, and boasts a top-class share in the Japanese market.

Case 1

New "XR76 Series X-ray Inspection System" features a combination of quality and productivity improvements

The food industry continues to face pressure on profits due to soaring energy and raw material costs, as well as labor shortages at production sites, driving the advancement of automation and labor-saving measures on production lines. The new XR76 Series X-ray Inspection System, launched in April 2025, achieves further improvements in inspection accuracy through a new high-sensitivity, high-resolution X-ray sensor and advanced image processing algorithms. This helps resolve challenges on the production floor, such as reducing false detections and improving production line yield, thereby contributing to enhanced productivity and quality.



XR76 X-Ray System

Case 2

Creating a safe, secure, and comfortable workplace that conforms to international standards

Sound and transparent business activities that take into consideration society and the environment, and the creation of a safe and secure workplace are important issues that are essential for companies pursuing sustainability.

From 2023 to 2024, sites in Japan, China, and Thailand that manufacture PQA products underwent audits by SMETA*, which is widely adopted in the food, beverage, and retail industries. This allows us to objectively evaluate compliance with labor, occupational health and safety, environmental, and corporate ethics standards, and to confirm that all three plants are in compliance with international standards.

* SMETA (Sedex Members Ethical Trade Audit) is an international third-party scheme developed by SEDEX, an NPO member organization established primarily by UK retailers, to assess compliance with labor, occupational health and safety, environmental, and corporate ethics standards. It complies with the ETI Base Code (International Labour Standards of the International Labour Organization).



VOICE



ANRITSU INFIVIS CO., LTD.
Manufacturing Department, Manufacturing Section
Masato Hirotugu

Creating a safe and secure work environment where everyone can thrive

I am the manager of the manufacturing department and participated in the SMETA audit as member of the secretariat. Through this audit, I gained knowledge of occupational health and safety in accordance with international standards, which further increased my awareness of the need for a safe and secure work environment. Because of the diverse range of people working in our manufacturing department, we strive to create a psychologically safe workplace where everyone can feel comfortable speaking up. Teamwork on the manufacturing floor is essential to the production of high-quality products. We will continue to contribute to society by fostering a safe and secure work environment and enhancing teamwork.

Environmental Measurement Business

Aiming to Create a Prosperous Society where
People can Live Safely and Securely through
Energy Control and Information &
Communication Technology

Vice President

Environmental Measurement Company President

Shinya Ajiro



Business Overview and the Society We Aim to Create

The Environmental Measurement Business provides high-performance power supply equipment that promotes the electrification of mobility, as well as highly reliable information and communications solutions that support the strengthening of network infrastructure. Through these projects, we aim to create a society where everyone can live safely and securely.

Social Issues and Customer Issues

As natural disasters caused by global warming threaten our way of life, society as a whole is facing the challenge of taking a multifaceted approach to reducing greenhouse gas emissions and preventing and mitigating disaster. Specifically, there is an urgent need to build a decarbonized society centered on the transition to alternative energy, and to create resilient cities, including disaster prevention measures for social infrastructure. In addition, in order to deal with the increasingly serious shortage of labor, efficient and labor-saving approaches to work through the use of IT are also an important issue.

Strengths and Strategy of the Anritsu Group

The Environmental Measurement Business contributes to improving the performance and shortening the development time of electric mobility by developing and supplying innovative EV and battery development and evaluation solutions that utilize measurement technology, electric energy control technology, and information and communications technology. Furthermore, we aim to apply this technology to realize energy management systems that suppress greenhouse gas emissions from factories and local communities.

Our information and communications technology contributes to the realization of a safe, secure, and prosperous society by building highly reliable communication networks and social infrastructure monitoring networks. Going forward, we will also focus on building disaster-resilient communities using cutting-edge communication and remote monitoring technologies, such as establishing disaster prevention and mitigation sensor networks.

Case1

Contributing to the development of EVs and PHVs, which are accelerating toward wider use

The development of a wide variety of EVs and PHVs is accelerating around the world. The performance and reliability evaluations of the main components, the battery, inverter and motor, are becoming more diverse, and shortening the evaluation period is becoming an issue for achieving wider use. Hybrid power supplies from Takasago can reproduce the complex behavior of these main components. This makes it possible to create an environment where testing can be carried out even without an actual vehicle, to greatly shorten the evaluation period. These power supplies can reduce power consumption by using power regeneration technology to reuse generated power, and they also contribute to reducing CO₂ emissions associated with power generation.



RZ-X2 Series Hybrid Power Supply



Bidirectional DC power supply RZ-XA Series

Case 2

Contributing to resilient community development through disaster prevention and mitigation sensor networks

Under Japan's National Resilience Policy, the development of river management facilities is being advanced as a countermeasure against wind and flood disasters. However, there is a shortage of personnel to monitor and manage these facilities, making efficient operation a challenge. Anritsu provides distributed remote monitoring devices that utilize information and communications technology and remote monitoring technology, promoting the IoT transformation of river management facilities. We have established an environment that enables constant remote monitoring of such facilities. For sites without power supply or communications infrastructure, we work with partners to provide energy-efficient wireless communication solutions that use solar panels for independent power supply and LPWA (Low Power Wide Area).



Remote monitoring device panel and solar panels

VOICE



TAKASAGO, LTD.
Quality and Environment Guarantee Department
Yoshinobu Nakamura

Promoting activities to achieve zero plastic waste

I am promoting activities to reduce both the plastic accompanying our shipped products and the plastic we discard at our company. In FY2024, we reduced shipped plastic by 39.4 kg and discarded plastic by 176 kg. The cooperation of our employees and suppliers in initiatives such as reusing packaging materials has led to significant results. We will continue to pursue further improvements toward our goal of achieving zero plastic waste by 2030.

Sensing & Devices Business

Supplying Devices that Are at the Core of a Diverse Range of Industrial Products, and Contributing to the Realization of Healthy, Convenient Lifestyles and a Safe, Secure, and Comfortable Society

Executive Officer,
Sensing & Devices Company President

Kenichi Nakamura



Business Overview and the Society We Aim to Create

In the Sensing & Devices Business, we develop and manufacture optical amplifiers, high-speed electronic devices for the high-speed, large-capacity telecommunications market, and laser light sources that support non-contact and remote optical sensing, based on our compound semiconductor device technology. We contribute to the realization of a safe and secure society by supplying core devices that support a variety of fields ranging from telecommunications to healthcare, environment, and infrastructure.

Social Issues and Customer Issues

The increase in the number of patients with eye diseases due to aging populations and the rise in the number of young people with myopia due to prolonged smartphone use have become global issues. As a result, demand for ophthalmic examination equipment is increasing, with high-precision optical devices - which impose minimal burden on patients - rapidly gaining widespread adoption. As a result, opportunities to adopt laser light sources as core devices are increasing.

To realize a safer and more secure society, demand is also growing for infrastructure monitoring technologies such as ensuring road traffic safety, maintaining large structures like bridges and tunnels, and detecting anomalies in energy facilities. The social implementation of fiber optic sensing, which enables remote monitoring over wide areas, and LiDAR (Light Detection and Ranging), which uses laser light to measure distances to objects, is advancing, driving increased demand for laser light sources as core devices.

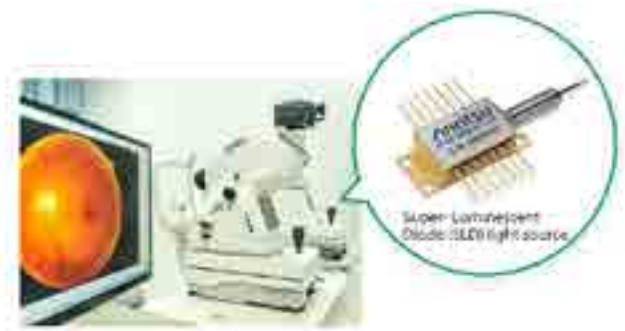
Strengths and Strategy of the Anritsu Group

The Sensing & Devices Business leverages its strengths in device design technology for compound semiconductors cultivated in the communications field and its integrated manufacturing lines capable of handling everything from wafer processes to module assembly. It develops and manufactures devices that create new value in the sensing field as well. For ophthalmology, we contribute to the widespread adoption of diagnostic equipment by achieving higher output and broader bandwidth tailored to each specific device. For optical fiber sensing and LiDAR applications, we supply the optimal optical devices tailored to the distance to the measurement target and the required measurement accuracy.

Case 1

Using light to contribute to the detection of eye disease and the suppression of myopia progression through examinations that place minimal burden on patients

The increasing number of patients with eye diseases due to aging and the rising prevalence of myopia among younger generations have heightened the importance of ophthalmic diagnosis in recent years. The Sensing & Devices Business provides SLDs (Super Luminescent Diodes) and wavelength-sweeping light sources as optical devices for ophthalmic OCT (Optical Coherence Tomography), axial length measurement devices, and axial myopia testing devices. Non-contact, non-invasive optical examinations enable highly accurate testing without placing a burden on the patient, contributing to early detection of glaucoma and retinal diseases, treatment of cataracts, and control of the progression of axial myopia in young people.



Ophthalmology OCT (cross-section retinal scanner)

Case 2

Optical devices contribute to cutting-edge technologies supporting safe and secure social infrastructure

Demand for monitoring technologies that enable anomaly detection in facilities and efficient equipment operation is growing as we strive to realize a safer and more secure society. The Sensing & Devices Business develops and manufactures gain chips for narrow linewidth lasers used in fiber optic sensing for social infrastructure monitoring and in FMCW^{*} LiDAR systems. By providing optimal optical devices tailored to measurement methods, distance ranges, and accuracy, we contribute to realizing a society where people can live with peace of mind.

^{*} FMCW (Frequency Modulated Continuous Wave): Optical interferometry method that uses optical frequency-modulated laser light to detect long distances with higher sensitivity than the time-of-flight (TOF) method, which uses pulsed light.



Gain chip for external cavity lasers

VOICE



Sensing & Devices Company Development
Div. 1st Development Dept.

Akiko Tada

The technology we create reaches society. That is the motivation that drives us.

My work involves developing and raising awareness of the best laser light sources for axial length measurement devices that are used before performing surgery for myopia, as well as for fiber optic sensing to ensure the safety of social infrastructure. I find great satisfaction in this work, which involves adopting new technologies and solving problems through a technological approach. I am motivated by the realization that the light sources we have developed are incorporated into products and contribute to solving social issues. We will continue to hone our technological capabilities and strive to create innovative devices and solutions.

Message from the Chief Environment Officer



Greetings from the Newly Appointed Officer

My name is Kohei Hayami. In April 2025, I was appointed Chief Environment Officer. My mission is to enhance Anritsu's corporate value through environmental management and establish our brand as an environmentally advanced company. I have spent a long time in the Sales Department, where I have had the opportunity to hear directly from our customers and other stakeholders. During my time in the Public Relations Department, where I worked until March 2025, I frequently received praise from external parties regarding the Anritsu Group's environmental initiatives. This reaffirmed my belief that this is one of our company's key strengths. By raising awareness of Anritsu's environmental management among a wider audience, I aim to become a company in which our employees can take pride and that earns the deep trust of local communities, customers, and business partners.

CDP2024 A-List Selection

In February 2025, Anritsu was selected for the first time for the highest-rated A List in the CDP 2024 Climate Change category. It has been 12 years since we began responding to CDP surveys in 2012, and we are overjoyed to have finally achieved our long-cherished goal. Looking back on our activities to date, a major turning point was the launch of the Anritsu Climate Change Action PGRE 30, an initiative for in-house generation and consumption of renewable energy in 2020. The decision to reduce greenhouse gas emissions by generating renewable energy ourselves for self-consumption, rather than purchasing electricity, truly reflects Anritsu's core value of focusing on achieving tangible results. This A-list rating was achieved largely through the success of our energy-saving initiatives in reducing consumption, truly a collective effort by all employees. Going forward, we will develop a roadmap for 2030 and beyond toward carbon neutrality by 2050, and take specific measures to achieve this goal.

Initiatives to Focus on in FY2025

Regarding the GLP2026 sustainability goal of releasing products that support resource recycling, we are considering the realization of this goal in PQA products, where 10% of the products are successfully recovered after use. This initiative involves reusing stainless steel from PQA products in new products. This fiscal year, we will optimize the transaction process for evaluating the quality of recovered stainless steel and reintroducing recycled materials. Biodiversity is another important theme. This fiscal year, we will prioritize the Atsugi Site—the Group's largest base located within the 5km radius of Tanzawa-Oyama Quasi-National Park—as a key location to assess the dependence and impact of our business activities on nature and biodiversity, along with associated risks and opportunities. We will also provide training for employees and promote initiatives to achieve a nature positive attitude throughout the value chain.

The Anritsu Group will continue to prioritize communication with our stakeholders, and to practice environmentally conscious business activities in order to contribute to building a prosperous society where people and nature can coexist.

Environmental Management

Preserving the global environment is essential to achieving a sustainable society. Businesses have a vital responsibility to pass on a better environment to future generations.

The Anritsu Group has established a global environmental management system and is working to reduce environmental impact throughout the entire value chain, from product development and manufacturing to disposal and recycling.

Regarding the materiality “Responding to Climate Change,” we are promoting measures that prioritize reducing greenhouse gas emissions through in-house generation and self-consumption of renewable energy. We are also committed to the effective use of resources and pollution prevention, fulfilling our corporate responsibility toward environmental conservation through compliance with laws and regulations, internal training, and equipment management.

Policy

The Anritsu Group's sustainability policy states that "We will take the initiative in solving environmental issues, such as climate change, to contribute to building a people- and planet-friendly future." We have also established an environmental policy that applies to the entire Anritsu Group, and are working to resolve various environmental challenges. We will establish goals addressing societal challenges related to climate change, resource circulation, water resources, biodiversity, and environmental pollution, considering their relevance to our business activities, and contribute to the realization of a sustainable society.

Environmental Policy

The Anritsu Group strives to contribute to a prosperous and sustainable global society where people and the Earth coexist, by offering environmentally conscious products and services and conducting business with "Sincerity, Harmony, and Enthusiasm."

1. We seek to minimize environmental impacts at every stage of our products' and services' lifecycle—from design and development through procurement, manufacturing, marketing, distribution, use, and disposal.
2. In our business activities, we focus on conserving energy and resources and preventing environmental pollution, and supporting climate action, a circular economy, water stewardship, and biodiversity preservation.
3. We continually improve our environmental management system and are dedicated to enhancing our environmental performance.
4. We are committed to fully complying with all environmental laws and regulations, engaging with our stakeholders, and providing accurate, transparent reports.
5. Through training and engagement programs, we aim to raise environmental awareness among all employees.

Established: Aug 1, 2025

Sustainability Policy

Structure

Anritsu's Board of Directors oversees environmental management, and the Chief Environment Officer is responsible for promoting activities and risk management. The Chief Environment Officer oversees the Environment & Quality Promotion Department, which is responsible for the Anritsu Group's environmental strategy. The officer also serves as the chair of the Environmental Management Committee and the Global Environmental Management Meetings, thereby ensuring that risks and opportunities are evaluated and managed globally. The officer regularly reports the results of the management cycle to the Management Strategy Conference and the Board of Directors for their opinions and necessary instructions.

- August 2024: Report on environmental activities in FY2024 (interim report)
- December 2024: Progress of sustainability management
- February 2025: Report on environmental activities in FY2024

Environment management structure



* Environmental management activity unit

* What we refer to as a "Structure" is applicable to all items within the "Environment" section.

Environmental Management Boundary

The boundary for environmental management is the entire Anritsu Group. However, in addition to Anritsu, the environmental impact data also covers Domestic Group companies and major overseas development and manufacturing bases.

Domestic Group

Company name	CO ₂ Emissions	Energy Consumption	Water Withdrawal	Waste Generated
Anritsu, Tohoku Anritsu, Anritsu Customer Support, Anritsu Infvis, Takasago, Tsuruoka Takasago, Anritsu Devices, Anritsu Kousan, Anritsu Techmac, AK Radio Design, Anritsu Real Estate	●	●	●	●

Overseas groups

	Company name	CO ₂ Emissions	Energy Consumption	Water Withdrawal	Waste Generated
U.S.A.	Anritsu Company	●	●	●	●
	Anritsu Infvis Inc.	●	●	—	—
U.K.	Anritsu EMEA Limited	●	●	●	●
Romania	Anritsu Solutions S.R.L.	●	●	—	—
China	Anritsu Industrial Systems (Shanghai) Co., Ltd.	●	●	—	—
Thailand	Anritsu Infvis (THAILAND) Co., Ltd.	●	●	—	—

* Items marked with "—" are excluded because they have little impact on the environment.

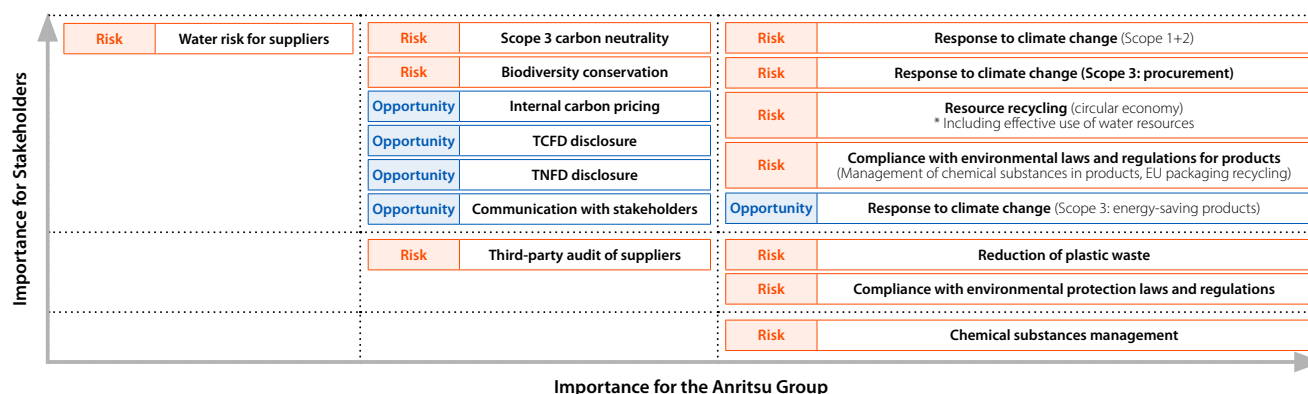
Mid-Term Business Plan (GLP)

The Anritsu Group outlined its “Vision for 2030” in FY2021 to pursue long-term initiatives in the environmental field and is working to achieve this vision through its mid-term business plans formulated every three years. The current GLP is GLP2026, which covers the period from FY2024 to FY2026. We are engaging with targets and KPIs based on risks and opportunities related to social issues and assessed for their significance to stakeholders and the Anritsu Group.

Anritsu Group's Vision for 2030

- Formulate/Implement Carbon Neutrality Plan 2050
- Achieve SBT Targets
- Execute Industry-Leading Initiatives
- Establish a Global Compliance System for Environmental Laws and Regulations

Identifying Key Issues



■ Progress on GLP2026

The progress on GLP2026 is shown in the following table.

Target	KPI	FY2024 Results
Responding to Climate Change	Reduce Scope 1+2 CO ₂ emissions by at least 23.3% compared to FY2021 by FY2026	31.1% reduction
	Reduce Scope 3 Category 1 and Category 11 CO ₂ emissions by at least 17.5% compared to FY2019 by FY2026	37.3% reduction
	Increase the ratio of private solar power generation (Anritsu Climate Change Action PGRE 30): 14% or more by FY2026.	12.5%
Realization of resource recycling (circular economy)	Release products that support resource recycling	Conducted policy review
	Reduce the basic unit of sales of plastic packaging materials for products by 50% compared to FY2021 by FY2026	36.8% reduction
	Achieve 100% material recycling of plastic waste by 2026	Achieved 77% material recycling rate for plastic waste
	Reduce the amount of industrial waste generated by the Domestic Group by 3.5% or more per unit of sales compared to FY2019 by FY2026	21.6% reduction
	Reduce the total amount of water withdrawal by the Domestic Group, Anritsu Company (U.S.), and Anritsu EMEA Limited (U.K.) by 2.2% or more compared to FY2019 by FY2026	24.3% reduction
Adapt to new environmental regulations for products	Compliance with U.S. Toxic Substances Control Act (US TSCA) PFAS ^{*1} data reporting rules and other regulations	Information is being collected and action is being taken as appropriate.
Maintain our brand as a leading environmental company	Maintain a CDP ^{*2} evaluation score of “A- Rank” or higher	Selected as an A-list company in the 2024 Climate Change Survey
	Support TNFD ^{*3} and assess and disclose the risks and opportunities of biodiversity	Registered as a TNFD Adopter ^{*4} in May 2025

*1 PFAS: Abbreviation for Per- and Poly fluoroalkyl substances. General term for chemical substances that contain carbon and fluorine atoms (perfluoroalkyl compounds or polyfluoroalkyl compounds).

*2 CDP: British NGO that operates a global disclosure system to help investors, companies, and nations manage their environmental impact.

*3 TNFD: Abbreviation for Taskforce on Nature-related Financial Disclosures. International initiative to establish a framework for private companies and financial institutions to properly assess and disclose risks and opportunities related to natural capital and biodiversity.

*4 TNFD Adopter: A company or organization that has declared its intention to disclose information in accordance with the TNFD disclosure recommendations in reports and other documents issued by the company.

Activities and Achievements

Management System

■ ISO14001 Certification

The Domestic Anritsu Group and Anritsu Company (U.S.A.) have obtained ISO 14001:2015 certification for environmental management systems. In FY2024, we underwent periodic audits by external certification bodies in Japan and the United States. In Japan, we underwent an expanded audit that incorporated the main sales locations involved in the PQA business. In Japan and the United States, no areas requiring improvement were identified, and it was determined that the system was being maintained.

The coverage of systems with ISO 14001 certification is 41.4% of the total number of offices in the Anritsu Group and 73.1% of the total number of personnel in the Anritsu Group.

ISO14001 Acquisition Situation

Headquarters	
ANRITSU CORPORATION	
Domestic Group	
TOHOKU ANRITSU CO. LTD.	ANRITSU CUSTOMER SUPPORT CO., LTD.
ANRITSU INFIVIS CO., LTD.	TAKASAGO, LTD.
ANRITSU DEVICES CO., LTD.	ANRITSU KOUSAN CO., LTD.
ANRITSU TECHMAC CO., LTD.	AK Radio Design, Ltd.
Overseas Groups	
Anritsu Company (U.S.A.)	

■ Internal Environmental Audits

The Anritsu Group conducts internal environmental audits. The matters and strong points identified in the audit of the Domestic Anritsu Group conducted in FY2024 are shared with all management bodies through the Environmental Management Committee, leading to improvements in the effectiveness of the management system.

Compliance with Environmental Laws and Regulations

The Anritsu Group confirms that it is in compliance with environmental laws and regulations through internal environmental audits and the Environmental Management Committee. In FY2024, there were no administrative or judicial sanctions, lawsuits, or complaints against the organization for violations of environmental laws and regulations.

Environmental Training

Anritsu provides various training programs for its employees in the Domestic Group. General training is aimed at all employees of the Domestic Group and focuses on initiatives that are being emphasized in the year of implementation. In FY2024, the theme was “Plastic waste,” and 99.0% of Domestic Group employees took the course. During regularly held information exchange meetings, we provide to our suppliers information on responding to climate change and environmental regulations related to products.

List of Training Programs for Domestic Group Employees

Training for new employees	Training for on-site contractors
Training for internal auditors	Training for high-pressure gas operators
Follow-up training for internal auditors	Training for personnel responsible for handling chemical substances
General training	

Environmental Awards System

The Domestic Group has a system in place to recognize employees who have obtained qualifications related to the environment, groups that have implemented initiatives to reduce environmental impact through AQU Innovation activities*, and employees who have made proposals. In the FY2024 AQU Innovation activities, awards were presented for 17 group activities and 20 proposals.

* AQU Innovation activities: Activities undertaken to improve operational efficiency, quality, and other aspects in the domestic group

Communication with Stakeholders

The Anritsu Group shares the details of its environmental initiatives in this report and communicates them through integrated reports, news releases, and advertising. We communicate with stakeholders in the following ways.

Stakeholder	Details
Shareholders and investors	Presentations at general shareholders' meetings, financial results briefings, one-on-one IR meetings, and IR conferences hosted by securities companies
Customers	Introducing environmentally friendly products, disclosing greenhouse gas emission volumes, and responding to various surveys, including ESG surveys
Suppliers	Holding information exchange meetings, requesting the reduction of greenhouse gas emissions and submitting related reports, conducting a CSR procurement survey, and publishing the Anritsu Environment Newsletter
Employees	Including environmental topics in corporate magazines, the Global Eco-Club (information magazine for overseas group employees), and SDG case studies
Industry associations	Participation in the Environment Committee of the Communications and Information Network Association of Japan (CIAJ), and the Kanagawa Prefecture Environmental Conservation Council
Local community	Participation in the Tanzawa Oyama Nature Restoration activities, and participation in local cleanup activities
Assessment institutions	Disclosure of information and exchanging opinions

Participation in and endorsement of industry associations and initiatives

Anritsu participates in industry associations and initiatives in the environmental field. We utilize the latest trends and knowledge gained through these activities to address environmental issues. We participate in organizations that match our company's position and goals

Industry Association	Summary
Race To Zero	International campaign of the UNFCCC that calls on businesses, municipalities, investors, universities, and others around the world to commit to achieving virtually zero greenhouse gas emissions by 2050 and to take immediate action to achieve that goal. In December 2022, Anritsu made a carbon neutral declaration and joined Race To Zero.
Japan Climate Initiative (JCI)	Established in 2018 to strengthen the dissemination of information and exchange of views among companies, local governments, NGOs, and others actively working to combat climate change. Anritsu expresses its support for JCI's opinions and recommendations to the government
Task Force on Nature-related Financial Disclosures (TNFD)	Task force established in 2021 by the United Nations Development Programme (UNDP) and other organizations. Its purpose is to transform corporate activities and financial flows that negatively impact nature into those that positively impact nature through corporate disclosure. In May 2025, Anritsu registered as a TNFD Adopter, announced its support for the purpose of the TNFD, and committed to disclosing information in accordance with its recommendations.
30by30 Alliance	One of the targets of the Kunming-Montreal Global Biodiversity Framework adopted under the Convention on Biological Diversity. It aims to effectively conserve at least 30% of land and sea areas as healthy ecosystems by 2030. To achieve this goal, the Ministry of the Environment launched the 30by30 Alliance, a group of volunteer companies, local governments, and organizations. Anritsu has participated in the project since March 2025 and is promoting initiatives for biodiversity conservation.
Communications and Information Network Association of Japan (CIAJ)	Organization that aims to contribute to the realization of a sustainable society by utilizing various types of knowledge related to information and communication networks. Anritsu is a member of the Environment Committee.

Environmental Data

Please click the following link to view various environmental data.

- [Environmental Data](#)

Product-Related Activities

Contributing to solving social issues through our products

Anritsu Group provides products that deliver measurement technology to customers, fostering innovation together with them and contributing to solving social challenges in the environmental field.

Examples of initiatives that contribute to solving social issues by business segment

Business Segment	Areas of Contribution	Major Activities
Test and Measurement Business	Reduction of CO ₂ emissions through widespread use of electric vehicles	Quality assurance of telecommunications equipment installed in electric vehicles
	Conservation of resources in the manufacture of measuring instruments, and reduction of CO ₂ emissions during customer use	Provision of compact and lightweight measuring instruments that run on batteries
	Conservation of resources through longer life, higher functionality, and multifunctionality of measuring instruments (hardware)	Provision of software-based measurement solutions
		Provision of measuring instruments that can test multiple mobile terminals with a single unit and measuring instruments that can perform multiple measurement functions in a single unit
PQA Business	Conservation of resources through longer life of measuring instruments (hardware)	Provision of refurbished measuring instruments
	Effective use of food resources, reduction of food loss (resource conservation)	Provision of inspection equipment that can test the quality of food and pharmaceutical products at high speed and with high sensitivity
Environmental Measurement Business	Saving energy and reducing CO ₂ emissions during product use	Elimination of the need for a cooling function by suppressing heat generation in the X-ray inspection system
	Reduction of CO ₂ emissions through widespread use of electric vehicles	Provision of measuring instruments for quality evaluation of batteries used in electric vehicles
Sensing & Devices Business	Adaptation to climate change (disaster prevention and mitigation for natural disasters)	Provision of wide-area video monitoring systems for rivers and roads
	Conservation of resources and reduction of CO ₂ emissions by reducing the number of additional data centers	Provision of semiconductor optical amplifiers that enable the introduction of long-distance transmission systems

Environmentally friendly products

Regarding the Anritsu Group's overall CO₂ emissions, Scope 3 Categories 1 and 11, which are related to products, account for 73% (FY2024 results). Therefore, each business division provides products that meet customer requirements in terms of functionality and performance while also reducing environmental impact through measures, such as by reducing CO₂ emissions and promoting resource conservation.

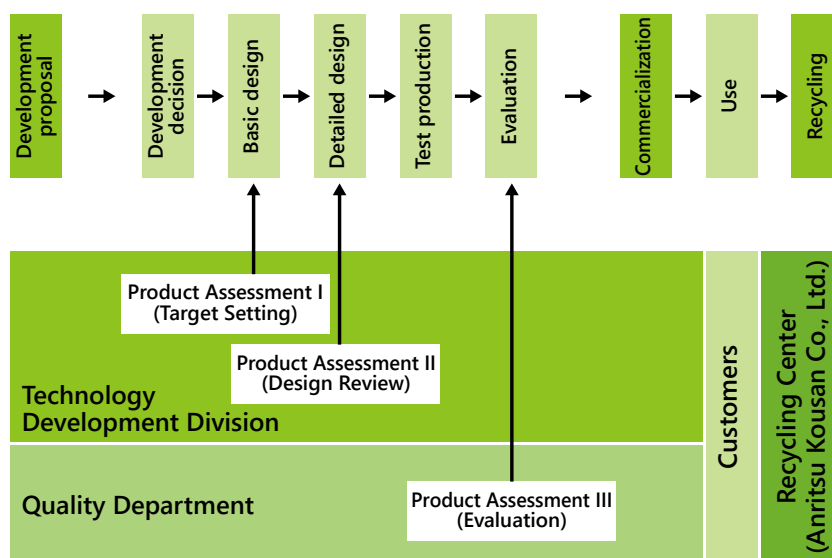
The Anritsu Group has established its own certification system for environmentally friendly products. We conduct global assessments for every product under development and, based on the results, certify them as "Excellent Eco-Products" or "Eco-Products." We aim to develop only environmentally friendly products by clarifying the certification criteria.

Global Product Assessment

To develop environmentally friendly products globally, we sought to ensure consistency between product assessment carried out by Anritsu Group companies in Japan and the assessment criteria of Design for Environment (DfE) followed by Anritsu Company (U.S.A.). We implemented global product assessments in fiscal 2014.

■ Operational Procedure

Global product assessments are conducted in three stages that must be concluded prior to commercialization: Product Assessment I (Target Setting), in which targets for the product development process are clarified; Product Assessment II (Design Review), in which progress on attaining the targets is reviewed; and Product Assessment III (Evaluation), in which a final assessment on the product is conducted. During Product Assessment III, a third-party evaluation is conducted by Quality Department and other entities.



※ Follow-ups are conducted as needed at each stage of product assessment.

■ Details of Product Assessments

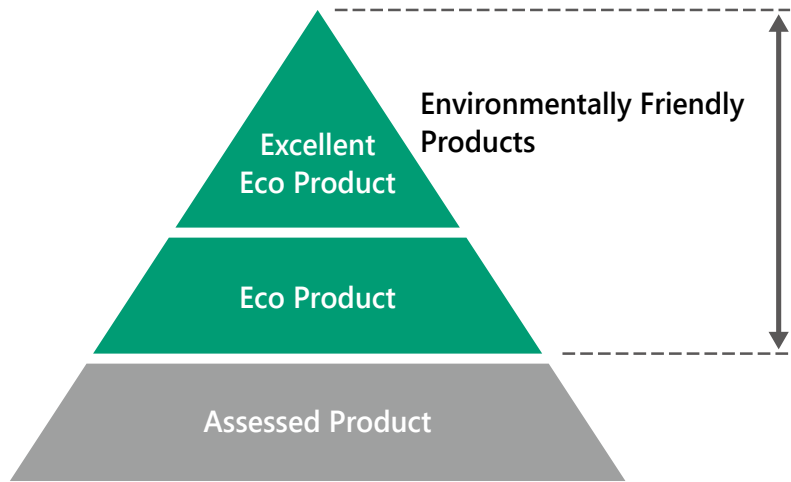
Global Product Assessment consists of basic items that evaluate improvements in volume, mass, and power consumption compared to a reference product, and evaluation items (see table below) that assess reductions in environmental impact during resource conservation, reduction of hazardous substances, manufacturing, logistics, use, and disposal. The reference product is a conventional product that is similar in function and performance to the product being assessed.

After the new product evaluation phase, we conduct a Life Cycle Assessment (LCA) to review CO₂ emissions in each process of the product life cycle. The results of product assessments and LCA are utilized in the design of next-generation products, contributing to the development of products with a lower environmental impact.

Assessment Items	Details
Implementation of LCA	<ul style="list-style-type: none"> Assessing CO₂ emissions throughout the product lifecycle
Resource saving/Reduced load during manufacturing	<ul style="list-style-type: none"> Reduced volume and mass Designed for component reuse Expanded functionality and longer operating life Use of recycled paper for operation manuals Reduction of consumable supplies Reduction of surface treatment Reduction of difficult-to-process materials
Reduced harmful substances	<ul style="list-style-type: none"> Elimination of banned substances in products Reduction of substances subject to RoHS Directive Compliance with RoHS Directive Reduction of other harmful substance
Reduced load in physical distribution	<ul style="list-style-type: none"> Reduction of packing materials Ease of transport after collection
Reduced load during use	<ul style="list-style-type: none"> Reduced power consumption during operation Inclusion of a standby mode Designed to lower power consumption Clear instructions on power-saving functions
Reduced load at time of disposal	<ul style="list-style-type: none"> Fewer parts Reduced use of difficult-to-recycle materials Use of recycled paper for packaging materials Reduction of plastic materials in packaging materials Designed for easy dismantling and disassembly Identification of the material on resin components Reduced variety of materials and use of common material Reduction in disassembly time Recycle labeling on batteries Response to WEEE Directive Response to Chinese RoHS

Environmentally Friendly Product Program

Anritsu Group has established an environmentally friendly product program that certifies products as the Excellent Eco Product and Eco Product based on the results of global product assessment.



Category	Details
Excellent Eco Product	Product that meets Excellent Eco Product requirements
Eco Product	Product that meets Eco Product requirements
Assessed Product	Product that meets Assessed Product requirements

Major Environmentally Friendly Criteria for Excellent Eco Products

- Top industry ranking for environmentally friendly properties
- Environmental information ready for disclosure
- CO₂ emission evaluated by Life Cycle Assessment (LCA)
- Environmental management system in place at the relevant business entity and main production

Excellent Eco Product Mark



Anritsu's industry-leading products comply with our unique eco-conscious standards and feature the Excellent Eco-Product mark in catalogs and other materials. This mark is classified under the international standard "ISO 14021 Environmental labels and declarations - Self-declared environmental claims (Type II environmental labeling)".

As of the end of fiscal year 2024, there are 19 Excellent Eco-Product models and 65 Eco-Product models on sale. In FY2024, environmentally friendly products accounted for 97% of overall sales of measuring instruments, and Excellent Eco-Products accounted for 91%.

The Domestic Group calculates the economic benefits of environmentally friendly products. The estimated economic impact for FY2024 was 96 million yen.

■ Excellent Eco Product Outline (On Sale)

 <p>1.3μm SOA (Chip Carrier Type)</p> <p>AA3T115CY/AA3T115FYB</p> <p>Small and power saving</p>	 <p>Radio Communication Test Station</p> <p>MT8000A</p> <p>Small, light-weight and power saving</p>	 <p>Vector Signal Generator</p> <p>MG3710E</p> <p>Small and power saving</p>	 <p>Optical Spectrum Analyzer (OSA)</p> <p>MS9740B</p> <p>Small, light-weight and power saving</p>	 <p>Ultraportable Spectrum Analyzer</p> <p>MS2760A/MS2762A</p> <p>Small, light-weight and power saving</p>
 <p>Power Master</p> <p>MA24507A</p> <p>Small, light-weight and power saving</p>	 <p>Signal Quality Analyzer-R</p> <p>MP1900A</p> <p>Small, light-weight and power saving</p>	 <p>Signal Analyzer</p> <p>MS2850A</p> <p>Small, light-weight and power saving</p>	 <p>Wireless Connectivity Test Set</p> <p>MT8862A</p> <p>Small, light-weight and power saving</p>	 <p>BERTWave™</p> <p>MP2110A</p> <p>Small, light-weight and power saving</p>
 <p>Signalling Tester</p> <p>MD8475B</p> <p>Small, light-weight and power saving</p>	 <p>Signal Analyzer</p> <p>MS2840A</p> <p>Small, light-weight and power saving</p>	 <p>Remote Spectrum Monitor</p> <p>MS27101A/02A/03A</p> <p>Power saving</p>	 <p>Radio Communication Analyzer</p> <p>MT8821C</p> <p>Small, light-weight and power saving</p>	 <p>Network Master Pro</p> <p>MT1000A</p>
 <p>Universal Wireless Test Set</p> <p>MT8872A</p> <p>Small and power saving</p>	 <p>Universal Wireless Test Set</p> <p>MT8870A</p> <p>Small, light-weight and power saving</p>	 <p>Signal Analyzer</p> <p>MS2830A</p> <p>Power saving</p>	 <p>Signal Analyzers</p> <p>MS2690A</p> <p>Small and light-weight</p>	

Green Procurement

The Anritsu Group has established the Anritsu Group Global Green Procurement Specification to promote green procurement, giving priority to the purchase of environmentally friendly parts and materials.

Responding to Climate Change

The Anritsu Group positions "Responding to Climate Change" as a materiality in its sustainability management. We will contribute to the realization of a sustainable society through the following initiatives.

- **Achieve carbon neutrality**

We aim to reduce greenhouse gas emissions across all corporate activities, both direct and indirect, in line with the Paris Agreement. Furthermore, we aim to achieve a balance between emissions and absorption by transitioning all energy used in our business activities to 100% renewable energy.

- **Reduce greenhouse gas emissions**

We will not make investments that lead to increased use of fossil fuels. Instead, we will install our own solar power generation equipment to increase the ratio of private power generation from renewable energy sources, and thoroughly implement energy conservation activities at our factories and offices.

- **Provide education and training on environmental issues**

We will deepen dialogue with internal and external stakeholders, including employees, customers, suppliers, investors, and local communities, and engage in educational activities aimed at solving environmental issues.

In addition to these initiatives, we will contribute to solving environmental issues and help realize a sustainable future society by not funding climate change deniers or organizations that oppose climate-related regulations.

TCFD Compliance

Endorses the TCFD

Anritsu endorses the TCFD and discloses its initiatives related to climate change in accordance with its recommendations.

* TCFD: International task force established in 2015 by the G20 Financial Stability Board. It was disbanded after completing its role in October 2023, and its functions were integrated into the International Sustainability Standards Board (ISSB).

For more information, click [here](#)

Target • Progress

Targets for Reducing Greenhouse Gas Emissions

The Anritsu Group aims to achieve Scope 1+2 carbon neutrality by 2050, under the United Nations Framework Convention on Climate Change (UNFCCC) Race To Zero and the Japan Climate Initiative (JCI). To achieve carbon neutrality, we have set KPIs for both reducing greenhouse gas emissions with SBT certification and increasing the ratio of in-house power generation from renewable energy sources.

KPI	Target		Results for FY2024
Reduction of greenhouse gas emissions	Scope1+2 (1.5°C target)	Achieve carbon neutrality by 2050	31.1% reduction
		Reduce by 42% reduction compared with FY2021 by FY2030 ^{*1}	
	Scope3 Category1+11 (Well-below 2°C target)	Reduce by 27.5% compared with FY2019 by FY2030 ^{*1}	37.3% reduction
Increase in the ratio of private solar power generation	Increase the Anritsu Group's solar power generation ratio, which was 0.8% in FY2018, to approximately 30% by around 2030, based on the electricity consumption of that same fiscal year. (Anritsu Climate Change Action PGRE 30)		12.5%

*1 Targets certified by the SBT initiative

*2 Excludes the electricity consumption of AT Techmac (currently Anritsu Techmac), which was not a wholly owned subsidiary of Anritsu at the time this target was formulated

Targets Related to Energy Consumption

The Domestic Group has also set targets for reducing energy consumption in line with the Carbon Neutrality Action Plan^{*1} formulated by the Keidanren (Japan Business Federation) and the Act on the Rational Use of Energy and Shift to Non-Fossil Energy (Energy Conservation Act).

Target	Results for FY2024
Improve the basic unit of energy by 1% every year, compared with the base year (FY2020), by FY2030 under the Carbon Neutrality Action Plan by the electric and electronics-related industries in Japan.	12.8% reduction
Achieve annual reductions of at least 1% in the basic unit of energy consumption per real sales for the past five fiscal years. (Energy Conservation Act) ^{*2}	7.7% reduction

*1 Formulated by Keidanren. This policy is to achieve carbon neutrality by 2050 through the reduction of greenhouse gas emissions and the development of innovative technologies in business activities.

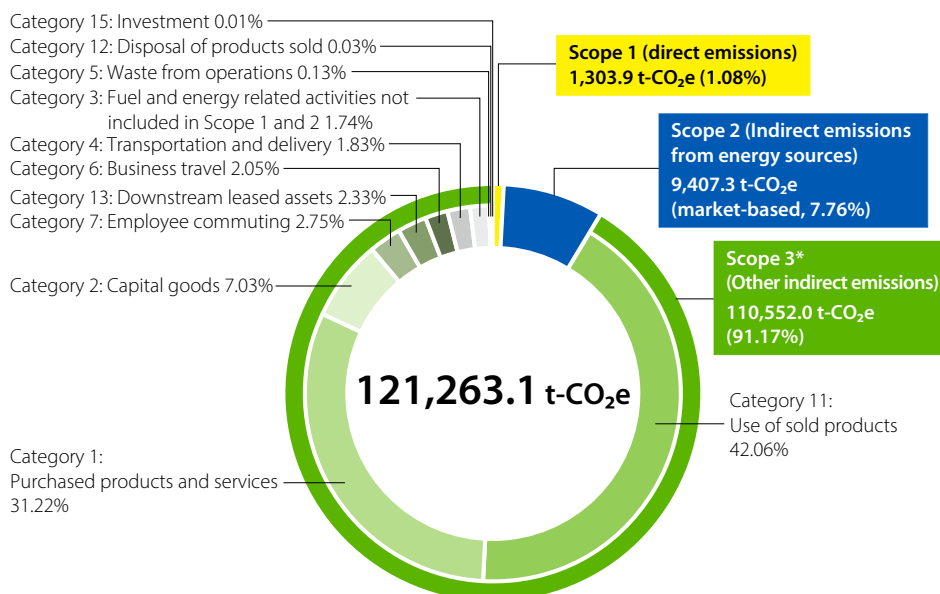
*2 This target is for Anritsu only.

Activities and Achievements

Value Chain CO₂ Emissions by Scope

The Anritsu Group is working to monitor and reduce CO₂ emissions generated throughout its value chain.

Value Chain CO₂ Emissions by Scope (FY2024)

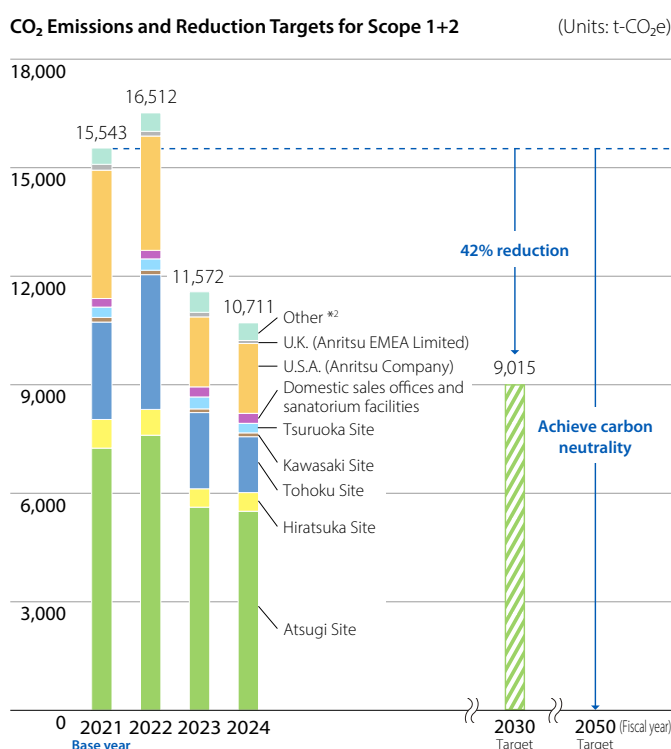


* Categories 8, 10, and 14 are not related to Anritsu Group's business, and therefore there are no CO₂ emissions. Category 9 is not calculated because it is difficult to calculate.

Data for the past 5 years can be found [here](#)

CO₂ Emission Reduction in Scope 1+2

The Anritsu Group is implementing measures to reduce Scope 1+2 greenhouse gas emissions, including private solar power generation and consumption under the Anritsu Climate Change Action PGRE 30 (PGRE 30) program, as well as comprehensive energy-saving measures in business activities. We are also working to offset emissions through contracts with electric power companies that supply electricity derived from renewable energy sources and by utilizing the J-Credit System^{*1}. As a result of these activities, emissions for Scope 1+2 in FY2024 were 31.1% lower than in FY2021, which is the base year for the SBT 1.5°C target, and 7.4% lower than in FY2023.



^{*1} J-Credit System: This is a system under which the government certifies as "credits" the amount of CO₂ emission reductions resulting from the introduction of energy-saving equipment and the use of renewable energy, as well as the amount of CO₂ absorbed through appropriate forest management. Companies and local governments can purchase these credits and use them to reduce their own greenhouse gas emissions.

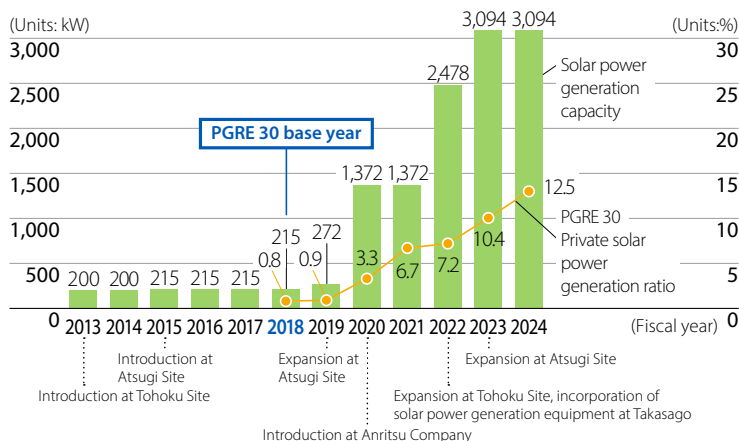
^{*2} Anritsu Solutions S.R.L., Anritsu Infivis Inc., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Infivis (THAILAND) Co., Ltd.

■ Progress on PGRE30

The Anritsu Group has been introducing solar power generation systems since the 2010s. In FY2019, as part of our long-term, steady efforts to reduce CO₂ emissions, we established PGRE 30. This initiative aims to increase the ratio of private solar power generation - which stood at 0.8% in FY2018 - to approximately 30% by around 2030.

PGRE 30 will install solar power generation facilities equivalent to a total of 8,000 MWh of annual power generation at the Atsugi Site, Koriyama Site, and Anritsu Company for private generation and consumption. As of the end of March 2025, the solar power generation capacity is 3,094 kW. At the Koriyama Site, large-capacity storage batteries (NAS batteries; Rated output: 400 kW, Rated capacity: 2,400 kWh) have also been introduced. By utilizing stored electricity during nighttime hours, these batteries help mitigate the risk of power shortages after sunset when solar power generation declines. The ratio of in-house solar power generation in FY2024 was 12.5%.

Solar Power Generation Capacity (kW) and PGRE 30 Private Solar Power Generation Ratio (%)



Private Solar Power Generation

Units: MWh

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Private Solar Power Generation	246	892	1,791	1,941	2,765	3,340

Atsugi Site



Solar power generation facilities



Solar carport

Tohoku Site



Solar power generation facilities



Storage batteries

Anritsu Company



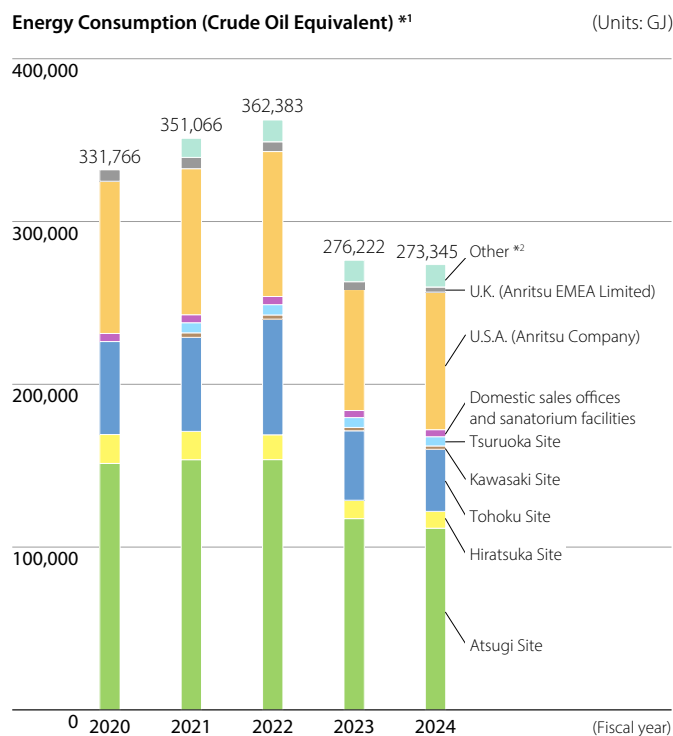
Solar power generation facilities

■ Reduction of Energy Consumption in Business Activities

In the domestic group, the energy conservation team carried out the following activities.

- Encouraged energy conservation in laboratories and workplaces, and promoting proper management of air conditioning
- Provide employees with monthly information on electricity usage and electricity charges at the Atsugi and Tohoku Sites, which have high electricity consumption

As a result of these initiatives, the Anritsu Group's energy consumption in FY2024 was 273,345 GJ, a 1% reduction from FY2023.



*1 This energy consumption represents more than 95% of the total energy consumption of Anritsu Group.

*2 Anritsu Solutions S.R.L., Anritsu Infivis Inc., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Infivis (THAILAND) Co., Ltd.

■ CO₂ emission reduction initiatives implemented in FY2024

Site	Initiative	Reduction volume (t-CO ₂ e/year)
Atsugi Site	J-Credit purchase *1	130
	Energy-saving initiatives *2	96
	Replacement of chiller for air conditioning	51
	Replacement of substation equipment	19
Hiratsuka Site	Installation of roof insulation sheet	18
	Replacement of air compressor	17
Tohoku Site	Energy-saving initiatives *2	86
Tsuruoka Site	Manual switching of the exhaust fans	3
	Replacement of air conditioning equipment	1
Total		421

*1 This is a system under which the government certifies as "credits" the amount of CO₂ emission reductions resulting from the introduction of energy-saving equipment and the use of renewable energy, as well as the amount of CO₂ absorbed through appropriate forest management. Companies and local governments can purchase these credits and use them to reduce their own greenhouse gas emissions.

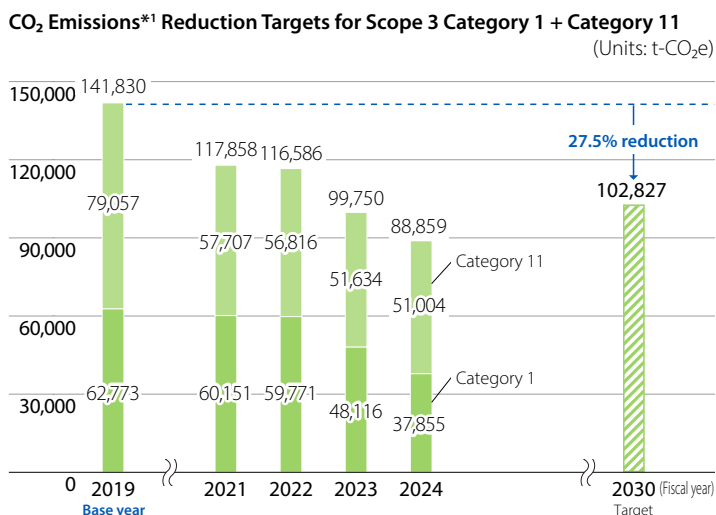
*2 Appropriate air conditioning management, thorough energy saving, etc.

■ CO₂ Emission Reduction in Scope3

The Anritsu Group is focused on reducing Category 1 (purchased products and services) and Category 11 (use of sold products) in Scope 3. We are continuing our efforts to collaborate with suppliers, develop environmentally friendly products, and promote them to our customers.

Category 1 aggregation uses a total emissions allocation method and reflects the emissions reduction efforts of suppliers. We collect CO₂ emissions data provided as primary data for the calculation of Scope 3 emissions from suppliers with the highest procurement value for product groups that account for approximately 60% of consolidated sales. In addition to the lifetime operating hours of the product, the Category 11 calculation also reflects the adoption rate of renewable energy for some customers.

In FY2024, CO₂ emissions in Category 1 were reduced by 39.7% compared to the base year of FY2019, which is the target year for the Well-below 2°C target, and by 21.3% compared to FY2023. Category 11 emissions were reduced by 35.5% compared to FY2019 and by 1.2% compared to FY2023.



*1 CO₂ emissions in FY2024 account for 80.3% of the total emissions in Scope 3.

■ Reduction of CO₂ Emissions in Category 1

During information exchange meetings with suppliers, we request cooperation in achieving our SBT targets. We use the Anritsu Environment Newsletter to introduce the Anritsu Group's climate change measures and achievements, request the introduction of energy conservation and renewable energy, and use questionnaires to confirm how companies are responding.

CO₂ emissions in relation to consolidated sales in FY2024, calculated based on data from suppliers, dropped by approximately 25% compared with the base year (FY2019).

■ Reduction of CO₂ Emissions in Category 11

The Anritsu Group has introduced an environmentally friendly product certification system to certify "Excellent Eco-Products" and "Eco-Products" based on our own standards, and we are working to reduce the power consumption of our products. CO₂ emissions are monitored at each stage of the product life cycle and that data is utilized to develop the next product. We disclose the carbon footprint of Excellent Eco-Products. For products other than Excellent Eco-Products, we also respond to inquiries about products for which we have calculated the carbon footprint.

Since FY2020, the PQA Business Division, which has product groups with large CO₂ emissions, and the Environment Promotion Department have been collaborating on activities to reduce CO₂ emissions. In FY2024, we developed the XR76 series, an X-ray inspection system that uses the latest X-ray control technology to reduce power consumption by about 30% compared to previous models, and began selling it in April 2025.

■ Reduction of CO₂ Emissions in Category 4

In Japan, the Domestic Group is working to reduce CO₂ emissions related to Scope 3 Category 4 (transport and distribution) by switching from truck transport using dedicated containers to rail transport for large products in the PQA business.

In FY2024, we set a goal of transporting 70% of products shipped from the Atsugi Site to Kyushu by rail. As a result, we achieved 77.3%, exceeding the target. Sea transportation from the Atsugi Site to the Shikoku region was started as a means of transporting small lots.

In FY2025, we will work toward the following goals.

- 90% of products shipped from the Atsugi Site to the Kyushu region will be transported by rail.
- Four maritime transports will be conducted a year from the Atsugi Site to the Shikoku region.

Third-Party Assurance

Anritsu sought and received third-party verification for CO₂ emissions (Scope 1, Scope 2 marketbased and location-based, Scope 3*), energy consumption, and annual renewable energy power generation from Sustainability Accounting Co., Ltd. The above values for FY2024 were verified by the firm in accordance with International Standard on Assurance Engagement ISAE3000 and ISAE3410, and received limited assurance.

* Scope 3 applies to Categories 1 to 7, 11 to 13, and 15.

The independent third party assurance report is available [here](#)

Topic

Climate Change Survey Results by CDP



A-List selection

CDP sends surveys to companies and local governments, uses the responses to evaluate their efforts to combat climate change, protect water resources, and preserve forests. Anritsu has previously been rated 'A-: Leadership Level' in climate change surveys. In the FY2024 survey, we were selected for the first time as an "A-List Company," the highest rating.

The A-List Company rating is awarded to companies that demonstrate strong climate action and transparency in their disclosures. This selection demonstrates that Anritsu's sustainable management initiatives have gained international recognition.

For more information, click [here](#)



Recognized as a Supplier Engagement Leader

Anritsu received the highest rating of "Supplier Engagement Leader" in CDP's Supplier Engagement Assessment (SEA). CDP evaluates companies that responded to the survey on supplier engagement regarding climate change in four categories (Governance, Targets, Scope 3 Management, and Value Chain Engagement) and selects particularly outstanding companies as "Supplier Engagement Leaders". This marks the fourth time Anritsu has been selected, in 2021, 2022, 2023, and now in 2025.

For more information, click [here](#)

TCFD-compliant disclosure

Endorsement of TCFD

Anritsu endorsed the Task Force on Climate-related Financial Disclosures (TCFD)* on June 30, 2021 and discloses information in compliance with its recommendations on here.

* International task force established in 2015 by the G20 Financial Stability Board. It was disbanded after completing its role in October 2023, and its functions were integrated into the International Sustainability Standards Board (ISSB).

Governance

Anritsu's Board of Directors oversees environmental management, and the Chief Environment Officer is responsible for promoting activities and risk management. The Chief Environment Officer oversees the Environment & Quality Promotion Department, which is responsible for the Anritsu Group's environmental strategy. The officer also serves as the chair of the Environmental Management Committee and the Global Environmental Management Meetings, thereby ensuring that risks and opportunities are evaluated and managed globally. The officer regularly reports the results of the management cycle to the Management Strategy Conference and the Board of Directors for their opinions and necessary instructions.

With regard to the materiality of climate change, the Board of Directors resolves investment proposals such as the introduction of renewable energy power generation facilities and energy-saving facilities based on the application plan for the SBT initiative discussed at the Management Strategy Conference and Anritsu Climate Change Action PGRE 30 (hereinafter referred to as PGRE 30), and also confirms the progress of greenhouse gas emissions reduction targets and the PGRE 30.

The disclosure of information on climate change will be discussed and approved by the Management Strategy Conference each fiscal year as part of the development or review of the Mid-Term Business Plan (GLP) and reported to the Board of Directors, which will supervise such disclosure.

In calculating short-term incentive awards for officers, we use sales, operating profit and achievement of sustainability targets as indicators of each individual's contribution. Sustainability targets include climate-related targets (reducing greenhouse gas emissions, improving the proportion of electricity generated from solar energy).

Strategy

Based on scenarios of a 1.5°C or 4°C increase in temperature, we are conducting climate-related analyses by identifying risks and opportunities over short-term (1 year), medium-term (3 years), and long-term (up to 30 years) timeframes. These scenario analyses take into account the impact on our business strategies and financial plans, including the entire value chain. As a result, we have identified potential impacts such as stricter regulations and physical risks at some production sites, and have formulated countermeasures. In addition, we have committed to developing solutions that contribute to a decarbonized society.

[Click here](#) for a risk and opportunity scenario analysis

Risk Management

Climate change-related risks and opportunities are included in environmental risks, and integrated into the risk management system that comprehensively manages risks throughout the group. Individual risks and opportunities are identified by each business division, corporate division, and group company in the mid-term business plan (GLP). The Environmental Management Committee identifies significant items based on their impact and likelihood to occur, and identifies measures to address them. The results are regularly discussed and approved by the Management Strategy Conference and reported to the Board of Directors.

Please see the scenario analysis for risks and opportunities and their corresponding response strategies.

Indices and Goals

Anritsu uses its SBT-certified greenhouse gas (CO₂ equivalent) emissions reduction targets (Scope 1+2 and Scope 3) and the ratio of in-house renewable energy generation as indicators.

CO₂ emissions in Scope 1+2 are mostly due to energy consumption. The main initiatives include the private generation of renewable energy through Anritsu Climate Change Action PGRE 30 (PGRE 30) and energy-saving activities in factories and offices. PGRE 30 is an initiative to increase the Anritsu Group's ratio of private renewable energy generation to about 30% by around 2030 by installing solar power generation facilities equivalent to a total of 8,000MWh of annual power generation at the Atsugi Site, Tohoku Site, and Anritsu Company. In FY2024, the 3,088kW solar power generation facilities installed at the Atsugi Site, Tohoku Site, and Anritsu Company (U.S.) were in operation the entire year. A 6kW solar power generation facility is also in operation at the Kawasaki Site. Storage batteries with a rated capacity of 2,400 kWh have also been installed at the Tohoku Site, and a portion of the power needed at night is provided by stored renewable energy. These initiatives resulted in a renewable energy generation ratio of 12.5% for FY2024.

In energy conservation activities, the energy conservation team continued to play a central role. In addition to proper air conditioning management and thorough energy conservation in laboratories, content was created on the intranet to allow employees to check electricity consumption and electricity rates, raising awareness of energy conservation among employees. We are also working to offset emissions through contracts with electric power companies that supply electricity derived from renewable energy sources and by utilizing the J-Credit System^{*1}.

Scope 1+2 emissions in FY2024 were reduced by 31.1% compared to FY2021, the base year for the SBT 1.5°C target, due to in-house generation and consumption of renewable energy by PGRE 30 and energy-saving activities.

For Scope 3, we are working to reduce "purchased products and services (Category 1)" and "use of products sold (Category 11)," which account for 84.5% of total Scope 3 emissions (FY2024 results). We continue to collaborate with suppliers, develop environmentally friendly products, and promote them to our customers. In FY2024, emissions were reduced by 37.3% compared to FY 2019, the base year for the SBT Well-below 2°C target.

^{*1} J-Credit System

System whereby the government certifies as "credits" the amount of greenhouse gases reduced or absorbed through the introduction of energy-saving equipment and the use of renewable energy. Companies and local governments can purchase these credits and use them to reduce their own greenhouse gas emissions.

KPI	Target		Results for FY2024
Reduction of greenhouse gas emissions	Scope1+2 (1.5°C target)	Achieve carbon neutrality by 2050	31.1% reduction
		Reduce by 42% compared with FY2021 by FY2030 ^{*1}	
	Scope 3 Category 1+11 (Well-below 2°C target)	Reduce by 27.5% compared with FY2019 by FY2030 ^{*1}	37.3% reduction
Increase in the ratio of private solar power generation	Increase the Anritsu Group's solar power generation ratio, which was 0.8% in FY2018, to approximately 30% by around 2030, based on the electricity consumption of that same fiscal year. (Anritsu Climate Change Action PGRE 30)		12.5%

^{*1} Targets certified by the SBT initiative

^{*2} Excludes the electricity consumption of AT Techmac (currently Anritsu Techmac), which was not a wholly owned subsidiary of Anritsu at the time this target was formulated

Risk and Opportunity Scenario Analysis

Type	Contributing Factor	Scenario ^{*1}	Detailed Description	Time Period	Possible Impact	Impact Level ^{*2}	Measures
Transition risk	Implementation of carbon taxes	1.5°C	Taxation of greenhouse gas emissions	Long term	• The costs associated with doing business are increasing.	Slightly large	• Scope 1+2 CO ₂ reduction with SBT for a 1.5°C target. • Introduction of internal carbon pricing.
		1.5°C	Economic stagnation due to rising prices	Medium term	• Sales decline due to reduced or delayed customer investment. • Profit decreased due to procurement difficulties and increased component costs.	Medium	• Encourage the development of solutions that combine software-based virtualised test environments and software-defined radio; and building a business model that is less sensitive to component price volatility.
Physical risk	Natural disasters becoming more frequent and severe	4°C	Extreme weather events are becoming more frequent and severe in various regions.	Long term	• Impact on factory operations and procurement of materials.	Large	• Reduced disaster risk through construction of a new building at TOHOKU ANRITSU CO. LTD.'s second factory. • Map the main manufacturing and sales locations of our suppliers to minimize the impact on procurement in the event of a disaster. • Implementation of a mechanism that allows us to source from a number of different companies. • Implementation of flood prevention measures at overseas production sites.
				Long term	• It is becoming increasingly difficult to ensure quality in the manufacturing process due to rising temperatures.	Large	• In 2023, we introduced and began operating an air conditioning management system that is not affected by changes in outside temperature.
Opportunity	Change in energy mix	1.5°C	The ratio of renewable energy generation is increasing.	Long term	• Lower costs for installing solar power generation equipment.	Slightly large	• Promoting PGRE 30 to increase the ratio of private power generation and reduce electricity prices. In FY2024, the 3,094kW solar power generation facilities installed so far were in operation. The second factory at Tohoku Anritsu operates a system that combines mega solar power generation equipment and storage batteries.
	Advancements in energy-saving technologies	1.5°C	Investment drives innovation and makes it available.	Medium term	• Incorporate new energy-saving technologies into our products and improve their environmental value.	Slightly large	• Encouraging the development of environmentally friendly products to make products more energy efficient. • Active incorporation of energy-efficient components into product design.
	Change in market	1.5°C	Increasing demand for products that offer greater functionality and higher environmental performance.	Medium term	• There is an increased demand for simulation test environments, such as virtualization, as more customers desire development without the need for prototypes.	Large	• Provide the solutions that combine software-based virtualised test environments.
				Medium term	• Increased demand for products needed to make data centers more energy efficient.	Slightly large	• Providing solutions for the development and manufacturing of photoelectric fusion devices for next-generation green data centers. • Providing low power consumption/high power efficiency optical devices.
				Long term	• The transition to electric vehicles will lead to increased demand for evaluation equipment, which is essential for the development of energy-efficient powertrains and batteries. • Demand for energy management systems for the efficient use of renewable energy and fuel cells will grow in social infrastructure.	Large	• Develop and provide test solutions that improve the quality and increase the efficiency of development of energy-efficient powertrains and batteries used in EVs. • Acquiring business opportunities for energy management systems through collaboration with partner companies.
	Natural disasters becoming more frequent and severe.	4°C	Worsening food production and supply and demand conditions due to intensifying.	Long term	• In order to further reduce food waste, there is an increasing demand for foreign object detection and pinpoint sorting of defective products at the raw material stage.	Slightly large	• Practical application of a solution that can identify quality defects such as colour, constituents, insects, bacteria and ingredients at the raw material stage. • Providing solutions to improve the accuracy of foreign object detection, production line monitoring, and defective product sorting through the use of DX, AI, and robotics.
				Long term	• Investment in disaster prevention equipment will increase and the demand for solutions to prevent and mitigate disaster risks, such as road and river monitoring, will also rise.	Medium	• Strengthening the ability to respond to disaster prevention and mitigation solutions, such as video information systems, with partner companies.
			Extreme weather events are becoming more frequent and severe in various regions.	Long term	• Increased demand for remote monitoring solutions to cover the shortage of operational personnel due to the declining birthrate and aging population.	Medium	• Providing solutions that contribute to the realization of more advanced disaster prevention and mitigation systems utilizing ICT systems.

*1 Reference scenarios: [Transition] IEA NZE by 2050 [Physical] IPCC RCP 8.5

*2 "Impact" is determined based on our own five-point scale (Large, Slightly large, Medium, Slightly small, and Small) that takes into account the amount of financial impact in terms of sales and profits, and the likelihood that the risk or opportunity will materialize. Note that "Slightly small" and "Small," which have little impact, have been omitted.

Preserving Biodiversity

Biodiversity is the foundation of our lives and sustainable business activities. The Anritsu Group also benefits from nature in terms of mineral resources used as raw materials to make its products, as well as the energy, water, and land essential for product manufacturing. However, natural capital is being damaged by economic and social activities on a global scale.

The Anritsu Group has been working to conserve biodiversity through the reduction of greenhouse gas emissions and energy consumption, appropriate management of chemical substances, and waste reduction. In addition, by promoting the following initiatives, we will contribute to achieving a nature positive attitude, which puts nature on a path to recovery. These initiatives will be undertaken with full consideration of alignment with the targets set forth in the Kunming-Montreal Global Biodiversity Framework^{*1}.

- **Strategic approach to nature-related issues**
We view nature-related issues, such as the degradation of local biodiversity and deforestation, as risks to our sustainable business activities and work strategically to reduce them.
- **Responding to nature-related risks and opportunities in our business**
We will assess the dependence and impact of our business on nature and work to achieve the goals we have set, recognizing the risks and opportunities.
- **Initiatives with synergistic effects on addressing climate change and resource recycling**
We will enhance outcomes through synergies between biodiversity initiatives and measures addressing climate change and resource circulation.
- **Dialogue and collaboration with stakeholders**
We will actively engage in dialogue and collaboration with stakeholders and promote initiatives that respect local communities.

^{*1} Kunming-Montreal Global Biodiversity Framework: Global biodiversity targets adopted in December 2022 under the Convention on Biological Diversity.

Activities and Achievements

Information disclosure in line with TNFD recommendations

TNFD (Taskforce on Nature-related Financial Disclosures)^{*2} recommended in September 2023 a framework to identify, evaluate, manage and disclose nature-related issues in business activities.

Anritsu registered as a TNFD Adopter^{*3} in May 2025. We began disclosing information in line with the TNFD recommendations in FY2025 and will continue to gradually expand the scope of such disclosure.

Scope of disclosure as of August 2025

Governance	A. Board's oversight of nature-related dependencies, impacts, risks and opportunities B. Management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities
Strategy	D. Priority locations for the organization's direct operations
Risk and Impact management	C. Processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes
Metrics and Targets	A. Metrics for assessing and managing material nature-related risks and opportunities in line with strategy and risk management processes

^{*2} TNFD: Task Force established in 2021 by the United Nations Development Programme (UNDP) and other agencies. In September 2023, the TNFD published recommendations for companies, financial institutions, and others to identify, evaluate, manage, and disclose nature-related issues. TNFD aims to transform the flow of corporate activities and funds that have a negative impact on nature into a flow that has a positive impact by encouraging the disclosure of information by companies.

^{*3} TNFD Adopter: A company or organization that has declared its intention to disclose information in accordance with the TNFD disclosure recommendations in reports and other documents issued by the company.

■ Governance

Anritsu's Board of Directors oversees issues and initiatives related to nature-related dependencies, impacts, and risks and opportunities. The Group CEO is responsible for promoting the various activities.

The assessment and management of dependencies, impact, risks and opportunities are incorporated into the group-wide risk management system, with the Chief Environmental Officer responsible for risk management.

The Chief Environment Officer oversees the Environment and Quality Promotion Department, which is responsible for the Anritsu Group's environmental strategy. The officer also serves as the chair of the Environmental Management Committee and the Global Environmental Management Meetings, thereby ensuring that risks and opportunities are evaluated and managed globally. The Chief Environment Officer periodically reports the results of the annual management cycle of risks and opportunities to the Management Strategy Conference and the Board of Directors and receives guidance and necessary instructions.

The disclosure of nature-related information will be discussed and approved by the Management Strategy Conference each fiscal year as part of the development or review of the Mid-term Business Plan (GLP) and reported to the Board of Directors, which will supervise such disclosure.

Engagement with stakeholders will be promoted with local government agencies and universities.

■ Strategy

Anritsu will utilize the LEAP Approach^{*4} proposed by TNFD to develop strategies to address nature-related challenges.

In FY2024, as the first step, we implemented the “Locate: Interfacing with Nature” phase of the LEAP approach and conducted the following evaluations.

- Organizing potential dependence and impact on nature
- Potential business risks and Anritsu's response
- Analysis of priority areas for response in the company's business activities (direct operations)

[Organizing potential dependence and impact on nature]

Anritsu used ENCORE^{*5}, developed by the United Nations Environment Programme (UNEP) and others, to assess the relationship of nature-related dependence and impacts across the Anritsu Group's value chain and in its business activities (direct operations).

Dependence and impact as key points in relation to our business

Overall value chain	There is significant dependence and impact on nature, especially in processes related to upstream raw material procurement.
	Water resources are highly dependent on nature, from upstream processes to direct operations.
	GHG emissions have a significant impact on nature both upstream and downstream in the value chain, in addition to direct operations.
	There are potential impacts on nature from alien species during product transport and waste disposal.
Direct operations	Manufacturing (factories) depends on the flood and storm mitigation functions of forests and rivers.
	Manufacturing is dependent on water resources and there is a high possibility of particular dependency in the Sensing & Devices business.
	There is a high likelihood of significant impact on nature if air pollutants or toxic contaminants were to leak into the soil and water quality.

- An assessment of the dependence and impact of our business activities on nature is available [here](#)

^{*4} LEAP approach: Framework developed by the Taskforce on Nature-related Financial Disclosures (TNFD) for companies and financial institutions to assess and disclose the dependence and impact of their business activities on nature, as well as risks and opportunities. It consists of four steps: Locate, Evaluate, Assess, and Prepare.

^{*5} ENCORE: Tool developed primarily by the United Nations Environment Programme's World Conservation Monitoring Center. It is used to analyze the extent to which corporate activities depend on and impact nature, and to identify risks and opportunities.

[Potential business risks and Anritsu's response]

Anritsu has identified business activities where potential risks are anticipated, where the risks occur, and whether they are addressed (see table below). We will continue to analyze risks and opportunities in detail using the LEAP approach and consider more effective measures.

Risks arising from dependence on nature

Category		Dependence on nature in business	Benefits of nature for economic and social activities	Economic and social impacts of reduced benefits	Business risks and where they occur	Anritsu's existing responses
Physical risk ^{*6}	Chronic	Water supply	Supply of water resources	Decreased water supply, water shortage	Upstream: The need to develop new water sources will lengthen the production period and increase procurement costs.	None
					Direct operation: The production of device products that use relatively large amounts of water may stagnate.	• Reduction of water usage (Direct operations)
		Climate regulation	Natural climate regulation (Climate is regulated by soils and plants through long-term storage of CO ₂)	Climate change, especially rising summer temperatures	Upstream: Increase in procurement costs due to higher production costs resulting from lower labor productivity.	• Reduction of greenhouse gas emissions
					Direct operation: Increases in electricity costs due to use of air conditioning in response to climate change.	• Reduction of greenhouse gas emissions • Increase in the ratio of private solar power generation
	Acute	Flood control	Role of vegetation in buffering and attenuating flood damage	Increasing severity and frequency of floods and wind/water disasters	Upstream: Increase in procurement costs due to shorter production periods and changes in production sites.	None
					Direct operation: Increases in operating costs due to shortened production periods and additional mitigation facilities.	• Relocation of business site (Construction of second factory at Tohoku Anritsu and consolidation of production)
					Downstream: Delays in deliveries due to infrastructure damage and road closures, and increases in costs due to high frequency of transportation route changes.	None
		Climate regulation	Natural climate regulation (Climate is regulated by soils and plants through long-term storage of CO ₂)	Increasing severity of wind and water disasters and flood damage	Upstream: Stagnation of production due to flood damage.	• Reduction of greenhouse gas emissions • Supplier management by Procurement Department
Direct operation: Stagnation of production due to flood damage.	• Reduction of greenhouse gas emissions • Increase in the ratio of private solar power generation					

Risks arising from impacts on nature

Category		Impact of the business on nature	Relationship with nature through economic and social activities	Business risks and where they occur	Anritsu's existing responses
Transition risk ^{*7}	Reputational	Area of land use	Modification of nature through land use in terrestrial, freshwater, and marine areas	Upstream: Damage to brand image and boycotts due to procurement of resources from areas where mining activities have caused degradation and fragmentation of biological habitats.	<ul style="list-style-type: none">• Promoting ethical procurement activities• Conducting CSR procurement surveys of suppliers and on-site surveys
				Direct operation: Damage to brand image and deterioration of relationships with stakeholders due to failure to conserve local ecosystems by utilizing green space on the project site.	<ul style="list-style-type: none">• Compliance with greening ordinances• Planting of local native species
		Introduction of invasive species	Transboundary movement of invasive alien species	Downstream: Damage to brand image by using transport and waste companies that are backward-looking in their efforts to combat invasive species.	None
	Policy	Emissions of GHG	Climate impacts of GHG emissions	Upstream: Increases in costs to comply with stricter regulations on GHG emissions and growing social demands for emissions reductions.	<ul style="list-style-type: none">• Reduction of greenhouse gas emissions
				Upstream: Increases in costs to comply with stricter regulations on GHG emissions and growing social demands for emissions reductions.	<ul style="list-style-type: none">• Reduction of greenhouse gas emissions• Increase in the ratio of private solar power generation
				Downstream: Increases in transportation costs of products due to enhanced GHG emission reduction measures by transport companies.	<ul style="list-style-type: none">• Reduction of greenhouse gas emissions
		Emissions of toxic soil and water pollutants	Discharge of toxic pollutants	Direct operation: Increased costs to comply with stricter regulations on soil and water pollutants and increased social demands for pollution prevention.	<ul style="list-style-type: none">• Voluntary control of industrial water discharge• Groundwater management, Water discharge management• Chemical substances management
		Area of land use	Modification of nature through land use in terrestrial, freshwater, and marine areas	Upstream: Stagnation of component production due to land use restrictions in areas of biodiversity importance	None
	Direct operation: Increases in costs to respond to tighter greening standards and increases in social responsibility in line with evolving domestic and international biodiversity conservation measures.			<ul style="list-style-type: none">• Compliance with greening ordinances• Planting of local native species	
	Technology	Other abiotic resource extraction	Use of abiotic resources such as metals and minerals	Direct operation: Increases in costs for the development of products and services that contribute to reducing environmental impact, such as resource reuse and recycling.	<ul style="list-style-type: none">• Development of environmentally friendly products• Promotion of resource recycling through products

^{*6} Physical risk: The risk that results from the degradation of nature and the consequent reduction in the benefits that nature brings to the economy and society. Risks can be categorized as acute (risk due to the occurrence of short-term, specific events) or chronic (risk due to changes in natural conditions that occur gradually over time).

^{*7} Transition risk: The risk to an organization when there is inconsistency among the various entities in their actions aimed at reducing negative impacts on nature, such as restoring natural environments. For example, it could be triggered by changes in regulations, policies, technology, investor sentiment, or consumer attitudes. There are reputational, policy, and technical risks, among others.

[Analysis of priority locations for response in the company's business activities (direct operations)]

TNFD requires that priority response areas be identified in the organization's direct operations and at locations of activity in the value chain. It is recommended that priority locations be considered from the following two aspects.

A. Locations deemed to be ecologically sensitive (Sensitive locations)

B. Locations where the organization has identified material nature-related dependencies, impacts, risks and opportunities (Material locations)

Anritsu focused on priority areas by examining "manufacturing sites," which are assumed to be highly dependent on and impactful to biodiversity, and "business sites" and "development sites," which are assumed to have a large number of employees and high environmental impact.

Evaluated sites

Japan	Atsugi site (ANRITSU CORPORATION, ANRITSU CUSTOMER SUPPORT CO., LTD., ANRITSU INFIVIS CO., LTD., ANRITSU DEVICES CO., LTD., ANRITSU KOUSAN CO., LTD., AK Radio Design, Ltd.: Atsugi, Kanagawa), Tohoku site (TOHOKU ANRITSU CO. LTD. first factory, second factory: Koriyama, Fukushima), Hiratsuka site (ANRITSU TECHMAC CO., LTD.: Hiratsuka, Kanagawa), Kawasaki site (TAKASAGO, LTD.: Kawasaki, Kanagawa), Tsuruoka site (TSURUOKA TAKASAGO, LTD.: Tsuruoka, Yamagata)
U.S.A.	Anritsu Company (California), Anritsu Infvis Inc. (Illinois)
U.K.	Anritsu EMEA Limited (Bedfordshire)
Romania	Anritsu Solutions S.R.L (Bucharest)
China	Anritsu Industrial Systems (Shanghai) Co., Ltd. (Shanghai)
Thailand	Anritsu Infvis (THAILAND) Co., Ltd. (Chonburi)

Priority business locations

Based on the analysis of the above sites, three sites were selected as priority business sites: the Atsugi Site, Tohoku Site (Tohoku Anritsu, second factory), and Anritsu Company (California, U.S.).

In FY2025, we will proceed with a detailed analysis of dependence and impact, assessment of risks and opportunities, and establishment of indicators and targets for the Atsugi Site and Anritsu Company.

Analysis is available [here](#)

■ Risk and Impact Management

Nature-related risks and opportunities are included in environmental risks, and integrated into the risk management system that comprehensively manages risks throughout the group. The Environmental Management Committee identifies significant items based on their impact and likelihood to occur, and identifies measures to address them. The results are regularly discussed and approved by the Management Strategy Conference and reported to the Board of Directors. Anritsu will continue to assess the significance and priority of risks and opportunities in line with the LEAP approach and consider specific measures and initiatives.

■ Metrics and Targets

The Anritsu Group has linked and implemented the following environmental targets to core global disclosure metrics and additional global disclosure metrics required by TNFD. Going forward, targets and indicators will be established based on materiality and priority assessment of risks and opportunities.

Indicators for nature-related dependencies and impacts

Metric Number	Driver of nature change	Indicator	Targets	Activities and results for FY2024
—	Climate Change	GHG emissions	Reduce Scope 1+2 CO ₂ emissions by at least 23% compared to FY2021 by FY2026	31.1% reduction
				Responding to Climate Change
—	Climate Change	GHG emissions	Reduce Scope 3 Category 1 and Category 11 CO ₂ emissions by at least 17.5% compared to FY2019 by FY2026	37.3% reduction
				Responding to Climate Change
—	Climate Change	GHG emissions	Increase in ratio of private solar power generation (Anritsu Climate Change Action PGRE 30): 14% or more in FY2026	12.5%
				Responding to Climate Change
C2.2	Pollution/pollution removal	Waste generation and disposal	Reduce the amount of industrial waste generated by the Domestic Anritsu Group by 3.5% or more per unit of sales compared to FY2019 by FY2026	21.6% reduction
				Resource Recycling
C2.2	Pollution/pollution removal	Waste generation and disposal	Maintain zero emissions of waste (less than 0.5% of waste directly landfilled or simply incinerated) for the domestic group	Maintain zero emissions
				Resource Recycling
C2.3	Pollution/pollution removal	Plastic pollution	Reduce the use of plastic bottled beverages by half by FY2026, based on FY2021, and implement bottle-to-bottle recycling for all plastic bottles *Usage in the base year: 5.7 tons	2.7 t
				Bottle-to-bottle recycling rate:100%
				Resource Recycling
C2.3	Pollution/pollution removal	Plastic pollution	By FY2026, we will reduce by half the use of fossil-based virgin plastic by reducing or eliminating the use of plastic packaging materials and replacing them with plant-derived or recycled materials. In addition, we will endeavor to collect and reuse or outsource the recycling of plastic packaging materials.	Reduce use of virgin plastic by 36.8%
			* Calculated as a percentage of sales based on FY2021 usage	Resource Recycling
C2.3	Pollution/pollution removal	Plastic pollution	By FY2026, we will reduce the volume and weight of plastic packaging materials used for purchased parts and materials, and promote the replacement of such materials with plant-derived or recycled materials, as well as the recycling of all materials.	Request briefings and cooperation from suppliers
			* Calculated as a percentage of sales based on FY2021 usage	Resource Recycling
C2.3	Pollution/pollution removal	Plastic pollution	By FY2026, we will promote the material recycling of food packaging plastics used in cafeterias.	Material recycling rate:100%
				Resource Recycling
C2.4	Pollution/pollution removal	Non-GHG air pollutants	Comply with regulatory standards at the Tohoku Anritsu first factory, which has a soot and smoke facility subject to the Air Pollution Control Act.	Prevention of Air Pollution
A3.0	Resource use and replenishment	Total water consumption and withdrawal	Reduce the total amount of water withdrawal by the Domestic Anritsu Group, Anritsu Company (U.S.), and Anritsu EMEA Limited (U.K.) by 2.2% or more compared to FY2019 by FY2026	24.3% reduction
				Water Usage Data

• An assessment of the dependence and impact of our business activities on nature is available [here](#)

Preservation of biodiversity, restoration activities

■ Tanzawa Oyama Nature Restoration Initiatives

Anritsu joined the Tanzawa-Oyama Nature Restoration Committee in 2022 in order to contribute to the conservation of the natural environment and biodiversity of Mt. Oyama, which can be seen from the company's headquarters in Atsugi, Kanagawa Prefecture, as well as to contribute to the protection of water resources. In the Tanzawa Oyama area, major changes in the ecosystem began to occur in the 1980s, including the death of fir and beech trees and the loss of forest undergrowth. In response to this situation, this committee was established by NPOs, companies, experts in nature conservation, and government agencies.

Anritsu Group employees have volunteered to take part in the tree-planting event "Corridor from Mt. Oyama" organized by the Committee and the Tanzawa Nature Conservation Society, and have planted over 500 trees.



Afforestation activities on Mt. Oyama

■ Planting that is Suited to the Local Climate

On the Atsugi Site, trees and plants native to the area are used in planting activities. The yard court has a multi-layered forest made up of tall and short trees that change with the seasons, plants that cover the ground, and variously shaped Japanese maple trees, recreating a natural forest. These types of planting areas also serve to channel rainwater underground, preventing groundwater depletion.

At the second factory at Tohoku Anritsu, we are also planting trees and plants that are suited to the local climate, soil, and native vegetation.

Planting on the Atsugi site



Autumn fern



Persicaria filiformis



Solomon's seal

Assessment of the dependence and impact of business activities on nature

[illegible]

Analysis of Priority Business Locations

Evaluated Sites

TNFD requires that priority response locations be identified in the organization's direct operations and at locations of activity in the value chain. It is recommended that priority locations be considered from the following two aspects.

- A. Locations deemed to be ecologically sensitive (Sensitive locations)
- B. Locations where the organization has identified material nature-related dependencies, impacts, risks and opportunities (Material locations)

Anritsu focused on priority locations by examining "manufacturing sites," which are assumed to be highly dependent on and impactful to biodiversity, and "business sites" and "development sites," which are assumed to have a large number of employees and high environmental impact.

Evaluated sites

JAPAN	Atsugi site (ANRITSU CORPORATION, ANRITSU CUSTOMER SUPPORT CO., LTD., ANRITSU INFIVIS CO., LTD., ANRITSU DEVICES CO., LTD., ANRITSU KOUSAN CO., LTD., AK Radio Design, Ltd.: Atsugi, Kanagawa), Tohoku site (TOHOKU ANRITSU CO. LTD. first factory, second factory: Koriyama, Fukushima), Hiratsuka site (ANRITSU TECHMAC CO., LTD.: Hiratsuka, Kanagawa), Kawasaki site (TAKASAGO, LTD.: Kawasaki, Kanagawa), Tsuruoka site (TSURUOKA TAKASAGO, LTD.: Tsuruoka, Yamagata)
U.S.A.	Anritsu Company (California), Anritsu Infvis Inc. (Illinois)
U.K.	Anritsu EMEA Limited (Bedfordshire)
Romania	Anritsu Solutions S.R.L (Bucharest)
China	Anritsu Industrial Systems (Shanghai) Co., Ltd. (Shanghai)
Thailand	Anritsu Infvis (THAILAND) Co., Ltd. (Chonburi)

Analysis of Areas of Concern for Biodiversity

Anritsu evaluated areas of concern based on the following criteria, referencing the TNFD definition and corresponding assessment criteria.

Our evaluation criteria

Area	Criteria
Biodiversity importance	Comprehensive evaluation of the following indicators <ul style="list-style-type: none"> Proximity of business locations to protected areas and key biodiversity areas^{*3} Level of STAR-T indicators at locations^{*4}
Ecosystem integrity ^{*1}	Comprehensive evaluation of the following indicators <ul style="list-style-type: none"> Area of high ecological integrity: Level of biodiversity intactness index^{*5} Areas of rapidly declining ecological integrity: Tree cover loss
Ecosystem service delivery importance ^{*2}	Presence of areas important for the provision of ecosystem services to indigenous peoples and local communities
Water physical risk	Levels of the following indicators are evaluated individually <ol style="list-style-type: none"> Water stress^{*6} Water quality River flood risk Inundation depth^{*7}

^{*1} Ecosystem integrity: Degree to which the composition, structure, and function of the ecosystem are healthy within the range of natural variability

^{*2} Ecosystem services: The benefits humanity derives from ecosystems. Specifically, this includes food and water supply, water purification, and soil erosion control.

^{*3} Protected areas and key biodiversity areas: Protected areas are areas protected by law or institutions, such as national parks. Key Biodiversity Areas (KBA) are areas recognized as scientifically important for biodiversity.

^{*4} STAR-T indicator: An indicator demonstrating potential contributions to reducing global species extinction risks. A high index indicates that an area supports the habitat for many species including endangered species.

^{*5} Biodiversity intactness index: An indicator of how many species remain compared to the natural conditions unaffected by human activities (e.g., land modification).

^{*6} Water stress: An indicator showing areas with low water availability

^{*7} Depth of flooding: Using the Flood Risk Finder jointly developed by MS&AD InterRisk Research & Consulting, Inc., the University of Tokyo, and Shibaura Institute of Technology, we used the flood depth distribution during a once-in-a-century flood occurring under the 2020 climate as an indicator. Inundation depth here indicates the height from the ground surface to the water surface when flooding occurs due to overflow from a river.

The evaluation results for each indicator are shown below.

Site	1 Biodiversity importance	2 Ecosystem integrity	3 Ecosystem service delivery importance	4 Water physical risk			
				1) Water stress	2) Water quality	3) River flood risk	4) Inundation depth
Atsugi site	Medium	Rapid deterioration in the vicinity		Medium - High	2.5		0
Tohoku site (First factory)	Medium				2.5		0.28
Tohoku site (Second factory)	Medium	Rapid deterioration in the vicinity			2.5		0
Hiratsuka site	Medium			Medium - High	2.5		0.81
Kanazaki site	Medium			Medium - High	2.5		0
Tsuruoka site					2	Medium - High	0.21
U.S.A. (Anritsu Company)	High				2.5	High	0
U.S.A. (Anritsu Int'l Inc.)	Medium			High	2.5		0
U.K.	Medium			High	2.5		0
Romania				High	2.5		0
China				High	2.5	Extremely High	0.14
Thailand				Extremely High	2.5	High	0.52

* Blank spaces indicate no applicable result or a rating lower than Medium.

The Atsugi Site is located in Atsugi City, Kanagawa Prefecture, within 5 km of the protected Kanagawa Prefectural Tanzawa-Oyama Quasi-National Park. The Anritsu Company in Morgan Hill, CA, USA, falls under the STAR-T indicator for areas that support many endangered species and other threatened species. A significant decrease in tree cover was observed to have occurred at the Atsugi Site and around Tohoku Anritsu's second factory in the Tohoku Site.

For the physical risk of water, we focused on river flood risk and inundation depth based on our experience with flood damage at our manufacturing sites. As a result, we found that the manufacturing sites of Anritsu Company, as well as those in China and in Thailand, are at high risk of flooding, and that the first factory at the Tohoku Site and the Tsuruoka Site, which are located near rivers, have a high inundation depth during floods.



Mt. Oyama as seen from the Atsugi Site



Green space at Anritsu Company

Analysis of Areas of Business Importance

Areas of business importance were evaluated primarily from the following perspectives.

- Sales, number of employees, and key locations for business operations
- High degree of environmental dependence and environmental impact
- Size of land use area

Locations with high sales and a large number of employees include the Atsugi Site with its development and manufacturing divisions, the Tohoku Site (Tohoku Anritsu's second factory), and Anritsu Company. The Atsugi Site, where the group's headquarters is located, was selected as a key location for business operations.

The high degree of environmental dependence and environmental impact were evaluated using "water withdrawal," "CO₂ emissions," "water discharge," and "waste generated" as indicators. This result is in proportion to the amount of sales and number of employees, and as above, three locations were identified: the Atsugi Site, Tohoku Site (Tohoku Anritsu's second factory), and Anritsu Company.

These three sites have a large land use area, which is expected to have a significant impact and ripple effect on the biodiversity of the region.

Priority Business Locations

After reviewing the results of the analysis of areas of concern for biodiversity and the analysis of areas of business importance, we have prioritized the Atsugi Site, the second factory at the Tohoku Site, and the U.S. Anritsu Company, which are highly rated for their importance in terms of biodiversity and ecosystem integrity, as well as for their business importance.

Priority locations for action

Priority locations for action	Atsugi site (Atsugi, Kanagawa)
	Tohoku site (second factory, Koriyama, Fukushima)
	Anritsu Company (U.S.A.)

Preserving Water Resources

The Anritsu Group believes that water is a precious resource that supports life and society, and that its circulation and maintenance of water quality are essential for creating a sustainable future. In order to continue our business activities in harmony with nature, we will work to conserve water resources, with a focus on the following activities.

- **Prevention of water pollution and compliance with laws and regulations**

To preserve water quality, we will strive to minimize pollution risks from wastewater and other sources by establishing voluntary management standards that exceed legal requirements, in addition to complying with all laws and regulations.

- **Reduction of hazardous chemicals**

We will achieve a safer water environment by reducing the use of hazardous chemicals as much as possible with the aim of discontinuing their use.

- **Management and reduction of water withdrawal**

To protect the local water cycle and the health of ecosystems, we will continue to manage and reduce water withdrawal at our business sites and will not use more water than necessary.

- **Conservation of freshwater ecosystems**

By thoroughly implementing the above initiatives, we will strive to maintain the balance of ecosystems in rivers and inland freshwater environments, thereby coexisting in harmony with nature.

Target · Progress

Target	Result for 2024
Reduce the total amount of water withdrawal by the Domestic Anritsu Group, Anritsu Company (U.S.), and Anritsu EMEA Limited (U.K.) by 2.2% or more compared to FY2019 by FY2026 (A reduction of at least 5.0% by FY2030)	24.3% reduction

Activities and Achievements

Effective use of water

The Anritsu Group conducts the following activities to make effective use of water.

- **Reducing Water Withdrawal**

Water is mostly used for toilets and washing hands in the domestic group. We have reduced water consumption through efforts such as leakage inspections and upgrading to water-saving toilets. Circulated water is used at production facilities.

At the Hiratsuka Site, the rinsing water used by the facility to degrease metallic materials is reused by circulating it through filters and ion-exchange resins, which reduces annual water consumption by approximately 40 m³. In FY2020, Anritsu Company (U.S.A.) started its thin-film device manufacturing business, requiring large amounts of water for cleaning, and will work to reduce water consumption by circulating the cleaning water. These efforts resulted in water consumption of 61,233 m³ in FY2024, a 24.3% reduction from the base year of FY2019.



Water-saving toilets

Water usage data

- **Consideration for Water Resources**

At the Atsugi Site, groundwater is used for flushing in some toilets. We are replacing the toilets with water-saving ones to reduce the amount of water pumped from underground aquifers to prevent groundwater depletion. With the exception of toilet flushing water, all water used is city water (tap water) supplied by a third party. At the Global Headquarters Building, we have installed a rainwater permeation basin to prevent road flooding and river flooding.

Efforts to Protect Water Resources

Initiatives	Atsugi site	Hiratsuka site	Tohoku site	U.S.A.	U.K.
Introduced a body detection sensor for men's toilets	●	—	●	●	●
Introduced water-saving toilets	●	—	●	●	●
Introduced automatic faucets	●	—	●	—	—
Used groundwater for flushing toilets	●	—	—	—	—
Reuse of rinse water from the metal degreasing unit	—	●	—	—	—
Installed a rainwater permeation basin	●	—	—	—	—
Installation of valves to conserve water	●	—	—	●	—
Installed friendly emulators for toilets	●	—	—	—	—
Conducted leakage inspections	●	●	●	—	—
Upgraded to high-efficiency water heaters	—	—	—	●	—
Replanted plants that can withstand dehydration	—	—	—	●	—
Switched to a drip water supply system	—	—	—	●	—
Cessation of watering during rainy season	—	—	—	●	—
Introduced a waterless method for cleaning windows	—	—	—	●	—
Arranged an inspection of a water supply facility by an outside agency	—	—	—	●	●

Groundwater Management

■ Identifying Water Risks at Development and Manufacturing Sites

The Anritsu Group is working to assess the risks and make effective use of water resources at the Atsugi Site, the Tohoku Site, Anritsu Company (U.S.A.), and Anritsu EMEA Limited (U.K.), all of which have high water consumption.

According to Aqeduct, Luton, UK, where Anritsu EMEA Ltd. is located, has high water stress*, and both Koriyama in Fukushima Prefecture, where the Tohoku Site is located, and California, where Anritsu Company is located, are expected to have high water stress by 2030. In order to make effective use of water resources, GLP2026 has set a target to reduce the total amount of water used by the Domestic Group, Anritsu Company, and Anritsu EMEA Limited.

Water Risk Evaluation

Water Risk Evaluation Tool		Atsugi Site (Atsugi City)	Tohoku Site (Koriyama City)	U.S. (California)	U.K. (Luton)
Aqeduct	Water stress	Medium-high	Low-medium	Low	High
	Water stress in 2030	Low-medium	High	High	High
	Riverine flood risk	Low-medium	Low-medium	High	Low-medium
Water Risk Filter	Scarcity risk	Low risk	Very Low risk	Medium risk	Low risk
	Flooding risk	High risk	High risk	High risk	High risk

Evaluation with Aqeduct

- Low (< 10%)
- Low-medium (10-20%)
- Medium-high (20-40%)
- High (40-80%)
- Extremely High (> 80%)

Evaluation with the Water Risk Filter

- Very Low risk (0-1.8)
- Low risk (1.8-2.6)
- Medium risk (2.6-3.4)
- High risk (3.4-4.2)
- Very High risk (4.2-5.0)

Tools Used

Aqeduct: World atlas with information on water risks compiled by the World Resources Institute (WRI)
Water Risk Filter: Map developed by the World Wide Fund for Nature (WWF) and Deutsche Investitions- und Entwicklungsgesellschaft (DEG) to help evaluate physical water risks, such as water resource shortages, flooding, droughts, seasonal water level fluctuations, and water quality, while also evaluating regulatory impact on businesses

* Water stress: A state in which the amount of water usable per person per year is less than 1,700 tons and in which people feel that their daily living is inconvenienced. A very high level of water stress means that the shortage of water in a region is so severe that more than 80% of its population has no sufficient access to water for agricultural, household, or industrial use.

Water consumption

The Anritsu Group consumes water through evaporation in cooling towers for air conditioning, boilers for humidification in clean rooms, and watering of plants. Consumption in FY2024* was about 15% of the total water withdrawal for the entire group.

* Consumption: Total amount of water withdrawn that is not discharged into sewers or rivers. In the case of Anritsu Group, there is no water incorporated into products. Evaporated and transpired water, and water used for irrigation of plants, etc. is considered equivalent.

Water intake source

At the Atsugi Site, groundwater is used for flushing in some toilets. All other water is purchased from third parties such as local governments, which use surface water as their water source.

Preventing Environmental Pollution

Pollution of the air, water, soil by hazardous substances adversely affects human health and the environment, and also triggers climate change. The Anritsu Group handles a variety of chemical substances in its products, manufacturing processes, and other business activities. We believe that the management and reduction of chemical substances are important for preventing pollution of air, water, and soil, and for preserving a safe living environment and biodiversity.

We will strive to prevent environmental pollution through the following initiatives.

- **Management based on self-imposed management standards that are stricter than laws and regulations**

We will establish and manage voluntary control standards for wastewater and other discharges from our business sites that are stricter than the standards set by laws and ordinances.

- **Management of chemical substances**

We will work to reduce emissions by operating a management system for the chemicals we use.

- **Reduction throughout the supply chain**

We will establish standards for procurement of parts and materials and product design to reduce the inclusion of hazardous substances in our products, and work to minimize the impact on human health and the global environment throughout the supply chain.

Target and Progress

Target	Results for FY2024
Maintain zero excess of the voluntary management limit for industrial water discharge (Atsugi Site)	Maintained zero excess of the voluntary management limit
Compliance with U.S. TSCA (Toxic Substances Control Act) PFAS*1 data reporting rules and other regulations	Information is being collected and action is being taken as appropriate.

*1 PFAS: Abbreviation for Per- and Poly fluoroalkyl substances. General term for chemical substances that contain carbon and fluorine atoms (perfluoroalkyl compounds or polyfluoroalkyl compounds).

Activities and Achievements

Chemical Substances Management

The Anritsu Group appropriately manages the chemical substances it uses.

The amount of methylnaphthalene contained in Type A heavy oil handled at Tohoku Anritsu's first factory exceeded 1 metric ton until FY2023, but since production was consolidated at Tohoku Anritsu's second factory, the amount was less than 1 metric ton in FY2024. Therefore, notification under the PRTR system of the Act on the Assessment of Releases and the Promotion of Management of Chemical Substances*2 is not required.

*2 PRTR system: A system whereby businesses identify and report to the government the quantities of chemicals potentially harmful to human health or ecosystems that are released from their facilities into the air, water, or soil, as well as the quantities contained in waste that are transferred off-site. The government then aggregates and publishes these release and transfer quantities based on the reported data and estimates.

	Measures
Determination of whether or not to use a new chemical substance	• Specialized evaluators appointed in each field make decisions from the viewpoint of pollution prevention, health and safety, disaster prevention, and the presence or absence of banned or restricted substances as determined by the company.
Understanding chemical substance usage	• Identification of substances used • Inventory every three months to determine the amount purchased, used, disposed of, and held
Regulatory compliance	• Confirmation of the amount of PRTR substances handled, the amount of hazardous materials held under the Fire Service Act, and the amount of chemical substances subject to revision of laws and regulations • Risk assessment and implementation of risk reduction measures related to the use of chemical substances containing substances subject to notification under the Industrial Safety and Health Act

For more information, click [here](#)

Management of Chemical Substances in Products

The Anritsu Group complies with domestic and international laws and regulations (such as the Act on the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc., the European RoHS Directive, the European REACH Regulations, and the US TSCA Regulations) and industry standards in order to prevent the inclusion of hazardous chemical substances in its products. Chemical substances contained in products, packaging materials, etc. are properly managed in cooperation with suppliers by setting standards in the Anritsu Group Global Green Procurement Specification.

For more information, click [here](#)

[Quality and Product Safety](#)

Hazardous Waste Management

The Anritsu Group generates a small amount of hazardous waste^{*3}, most of which occurs in the development and manufacturing of devices. We are committed to thorough waste management to prevent environmental pollution and ensure safety.

^{*3} Hazardous waste: The domestic group defines hazardous waste as "specially controlled industrial waste" under the Waste Management and Public Cleansing Act.

For more information, click [here](#)

Waste Management

Within our domestic group, we ensure the proper management and disposal of waste generated from factories and offices, as well as used products, in compliance with relevant laws and regulations. We also focus on reducing emissions, utilizing environmentally conscious materials, and implementing the 3Rs (Reduce, Reuse, Recycle) to promote the effective use of resources.

For more information, click [here](#)

Water Discharge Management

Within the domestic group, each site implements initiatives tailored to its business operations while preparing for accidents through regular equipment inspections and training. In FY2024, water values for the domestic group remained below standard levels, and there were no accidents or violations of the law.

Water Discharge Management

Eligibility	Initiatives	Measures
Atsugi site	Detoxification of industrial water discharge	<ul style="list-style-type: none">• Installation of industrial water discharge treatment facilities• Batch collection of liquid waste containing heavy metals
	Prevention of contaminated water leakage	<ul style="list-style-type: none">• Installation of dikes for drainage tanks and neutralizer tanks• Installation of emergency shutoff valves
	Compliance with voluntary pH control standards	<ul style="list-style-type: none">• Installation of dual monitoring equipment and emergency shutoff valves
	Control of heavy metals other than pH	<ul style="list-style-type: none">• Batch collection• Simple weekly analysis
	Control of items and substances agreed upon with the administration	<ul style="list-style-type: none">• Official analysis by a specialized agency performed once every three months.
Hiratsuka site	Reduction of degreasing and cleaning of metal materials	<ul style="list-style-type: none">• Batch collection
	Prevention of undiluted liquid leakage	<ul style="list-style-type: none">• Batch collection
	Prevention of rinse water leakage	<ul style="list-style-type: none">• Recycling and reuse
Tohoku site	Compliance with voluntary pH control standards	<ul style="list-style-type: none">• Installation of monitoring equipment and emergency shutoff valves

For more information, click [here](#)

Groundwater management

Within our domestic group, we manage hazardous substances subject to the Soil Contamination Countermeasures Act and local ordinances using voluntary management standards that are stricter than legal requirements. The use of trichloroethylene and 1,1,1-trichloroethane, two chlorinated organic substances that can easily lead to groundwater contamination due to leakage, was eliminated in 1970 and 1993, respectively.

The Atsugi Site used to engage in plating, painting, and printed circuit board manufacturing that required chlorinated organic solvents, but no longer does so. Furthermore, as the only site within the Anritsu Group that extracts groundwater, we are committed to preventing contamination and promoting groundwater recharge.

For more information, click [here](#)

Noise and vibration suppression

The Anritsu Group does not engage in any business that generates loud noise or vibration. In each of domestic group facilities locations where we have machinery that operate equipment generating noise and vibration, such as mechanical presses, blowers, and compressors, we comply with legal and regulatory reporting requirements and standards, while also exercising consideration for neighboring communities.

In FY2024, noise values for the domestic group remained below standard levels, and there were no accidents or violations of the law.

For more information, click [here](#)

Prevention of Air Pollution

Within the domestic group, Tohoku Anritsu's first factory operates a heavy oil boiler for heating purposes, which is classified as a soot and smoke facility subject to the Air Pollution Control Act. This facility is managed appropriately in accordance with the law. No other domestic sites or overseas groups have facilities related to the Air Pollution Control Act. We conduct asbestos surveys and implement countermeasures during building demolition, renovation, and repair in strict compliance with laws and ordinances. Regarding company-owned vehicles, we prioritize the introduction of low-emission vehicles, hybrid vehicles, and electric vehicles to prevent air pollution and reduce CO₂ emissions.

At the Tohoku Site, we have established voluntary control standards that are stricter than the law, and we manage to keep emissions below the standard values. In FY2024, levels remained below the standard values and there were no accidents or violations of the law.

[Air quality data for the Tohoku site \(Excel\)](#)

Resource Recycling

The amount of waste generated is increasing due to global population growth and the disposable culture associated with mass production and mass consumption. The Anritsu Group promotes the realization of a resource-recycling society and the maintenance of zero emissions of waste through the following initiatives. In addition to this, we are focusing on achieving zero plastic waste and resource recycling (circular economy).

- **Waste minimization and zero emissions**

We will minimize waste generated from our operations and maintain zero emissions*¹.

- **Initiatives for zero plastic waste**

Under the "Zero Plastic Waste Policy," we aim to achieve zero plastic waste by 2030.

[Zero Plastic Waste Policy](#)

- **Achieve resource recycling (circular economy)**

We promote the establishment of a supply chain in which used products are recycled as materials for our own products, aiming to realize resource recycling.

- **Effective use of resources**

We will strive to use resources effectively in all aspects of our business through the use of environmentally friendly materials and refurbishing*².

*1 Zero emissions: Condition in which the percentage of waste placed directly in landfills or simply incinerated is less than 0.5%. Anritsu has maintained zero emissions since 2004.

*2 Refurbish: Repairing and calibrating recovered products and selling them

Target and Progress

Anritsu has established targets related to resource recycling in products, plastic waste, and industrial waste.

Achieving resource recycling (circular economy) in products

Targets for FY2026	Results for FY2024
Release products that support resource recycling	Reviewing measures

Plastic waste-related targets

Scope	Targets for FY2030	Targets for FY2026 (Mid-Term Targets)* ¹
Plastic bottles used at business sites	Zero usage	Reduce usage by half, and outsource all bottle-to-bottle recycling
Products shipped to customers	Zero plastic packaging materials * ²	We will reduce by half the use of fossil-based virgin plastic by reducing or eliminating the use of plastic packaging materials and replacing them with plant-derived or recycled materials. In addition, we will endeavor to collect and reuse or outsource the recycling of plastic packaging materials. * ³
Purchased parts	Zero plastic packaging materials * ²	We will reduce the volume and weight of plastic packaging materials used for purchased parts and materials, and promote the replacement of such materials with plant-derived or recycled materials, as well as the recycling of all materials.
Food products used at business sites	Zero plastic waste for food packaging	We will promote the material recycling of food packaging plastics used in cafeterias.

*1 Calculated on a FY2021 basis, with plastic packaging materials used for product packaging and purchased parts and materials calculated as a percentage of sales.

*2 Biomass and recycled materials are used for packaging materials where plastic is indispensable to guarantee product performance.

*3 Customers who do not wish to be included are excluded.

Industrial waste-related targets

Target	Results for FY2024
Maintain zero waste emissions in the Domestic Group	Maintained zero waste emissions
Reduce industrial waste emissions in the Domestic Group by 3.5% or more per unit of sales compared with the FY2019	21.6% reduction

Activities and Achievements

Achieving resource recycling (circular economy) in products

We are considering products from the PQA business, which has a higher recovery rate for used products compared to products from other businesses. This fiscal year, we will explore establishing a supply chain to recycle recovered stainless steel for reuse in products.

Progress of Zero Plastic Waste

In order to achieve the goals set out in the Zero Plastic Waste Policy, the Anritsu Group has formed four project teams to address the following: beverages in plastic bottles used at business sites, packaging for delivered products, packaging for purchased parts, and food packaging used at business sites.

Eligibility	FY2024 Targets	Key Measures	Results
Beverages in plastic bottles	Reduce usage to 3.8 tons or less compared to the standard usage amount for FY2021 (5.7 tons)	<ul style="list-style-type: none"> Suspend sales of beverages in plastic bottles from vending machines Switch to canned drinks for visitors Add more water servers Encourage the use of reusable bottles and cups 	2.7 t
Product packaging	Reduce the use of plastic packaging materials by 25%	<ul style="list-style-type: none"> Replace cushioning materials with biomass materials Use of biomass plastic bags Propose the use of returnable containers for the delivery of products to customers Collect product packaging materials 	36.8%
Packaging for purchased parts	Exchange information with suppliers that use a large amount of packaging materials and request cooperation in reducing plastic waste using Anritsu as a model case	<ul style="list-style-type: none"> Request cooperation from suppliers Gather information about materials Implement material recycling 	Hold information sessions and request cooperation
Food packaging	Enter into a consignment contract with a recycling company and commence business operations	<ul style="list-style-type: none"> Conclude a consignment contract with a material recycling company 	Emissions began in April 2024

Managing and Reducing Waste

The Anritsu Group, under the leadership of the Chief Environment Officer, has established internal regulations, is managing and treating waste in accordance with laws and regulations, and is working to reduce waste through the 3Rs (Reduce, Reuse, Recycle). The Domestic Group manages specially controlled industrial waste as defined in the Act on Waste Management and Public Cleansing as hazardous waste. In FY2024, 4.8 tons of hazardous waste were generated, and 100% was recycled.

[Waste Management](#)

[Hazardous Waste Management](#)

[Domestic Group Waste Data](#)

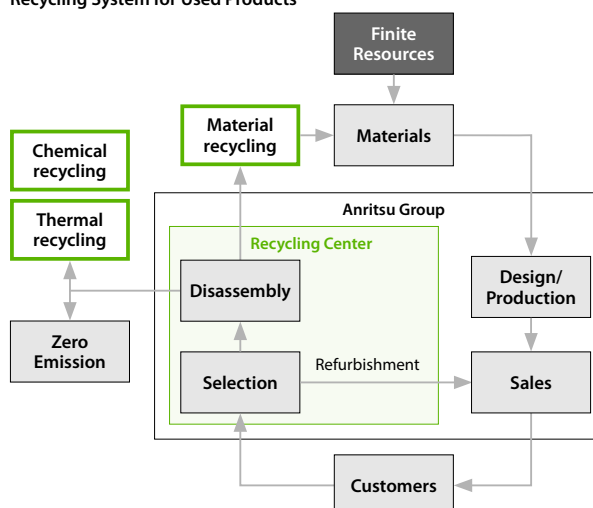
Management of Waste Disposal Contractors

In principle, every three years, the domestic group checks the status of intermediate treatment and final disposal sites (in cases where waste is directly discharged without going through intermediate treatment) of waste disposal contractors. The validity of industrial waste disposal contractor licenses, the content of contracts, and the management status of manifests are checked through internal environmental audits.

Recycling End-of-Life Products

The Anritsu Kousan Recycling Center is licensed to dispose of industrial waste. It processes used Anritsu products collected from our customers. In FY2024, it accepted 113 tons of used products and equipment. Almost 100% of the waste was recycled through dismantling and sorting, and 93% of it was removed as valuable resources.

Recycling System for Used Products



Operation of Electronic Manifest System for Waste Disposal

The Domestic Group operates an electronic manifest system* for industrial waste generated in Japan in accordance with the Act on Waste Management and Public Cleansing, and the person responsible for waste disposal ensures that it is handled appropriately until final disposal is complete.

* Electronic manifest system: This system prevents the illegal dumping of industrial waste by managing its flow up to final disposal, fulfilling the responsibility for disposal as the waste generator.

Compliance with the European Waste Framework Directive (WFD)

Anritsu registers information on substances of very high concern in its products with the SCIP database* managed by the European Chemicals Agency to comply with the Waste Framework Directive (WFD).

* SCIP database: Abbreviation for Substances of Concern In articles as such or in complex objects (Products). This is a database of information on substances of very high concern in articles or composites (products).

Compliance with the EU Directive on Waste Electrical and Electronic Equipment (WEEE)

In order to comply with the WEEE Directive, we have specified the products that are subject to the directive, the recycling rate and the recovery rate, and we are evaluating them in our global product assessment. The recycling rate (design value) for FY2024 was 99% or more.

* WEEE Directive: Abbreviation for Waste Electrical and Electronic Equipment Directive. This is an EU directive on waste electrical and electronic equipment.

Refurbished Products from the Test and Measurement Business

Anritsu promotes refurbishing used products. Reusable products are selected from the products that are collected, for repair and calibration by Anritsu Customer Support. Anritsu Kousan obtained an antique dealer's license in 2003. It sells products to universities and other educational institutions with a one-year warranty after delivery, thereby contributing to extending the life of the products through reuse.

Digitization of Product Documentation

Previously, in the Test and Measurement Business, explanatory documentation on how to use measuring instruments were provided on CDs and DVDs included with products. From the viewpoint of the effective use of resources and waste reduction, this documentation is now available as downloads from our website and is no longer included with products.

Eco-Friendly Packaging

The domestic group seeks to reduce packaging materials while promoting material recycling and maintaining the strength to protect products from vibration and shock during transportation. As part of this initiative, we are reviewing the packaging method for large products for overseas markets in the PQA business and promoting packaging that uses lightweight and recyclable reinforced cardboard. This results in a 40% reduction in the mass of packaging materials and a 50% reduction in packaging waste compared to conventional wooden box packaging. In FY2024, 1769 units were transported in this packaging, exceeding the target of 1375 units.

Packaging Method	Target Product Group	Action	Result
Reinforced cardboard packaging	Large-scale products for overseas markets in the PQA Business	Use lightweight, recyclable, reinforced corrugated board	<ul style="list-style-type: none">• 40% weight reduction of packaging materials• 50% material recycling rate• 50% reduction of packaging materials used as waste
Cardboard as a cushioning material packaging	Handheld measuring equipment for domestic and overseas market	Adopted cardboard as a cushioning material, package standard attachments and optional parts in the open spaces within the cardboard cushioning material	Reduction in material waste volume (waste material is cardboard)*1: Volume reduction of 40% (compared to urethane foam packaging of handheld measuring equipment for fiber optics)
Transportation of products by reusable boxes	Domestic products (mainly calibration and measurement equipment)	Adopt reusable boxes for delivery and pickup (cushioning material is also reused)	Reuse of packaging materials results in reduction in waste volume by 94% compared to conventional packaging*2
No packaging	Large-scale products for the domestic market (mainly PQA business products)	Changed from stretchable film packaging to a method of placing the product in a pipe frame	Zero waste emissions due to reuse of pipe frames

*1 Reduction in packaging material based on a comparison of urethane foam waste with waste when the item in parentheses is used.

*2 Assuming reusable boxes are reused 20 times.

Supporting the Kanagawa No Plastic Waste Declaration

Kanagawa Prefecture, which has been certified as an SDG Future City by the Cabinet Office, has established the Kanagawa No Plastic Waste Declaration and is working to reduce the use of plastic products that are causing serious marine pollution.

Anritsu supports this initiative and, in addition to participating in cleanup activities around our offices and the Sagami River Clean-up Campaign.



Topic

Implementing a Toothbrush Collection Program

On the Atsugi Site, with the aim of raising awareness among employees about reducing their environmental impact and providing them with opportunities to help with recycling, we launched a toothbrush collection program in FY2023. The collected toothbrushes are disassembled and sorted by TerraCycle Japan, a company affiliated with Lion Corporation, and then recycled into new products such as flowerpots and rulers.

To date, 1,000 toothbrushes have been collected. This program awards points based on the amount collected, which can be used as a donation fund.



Site Report

We now introduce the main sites that have Anritsu Group development and manufacturing locations, while reporting on energy consumption and waste generation in the production stage.

Atsugi Site ANRITSU CORPORATION



Location: 5-1-1 Onna, Atsugi-shi, Kanagawa
Total site area: 97,610 m²
Area of main building (total floor area): 110,357 m²

The Atsugi Site is located in Atsugi City, Kanagawa Prefecture. It is the Group's largest base, with approximately 2,000 employees, who account for half of all employees, and emitting approximately 50% of all greenhouse gases (Scope 1+2). Anritsu Corporation is the hub of the Anritsu Group's ESG activities, and most of the research and development is also carried out here. Group companies such as Anritsu Infivis, Anritsu Devices, and Anritsu Customer Support are also located on the same premises, and they are engaged in manufacturing, repair and calibration services, and business support. There is also a central location for domestic sales in Atsugi City, and the total environmental impact data for each location is calculated together as the Atsugi Site.

Initiatives to Reduce CO₂ Emissions

The Global Headquarters Building on the Atsugi Site is a building with the highest environmental performance and BCP functions in the "CASBEE Kanagawa (Comprehensive Assessment System for Built Environment Efficiency)" of Kanagawa Prefecture. The site features solar carports and solar panels with a maximum output of 688 kW, capable of supplying approximately 6% of the Atsugi Site's electricity consumption. In FY2024, we purchased J-Credits worth 130 tons of CO₂ to offset our CO₂ emissions. Our domestic sales offices in Atsugi City purchase 100% CO₂-free electricity.



Solar panels



Solar carport

Atsugi Site ANRITSU INFIVIS CO.,LTD.

Area of main building (total floor area): 3,581 m²
Main products: Inspection equipment for food and pharmaceutical products

Anritsu Infivis assembles large products for the PQA business at the Atsugi Site.

In October 2024, Anritsu Infivis invited 99 fifth-grade students from Midorigaoka Elementary School in Atsugi City for a "Children's Factory Tour." This factory tour is a program that combines a tour of the production line with a "weighing experience" using a weight sorting machine manufactured by Anritsu Infivis. The children said, "We really enjoyed being shown the various machines," and "We were especially surprised that it takes only 0.1 second to weigh something."



Children's Factory Tour

Atsugi Site ANRITSU DEVICES CO., LTD.

Area of main building (total floor area): 4,908 m²

Main products: Optical devices, high-speed electronic devices

Anritsu Devices manufactures optical devices, electronic devices, and sensing devices developed by the Sensing & Devices Business. Because we handle semiconductors, we use many chemical substances in our processes. For this reason, we have made the “maintenance and management of the environment in which chemical substances are used” a key environmental consideration. We are working to reduce the amount of chemical substances used, prevent leaks, and conduct regular audits of usage conditions by employees with specialist knowledge. We are also working to reduce the energy consumption of the air conditioning equipment needed to maintain the cleanliness, temperature, and humidity of clean rooms, improve product yields, reduce failure costs, and reduce the cost of sales for the entire factory by introducing DX technology.



Clean room

Atsugi Site Mass balance data

INPUT (main energy and resource use)

Energy · Resource	Unit	FY2023	FY2024
Electricity	MWh	12,522.3	12,182.7
Gas	m ³	57,045.9	59,475.9
Fuel	kL	234.9	226.7
Water	m ³	46,310	44,982
Chemical substances (such as HFCs, PFCs, N ₂ O)	kg	197	68.2
Chemical substances (substances regulated by laws in Japan)	t	4.8	8.1
PRTR-listed chemical substances	t	0.3	0.3
Paper	t	8.3	7.9
Packaging material	t	196.3	233.9

* The data above includes Anritsu, Anritsu Infivis, Anritsu Devices, Anritsu Customer Support, Anritsu Kousan, and AK Radio Design.

OUTPUT (waste output)

Emissions	Unit	FY2023	FY2024
CO ₂ (market-based)	t-CO ₂ e	5,615.1	5,502.4
CO ₂ (location-based)	t-CO ₂ e	6,270.3	5,611
NO _x	kg	86.9	97.6
Wastewater	m ³	40,998	39,733
BOD	kg	125.2	97.2
General waste	t	36.3	38
Industrial waste	t	38.6	43.1
Recycle ratio	%	100	100

* The data above includes Anritsu, Anritsu Infivis, Anritsu Devices, Anritsu Customer Support, Anritsu Kousan, and AK Radio Design.

Tohoku Site TOHOKU ANRITSU CO. LTD.



First Factory

Location: 301 Aza Doba, Koriyama-shi, Fukushima

Total site area: 51,000 m²

Area of main building (total floor area): 21,055 m²

Second Factory

Location: 1-20-8 Machiikedai, Koriyama-shi, Fukushima

Total site area: 71,800 m²

Area of main building (total floor area): 14,181 m²

Main products: Measuring instruments

Tohoku Anritsu as the great mother factory of the Anritsu Group, produces and ships products that support cutting-edge information and communications systems, such as measuring instruments for mobile communication terminals, measuring instruments for optical and ultra-highspeed digital communication networks, and bandwidth control devices, both domestically and internationally. We have a flexible production system that enables us to deliver quickly and at low cost, and we carry out thorough quality control and environmentally friendly production activities.

Today, information and communication systems have become an indispensable infrastructure for social development, and we are promoting manufacturing that is useful for people and society by staying ahead of the latest technology.

Initiatives to Reduce CO₂ Emissions

In July 2023, we constructed and began operating a power generation system at the Tohoku Anritsu second factory, combining a 1,300 kW solar power generation facility with a large-capacity storage battery (NAS battery; Rated output: 400 kW, Rated capacity: 2,400 kWh). Using stored electricity at night increases private consumption rates, while utilizing battery power during the evening and beyond - when grid power becomes strained - also contributes to mitigating power shortage risks. In FY2024, the plant generated 1305 MWh of electricity and covered 28.8% of its electricity consumption with private solar power generation. The storage battery charged 356 MWh of surplus electricity generated during the day and supplied 284 MWh of electricity.



Zero plastic waste project

Tohoku Anritsu is promoting efforts to eliminate plastic waste by 2030. We implemented measures such as replacing cushioning materials used for product shipping with biomass PEF, reducing inline packaging, and cutting down on CD and DVD-ROM media. This resulted in a 2.2-fold reduction in plastic compared to the previous year, achieving a reduction rate of 45%.



Biomass PEF cushioning material

Tohoku Site Mass balance data

INPUT (main energy and resource use)

Energy · Resource	Unit	FY2023	FY2024
Power	MWh	5,055.3	4953.1
Gas	m ³	1,059.4	1,092.1
Fuel	kL	121.5	37.2
Water	m ³	8,954	7,830
Chemical substances (such as HFCs, PFCs, N ₂ O)	kg	1.8	0.4
Chemical substances (substances regulated by laws in Japan)	t	0.5	0.3
PRTR-listed chemical substances	t	1.5	0.5
Paper	t	1.3	0.9
Packaging material	t	22.8	27.9

OUTPUT (waste output)

Emissions	Unit	FY2023	FY2024
CO ₂ (market-based)	t-CO ₂ e	2,105.7	1,544.6
CO ₂ (location-based)	t-CO ₂ e	2,050.5	1,682.5
NO _x	kg	554	0.6
SO _x	kg	461	0.1
Wastewater	m ³	8,954	7,830
BOD	kg	42.4	43.5
General waste	t	2.4	2.4
Industrial waste	t	6.5	6.9
Recycle ratio	%	100	100

Tsuruoka Site TSURUOKA TAKASAGO, LTD.



Location: 3-14-24 Takarada, Tsuruoka-shi
 Total site area: 15,751 m²
 Area of main building (total floor area): 4,944 m²
 Main products: Power supply equipment, information and communication equipment, control and communication equipment

Takasago provides power supply solutions that meet zero-emission requirements through technologies that freely control energy, such as emulation, power regeneration, bidirectional control, and full digital control. At the Tsuruoka Plant, our production location, we are working to improve productivity through measures such as “level production,” “visualization of production status,” and “flexible production lines,” in order to stably supply highquality products that meet customer needs. We are also working to reduce the energy used in production by eliminating waste from the process.

Initiatives to Reduce CO₂ Emissions

We have introduced our main product, the “electricity regeneration power supply,” into our inspection equipment, and are reusing approximately 80% of the electricity that was previously consumed as heat. This also helps to reduce the load on the air conditioning system by reducing the amount of waste heat from the equipment.

Resource Recycling Initiatives

With the cooperation of our suppliers, we are promoting the reuse of packaging and cushioning materials used in deliveries and the sorting and disposal of waste for recycling.



Regenerative power supply test equipment



Reusing packaging cushioning material

Tsuruoka Site Mass balance Data

INPUT (main energy and resource use)

Energy • Resource	Unit	FY2023	FY2024
Power	MWh	698.1	654.3
Fuel	kL	0.5	0.6
Water	m ³	599	570
Chemical substances (substances regulated by laws in Japan)	t	0.8	0.9
PRTR-listed chemical substances	t	0	0
Paper	t	1.5	1.4
Packaging material	t	10.7	18.3

OUTPUT (waste output)

Emissions	Unit	FY2023	FY2024
CO ₂ (market-based)	t-CO ₂ e	330	264.4
CO ₂ (location-based)	t-CO ₂ e	306.9	278.2
Wastewater	m ³	599	570
General waste	t	19.2	20
Industrial waste	t	7.2	5.8
Recycle ratio	%	99.7	100

Hiratsuka Site ANRITSU TECHMAC CO., LTD.



Location: 9-11-1 Okami, Hiratsuka-shi, Kanagawa
Total site area: 5,934.8 m²
Area of main building (total floor area): 2,683 m²
Main products: Machined and sheet metal parts, unit assemblies

Anritsu Techmac manufactures precision-cut and sheet metal parts for use in Anritsu Group products. We also provide design support and production of prototype models during the development stage, and we make proposals for drawings that take cost considerations into account from a manufacturing perspective. In terms of the environment, some of the site boundaries are adjacent to residential areas, so we have taken care to avoid the noise that is characteristic of metalworking, and have installed-noisy equipment in separate rooms. We have taken measures to reduce the noise from exhaust vents, and we measure the noise at the property boundary every year to make sure there are no problems. We recycle the rinse water used to rinse degreasing and cleaning equipment for metal materials, and we have switched the drinks sold from vending machines from plastic bottles to cans, achieving zero plastic bottle waste on the site.



Sheet metal FMC system

Community Contribution Initiatives

At Anritsu Techmac, all employees participate in cleanup activities around the factory every Monday with the aim of contributing to the local community and raising employee awareness of volunteerism.



Cleanup activity

Hiratsuka Site Mass balance data

INPUT (main energy and resource use)

Energy · Resource	Unit	FY2023	FY2024
Power	MWh	1,306.4	1,197.4
Water	m ³	523	628
Chemical substances (such as HFCs, PFCs, N ₂ O)	kg	9.4	11.3
Chemical substances (substances regulated by laws in Japan)	t	1.5	1.3
PRTR-listed chemical substances	t	0	0
Paper	t	0.7	0.6

OUTPUT (waste output)

Emissions	Unit	FY2023	FY2024
CO ₂ (market-based)	t-CO ₂ e	509.5	516.1
CO ₂ (location-based)	t-CO ₂ e	572.2	506.5
Wastewater	m ³	523	628
General waste	t	1.1	1.1
Industrial waste	t	10.1	8.5
Recycle ratio	%	100	100

Overseas Group Anritsu Company



Location: 490 Jarvis Drive, Morgan Hill, California 95037-2809 U.S.A.
 Total site area: 64,264 m²
 Area of main building (total floor area): 22,483 m²
 Main products: Measuring instruments

Anritsu Company is engaged in the research and development, manufacturing, sales, support, repair, and calibration of solutions used in the performance evaluation of wired and wireless communication devices. All equipment and devices are manufactured and assembled locally. The premises include a 669 m² clean room, a 780 m² machining center, and a calibration laboratory that has received national certification.

Environmental Initiatives

The building's rooftop and carport are equipped with 2,774 solar panels, which generate 1,100 kW of electricity through a private renewable energy power generation system. Electric vehicle charging facilities are also installed in the parking area. We are also actively involved in recycling, and by sorting out items that can be composted and compressing waste, we have reduced landfill waste by 60%. We also recycle all waste materials from old electronic devices and from manufacturing and processing processes. On the grounds other than the asphalt parking lot, we have planted grass and plants that are resistant to dryness to create a lush green landscape.



Solar panels on the carport



Recharging equipment in a parking area



Planting

Anritsu Company Mass balance data

INPUT (main energy and resource use)

Energy • Resource	Unit	FY2023	FY2024
Power	MWh	8,848.3	9,881.5
Gas	m ³	115,481.8	142,176.1
Fuel	kL	0.8	0.6
Water	m ³	9,258.9	6,019.7
Paper	t	2.3	2.1
Packaging material	t	14.4	12.4

OUTPUT (waste output)

Emissions	Unit	FY2023	FY2024
CO ₂ (market-based)	t-CO ₂ e	1,934.1	1,930.6
CO ₂ (location-based)	t-CO ₂ e	1,934.1	3,258.1
Wastewater	m ³	2,953.2	2,282.1
Waste	t	80.7	69.6
Recycle ratio	%	73.1	80.4

Message from the Chief Human Resource and Administration Officer



Greetings from the Newly Appointed Officer

My name is Kohei Ota. I was appointed as Chief Human Resource and Administration Officer in April 2025. I have been involved in overseas business development and manufacturing in the business division. While listening to on-site issues and needs, I will work to develop human resources and create a comfortable work environment. In addition, I will take on the daily challenge of achieving sustainable growth for the company as a whole and contributing to society.

Looking Back on FY2024

In FY2024 we received high acclaim for our efforts to create a comfortable workplace environment, which included recognition as an "Excellent Enterprise of Health and Productivity Management (White 500)" for the third consecutive year, and our first "Platinum Kurumin" and "PRIDE Index Gold" certifications. As for the progress of the GLP2026 mid-term business plan, six new female managers were appointed in April 2025, bringing the ratio of female managers to 12.3%, compared to the group's consolidated target ratio of 15% or more. The employment rate of people with disabilities was 2.9%, exceeding the legally mandated rate of 2.7% through the expansion of job opportunities.

The positive response rate for job satisfaction in the Employee Satisfaction Survey was 71.8% (up 0.7 points from last year), compared to our target of 80% or higher. Major initiatives include the expansion of training programs for younger employees and the launch of new training programs for managers and senior employees. Additionally, in our Commendation for Achievement, we have introduced a system that fairly evaluates diverse contributions by adding non-financial indicators as evaluation criteria and including activities not directly related to financial metrics. Through these initiatives, we hope to foster a corporate culture in which employees can grow and take on challenges independently.

Initiatives to Focus on in FY2025

My mission is to integrate business strategy with human resources strategy to enhance business effectiveness in key areas and ensure growth. To achieve this goal, we will work to maximize human capital by deepening cooperation with our business divisions. Specifically, we will secure and train personnel to work in key areas and to develop new products and cultivate new markets. Regarding the Anritsu Skills Training Center (A-SKILLS), established last fiscal year to develop talent for new business areas, we will launch training programs for domestic authorized dealers and overseas employees, in addition to the training already underway for domestic employees. Success comes only from your strengths. We will focus on creating an environment where employees' existing strengths are utilized in their work, as well as developing potential strengths by providing opportunities and feedback to employees from various perspectives. We will continue to enhance the strength of our entire organization by respecting, nurturing, and utilizing the individuality of each and every employee.

Through my interactions with various individuals, I have come to realize that the Anritsu Group's greatest strength lies in its corporate culture that values people. By promoting this people-oriented approach and people-oriented management, we strive to create a workplace where employees can balance their work and personal lives while working energetically with smiles on their faces. I would also like to create an organization where the company and its diverse employees can align their goals and work together with a sense of social contribution through our business.

Respect for Human Rights

More than seventy-five years have passed since the Universal Declaration of Human Rights. However, the human rights of many people around the world are still threatened today. The Anritsu Group has identified "Respect for Human Rights" and "Promoting Diversity" as materialities in the social area of ESG. To fulfill our responsibility to respect the human rights of all stakeholders involved in our global corporate activities, we have established the Anritsu Group Human Rights Policy based on the UN Guiding Principles on Business and Human Rights. We will take responsibility for respecting human rights based not only on domestic laws and customs, but also on international standards and perspectives.

Policy

The Anritsu Group has shown its respect for human rights in its Sustainability Policy and the Anritsu Group Code of Conduct. In December 2022, we established the Anritsu Group Human Rights Policy to further promote activities that focus on human rights, which have become increasingly important in recent years. This policy is the highest level of the Anritsu Group's commitment to respecting the human rights of all people involved in the group's business activities. It was established based on advice from external specialist organizations and following a resolution by our Board of Directors. We will respect the human rights of all stakeholders involved in the Anritsu Group's business by faithfully carrying out the initiatives set forth in this policy, including compliance with international norms, conducting due diligence for human rights, complying with laws and regulations, and establishing a system for handling complaints.

Anritsu Group Human Rights Policy is available in the PDF below.

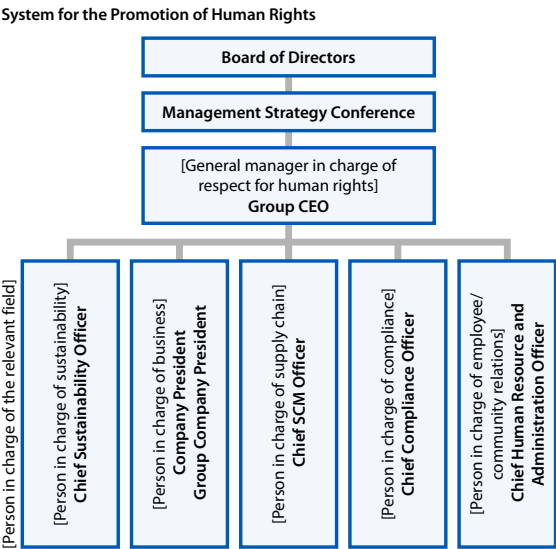
- [Anritsu Group Human Rights Policy](#)

Anritsu Group Key Human Rights Issues is available in the PDF below.

- [Anritsu Group Human Rights Issues](#)

System

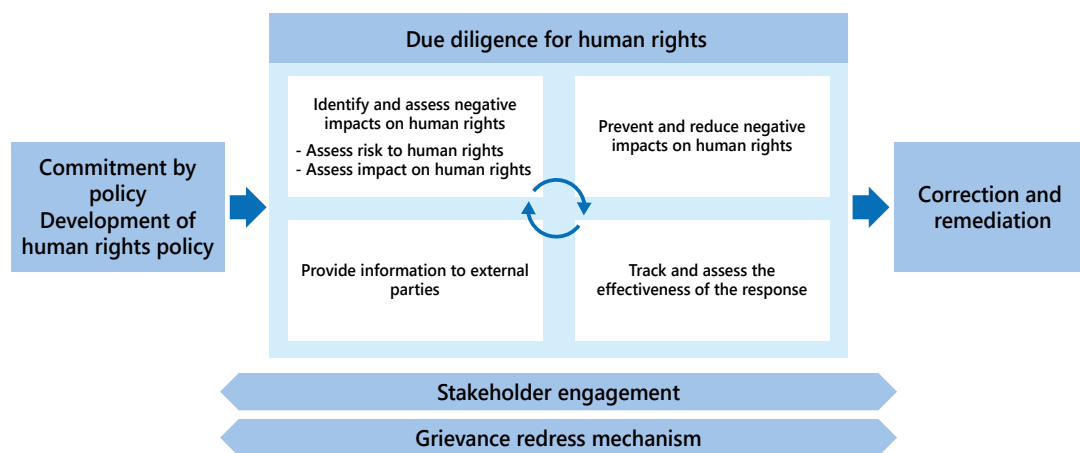
Respect for human rights in the Anritsu Group is the responsibility of the Group CEO, under the supervision of the Board of Directors, with each responsible officer promoting relevant issues. The Corporate Ethics Promotion Committee, chaired by the Chief Compliance Officer, consolidates the status and challenges of specific efforts to address human rights issues, and reports annually to the Board of Directors on the state of ethics and legal compliance within the Anritsu Group.



Activities and Achievements

Promoting Due Diligence for Human Rights

Anritsu Group established the Anritsu Group Human Rights Policy in December 2022 in order to fulfill its responsibility to respect human rights as required of companies by the UN Guiding Principles on Business and Human Rights. We are now working to establish and continuously operate a human rights due diligence mechanism to identify and assess the possible negative impacts of our business activities on human rights, and to further explain how to prevent, mitigate, and address them. We have also prepared a grievance system for a wide range of stakeholders and have a system in place to address remedies for infringements on individual human rights that have not been identified.



■ Identifying, Analyzing, and Assessing Negative Impacts on Human Rights

From January to May 2023, a human rights risk assessment was conducted with the cooperation of the NPO Caux Round Table (CRT) Japan as the first step in a human rights due diligence process to identify risks to human rights in order to determine which human rights issues to prioritize in the future. The human rights risk assessment was conducted through a desktop survey based on country risk information from CRT Japan's global human rights risk database and business information from Anritsu, including sales, procurement, and number of employees, as well as workshops conducted by Anritsu and CRT Japan members.

Scope of Human Rights Risk Assessment

- **Countries/Regions: The following 24 countries/regions where Anritsu Group has business sites**
Japan, Brazil, Canada, Mexico, USA, Austria, Denmark, France, Germany, Italy, Netherlands, Romania, Slovakia, Sweden, UK, Australia, China, India, Korea, Philippines, Singapore, Taiwan, Thailand, Vietnam
- **Business: All Anritsu Group businesses**
Communication measurement business, PQA business, environmental measurement business, sensing & devices business

Human Rights Risk Assessment Axis

- **Rights holders (parties whose human rights might be negatively affected)**
 - Workers and employees (corporate group, suppliers, business partners)
 - Consumers and users of products and services
 - Community residents, general public
- **Human rights indicators: Of the human rights listed in the international norms, the following 21 human rights indicators closely related to business**
Fair wages (living wage, equal pay), Working hours, Discriminatory practices, Occupational health and safety, Freedom of association and the right to collective bargaining, Forced labor, Child labor, Rights of young workers, Migrant workers' rights, Modern-day slavery, Human trafficking, Land and residential rights, Security practices, Indigenous and minority rights, Minority rights, Rights of sexual minorities, Women's rights, Right to privacy, Freedom of expression, Access to remediation, Complicity in human rights violations (overall human rights indicators)
- **Value chain**
Evaluate each stage of the business process and the extent to which impacts occur
 - Business processes: Development - Procurement - Manufacturing - Distribution - Sales - Use - Disposal
 - Extent to which impacts will occur
 - Suppliers and other business partners, corporate group
 - Users of products and services

Identifying Risks to Human Rights to be Prepared For

We have identified risks to human rights to be prepared for, based on the risks in the countries and regions where our business bases are located and the risks associated with our business.

Country risk assessment + Business risk assessment → Identification of risks to human rights to be prepared for

● Country risk assessment

Risks to human rights by country and human rights indicators were assessed on a scale of 1 to 4 based on the global human rights risk database for 24 countries and regions where Anritsu Group has business sites. Of the 24 countries/regions covered, the following 7 countries/regions have a high level of risk to human rights (risk level 3 or higher): Brazil, Mexico, China, India, Philippines, Thailand, Vietnam

● Business risk assessment

- Of the 7 countries with a high level of risk, the following 4 countries with a large scale of business in terms of sales, procurement, and number of employees* were identified as countries with risks to human rights to be prepared for: China, India, Thailand, and the Philippines.
- Human rights risks related to workers and employees and human rights risks related to the supply chain were evaluated based on employee-related and procurement-related breakdown data for the 4 countries listed above. In addition, human rights risks related to product complicity were also assessed.
- Anritsu Group companies in Japan assessed the risks to human rights related to foreign workers.
- When assessing business risks, we consider the [stakeholder engagement program "Human Rights Issues by Sector"](#) sponsored by CRT Japan.

*Countries where sales, procurement, or number of employees exceed 1% of the total

● Workshops

We held a workshop with members of relevant internal departments on human rights issues to identify specific human rights risk factors related to our business and to organize the status of our management.

● Risks to human rights to be prepared for

Based on the country risk assessment and business risk assessment conducted through the desktop survey and workshops, the following 5 risks to human rights were identified as a result of assessment based on three axes: rights holders, human rights indicators, and value chain.

- Human rights violations in the supply chain of parts and equipment suppliers
- Use of products for other purposes at the stage of use or disposal
- Human rights violations against foreign workers
- Lack of diversity acceptance in the workplace
- Insufficient response to changes in the work environment and work style

Human Rights Issues to be Prioritized in the Future

The Risk Management Department and relevant risk owners evaluated the risks to human rights identified from the human rights risk assessment from the perspective of their impact on human rights and their relevance to the company.

As a result, the following 3 human rights issues were identified as priorities to be addressed in the future. An overview of each issue, the affected rights holders, the relevant human rights indicators, the applicable value chain, and the actions taken to prevent and mitigate are listed below.

■ Issue 1: Promote working environment surveys of parts and equipment suppliers

• Overview of human rights issues

From the business risk assessment, we additionally investigated the status of respect for human rights of suppliers with respect to production sites in China and Thailand, where the risk to human rights is high and the procurement volume is large. Although no overt risks to human rights were identified in this survey, the assessment indicated a need to be prepared for risks such as child labor and forced labor at mining and refining sites and manufacturing sites in the supply chain of these sites. Therefore, these sites were identified as a priority human rights issues to be addressed in the future.

• Rights holders affected

Workers at suppliers

• Related human rights indicators

Forced labor, child labor, modern-day slavery, human trafficking, complicity in human rights violations (might relate to various human rights indicators)

• Applicable value chain

Supply chain (procurement) primarily related to conflict minerals and countries with a high level of risk to human rights

• Actions to prevent and mitigate risk

In the past, our major production sites have developed CSR procurement initiatives, including respect for human rights, for all suppliers with whom we have done business in recent years. We will expand these efforts to our production sites, which have been identified as an issue this time, and incorporate procedures for managing and confirming human rights into our procurement process to prevent risks from materializing. In addition, we will implement a grievance system that can address a wide range of stakeholders, including suppliers. If complicity in human rights violations should occur, this system will allow a prompt response to be taken.

■ Issue 2: Acceptance of diversity in the workplace

- Overview of human rights issues
With the global trend towards diversity acceptance, laws and regulations against discrimination and harassment and social criticism are becoming increasingly severe. From the perspective of communication gaps for foreign employees, responses to LGBTQ people, and the establishment of a system that respects and accepts differences in beliefs and religious values, this issue has been assessed as a risk to human rights that should be prepared for, and has been designated as a human rights issue that will be prioritized in the future.
- Rights holders affected
Corporate group employees
- Related human rights indicators
Discriminatory practices, migrant workers' rights, minority rights, rights of sexual minorities, women's rights, access to remediation
- Applicable value chain
Overall operations of the corporate group (development - procurement - manufacturing - distribution - sales)
- Actions to prevent and mitigate risk
To date, we have promoted initiatives to embrace diversity, including human rights training by job level, training on anger management and unconscious bias, lectures on LGBTQ themes, LGBTQ-responsive consultation services, and multipurpose restrooms. In addition to our efforts to date, we intend to expand our policy and management system globally, conduct training and lectures on the themes of non-discrimination and diversity acceptance, including from an international perspective, and develop an accessible grievance mechanism.

■ Issue 3: Response to changes in the work environment and work style

- Overview of human rights issues
In recent years, while Japanese companies have been seeking more flexible work styles through the spread of remote work and the expansion of support systems for balancing work and family life, there have been reports of cases in which the traditional rigid work system has contributed to unpaid overtime work and uneven workloads. Long working hours, in addition to being a direct cause of health problems and mental illness, are also related to the issues of fair wages and equal pay for work of equal value in the form of work without adequate remuneration. Therefore, the need to prepare for risks to human rights regarding responses to changes in the working environment and work styles was evaluated as a priority human rights issue to be addressed in the future.
- Rights holders affected
Corporate group employees
- Related human rights indicators
Working hours, occupational health and safety, fair wages, discriminatory practices
- Applicable value chain
Overall operations of the corporate group (development - procurement - manufacturing - distribution - sales)
- Actions to prevent and mitigate risk
To date, efforts have been made to curb long overtime work and unpaid overtime work by sending out messages from top management regarding work style reform, monitoring overtime work, and conducting special health checkups for employees who work long hours. In addition to our past efforts, we will continue to engage with our employees while supporting their "desire to achieve personal growth and contribute to business and society" by increasing their discretionary authority to further improve their job satisfaction and respond to changes in the work environment and work style.

■ Human Rights Risks in Risk Management

Human rights risks should be viewed from the perspective of stakeholders, but they can also be derived from corporate risks. For risk management in the Anritsu Group, human rights risks are addressed as being included in all seven categories.

Risk Management

Dissemination of Guidelines on Respect for Human Rights

The Anritsu Group published its Human Rights Policy on our website, and has used internal newsletters and case studies to improve understanding of respect for human rights among employees. We explained our human rights policy and initiatives for respecting human rights to suppliers at information exchange meetings and requested their understanding and endorsement. During the Corporate Ethics Promotion and Enhancement Week held every April, Anritsu Group conducts an e-learning course on the Anritsu Group Code of Conduct, which sets forth guidelines for actions to be taken by all employees, including respect for human rights, and requires employees to submit a written statement pledging their compliance with the code. The submission rate for FY2024 was 100% for the domestic group and 100% for overseas groups.

Percentage of "Anritsu Group Code of Conduct" statements submitted

Units: %

	FY2021	FY2022	FY2023	FY2024
Domestic group	99.8	100.0	100.0	100.0
Overseas groups	100.0	99.4	100.0	100.0

Conducting awareness activities

■ Level-specific training

Training is provided annually for new employees and newly appointed managers of the domestic group, and provides an opportunity to consider the importance of respect for human rights.

Results of Level-Specific Training

Eligibility	Subject	Tabulation Category	FY2021	FY2022	FY2023	FY2024
New employees	Human rights, diversity	Number of participants	52	52	55	41
		Attendance rate (%)	100.0	100.0	100.0	100.0
New managers	Promotion of labor management, human rights, and diversity	Number of participants	26	20	18	24
		Attendance rate (%)	100.0	100.0	100.0	100.0

■ Raising Employee Awareness

The domestic group has undertaken the following activities in FY2024 under the themes of "promoting understanding of diverse sexual orientations" and "eliminating harassment."

〈E-learning on the introduction of the same-sex partnership system〉

An e-learning program was conducted to explain the same-sex partnership system, and to teach about precautions regarding coming out and outing.

〈Release of the "Anritsu Guidebook for Understanding and Acting on Diverse Sexualities"〉

To coincide with the introduction of the same-sex partnership system, we have produced and published a guidebook summarizing key points about foundational knowledge regarding diverse sexual orientations and preferred behaviors.

〈Implementation of video training: "Basic Knowledge for Preventing Power Harassment"〉

We conducted video training aimed at eliminating power harassment. We incorporated several case study videos combined with Q&A sessions to enhance understanding.

The case studies clearly illustrated the difference between power harassment and appropriate guidance, presenting examples of conduct that could constitute power harassment alongside examples of firm educational guidance.

■ Human Rights Awareness Month

The domestic group designated December 2024 as "Human Rights Awareness Month" and implemented the following initiatives.

〈Lecture: "Fundamentals of Refugee Issues and the Role of the United Nations High Commissioner for Refugees (UNHCR)"〉

A video lecture on the increasing number of refugees in recent years was conducted by Rika Hakozaiki, who works for UNHCR in Geneva.

〈ALLY Gathering〉

We hosted an event featuring Ayato Sakuragi of DIVERSITY STYLE to discuss sexual diversity.

〈SDGs case study: Microaggressions Hidden in Everyday Life〉

We introduced a case study on microaggressions (unintentional contemptuous or demeaning words or actions) in the workplace.

Establishing a System for Handling Complaints

Anritsu introduced a new inquiry form on its website for all stakeholders to consult and file complaints regarding human rights in order to establish a grievance system as set forth in the Group Human Rights Policy. Complaints and reports can be made anonymously, and we will ensure confidentiality and protection of the interests of all concerned.

We are striving to prevent human rights violations by establishing a system that allows a quick response against risks to human rights. There were five inquiries in FY2024. One of these inquiries concerned harassment within the group, and the Legal Department took the lead in handling it appropriately. There were no other matters related to human rights that the Anritsu Group determined required action.

[Inquiry Form Regarding Human Rights](#)

Human Rights Issues in the Supply Chain

Through its Anritsu Basic Rules for Procurement and the Anritsu Group CSR Procurement Guidelines, the Anritsu Group asks suppliers to respect human rights, including responsible mineral procurement and compliance with the Modern Slavery Act. We conduct CSR procurement surveys to check the status of each company and to identify risks in our supply chain. In FY2024, we focused on expanding surveys to include Takasago and the PQA business, including their overseas production sites. On-site investigations were conducted at a total of 10 companies located in Japan, China, and Thailand. No significant risks were identified in relation to human rights, labor practices, or health and safety at any of the sites. These findings are disclosed in

statements corresponding to the "UK Modern Slavery Act" and the "Australian Modern Slavery Act."

Supply Chain Management

Freedom of Association and the Right to Collective Bargaining

The Anritsu Group has a human rights policy stating that it supports and respects "the freedom of association and the effective recognition of the right to collective bargaining." At Anritsu, Anritsu Customer Support, Anritsu Infivis, Anritsu Devices, and Takasago, labor unions have been formed by employees, and formal labor agreements have been concluded regarding working conditions. The labor union memberships are made up of regular employees (excluding managers). In order to build sound labor-management relations, representatives from both the companies and the labor unions engage in regular dialogue. Issues raised will be addressed through individual labor-management negotiations and consultations.

Even at group companies where a labor union has not been formed, friendly labor-management relations are being built through regular consultations between company representatives and labor representatives.

Percentage of Labor Unions Organized in the Five Domestic Group Companies

As of the end of March 2025

Company Name	Union Members	Regular Employees	Union Organization Rate* ¹ (%)
Anritsu* ²	1,491	1,855	80.4
Anritsu Customer Support	53	63	84.1
Anritsu Infivis	78	87	89.7
Anritsu Devices	34	35	97.1
Takasago	147	192	76.6

*¹ Labor union organization rate = number of union members ÷ number of regular employees (Regular employees include managers.)

*² For non-union employees who are not covered by the collective agreement, the working conditions are defined in the work rules.

Management of Fair Wages

The Anritsu Group stipulates fair wages, benefits, bonuses, retirement allowances, etc. in its work rules in accordance with labor-related laws and regulations in each country and labor-management agreements. We comply with all wage-related laws and regulations in each country, including minimum wages, statutory benefits, and overtime, and pay wages directly to employees at set periods, with notifications provided via pay slips. The Domestic Group sets the same starting wages for men and women, which are sufficiently high compared to the minimum wages in all regions of the country in accordance with the law that establishes minimum wages. In addition to considering employees' abilities, achievements, and company performance when setting wages, recent price increases are also taken into account when giving pay raises, so that wages are set at a level that allows employees to maintain their standard of living.

Responding to the Modern Slavery Act

UK/Australian Modern Slavery Statement (ANRITSU CORPORATION, Anritsu EMEA GmbH, Anritsu EMEA Limited and Anritsu Proprietary Ltd.)

*With the enactment of the Australian Modern Slavery Act, we have adopted a uniform statement format that satisfies the laws and regulations of both the UK and Australia from 2020.

- Modern Slavery Statement
 - [2025 \(PDF\)](#)
 - [2024 \(PDF\)](#)
 - [2023 \(PDF\)](#)
 - [2022 \(PDF\)](#)
 - [2021 \(PDF\)](#)
 - [2020 \(PDF\)](#)
- Anritsu Group Statement on "Modern Slavery" (provisional translation)
 - [2025 \(PDF\)](#)
 - [2024 \(PDF\)](#)
 - [2023 \(PDF\)](#)
 - [2022 \(PDF\)](#)
 - [2021 \(PDF\)](#)
 - [2020 \(PDF\)](#)

The UK Modern Slavery Act (ANRITSU CORPORATION, Anritsu EMEA Limited)

- Anritsu Group - Modern Slavery Statement
 - [2019 \(PDF\)](#)
 - [2018 \(PDF\)](#)
 - [2017 \(PDF\)](#)
 - [2016 \(PDF\)](#)
- Anritsu Group Statement on "Modern Slavery" (provisional translation)
 - [2019 \(PDF\)](#)
 - [2018 \(PDF\)](#)
 - [2017 \(PDF\)](#)
 - [2016 \(PDF\)](#)
- Anritsu EMEA Limited - Slavery and Human Trafficking Statement
 - [2019 \(PDF\)](#)
 - [2018 \(PDF\)](#)
 - [2017 \(PDF\)](#)
 - [2016 \(PDF\)](#)

California Transparency in Supply Chains Act (Anritsu Company)

- [Anritsu Company Policy Statement \(PDF\)](#)

Promoting Diversity

Policy

The Anritsu Group has made "promoting diversity" a materiality, and is promoting a corporate culture in which diverse human resources can demonstrate their abilities in their own unique ways of working.

We practice a policy of promoting diversity in human resources, which states that "diverse employees with diverse values and ways of thinking will come together to create new value by leveraging diverse perspectives and strengths." Under our human rights policy that supports and respects the elimination of discrimination in employment and occupation, we prohibit any discrimination based on race, nationality, gender, age, work philosophy, religion, sexual orientation, gender identity, gender expression, or physical or mental disability.

System

The Chief Human Resource and Administration Officer is responsible for decision-making regarding the promotion of diversity in human resources, human resource development, and the creation of a comfortable work environment within the Anritsu Group.

The officer discusses and deliberates with the Management Strategy Conference and the Board of Directors the formulation, implementation, and progress of the Mid-Term Business Plan (GLP) regarding the human resources strategy, the status of employees and the organization, and the results of engagement surveys.

At the annual information exchange meeting between the responsible officer of each division and the Human Resource and Administration Department, opinions and information collected in cooperation with the human resource managers of each business department are used to plan and implement measures to promote diversity, develop human resources, and create a comfortable work environment.

Target

Mid-Term Business Plan "GLP2026"

Subject	Target	Results for FY2024
Promotion of diversity management	Advancement of women: A proportion of women in management positions of 15% or more (consolidated)	12.0%※
	Promote employment of people with disabilities: Achieve the legally mandated employment rate of 2.7% through job development	2.9%
Realization of a fulfilling and rewarding work environment	Positive response rate for job satisfaction in employee satisfaction survey: 80% or more	72%

* The actual achievement as of April 1, 2025, was 12.3%.

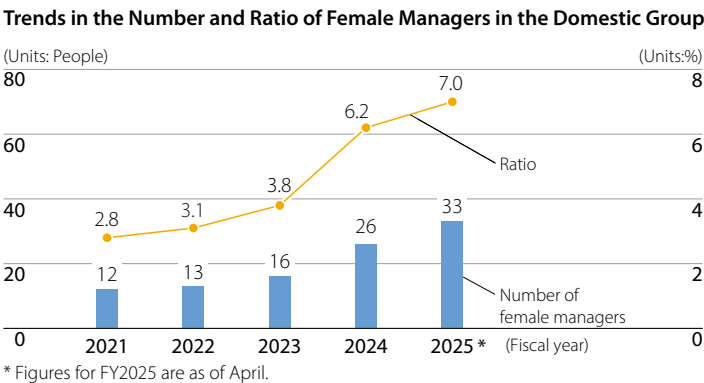
Recruiting a Diverse Range of Human Resources

The Anritsu Group employs a diverse workforce based on the concept of diversity & inclusion. The Hiring Committee, chaired by the Chief Human Resource and Administration Officer at Anritsu, deliberates on hiring policies and implementation plans, and works to secure the human resources required through discussions with directors and managers in the business divisions.

Activities and Achievements

Promotion of Women's Advancement

As one of its sustainability goals, the Anritsu Group has set a target of achieving a 15% ratio of female managers. As of the end of FY2024, the progress reached 12.0%. Since FY2021, we have also been actively recruiting experienced personnel as candidates for female management positions. As part of our efforts to improve the working environment, we have introduced a new management course that allows employees to work according to their life stage and lifestyle, and expanding the number of teleworking days during pregnancy, childbirth, and childcare. As a result, 6 women—accounting for 19.4% of the 31 employees promoted to managerial positions in April 2025 were appointed as managers. As of April 2025, the percentage of women in management positions was 12.3% across the Anritsu Group and 7.0% within the Domestic Group. Anritsu was awarded the highest level (three stars) of the "Eruboshi" certification in March 2023, recognizing the company as an outstanding organization in promoting women's participation in the workplace.



Promotion of Activities by Aging Employees

Since Anritsu believes that it is important to utilize and promote the activities of aging employees who have a wealth of experience, knowledge, and skills, we raised the retirement age from 60 to 65 in 2022. Moreover, we introduced an employment extension program in which employees can continue working until turning 70, thereby meeting the request pursuant to the Act on Stabilization of Employment of Elderly Persons for striving to provide employment opportunities for those up to 70 years old. We have also introduced a system that allows employees aged 60 and over to choose the number of days they work and the hours they work according to their age. We are working to create an environment in which every employee can work long and actively according to their life and career plans.

Promote employment of people with disabilities

In FY2021, Anritsu established Hapi Sma, which is mainly engaged in manufacturing soap, to support social participation and economic independence for people with disabilities. The company was certified by the Minister of Health, Labor and Welfare as a special subsidiary under the "Act to Facilitate the Employment of Persons with Disabilities." In order to create more employment opportunities, in FY2023 Hapi Sma started a cleaning business for facilities owned by Anritsu. As of the end of March 2025, 19 people with disabilities were working there. Anritsu is also promoting job development and employment. Two employees have been certified as company-employed job coaches to help employees with disabilities adapt and settle in the workplace, in order to create a comfortable working environment. The combined employment rate of people with disabilities at Hapi Sma and Anritsu was 2.91% at the end of FY2024, the statutory employment rate target of 2.7% has been surpassed.



Hiring Experienced Workers

Anritsu is actively recruiting experienced personnel in order to acquire human resources who can expand business areas and develop new businesses, as well as those with diverse perspectives and values. Our target is for 30% of new hires each year to be experienced workers. The percentage of experienced personnel hired in FY2024 was 37.8%.

Activities of Foreign Employees

Anritsu is engaged in recruitment activities that do not discriminate on the basis of nationality, and also accepts transfers from overseas group companies. As of the end of March 2025, 47 foreign employees were working at the company. In April 2025, 1 foreign employee was promoted to management positions, bringing the total number of foreign managers to 5.

The Overseas Group hires personnel at their own discretion. Of the 1,566 employees in the Overseas Group as of the end of March 2025, 1,536 were hired locally, excluding the 30 employees transferred from Japan. The Domestic Group does not hire technical intern trainees.

Initiatives to address priority issues

Anritsu Group is strengthening its efforts to address sexual minorities (so-called LGBTQ) with regard to "acceptance of diversity in the workplace," one of the human rights issues to be prioritized in the future, which was identified through the human rights risk assessment.

The Anritsu Group has been promoting diversity acceptance initiatives to date, including human rights training, anger management and unconscious bias training, holding lectures on LGBTQ themes, and installing LGBTQ-responsive consultation offices and multipurpose restrooms. Beginning in FY2024, the following main initiatives are being undertaken.

Participation in Tokyo Pride 2025

The domestic group has been participating in events organized by Tokyo Rainbow Pride since 2023.

Tokyo Pride 2025 was held in June under the theme "Same Life, Same Rights."

In the fine summer weather before the onset of the rainy season, about 50 domestic group employees and their families gathered to enjoy the "Pride Festival," one of the main attractions of the event.



<Participant Questionnaire>

- I gained an understanding of the various initiatives different companies are undertaking to promote LGBTQ awareness.
- I witnessed the participation of many different people and experienced diversity firsthand.
- Just by going to the venue and participating, I think you'll gain various insights.
- It was an event that made you want to support not just LGBTQ+, but everyone living authentically, embracing differences, and enjoying life together.
- I wish more families would participate. It is a good event for children to learn and think about minorities.
- Without some new twist that makes people want to come back next year, I don't think the event will last very long.

Initiatives to expand the ALLY

■ Distribution of ALLY Merchandise

Anritsu Group has launched the "We are ALLY!" registration website to make it easier for LGBTQ people to identify with ALLY in order to create the work environment where they can work and consult easily.

As of July 30, 2025, there are 426 registered members, and ALLY goods such as neck straps and PC virtual backgrounds are distributed to those who wish to join.

In March 2025, we prepared new ALLY merchandise: mobile clean stickers (MC stickers). We will distribute them to participants of ALLY gatherings in the future.



■ ALLY Gathering

In FY2024, the domestic group launched an internal exchange event with the cooperation of Ayato Sakuragi of Diversity Style. The following three gatherings were held to promote understanding of LGBTQ issues and to create a workplace where everyone can work comfortably.



1st session (September 2024)

The session was conducted in a lunch meeting format, where we shared insights on the ALLY mindset and approach through a free-flowing conversation with Mr. Sakuragi. Participants engaged in a frank exchange of opinions, which provided an opportunity to deepen their understanding of each other.



2nd session (December 2024)

The meeting was held in the form of a social gathering after regular working hours. An LGBTQ quiz was held, with teams competing against each other. Participants actively cooperated and interacted with each other, making it a place where they could learn while having fun.



3rd session (February 2025)

Mr. Sakuragi gave a lecture, "Embracing Diversity: Toward a Society Where Everyone Can Live Comfortably." In addition to basic knowledge about LGBTQ issues, we received explanations on important themes such as "coming out" and "outing," accompanied by specific examples. Furthermore, by sharing his personal experiences, he spoke about his struggles faced as a sexual minority and how he engages with society, providing a valuable opportunity to deepen understanding and empathy.

Following the lecture, a networking reception was held, further expanding dialogue among participants. Mr. Sakuragi expressed his desire to continue collaborating with Anritsu to enhance understanding with the local community.

Introduction of same-sex partnership system

Anritsu introduced a same-sex partnership system in October 2024 as a temporary measure until national legislation is established.

For those parts of Anritsu's own policies that are not subject to legal restrictions, such as vacation time, benefits, and welfare-related matters, same-sex partners and their children and families are treated the same as spouses.

Key items for expanding the scope of application following the introduction of the same-sex partnership system

Classification	Details
Work system-related	Special leave (bereavement, marriage, spouse's childbirth, transfer) Support leave (for family nursing/caregiving purposes, child immunizations, child school events) Child nursing leave, nursing care leave Expansion of remote work days for childcare/nursing care purposes, shortened working hours for employees with childcare/nursing responsibilities Childcare leave at birth (postnatal father childcare leave), childcare leave, nursing care leave Leave of absence (for the period accompanying spouse during job transfer)
Transfer-related	Domestic transfers (company housing, travel expenses for transfers, separation allowance, travel expenses for returning home) Overseas assignment (company housing, travel expenses, pre-deployment local check, subsidy for purchase of privately-owned car, pre-deployment language training, child education allowance, subsidy for language acquisition)
Welfare benefits-related*	Congratulatory gifts (marriage, birth of a child, child's school enrollment, marriage of a child) Condolence money for family injuries and illnesses Special nursing care leave subsidy Subsidy for fertility treatments
Other	Participation in company-wide events sponsored by the Anritsu Friendship Association Use of Anritsu Health Insurance Union recreational facilities

* Benefits-related congratulatory payments, subsidies, etc. will be provided by Anritsu Mutual Aid Society.

Support for Business for Marriage Equality

Since December 2023, the Anritsu Group has expressed its support Business for Marriage Equality (BME), a campaign by three non-profit organizations in Japan to raise awareness of companies that support marriage equality (legalization of same-sex marriage). Marriage For All Japan (MFAJ), the Lawyers Network for LGBT and Allies (LLAN), and Rainbow-colored Diversity, a certified non-profit organization, jointly manage the campaign and are calling for companies to support it. As of July 30, 2025, 649 companies and organizations have expressed their support.



Achieved the highest rank of certification, "Gold," in the PRIDE Index 2024.



On November 14, 2024, Anritsu received Gold certification, the highest rank, in the PRIDE Index 2024 established by "work with Pride."

The PRIDE Index is the first LGBTQ+-related evaluation index in Japan, formulated by work with Pride in 2016 to create workplaces in Japan where sexual minorities such as LGBTQ+ can work comfortably.

It consists of five indicators: Policy (declaration of conduct), Representation (community of those involved), Inspiration (awareness-raising activities), Development (personnel systems and programs), and Engagement/Empowerment (social contributions and public relations activities). If a company meets the specified requirements within each indicator, it will be awarded a score, and the company or organization will be certified as Gold, Silver, or Bronze depending on the score.

We will continue to promote the creation of a corporate culture in which diverse human resources can "be themselves" and maximize their individuality and abilities in a way that suits their lifestyles. For details on the PRIDE indicators, please [click here](#). (Japanese only)

Sponsorship of Paralym Art

For the mission of "Creating a world where people with disabilities can fulfill their dreams through art," Paralym Art sells or loans out works of art created by persons with disabilities to support their financial independence and participation in social activities, and it is contributing to achieving the SDGs. Anritsu joined the association's sponsorship program in FY2021 to show support for this mission. In FY2025, under the theme of "Towards a Bright Future" we selected six from among several Paralym Art paintings to exhibit in our office, as part of our effort to support artists with disabilities achieve independence.

* Paralym Art is a social action business promoted by the general incorporated association of SHOUGAISHA JIRITSU SUISHIN KIKOU.

Human Resource Development

Policy

When expanding existing businesses and developing new business areas, it is essential to develop and motivate human resources who will serve as the foundation for the creation of new value. The Anritsu Group's human resource development policy is to "develop human resources who break down their own barriers and tackle new areas with curiosity, and who seek to solve social issues together with stakeholders and other companies." Under this policy, we are implementing measures that focus on creating an environment in which each employee can further hone his or her own strengths, break down barriers, voluntarily improve their skills, and grow together with the company.

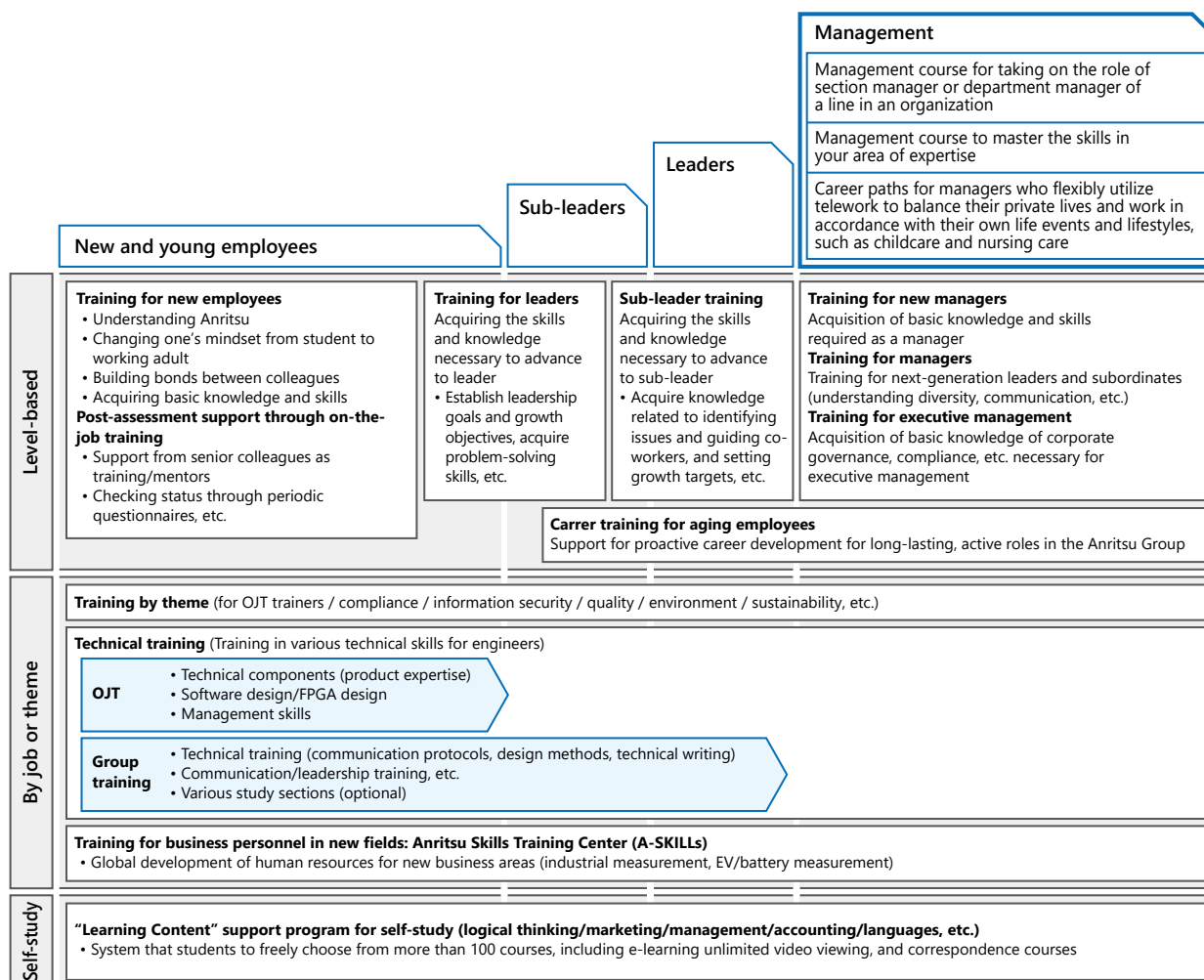
Activities and Achievements

Training Programs

The Domestic Group supports employees in independently performing their work and improving their skills through levelbased training aimed at step-by-step development with an awareness of career paths, job-specific and theme-specific training to acquire the skills and knowledge necessary for business, and self-study programs based on the concept of deciding for yourself, learning for yourself.

The following chart shows the overall career path and educational programs, including training provided to new and young employees as they advance in their careers to management positions, training available by job title and theme, and self-development programs.

Career Paths and Training Programs



Establishing the Anritsu Skills Training Center (A-SKILLS)

In April 2024, we launched the Anritsu Skills Training Center (A-SKILLS) with the aim of strengthening human resource development to expand our business in new fields. A-SKILLS is responsible for planning and implementing training to improve technical knowledge and sales skills related to EVs, batteries, and general-purpose measuring instruments, and aims to double the number of personnel in new business areas over a three-year period.

Training for New Employees

All new employees in the domestic group receive training on establishing the foundation for becoming workers who will lead the Anritsu Group to a higher level. Through lectures and group sessions, participants gain an understanding of Anritsu, as well as the actions and awareness necessary to work in an organization. They also acquire basic business skills so they will feel comfortable with the ability to effectively perform when assigned to the first job at Anritsu.

Training for Leaders

The Domestic Group conducts level-based training to develop leaders and subleaders who will run the Anritsu Group in the next generation. Participants will be given a 360-degree survey and assessment conducted during training to determine their skill level, set goals based on their strengths and challenges, and practice these goals in the workplace to help them achieve personal growth. We are also working to improve engagement through company policy training by the Group CEO and career path training by the Chief Human Resource and Administration Officer.

Career Training for Aging Employees

The Domestic Group conducts career training programs for employees in their 50s to support senior staff in remaining active and engaged for the long term. These programs encourage each individual to reflect on their strengths and consider their desired future roles and areas of contribution.

Training for Executive Management

We have established a next-generation management development program to nurture leaders who will be responsible for realizing our management vision. We have established the following five "executive management values" as guidelines for observing candidates: "resonance with and awareness of management vision and policies," "human skills," "strategic thinking and conceptual ability," "initiative, action, and logical thinking," and "high sense of ethics." Candidates are reviewed by the group CEO on a case-by-case basis and on a two-year cycle with respect to "executive management values," and are provided with on-the-job and off-the-job training in accordance with the content of the evaluation to gain experience to become executives.

Support Program for Self-Development

In the Domestic Group, to help employees develop skills on their own, we offer the "Learning Content" support program for self-study. Employees can choose from a wide variety of courses, such as business skills and languages. As an incentive, Anritsu will pay 60% of the course fee once the completion requirements are met. We offer a variety of course formats, including distance learning, e-learning, and commuting to outside schools, so that each student can choose the method that is easiest for them. In FY2024, a total of 493 participants in the domestic group took these courses.

Learning Content: Total Applications Submitted

Units: Applications

	FY2021	FY2022	FY2023	FY2024
Domestic Group	351	518	602	493
Anritsu	322	469	493	433

Training for Engineers

In FY2020, Anritsu launched a Young Software Engineer Training Program to foster engineers who are capable of developing a variety of products. In FY2024, we established a "Technical Education Department" in the Engineering Division, which is responsible for training measures to acquire new technologies such as AI utilization, company-wide rollout, and the introduction of reskilling measures. We conducted AI literacy training, with a total of 440 participants. In the future, the Technical Education Department will collaborate with the AI Promotion Office, which was established in April 2025, to formulate and promote strategies for developing human resources for AI utilization.

Training Time and Costs Related to the Development of Human Resources

	FY2022	FY2023	FY2024
Training hours	14.0	15.8	17.3
Cost (yen)	40,430	36,510	44,750

* Per Anritsu employee

Developing Global Human Resources

Equipping personnel with the capabilities to lead global projects is a priority for Anritsu. We believe such leaders must acquire advanced language skills as well as a global mindset and business-related skills. During new employee training, we have introduced a program to deepen understanding of crosscultural communication by providing courses on cross-cultural understanding and opportunities to actually interact with foreign national employees.

We also develop human resources through overseas postings, helping them to acquire international business skills and build up their network of contacts. We actively dispatch employees to work in the Overseas Group, not only in divisions that are developing overseas business, but also in corporate divisions, to work in collaboration with employees in the Overseas Group.

Spread of Sustainability

The Anritsu Group provides a variety of training programs to raise employee awareness of sustainability. In FY2024, we conducted training for domestic and overseas employees to promote understanding of sustainability management within the company.

Completion rate of E-learning related to Sustainability

Units: %

Target Area		FY2022	FY2023	FY2024
Domestic group		95.7	98.2	93.3
Overseas groups		79.4	83.9	90.9
	The Americas	57.5	71.7	85.2
	EMEA	80.7	76.5	87.3
	Asia and others	98.6	98.8	98.1

Creating a Comfortable Working Environment

Policy

The Anritsu Group has made "Work Style Reform" a key management strategy. We are promoting the creation of an environment in which a diverse range of employees can balance their private lives and work while increasing their productivity, based on the company's environmental improvement policy: "Developing systems and an environment that support both "making Anritsu a company where we can work comfortably and enjoy our lives with consideration for work-life balance" and "making Anritsu a company where labor productivity is high and work is rewarding."

We have also identified "responding to changes in the work environment and work style" as one of the priority human rights issues to be addressed going forward, and are promoting the creation of a comfortable working environment from the perspective of respecting human rights.

The collective labor agreement signed with the Anritsu labor union also stipulates necessary matters regarding working conditions, such as working hours, overtime, and various types of leave.

Activities and Achievements

Creating an Environment for Work-Life Balance

Anritsu Group has made "Work Style Reform" a key management strategy, aiming to enable each employee to work according to their lifestyle and improve productivity.

We are implementing measures to diversify work styles and career paths, such as introducing a teleworking system, increasing the number of teleworking days for childcare and nursing care, promoting the use of childcare leave by men, and establishing a new management track that enables flexible working arrangements tailored to life events.

In FY2024, we introduced a mid-workday flextime system and a system for taking paid leave on an hourly basis, creating a more flexible work environment for employees working while raising children or caring for family members.

We hold labor-management meetings through the Committee for Promoting Work-Life Balance on a timely basis to support the need to balance work with childbirth, childcare, and nursing care, and we are considering expanding the systems.

Childcare Support

Anritsu has formulated an action plan to support the development of the next generation in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children* and is working to realize this plan. During childbirth and childcare, we have built an environment in which employees can balance childcare and work by providing leave, leave of absence, and shortened working hour systems that exceed legal requirements. As a result of these efforts, in March 2025, we received Platinum Kurumin certification from the Minister of Health, Labour and Welfare as a company that supports child rearing. Platinum Kurumin is a program that recognizes companies among Kurumin-certified employers that demonstrate particularly outstanding initiatives.

As one of our key initiatives in recent years, we have set a goal of achieving a 100% childcare leave utilization rate among male employees, and have been actively working to foster a culture and environment that encourages men to take childcare leave. When an employee notifies us of an expected childbirth, our HR staff conducts an interview to explain available support systems and confirm their intention to take childcare leave. As a result of these efforts, the childcare leave utilization rate among male employees increased by 4.9 percentage points from the previous year, reaching 95.2% in FY2024.

* This law stipulates the responsibilities and requirements of the national government, local governments, public organizations, corporations, and citizens in order to create an environment in which the children of the next generation can grow up in good health.

Anritsu Corporation's Action Plan to Support Child-Rearing

(7th Stage: April 1, 2024 to March 31, 2027)

Target	Measures	Actions
Improve working conditions toward workstyle reform	Review and improve the workplace environment so employees have a better work-life balance	From April 2024: Considering and designing a flexible system that offers workstyle options (such as hourly use of paid leave)
Draw up, consider, and implement a plan for revising and reinforcing childcare systems	Cultivate a workplace culture in which employees feel free to take days off or leave for a better work-life balance	From April 2024: Promoting a workplace culture that is more supportive of male employees taking childcare leave

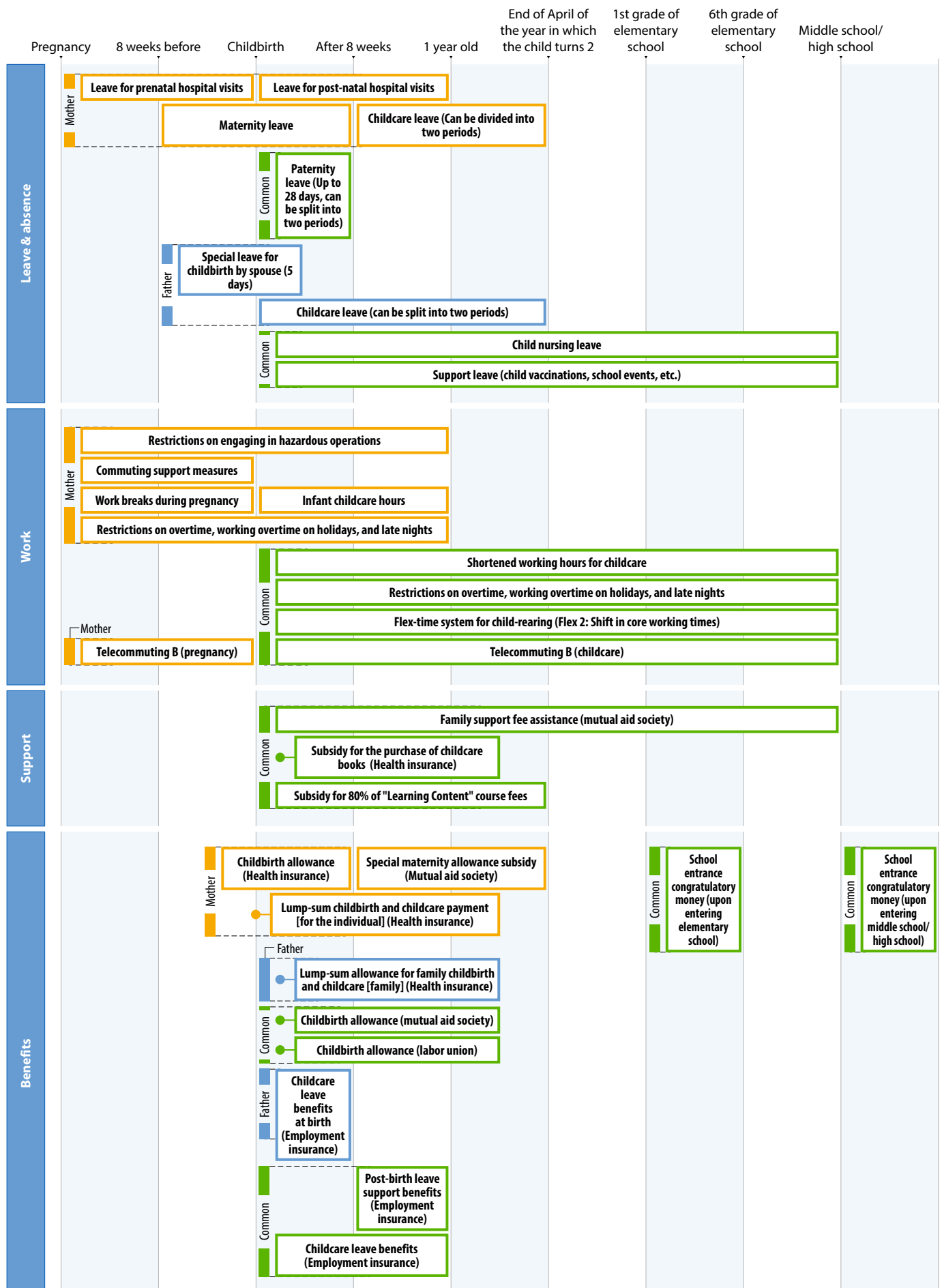
Anritsu Childcare Leave Results

	Gender	FY2021	FY2022	FY2023	FY2024
Total number of employees who have had children	Male	19	31	31	21
	Female	8	9	7	10
Total number of regular employees who have started childcare leave	Male	7	14	28	20
	Female	8	9	8	10
Rate of employees who took childcare leave*1*2 (%)	Male	36.8	45.2	90.3	95.2
	Female	100.0	100.0	114.3	100.0
Total number of regular employees who have returned to work after childcare leave	Male	7	12	23	26
	Female	8	5	9	5
Rate of regular employees who returned to work after childcare leave (%)	Male	100.0	100.0	100.0	100.0
	Female	100.0	100.0	100.0	83.3
Total number of regular employees who returned to work in the fiscal year before last and were still employed 12 months later	Male	2	4	7	11
	Female	4	7	8	5
One-year retention rate of regular employees who returned to work after childcare leave (%)	Male	100.0	100.0	100.0	91.7
	Female	100.0	100.0	100.0	100.0

*1 Rate of employees who took childcare leave: Total number of regular employees who started childcare leave ÷ Total number of regular employees who had children

*2 The rate is higher than 100% because the total number of regular employees who started childcare leave includes those who have had children during the previous fiscal year or earlier and started childcare leave during the current fiscal year, apart from those who have had children during the current fiscal year.

Parenting and Childcare Programs (As of April 1, 2025)



Optimization of Working Hours

Anritsu is actively promoting the reduction of overtime work through management-led initiatives, rigorously enforcing attendance management to optimize working hours. In FY2024, the average monthly overtime hours per employee in the domestic group was 9.3 hours, a 19% reduction from FY2022.

Participation in an Industry Group on Labor Standards

Anritsu participates in the Japan Employers' Federation of Electrical, Electronics & Information Industries, and uses information provided by the organization and exchanged with other members to review and improve working conditions. We also cooperate with the federation's policy recommendations to relevant governments and business associations.

Improving Employee Engagement

■ Engagement Surveys

In order to maximize the potential of each employee, it is important to increase engagement by improving satisfaction related to "workplace comfort" and "job satisfaction." The Domestic Group conducts an annual engagement survey of all employees to understand the current status and identify issues, and uses the results to consider measures that contribute to improving job satisfaction.

Results of Engagement Survey

Units: %

	FY2021	FY2022	FY2023	FY2024
Response rate	97.2	98.3	97.1	94.7
Satisfaction with the workplace	90.4	89.5	88.7	88.4
Satisfaction with work	75.0	71.9	71.1	71.8

* Satisfaction = Positive responses (ratio of those who are "Strongly agree" and "agree")

* The survey used a 4-point rating scale, which included the options 'disagree' and 'strongly disagree' in addition to the above items.

■ Role-Sharing Interviews/Self-Assessment Interviews

Anritsu conducts role-sharing interviews and self-assessment interviews between supervisors and subordinates with the aim of improving job satisfaction and supporting the independent career development of each employee.

Role-sharing interviews are held every six months to share departmental goals and expectations for members and their roles, as well as to review work performance. Self-assessment interviews are held once a year, and are a chance for employees to share their career plan with their supervisor. In addition, personnel evaluations are carried out regularly at all group companies, including overseas.

■ Employee Awards

The Anritsu Group has a variety of award programs. Each year, awards are presented to projects and teams that have made significant contributions to the company's performance, as well as to individuals who have served as role models for employees. In FY2024, awards were given for 2,682 employees in total. In preparation for the 2025 awards, we have introduced a framework that incorporates non-financial indicators into the evaluation criteria, enabling fair recognition of diverse contributions.

By creating opportunities to praise employees for their contributions to business performance, personal growth, and work performance, we aim to create an environment in which employees and the company can work together and grow together in a rewarding manner.

Category	Details	Results for FY2024	
		Number (Awards)	Number of Recipients
President's Award	Developing new markets, contributing to national projects	3	843
Performance-Related Awards	Outstanding contribution to business performance	19	—
Commendation for Achievement	Projects and individuals who have achieved particularly outstanding results	9	102
High Performer Award	Award for exemplary employee behavior and performance	103	104
High Performer of the Year	Particularly outstanding individual from among the High Performer Award recipients for the year	6	16
Patent-Related Awards	Performance related to attributed patents, utility models, and designs	275	598
AQU Innovation Award	Award for ingenious improvement ideas, results of business reform and improvement	325	966
Healthy and Safe Workplace Award	Particularly outstanding annual health and safety management activities	6	—
Long Service Award	Regular employees who have worked faithfully for many years	—	53

Health and Productivity Management

The Anritsu Group believes that the health of its employees is one of the most factors in contributing to the realization of a sustainable society through its business activities. Based on the idea that the source of corporate value is the health and vitality of each and every employee, the Anritsu Group Health and Productivity Management Policy brings together the Domestic Group and the Anritsu Health Insurance Union to maintain and improve the health of employees with the aim of achieving health and productivity management.

Our collective agreement with the Anritsu Labor Union sets forth certain matters concerning health and safety. More specifically, it stipulates that we, as the owner of the business, shall implement appropriate measures to ensure the safety of employees and maintain and improve the health of employees, establish the Occupational Safety and Health Committee and generate selection criteria for the committee; conduct educational programs on health while providing health checkups for employees, and restrict employees from engaging in dangerous or hazardous work.

[Click here for more information about Health and Safety](#)

Policy

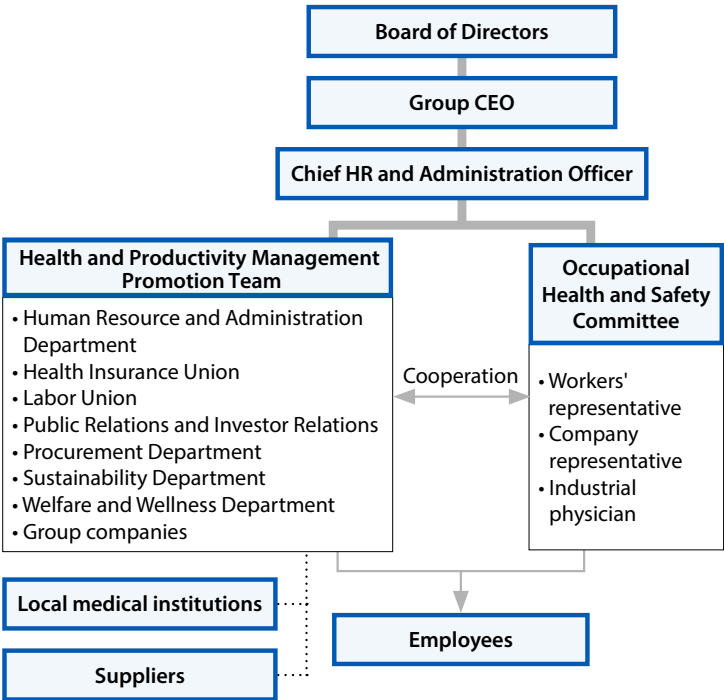
Anritsu Group Health and Productivity Management Policy

Anritsu Group believes our corporate value is founded on the ability of each employee to work to the best of their abilities and in good health. With the goals of creating an environment in which all employees have an interest in health, are aware of their own health challenges, and take measures on their own to maintain and improve their health, the Anritsu Group companies and the Anritsu Health Insurance Association work together to promote effective health and productivity management throughout the Group.

System

Anritsu's Board of Directors oversees the company's health and productivity management initiatives. Under the Group CEO, the Chief Human Resource and Administration Officer is responsible for promoting these initiatives throughout the Domestic Group. In daily activities, the cross-departmental Health and Productivity Management Promotion Team implements various measures in cooperation with the Occupational Health and Safety Committee. We promote health and productivity management by utilizing industrial counselors, building relationships with local medical institutions, and actively exchanging and sharing information with suppliers, as well as by building a collaborative system that includes external stakeholders. We report on measures and progress related to health and productivity management to the Board of Directors every month, and we are working to establish an appropriate supervisory and review system.

Health and Productivity Management



Target

Anritsu has established three key indicators for health and productivity management and is addressing each of these challenges. For each initiative, we set KPIs primarily benchmarked against the average data of participating companies in the health and productivity management program, with a focus on enhancing employee health.

Targets and Results of the Mid-Term Health and Productivity Management Plan

Mid-Term Health and Productivity Management Plan (Phase III: FY2024–2026) targets and results

<Goals to be achieved through health and productivity management>

By having domestic group employees take an interest in health and continuing to work autonomously to maintain and improve their health, we aim to achieve sustainable improvements in corporate value.

Indicators	KPI	Benchmark	Results for FY2023	Results for FY2024	FY2026 Targets
Indicators related to employees' performance	Absenteeism (leave rate) ⁽¹⁾	—	1.1%	1.1%	0.9% or less
	Presenteeism (productivity loss ratio) ⁽²⁾	—	—	22.0%	17% or less
	Work engagement (Satisfaction with work) ⁽³⁾	—	71.1%	71.8%	80% or greater
Indicators related to changes in awareness and behavior among employees	Percentage of patients with poorly controlled glucose metabolism (HbA1c 8.0 or higher)	1.3% ⁽⁴⁾	1.1%	1.0%	1.0% or less
	Ratio of employees at high risk of high blood pressure (Blood pressure 180/110 mmHg or higher)	1.7% ⁽⁴⁾	0.3%	0.1%	0.5% or less
	Ratio of employees with proper body weight (BMI from 18.5 to less than 25.0)	63.5% ⁽⁴⁾	65.1%	63.3%	70.0% or greater
	Ratio of employees who regularly exercise (Exercise at least twice a week, for at least 30 minutes each time)	23.5% ⁽⁴⁾	29.8%	31.2%	29.8% or greater
	Percentage of people who get sufficient rest through sleep	65.6% ⁽⁴⁾	63.7%	65.1%	66.0% or greater
	Percentage of habitual drinkers (Percentage of respondents who drink alcohol at least once a week and consume the equivalent of at least two cups of sake per day)	17.2% ⁽⁴⁾	18.0%	13.0%	—
	Smoking rate	25.6% ⁽⁴⁾	17.6%	17.6%	—
	Secondary examination attendance rate (ascertained from secondary examination response forms)	—	67.5%	68.4%	70%
	Ratio of employees experiencing high levels of stress	13.7% ⁽⁴⁾	8.2%	11.2%	—
Indicators regarding the status of health investment policy initiatives	Regular health checkup participation rate	—	100%	100%	100%
	Implementation rate of specific health guidance	—	12.6%	64.9%	—
	Ratio of stress check examinations	—	93.9%	97.6%	100%
	Walking event participation rate (pepup)	—	Approx. 10%	10.7%	—
	Participation rate in health lectures	—	26.7%	13.1%	—

* Some items do not include aggregate values for some locations.

(1) Absenteeism: Unable to come to work due to illness or poor health

Leave rate: Percentage of mental health absences of regular employees (new absentees in the fiscal year + continued absentees from before the current fiscal year)

(2) Presenteeism: A state in which an individual commutes to work while suffering from some illness or symptoms, resulting in reduced work performance and productivity.
Productivity loss ratio: Measured using the SPQ (Single-Item Presenteeism Question, University of Tokyo Single-Item Version) for all employees within the domestic group.
Measured from FY2024

(3) Satisfaction in the engagement survey for all domestic group employees

Satisfaction = Positive responses (ratio of those who are "Strongly agree" and "agree")

Survey ratings were made on a 4-point scale. In addition to the above responses, respondents could also choose "disagree" and "completely disagree."

(4) Average of companies participating in the Ministry of Economy, Trade and Industry's 2018 Health and Productivity Management Survey

Ongoing target indicators for health and productivity management

Target Indicator	Measurement Items (%)	FY2022	FY2023	FY2024	FY2025
Reduce absenteeism	Rate of sick leave ^{*1}	0.6	1.1	1.1	(Measuring)
	Mental health absence rate ^{*2}	0.5	0.5	0.8	(Measuring)
Reduce presenteeism	Productivity loss ratio	—	—	22.0	21.9
Improve work engagement	Satisfaction with work	71.9	71.1	71.8	(Measuring)

*1 Percentage of regular employees taking sick leave including due to mental health issues (new sick leave cases in the fiscal year + those on sick leave from before the current fiscal year)

*2 Percentage of mental health absences of regular employees (new absentees in the fiscal year + continued absentees from before the current fiscal year)

Activities

Anritsu clarifies management issues to be solved by health and productivity management, and formulates and implements a health and productivity management strategy map to realize these solutions.

Health and Productivity Management Strategy Map

Anritsu has created a "Health and Productivity Management Strategy Map" that outlines how employee health issues affect corporate productivity and sustainability. By using this map, we are able to clarify how health measures contribute to the achievement of management goals, allowing us to promote health in a more effective and strategic manner.

While strengthening the implementation framework that serves as the foundation, we will promote health and productivity management based on the three pillars of "physical health," "mental health," and "creating a comfortable working environment," in line with the evolution of health and productivity management.

Goals to be achieved through health and productivity management						
By having all employees take an interest in health and continuing to work autonomously to maintain and improve their health, we aim to achieve sustainable improvements in corporate value.						
Final target indicators related to health						
• Improved subjective sense of health • Reduced absenteeism • Reduced presenteeism • Enhanced work engagement						
Health investment			Effect of health investment		Final target indicators related to health	Goals to be achieved through health and productivity management
			Indicators regarding the status of health investment policy initiatives	Indicators related to changes in awareness and behavior among employees		
Physical Health	Promoting healthy behavior through the use of health checkups	Health checkup Health guidance	Health checkup participation rate and findings rate Health guidance implementation rate	Percentage of healthy lifestyle practices Cancer screening participation rate and results utilization rate Percentage of employees who can use health information (health literacy) Body self-care practice rate	▶ Improved subjective sense of health ▶ Reduced absenteeism ▶ Reduced presenteeism ▶ Enhanced work engagement	By having all employees take an interest in health and continuing to work autonomously to maintain and improve their health, we aim to achieve sustainable improvements in corporate value.
	Cancer control measures	Cancer screening	Cancer education participation rate			
	Health promotion activities	Health education and health lectures Health events Health apps Health telephone counseling Physical health consultation	Participation rate in health education and health lectures Health event participation rate Health app event participation rate Awareness of consultation services Number of consultations			
Mental health	Mental health measures	Mental health consultation	Awareness of consultation services Number of consultations	Percentage of counseling sessions with highly stressed persons Mental health self-care implementation rate		
		Health interviews for 1st to 3rd year employees	Percentage of health interviews conducted			
		Stress check	Ratio of stress check examinations Ratio of employees experiencing high levels of stress			
		Refresh dialogue	Number of refresh dialogues conducted			
		Mental health training	Mental health training participation rate			
Creating a comfortable working environment	Improving the workplace environment	Use of group analysis results Industrial physician workplace inspection	Number of workplace improvement activities Number of workplace inspections	Number of workers injured in falls Percentage of individuals at high risk of falls		
	Response to infectious diseases	Influenza Mass vaccination	Influenza vaccination coverage Percentage of leave related to infectious diseases	Infection control status in the workplace		
	Measures to prevent falling accidents	Exercise	Exercise implementation rate	Employee awareness of smoking cessation measures		
	Measures to prevent passive smoking	Status of smoking ban during work hours				
	Support for the active engagement of diverse talent	Various health seminars	Participation rate in various health seminars			
	Women's health support			Rate of self-care implementation for women's health		
	Support for balancing treatment and work Health support for seniors Support for balancing work with childcare and nursing care Health support for the employment of persons with disabilities Health support for foreign employees			Promotion of diverse human resources and understanding in the workplace		
	Efforts to improve productivity		Appropriate working hours and work style	Status of efficient business execution and proper working hour management		

■ Specific health and productivity management initiatives

<Health checkups and measures against lifestyle-related diseases>

1. Health checkups, various health promotion activities
 - Implementation of tests that go beyond the legally required items in regular health checkups
 - Implementation of special, employment, and overseas assignment health checks
 - Implementation of group dental checkups and checkups for female-specific diseases
 - Follow-up on various health checkup results
 - Individual interviews with high-risk individuals
 - Addressing individuals at high risk for lifestyle diseases by promoting medical examinations of those eligible for detailed examinations
 - Raising health awareness through health events and seminars
2. Measures for mental health challenges
 - Prevention of potential health problems through implementation of stress checks and follow-up using various data
 - Questionnaire screening, interviews by industrial physicians, and health maintenance measures for employees working significant amounts of overtime
 - Mental healthcare training and counseling for managers
3. Employee engagement improvement initiatives
 - Visualization of work styles and analysis of stress check results
 - Promotion of efficient work styles by encouraging employees to take leave and correct long working hours
4. Establish a safe and secure workplace and system
 - Introduction of systems to support work-life balance and promote diversity
 - Promotion of infectious disease countermeasures, formulation of Business Continuity Plan

Through these efforts, the domestic group is working to reduce employee health risks, increase engagement, and create a safe and secure work environment.

In FY2024, we added a question about presenteeism to the stress check. We will assess the situation and consider measures to prevent a decline in labor productivity. We have also put in place a system for using the Web to quickly provide feedback on the results of questionnaires.

Main activities for FY2024

■ Improvement of health literacy

The health education programs implemented in FY2024 are shown below.

September 2024 (National Occupational Health Readiness Period)

- Lecture by industrial physician: "Insights on Stress Management: Cognitive-Behavioral Change Approach and Mindfulness"
- Health video education by industrial physician: "Making Physical Health a Habit - Lifestyle and Diet - and Fostering Mental Health through Stress and Sleep Management"

December 2024

- Health education: "Status of Infectious Disease Outbreaks and Alcohol"

February 2025

- Video streaming: "Infectious Diseases and Heat Shock"

■ Promotion of health activities

1. As a registered participant in "Corporate Action to Promote Cancer Control", we held a lecture by a medical specialist on the theme of "Understanding Cancer."
2. In order to improve dietary habits, the company increased the amount of vegetables and offered reduced-sodium miso soup in the employee cafeteria, and thereby obtained Healthy Meals and Food Environment (commonly known as Smart Meals) certification.

* Corporate Action to Promote Cancer Control

An initiative to promote cancer screening participation rates through corporate collaboration and foster a societal atmosphere that proactively addresses cancer. Companies are taking the lead in promoting the importance of cancer screenings, aiming for a participation rate of 60% or higher.

* Smart Meals

A nutritionally balanced diet that contributes to health promotion. The Smart Meals standard is based on the Ministry of Health, Labour and Welfare's "Guidelines for Meals Provided for the Prevention of Lifestyle-Related Diseases and Other Health Promotion Purposes" (September 2015).

Response at the consultation desk

■ Physical health consultation

Anritsu has a health management center, which is operated by industrial health staff led by industrial physicians and industrial counselors. The Health Management Center provides individual health consultations for employees, conducts various health checkups, and performs stress assessments.

Anritsu Health Insurance Union

Domestic group companies are enrolled in the Anritsu Health Insurance Union. All employees directly employed by Anritsu, including contract employees, are covered by health insurance as members of the Anritsu Health Insurance Union. Appropriate insurance benefits are provided through My Number health insurance cards and health insurance cards, and their accuracy is verified through regular audits by the competent authorities.

Certified as an Excellent Enterprise of Health and Productivity Management (White 500) in 2025

Anritsu has been certified by the Ministry of Economy, Trade and Industry of Japan (METI) and the Japan Health Council as an "Excellent Enterprise of Health and Productivity Management (White 500) in 2025." This is the seventh time we have received this certification since FY2016, when the program was launched.

Click [here](#) for the news release



Addressing Global Health Challenges

Anritsu Group, as a company with an overseas presence, is addressing global health challenges, including the world's three major infectious diseases (tuberculosis, malaria, and HIV/AIDS). We provide information on infectious diseases, vaccinations, health checks, and local medical assistance to employees posted overseas and their families. As a way to contribute to the community, we also conduct the in-house manufacture of nonwoven masks, which are approved by the National Mask Industry Association through rigorous testing. We provide these masks to nearby medical institutions, fire stations, police stations, and other organizations. In FY2024, we donated 55,000 masks to facilities in the region.

Safety and Health

The Anritsu Group considers the health and safety of its employees and the provision of a secure working environment to be among its most important priorities as a prerequisite for contributing to the realization of a sustainable society through its business activities. Under the Anritsu Group Health and Safety Activities Policy, the group works to maintain and promote employee health and to establish a safe workplace environment. This policy also applies to contractors working on the premises, in addition to employees.

Our collective agreement with the Anritsu Labor Union sets forth certain matters concerning health and safety. More specifically, it stipulates that we, as the owner of the business, shall implement appropriate measures to ensure the safety of employees and maintain and improve the health of employees, establish the Occupational Safety and Health Committee and generate selection criteria for the committee; conduct educational programs on health while providing health checkups for employees, and restrict employees from engaging in dangerous or hazardous work.

[Click here for more information about Health and Productivity Management](#)

Policy

Health and Safety Activities Policy

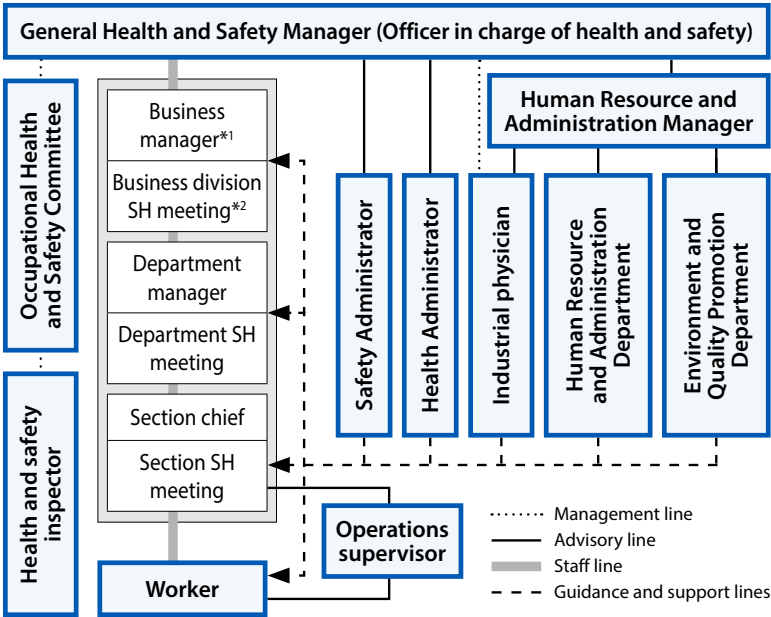
Under the philosophy of respecting humanity, Anritsu is committed to protecting the invaluable lives of each and every employee and ensuring their health and safety by implementing the following measures:

1. Comply with labor safety and health related laws and regulations, as well as safety and health rules established by the company.
2. Promote the improvement of employees' health levels. Take measures to reduce health impairments and create a comfortable working environment.
3. Strive for the safety of machinery, electrical equipment, etc., and create a workplace free of risks (dangers).
4. Enhance and strengthen disaster prevention systems and promote preventive measures.

System

Anritsu has established a safety and health and productivity management system in compliance with relevant laws and regulations, with the officer in charge of safety and health serving as the Chief Health and Safety Officer. This officer directs the determination and implementation of matters related to health and safety common to the group, and reports the number of work-related and commuting accidents at the quarterly Management Strategy Conference. In addition, a joint labor-management Health and Safety Committee meeting is held monthly to develop information and measures for the entire domestic group. The deliberations are promptly disclosed and made known to all employees. The Management Audit Department also monitors the health and safety situation.

Safety and Health System



*1 Depending on the department, this might be changed to "General Manager," "Center Manager," etc.
 *2 SH meetings are occupational health and safety meetings.

Anritsu Corporation Occupational Health and Safety Committee (FY2024)

Chairperson	Senior manager for the Administration Team, HR and Administration Department of Anritsu Corporation
Vice-chairpersons	Two individuals (one of whom is selected by the Anritsu labor union)
Committee members	Ten (five of whom are selected by the Anritsu labor union)

* Industrial physicians, employees of domestic group companies, health insurance union leaders, and secretariat members also participated. The Anritsu labor union has a union shop agreement with Anritsu Corporation.

ISO 45001 Certification Status

Anritsu EMEA Ltd. (UK) and Anritsu A/S (Denmark) have acquired ISO 45001 certification. In accordance with this standard, both companies promote the creation of a safe and healthy work environment.

Target

Priority Policy		Working Item	Control Item	FY2024 Target Value	Results for FY2024
Safety and Health	Reducing work-related behavioral accidents	Hazard prediction training and risk assessment training	Number carried out	1	1
		Prevention of disasters similar to case reports	Hold committee meetings	As needed	3
	Ensuring the safety of production facilities	Preliminary review at the time of introduction or modification	Number of workplaces implemented	When introduced or modified	14
		Periodic inspection	Number of workplaces implemented	1	1
	Improving the workplace environment	Measurement of work environment	Number carried out	2	2
		Standard regulation environmental measurements of office hygiene		6	6
	Health care and disease prevention measures	Periodic health examination	Ratio of medical examinations	100%	100%
			Follow-up	100%	100%
		Special health examination	Ratio of medical examinations	100%	100%
			Follow-up	100%	100%
		Measures to prevent health problems caused by overwork	Number carried out	12	12
		Health promotion events	Number carried out	1	3
		Mental health consultation	Number carried out	4 times a month	48
		Stress check	Number carried out	More than 1 time	1
Traffic	Preventing traffic accidents and violations	Traffic hazard prediction training	Number carried out	1	1
		Prevention of disasters similar to case reports	Hold committee meetings	As needed	8
Disaster prevention	Enhancement of disaster prevention system	Fire extinguisher and lifesaving training	Number carried out	2	4
		Training and formation of workplace disaster prevention teams	Number carried out	1	1

Activities and Achievements

Lost-Worktime Injuries

In FY2024, 2 lost workday incidents and 1 restricted workday incident occurred. For each incident, we immediately investigate the unsafe behavior and unsafe conditions after it occurs, review work procedures and equipment, and conduct risk assessments to prevent recurrence.

Participation in the Labor Standards Initiative

As the director and committee member of the Atsugi Branch of the Kanagawa Institution of Occupational Safety and Health, Anritsu has worked to maintain and improve local occupational safety and health standards. To help prevent occupational accidents, the Atsugi City Safe Community Workplace (Labor) Safety Committee provided safety and health training for new employees at Atsugi Chamber of Commerce and Industry member companies and follow-up training six months later. As an initiative of the Amadera Industrial Park Council, of which Anritsu is a member, we held special lectures on the revision of laws and regulations for member companies and conducted voluntary safety patrols.

Training and Seminars

The domestic group conducts various training programs on occupational health and safety every year.

Achievements in FY2024

Units: People

Details	Eligibility	Participants
Safety training for handling high-pressure gas	Safety personnel and other personnel in the domestic group who handle and/or work with high-pressure gas	58
Safety training for driving motorcycles	Motorcycle commuters in the domestic group from Atsugi City and Hiratsuka City	2
Safety and health training for new employees	Domestic group	41
Occupational health training for new employees	Domestic group	41
Safety and health training for experienced hires	Anritsu	17
General lifesaving course	Personnel in the domestic group from Atsugi City and Hiratsuka City	51
Forklift safety training session	Domestic groups in Atsugi and Hiratsuka, and onsite subcontractors	8
Traffic KY workshop	Personnel in the domestic group from Atsugi City and Hiratsuka City	40

Other Occupational Health and Safety Initiatives

The Anritsu Group strives to enhance safety and health awareness through purpose-specific training programs such as hierarchical education and risk assessment. We are working to reduce the risk of incidents by conducting inspections before introducing, relocating, or changing equipment, or when purchasing chemical substances. We provide a safe, secure, and comfortable workplace by assessing working environments and conducting workplace patrols, emergency drills, and disaster prevention training, providing protective equipment and health insurance, and conducting lifesaving training.

As part of our workplace environment improvement initiatives, in FY2024, we conducted environmental measurements at hazardous substance handling workplaces across the entire group in June and December, and performed air quality measurements in each building in the Atsugi Site every odd month. We collaborated across relevant departments to ensure each area was properly managed and maintained.

In FY2025, we will continue to implement measures based on relevant laws and regulations, guidance from occupational physicians, and employee feedback. We will also develop countermeasures and improvements to address requirements arising from legal revisions. Specific hazardous substances measured include organic solvents, specified chemical substances, and dust particles, while air measurements include carbon dioxide concentration.

Exposure dose control is performed for work involving X-rays. Workers wear dosimeters to measure their exposure, and the recorded doses are stored to ensure safety.

[Occupational Health and Safety Data](#)

Supply Chain Management

Policy

Through its procurement activities, the Anritsu Group considers suppliers as partners in solving social issues as stated in its [Sustainability Policy](#), and believes it is important for both parties to grow together. To build a partnership based on mutual trust, we established the Anritsu Basic Rules for Procurement in 2005. We request cooperation from suppliers based on the [Anritsu Group Human Rights Policy](#), the [Anritsu Group CSR Procurement Specification](#), and the [Anritsu Group Global Green Procurement Specification](#). We are building a supply chain that takes into consideration human rights, occupational health and safety, the environment, fair trade, and ethics, including compliance with the Modern Slavery Act and responsible mineral sourcing.

Anritsu Basic Rules for Procurement

1. Selection of suppliers and partners
Anritsu always keeps the door open to new potential suppliers and partners inside and outside Japan, in a spirit of fairness and impartiality. Anritsu objectively selects suppliers and partners based on proper standards - focusing on quality, price, delivery schedules and environmental measures.
2. Partnership
Anritsu builds mutually beneficial relationships with all suppliers and partners through sound business practices.
3. Compliance and secrecy protection
Anritsu conducts business in full compliance with relevant laws, and does not disclose information acquired through business with suppliers and partners to any third party without these suppliers' and partners' prior consent.
4. Activity based on ethical concepts
Personnel involved in procurement keep in mind at all times the importance of performing assignments fairly, free of personal interests with suppliers and partners, while maintaining sound relationships with these parties.
5. Considerations of human rights and labor
Anritsu respects human rights and promotes industrial hygiene, safety and security, and requests that suppliers and partners agree to this policy and promote these activities as part of their supply chain operations. Anritsu may reconsider relationships with suppliers and partners if their business operations are linked with human rights violations, such as the use of child labor, racial and sexual discrimination, etc.
6. Responsible sourcing of minerals
Anritsu carries out its due diligence responsibilities for tantalum, tin, gold, tungsten, cobalt, and other high-risk minerals in accordance with "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" issued by the Organization for Economic Co-operation and Development (OECD). When high risk is identified as the result of our due diligence efforts, we implement the corrective actions of urging trading partners to switch to a lower-risk supply chain as part of our efforts to promote the responsible procurement of minerals. We also disclose information about these efforts to our customers and stakeholders.
7. Environmental considerations
Anritsu stipulates Green Procurement Guideline and promotes green procurement by purchasing parts and materials that have been proven less damaging to the environment.

Requests to Suppliers

To promote our Basic Rules of Procurement, the Anritsu Group communicates the following requests directly to all suppliers as it seeks their cooperation in activities undertaken throughout the entire supply chain.

Requests

1. Observance of laws and social norms
2. Observance of relevant laws, prohibition of child labor, forced labor and cheap labor; and prohibition of discrimination and transaction with antisocial forces
3. Environmental considerations
4. Realization of environmental measures in line with Anritsu's Green Procurement Guidelines, environmental requirements, etc.
5. Ensuring good quality, supply at fair prices and maintenance of delivery schedules
6. Preventing leakage of secret information and respect for intellectual property rights
7. Prompt response to contingencies and timely, appropriate information disclosure

System

The Anritsu Group has established a procurement system by optimizing the concentration and decentralization of material procurement operations, with the Chief SCM Officer taking responsibility for global material procurement.

While local procurement is the basic policy at our main procurement locations in Japan, the United States, and China, we have standardized evaluation criteria for parts adoption on a global basis, enabling mutual use of parts certified at each location.

Target

Mid-Term Business Plan "GLP2026"

Target	Results for FY2024
Strengthening of supply chain due diligence: A cumulative total of 10 or more companies per year	Implemented at 10 companies
Developing awareness on CSR procurement to suppliers at least three times per year, and provide training at least twice each year	Developing awareness: 3 times/year Training: 2 times/year
To further promote green procurement, use environment-related education to increase the number of certified environmental partner companies and build an environmentally conscious supply chain starting from Anritsu	Number of certifications: 282 companies

Activities and Achievements

Anritsu Group CSR Procurement Guidelines

The Anritsu Group has established the Anritsu Group CSR Procurement Guidelines to promote CSR procurement in the supply chain. These guidelines are based on the "Responsible Business Conduct Guidelines" published by the Japan Electronics and Information Technology Industries Association (JEITA). Suppliers are informed of these guidelines at policy briefings. When signing contracts with new suppliers, we request the submission of a written agreement to promote CSR procurement.

[Anritsu Group CSR Procurement Guidelines](#)

Green Procurement Guidelines

The Anritsu Group established its Green Procurement Guidelines in FY1999 and has given priority to procuring environmentally friendly parts and materials. In FY2016, the guidelines were revised as the Anritsu Group Global Green Procurement Specification. Overseas production sites are now compliant with these guidelines. We are constantly reviewing our guidelines to ensure compliance with the RoHS Directive, REACH Regulations, and other chemical substance regulations that are spreading globally, especially in Europe.

The Anritsu Group uses chemSHERPA* to conduct surveys of substances with environmental impact regarding parts and materials purchased from suppliers.

* chemSHERPA: Scheme for communicating information on chemical substances contained in products developed under the initiative of the Ministry of Economy, Trade and Industry

- [Anritsu Group Global Green Procurement Specification](#)
- [Request for Environmental Impact Substance Survey](#) (Japanese only)

Supply Chain Due Diligence

■ CSR Procurement Survey

Anritsu conducts credit control, quality control, and environmental control surveys for new suppliers. For existing suppliers, Anritsu conducts CSR procurement surveys in the form of questionnaires for the purpose of confirming the status of their efforts to comply with the Anritsu Group CSR Procurement Guidelines, and then we select suppliers for onsite surveys based on their responses.

In FY2023, we added to the targets for surveys suppliers at production bases in China and Thailand, where human rights risks were identified based on [human rights risk assessments](#).

The CSR Procurement Survey evaluates the following categories: "Compliance with Laws and Regulations and Respect for International Norms," "Human Rights and Labor," "Health and Safety," "Environment," "Fair Trade and Ethics," "Quality and Safety," "Information Security," and "Business Continuity Plan." Respect for human rights in the supply chain is evaluated in this survey under "prohibition of forced labor," "prohibition of child labor," "consideration for young workers," "consideration for working hours," "appropriate wages and benefits," "prohibition of inhumane treatment," "prohibition of discrimination," and "freedom of association and the right to collective bargaining."

In FY2024, we conducted a survey of 339 suppliers that were among the top 90% of suppliers in terms of transaction value in FY2023, and received responses from 335 companies (response rate: 98.8%). The answers are scored and the progress is monitored, and the results are used as a basis for selecting targets for on-site surveys.

CSR Procurement Survey Results

	FY2021	FY2022	FY2023	FY2024
Number of companies surveyed	418	422	399	339
Number of companies responding	372	363	356	335
Number of companies not responding	46	59	43	4
Response rate (%)	88.9	86.0	89.2	98.8

■ On-Site Survey of Suppliers

In FY2024, Anritsu conducted on-site surveys of ten suppliers in Japan, China, and Thailand. As a result, we achieved the FY2024 target in GLP2026. No significant risks regarding human rights, labor, or health and safety were identified for any of the suppliers. No suppliers have been found to be out of compliance in the surveys conducted to date.

In FY2025, we plan to conduct on-site surveys of seven companies in Japan and five companies overseas.

Number of On-Site Surveys Conducted

(Units: Companies)

	FY2021	FY2022	FY2023	FY2024
Japan	3	3	4	6
Overseas	3	3	4	4
Total	6	6	8	10

■ Responding to the Modern Slavery Act

The Anritsu Group complies with both the UK Modern Slavery Act and the Australian Modern Slavery Act, and discloses specific activities in its Statement on the Modern Slavery Act.

- [Anritsu Group Statement on "Modern Slavery"](#)

■ Responsible Mineral Procurement

In order to promote responsible mineral procurement, Anritsu added a section on responsible mineral procurement to the Basic Procurement Policy and the Anritsu Group CSR Procurement Guidelines in FY2022, in accordance with the OECD Due Diligence Guidance.

In FY2024, we conducted responsible mineral sourcing surveys for 160 suppliers related to our major products, using the survey report templates (CMRT for conflict minerals and EMRT for minerals such as cobalt) provided by the Responsible Minerals Initiative, an international industry association. The survey yielded responses from approximately 61% of suppliers.

- [Anritsu Basic Rules for Procurement](#)
- [Anritsu Group CSR Procurement Guidelines](#)

Training for Purchasing Managers

The Procurement Division makes it a cornerstone of its CSR procurement activities to ensure that all Anritsu Group procurement personnel are fully aware of the CSR Procurement Policy. At the semi-annual policy briefing sessions and the twice-yearly information exchange meetings with our business partners, the head of the Procurement Division repeatedly raises awareness regarding current issues.

All procurement personnel in the domestic group take an e-learning course every year on subcontracting laws, which are particularly important under the relevant laws and regulations. We promote understanding of CSR procurement activities through discussions on case studies related to initiatives on human rights, labor, and the environment.

For newly assigned staff, we provide training in CSR procurement, the environment, and related regulations, and then conduct on-the-job training so that they can recognize the importance of promoting CSR procurement throughout the supply chain.

Partnerships with Suppliers

Global Recommended Supplier System

Anritsu has established a global recommended supplier system to recognize suppliers that can do business with the entire Anritsu Group. This enables us to streamline procurement activities and share development roadmaps and technical issues with suppliers to shorten the time-to-market.

Global recommended suppliers are selected based on the availability of key components, and cooperation in terms of quality, cost, delivery, and technical support. We have certified 12 suppliers so far.

Participation in the Declaration of Partnership Building

Anritsu has formulated and published the Declaration of Partnership Building in support of the aims of the "Council on Promoting Partnership Building for Cultivating the Future" promoted by the Cabinet Office and the Small and Medium Enterprise Agency. This is a declaration by companies that are committed to coexistence and new partnerships throughout the supply chain, and to compliance with fair and proper business transactions. Anritsu expressly identifies the following as unique initiatives in this declaration.

- Promote operational efficiency not only for Anritsu, but also for our suppliers through the operation of a common ordering and supply IT system
- Distribute the Green Procurement Guidelines to suppliers, hold briefings on trends in environmental regulations, and collaborate throughout the supply chain to address RoHS and other environment-related laws and regulations
- Work to promote health and productivity management throughout the supply chain

[Partnership Building Declaration](#) (Japanese only)

Exhibition of Suppliers Products and Technologies

Anritsu holds an annual product exhibition where suppliers' products and technologies are introduced to Anritsu engineers and information can be exchanged. In FY2024, a total of 59 suppliers exhibited their products and technologies over a two-day period. We held a technical exchange seminar, where 4 suppliers presented their solution proposals and the latest trends in technology.

Environmental Partner Certification System

Anritsu has established an environmental partner company certification program to evaluate environmental efforts and certify suppliers in good standing. The evaluation focuses on the management of chemical substances contained in products and assigns the management status a grade of A, B, or C. Suppliers with a grade of A or B are certified as environmental partner companies. For suppliers with room for improvement, we provide information on chemical substances contained in their products and advice on management methods.

As of May 2025, the number of certified environmental partner companies is 282.

Partner Quality UP (QU)

As part of our communication with suppliers, we promote Partner QU activities, in which we encourage our partners to provide improvement suggestions and requests to Anritsu. In addition to procurement, we also accept proposals across a wide range of areas, including sales, engineering, manufacturing, services, health and safety, environment, and CSR, to help improve our operations. In FY2024, we received 10 proposals, which lead to improved delivery times, cost reductions, and improvements in quality.

Strengthening Partnerships through Information Exchange Meetings

Anritsu holds information exchange meetings to strengthen our partnerships with suppliers. In FY2024, we introduced Anritsu business policies and initiatives to 207 suppliers and asked them to promote CSR procurement. We also explained key points of environmental regulatory laws and regulations, tax laws, and foreign exchange laws.

At a social party that we held for our business partners in January 2025, we asked our 155 suppliers for their understanding of and cooperation with the newly established "Declaration of Partnership Building."

Maintaining Healthy Relationships with Our Suppliers

The Anritsu Group defines compliance for material procurement operations in the "Anritsu Group Charter of Corporate Behavior," the "Anritsu Group Code of Conduct," and the "Anritsu Basic Rules for Procurement." We conduct fair and transparent transactions with our suppliers by adhering to a code of conduct that includes "not accepting gifts" and "not trading stocks based on insider information."

- [Anritsu Group Charter of Corporate Behavior](#)
- [Anritsu Group Code of Conduct](#)
- [Anritsu Basic Rules for Procurement](#)

Quality and Product Safety

Anritsu's quality policy and related conduct policy are shared by Group companies in Japan. Under the Company philosophy of "Contribute to the development of a safe, secure, and prosperous global society by offering 'Original & High Level' products and services with 'Sincerity, Harmony, and Enthusiasm," we constantly improve the quality of our products and services to meet customer needs and social demands.

Policies

Quality Policy (Anritsu Group in Japan)

Supply satisfactory products to customers and society with sincerity, harmony, and enthusiasm.

Conduct Policy (Anritsu Group in Japan)

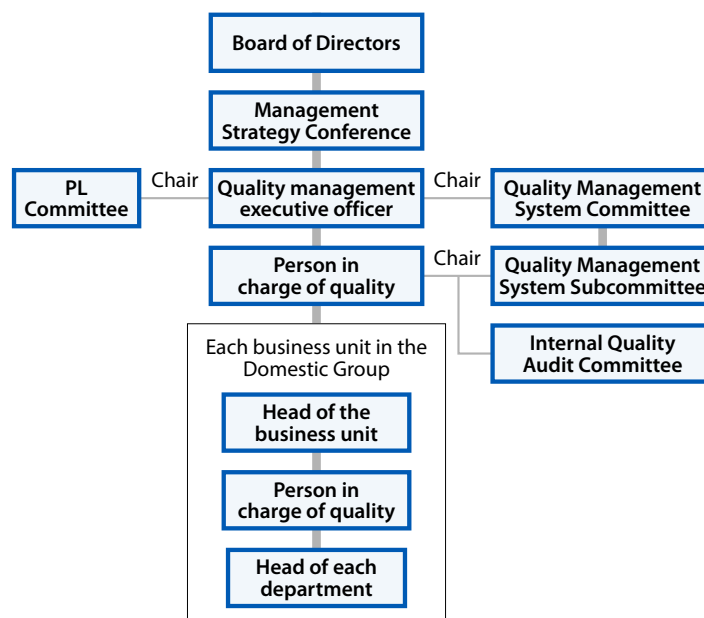
- Work with sincerity and seriousness not to make nonconforming products.
- Handle after-processes considering customers and harmony with others.
- Propose improvement with enthusiasm.

System

Anritsu has established a Quality Management System Committee, chaired by the Chief Quality Officer and consisting of the President of each company and the President of each domestic group company involved in products, to maintain, improve and guarantee product quality. In terms of product safety, we have established a PL Committee chaired by the Chief Quality Officer, which examines measures to be taken in the event of a product accident, the development of a system to prevent product accidents, and measures to prevent their recurrence. The status of quality management is reported annually by the Chief Quality Officer to the Board of Directors and the Management Strategy Conference.

We share quality information with our major overseas bases through global quality meetings and a global quality information website.

Quality Management System in the Domestic Group



Target

Mid-Term Business Plan "GLP2026"

Subject	Major Activities	Results for FY2024
Improve effectiveness of management systems in business processes	Improving the effectiveness of internal quality audits	Provided level-specific training to improve the skills of individual auditors Conducted audits focused on priority items
Reduce quality risks through enhanced quality awareness	Raise quality awareness through quality-related education	Conducted employee training focused on product safety and quality control
Strengthen legal and regulatory information management	Improve and operate a framework for sharing legal and regulatory information	Initiated studies and measures to address EU and Japan's cybersecurity regulations
Promote global sharing of quality-related information	Promote information sharing through a global quality information website	Launched operation of an internal website serving as a knowledge base for quality management across domestic and international locations

Activities and Achievements

ISO 9001 Certification Status

Anritsu received ISO 9001 certification in 1993. In FY2022, we acquired certification for the integration of Takasago and AK Radio Design with Anritsu's quality management system. This certification was renewed in FY2023. ISO 9001 certification coverage for organizations involved in the product realization process is 100% and certification coverage for the total number of personnel in the Anritsu Group is about 75%. There were no nonconformities requiring improvement during the external renewal audit in FY2024.

List of ISO 9001 certified Companies

Japan	
Anritsu Corporation	
Anritsu Group Corporation Companies	
Tohoku Anritsu Co., Ltd.	Anritsu Customer Support Co., Ltd.
Anritsu Infivis Co., Ltd.	TAKASAGO, LTD.
Anritsu Devices Co., Ltd.	AT Techmac Co., Ltd.
AK Radio Design Co., Ltd.	

Worldwide Group Companies	
America	
Anritsu Company (U.S.A.)	Anritsu Eletronica Ltda. (Brazil)
EMEA	
Anritsu EMEA Ltd. (U.K.)	Anritsu GmbH (Germany)
Anritsu S.A. (France)	Anritsu S.r.l. (Italy)
Anritsu Solutions S.r.l. (Italy)	Anritsu A/S (Denmark)
Anritsu AB (Sweden)	Anritsu Solutions S.R.L. (Romania)
Anritsu Solutions SK, s.r.o. (Slovakia)	Anritsu A/S (Dubai)
Anritsu Oy (Finland)	
Asia and other	
Anritsu Electronics (Shanghai) Co., Ltd. (China)	Anritsu Company, Inc. (Taiwan)
Anritsu Corporation, Ltd. (Korea)	Anritsu Pte. Ltd. (Singapore)
Anritsu India Private Ltd. (India)	Anritsu Infivis (Thailand) Co., Ltd. (Thailand)
Anritsu Pty. Ltd. (Australia)	Anritsu Industrial Systems (Shanghai) Co., Ltd
Anritsu Company Limited (Vietnam)	

Prevention of product accidents and legal violations

In order to raise awareness of quality, Anritsu conducts e-learning for Domestic Anritsu Group employees during Corporate Ethics Promotion Month in October every year on the laws concerning product accidents and the Anritsu product safety system. We have set up a contact point for reporting product accidents, and we aim to respond promptly, while also posting information on preventive maintenance, inspections, and repairs on our website. When a product accident or quality irregularity occurs at a company within the Anritsu Group's supply chain, we investigate the matter, confirm whether Anritsu products are affected, and take prompt and appropriate action.

Improve effectiveness of management systems in business processes

Anritsu provides training for domestic group auditors to enhance the effectiveness of the quality management system. In FY2024, we worked to improve the skills of our auditors and provided training tailored to the experience and level of each individual auditor. Based on the results of previous internal audits and external reviews, we conducted an audit focusing on items suspected of being company-wide weak points.

Reduce quality risks through enhanced quality awareness

Anritsu provides product safety training and quality management training for its domestic group employees. Product safety training has continued to promote understanding of product liability laws and regulations related to lithium batteries since FY2022. Recently, there have been frequent revisions to laws concerning the transport of lithium batteries. To ensure the provision of safe products that strictly comply with the latest regulations, we are working to raise awareness of their importance.

Quality management training included sessions on climate change becoming a quality risk under ISO management system standards, as well as training to prevent quality incidents and fraud. To prevent quality fraud before it occurs, we also held lectures by external instructors. In addition, we continued seminars on analysis methods (why-why analysis) to identify root causes and prevent recurrence, and implemented individual initiatives such as training for the transportation and maintenance departments on air transport of lithium batteries.

Strengthen legal and regulatory information management

Anritsu is working to comply with EU and Japan's cybersecurity regulations. In FY2024, we formed a working group and began conducting research and considering policy measures. We will strive to reduce the risk of legal violations through timely information sharing and deployment. Information is disseminated from the working group to major overseas locations as appropriate.

Global sharing of quality-related information

Anritsu is committed to sharing information with its overseas group companies. In FY2024, we launched an internal website to share information on quality management status at domestic and overseas locations, product liability law-related information, and reporting routes for product incidents. We will further enhance this site and use it as a comprehensive quality knowledge base.

Message from the Chief Governance Officer



Greetings from the Newly Appointed Officer

My name is Kohei Hayami. I was appointed as Chief Corporate Officer in April 2025. As the business environment becomes more diverse and complex, governance in corporate management is becoming increasingly important. The Anritsu Group will strengthen governance across the entire group to promote sustainability management that continuously creates economic and social value.

Looking Back on FY2024

The Board of Directors discusses effectiveness evaluations every December, January, February, and March. Based on the results of the effectiveness evaluation in FY2023, we began intensive discussions on management issues starting in FY2024. During the intensive discussions, there was a lively exchange of views on important issues such as human resource strategies and M&A strategies, deepening the discussion from a long-term perspective. Starting in FY2025, we will have four internal directors and five external directors, and the ratio of external directors on the Board of Directors will exceed 50%. We expect that this will further enhance transparency and objectivity in management decision-making.

Initiatives to Focus on in FY2025

One of the key themes for FY2025 is the advancement of risk management. Anritsu categorizes risks into seven categories (business, legal violations, environment, product and service quality, import/export control, information security, and infectious diseases/disasters), and the officer in charge is responsible for risk management. In the past, the Board of Directors meetings were limited to reports from persons in charge of risk management. However, starting this fiscal year, the board will also discuss issues that should be prioritized from a group-wide perspective and make recommendations to the executive side to strengthen the management structure.

A survey of domestic group companies conducted in FY2024 determined that while the number of reported cases of harassment was trending downward, potential risks still existed. Based on this, we will continue to strengthen compliance in FY2025. Specifically, in addition to continuing education for all employees, we will implement tiered training programs to promote understanding and actions appropriate to each role and position. We will also strive to further promote the system and improve its credibility so that everyone can report, notify, and consult with confidence. We will start corporate ethics audits in our overseas group companies to monitor compliance and raise awareness of the reporting and consultation system.

People are at the heart of all corporate activities, and the cultures and values held by each individual are truly diverse. To enhance the effectiveness of global governance, it is necessary not only to establish systems and mechanisms but also to understand how they function in practice and make improvements as needed. The Anritsu Group will continue to prioritize dialogue with employees and other stakeholders, tackling challenges with the spirit of "sincerity, harmony, and enthusiasm" to create an environment that will raise awareness of governance throughout the company.

■ Board of Directors

Anritsu separates the functions of the Board of Directors for decision-making and supervision from those of the Vice Presidents for conducting business. Meetings of the Board of Directors are held to make resolutions on matters stipulated by the Companies Act and the Articles of Incorporation, as well as important matters concerning Anritsu and its group companies, and to supervise the status of the execution of duties.

The Board of Directors is fundamentally composed of the necessary and appropriate number of members to ensure the fullness and effectiveness of the decision-making process. The Board of Directors for FY2025 consists of four internal directors and five external directors, for a total of nine directors, with both categories including directors who serve as members of the Audit & Supervisory Committee. The appointment of directors shall be determined with due consideration to ensuring diversity within the board of directors, based on a balance of knowledge, experience, and ability, regardless of gender or nationality. In order to eliminate arbitrariness in the selection of candidates for outside directors and to create an environment that ensures their independence after their appointment, Anritsu has established "Criteria for Independence of Outside Directors" by resolution of the Board of Directors. These criteria are disclosed in the Basic Policy on Corporate Governance and the Annual Securities Report.

- [Anritsu Corporation Basic Policy on Corporate Governance](#)
- [Annual Securities Report \(Japanese only\)](#)

■ Audit & Supervisory Committee

The Audit & Supervisory Committee audits the execution of duties by directors, the effectiveness of internal control systems, business performance, and financial conditions.

■ Nominating Committee

As an advisory body to the Board of Directors, it deliberates and reports to the Board of Directors on the election and dismissal of directors, vice presidents and executive officers, succession plans for officers, consideration of appointment criteria, and plans for the development of the next generation of management executives.

■ Compensation Committee

As an advisory body to the Board of Directors, it deliberates and reports to the Board of Directors on the remuneration schemes and its details, level, distribution balance, and the amount of performance-linked remuneration with respect to the remuneration of directors, vice presidents, and executive officers.

■ Independent Committee

The Independent Committee is composed solely of outside directors. The chairperson of the Independent Committee is selected by outside directors from among themselves. The chairperson is responsible for summarizing the opinions of the outside directors and communicating and coordinating with management.

■ Management Strategy Conference

Important matters related to conducting business are deliberated and decided at the Management Strategy Conference, which is chaired by the Group CEO and made up of executive directors and executive officers.

Composition of Directors and Committees

The composition of the Board of Directors and each committee for FY2025 is shown below.

Job title	Name	Audit & Supervisory Committee	Nominating Committee	Compensation Committee	Independent Committee
Representative Director, President, Group CEO	Hirokazu Hamada		○	○	
Director, Senior Vice President, CFO	Shunichi Sugita		○	○	
Director, Senior Vice President, Test & Measurement Company President	Takeshi Shima				
Director (External/independent)	Tatsuro Masamura		○	●	●
Director (External/independent)	Nozomi Ueda		●	○	○
Director, Audit & Supervisory Committee Member (External/independent)	Junichi Aoyagi	●	○	○	○
Director, Audit & Supervisory Committee Member (External/independent)	Hidetoshi Saigo	○	○	○	○
Director, Audit & Supervisory Committee Member (External/independent)	Akio Kobayashi	○	○	○	○
Director, Audit & Supervisory Committee Member	Yoshiyuki Amano	○			

● indicates the committee chair

Evaluating the Effectiveness of the Board of Directors

■ Analysis and Evaluation Process

An assessment of the effectiveness of the Board of Directors is brought up at the December, January, February, and March meetings of the Board of Directors each year. In December, we review the status of initiatives implemented to improve issues identified in the previous fiscal year's evaluation, and discuss the evaluation policy for the current fiscal year. Evaluations based on the new evaluation policy begin in January. In February, responses to the questionnaire are analyzed and deliberations are held, including the consolidation of supplementary opinions. In March, the issues identified based on the evaluation results are shared, and a resolution is made regarding the initiatives that should be implemented for improvement going forward. As a Board of Directors, we link this series of evaluation efforts to effective management oversight.

■ Assessment and Issues for FY2024 (Summary)

Beginning in January of each year, Anritsu conducts an evaluation of the effectiveness of the Board of Directors in the form of a questionnaire for all directors and discusses the results of the evaluation at Board of Directors meetings. In FY2024, we confirmed that the Board of Directors continues to be composed of an appropriate number of internal and external management personnel, and that a system is in place for constructive discussion and decision-making and supervision of the directors' execution of duties. Each director fully understands the role he or she must play in improving the Anritsu Group's corporate value over the medium to long term. Based on their diverse experience and expertise, all directors, including external directors, engage in lively discussions. In addition, the following issues were identified to further enhance effectiveness.

- The meeting will not only focus on the progress of the GLP2026 mid-term business plan, but also deepen the discussion from a group-wide perspective on long-term strategies (especially important issues such as human resource strategies) with an eye toward 2030 and beyond.
- We will strive to oversee management with constant awareness of optimizing our business portfolio, taking into account the progress of new business ventures and M&A activities.
- We will identify issues requiring elevated priority and comprehensive attention across the entire group to strengthen group-wide risk management.

We will continue to conduct regular evaluations of the effectiveness of the Board of Directors, aiming to achieve better corporate governance.

Sustainability Initiatives

■ Sustainability-Related Discussions at Board Meetings

Anritsu regards sustainability as an important management issue, and the Board of Directors actively discusses how to promote sustainability. In FY2024, the Board of Directors addressed approximately 20 agenda items related to sustainability. Below is an introduction to the main agenda items and their summaries.

Held	Issue	Summary
May	Risks associated with export/import control	Recommend enhancing compliance and improving transparency in risk management through improvements to the educational framework and reporting methods
September	Human resources strategy	Propose the promotion of recruitment and development of personnel with an eye toward business expansion in 2030, and the establishment of diverse career paths
November	Risks associated with information security	Recommend the need for measures throughout the supply chain and strengthened cooperation with suppliers
December	Progress of sustainability management	Confirm collaboration between Anritsu EMEA Limited (U.K.) and Japan on CSRD compliance in Europe, and prepare for integrated disclosure under IFRS standards and collaboration with audit firms
February	Environmental activities	Share the challenges regarding the implementation costs of renewable energy and compliance with European regulations, and propose strengthened measures to address biodiversity
March	Compliance promotion activities	Propose strengthening the reporting and consultation system, ensuring appropriate responses to diverse consultations, and enhancing ethics and compliance education.

■ Sustainability training led by outside directors

In FY2024, recognizing that the reliability of disclosure content has become increasingly important due to the institutionalization of sustainability information disclosure, we held a training session led by outside directors and featuring external experts. Audit and Supervisory Committee members, audit department personnel, and disclosure department personnel participated, deepening their understanding of international trends and practical challenges in sustainability disclosure.

■ Initiatives toward Sustainability Targets in the GLP2026 Mid-Term Business Plan

Under GLP2026, the Board of Directors engages in intensive discussions on management issues with the goal of improving global governance. In FY2024, we set an annual agenda, clarified themes, and proceeded with planned discussions. In addition to reports on the status of risk management, including import/export control, disaster response, information security, quality, and the environment, the participants also discussed human resource strategies, M&A strategies, and other topics related to sustainable corporate growth.

For information on corporate governance, please refer to the integrated report.

- [Integrated Report](#)

Risk Management

Policy

With the globalization of society, risks surrounding companies are becoming more diverse. The Anritsu Group recognizes that strengthening risk management is an extremely important management issue in order to continue its business and fulfill its responsibilities to society. Based on this idea, we have developed the Anritsu Group Risk Management Policy.

Risk Management Policy
<p>The Anritsu Group will maintain and increase its corporate value, fulfill its corporate social responsibility and seek sustainable development for the Group by appropriately managing risks that affect management.</p> <ol style="list-style-type: none">1. We will seek to enhance the risk sensitivity of not only general managers but of all employees in an all-inclusive effort to promote risk management.2. General managers and all employees will promote risk management by complying with the Anritsu Group Charter of Corporate Behavior and the Anritsu Group Code of Conduct as well as laws and regulations as the basis of the company's internal controls.3. We will generate profit and limit losses by controlling management risks related to strategic decision making such as entry into new business areas and product development strategy, as well as operational procedures.4. We will anticipate potential emergency situations insofar as possible to prevent their occurrence. In the event that an emergency does occur, we will seek to minimize and limit losses and promptly extricate ourselves from the critical situation into a state where autonomous recovery is possible, and subsequently prevent a recurrence.

System

The Anritsu Group has established Basic Risk Management Regulations and classified major risks associated with business activities into seven categories: business risk, risk of legal violations, environmental risk, product and service quality risk, export and import control risk, information security risk, and infectious disease and disaster risk. These risk management activities are overseen by the Board of Directors, while the officer in charge of the relevant matters, under the supervision of the Group CEO, is responsible for risk management.

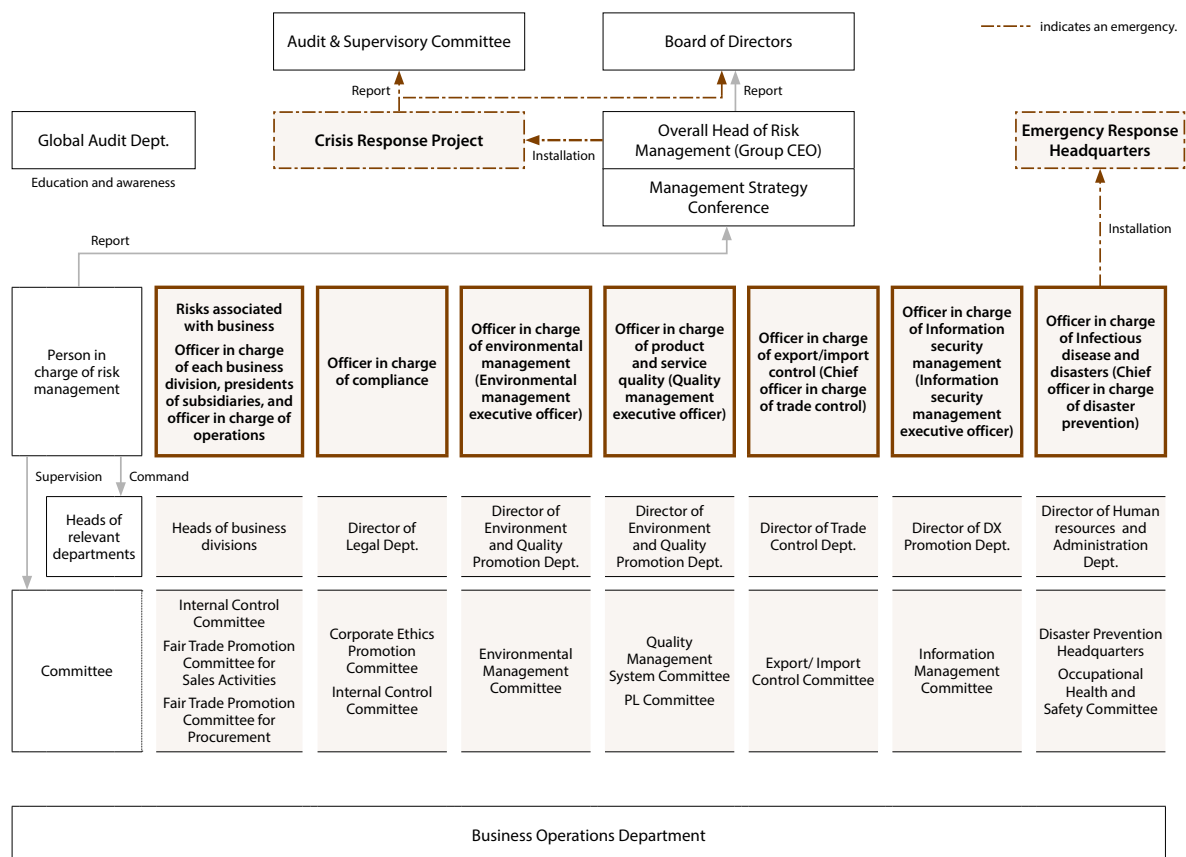
The person in charge of risk management directs the relevant departments to carry out committee activities. These committees conduct risk assessments, support the establishment of internal controls, and conduct audits. The person in charge of risk management reports the results of these activities to the Management Strategy Conference, which deliberates and evaluates them. Then, the Group CEO or the person in charge of risk management reports the results of these deliberations to the Board of Directors as necessary. Each person in charge of risk management supports the activities of overseas group companies in their respective fields. With regard to compliance risks, the head of each regional control company formulates an annual plan and conducts risk assessments.

Within the risk management system, the risk associated with legal violations is mainly investigated and analyzed for the risks related to the following laws and regulations. An activity plan is formulated each fiscal year and the results of these activities are reviewed in order to make improvements.

Major Laws and Regulations:

Labor laws, health and safety laws, subcontracting laws, anti-monopoly laws, premiums and representation laws, financial instruments and exchange laws, laws related to intellectual property, company laws, laws related to antibribery, laws related to human rights (such as modern slavery laws)

Risk Management Promotion System



Risks Related to Business Activities

Risk category	Risks associated with business	Risks associated with legal violations	Risks associated with the environment	Risks associated with quality	Risks associated with export/import control	Risks associated with information security	Risks associated with Infectious disease and disasters
Background of risk	<ul style="list-style-type: none"> • Unexpected changes in the external environment or rapid changes in the market or business environment • Economic trends in overseas countries and changes in international affairs • Sudden exchange rate fluctuations • Prolonged inventory and defects • Insufficient human resources, insufficient training of human resources 	<ul style="list-style-type: none"> • Violation of laws and regulations • Behavior contrary to social needs 	<ul style="list-style-type: none"> • Further strengthening of environmental regulations • Environmental liability arising from past conduct • Environmental pollution caused by natural disasters 	<ul style="list-style-type: none"> • Unforeseeable occurrence of serious quality defects • Situations leading to product liability 	<ul style="list-style-type: none"> • Tighter restrictions on domestic and foreign exports due to the U.S.-China conflict and the Russia issue • Leakage of sensitive technical information due to increased international mobility of human resources 	<ul style="list-style-type: none"> • Information security incidents caused by cyber attacks • Information leakage due to inadequate controls 	<ul style="list-style-type: none"> • Outbreak of large-scale infectious disease • Natural disasters such as earthquakes and typhoons • Outbreak of fire, war, terrorism, or riots
Impact	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial condition and operating results 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial condition and operating results due to legal penalties, lawsuits, social sanctions, or brand damage 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial position and operating results due to increased costs of legal compliance and environmental measures 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial position and operating results due to loss of public trust, lawsuits, social sanctions, brand damage, and compensation and countermeasure costs 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial position and operating results due to loss of public trust, lawsuits, social sanctions, brand damage, or loss of business opportunities 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial condition and operating results due to loss of public trust, lawsuits, social sanctions, or brand damage 	<ul style="list-style-type: none"> • Adverse effects on the Anritsu Group's financial condition and operating results due to supply chain disruptions, plant shutdowns at Anritsu and its customers' and suppliers' plants, and political and economic instability
Anritsu Group response	<ul style="list-style-type: none"> • Respond to a wide variety of business risks, led by the Risk Management Officer in charge 	<ul style="list-style-type: none"> • Ensure that all employees are familiar with the Anritsu Group Code of Conduct • Strengthen compliance promotion activities • Establish a global corporate ethics promotion system • Establish various committees to deal with various laws and regulations 	<ul style="list-style-type: none"> • Develop and provide environmentally conscious products • Reduce CO₂ emissions through energy conservation in offices and factories • Reduce waste by promoting the 3Rs • Set voluntary management standards that are stricter than laws and ordinances 	<ul style="list-style-type: none"> • The Quality Management System Committee and Internal Quality Audit Committee maintain, improve, and assure product quality and operate the quality management system. • Establish a system for handling product accidents • Examine product accident prevention systems and initiatives to prevent recurrence 	<ul style="list-style-type: none"> • Develop a global import/export management system • Continue strengthening export control processes, including the provision of technology 	<ul style="list-style-type: none"> • Reinforce the information security management system • Conduct information security training • Establish a strong and uniform security system on a global basis 	<ul style="list-style-type: none"> • Establish a crisis task force to gather information and take necessary actions • Create BCP and elaborate on response procedures

Activities and Achievements

Risk Management Training

The Risk Management Promotion Department holds workshop-style "Risk Management Training" for newly appointed managers in the domestic group. In FY2024, 31 out of 33 eligible participants took the course, for a participation rate of 94%. After learning specific risk management methods during training, participants will apply the techniques they have learned to their actual work, and then attend follow-up training six months later. Training for overseas group companies focuses on the risk of fraud. In FY2024, we focused on creating practical e-learning teaching materials. In FY2025, the completed materials will be used to conduct training in an e-learning format.

Global Risk Management

Anritsu has established guidelines outlining the minimum requirements that the Anritsu Group must comply with in its management. The requirements cover a wide range of areas, from familiarization with company philosophy and codes of conduct to internal controls, compliance, respect for human rights, promotion of diversity, personnel management, and information security.

Overseas group companies conduct control self-assessment (CSA) based on these guidelines. CSA is conducted annually. The internal control department of each Anritsu company (business operation) uses the results to evaluate the level of control at each company and provides feedback on priority issues to be addressed. CSA began in FY2020, gradually expanding the scope of questions asked, and has evaluated all items in the guidelines since FY2022. In the FY2024 evaluation, it was confirmed that each company met the requirements and achieved a stable management level as a result of implementing countermeasures.

Internal Control

Policy

Inappropriate accounting and compliance violations by companies have become social problems, and companies are required to strengthen their internal controls. The Anritsu Group develops and ensures the operation of the system based on the "[Basic Policy for Establishing Internal Control System](#)," which was resolved by the Board of Directors with the main objectives of ensuring the reliability of financial reporting and improving and enhancing the compliance system. In order to respond to changes in the nature of our business and the increasing complexity and diversity of the business environment, we will continually review our internal control system to ensure its effectiveness.

System

The Anritsu Group has established committees for each risk category as shown in the diagram of the [risk management structure](#). Each committee deliberates on various measures, develops and operates internal control systems across domestic and overseas group companies, and promotes activities to ensure their effectiveness. Each committee reports its activities to the Management Strategy Conference and, when necessary, to the Board of Directors.

The Anritsu Audit & Supervisory Committee, Management Audit Department, Internal Audit Department, and the internal audit departments of group companies conduct audits that lead to the evaluation of the activities of each committee and internal control system, and make recommendations to the relevant organizations.

Activities and Achievements

Assessing the Effectiveness of Internal Controls

The effectiveness of internal controls is assessed by the Anritsu Audit & Supervisory Committee, Management Audit Department, Internal Audit Department, and the internal audit departments of each group company, which take the lead in conducting management interviews, data analysis, and on-site inspections for departments and group companies.

In FY2024, the Audit & Supervisory Committee and the Management Audit Department conducted 10 audits and the Internal Audit Department conducted 6 audits to confirm the effectiveness of the group's internal controls in Japan and abroad. Deficiencies were detected in the evaluation of internal controls over financial reporting, but appropriate remedial actions have been taken.

The Internal Audit Department is working to further improve audit quality by conducting an internal evaluation of audit quality in FY2024.

Strengthening the Internal Control of Group Companies

Anritsu manages the internal control of group companies by establishing regulations on matters that require prior approval and/or must be reported regarding the operations of its group companies. Anritsu has established guidelines outlining the minimum requirements that the Anritsu Group must comply with in its management. To assess the activities based on these guidelines, control self-assessment (CSA) is conducted at overseas group companies. In FY2024, the role of the Internal Control Committee was revised to further strengthen the Anritsu Group's internal control system. In addition to the traditional focus on "reliability of financial reporting," the committee now has a structure to discuss and promote "effectiveness and efficiency of operations," "compliance," and "asset protection."

Compliance

Policy

In order to remain an ethical corporate group, the Anritsu Group requires all employees working for the Anritsu Group to comply with laws and regulations in all their activities and to adapt their behavior to social demands. The Anritsu Group states the importance of compliance in its [Sustainability Policy](#), our philosophy of corporate conduct in the [Anritsu Group Charter of Corporate Behavior](#), and our guidelines for employee behavior based on the Charter of Corporate Behavior in the [Anritsu Group Code of Conduct](#). To ensure that we conduct our business fairly and honestly in all countries and regions in which we operate, we have established the [Anritsu Group Anti-Bribery Policy](#).

These policies specify anti-corruption matters such as prohibition of bribery, prohibition of insider trading, prohibition of money laundering, and blocking of relationships with antisocial forces, as well as compliance with various laws and regulations such as antitrust laws and export/import laws. For suppliers, our Basic Rules for Procurement stipulate compliance with laws and regulations, consideration for human rights and labor, and implementation of ethical activities.

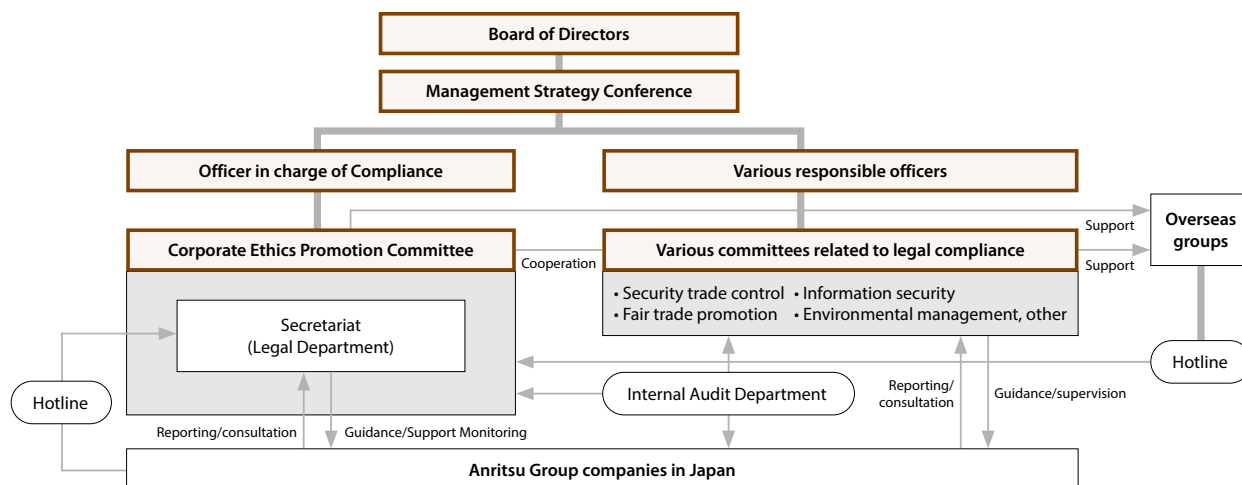
System

The promotion of compliance in the Anritsu Group is spearheaded by the Group CEO, who chairs the Corporate Strategy Meeting, under the supervision of the Board of Directors. The Corporate Ethics Promotion Committee, chaired by the officer in charge of compliance and with the participation of representatives from domestic group companies, oversees compliance promotion activities under the Management Strategy Conference. The Corporate Ethics Promotion Committee and its secretariat, the Legal Department, have established a global promotion system in cooperation with the compliance managers of each overseas group company.

The Legal Department, together with related committees for legal compliance, requests each overseas group company to comply with ethical laws and regulations based on the laws, culture, and customs of each country and region, and provides necessary operational support. The officer in charge of compliance regularly reports on the details and results of these activities to the Management Strategy Conference and the Board of Directors.

The Internal Audit Department audits at least once per year whether the compliance promotion system is functioning properly and makes recommendations and requests improvements as necessary. The Board of Directors will oversee the revision or abolishment of the Anritsu Group Anti-Bribery Policy, as well as any instances of violations or measures that are not in accordance with the Group Policy.

Compliance Promotion System



Key Issues

Anritsu conducts a corporate ethics questionnaire for all employees of the domestic group to monitor and improve the status of compliance. Based on these results, as well as comparisons with revised laws and regulations and the level of risk awareness of other companies, the Corporate Ethics Promotion Committee has established the Anritsu Group's compliance priorities.

Key Compliance Issues

Key Issues	Results for FY2024
Continue to achieve zero serious compliance violations	There were no violations of laws and regulations, significant noncompliance, or associated fines or sanctions.
Create a workplace environment where there is no harassment or constraints	There was one case identified as harassment. We are conducting training to prevent the recurrence of harassment incidents.
Thorough management of overtime work	Thorough control is achieved by making the amount of time computers are accessed visible, improving operational efficiency, and balancing load.
Prevention of bribery and corruption overseas	No violations related to bribery were identified, and there were no fines or administrative penalties.

Activities and Achievements

Eliminating Harassment

The Anritsu Group has made the eradication of harassment one of its key compliance priorities. Anritsu established its "Harassment Prevention Guidelines" in FY2023 based on the policy that "Anritsu will not tolerate harassment in the workplace."

To eradicate harassment, we are conducting workplace discussions using training and case studies on harassment prevention, in addition to confirming the occurrence of harassment in the workplace and surrounding areas through corporate ethics questionnaires. During the FY2024 training program, participants viewed a harassment prevention video produced by the Ministry of Health, Labour and Welfare. Through workplace discussions, each individual was made aware of potential risks, thereby enhancing compliance awareness regarding harassment.

In cases where harassment is suspected or has occurred, we have established a reporting and consultation service (hotline) where employees can seek advice or report incidents. We ensure employees feel comfortable using this service by conducting internal training and promoting awareness through our intranet. In FY2024, one case was officially recognized as harassment, and measures were implemented to prevent recurrence. The Anritsu Group responds promptly and appropriately to all incidents while continuously working to prevent recurrence and improve the workplace environment.

Reporting and Consultation (Hotline)

The Anritsu Group has established an insider reporting and consultation service (hotline) for compliance violations, including overall anti-corruption, in accordance with the Basic Rules on Ethics and Legal Compliance and the Internal Reporting Rules.

Anritsu provides multiple reporting channels, including an internal contact point, an external contact point staffed by outside legal counsel and specialized organizations, and a "Workplace Hotline" that accepts reports in English. The individuals subject to reporting and consultation include officers and employees (regular employees, contract employees, part-time employees, temporary employees, and dispatched employees) of Anritsu and its domestic group companies, as well as retirees (within one year of retirement). Reports and inquiries can be made by phone, email, or in person, and anonymous reporting is also possible.

Regarding reports and consultations received through the hotline, the facts are confirmed through interviews with the whistleblower and related parties. The investigation method is scrutinized under the supervision of the Corporate Ethics Promotion Committee chairperson, and the department in charge of the hotline cooperates with the relevant departments to take the appropriate action. Depending on the nature of the report or consultation, the department in charge of consultation will report the problem to the officer in charge of compliance and the Group CEO, who will take corrective actions such as improvement activities. All information received will be treated confidentially and the informants or consultees will not suffer any disadvantage. Any retaliation against the informant/consultor or anyone else involved will result in severe penalties.

We accept reports and inquiries from stakeholders, including customers, business partners (such as freelancers), shareholders and investors, and members of the local community, via the Contact Us section on our website. Additionally, we have established a consultation window for job-hunting harassment within the Contact Us section of our website, serving as a support resource for students and job seekers engaged in job hunting activities.

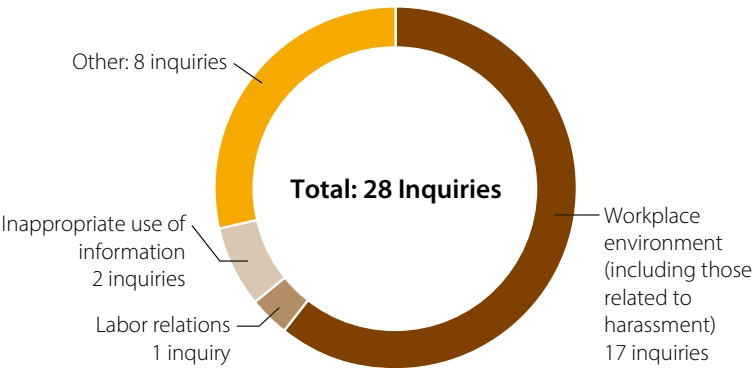
An external contact point for overseas group directors and employees has been established in the Americas since 2016 and in Europe, Asia, and other Anritsu Group locations since 2020. We have established an operational structure for all regions where we conduct business activities. In FY2024, we also established a Portuguese-language reporting hotline in Brazil.

Number of Hotline Calls

Units: Cases

	FY2020	FY2021	FY2022	FY2023	FY2024
External point of contact: Workplace Hotline	9	18	17	23	11
Internal point of contact: Hotline	8	4	9	19	17
Response to open-ended Corporate Ethics Questionnaire	5	7	6	6	2

Number of reports and consultations received in FY2024 (domestic group)



Compliance Promotion Activities

■ Training and Awareness Activities

In order to raise the awareness of each and every employee regarding compliance and to conduct a comprehensive review of their own actions and workplace conditions, every year the domestic group designates a "Corporate Ethics Promotion Week" in April and holds "Corporate Ethics Promotion Month" in October. At these times, we conduct various training and educational activities for all employees (regular, contract, part-time, and temporary employees). The details for FY2024 are as follows.

April: Corporate Ethics Promotion Week

- Test and submission of statement regarding the Anritsu Group Code of Conduct (all employees in Japan and overseas)
- Recommendation for contract inventory
- Dissemination of information regarding reporting and consultation
- Departmental awareness-raising activities using the Harassment Prevention Guidelines
- Compliance training for new managers

October: Corporate Ethics Promotion Month

- Corporate ethics questionnaire (monitoring)
- Departmental awareness-raising activities using a harassment prevention video
- E-learning (antitrust law, subcontract law, information security, trademarks and copyrights, product safety, sustainability, export control)

Other

- Presentation of harassment prevention video (February 2025)

Overseas groups are implementing similar initiatives tailored to the circumstances of each group company. The main activities planned for FY2024 are as shown below.

- Test and submission of statement regarding the Anritsu Group Code of Conduct (all employees in overseas group companies)
- Compliance training: Information security, export control, internal reporting, personal information management, etc. (all employees in overseas group companies)
- Anti-bribery/anti-corruption training (sales and marketing departments in overseas group companies)
- Compliance training for newly hired employees (overseas group companies)
- Corporate ethics questionnaire (conducted in EMEA)

Distribution of "Guidelines and Insights for All Members of the Anritsu Group"

Anritsu distributes "Guidelines and Insights for All Members of the Anritsu Group," which summarizes the company philosophy, company vision, company policy, sustainability policy, Anritsu Group Charter of Corporate Behavior, and Anritsu Group Code of Conduct, to all employees in Japan to ensure that all employees are aware of compliance.

■ Corporate Ethics Questionnaire

The Corporate Ethics Questionnaire includes versions targeting both domestic group employees and dispatched or contracted employees, gathering external perspectives on the conduct of Anritsu Group employees. The response rate for the questionnaire for domestic group employees in FY2024 was 94.7% (number of respondents: 2,823). The response rate from outside employees was 87.3% (number of respondents: 97).

The response rate from suppliers was 55.9% (number of responding companies: 195). From the results, the Corporate Ethics Promotion Committee identifies actions to solve problems or prevent problems from occurring, as well as key issues to address in the future.

■ Raising Awareness through Case Studies

The Domestic Group regularly publishes case studies to improve awareness and understanding of compliance. As part of our compliance promotion activities, we provide tools that can be used in discussions at departmental and organizational meetings to raise awareness of compliance and laws and regulations. By March 2025, 230 case studies were presented. In FY2024, the case studies covered important topics related to organizational reliability, such as "falsification of inspection results," "leakage of customer lists," "insider trading," and "information security."

■ Compliance Self-Assessment

The Anritsu Group conducts self-assessments of compliance and takes appropriate action when problems are identified. There were no fines or administrative penalties for violations in FY2024.

Anti-Bribery

The Legal Department is in charge of anti-bribery activities, and has established the [Anritsu Group Anti-Bribery Policy](#) to ensure that all Anritsu Group employees, both in Japan and overseas, are fully aware of the policy. The Legal Department provides e-learning and training on anti-bribery activities for domestic and international managers and sales staff, as well as guidance, support, direction, and training for relevant departments within the company. The Anritsu Group Anti-Bribery and Corruption Rules, which are based on the Anritsu Group Anti-Bribery Policy and include specific procedures in accordance with international standards, have been established and are being disseminated to employees of overseas group companies. This rule focuses on "prior approval regarding gifts, etc." and "due diligence when entering into new contracts with agents and other third parties."

Promoting Fairness in Business Activities

The domestic group has established the Fair Trade Promotion Committee for Sales Activities, which conducts training activities and formulates countermeasures to ensure compliance with the Antimonopoly Act and related laws and regulations. One of our activities is to conduct an annual internal audit of all sales departments. The Internal Audit Department conducts interviews based on selfchecks of audited departments, verification of evidence, and suggestions for improvement. The Legal Department conducts internal audits regarding risks such as bid rigging for sales departments that participate in public bidding. E-learning on fair trade is provided to the sales department and other departments upon request.

The FY2024 audit did not identify any events or issues that would violate antitrust laws or related regulations. There were no legal actions taken by the Japan Fair Trade Commission regarding antitrust or other issues.

Protection of Personal Information

In recent years, there has been a movement in many countries to strengthen the protection of personal information and to legislate the appropriate handling of personal information. In response to the enforcement in April 2022 of the revised Act on the Protection of Personal Information, the Anritsu Group has revised its Privacy Policy and Personal Information Protection Regulations to ensure the thorough management of the personal information of customers, employees, and other stakeholders. The company has also obtained TRUSTe certification from TrustArc, a third-party certification organization in the United States.

The Anritsu Group is taking measures to comply with the EU General Data Protection Regulations (GDPR), which came into force in 2018. Regarding the cross-border transfer of personal information under China's Personal Information Protection Law, the necessary notification procedures to the Chinese government have been completed and approval has been obtained. In FY2024, we completed the necessary measures, including a review of our privacy statement, in response to amendments to the California Consumer Privacy Act (CCPA).

[Anritsu Group Privacy Policy](#)

[Anritsu Web Privacy Statement](#)

Social Media Policy

The Anritsu Group formulated and implemented the Anritsu Group Social Media Policy to ensure the appropriate use of various services, including compliance with laws and regulations and ensuring the accuracy of information transmitted, based on respect for the freedom of individual expression. In addition to the basic policy, we have also established guidelines for the operation of the official Anritsu Group accounts.

[Anritsu Group Social Media Policy](#)

Enhancement of Group Governance

In order to further enhance group governance at Anritsu, we have established regulations on matters that require approval or reporting by the parent company regarding the operations of domestic and overseas group companies, as well as the procedures for such approval and reporting. We began implementing these regulations in April 2022. This ensures that business operations are conducted in accordance with unified reporting and decision-making rules within the group, leading to improved group management adequacy and a stronger internal control system.

Tax Compliance

The Anritsu Group complies with all applicable tax-related laws and regulations in the countries and jurisdictions in which it operates. We do not intentionally avoid tax through the use of tax havens or tax savings based on interpretations that deviate from the spirit of the law. For foreign related transactions, the company calculates arm's length pricing based on the OECD Transfer Pricing Guidelines, and prepares transfer pricing documentation in accordance with the laws and regulations of each country. The Anritsu Group strives to ensure that it has a reasonable tax burden by taking advantage of preferential tax treatment within the scope of normal business activities. We also strive to reduce tax uncertainties by consulting tax authorities and tax professionals in advance and disclosing relevant information.

■ Basic Tax Policy

The Anritsu Group stipulates the following provisions in the Anritsu Group Code of Conduct, which also applies to overseas group companies, and has adopted the same stance in regard to tax-related operations.

- Perform proper accounting in accordance with relevant laws and company regulations in the course of operations
- Accurately prepare and properly save all the various records of finance and accounting, and do not perform improper accounting or any other acts that would cause damage to the company
- Comply with the tax laws of each country and pay appropriate taxes
- When conducting commercial transactions, we comply with the tax laws of each country and in accordance with the spirit of the law, utilizing available tax incentives, tax reductions, and tax exemptions. We do not engage in tax planning unrelated to our commercial transactions.

Tax Governance Structure

The Anritsu Group holds the CFO ultimately responsible for establishing and maintaining the Anritsu Group's tax governance, tax risk management, and significant tax issues. When faced with tax issues, we work with the regional headquarters and targeted group companies to address the issues as necessary. Issues deemed to be of high importance are brought to the Board of Directors for deliberation and decision-making to ensure transparency in tax affairs. The tax management of the entire Anritsu Group is handled by the head office accounting department. A system and environment have been put in place to ensure adequate communication between the relevant head office departments and each group company. The Board of Directors oversees organizations that execute business, and its coverage includes tax matters. The Audit & Supervisory Committee, which consists of persons with expertise in finance, accounting, and legal matters, is responsible for monitoring the execution of operations related to taxation.

Income Taxes Paid by the Anritsu Group (FY2023)

(Units: 100 million yen)

	Amount of income	Amount of income before tax	Amount of taxes paid
Domestic	855	67	9
Overseas	930	32	6
Total	1,786	99	15

* The above amounts are based on the Country-by-Country Report submitted to the tax authorities in Japan and have no direct relation to the consolidated financial statements.

Political Contributions

In accordance with the Political Funds Control Law, the Anritsu Group does not make donations to political parties, other political organizations, or candidates for public office.

Information Security

Policy

The Anritsu Group recognizes that it has a social responsibility to properly protect the information of all stakeholders in the course of its business activities and that such information is an important asset. Based on this idea, we have established a Basic Policy for Information Management, and we are striving to maintain and improve security.

Basic Rules of Information Management

The Anritsu Group ("Anritsu") recognizes its social responsibility for effectively protecting information related to all of its stakeholders, including customers, shareholders/investors, business partners and employees, throughout the course of its business operations, which offer "Original and High Level" products and services with sincerity, harmony and enthusiasm. Moreover, we view information as a vital asset for Anritsu and all its stakeholders. Therefore, Anritsu has established these Basic Rules of Information Management and declares it will responsibly handle information assets and take all possible actions to ensure their protection.

1. Anritsu shall comply with the laws and social norms governing information assets and information management.
2. Anritsu shall build information management systems and strive to effectively manage information assets.
3. Anritsu shall develop and implement corporate regulations that define concrete procedures and rules of information management.
4. Anritsu shall provide its officers, employees and others with the necessary education and training to deepen their knowledge of information management.
5. Anritsu shall implement appropriate human, organizational, physical and technical measures to protect information assets.
6. Anritsu shall quickly respond to risks associated with protecting information assets to minimize damage.
7. Anritsu shall regularly and continually review and improve the information management activities noted above.

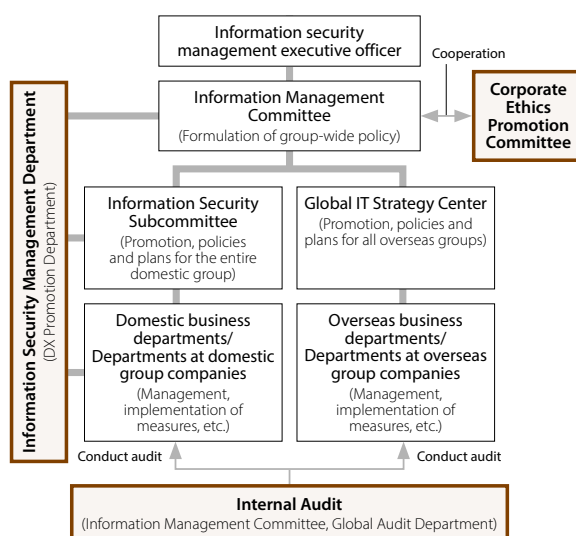
System

The Anritsu Group has established an information security management executive officer and the Information Management Committee as a system to ensure thorough information management within the Anritsu Group and to prevent information security incidents before they occur.

The information security management executive officer is appointed by the director in charge of the Information System Management Department, and the Information Management Committee consists of the directors in charge of each business division and group company.

In the domestic group, the Information Security Subcommittee, consisting of representatives from domestic groups, establishes policies, implements measures, provides employee training, and takes countermeasures and shares information when incidents occur. In overseas group companies, the Global IT Strategy Center, whose members are IT managers from regional headquarters, has been established to strengthen IT controls, including security. A comprehensive audit of the actual status of information management is conducted by the Information Management Committee, and the results are reported to the information security management executive officer.

Information Security System



ISO27001 Certification Status

- Japan: DX Promotion Department
- EMEA: Anritsu A/S Service Assurance Business Unit

Activities and Achievements

Promoting Information Security

■ Introduction of a New Security System

Security risks in corporate supply chains are a critical issue. In recent years, as cybersecurity threats have increased, companies are being called upon to strengthen countermeasures throughout their entire supply chains. In response to customer requests for enhanced security, the Anritsu Group implemented a 24/7 monitoring system in FY2024 as part of its security reinforcement measures. This new system enables the early detection of security incidents and allows for swift response.

■ Employee Training

To raise awareness of security, the Anritsu Group conducts security training through e-learning once a year for directors and all employees (regular, contract, part-time, and temporary employees) of Anritsu Group companies in Japan and overseas. We also conduct training with email that simulates an actual attack every two to three months.

■ BCP Training

In FY2024, following on from FY2023, we conducted BCP drills to confirm that core operations could be performed solely using backup systems, and confirmed that this could be executed without issue. Additionally, in response to the transition to the latest standard "ISO/IEC 27001:2022" and the formalization of the risk of prolonged business disruption due to cyberattacks within its requirements (5.30 ICT preparedness for business continuity), we have revised our internal regulations. In addition to conventional disaster response drills, we added training that simulates a ransomware infection to confirm that internal and external communications and recovery operations based on the procedure manual could be properly executed.

■ Initiatives Regarding the Use of Generative AI

Anritsu requires that employees of the domestic group, temporary staff, and employees of partner companies use only generative AI systems approved by the Information Systems Department when utilizing generative AI technology. When using the system, we adhere to guidelines (internal regulations) that clearly stipulate prohibitions on inputting certain information and the need to verify copyrights and trademarks, thereby preventing risks such as information leaks and intellectual property infringements before they occur.

Measures to Prevent Recurrence of Incidents

In response to security incidents occurring at overseas group companies in FY2023, we introduced multi-factor authentication as a measure to prevent recurrence. Subsequently, to prevent similar risks from occurring, we expanded multi-factor authentication across the entire group, both domestically and internationally. As a result, no similar incidents occurred either domestically or internationally in FY2024.

On the other hand, in FY2024, there were six incidents of mistaken email transmissions that led to the leakage of personal information. To prevent recurrence, we have strengthened employee training, thoroughly enforced rules for verifying recipients before sending e-mails, and established a rapid response system in the event of a misdirected e-mail.

Measures to Prevent Recurrence of Incidents

Policy

Disaster Prevention

The Anritsu Group has laid out its BCM* policy in its Basic Policy on Disaster Response, stipulated in its Basic Rules on Disasters and Emergency Response.

Basic Policy on Disaster Response

The Anritsu Group establishes a prevention system against disasters that may significantly affect its management, places top priority on ensuring the safety of its stakeholders including employees and local communities in the event of a disaster or accident, and strives to minimize damage and promptly resume business activities in order to fulfill its social responsibility and continue to seek enduring success for the Anritsu Group.

* BCM (Business Continuity Management): Management activities conducted during normal operations, such as formulating, maintaining, and updating business continuity plans (BCPs), securing budgets and resources for continuing business, taking preparatory measures, implementing training before launching initiatives, conducting inspections, and making continuous improvements

System

Members of the Emergency Response Headquarters (disaster response, infectious disease control)

Title	Members
General manager	President
Deputy general manager	Chief officer in charge of disaster prevention (vice presidents)
Staff	Persons appointed by the general manager (vice presidents overseas, presidents of group companies, etc.)

Activities and Achievements

Formulation of BCP

At the Anritsu Group, each division and group company has formulated a BCP to ensure employee safety, minimize damage, and restore business activities quickly in the event of a natural disaster, infectious disease, or other unexpected event. In particular, Tohoku Anritsu, an Anritsu Group manufacturing location, has been hit by several large-scale natural disasters, including the Great East Japan Earthquake and river flooding due to torrential rains. Therefore, natural disasters are positioned as a serious risk at this site. Based on this experience, we have developed a flow chart of initial response procedures to clarify what to do after a disaster occurs. Damage predictions and procedures for dealing with risks such as fire, snow damage, and volcanic eruptions have been established and are reviewed as necessary.

Disaster Preparedness

The Domestic Anritsu Group is conducting re-inspection of earthquake countermeasures as preparation for large-scale earthquakes, which remain a concern. We exchange information on crisis management and BCP with our overseas group companies based on the results of surveys conducted in accordance with our management guidelines.

Disaster prevention training simulates an earthquake with an intensity of 5 on the Japanese seismic intensity scale and a resulting fire. We use this training to practice all of our skills, as we conduct initial firefighting activities, quickly set up an emergency response headquarters, confirm the safety of employees, provide first aid to injured employees, and check on personnel at evacuation sites. Employees are provided with a website with information regarding disaster prevention on site, and are also given a survival card that outlines initial actions to take in the event of an earthquake, measures to take if they are unable to return home, and preparations to make in case of fire or typhoon.

The Global Headquarters building is seismically isolated to enhance safety against earthquakes. In addition to solar power generation, the Atsugi Site is equipped with emergency power generation equipment that can maintain the operation of critical facilities for six days in the event of a power outage. In addition, there is a water storage tank that can hold six days' worth of water for the Global Headquarters building.

Supply Chain BCM

■ Supplier Information Database

The Anritsu Group's BCM is based on the principle of making an appropriate initial response to sudden risks that may affect suppliers' businesses through early information gathering and advance preparation. In the event of a disaster, information is collected through the media - mainly websites - and is matched with a database of suppliers' manufacturing and warehouse locations to predict the impact. We will then immediately contact suppliers in the affected areas to confirm the extent of damage, and consider what countermeasures to implement in order to minimize risk. We can accelerate BCM by using IT to visualize damage information in conjunction with map information.

■ BCM Achievements

The Anritsu Group conducted 21 supply chain BCMs in FY2024. We were affected by natural disasters such as earthquakes and typhoons. However, we focused on minimizing the impact by closely communicating with suppliers, making production adjustments, and using substitute parts. We will continue to strengthen our activities for stable procurement.

Response to Infectious Diseases

Following the downgrading of the status of COVID-19 infections to category 5 in May 2023, we have transitioned to a normal work schedule. In addition, we continue to monitor the situation of infections within the company in order to maintain business continuity and employee safety.

ESG External Evaluation

Status of Inclusion in ESG Indices

The Anritsu Group's ESG activities have received recognition, as well as inclusion in ESG indexes and SRI investment (socially responsible investment) stock price indexes and funds both in Japan and around the world.

Selected for Inclusion in the GPIF ESG Index

We have been selected for inclusion in the following five ESG indices adopted by the Government Pension Investment Fund (GPIF).



FTSE Blossom Japan Index

FTSE Blossom Japan Index

This index is designed by the FTSE Russell Group, a wholly owned subsidiary of the London Stock Exchange, to measure the performance of Japanese companies that demonstrate strong ESG practices utilizing an industry-neutral approach to minimize bias by matching weights with those of the underlying index.

FTSE Blossom Japan Index Series Website [here](#)



FTSE Blossom Japan Sector Relative Index

FTSE Blossom Japan Sector Relative Index

The FTSE Blossom Japan Sector Relative Index is another index designed by FTSE Russell that identifies and measures the performance of Japanese companies that demonstrate outstanding ESG practices following the sector-neutral approach to minimize sector bias by matching weights with those of the underlying index.

FTSE Blossom Japan Index Series Website [here](#)



MSCI Nihonkabu ESG Select Leaders Index

The index is constructed by selecting companies that excel in ESG evaluations provided by Morgan Stanley Capital International (MSCI) of the United States.

[*1] [DISCLAIMER](#)



Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)

This is a gender diversity index developed by Morningstar Inc. and classified into five groups in order of score, and Anritsu is in Group 1, the highest group of GenDi J.

Morningstar Japan ex-REIT Gender Diversity Tilt Index Website [here](#)

[*2] [DISCLAIMER](#)



S&P/JPX Carbon Efficient Index

This ESG index is designed by the US S&P Dow Jones Index, one of the world's largest independent index providers, and the Tokyo Stock Exchange (part of the Japan Stock Exchange Group) to measure the performance of companies in the Tokyo Stock Price Index (TOPIX) in terms of disclosing environment-related information and levels of carbon efficiency (low levels of carbon emissions per unit of revenue), which helps in determining the overweighting of those companies.

S&P/JPX Carbon Efficient Index | Japan Exchange Group [here](#)

Other Indices



MSCI Japan ESG Select Leaders Index

The index is constructed by selecting companies that excel in ESG evaluations provided by Morgan Stanley Capital International (MSCI) of the United States.

[*1] [DISCLAIMER](#)



Sompo Sustainability Index

This is a stock index developed by Sompo Asset Management Co., Ltd. (Japan) that combines ESG and stock price evaluations. The index measures companies' performance based on two types of surveys: one for environmental performance (Sompo Japan green open) and another for ESG management. Anritsu has been included in this index for two consecutive years.



iSTOXX® MUTB JAPAN PLATINUM CAREER 150 INDEX

The iSTOXX MUTB Japan Platinum Career 150 Index tracks the performance of 150 Japanese companies that actively contribute to employee career development.

iSTOXX® MUTB Japan Platinum Career 150 – Qontigo Website [here](#)

External Evaluations

External evaluations regarding ESG (Environmental, Social and Governance) are described below.

Evaluation by CDP

CDP gathers information on the environmental impacts of major companies worldwide based on its questionnaires and analyzes and evaluates their responses.



Selected for the Highest Rated "A List Company" in Climate Change by CDP

Anritsu has been selected for the first time as an "A List company", the highest rating, in the 2024 climate change survey conducted by the international non-profit organization CDP, which conducts environmental surveys and information disclosure.

Read the news release [here](#)



Selected as a "Supplier Engagement Leader," the Highest Rating in the Supplier Engagement Assessment

In the 2024 Supplier Engagement Assessment (SEA), Anritsu was selected as a Supplier Engagement Leader, the highest rating. SEA evaluates companies' efforts to reduce greenhouse gas emissions from the perspective of collaborating with suppliers, and selects those companies that are particularly outstanding as "Supplier Engagement Leaders." This is the fourth time Anritsu has been selected, following its selection in FY2020, FY2021, and FY2022.

Read the news release [here](#)

Evaluation by other organizations



MSCI ESG Ratings

MSCI surveys and analyzes companies' environmental, social, and governance (ESG) initiatives and rates them on a seven-point scale from AAA (the highest rank) to CCC, which is considered a global evaluation index for ESG investments. Anritsu is rated AA in the MSCI ESG Ratings.

(As of June 2025)



Sustainalytics ESG Risk Ratings

The ESG Risk Ratings are a rating scale that assigns a degree of risk to an entity, with 0-10 being Negligible, 10-20 being Low, 20-30 being Medium, 30-40 being High, and 40 and above being Severe. High, and Severe for 40 and above. Anritsu is rated Low Risk.

(As of June 2025)

[*3] [DISCLAIMER](#)



Presented Special Award at the ESG Award Program Sponsored by the Ministry of the Environment

Anritsu received a special award in the "Environmentally Sustainable Company Category" at the 5th ESG Finance Awards Japan sponsored by the Ministry of the Environment.

In this category, companies that are recognized as incorporating important environmental opportunities and risks into their management strategies, thereby creating a positive environmental impact while also enhancing corporate value, are presented an award. Anritsu was recognized as a company that is making outstanding efforts in climate change countermeasures and resource recycling, relative to its corporate size and industry characteristics.



Excellent Enterprise of Health and Productivity Management 2025

Anritsu have been selected as one of the top 500 companies among 3,400 corporations in the large enterprise category of the "Certified Health & Productivity Management Outstanding Organizations 2025" established by the Ministry of Economy, Trade and Industry and recognized by the Japan Health Council for particularly excellent health management. This marks the seventh time Anritsu have received the "White 500" certification since the program began in fiscal year 2016.



Awarded the Highest Rating of 3 Stars in the Eruboshi Certification

Eruboshi Certification is a system under which the Minister of Health, Labor and Welfare certifies companies that have formulated and submitted action plans based on the Act on Promotion of Women's Participation and Advancement in the Workplace, and that demonstrate excellence in promoting women's activities.

The evaluation criteria for certification consists of five items, and a rating from 1 to 3 is awarded depending on the number of items meeting the criteria. Anritsu met all of the criteria and was awarded the highest rating of 3 stars (3rd tier).



Platinum Kurumin Certification

On March 6, 2025, Anritsu received special certification from the Minister of Health, Labour and Welfare as an excellent child-rearing support company under the "Act on Advancement of Measures to Support Raising Next-Generation Children", and obtained the "Platinum Kurumin" certification.

The Kurumin certification is a recognition system for companies that support their employees in raising children. The Platinum Kurumin is awarded to companies that provide particularly outstanding support for balancing work and childcare and improving the workplace environment among Kurumin-certified companies. Anritsu has previously received the Kurumin certification three times, in 2015, 2018, and 2020.



Kanagawa Childcare Supporter

Kanagawa Prefecture certifies businesses that are actively involved in providing support for children and childcare as "Kanagawa Childcare Supporters."

Anritsu was certified in 2008.



Kanagawa Support Care Company Certification

This certification is given to companies that support their employees' balance of work and caregiving for the elderly by Kanagawa Prefecture, Japan.

Anritsu has been certified in 2019.



Received Gold Certification in the PRIDE Index 2024

Anritsu have received the highest Gold certification in the "PRIDE Index 2024" formulated by the General Incorporated Association, "work with Pride".

The "PRIDE Index" is a set of indicators first established in Japan by work with Pride in 2016 to create workplaces where sexual minorities such as LGBTQ+ can work comfortably. It evaluates the efforts of companies and organizations regarding LGBTQ+ issues.

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Participation in Initiatives

The Anritsu Group actively participates in various initiatives to realize a sustainable society.

UN Global Compact

In March 2006, Anritsu Corporation endorsed and announced its participation in the UN Global Compact's ten principles on human rights, labor, environment, and anti-corruption. The Anritsu Group promotes these principles by linking them to the Group's overall sustainability activities. Please see "Supporter of the UN Global Compact" for information on our major initiatives in these four areas.

CDP

CDP is an international non-profit initiative for corporations, cities, and governments to disclose environmental information such as greenhouse gas emissions, water resource management, and forest conservation. Anritsu has been responding to the Climate Change Questionnaire every year since 2012. Anritsu was selected for the first time as an "A List Company" - the highest rating - for the FY2024 Climate Change Survey.

Science Based Targets (SBT)

SBT is an initiative that encourages companies to set science-based reduction targets with the goal of limiting the increase in global average temperature due to climate change to less than 2°C above pre-industrial levels. Anritsu has updated its Scope 1 + 2 greenhouse gas reduction target for 2024 to a 1.5°C target, which has been approved.

Race To Zero

Race To Zero is an international campaign led by the UNFCCC (United Nations Framework Convention on Climate Change). It urges companies, municipalities, investors, universities, and others around the world to pledge to reduce their greenhouse gas emissions to net zero by 2050 and to take concrete actions to achieve this goal. In December 2022, Anritsu made a carbon neutral declaration and joined the Race To Zero campaign, to achieve net-zero greenhouse gas emissions from its business activities by 2050.

Japan Climate Initiative (JCI)

Established in 2018 to strengthen the dissemination of information and exchange of views among companies, local governments, NGOs, and others actively working to combat climate change. Anritsu expresses its support for JCI's opinions and recommendations to the government.

Task Force on Climate-related Financial Disclosures (TCFD)

TCFD is an international initiative established in 2015 by the G20 Financial Stability Board (FSB) to promote corporate disclosure of the financial impacts of climate change risks and opportunities. Anritsu announced its endorsement of the TCFD initiative on June 30, 2021 and is disclosing information in compliance with its recommendations.

Taskforce on Nature-related Financial Disclosures (TNFD)

TNFD is an international organization established in 2021 by the United Nations Development Programme (UNDP) and others to clarify the impact of corporate activities on nature through information disclosure and to promote the flow of funds for a better society and environment. In May 2025, Anritsu endorsed the principles of the TNFD and registered as a "TNFD Adopter" to advance the disclosure of information based on its recommendations.

30by30 Alliance

The 30by30 Alliance is an industry-government-private sector collaboration aimed at achieving the goal of conserving at least 30% of the land and sea as healthy ecosystems by 2030, as set forth in the Kunming-Montreal Global Biodiversity Framework under the Convention on Biological Diversity. Anritsu joined this alliance in March 2025 to promote initiatives for biodiversity conservation.

Communications and Information Network Association of Japan (CIAJ)

Organization that aims to contribute to the realization of a sustainable society by utilizing various types of knowledge related to information and communication networks. Anritsu is a member of the Environment Committee.

Tanzawa-Oyama Nature Restoration Committee

Anritsu joined the Tanzawa-Oyama Nature Restoration Committee in 2022 in order to contribute to the conservation of the natural environment and biodiversity of Mt. Oyama, which can be seen from the company's headquarters in Atsugi, Kanagawa Prefecture, as well as to contribute to the protection of water resources. Anritsu Group employees have volunteered to take part in the tree-planting event "Corridor (Green Corridor) from Mt. Oyama" organized by the Committee and the Tanzawa Nature Conservation Society.

Business for Marriage Equality (BME)

BME is a campaign to make companies that support marriage equality (legalization of same-sex marriage) more visible. Anritsu endorsed Business for Marriage Equality (BME) in December 2023.

My Human Rights Declaration

"My Human Rights Declaration" is a project promoted by the Ministry of Justice, in which companies, organizations, and individuals declare that they will take actions that respect human rights, aiming to realize a society in which everyone respects each other's human rights. In July 2024, the Anritsu Group endorsed My Human Rights Declaration.

EcoVadis

EcoVadis is a private rating agency that evaluates the sustainability performance of companies in terms of environmental and social responsibility. The Anritsu Group is registered on the EcoVadis platform and is undergoing an assessment of its sustainability performance.

Responsible Business Alliance (RBA)

RBA is the world's largest industry association promoting responsible corporate behavior in global supply chains. Tohoku Anritsu Co., Ltd., the Anritsu Group's main plant, regularly underwent Validated Assessment Program (VAP) audits by a third-party organization accredited by the RBA.

Supplier Ethical Data Exchange (Sedex)

Sedex is an international NPO that promotes ethical business practices and responsible supply chain activities. Anritsu Group plants in Japan, China, and Thailand that manufacture PQA products underwent SMETA audits from 2023 to 2024, and were found to be in compliance with international standards in the areas of labor standards, occupational health and safety, environment, and corporate ethics.

ESG Data

Environmental Data

Private solar power generation

Solar Power Generated Privately and Overall Ratio (PGRE 30*¹ Progress)

	FY2018* ²	FY2020	FY2021	FY2022	FY2023	FY2024
The ratio of private solar power generation (%)	0.8	3.3	6.7	7.2	10.4	12.5
Private solar power generation* ³ (MWh)	241	892	1,791	1,941	2,765	3,340

*1 PGRE30, an Anritsu initiative, is based on the Group's electricity consumption in FY2018. The goal of this action is to increase the ratio of in-house solar power generation, a renewable energy source, from 0.8% in FY2018 to approximately 30% by around 2030.

*2 Base year for PGRE 30

*3 Subject to third-party verification

CO₂ Emission

CO₂ Emission

Unit: t-CO₂e

Category		FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions volume* ¹		147,430	151,901	154,168	127,077	121,263
Scope1* ²		1,602	1,471	1,967	1,586	1,304
Scope2 (Market-based)* ²		10,954	14,072	14,545	9,985	9,407
Scope2 (Location-based)* ²		11,586	12,275	12,732	10,533	11,073
Scope1+Scope2 (Market-based)		12,556	15,543	16,512	11,572	10,711
Scope3		134,874	136,358	137,656	115,505	110,552
Category 1	Purchased goods and services	52,800	60,151	59,771	48,116	37,855
Category 2	Capital goods	9,939	10,313	10,374	5,091	8,526
Category 3* ²	Fuel- and energy-related activities not included in scope 1 or scope 2	2,356	2,469	2,554	2,172	2,112
Category 4	Upstream transportation and distribution	2,534	2,141	2,245	1,956	2,217
Category 5	Waste generated in operations	200	227	241	205	156
Category 6	Business travel	293	742	2,170	2,562	2,486
Category 7	Employee commuting	2,376	2,580	3,453	3,731	3,338
Category 8* ³	Upstream leased assets	0	0	0	0	0
Category 9* ⁴	Downstream transportation and distribution	—	—	—	—	—
Category 10* ³	Processing of sold products	0	0	0	0	0
Category 11	Use of sold products	64,344	57,707	56,816	51,634	51,004
Category 12	End-of-life treatment of sold products	31	29	32	30	31
Category 13* ⁵	Downstream leased assets	—	—	—	—	2,820
Category 14* ³	Franchises	0	0	0	0	0
Category 15* ⁶	Investments	—	—	—	9	7

*1 The calculated value of actual emissions was verified by a third-party. Total CO₂ emissions volume is calculated as the sum of CO₂ emissions volumes from Scope 1, Scope 2 (market-based), and Scope 3.

*2 Including the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infivis Inc. (U.S.), Anritsu Infivis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China) since FY2021

*3 Categories 8, 10, and 14 are not related to Anritsu Group's business, and therefore there are no greenhouse gas emissions.

*4 The calculation for Category 9 is extremely difficult, and therefore no calculation was made.

*5 Disclosure began with emissions data for FY2024.

*6 Disclosure began with emissions data in FY2023.

Scope1+2 CO₂ Emissions (Market-based)

Unit: t-CO₂e

Site	FY2020	FY2021 ^{*1}	FY2022	FY2023	FY2024
Total	12,556	15,543	16,512	11,572	10,711
Atsugi Site	7,208	7,247	7,604	5,615	5,502
Hiratsuka Site	805	792	713	509	516
Tohoku Site	3,012	2,693	3,726	2,106	1,545
Kawasaki Site	—	129	122	102	106
Tsuruoka Site	—	285	314	330	264
Sales Offices in Japan	238	237	236	279	276
Anritsu Company (U.S.)	1,115	3,549	3,160	1,934	1,931
Anritsu EMEA Ltd. (U.K.)	178	161	128	126	83
Anritsu Solutions S.R.L. (Romania)	—	67	62	83	11
Anritsu Infvis Inc. (U.S.)	—	203	268	291	267
Anritsu Infvis (Thailand) Co., LTD. (Thailand)	—	119	120	140	144
Anritsu Industrial Systems (Shanghai) Co., LTD. (China)	—	61	60	56	66

*1 Disclosure started in FY2021 with the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infvis Inc. (U.S.), Anritsu Infvis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China).

CO₂ Emissions Volume per Sales (Consolidated Sales)^{*1, *2}

Unit: t-CO₂e/Billion Yen

	FY2020	FY2021	FY2022	FY2023	FY2024
Scope1+2 CO ₂ emissions volume per sales (consolidated sales)	11.9	14.7	14.9	10.5	9.5

*1 Scope1+2 greenhouse gas emissions (market-based) divided by sales

*2 Including the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infvis Inc. (U.S.), Anritsu Infvis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China) since FY2021

Scope1 GHG Emissions Volume by GHG Category^{*1}

Unit: t-CO₂e

Type	FY2021	FY2022	FY2023	FY2024
Total	1,471	1,967	1,586	1,304
CO ₂	1,368	1,402	1,320	1,123
CH ₄	0	0	0	0
N ₂ O	1	1	1	1
HFCs	5	486	151	41
PFCs	85	62	96	77
SF ₆	12	16	19	61
HCFCs	2	0	0	1

*1 Disclosure began with emissions data for FY2021.

Energy Consumption

Energy Consumption*1 (calorific value conversion)

Unit: GJ

Site	FY2020	FY2021*2	FY2022	FY2023	FY2024
Total	331,766	351,066	362,383	276,222	273,345
Atsugi Site	151,438	153,738	153,780	117,540	111,640
Hiratsuka Site	17,751	17,374	15,244	11,287	10,346
Tohoku Site	57,111	57,767	71,049	42,658	38,140
Kawasaki Site	—	2,776	2,555	2,068	2,051
Tsuruoka Site	—	6,210	6,344	6,049	5,673
Sales Offices in Japan	4,952	4,910	4,998	4,334	4,327
Anritsu Company (U.S.)	93,507	89,694	89,023	74,272	84,483
Anritsu EMEA Ltd. (U.K.)	7,007	6,934	6,044	4,844	3,172
Anritsu Solutions S.R.L. (Romania)	—	2,756	2,866	2,730	3,340
Anritsu Infivis Inc. (U.S.)	—	5,447	7,025	7,120	6,931
Anritsu Infivis (Thailand) Co., LTD. (Thailand)	—	2,349	2,351	2,407	2,263
Anritsu Industrial Systems (Shanghai) Co., LTD. (China)	—	1,111	1,103	914	979

*1 Subject to third-party verification

*2 Including the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infivis Inc. (U.S.), Anritsu Infivis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China) since FY2021

Energy consumption*1 and reductions*2, *3

Unit: GJ

Type of Energy*4, *5	FY2020	FY2021	FY2022	FY2023	FY2024	Reductions
Total energy consumption in the organization (GJ)	331,766	351,066	362,383	276,222	273,345	77,721
Subtotal for non-renewable energy sources	23,268	22,248	22,657	20,973	18,672	3,577
Class A heavy oil*6	5,502	5,216	5,320	4,815	1,526	3,690
Light oil*6	178	150	130	131	80	70
Gasoline*6, *7	7,857	7,594	8,340	8,023	7,818	-223
Kerosene*6	859	859	859	854	854	5
City gas*6	2,650	2,861	2,837	2,592	2,698	163
LPG*8	93	130	131	124	126	4
Natural gas*9	6,130	5,438	5,040	4,435	5,570	-132
Private solar power generation*6	3,208	6,443	6,943	9,724	11,767	-5,324
Purchased electrical power*6, *7	305,290	322,376	332,782	245,526	242,907	79,469
Percentage of grid power (%)	92.0	91.8	91.8	88.9	88.9	—
Percentage of renewable energy (%)*10, *11	1.5	2.4	3.0	4.5	6.4	—

*1 Method for calculating energy consumption: volume consumed x conversion coefficient

*2 Method for calculating reduced energy consumption: FY2021 energy consumption - FY2024 energy consumption

*3 The base year for "reduction" is FY2021, which is the base year for the SBT 1.5°C target.

*4 There was no consumption for air conditioning, steam, sold energy, or renewable energy sources.

*5 Energy consumed outside the organization was not included due to the difficulty of obtaining documentation.

*6 Source for conversion coefficient: Agency for Natural Resources and Energy, "Guidelines for Completing the Statutory Periodic Report and Medium- to Long-Term Plan for Energy Conservation (Specified Business Operators, etc.)."

*7 Including the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infivis Inc. (U.S.), Anritsu Infivis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China) since FY2021

*8 Source for conversion coefficient: "Regulations for Enforcement of the Act on Rationalizing Energy Use and Shifting to Non-fossil Energy," "Japan LP Gas Association-LP Gas Unit Conversion Table".

*9 Source for conversion coefficient: "Regulations for Enforcement of the Act on Rationalizing Energy Use and Shifting to Non-fossil Energy"

*10 Including purchases of green electricity certificates

*11 Calculated using total energy consumption (GJ), including fossil fuels such as oil and gas, as the denominator. (The definition differs from the "private solar power generation ratio," which uses FY2018 electricity consumption (MWh) as the denominator and only private solar power generation as the numerator.)

Energy Consumption per Sales*1

Unit: GJ/Billion Yen

	FY2020	FY2021*2	FY2022	FY2023	FY2024
Energy per sales (net sales)	313	333	327	251	242

*1 Total company energy consumption divided by sales

*2 Including the Kawasaki Site, the Tsuruoka Site, Anritsu Solutions S.R.L. (Romania), Anritsu Infivis Inc. (U.S.), Anritsu Infivis (THAILAND) Co., Ltd. (Thailand), and Anritsu Industrial Systems (Shanghai) Co., Ltd. (China) since FY2021

Reduction in Energy Consumption and CO₂ Emissions during the Use of Sold Products (expected reduction effect)*1, *2, *3

	FY2020	FY2021	FY2022	FY2023	FY2024
Reduction in energy consumption (GJ*3)	95,347	84,869	54,853	24,298	27,787
Reduction in CO ₂ emissions (t-CO ₂ e*4)	4,256	3,686	2,388	1,232	1,360

*1 Conversion coefficient x time spent in operation over one year x sales volume x reduction in power consumption when compared to a conventional product functioning and performing at the same level

*2 Hardware products developed by the domestic group, for which product assessments have been conducted.

*3 Source for conversion coefficient: "Regulations for Enforcement of the Act on Rationalizing Energy Use and Shifting to Non-fossil Energy"

*4 Source for conversion coefficient: National average coefficient based on the Law Concerning the Promotion of Measures to Cope with Global Warming

Water use

Volume of Water Withdrawal by Source, Water Discharge by Destination, and Water Recycled

Unit: m³

Fiscal Year		FY2020	FY2021	FY2022	FY2023	FY2024
Total Volume of Water Withdrawal by Source*1		77,085	73,911	70,101	66,797	61,233
Third-Party Water	Total	62,041	59,206	52,722	49,763	45,640
	Atsugi Site	30,100	27,882	28,971	29,276	29,389
	Hiratsuka Site	605	599	583	523	628
	Tohoku Site	9,608	10,551	10,497	8,954	7,830
	Kawasaki Site*2	—	—	745	747	823
	Tsuruoka Site*2	—	—	627	599	570
	Sales Offices in Japan	31	47	69	73	64
	U.S.	21,536	19,939	11,094	9,259	6,020
	U.K.	161	188	137	332	316
Groundwater	Atsugi Site	15,044	14,705	17,379	17,034	15,593
Total Volume of Water Discharge by Destination		63,105	59,117	57,681	55,183	52,246
Third-Party Water	Total	53,497	48,566	47,184	46,229	44,416
	Atsugi Site	39,378	37,915	41,105	40,998	39,733
	Hiratsuka Site	605	599	583	523	628
	Kawasaki Site*2	—	—	745	747	823
	Tsuruoka Site*2	—	—	627	599	570
	Sales Offices in Japan	31	47	69	73	64
	U.S.	13,322	9,817	3,919	2,953	2,282
	U.K.	161	188	137	336	316
Surface water	Tohoku Site	9,608	10,551	10,497	8,954	7,830
Volume of Recycled Water	Hiratsuka Site	40	40	40	40	40
Rate of Recycled Water (%)	Hiratsuka Site	6	6	6	7	6

*1 No water from sources other than "tap water" and "ground water" is used.

*2 Added to the boundary in FY2022

Waste and Other Emissions

Total Waste and Other Emissions of the Domestic Group

Unit: t

Category	FY2020	FY2021 ^{*1}	FY2023	FY2023	FY2024
Total	339.8	466.3	541.5	417.3	515.9
General waste	25.6	30.8	61.2	62.4	64.1
Industrial waste	69.2	72.9	80.8	64.5	98.0
Valuable resources	245.1	362.6	399.5	290.3	353.7
Waste solely for recycling	0	0	0	0	0.1

*1 Includes waste emissions from end-of-life products from FY2021

Waste and Other Emissions of the Domestic Group (including valuable resources and waste solely for recycling)

Unit: t

Processing Method	Type	FY2020	FY2021 ^{*1}	FY2022 ^{*2}	FY2023	FY2024
Material recycling	Glass and ceramic scraps	0.2	2.3	2.6	2.5	1.7
	Dirt and mud	0	1.8	6.6	5.0	4.9
	Scrap metal	171.4	240.3	252.8	182.0	251.8
	Paper scraps	73.7	105.6	150.5	111.4	125.4
	Flora and fauna residue	0	0	4.2	15.7	13.8
	Specified hazardous materials	0	0	0.4	0.5	0.6
	Waste alkali	0	0.1	1.3	1.0	2.0
	Waste plastics	2.3	6.7	11.7	7.5	30.6
	Waste acid	0	0	0.3	0.2	0.2
	Waste oil	3.5	5.1	7.1	6.1	16.2
	Wood chips	3.6	8.0	4.0	4.0	6.7
Thermal recycling	Dirt and mud	4.7	9.2	0	0	0
	Paper scraps	2.4	2.4	14.8	14.6	13.7
	Flora and fauna residue	24.8	26.2	29.3	19.4	19.6
	Specified hazardous materials	0.3	0.4	0	0	0
	Waste alkali	0.9	0.7	0	0	0
	Waste plastics	39.5	39.0	38.6	34.5	26.8
	Waste acid	0.3	0.2	0	0	0
	Waste oil	11.6	12.3	11.7	8.9	0.1
	Wood chips	4.2	6.0	4.9	3.9	1.7
Chemical recycling	Waste plastics	0	0	0.8	0	0
Incineration/Landfill	Dirt and mud	0	0	0	0.1	0
	Waste oil	0	0	0	0	0.0 ^{*3}
	Glass and ceramic scraps	0	0.0 ^{*4}	0	0	0

*1 Includes waste emissions from end-of-life products from FY2021

*2 Includes emissions from Takasago Ltd. from FY2022

*3 0.002 tons emitted

*4 0.0003 tons emitted

Hazardous Waste Generation^{*1} and Recycling Rate in the Domestic Group

	FY2020	FY2021	FY2022	FY2023	FY2024
Hazardous waste generated (t) ^{*1}	2.5	1.5	2.8	3.0	5.3
Hazardous waste recycling rate (%)	100	100	100	100	100

*1 Amount of "specially controlled industrial waste" generated under the Act on Waste Management and Public Cleansing (not including PCB waste)

Environment-related Data (Excel-based)

Numerical data is available in Excel files.

- Environmental Impact across the Entire Value Chain
- Environmental Impact Mass Balance Data
- Private solar power generation
- CO₂ Emission
- Energy Consumption
- Water Usage Data
- Waste Data
- Domestic Group Measurement Data for Wastewater Quality
- Domestic Group Atmospheric Measurement Data
- Domestic Group Measurement Data for Noise
- Domestic Group Measurement Data for Groundwater

Social Data

Engagement

Positive Response Rate in Employee Engagement Survey (Domestic Anritsu Group total)*

(Unit: %)

Domestic Anritsu Group	FY2021	FY2022	FY2023	FY2024
Satisfaction with work	75.0	71.9	71.1	71.8
Male	75.9	72.7	71.9	72.5
Female	78.4	72.9	69.1	70.1
Satisfaction with the workplace	90.4	89.5	88.7	88.4
Male	91.4	90.2	88.8	88.6
Female	90.9	90.7	89.7	88.2
Growth and Challenge Culture	—	—	72.3	73.6
Diversity Acceptance Culture	—	—	90.8	92.1
Life-Work Balance	—	—	79.0	84.9

* Satisfaction = Positive responses (ratio of those who are "Strongly agree" and "agree")

Survey ratings were made on a 4-point scale. In addition to the above responses, respondents could also choose "disagree" and "completely disagree."

Employee Awards

Results for FY2024	Details	Results for FY2024	
		Number (Awards)	Number of Recipients
President's Award	Developing new markets, contributing to national projects	3	843
Performance-Related Awards	Outstanding contribution to business performance	19	—
High Performer Award	Award for exemplary employee behavior and performance	103	104
High Performer of the Year	Particularly outstanding individual from among the High Performer Award recipients for the year	6	16
Healthy and Safe Workplace Award	Particularly outstanding annual health and safety management activities	6	—
Commendation for Achievement	Projects and individuals who have achieved particularly outstanding results	9	102
Patent-Related Awards	Performance related to attributed patents, utility models, and designs	275	598
AQU Innovation Award	Award for ingenious improvement ideas, results of business reform and improvement	325	966
Long Service Award	Regular employees who have worked faithfully for many years	—	53

Turnover Rate for Anritsu

Anritsu	FY2021	FY2022	FY2023	FY2024
Number of employees who left	24	38	45	35
Number of those who resigned for personal reasons	21	36	42	34
Number of personnel	1,758	1,750	1,732	1,713
Turnover rate (%)	1.4	2.1	2.5	2.0
Turnover rate for personal reasons (%)	1.2	2.0	2.4	1.9

*Definition of employees who left: Among regular employees, those who leave the company for reasons other than retirement or promotion to directorships

*Turnover rate = number of employees who left in the target fiscal year / (number of regular employees at the end of the fiscal year + number of employees who left in the target fiscal year)

Turnover Rate at Anritsu for the First Three Years for New Graduate Hires

Anritsu	FY2021	FY2022	FY2023	FY2024
Number of new hires	27	34	43	28
Male	21	23	34	20
Female	6	11	9	8
Number of new hires who left	1	1	1	4
Male	1	0	1	2
Female	0	1	0	2
Turnover rate (%)	3.7	2.9	2.3	10.0

* Turnover rate = the number of new graduates who left the company within 3 years of joining the company during the fiscal year in question ÷ the number of new graduates who joined the company during the fiscal year in question × 100

Personnel Data

Number of Personnel by Region and Employment Type

As of March 31 of each fiscal year Unit: Persons

	FY2021	FY2022	FY2023	FY2024
Global total	4,826	4,721	4,607	4,493
Number of regular employees	4,168	4,144	4,083	3,966
Number of contract employees	658	577	524	527
Japan (Domestic group)	3,076	3,003	2,932	2,927
Number of regular employees	2,506	2,485	2,474	2,476
Number of contract employees	570	518	458	451
Temporary employees	216	135	88	84
Anritsu	2,009	1,959	1,899	1,862
Number of regular employees	1,758	1,750	1,732	1,713
Number of contract employees	251	209	167	149
Temporary employees	138	84	59	56
The Americas	677	621	622	525
Number of regular employees	632	599	597	505
Number of contract employees	45	22	25	20
EMEA(Europe, Middle East, Africa)	372	383	375	366
Number of regular employees	341	362	350	345
Number of contract employees	31	21	25	21
Asia and others	701	714	678	675
Number of regular employees	689	698	662	640
Number of contract employees	12	16	16	35

Number of Regular Employees by Region and Gender

Unit: Persons

		FY2021	FY2022	FY2023	FY2024
Global total		4,168	4,144	4,083	3,966
	Male	3,271	3,235	3,174	3,085
	Female	897	909	909	881
Japan (Domestic group)		2,506	2,485	2,474	2,476
	Male	2,077	2,045	2,013	2,006
	Female	429	440	461	470
Anritsu		1,758	1,750	1,732	1,713
	Male	1,459	1,442	1,409	1,387
	Female	299	308	323	326
The Americas		632	599	597	505
	Male	443	417	418	353
	Female	189	182	179	152
EMEA (Europe, Middle East, Africa)		341	362	350	345
	Male	265	281	273	270
	Female	76	81	77	75
Asia and others		689	698	662	640
	Male	486	492	470	456
	Female	203	206	192	184

Number of Regular Employees by Age

Unit: Persons

		FY2021	FY2022	FY2023	FY2024
Japan (Domestic group)	Under 30	—	—	320	302
	30 - 49	—	—	1,059	1,008
	50 and over	—	—	1,095	1,166
Anritsu	Under 30	249	245	238	220
	30 - 49	877	843	794	747
	50 and over	632	662	700	746

Average Age and Average Length of Employment of Regular Employees

		FY2021	FY2022	FY2023	FY2024
Japan (Domestic group)	Average age	—	—	45.2	46.3
	Male	—	—	45.7	46.9
	Female	—	—	42.6	43.6
	Average number of years working	—	—	21.4	21.8
	Male	—	—	22.2	22.8
	Female	—	—	17.7	17.8
Anritsu	Average age	44.2	44.5	45.1	45.8
	Male	44.8	45.2	45.8	46.5
	Female	41.2	41.7	42.0	42.7
	Average number of years working	19.6	19.8	20.3	21.0
	Male	20.3	20.6	21.2	22.1
	Female	15.8	16.2	16.3	16.7

Number of Employees in Management Positions in the Domestic Group

Unit: Persons

		FY2021	FY2022	FY2023	FY2024
Japan (Domestic group)		444	429	424	439
Male		432	416	408	412
Female		12	13	16	27
Anritsu		332	326	319	330
Male		323	317	308	309
Female		9	9	11	21

Respect for Human Rights

Percentage of “Anritsu Group Code of Conduct” statements submitted

(Units: %)

	FY2021	FY2022	FY2023	FY2024
Domestic group	99.8	100.0	100.0	100.0
Overseas groups	100.0	99.4	100.0	100.0

Results of Level-Specific Training

Eligibility	Subject	Tabulation Category	FY2021	FY2022	FY2023	FY2024
New employees	Human rights, diversity	Number of participants	52	52	55	41
		Attendance rate (%)	100.0	100.0	100.0	100.0
New managers	Promotion of labor management, human rights, and diversity	Number of participants	26	20	18	24
		Attendance rate (%)	100.0	100.0	100.0	100.0

Percentage of Labor Unions Organized in the Five Domestic Group Companies

As of March 31, 2025

Company Name	Union Members	Regular Employees	Union Organization Rate *1 (%)
Anritsu*2	1,491	1,855	80.4
Anritsu Customer Support	53	63	84.1
Anritsu Infvis	78	87	89.7
Anritsu Devices	34	35	97.1
Takasago	147	192	76.6

*1 Labor union organization rate = number of union members ÷ number of regular employees (Regular employees include managers.)

*2 For non-union employees who are not covered by the collective agreement, the working conditions are defined in the work rules.

Promoting Diversity

Number of Regular Employees Reaching Retirement Age and Number of Continuing Employees

Unit: Persons

		FY2021	FY2022	FY2023	FY2024
Domestic group	Number of employees who have reached retirement age	57	47	28	27
	Number who continue to work	50	41	20	14
Anritsu	Number of employees who have reached retirement age	39	32	13	13
	Number who continue to work	36	27	7	8

* Retirement age: 60 years old until the end of September 2022, 65 years old thereafter

Number of Foreign Employees in the Domestic Group

Unit: Persons

	FY2021	FY2022	FY2023	FY2024
Domestic group	55	55	54	50
Anritsu	53	53	51	47

Ratio of People with Disabilities

(Units: %)

	FY2021	FY2022	FY2023	FY2024
Domestic group	2.14	2.36	2.50	2.67
Anritsu*	2.54	2.36	2.66	2.91

* Total for Anritsu and Hapi Sma, special subsidiary

Promotion of Women's Advancement

Ratio of Female Employees to Total Employees

(Units: %)

	FY2021	FY2022	FY2023	FY2024
Consolidated globally	21.5	21.9	22.3	22.2
Japan	17.1	17.7	18.6	19.0
Anritsu	16.9	17.2	18.3	19.0
The Americas	29.9	30.4	30.0	30.1
EMEA (Europe, Middle East, Africa)	22.3	22.4	22.0	21.7
Asia and others	29.5	29.5	29.0	28.8

* Ratio of Female Employees = Number of Female Employees ÷ Total Number of Employees

Ratio of Female Managers

(Units: %)

	FY2021	FY2022	FY2023	FY2024
Consolidated globally	10.9	10.5	11.2	12.0
Japan	2.8	3.1	3.8	6.2
Anritsu	2.7	2.8	3.4	6.4
The Americas	21.6	17.4	22.7	23.0
EMEA (Europe, Middle East, Africa)	20.3	20.3	17.3	17.1
Asia and others	23.7	22.3	21.6	19.6

* Ratio of Female Managers = Number of Female Managers ÷ Total Number of Managers

Ratio of Female Directors

(Units: %)

Anritsu	FY2021	FY2022	FY2023	FY2024
Director	10.0	10.0	10.0	10.0

Gender Pay Gap

(Units: %)

		FY2021	FY2022	FY2023	FY2024
Anritsu Group	All employees	—	69.6	73.2	74.7
Domestic group	All employees	—	67.5	69.9	72.0
Anritsu	All employees	73.8	74.7	76.9	79.7
	Number of regular employees	74.7	75.4	77.2	79.9
	Number of contract employees	64.2	72.0	71.5	73.8

* Calculated in accordance with the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life." The value for female employees when the value for male employees is set to 100. Wages include a basic salary and other incentives such as bonuses. There is no difference in pay for the same work. Differences are due to the difference in the number of people in each position or job classification.

Comfortable Working Environment

Ratio of Regular Employees Taking Childcare Leave

(Units: %)

	FY2021	FY2022	FY2023	FY2024
Domestic group	42.6	57.1	94.2	94.6
Male	29.4	45.2	92.7	88.9
Female	76.9	92.9	100.0	110.0
Anritsu	55.6	57.5	97.4	96.8
Male	36.8	45.2	90.3	95.2
Female	100.0	100.0	114.3	100.0

* Rate of employees who took childcare leave: Total number of regular employees who started childcare leave ÷ Total number of regular employees who had children

* The rate is higher than 100% because the total number of regular employees who started childcare leave includes those who have had children during the previous fiscal year or earlier and started childcare leave during the current fiscal year, apart from those who have had children during the current fiscal year.

Actual Number of Regular Employees Taking Childcare Leave

Anritsu		FY2021	FY2022	FY2023	FY2024
Total number of employees who have had children	Male	19	31	31	21
	Female	8	9	7	10
Total number of regular employees who have started childcare leave	Male	7	14	28	20
	Female	8	9	8	10
Total number of regular employees who have returned to work after childcare leave	Male	7	12	23	26
	Female	8	5	9	5
Rate of regular employees who returned to work after childcare leave (%)	Male	100.0	100.0	100.0	100.0
	Female	100.0	100.0	100.0	83.3
Total number of employees who returned to work in the fiscal year before last and were still employed 12 months later	Male	2	4	7	11
	Female	4	7	8	5
One-year retention rate of regular employees who returned to work after childcare leave (%)	Male	100.0	100.0	100.0	91.7
	Female	100.0	100.0	100.0	100.0

* The rate is higher than 100% because the total number of regular employees who started childcare leave includes those who have had children during the previous fiscal year or earlier and started childcare leave during the current fiscal year, apart from those who have had children during the current fiscal year.

Data Related to Working Hours of Regular Employees

		FY2021	FY2022	FY2023	FY2024
Domestic group	Average overtime hours worked per month	12.0	11.5	8.3	9.3
	Average number of leave days taken per year	15.4	17.0	17.5	17.2
	Annual paid holiday usage rate (%)	73.3	81.0	83.3	81.9
Anritsu	Average overtime hours worked per month	11.2	11.0	7.5	8.8
	Average number of leave days taken per year	14.9	16.5	17.0	16.8
	Annual paid holiday usage rate (%)	71.0	78.6	81.0	80.0

Recruitment

Number of Regular Employees Hired

			FY2021	FY2022	FY2023	FY2024
Domestic group	Number of employees hired	Total	102	96	84	75
		Male	74	66	60	50
		Female	28	30	24	25
	New graduates	Total	53	52	56	41
		Male	40	35	45	30
		Female	13	17	11	11
	Experienced hires	Total	49	44	28	34
		Male	34	31	15	20
		Female	15	13	13	14
Anritsu	Number of employees hired	Total	77	63	59	45
		Male	57	44	38	29
		Female	20	19	21	16
	New graduates	Total	43	40	42	28
		Male	34	28	33	20
		Female	9	12	9	8
	Experienced hires	Total	34	23	17	17
		Male	23	16	5	9
		Female	11	7	12	8
Ratio of experienced hires (%)	Domestic group		48.0	45.8	33.3	45.3
	Anritsu		44.2	36.5	28.8	37.8

Human Resource Development

Learning Content: Total Applications Submitted

Units: Applications

	FY2021	FY2022	FY2023	FY2024
Domestic group	351	518	602	493
Anritsu	322	469	493	433

Training Time and Cost Per Employee

Anritsu	FY2021	FY2022	FY2023	FY2024
Training hours	—	14.0	15.8	17.3
Cost (yen)	—	40,430	36,510	44,750

Completion Rate of E-learning Related to Sustainability

Units: %

	FY2022	FY2023	FY2024
Domestic group	95.7	98.2	93.3
Overseas groups	79.4	83.9	90.9
The Americas	57.5	71.7	85.2
EMEA (Europe, Middle East, Africa)	80.7	76.5	87.3
Asia and others	98.6	98.8	98.1

Health Management

Ongoing Target Indicators for Health Management

Target Indicator	Anritsu Measurement Items	FY2022	FY2023	FY2024	FY2025
Reduction in absenteeism (%)	Rate of sick leave* ¹	0.6	1.1	1.1	(Measuring)
	Mental health absence rate* ²	0.5	0.5	0.8	(Measuring)
Reduction in presenteeism (%)	Productivity loss ratio	—	—	22.0	21.9
Improved work engagement (%)	Satisfaction with work	71.9	71.1	71.8	(Measuring)

*1 Percentage of regular employees taking sick leave, including due to mental health issues (new sick leave cases in the relevant fiscal year + those on sick leave from before the relevant fiscal year)

*2 Percentage of mental health absences of regular employees (new absentees in the relevant fiscal year + continued absentees from before the relevant fiscal year)

Occupational Health and Safety

Figures based on the results of regular health checks

(Units: %)

Atsugi Site* ¹	FY2021	FY2022	FY2023	FY2024
Ratio of employees who underwent a regular checkup	100.0	100.0	100.0	100.0
Ratio of employees who underwent a regular complete checkup	65.5	67.8	67.5	68.4
Ratio of employees found to have a health issue in a regular checkup	62.2	62.7	62.8	63.2
Ratio of employees 40 and older who smoke	18.9	16.3	15.5	15.2
Ratio of employees who regularly exercise* ²	26.9	28.1	30.8	32.7

*1 Anritsu, Anritsu Devices, Anritsu Infivis, Anritsu Kousan, Anritsu Customer Support

*2 Percentage of employees at the Atsugi Site who are aged 40 or over and who exercise at least twice a week for at least 30 minutes per exercise session

Working Hours and On-the-job Accidents

	Scope	FY2021	FY2022	FY2023	FY2024
Annual scheduled hours worked (hours)	Anritsu	1,867.8	1,867.8	1,852.3	1,852.3
Rate of sick leave* ¹ (%)	Anritsu	0.5	0.6	1.1	1.1
Number of on-the-job accidents (cases)	Domestic group	4	6	9	3
Number of on-the-job accidents requiring 4 or more days off (cases)	Breakdown of the total number of on-the-job accidents	0	1	0	1
Number of cases of work-related illness (cases)	Breakdown of the total value for the Domestic Anritsu Group	0	0	0	0
Number of days of from work (days)	Domestic group	0	3	1	2
Number of deaths (people)	Domestic group	0	0	0	0
Rate of lost-worktime injuries* ²	Domestic group	0	0.23	0.24	0.25
Accident severity rate* ³	Domestic group	0	0.001	0	0.001
Number of commuting accidents (cases)	Domestic group	3	6	7	8
Number of on-the-job accidents requiring 4 or more days off (cases)	Breakdown of the total number of commuting accidents	1	1	1	1

*1 Percentage of regular employees taking sick leave, including due to mental health issues (new sick leave cases in the relevant fiscal year + those on sick leave from before the relevant fiscal year)

*2 Number of casualties in occupational accidents ÷ total working hours x 1,000,000

*3 Number of days lost ÷ total hours worked x 1,000

Supply Chain Management

CSR Procurement Survey Results

Anritsu	FY2021	FY2022	FY2023	FY2024
Number of companies surveyed	418	422	399	339
Number of companies responding	372	363	356	335
Number of companies not responding	46	59	43	4
Response rate (%)	88.9	86.0	89.2	98.8

Number of On-Site Surveys Conducted

Units: Companies

Anritsu	FY2021	FY2022	FY2023	FY2024
Japan	3	3	4	6
Overseas	3	3	4	4
Total	6	6	8	10

Domestic subsidiaries (with 100 or more employees)

TOHOKU ANRITSU CO. LTD.

As of the end of March each year

		FY2021	FY2022	FY2023	FY2024
Number of Employees (Unit: person)	Number of regular employees	246	242	242	234
	Male	212	207	206	199
	Female	34	35	36	35
	Number of contract employees	53	59	59	59
	Male	13	18	18	16
	Female	40	41	41	43
Ratio of Female Employees (Unit: %)		24.7	25.2	25.6	26.6
Parental Leave Take-up Rate*1 (Unit: %)	Male	11.1	0.0	100.0	-
	Female	-	100.0	-	-
Gender Wage Gap*2 (Unit: %)	All employees	— *	57.3	59.0	59.0
	Number of regular employees	— *	83.3	82.5	80.9
	Number of contract employees	— *	-	74.1	88.1

*1 Rate of employees who took childcare leave: Total number of regular employees who started childcare leave ÷ Total number of regular employees who had children

*2 Calculated in accordance with the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life." The value for female employees when the value for male employees is set to 100. Wages include a basic salary and other incentives such as bonuses. There is no difference in pay for the same work. Differences are due to the difference in the number of people in each position or job classification.

— *: Indicates that although there are applicable individuals, they are not accounted for.

TAKASAGO Ltd.

As of the end of March each year

		FY2021	FY2022	FY2023	FY2024
Number of Employees (Unit: person)	Number of regular employees	189	188	185	188
	Male	155	152	149	152
	Female	34	36	36	36
	Number of contract employees	21	28	30	36
	Male	7	13	15	18
	Female	14	15	15	18
Ratio of Female Employees (Unit: %)		22.9	23.6	23.7	24.1

Governance Data

Corporate Governance

Item	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Composition of Board of Directors*1	Total (Persons)	9	10	10	10	10
	Inside directors (Persons)	5	5	5	5	5
	Outside directors (Persons)	4	5	5	5	5
	Ratio of outside directors (%)	44	50	50	50	50
	Male (Persons)	8	9	9	9	9
	Female (Persons)	1	1	1	1	1
	Ratio of women (%)	11	10	10	10	10
	Non-Japanese nationals (Persons)	0	0	0	0	0
	Ratio of non-Japanese nationals (%)	0	0	0	0	0
Composition of executives*1, *2	Total (Persons)	18	20	19	21	19
	Male (Persons)	17	19	18	20	18
	Female (Persons)	1	1	1	1	1
	Ratio of women (%)	6	5	5	5	5
	Non-Japanese nationals (Persons)	1	1	1	2	1
	Ratio of non-Japanese nationals (%)	6	5	5	10	5

*1 As of end of June for each year

*2 President, Senior Vice President, Vice President, Senior Executive Officer, Executive Officer

Income Taxes Paid by the Anritsu Group

Units: 100 million yen

Item	FY2019	FY2020	FY2021	FY2022	FY2023
Domestic	27	44	36	37	9
Overseas	7	9	6	6	6
Total	35	53	42	44	15

Number of Hotline Calls

Number of Hotline Calls

Units: Cases

Domestic group	FY2020	FY2021	FY2022	FY2023	FY2024
External point of contact: Workplace Hotline	9	18	17	23	11
Internal point of contact "Hotline"	8	4	9	19	17
Corporate Ethics Survey Responses to free writing	5	7	6	6	2

Number of Hotline Inquiries by Category

Units: Inquires

Domestic group	FY2020	FY2021	FY2022	FY2023	FY2024
Workplace environment (including harassment)	—	—	—	28	17
Labor relations	—	—	—	8	1
Inappropriate use of information	—	—	—	2	2
Other	—	—	—	4	8
Total	—	—	—	42	28

Third-Party Assurance

Anritsu received third-party assurance for some of the environmental data it discloses. For details, please refer to the independent third-party assurance reports.



Independent Third-Party Assurance Report

Greenhouse Gas Emissions for FY2024

- Scope 1
- Scope 2 (Market-based)
- Scope 2 (Location-based)

Annual Renewable Energy Power Generation



Independent Third-Party Assurance Report

Greenhouse Gas Emissions for FY2024

- Scope 3 (Categories 1, 2, 3, 4, 5, 6, 7, 11, 12, 13, 15)

Energy Consumption

Editorial Policy

We strive to communicate the Anritsu Group's company philosophy, company vision, and company policy, as well as our business activities aimed at realizing them, to society at large, in order to promote a correct understanding of the Anritsu Group. As part of our efforts to disclose information on sustainability, we have published the following reports to foster communication with our stakeholders.

- Since 2000, an Environmental Report that provides the results of environmental management activities
- Since 2005, a CSR Report that provides details on our activities that focus on our relationship with society and the environment
- Since 2018, a Sustainability Report that provides details on specific activities from an ESG (Environmental, Social, and Governance) perspective

Beginning in 2025, we will disclose sustainability information in a timely and appropriate manner through the [sustainability website](#). In addition, a PDF version summarizing annual results and initiatives will be posted on the website as a [Sustainability Report](#).

Boundary Definitions

This report covers Anritsu Corporation and its group companies and affiliates in Japan and overseas. Coverage of this report varies to either Anritsu Corporation alone or inclusive of Anritsu Group companies, depending on the subject. Definitions are described as follows

"Anritsu Group": Refers to the entire Anritsu Group.

"Anritsu": Refers to Anritsu Corporation in Japan only.

"Domestic Group": Refers to both Anritsu Corporation and Group companies in Japan.

"Overseas Group": Refers to Group companies outside Japan.

Reporting Period

April 1, 2024 to March 31, 2025

* and also includes some activities before and after that period.

Contact

For inquiries about sustainability, please use the e-mail form below.

- [Inquiry about Sustainability](#)

Guidelines Used as Reference

- GRI Sustainability Reporting Standard
- This report has been prepared in accordance with the GRI Standards.
- The Environmental Reporting Guidelines 2018 published by the Ministry of the Environment
- The Ten Principles of the UN Global Compact
- ISO 26000 : 2010
- IFRS Foundation (Sustainability Accounting Standards)
- TCFD (Task Force on Climate-related Financial Disclosures)
- TNFD (Taskforce on Nature-related Financial Disclosures)

- Guideline Comparison Table

A comparison table of GRI Sustainability Reporting Standards and SASB Standards is available [here](#)

Other Disclosure Media

- [Integrated Report](#)
- [Corporate Governance Report](#)
- [Annual Securities Report \(only in Japanese\)](#)

Guideline Comparison Table

GRI content index

Statement of use	Anritsu Group has reported in accordance with the GRI Standards for the period from 1 April 2024 to 31 March 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	When a corresponding sector-specific standard is announced, we will comply with the standard.

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Information> Profile		
		Contact Us> Contact Us (Corporate Information)> Anritsu Worldwide		
	2-2 Entities included in the organization's Sustainability reporting	Sustainability> Editorial Policy		
		Contact Us> Contact Us (Corporate Information)> Anritsu Worldwide		
	2-3 Reporting period, frequency and contact point	Sustainability> Editorial Policy		
	2-4 Restatements of information	—	Not applicable	There was no information that required revision or correction.
	2-5 External assurance	Sustainability> Third-Party Assurance		
	2-6 Activities, value chain and other business relationships	Sustainability> Business Growth and Solutions for Social Issues		
		Sustainability> Supply Chain Management		
	2-7 Employees	Sustainability> Social Data> Personnel Data		
	2-8 Workers who are not employees	Sustainability> Social Data> Personnel Data		
	2-9 Governance structure and composition	Sustainability> Corporate Governance> System		
	2-10 Nomination and selection of the highest governance body	Anritsu Corporation Basic Policy on Corporate Governance		
		Notice of Voting Results at the 99th Ordinary General Meeting of Shareholders (only in Japanese)		
	2-11 Chair of the highest governance body	Anritsu Corporation Basic Policy on Corporate Governance		
		Corporate Governance Report-Chairperson of the Board of Directors		
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability> Corporate Governance> System		
		Sustainability> Corporate Governance> Sustainability Initiatives		
		Sustainability> Risk Management> System		
		Sustainability> Sustainability Management > Sustainability Promotion System		
	2-13 Delegation of responsibility for managing impacts	Sustainability> Risk Management> System		
		Sustainability> Sustainability Management > Sustainability Promotion System		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability> Sustainability Management > Sustainability Promotion System		
	2-15 Conflicts of interest	Anritsu Corporation Basic Policy on Corporate Governance		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Sustainability> Risk Management		
		Sustainability> Compliance> Activities and Achievements> Reporting and Consultation (Hotline)		
	2-17 Collective knowledge of the highest governance body	Sustainability> Corporate Governance> Sustainability Initiatives> Sustainability Training Led by Outside Directors		
	2-18 Evaluation of the performance of the highest governance body	Sustainability> Corporate Governance> Evaluating the Effectiveness of the Board of Directors		
	2-19 Remuneration policies	Integrated Report 2025		
		Corporate Information> Corporate Governance> Officers' Compensation		
	2-20 Process to determine remuneration	Integrated Report 2025		
	2-21 Annual total compensation ratio	Integrated Report 2025		
	2-22 Statement on sustainable development strategy	Sustainability> Message from the CEO		
	2-23 Policy commitments	Sustainability> Sustainability Management > Approach to Sustainability		
		Sustainability> Corporate Philosophy and Sustainability-Related Policies> Anritsu Group Human Rights Policy		
		Sustainability> Corporate Philosophy and Sustainability-Related Policies> Anritsu Group Code of Conduct		
	2-24 Embedding policy commitments	Sustainability> Sustainability Management		
		Sustainability> Respect for Human Rights		
		Sustainability> Supply Chain Management		
	2-25 Processes to remediate negative impacts	Sustainability> Compliance> Activities and Achievements> Reporting and Consultation (Hotline)		
		Sustainability> Respect for Human Rights> Activities and Achievements> Promoting Due Diligence for Human Rights		
		Contact Us> Contact Us (Corporate Information)> Human rights matters		
		Contact Us> Contact Us (Corporate Information)> Inquiries Regarding Job Hunting Harassment (only in Japanese)		
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability> Compliance> Activities and Achievements> Reporting and Consultation (Hotline)		
	2-27 Compliance with laws and regulations	Sustainability> Environment> Environmental Management> Activities and Achievements> Compliance with Environmental Laws and Regulations		
		Sustainability> Environment> Preventing Environmental Pollution> Management of Chemical Substances in Products		
		Sustainability> Respect for Human Rights> Responding to the Modern Slavery Act		
		About Anritsu> Quality and Product Safety > Activities and Achievements> Prevention of Product Accidents and Legal Violations		
		Sustainability> Compliance> Key Issues		
	2-28 Membership associations	Sustainability> Environment> Environmental Management> Activities and Achievements> Participation in and Endorsement of Industry Associations and Initiatives		
		Sustainability> Supporter of the UN Global Compact		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Sustainability> Sustainability Management> Dialogue and Co-Creation with Stakeholders		
	2-30 Collective bargaining agreements	Sustainability> Respect for Human Rights> Activities and Achievements> Freedom of Association and the Right to Collective Bargaining		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability> Materiality • Sustainability Goals		
	3-2 List of material topics	Sustainability> Materiality • Sustainability Goals		
Material topic - Responding to climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability> Sustainability Management> Sustainability Promotion System		
		Sustainability> Materiality • Sustainability Goals> The Future Sustainability Management Aims to Create		
		Sustainability> Environment> Environmental Management		
		Sustainability> Environment> Responding to Climate Change> TCFD-compliant disclosure		
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Integrated Report 2025		
		Sustainability> Environment> Responding to Climate Change> TCFD-compliant disclosure		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability> Environment> Responding to Climate Change> Activities and Achievements> Reduction of Energy Consumption in Business Activities		
		Sustainability> Environment> Environmental Data> Energy Consumption		
	302-2 Energy consumption outside of the organization	—	Information unavailable /incomplete	Obtaining information regarding energy consumed outside the organization is not feasible.
	302-3 Energy intensity	Sustainability> Environment> Environmental Data> Energy Consumption		
	302-4 Reduction of energy consumption	Sustainability> Environment> Responding to Climate Change> Activities and Achievements> Reduction of Energy Consumption in Business Activities		
	302-5 Reductions in energy requirements of products and services	Sustainability> Environment> Product-related Activities> Environmentally Friendly Products		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability> Environment> Responding to Climate Change> Activities and Achievements		
		Sustainability> Environment> Environmental Data> CO ₂ Emission		
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability> Environment> Responding to Climate Change> Activities and Achievements		
		Sustainability> Environment> Environmental Data> CO ₂ Emission		
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability> Environment> Responding to Climate Change> Activities and Achievements		
		Sustainability> Environment> Environmental Data> CO ₂ Emission		
	305-4 GHG emissions intensity	Sustainability> Environment> Environmental Data> CO ₂ Emission		
	305-5 Reduction of GHG emissions	Sustainability> Environment> Responding to Climate Change> Activities and Achievements		
		Sustainability> Environment> Responding to Climate Change> TCFD-compliant disclosure		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability> Environment> Environmental Data> Environmental Data(Excel)> Environmental Impact Mass Balance Data		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
Material topic - Respect human rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability> Sustainability Management > Sustainability Promotion System		
		Sustainability> Materiality・Sustainability Goals> The Future Sustainability Management Aims to Create		
		Sustainability> Respect for Human Rights> System		
		Sustainability> Respect for Human Rights> Activities and Achievements> Promoting Due Diligence for Human Rights		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability> Compliance> Activities and Achievements> Reporting and Consultation (Hotline)		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability> Respect for Human Rights> Activities and Achievements> Promoting Due Diligence for Human Rights		
		Sustainability> Supply Chain Management> Activities and Achievements> Supply Chain Due Diligence		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability> Supply Chain Management> Activities and Achievements> Supply Chain Due Diligence		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability> Supply Chain Management		
Material topic - Promote diversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability> Sustainability Management > Sustainability Promotion System		
		Sustainability> Materiality・Sustainability Goals> The Future Sustainability Management Aims to Create		
		Sustainability> Promoting Diversity> System		
		Sustainability> Promoting Diversity> Target		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability> Promoting Diversity> Activities and Achievements		
		Sustainability> Social Data> Personnel Data		
		Sustainability> Social Data> Promoting Diversity		
		Sustainability> Social Data> Promotion of Women's Advancement		
		Integrated Report 2025		
	405-2 Ratio of basic salary and remuneration of women to men	Securities Report-1.Overview of the Company-Employees (only in Japanese)		
Material topic - Maintain management transparency				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability> Sustainability Management > Sustainability Promotion System		
		Sustainability> Materiality・Sustainability Goals> The Future Sustainability Management Aims to Create		
		Sustainability> Corporate Governance		

Topics in the GRI topic Standards determined as not material

GRI 200: Economic topics

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Integrated Report 2025		
	201-3 Defined benefit plan obligations and other retirement plans	Securities Report-5. Accounting notes-22. Employee benefits (only in Japanese)		
	201-4 Financial assistance received from government	—	Not applicable	We have not received financial assistance from the government.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability> Respect for Human Rights> Activities and Achievements> Management of Fair Wages		
	202-2 Proportion of senior management hired from the local community	—	Information unavailable /incomplete	Anritsu does business in many countries and regions, in a wide range of business segments, so creating a unified Group-wide definition for "local" etc., is not feasible.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability> Business Growth and Solutions for Social Issues		
	203-2 Significant indirect economic impacts	Sustainability> Business Growth and Solutions for Social Issues		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	—	Information unavailable /incomplete	Anritsu does business in many countries and regions, in a wide range of business segments, so creating a unified Group-wide definition for "local" etc., is not feasible.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability> Compliance		
		Sustainability> Risk Management		
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability> Compliance> Activities and Achievements		
	205-3 Confirmed incidents of corruption and actions taken	Sustainability> Compliance> Activities and Achievements		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability> Compliance> Activities and Achievements		
GRI 207: Tax 2019	207-1 Approach to tax	Sustainability> Compliance> Activities and Achievements> Tax Compliance		
	207-2 Tax governance, control, and risk management	Sustainability> Compliance> Activities and Achievements> Tax Governance Structure		
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability> Compliance> Activities and Achievements> Tax Compliance		
	207-4 Country-by-country reporting	Sustainability> Compliance> Activities and Achievements> Income Taxes Paid by the Anritsu Group		

GRI 300: Environmental topics

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 301: Materials2016	301-1 Materials used by weight or volume	Sustainability> Environment> Environmental Data> Environmental Data(Excel)> Environmental Impact Mass Balance Data		
	301-2 Recycled input materials used	Sustainability> Environment> Resource Recycling		
	301-3 Reclaimed products and their packaging materials	Sustainability> Environment> Resource Recycling> Activities and Achievements> Refurbished Products from the Test and Measurement Business		
		Sustainability> Environment> Resource Recycling> Activities and Achievements> Eco-Friendly Packaging		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability> Environment> Preserving Water Resources		
	303-2 Management of water discharge-related impacts	Sustainability> Environment> Preventing Environmental Pollution> Activities and Achievements> Water Discharge Management		
		Sustainability> Environment> Preventing Environmental Pollution> Water Discharge Management		
	303-3 Water withdrawal	Sustainability> Environment> Preserving Water Resources> Activities and Achievements		
		Sustainability> Environment> Preserving Water Resources> Water Usage Data		
	303-4 Water discharge	Sustainability> Environment> Preventing Environmental Pollution> Water Discharge Management		
		Sustainability> Environment> Preserving Water Resources> Water Usage Data		
	303-5 Water consumption	Sustainability> Environment> Preserving Water Resources> Activities and Achievements> Water Consumption		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability> Environment> Preserving Biodiversity> Analysis of Priority Business Locations> Analysis of Areas of Concern for Biodiversity		
	304-2 Significant impacts of activities, products, and services on biodiversity	Sustainability> Environment> Preserving Biodiversity> Activities and Achievements> Organizing Potential Dependence and Impact on Nature		
	304-3 Habitats protected or restored	Sustainability> Environment> Preserving Biodiversity> Activities and Achievements> Preservation of biodiversity, restoration activities		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	Information incomplete	
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	—	Not applicable	We do not manufacture, import, or export ODS.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability> Environment> Resource Recycling		
	306-2 Management of significant waste-related impacts	Sustainability> Environment> Resource Recycling> Activities and Achievements		
	306-3 Waste generated	Sustainability> Environment> Environmental Data> Waste and Other Emissions		
		Sustainability> Environment> Environmental Data> Environmental Data(Excel)> Environmental Impact Mass Balance Data		
	306-4 Waste diverted from disposal	Sustainability> Environment> Resource Recycling> Activities and Achievements		
		Sustainability> Environment> Environmental Data> Waste and Other Emissions		
	306-5 Waste directed to disposal	Sustainability> Environment> Resource Recycling> Activities and Achievements		
		Sustainability> Environment> Environmental Data> Waste and Other Emissions		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability> Supply Chain Management > Activities and Achievements> Supply Chain Due Diligence		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability> Supply Chain Management > Activities and Achievements> Supply Chain Due Diligence		

GRI 400: Social topics

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability> Social Data> Recruitment		
		Sustainability> Social Data> Engagement		
	401-2 Benefits provided to full-time employees that are not provided	—		
	401-3 Parental leave	Sustainability> Creating a Comfortable Working Environment> Activities and Achievements> Childcare Support		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	—		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability> Safety and Health> System		
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability> Safety and Health> Activities and Achievements		
	403-3 Occupational health services	Sustainability> Safety and Health> Activities and Achievements		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability> Safety and Health> Activities and Achievements		
	403-5 Worker training on occupational health and safety	Sustainability> Safety and Health> Activities and Achievements> Training and Seminars		
	403-6 Promotion of worker health	Sustainability> Health and Productivity Management		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability> Safety and Health> Activities and Achievements		
		Sustainability> Social Data> Personnel Data		
	403-8 Workers covered by an occupational health and safety management system	Sustainability> Safety and Health		
		Sustainability> Social Data> Occupational Health and Safety		
	403-9 Work-related injuries	Sustainability> Social Data> Occupational Health and Safety		
	403-10 Work-related ill health	Sustainability> Social Data> Occupational Health and Safety		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability> Human Resource Development> Activities and Achievements > Training Time and Costs Related to the Development of Human Resources		
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability> Human Resource Development> Activities and Achievements > Training Time and Costs Related to the Development of Human Resources		
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability> Creating a Comfortable Working Environment> Activities and Achievements> Role-Sharing Interviews/ Self-Assessment Interviews		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability> Respect for Human Rights> Activities and Achievements> Promoting Due Diligence for Human Rights		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability> Respect for Human Rights> Activities and Achievements> Promoting Due Diligence for Human Rights		
		Sustainability> Supply Chain Management > Activities and Achievements> Supply Chain Due Diligence		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	—		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	—	Not applicable	There have been no identified incidents of violations of the rights of indigenous peoples.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	—	Information unavailable /incomplete	We have performed human rights assessments and identified latent human rights risks by evaluating issues with the potential to have a negative impact on human rights. Based on these risks, we are implementing initiatives to protect human rights by creating human rights due diligence mechanisms and systems that prevent and mitigate negative impacts on human rights, track and evaluate the performance of measures, publicly disclose information, etc.
	413-2 Operations with significant actual and potential negative impacts on local communities	—	Information unavailable /incomplete	We have performed human rights assessments and identified latent human rights risks by evaluating issues with the potential to have a negative impact on human rights. Based on these risks, we are implementing initiatives to protect human rights by creating human rights due diligence mechanisms and systems that prevent and mitigate negative impacts on human rights, track and evaluate the performance of measures, publicly disclose information, etc.
GRI 415: Public Policy 2016	415-1 Political contributions	Sustainability> Compliance> Activities and Achievements> Political Contributions		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	About Anritsu> Quality and Product Safety		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	About Anritsu> Quality and Product Safety>Activities and Achievements> Prevention of Product Accidents and Legal Violations		

GRI Standard / Other source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Sustainability> Supply Chain Management > Activities and Achievements> Responsible Mineral Procurement		
		Sustainability> Environment> Product-related Activities> Environmentally Friendly Products		
	417-2 Incidents of non-compliance concerning product and service information and labeling	About Anritsu> Quality and Product Safety>Activities and Achievements> Prevention of Product Accidents and Legal Violations		
	417-3 Incidents of non-compliance concerning marketing communications	—	Not applicable	Incidents involving fines or sanctions are reported to corresponding government offices and disclosed appropriately. There were no such incidents in fiscal year 2024.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	Not applicable	There were no such incidents in fiscal year 2024.

SASB Content Index

Relevant performance is organized in accordance with the Electrical & Electronic Equipment industry standards set by the US-based Sustainability Accounting Standards Board (SASB).

Publication: Anritsu sustainability web site

Topic	Code	Accounting Metric	Achievements and Responses	References
Energy Management	RT-EE-130a.1	(1) Total energy consumed	273,345GJ	Sustainability> Environment> Environmental Data> Energy Consumption
		(2) Percentage grid electricity ^{*1}	88.9%	
		(3) Percentage renewable ^{*2*3}	6.4%	
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated	515.9t (Domesitc Group)	Sustainability> Environment> Environmental Data> Waste and Other Emissions
		Percentage hazardous	1.0% (Domesitc Group)	
		Percentage recycled	Anritsu Group: 91.1% Domestic Group: 100% (Including thermal recycling)	
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	No reportable spills to be reported	
Product Safety	RT-EE-250a.1	Number of recalls issued, total units recalled	No recall issued	About Anritsu> Quality and Product Safety
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	No Product safety violations	
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	We disclose the chemical substances that are banned or regulated in our products, although we do not calculate them.	Sustainability> Environment> Preventing Environmental Pollution Sustainability> Corporate Philosophy and Sustainability-Related Policies> Anritsu Group Global Green Procurement Specification
	RT-EE-410a.2	Percentage of revenue from eligible products that meet ENERGY STAR® criteria	No products are applicable	—
	RT-EE-410a.3	Revenue from renewable energy and energy efficiency products	No products are applicable. We have own certification system for environmentally friendly products.	Sustainability> Environment> Product-related Activities> Environmentally Friendly Products
Material Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	The Basic Rules for Procurement and the Anritsu Group CSR Procurement Guidelines clearly state the company's policy on 'responsible mineral procurement'. We request our suppliers not to use minerals that contribute to human rights violations, and we confirm this through CSR procurement surveys and on-site surveys.	Sustainability> Supply Chain Management
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	The Anritsu Group Code of Conduct, Anritsu Group Anti-Bribery Policy, etc., clearly state anti-corruption measures, such as compliance with the Antimonopoly Act and import/export related laws and regulations, prohibition of bribery, prohibition of insider trading, prohibition of money laundering, and severance of relationships with antisocial forces.	Sustainability> Compliance
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No corruption violations	Sustainability> Compliance
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No violation of anti-competitive behavior	Sustainability> Compliance

*1 Purchased electricity

*2 Including purchased Green Power

*3 Calculated with total energy consumption (GJ) including fossil fuels as the denominator. Renewable energy production calculated as 3.6 GJ/MHw (using 2018 energy consumption (MWh) as the denominator; definition differs from "Solar Power Privately Generated", which uses only solar power privately generated by Anritsu as the numerator).

Code	Activity Metric	References
RT-EE-000.A	Number of units produced by product category	Although we do not disclose information regarding this indicator, we provide consolidated revenue, consolidated profit, etc. by business segment in our annual securities report. Annual Securities Report (PDF) Section 2 [Status of Business]
RT-EE-000.B	Number of employees	Sustainability> Social Data> Personnel Data