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CORPORATE SOCIAL RESPONSIBILITY REPORT 2010



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Top Commitment

Creating New Value with Sincerity, Harmony and Enthusiasm



Sincerity, Harmony and Enthusiasm Represent the Core of CSR at Anritsu

Anritsu launched full-fledged CSR management in 2004. At that time, I was introducing and promoting CSR management as the director in charge. I explained the meaning of CSR as a win-win-win business principle, in which the seller wins, the buyer wins, and society as a whole wins, as advocated by Omi merchants, who flourished for centuries. Considering recent social conditions, however, wins of the employee and the environment need to be added alongside those of the seller, buyer and society in order to be recognized as a comprehensive CSR company. This is how I view the current status of CSR.

Underlying these principles is our company philosophy, handed down throughout the 115-year history of Anritsu, in which sincerity, harmony and enthusiasm stand for genuine, wholehearted efforts in everything we do while at the same time valuing harmony. This is the fundamental stance of Anritsu CSR.

Contributing to the Safety and Security of Society through Innovation Based on Collective Wisdom

How can Anritsu contribute to society under this company philosophy? The keyword is "innovation," which is advocated in our company vision. Although innovation is usually understood in terms of technical innovation, I interpret it to mean "destruction and creation." The Anritsu Group is conducting business across wide-ranging fields, including information communication, food and pharmaceuticals, and precision equipment, all of which have an impact on the safety and security of society. We can contribute to society through these businesses only insofar as we can ensure the company's sustainability, that is, "continuous growth with profit". However, it is not easy to survive against the competition in a global economic society. One must step outside the box and reexamine existing know-how and technology from a new point of view. New value must be created by integrating the knowledge of customers and business partners in addition to that already present within the organization. It is important to create innovative products and business models through these activities.

For example, an information communication network can be a driver for changing society by resolving social disparities and barriers. Of the 6.9 billion people now living on Earth, only 1.8 billion or so are benefitting from information society. We at Anritsu believe that not only can we bridge the digital divide, we can also contribute to further evolving the information society into a society based on respect for humanity. We will ensure the safety and security of society through company-wide innovation, eventually leading to continuous growth with profit.

Business Deployment under Global Action Guidelines

We must not forget the importance of fair and impartial business activities in our business management, based on the compliance awareness of every employee. The company established the Anritsu Group Charter of Corporate Behavior as an action guideline for employees. It provides standards of conduct that clearly lay out a specific direction for our activities. The Anritsu Group maintains global operations in almost all of its businesses, including measurement, industrial automation, precision measurement and optical devices. Currently 40% of employees are working outside of Japan and approximately 70% of the sales of the measurement group come from customers outside of Japan. With our customers and business partners spreading across the world, we needed action guidelines common to all employees. Against this background, it was natural for the company to join the Global Compact.

We will encourage every employee of the Anritsu Group to develop a willingness to examine his or her thinking and behavior against the Charter of Corporate Behavior and the Global Compact.

Becoming a Company that is Always Appreciated and Supported by Many Stakeholders

Both creating innovation and instilling compliance depend upon the motivation and awareness of individual employees. The company was however forced to implement difficult measures including a workforce adjustment last year to remain viable. Now, having overcome a severe economic environment, it is important for the company to encourage employees to strengthen their pride and enthusiasm for their work. We should take a first step toward becoming a company in which every employee can work vigorously, shine and realize their own growth. The company will mark its 120th anniversary in 2015. Its tradition and history are the result of the appreciation and support of many stakeholders throughout these long years. In order to transmit the DNA of Anritsu into the future, we will establish a communications climate that defies the boundaries between management and employees, between departments or workplaces, and which will form the foundations of a management in which all individuals in the company can participate. We look forward to your continued support for and cooperation in the business activities of the Anritsu Group.



United Nations Global Compact



Approving of the activities of the United Nations Global Compact, Anritsu announced its participation in the compact in March 2006.

*The United Nations Global Compact is an assembly of bodies that support ten principles in the areas of human rights, labor, the environment and anti-corruption. Proposed by then U.N. General Secretary Kofi A. Annan at the World Economic Forum held in January 1999, the compact was officially launched at U.N. Headquarters in New York in July 2000.

A message from our president Hirokazu Hashimoto appeared in the [[United Nations Global Compact-Accenture CEO Study 2010](#)], a research report released during the United Nations Global Compact Leaders Summit held in New York on June 24 and 25, 2010

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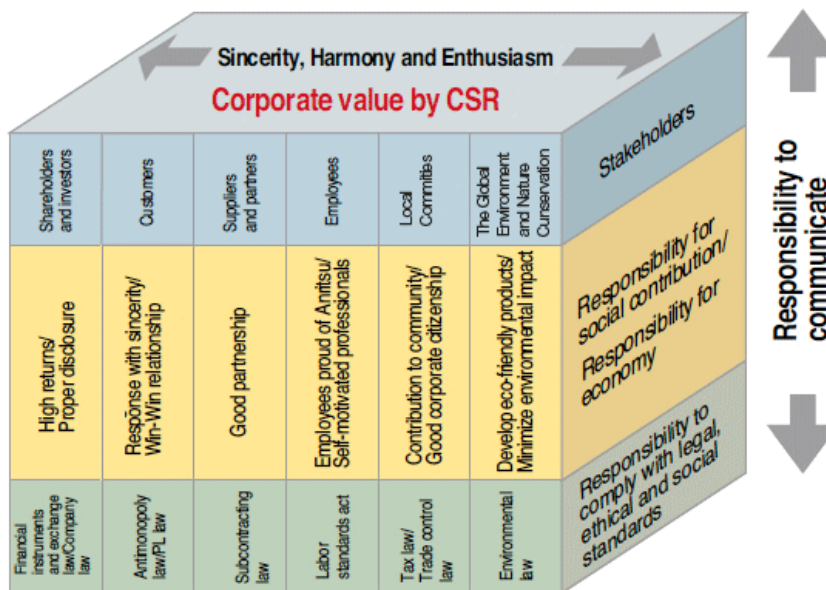
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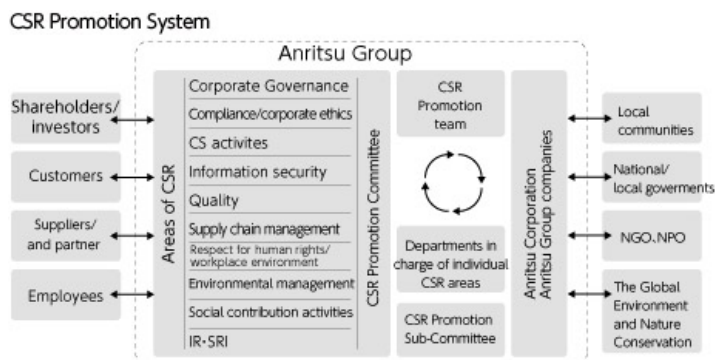
CSR through our core business

Based on its company philosophy of "Sincerity, Harmony and Enthusiasm," Anritsu takes corporate social responsibility in its business operations from economic, social and environmental perspectives, with due respect for laws and regulations, ethics, and social norms. Anritsu also aims to build and elevate its corporate and brand values via better communication and better relationships with stakeholders.



CSR Promotion System

The CSR Promotion Committee set up in November 2004 is chaired by the President so that top management can lead CSR promotion. In addition, the CSR Promotion Center was organized as a dedicated department to encourage unified activities across a broad array of departments. The center is now called the CSR Promotion Team, and it serves under the Corporate Communication Department as the secretariat of the CSR Promotion Committee to support Anritsu's CSR activities in line with the committee's policies. CSR cannot be fulfilled by the efforts of any single department or organization. The cooperation of all departments of Anritsu and Group companies is essential for success. With this in mind, and to ensure effectiveness, Anritsu Corporation's departments in charge of individual CSR fields, including customer satisfaction and quality, human rights and social contribution, lead activities through cross-sectional cooperation across Group companies. The CSR Promotion Team serves as the secretariat. We identify and analyze the current situation of individual areas from a CSR perspective and strive to address issues of improvement for the future of Anritsu.



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Anritsu Group Concept of CSR

| > Vision | > The Anritsu Group Charter of Corporate Behavior |

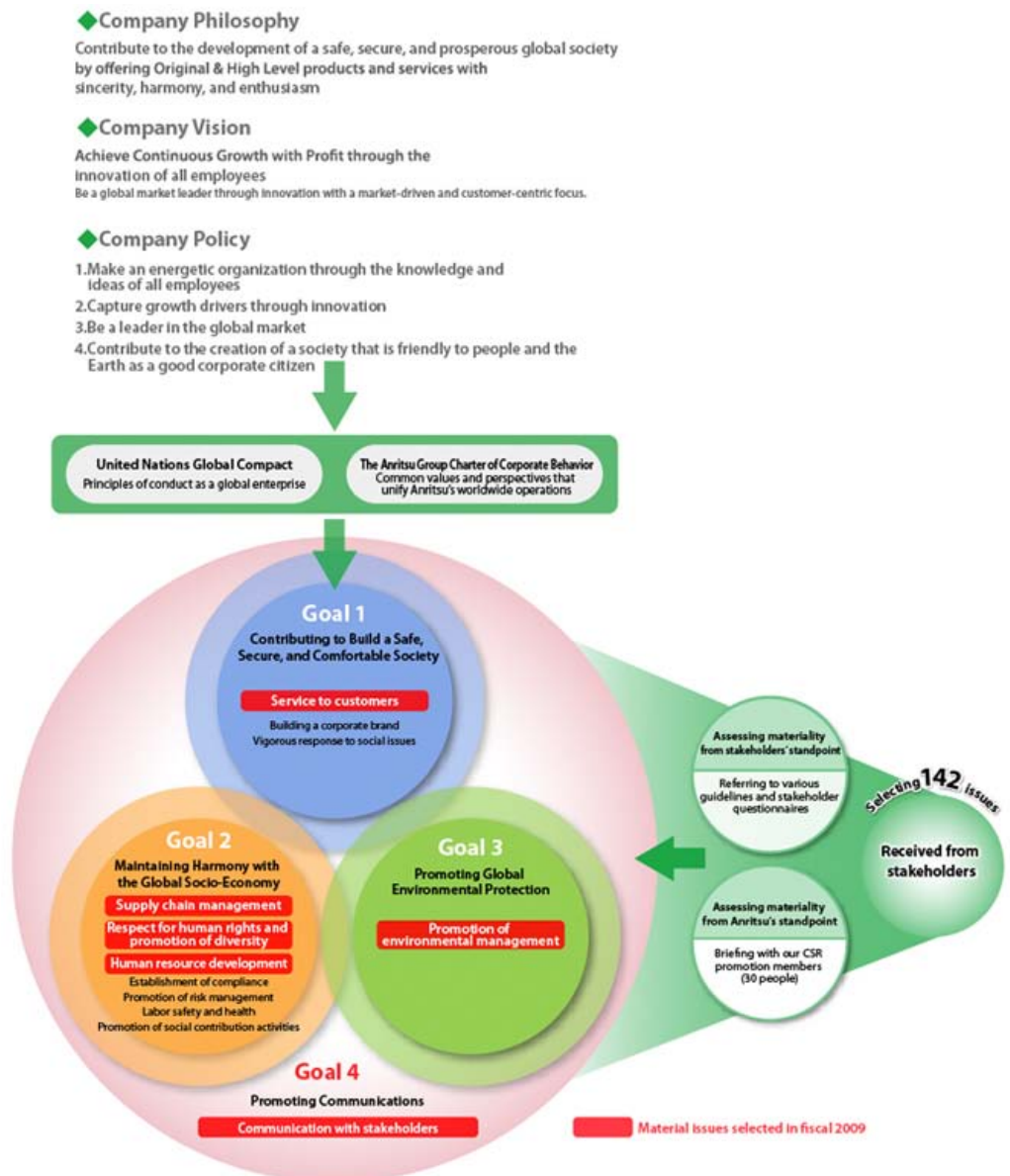
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Toward realizing our goals 12 material issues

Anritsu is promoting CSR activities by implementing the basic principles of its company philosophy, vision and policy into practice; by respecting the Global Compact that Anritsu upholds as a global enterprise; and by adhering to the Anritsu Group Charter of Corporate Behavior that sets out concrete values and behavioral guidelines.

Anritsu works within the framework of its CSR Goals, as a medium- to long-term plan that makes the direction of its CSR activities clearer and more concrete. In fiscal 2008, we assessed the relative materiality of individual CSR concerns to more tightly integrate our CSR activities and business operations toward achieving these goals and increasing medium- to long-term corporate value. Following the process outlined below, we identified twelve material issues.

In fiscal 2009, we selected issues which should be focused on.



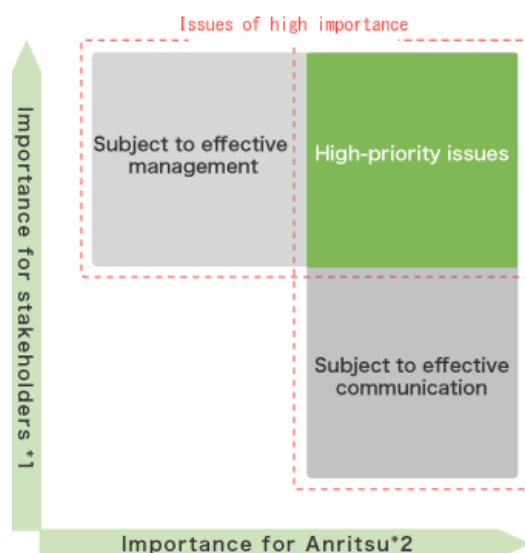
Method and result of Assessing Materiality

Process of assessment

To ensure objectivity and comprehensiveness, we selected 142 items representing the expectations of society. The measured result of each item was then plotted on the two axes of "Importance for Stakeholders" (social impact/interest: y-axis) and "Importance for Anritsu" (impact on corporate value: x-axis). Interviews with 30 employees helped us learn about their awareness of these issues in the context of actual business operations and fostered a proactive understanding of their relative importance and of developing a shared awareness.

12 material issues

As a result of the assessment, 12 of the 142 items were plotted in the area of especially high importance (circled in red in the figure below) and identified as material issues for Anritsu. By further dividing the area into the three sub-areas of High-priority issues, Subject to effective management, and Subject to effective communication, we were able to uncover clues leading to the development of concrete initiatives.



*1 Rated on a scale of one to ten based on the content and frequency of appearance in surveyed items from various guidelines and research/rating agencies as well as survey data from stakeholders inside and outside the company.

*2 Impact on medium- to long-term corporate value was rated on a scale of one to five based on interviews with the CSR Promotion Committee and thirty CSR promotion members responsible for CSR activities.

Note: The methodology of [Caux Round Table Japan](#) is used.

High-priority issues

Highly important for both stakeholders and Anritsu, and to be addressed as priorities.

- [Service to customers](#)
- [Building of a corporate brand](#)
- [Establishment of compliance](#)
- [Promotion of risk management](#)
- [Respect for human rights and promotion of diversity](#)
- [Promotion of environmental management](#)
- [Communication with stakeholders](#)

Management is effective

Issues considered highly important for stakeholders and requiring greater effort to gear up to the level of their expectations from the perspective of reducing risk.

- [Vigorous response to social issues](#)
- [Human resource development](#)
- [Labor safety and health](#)

Communication is effective

Issues considered highly important for the company and that represent opportunities through increased social visibility.

- [Promotion of social contribution activities](#)
- [Supply chain management](#)

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CSR Goals of Anritsu

Anritsu has reviewed the goals it set in 2006 with a keen eye on the future. Going forward, we will continue to work toward achieving these goals by addressing material concerns through corporate management and stakeholder communication.



Goal1:
Contributing to Build a Safe, Secure and Comfortable Society

The goal for Anritsu

Anritsu contributes through Original & High Level technologies to improve customers' safety and security.

The goal for employees

Every employee listens to the voice of customers and provides products and rapid support services with a quality that surpasses market expectations.

Appreciation by society

Anritsu gains a solid reputation for its technologies and earns trust in its brand.

<material issues>

- »Service to customers
- »Building of a corporate brand
- »Vigorous response to social issues

Goal2:
Maintaining Harmony with the Global Socio-Economy

The goal for Anritsu

Anritsu conducts business in harmony with the culture and characteristics of individual communities in its global deployment and fulfills its social responsibility throughout the supply chain.

The goal for employees

Every employee is fully aware of compliance, respects human rights, and vigorously does their work and achieves growth within the framework of a diversity of attributes, culture and values.

Appreciation by society

Anritsu builds up relationships of trust with local communities and society through community-based social action programs.

<material issues>

- »Establishment of compliance
- »Promotion of risk management
- »Supply chain management
- »Respect for human rights and promotion of diversity
- »Human resource development
- »Labor safety and health
- »Promotion of social contribution activities

Goal3:
Promoting Global Environmental Protection

The goal for Anritsu

Based on its environmental principles, Anritsu establishes an environmental management system to prevent global warming and to create a recycling-oriented society and to reduce toxic substances throughout the lifecycles of its products.

The goal for employees

Every employee enhances their environmental awareness and independently engages in environmental activities that are closely related to their own jobs.

Appreciation by society

Anritsu earns public recognition as an enterprise that actively contributes to global environmental protection by pursuing global environmental management.

<material issues>

»Promotion of environmental management

Goal4:
Promoting Communications

The goal for Anritsu

Anritsu establishes partnerships by pro-actively disclosing information and dialoguing with stakeholders throughout its business activities.

The goal for employees

Every employee develops a sense of mutual understanding with stakeholders by listening to their expectations and actively communicating with them.

Appreciation by society

Anritsu gains a solid reputation and trust by communicating a true image of itself to stakeholders.

<material issues>

»Communication with stakeholders

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Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society

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Goal 1 Contributing to Build a Safe, Secure and Comfortable Society



Anritsu safeguards your safety and security through Original & High Level products and services while vigorously responding to social issues through its business operations.

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Service to customers

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Service to customers

Building of a corporate brand

Vigorous response to social issues

Anritsu recognizes the importance of delivering prompt technical support to customers and quickly responding to complaints. The company is also establishing systems for support focused on the future and global information sharing so that it can provide safety and security to customers.

Basic Approach

Under the action guideline, "We will become a CS enterprise deeply trusted by customers", Anritsu believes it is vital for each employee to serve customers in a cordial manner and to closely communicate with customers toward satisfying their needs, while always considering what they want and problems they are having.

Building a Framework for Global CS Promotion

The Japan CS* Committee, consisting of the representatives of Anritsu Group companies, was set up in 1997. Since then, the committee has been actively promoting CS, including improvement activities using questionnaire surveys and introduction of the CS Award.

In fiscal 2009, as our CS activities entered a new phase in response to drastic changes in the market environment, we analyzed existing customer-related issues and constructed a new framework for CS promotion centered on the Anritsu Group in Japan.

We are pursuing these activities with the goal of communicating clear concepts to customers, meeting their expectations, and delivering products and services that exceed their expectations.

*CS: Customer Satisfaction

Building of a New Global Web

In fiscal 2009, our websites for Japanese, Korean and Taiwanese visitors were redesigned ahead of other Anritsu sites. Our aim has been to create a structure for easily retrieving and gaining access to product information as well as support/service information in response to customers' requests. We also enhanced the functionality of the websites by including an online quotation request service as well as software and documentation downloads so that customers can get the information they need when they need it. We are improving our websites with a unified design and operability that accommodates multiple languages to provide the same services and support to every customer around the globe.

In fiscal 2010, we plan to develop other websites such as those intended for the European, North American and Chinese markets. Beyond ensuring that customers around the globe all receive the same services, support and information, we will deliver additional information, services and support tailored to individual countries to completely meet the needs of our global customer base.

Anritsu will strive to more quickly provide information and further improve its services to satisfy customers, and thereby achieve its goal of becoming an enterprise deeply trusted by customers through ample communication.



Global Customer Service Activities

Anritsu Measurement Business Group's Global Customer Service Committee, established in fiscal 2006, continues to act with the goal of operating and providing uniform customer services globally that are high in quality and value. In fiscal 2009, we were able to significantly improve customer satisfaction by building solid relationships with customers through close communication, such as by directly contacting, speaking with and visiting many customers in the EMEA* region. Over the course of redesigning our website in fiscal 2009, we expanded our repair and calibration service menu and made the site easier to use. We will improve our services across the globe by responding to customer requests, and include warranty period checking and other services unique to individual regions in response to customer demands from those regions.

*EMEA: Europe, Middle East and Africa

Packaging Improvement

Anritsu is actively working to simplify packing and reduce packing materials, as requested by many customers. For example, we used to tightly wrap measuring instruments before placing them in cardboard boxes. We now use returnable boxes and reusable packing materials so that customers keep only the products they order, thereby greatly reducing waste packing material on the customer side. We first introduced this practice in regions of Japan before expanding it to cover the entire nation in 2009.



Transportation of commodity



Taking out of commodity



Delivery of goods of commodity

Ensuring Both Efficient Operation and Security in International Physical Distribution

On December 1, 2008, Anritsu was approved by Yokohama Customs as Japan's 157th Authorized Exporter. The Authorized Exporter's Program is intended to ensure both efficient operation and security in international physical distribution. While enjoying the benefits of reduced delivery time and export cost, Authorized Enterprises are expected to assume greater responsibilities in their export operations.

The Authorized Exporter's Program is not unique to Japan. Similar programs—generally called Authorized Economic Operators (AEOs) based on the guidelines of the World Customs Organization (WCO)—have been introduced worldwide. In June 2010, international cooperation within the AEO framework was significantly advanced, and a mutual recognition agreement has been concluded between Japan and Europe, and Japan and Canada. Anritsu was selected for a visit by a European Customs investigation team during the preparation phase for establishing mutual recognition between Japan and Europe. The team visited Anritsu in May 2009 and highly evaluated our export management system. Japan Customs also expressed gratitude for our cooperation.

Going forward, we will continue to improve and strengthen our compliance programs and risk management to contribute to the development of a safe, secure and affluent global society.

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Building of a corporate brand

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Anritsu safeguards your safety and security through Original & High Level products and services while vigorously responding to social issues through its business operations.

Handheld measuring instruments help bridge the digital divide



"For more information, go to our website" is a familiar expression in TV commercials, in newspaper and magazine ads and public relations material. Yet what if you do not have access to the Internet? In fact, the ITU (International Telecommunication Union) estimates the average Internet diffusion rate across the world to be as low as 23% as of 2008, based on the diffusion rates of individual countries (ITU survey). With the increasing convenience of information communication networks, the digital divide* is becoming an increasingly serious social obstacle. Against this background, the construction of radio communication networks is being actively pursued across the globe, and Anritsu's handheld measuring instruments are essential components for these activities. These instruments can be handily carried in mountainous areas, inside buildings or in underground malls while offering functions and performance that are in no way inferior to larger-scale measuring instruments. The development of these handheld instruments for wireless base stations was triggered by a photograph of a

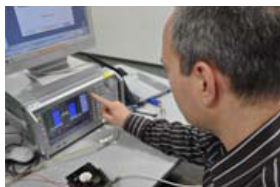
maintenance worker heading for a base station on a mountain peak, carrying a cooking-range-sized measuring instrument on his back. Seeing the photo, one engineer began considering how helpful a smaller instrument would be and he jotted down a circuit diagram that came to mind on a table napkin during lunch. This was the start of the history of handheld measuring instruments. After several years of development, the world's first handheld measuring instruments for wireless base stations were born in 1995. Since then, the applications of Anritsu's handheld measuring instruments have expanded with the evolution of communication technologies, including the construction and maintenance of wireless base stations encompassing an impressive spectrum of specific uses, from disturbance inspections of base station antennas and cables

for wireless communication systems, such as mobile phone and WiMAX** network, to the

* Digital divide refers to the gap between those who benefit from information communication technologies (particularly the Internet) and those who do not.

** WiMAX (Worldwide Interoperability for Microwave Access) is a high-speed wireless communication system.

Building a safe and secure digital society



Information communication technologies have evolved from analog to digital, with applications expanding into various fields such as automobiles, electric appliances and public and commercial radio. Wireless digital communication is a key pillar in the social infrastructure that enriches and brings comfort to our lives. Here, however, the risk of interference has surfaced. With a wide variety of communication systems in existence today, the waves from one system can interfere with those of another, disrupting normal operations. A top priority for information communication enterprises, therefore, is to prevent digital wireless equipment from transmitting interfering waves.

Anritsu provides equipment for measuring, analyzing and simulating interference, and the company's small, lightweight handheld measuring instruments are ideally suited for examining outdoor radio wave transmissions, thereby helping to build a safe and secure digital society.

Facilitating the practical use of LTE through the development of international testing standards



The convenience of calling any mobile phone from another regardless of carrier or device manufacturer comprises the value of information communication technology. What makes this possible? The answer is testing for conformity with industry standards. Despite the ongoing evolution of network terminals such as mobile phones and smart phones, their ability to interconnect within the same system or across different systems is guaranteed by testing based on international standards developed by 3GPP (3rd Generation Partnership Project, the international standardization body for third-generation mobile phones). Anritsu has been involved in the development of testing specifications from the early stages of third-generation mobile phone systems. We will

continue to participate in efforts associated with LTE* (Long Term Evolution) commercial

service, the next-generation, high-speed wireless communication system that will start at the end of 2010 in Japan and the U.S. Anritsu serves as deputy chair of the working group that is developing the tests for conformance with specifications, and is therefore able to leverage the technologies and know-how accumulated through these activities to provide solutions. Terminals that pass tests based on this system are certified as meeting 3GPP specifications. This is how Anritsu is contributing to the actual provision of LTE service.

*LTE is a wireless communication system that supports high-speed, large-capacity communication at near-optical transmission levels using wireless terminals. With major carriers worldwide announcing its introduction, LTE is expected to become the global standard for wireless communication systems.

Topics Outstanding Contribution Award from the ITU Association of Japan, Inc.



Anritsu participates in the development of the international standards and specifications for wireless communication/telecommunication technologies promoted by the ITU (International Telecommunication Union). Kazuhiko Ishibe, who led the effort, received the Outstanding Contribution Award from the ITU Association of Japan. Mr. Ishibe joined ITU's standardization activities in 1998 and has been Rapporteur (chairperson) of the measuring instrument standardization group since 2006, working on the development of international standards and specifications for jitter* measurement technologies. The award, which is the association's highest recognition for the contributions of an individual to ITU activities, recognizes these efforts. Based on the recommendation of an industry association of 144 ITU-related member companies, the award also testifies to his work's impact on the entire telecommunication industry.

*Jitter is the temporal delay or fluctuation in transmitted electrical signals, causing audio and video disturbances.

The one and only measuring instruments in the world that supports broadband communication across the seas



For many generations, submarine cables have been used for international communication. With the rapid spread of the Internet and the corresponding shift to broadband, optical fiber is now used for over 90% of international communication networks. Today, however, with the rapid spread of so-called rich content, including images, videos, music and games, the volume of information transmitted through the Internet is continuing to increase. Annual volume is estimated to reach 667 exabytes (one exabyte corresponds to all the printed information available worldwide) or five times greater than today by 2013. Therefore, telecom-related companies across the world are in the midst of laying new optical submarine cables and enhancing existing ones. Optical submarine cables, some of which are over 10 thousand kilo meters long, are sometimes damaged as a result of various factors, such as seabed earthquakes, rough terrain and fishing gear, requiring rapid response. And for the very beginning of

this response—locating points of disruption—Anritsu is the only company in the world that provides measuring instruments that make this possible. Our measuring instruments can detect points of disruption in a 12-thousand-kilometer-long optical submarine cable at 10-m accuracy. These instruments are used in a variety of situations, such as searching for land-based points of disruption and confirming quality after repair to support the network of information paths on the ocean floor.

Measuring technology that supports communication with the deep ocean

Oil and natural gas reserves located deep under the sea are attracting attention as precious energy resources and drilling facilities are being constructed around the world. Serious concerns, however, have been raised over the potential environmental impact of an accident. Remote controlled robots are used to monitor the construction and maintenance of these facilities. Robots working at the bottom of the sea send high-quality site images and data in response to precise commands transmitted from a ship. Optical fiber is used for this information pathway. Signal quality deteriorates, however, if the optical fiber becomes bent or twisted, and it is impossible for the human eye to detect the point of failure in a coated optical fiber.

Anritsu provides the solution in small measuring instruments that, while easy to carry and simple to operate, help to identify failure points, thereby reinforcing the safe, secure operation of oil and gas facilities by supporting communication pathways from the ocean depths to the land.

Contributing to the Safety of Foods and Pharmaceutical products and Reducing Disposal Loss



There can be no defects in foods or pharmaceutical products; the public expects that any product to enter the body will be safe and secure. Anritsu Industrial Solutions Co., Ltd. provides the required testing equipment for manufacturing lines, from processing to packaging and final inspection. Our equipment for accurately measuring raw material and content as well as units for detecting foreign substances during processing, packaging and shipment inspection are incorporated into the automation lines of food manufacturers in and outside of Japan. We are also pursuing efforts to eliminate waste materials toward realizing a sustainable society. Take, for example, our X-ray inspection systems. These are mainly used in the final inspection stage because of their ability to detect foreign substances such as bone, stones and plastics in addition to metal particles as small as 0.2 mm in diameter. The discovery of foreign substances at this stage, however, means the product, which has already been processed or packaged, must be discarded, leading to the loss of food or packaging materials. To address this issue, Anritsu Industrial Solutions Co., Ltd. has expanded its lineup of X-ray inspection systems to include large models that can detect foreign matter in raw material while it is in a large bag. The new model makes quality checking possible before processing, thereby reducing the volume of discarded materials.

Sample test service and technical seminars

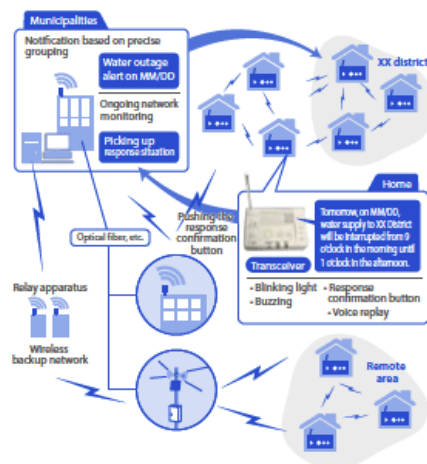
Anritsu Industrial Solutions Co., Ltd. wants customers to purchase its testing equipment based on a complete understanding of its advantages. To this end, we offer a service in which we test product samples provided by customers. From this sample test, customers can verify expected sensitivity and optimal test conditions so they can confidently purchase the product. To ensure the operation of testing equipment under ideal conditions, settings must be adjusted for the specific uses by the customer with daily maintenance.



we deliver comprehensive, multidisciplinary support to our customers.

Therefore, we hold technical seminars in which we provide a wealth of information, including the principles of operation and product use as well as the latest technical trends in quality management. This is how

Advancing the Sophisticated Use of the Disaster Prevention/Mitigation and Crime-prevention Network



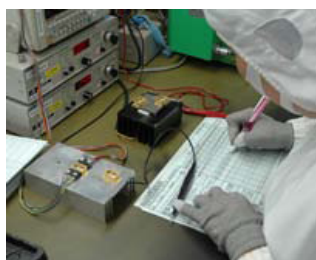
The melodies of akatonbo (red dragonfly) and yuyake koyake (sunset glow) can be heard toward evening in many places in Japan. These are played to confirm that the disaster prevention radio network for municipalities is working properly. The network broadcasts evacuation advisories and instructions as well as requests for cooperation in searching for missing persons in the event of large-scale disasters such as earthquakes and typhoons. The system, however, does have problems, such as its largely one-way flow of information and poor reception in some regions.

To address these concerns, Anritsu Networks Co., Ltd. is developing a communication system for disaster mitigation in collaboration with NTT Data Corporation. The most outstanding feature of this system is its two-way communication capabilities, which aid in confirming the safety of victims in addition to transmitting emergency announcements to community residents in times of disaster. During normal times, the system may be used, for example, to announce which doctors are on duty during holidays or water outages, thereby improving administrative services for the benefit of community residents.

Improved communication quality for financial institutions

The in-house networks of financial institutions consist of multiple systems, including an accounting system for transactions, credits and debits, and a data system for managing customer information. Absolute security is essential, and financial institutions therefore tend to use dedicated lines (provided by carriers for specific customers) in their respective networks. Integration into wide-area Ethernet networks, however, is advancing for more efficient network use as well as reduced management and operation costs. Anritsu Networks Co., Ltd. provides the solution through band control equipment, which improves the delivery of stable telecommunication quality by controlling bands of various online data communication through the network. A large number of financial institutions are using this equipment, which supports the operation and maintenance of an integrated network while at the same time maintaining quality equal to that of dedicated lines.

Expanding the service areas of terrestrial digital broadcasting

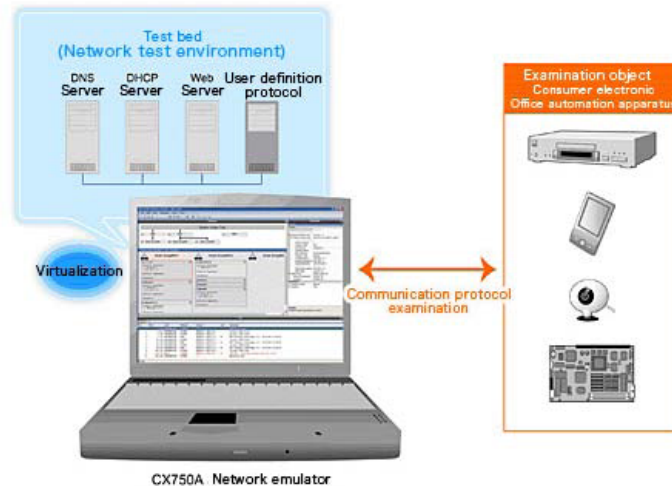


TV broadcasting in Japan will enter a new era with the complete transition from analog to digital service scheduled for July 24, 2011. In light of this, broadcasters are rushing to improve and expand their terrestrial digital broadcasting networks. Carriers, satellite broadcasters and CATV businesses are also helping to broaden service areas by providing terrestrial digital broadcasting over optical fiber. Anritsu Device Co., Ltd. supports these services. Optical fiber broadcasting systems use optical amplifiers to strengthen, distribute and transmit image signals. Anritsu Device Co., Ltd. has developed a pump LD for the optical amplifier light source. The company delivers the high reliability demanded by customers, leveraging the device technologies that have been the heart of its measuring instruments for years, and thereby helping to expand the service area of terrestrial digital broadcasting and eliminating poor reception in

locations such as remote islands and regions surrounded by mountains.

Software solutions that support network connection

People want to be able to program a VCR or view images from security equipment using a wireless terminal even when away from home. To realize this convenience and comfort, the electronics industry has been developing home appliances with network functions and wireless terminals with full-fledged network connections. The CX750A network emulator of Anritsu Engineering Co., Ltd. is a dedicated tool for assessing the networking functionality of these digital devices. Network connections are usually evaluated using multiple computers, such as a host computer and various servers; a network emulator, however, enables testing with just one computer, not only bringing down machinery procurement costs, but also significantly reducing the power consumed by testing. For example, a one-month test using



environmental impact on the customer side.

32 notebook computers requires about 2,000 kWh of electricity, whereas testing using the CX750A requires only 70 kWh, reducing

Precision measurement technology that supports the miniaturization and sophistication of digital devices



Mobile phones that fit in your palm yet boast diverse functions, digital cameras and TVs with multiple functions, and car-mounted boards to improve safety and energy efficiency... The ongoing evolution of electronic devices is adding new value to everyday life. However, printed boards, the heart of electronics devices, have a large number of electronic parts and minute mounting errors could impair product quality. The precision measurement technology of Anritsu Precision Co., Ltd. supports the manufacturing of high-density printed boards. The company provides print solder testing equipment for 3D inspection of cream solder printed on high-density boards and optical micro/white light interferometers that enable high-precision measurement of electronic parts' dimensions, including height, width, thickness and difference in level, as well as shape distortions such as warping and waft. The company facilitates technological innovation in wide-ranging fields, including communication terminals, liquid crystal displays and car electronics.

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Service to customers

Building of a corporate brand

Vigorous response to social issues

Anritsu gives priority to proactively responding to global social expectations through its business activities.

Agree to the Global Compact

Anritsu agreed to "Global Compact" that the United Nations advocated to be established further of the CSR activity of the entire group, and to develop it in March, 2006.

>> Global Compact (GC) and Related Activities

Anritsu's CSR activities during fiscal year 2009 relate to the ten principles of the Global Compact*. The United Nation's Global Compact Office has selected Anritsu CSR Report 2007 as one that matches their Notable COP (Communication on Progress) policies.



*The United Nations Global Compact: An assembly of bodies that support ten principles in the areas of human rights, labor, the environment and anti-corruption. Proposed by then U.N. General Secretary Kofi A. Annan at the World Economic Forum held in January 1999, the compact was officially launched at U.N. Headquarters in New York in July 2000.

The Ten Global Compact Principles			Anritsu's Major Actions in Fiscal Year 2009	Related Pages
Overall	-	Applying the ten GC principles	<ul style="list-style-type: none"> Continuously last year, Anritsu confirmed the effectiveness of its internal control system for financial reporting. Promoting compliance, Anritsu Corp. and the Group companies made efforts to prevent violations and to establish more pleasant workplaces by (1) familiarizing people with Anritsu Code of Conduct; (2) promoting groupwide education, including training by organizational levels; (3) avoiding risks on ethical matters via questionnaire survey; and (4) preventing violation of ethics rules via help-lines inside and outside the company. 	Promotion of risk management Establishment of compliance
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted activities to secure workplace safety and health. Anritsu Corp. requested that suppliers and partners should comply with laws and regulations protecting human rights. 	Labor safety and health Supply chain management
	Principle 2	make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> Anritsu Corp. and the Group Company surveyed the actual status of harassment to employee by ethics questionnaire. Anritsu Corp. requested that its suppliers and partners not be complicit in human rights abuses 	Establishment of compliance Supply chain management
Labor Standards	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<ul style="list-style-type: none"> Based on employees' requests, and in order to improve work-life balance, Anritsu Corp. and the Group Companies continued to improve labor conditions. 	Respect for human rights and promotion of diversity

		Principle 4	the elimination of all forms of forced and compulsory labour;	<ul style="list-style-type: none"> Anritsu Corp. requested that its suppliers and partners not be complicit in forced and compulsory labor. 	Supply chain management
		Principle 5	the effective abolition of child labour; and	<ul style="list-style-type: none"> Anritsu Corp. requested that its suppliers and partners not be complicit in child labor. 	Supply chain management
		Principle 6	the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted employment across borders. 	Respect for human rights and promotion of diversity
	Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies promoted Eco-Factory and Eco-Office activities. Anritsu Corp. and the Group Companies in Japan continued environmental accounting. 	Eco-Office and Eco-Factory Environmental Accounting (fiscal 2009)
		Principle 8	undertake initiatives to promote greater environmental responsibility, and;	<ul style="list-style-type: none"> Anritsu committed to Eco-Management Anritsu promoted activities of Eco-Minded Employees. Anritsu continued its efforts to prevent of global warming. 	Eco-Management and Eco-Mind Eco-Management and Eco-Mind Eco-Office and Eco-Factory
		Principle 9	encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> Anritsu Group in Japan promoted development of environmentally conscious products. 	Eco-Products Development
	Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> Anritsu Corp. and the Group Companies in Japan circulated case study sheets on anti-corruption measures to educate employees. Anritsu Corp. called for ethical behavior in the Basic Rules for Procurement. 	Establishment of compliance Supply chain management


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Goal 2 Maintaining Harmony with the Global Socio-Economy

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Goal 2

Maintaining Harmony with the Global Socio-Economy



Anritsu will strengthen its foundations as a caring corporation by creating comfortable work environments in which human rights are respected and employee diversity is valued while building trusting relationships with the supply chain, the community and society at large.



Establishment of compliance



Promotion of risk management



Supply chain management



Respect for human rights and promotion of diversity



Human resource development



Labor safety and health



Promotion of social contribution activities

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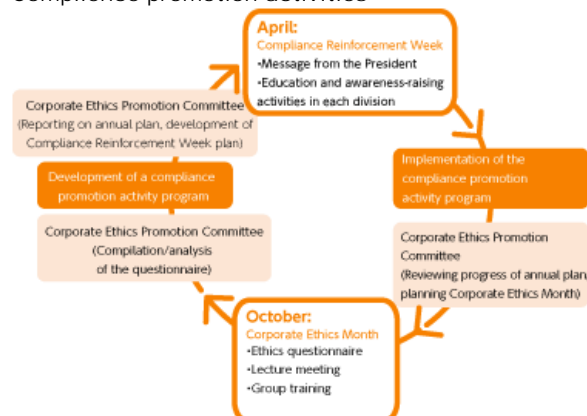
By promoting sound corporate behavior, which adheres to ethical and legal standards, Anritsu continues to apply several key measures to strengthen its Ethics/Compliance Promotion system and to enhance ethical awareness among employees.

Corporate Ethics and Compliance

» Continuing Improvement Activities (annual activities)

As a part of its compliance promotion system, the Anritsu Group in Japan set up a Corporate Ethics Promotion Committee consisting of representatives from individual departments related to corporate ethics, to plan, support and implement the compliance activities of this group. Major responsibilities of the Committee include analysis and examination of responses to the corporate ethics questionnaire conducted in October, Corporate Ethics Month, followed by a one-year cycle of development for an annual action program and monitoring of its implementation as well as outcome assessment of the compliance activities through the questionnaire.

Compliance promotion activities



Corporation ethics promotion committee composition departments



» Two Events

With activities centered on Compliance Reinforcement Week in April and Corporate Ethics Month in October, Anritsu holds workshops and events including lecture meetings with invited speakers, training, and specialized instruction by the department participating in the Corporate Ethics Promotion Committee. It also conducts an ethics questionnaire for Anritsu employees, temporary workers, and other staff in Japan.

- Training by organizational level (e.g., new recruits, newly promoted managers)
- Individual/specialized training by separate committee or department
- Lecture meeting with invited external speakers (once a year)
- Lending and showing of videos or DVDs
- Corporate Ethics Questionnaire*



Lecture presentation:
Mr. Ishida Group training



Set education

* : To confirm the effectiveness of compliance promotion activities and identify areas for improvement in individual organizational units, Anritsu conducts a Corporate Ethics Questionnaire targeting regular employees and temp staff of the Anritsu Group in Japan, employees of partners, suppliers, and other staff. Analysis, examination and deliberation over the questionnaire results are fed back to the management of the individual organizational units to be used in drawing up future compliance promotion activity programs and other actions.

» Anritsu Group Code of Conduct/Publication of Case Study Sheets

• Anritsu Group Code of Conduct

Anritsu establishes a code for the daily conduct of business activities for everyone who works in the Group in compliance with the Anritsu Group Code of Conduct. Group Companies outside of Japan as well as the Anritsu Group in Japan also establish their own codes of conduct in conformity with local laws and customs. For example, Anritsu EMEA Ltd. (UK)

implemented employee training in 2009 using an abridged edition of the Code of Conduct that was completed in 2008. Anritsu is preparing to further localize the Code of Conduct in the languages of other European countries to further extend its application.

For 2010, Anritsu plans to formulate a code of conduct for global use, responding to changes in the social environment surrounding the company and encompassing all current localized codes of conduct.

- Case Study Sheets

Every month, Anritsu Group in Japan selects concrete cases that have actually occurred or could occur, under the two themes of daily life and business, and publishes these as Case Study Sheets that include concise advice and explanation. Sheets are posted on our intranet and as a printed poster. The sheets are used as educational tools for discussion at the morning meetings of individual organizational units. A total of 98 cases have been published as of March 2010.



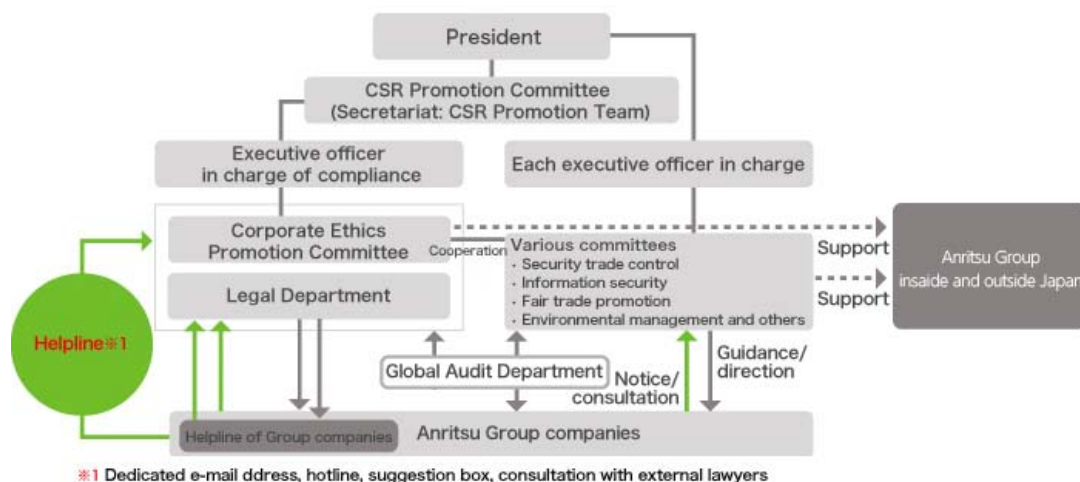
» **Internal Audit for Compliance with the Antimonopoly Law**

To confirm the conduct of fair and free sales activities, Anritsu Group in Japan conducts internal audits of the activity status and order intake/sales process of the sales departments (including local bases) once a year. At the same time, training is also provided in regard to the Antimonopoly Law and the Subcontracting Law.

» **Helpline**

To prevent violations of ethics and laws and maintain pleasant workplace conditions, Anritsu Group Companies in Japan operate the Helpline, which accepts internal reports and requests for consultation. Lawyers are available from outside the company for employees to consult for legal advice. In addition, Legal Consultation Days (twice a month) are held to provide legal consultation on internal problems as well as any other topics affecting the lives of employees.

» **Promotion system of Corporate Ethics and Compliance**



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Anritsu has identified seven major risk categories: (1) management decision-making and business operations; (2) legal violations; (3) environmental preservation; (4) quality of product and service ; (5) import/export management; (6) information security, and; (7) disasters. For each category, a chief administrator has been assigned to carry out analysis and evaluation while establishing rules and guidelines. This administrator also conducts education and training to raise the level of risk management and ensure ongoing business development.

Enhancing Corporate Value through Internal Controls

Anritsu believes its global business development depends upon effectively managing and addressing those factors that could inhibit the attainment of its goals and transforming risks into a source of competitive advantage. To this end, we will further reinforce the collaborative relationships established with Group companies in and outside of Japan by improving our internal controls. We will also upgrade our risk management to enhance corporate value.

» Fiscal Year 2009 Results

In 2009, the Global Audit Department, our internal audit division, took the lead in reinforcing our systems including support for Group companies. Managers dedicated to internal audits were assigned at major Group companies, enabling the companies to conduct audits more independently than in the previous year, thereby building a framework for a global risk management system.

Significantly less risk potential was identified during the evaluation process and the Internal Control Committee made appropriate improvements. An external auditor therefore concluded that the status of the Anritsu Group's internal control for the fiscal year ended March 2010 was as effective as in the previous year. This evaluation was made based on Groupwide company philosophy and ethics, control of accounting policy and procedures, and control of IT infrastructure and business processes related to financial reporting.

» Future Initiatives

Looking ahead, Anritsu intends to broaden the awareness of major operational risks and implement countermeasures by further strengthening collaborative relationships with Group companies in and outside of Japan as well as effective monitoring through the internal control system. We will also upgrade our risk management system by creating an environment in which risk management is firmly established throughout the Group.

Information Security Management

Anritsu has been continuously working to maintain and improve information security within a framework for evaluating effectiveness and managing risk.

In 2009, we conducted regular risk assessment, and identified the following risk reduction activities for high risk items based on the actual security situation.

» BCP Regarding Information Systems

Anritsu manages the information systems used by the Group companies in Japan in server rooms situated in a single site within the Head Office. In the past, server rooms were located on the third floor, making the system vulnerable to earthquake damage. In addition, air conditioners and firefighting equipment were near the end of their operational life, posing the risk of equipment failure. In 2009, we relocated the server rooms to the first floor, which is less vulnerable to earthquake damage, and added seismic reinforcement to the server racks. We also replaced ancillary facilities including air conditioners to reduce the risk of failure in an effort to ensure the information systems BCP*.

*BCP: Business Continuity Plan

» Strengthened Security of Websites on the Internet

The Anritsu Group maintains a website for each of its major locations worldwide to provide customers with product information.

These websites face numerous threats through the Internet, representing a high security risk. In 2008, we implemented security measures for individual sites but fell short of reducing the global security risk due to management variations in different countries. Therefore, in 2009 we integrated the sites built in different countries in order to manage them in a single location, successfully reducing the overall security risk.

» Virus Countermeasures in Sales Promotion Equipment

Today, viruses can infect computers through external memory devices, including USB drives, as well as over networks. While in the past, equipment was safe from infection as long as it was not connected to a network, the risk of infection has increased from the use of these external memory units. In response, Anritsu improved its procedures for scanning sales promotion equipment for viruses before it is rented.

» **Enhancing Availability through Server Integration toward Green IT**

The Anritsu Group in Japan is promoting server integration using server virtualization technology and blade servers* to standardize management and reduce power consumption. As a result, we were able to reduce the number of servers by nearly half in 2009. We continue to promote integration, reduce the number of servers and further cut back on power use toward realizing Green IT**.

*Blade server: Server that can be installed in high-density configurations

**Green IT: Reduction of environmental impact from IT or through IT use

» **Supporting Employee Education**

In our training for rank-and-file employees, we invited ITOCHU Techno-Science Corporation to give a lecture on Internet threats, which have raised the concern of many employees. In addition, we educated our employees on the importance of information security using specific cases from our monthly Case Study Sheets on compliance. We also conducted information security training for new recruits across the Group in Japan, providing training on trade secret management and the importance of information security as well as precautions for using networked equipment.



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We believe strengthening our relations of trust with suppliers and partners for the sake of mutual growth is important. We emphasize the development of stronger partnerships through the involvement of suppliers and partners in various ways and by responding to the expectations and demands of society across the entire supply chain.

Approach to Suppliers and Partners

» **Anritsu Basic Rules of Procurement and Requests to Suppliers and Partners**

To fulfill its social responsibility in the future, Anritsu believes it must develop activities across the supply chain including our business partners as well as within the Group. In January 2006 we revised our Basic Rules of Procurement and also clearly stipulated transaction-related requests for suppliers and partners. In fiscal 2007, we worked to develop a unified policy and requests for cooperation to be shared by all procurement locations of Group companies in Japan and abroad. In fiscal 2009, we added environmental considerations to our Basic Rules of Procurement.

» **Basic Rules of 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 harmony. 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. **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**1. **Observance of laws and social norms**

Observance of relevant laws, prohibition of child labor, forced labor and cheap labor; and prohibition of discrimination and transaction with antisocial forces

2. **Environmental considerations**

Realization of environmental measures in line with Anritsu's Green Procurement Guidelines, environmental requirements, etc.

3. **Ensuring good quality, supply at fair prices and maintenance of delivery schedules**4. **Preventing leakage of secret information and respect for intellectual property rights**5. **Prompt response to contingencies and timely, appropriate information disclosure**

Recognizing the need to develop CSR activities throughout the supply chain, Anritsu Corporation asks that suppliers and partners gain an understanding of the Basic Rules of Procurement and the Requests described above through such activities as budget briefing sessions and letters of request from executive officers. In fiscal 2009, the company added CSR-related items to its quality and environmental audits of suppliers and partners and is continuing to improve its foundation and framework toward fulfilling its CSR.

Going forward, we will develop Anritsu CSR Procurement Guidelines to further strengthen our CSR activities.

Approach to Business Continuity Plans (BCPs)

The SCM (Supply Chain Management) Division formulated a business continuity plan (BCP) that is focused on the supply chain and encompasses the organizational structure and identification of key operations as well as projected risks and damage. Under this plan, Anritsu Corporation in Atsugi, Kanagawa Prefecture, will work together with the Koriyama Office and Tohoku Anritsu Co., Ltd. in Koriyama, Fukushima Prefecture, in the event of a disaster or serious accident. Furthermore, we will establish an audit system and conduct training to confirm the effectiveness of this plan.



As a partner in contributing to society through proposals

Marubun Corporation
Team1 Sales Dept.2 Sales Operation Div.2
Shigetada Sasaki

Our company has enjoyed a long-standing business relationship with Anritsu through the delivery of electronic components. By regularly exchanging and sharing information, I feel we are operating as true partners, not just supplier and business customer. I am deeply interested in the Partner QU program through which we can offer proposals for stronger relationships and business improvement as input from suppliers. Our company is trying to offer as many proposals as possible by gathering opinions from other members of the company in addition to sales people. I believe this is a rare opportunity for suggesting ideas that could lead to mutual growth, and I would like to encourage broader participation. To be chosen as a partner by customers, our company sets its goals for establishing CSR across the entire supply chain. We will improve our CSR activities based on the principles of the Anritsu Basic Rules of Procurement and the Requests to Our Business Partners supported by your guidance and advice, while at the same time working to help Anritsu earn customer appreciation and support for its products.

Relation

- **Promotion of Supply chain management**

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The creation of an ideal working place with respect to human rights and diversity is becoming increasingly important given the ongoing evolution of global business and the diversifying ways in which people work. We are committed to improving the working conditions and systems for diverse human resources toward recruiting employees and revitalizing communications across the organization.

Respect for human rights and promotion of diversity

» Employee Data

Anritsu Corporation Employee Data

		FY2007	FY2008	FY2009
No. of employees Figures in parentheses show number of managers included in the total number	Male	938 (224)	745 (167)	719(171)
	Female	136 (4)	128 (5)	112(5)
	Total	1,074 (228)	873 (172)	831 (176)
Average age	Male	41.7	40.4	40.1
	Female	34.9	34.8	35.8
	Total	40.8	39.6	39.5
Average working years	Male	18.1	16.6	16.4
	Female	12.1	12	13.3
	Total	17.3	15.9	15.9
Annual rated working hours		1,867.75	1,860.00	1,860
Average days of paid holidays used per year		14.9	14.1	11.2
No. of employees who took paid childcare leave		8	14	11
No. of employees whose employment has been extended beyond normal retirement age (for hiring employees over retirement age)	No. of eligible employees	24	30	16
	No. of employees over retirement age hired	20	14	5

Worldwide Percentages of Female Employees

	Japan	Americas	EMEA	Asia and Others	Total
Percentages of female employees (No. of female employees / Total employees)	13%	31%	22%	31%	23%
Percentages of female managers to male managers ((No. of female managers/No. of female employees) / (No. of male managers/No. of male employees))	19%	64%	74%	33%	50%

» Creating Work for people with disabilities

In fiscal 2009, Anritsu employed one more person with disabilities, bringing the employment ratio as of the end of December 2009 to 1.76%. This marked a significant improvement from the previous year but fell just one step short of the legally mandated ratio. In 2010, we will continue our recruitment efforts and improve the workplace for these employees while creating a more cooperative workplace for people with disabilities and expanding the range of jobs for them so they can better demonstrate their abilities.

Ratio of Employees with Disabilities

	2007/12	2008/12	2009/12
Planned ratio (non-consolidated)	1.80%	1.80%	1.80%
Actual ratio (non-consolidated)	1.84%	1.59%	1.76%
Ref: Actual ratio (in Japan, consolidated)	1.57%	1.44%	1.37%

» Human Rights Education

In human rights education, Anritsu implemented activities to both foster an understanding of the human rights situation within and outside the company concerning issues that require constant vigilance, such as discrimination against minority groups, sexual harassment and abuse of power in the workplace, and improve communication in the workplace. This was done through efforts such as training in relation to employee level, Corporate Ethics Month and Compliance Promotion Week.

» Balancing Work and Family

We will formulate a new three-year plan and work to enhance our system by addressing deficiencies.

Anritsu Corporation's Action Plan to Support Child Welfare 2nd Stage
(April 1, 2008 to March 31, 2011)

Objectives	Measures
Allow men and women employees to take leave for child-raising with greater peace of mind.	Make a child-raising leave system and other benefits available.
Reinforce system to help parent employees with temporary child-raising service charges.	Subsidize child-raising service charges at a family support center run by a local government.
Enhance understanding among employees that we support greater work-family balance in child-raising.	Produce and distribute our guidebook pertaining to our child-raising and related systems, etc.

» Borderless Recruiting

Anritsu Corp. and Group Companies in Japan promote recruitment regardless of nationality by such means as participating in recruiting fairs* held by overseas universities and employing foreign students in Japanese universities. As of the end of December 2009, there are 28 Anritsu Group employees working at our Japan-based facilities from outside Japan.

*Recruiting fairs: Forums for information exchange and mutual understanding between job applicants and employers



Studying every day to raise myself to the next level

2nd Product Development Department, R&D Division, Anritsu Corporation

Lim Weiyong

I came to Japan eight years ago to learn about Japanese language and technology. After studying at a university and so forth, I joined Anritsu; this is my second year in the company. Now I am working on a team that is designing measurement equipment for developing and manufacturing mobile phones. Though I have no problem conversing in Japanese with friends, I struggle with the use of respectful and humble expressions unique to the language, which are expected when speaking with senior staff members or workplace supervisors. And many technical words I encounter at work are difficult for me as well. What I do first is look up these terms and consider their meanings on my own. If I am not able to make out the meaning, I ask people around me for help. I am grateful to the senior members who methodically teach me. Mr. Goto, who joined the company the same year, is also a dependable person to whom I can ask any question. Learning does not end with school; we need to learn more after joining a company in order to grow. I believe that what I should do now is take my responsibilities to heart and study every day so that I do not get in the way of people. I will continue to improve my knowledge and expertise to raise myself to the next level, both as a worker and as a member of society.

» Revitalizing Employee Communications

Anritsu conducts an employee satisfaction survey to ascertain how well employees understand the company's management and systems, efficacy of workplace communications and job satisfaction levels. In fiscal 2009, surveys were conducted in the Americas, Europe, the Asia-Pacific region and Japan. Identification of issues as well as development and execution of improvement programs are currently underway in each region.

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Anritsu believes in the importance of being an organization in which employees experience personal growth. With this belief, we constantly strive to create a workplace in which employees can grow through their work.

Human Resource Development

» Global Human Resource Development

Anritsu implements long- and short-term programs to develop human resources capable of working globally with knowledge of different languages, cultures and values as well as a wider vision.

What I learned from my three-month business stay in the United States

Anritsu Corporation
Trade Control Department
Hironori Handa



I lived in the United States for three months under a global exchange program. During this stay I learned three things: (1) to extend everyday greetings; (2) to always let people know if I do not understand and to actively ask questions; and (3) to think and act on my own. I had not been very good with the third item. This feeling was even stronger than when I was working in Japan. Greetings (the first item) were easy to say but hard to do. In Japan we pass each other in a corridor or workplace without saying a word, but in the United States, people almost always exchange greetings as they pass. Such greetings can lead to lively conversation that relieves tension. This cannot have a bad influence on work. I felt the importance of looking into the eyes of the person with whom I was speaking. At the beginning of my stay, being in an unfamiliar place made me a little nervous, but toward the end, I had even more things I wanted to do, both professionally and personally, and I wanted to stay longer to do them. I think this proves the productiveness of my stay. Looking ahead, I hope to apply what I thought and learned there to my own work and life.

The fruits of my assignment in the United Kingdom

Anritsu Corporation
Temporary posting to Anritsu EMEA Ltd. (U.K.)
Toshikazu Karube



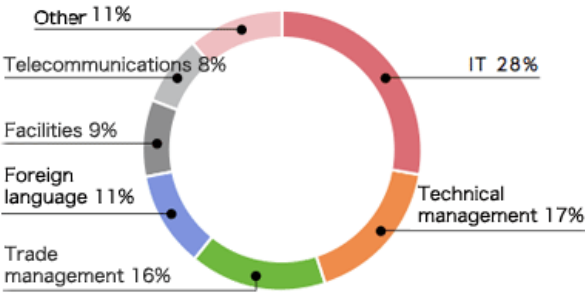
The overseas assignment I had been seeking became a reality. Two years have passed since I assumed my post in the United Kingdom. Throughout that time, my major tasks have been to manage legal affairs, including cash management, respond to banks in Europe and coordinate the company's board meetings. At first, I could not speak English fluently enough, which led to a sense of hopelessness in terms of my ability to do the job. I was, however, able to follow through on my duties amid cheerful friends despite the daily challenges. There is a world of difference in my English-language skills between that time and today. Two months after assuming my duties here, I was unable to understand more than 95% of the discussion during a meeting I attended. I remember feeling very gloomy going home after the meeting. While I still cannot understand 100%, I am able to follow most of the discussions in similar meetings. My task going forward is to become familiar with everyday English conversation because I think a true cross-cultural exchange will develop from these discussions. I want to improve my proficiency through striving daily to boost the productivity of my overseas assignments.

» Award System to Encourage Acquisition of Qualifications that Benefit Business

Anritsu recognizes employees through its "High Performer Award" program, which honors those who

Breakout of qualifications (Fiscal Year 2007-2009)

have acquired a qualification useful for our business. It also recognizes achievements that have boosted the company's brand image through presentations at well-known academic conferences as well as volunteer and sports activities. Over the past three years, 130 employees have acquired, at their own initiative, qualifications that benefit the business. In 2009, we reviewed the award programs of all Group companies and plan to implement them in a new framework in 2010. We are seeking to create an environment in which employees can increase knowledge on their own through these programs and self-development programs, including correspondence courses.



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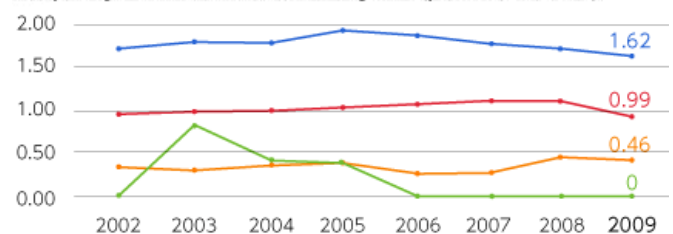
In the spirit of respect for employees, Anritsu is working to maintain a comfortable workplace by adopting the basic principles of "safety first" and promoting employee health.

Current Activities

The Anritsu Group in Japan established a safety and health management system that complies with the Occupational Safety and Health Act in Japan and is centered on these primary actions:

- Having the Safety and Health Committee review activity status and formulate plans to prevent employee accidents
- Reducing the risk of accidents by conducting inspections before introducing, relocating or changing equipment, or when purchasing chemical materials
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Providing safe, secure and comfortable workplaces by assessing working environments and conducting periodic inspections

Frequency Rate of Lost-worktime Injuries (per million hours)



All industries, manufacturing industry and electric machinery and apparatus industry: injuries that required more than 4 days of lost worktime



Risk assessment practice workshop



Transportation KYT workshop



Life-saving training session

Labor Accidents

As in the previous fiscal year, no accidents leading to absence from work were reported in the Anritsu Group in Japan during fiscal year 2009. At the end of March 2010, Anritsu Corporation in Atsugi reached a record 10.93 million labor-hours without any accidents, and as of the publication of this report, the record of no accident performance continues.

Awarded No Accident Record Certification, Class 2

On October 16, 2009, Anritsu Corporation's Atsugi Site reached 10.50 million no accident hours and was awarded No Accident Record Certification, Class 2 by the Labor Standards Bureau of the Ministry of Health, Labor & Welfare on March 1, 2010.

Under the leadership of the Safety and Health Committee, we will continue our efforts to avoid potential risks to employees and ensure safety toward our next target of 15.80 million no accident hours (Class 3).



Health Management

At the Anritsu Group in Japan, the industrial health staff, led by industrial health specialists and counselors, is promoting the following major activities:

- Implementing health checkups—initial, periodic, special, and for expatriates, as well as follow-ups
- Screening through questionnaire and industrial specialist interviews those who work extended hours to prevent impaired health
- Raising health awareness for preventing lifestyle diseases; mental healthcare education and counseling With a special focus on mental healthcare in fiscal 2009, Anritsu held separate mental health seminars for second-year employees, group leaders and managers.



Promoting correct health understanding through communication with employees

Anritsu Corporation
Industrial Physician

Kenjiro Mitsuhashi

I have been working with Anritsu as an industrial physician one day a week since 2007, providing healthcare services, health consultation and various support for the mental health of employees. Sometimes I feel somewhat challenged balancing my two functions as a medical doctor and a member of an industrial health team of Anritsu, and yet at the same time I appreciate having these two roles. I believe the duty of an industrial physician is to prevent diseases, not just treat them. Early intervention is also effective for mental health problems, which have been rising in recent years. To ensure the correct understanding of all sorts of health-related information, I would like to develop mental-health and rehabilitation-support programs tailored for Anritsu. These programs may include more interaction with people working in a given field, regular liaison meetings and education on lifestyle diseases. I feel Anritsu is a good, compassionate company that values its employees. In terms of preventive medicine, it is important to build a system that alleviates stress. As a member of an industrial health team with medical knowledge, I will contribute to mental and physical health as well as the creation of a comfortable working environment.

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Promotion of social contribution activities

Anritsu believes that good relationships with local communities are essential for its business activities. Community-based social contribution programs are at the center of these initiatives under the three pillars of partnerships for educating youth, contributing to local communities and protecting the environment, and we carry out activities that our employees can participate in continuously

Partnerships for Educating Youth

» Fun Science Laboratory Sponsored by Atsugi Board of Education

At the request of Atsugi City, Anritsu conducted a Fun Science Laboratory at two local elementary schools to help reverse declining interest in science among young people. The laboratory was designed to stimulate children's interest in science and technology through a thought-provoking experiential format. In 2009, as in the previous year, we focused on the mechanism of an electric battery. To raise children's interest, we conducted a "human battery" experiment in cooperation with SANYO Electric Co., Ltd. We explained the basics of electricity in plain terms using batteries and performed related experiments with full-class participation. Later we received feedback from the schools as well as thank-you notes from the students.



Message from children



Experiment

» Junior-high School Students Experience the World of Work

Junior-high schools of Atsugi City, Kanagawa Prefecture, were given the opportunity to experience work at a company or store in the community. Under this program, Anritsu Corporation accepts students every year, providing an occasion for them to learn what work means and to experience the social world of adults. In fiscal 2009, students from a nearby school experienced working at Anritsu. They observed metal processing at Anritsu Techmac Co., Ltd. and the process flow from parts procurement to manufacturing, inspection and shipment at Anritsu Industrial Solutions Co., Ltd. At the recycling center of Anritsu Kousan Co., Ltd., they tried disassembling a PC under the direction of front-line workers after listening to an explanation by the person in charge about the goals and systems of recycling.



Dismantlement of personal computers

» Elementary School Students Visit the Company

As part of social skills development, about 130 third-graders from an elementary school near the Head Office of Anritsu Corporation visited our company to learn about products and work being done in their community. After learning about what the Anritsu Group does, their interest became focused on observing different areas of the company, including a manufacturing site and a cafeteria.



Explanation of company overview



On-site learning



Explanation of company cafeteria

» Special Lecture on Wireless Communication Measurement

Anritsu Corporation participates in the IT electronics category of the Industry-Academia Partnership for Human Resource Development led by the Ministry of Economy, Trade and Industry. Under this program, a special lecture was held by the Tokyo Institute of Technology at the Head Office of Anritsu Corporation. We supported the lecture by providing a lecturer and support staff as well as measuring equipment for trial use. A total of 23 university students learned the basic knowledge necessary to master practical techniques in eight areas, including diverse communication technologies used in mobile phones, terrestrial digital broadcasting, and digital communication technologies.

» Contributing to Youth Development

Our employees engage in various volunteer youth development activities in the community.



I' ll observe their development and have fun

Anritsu Customer Services Co., Ltd
Administration Department
Tetsuo Horita



For 18 years I have been involved in youth development by playing with children at the riverside and camping with them as a youth counselor of the Koayu area of Atsugi City, Kanagawa Prefecture. My many years of activities were recognized with the 2008 Kanagawa Prefectural Award for Youth Development.

Children are the treasures of our future. And so it is important that schools, homes and communities work together to raise them. Every year, I attend a coming-of-age event, where I am so happy to be greeted by the young people I used to play with. As a member of the community, I'll continue to find joy in watching children develop and have fun together with them.

Contributing to Local Communities

» Communication with Community Associations

To build sound relationships of trust with community residents, Anritsu organized the first community association network in February 2010 for communication with seven community associations adjacent to the Head Office of Anritsu Corporation. We invited the presidents of the associations to our head office and explained the company's business activities and involvement in society and with the environment. We then invited them to visit our production sites of Techmac Co., Ltd. and Anritsu Industrial Solutions Co., Ltd. and the product show room as well as the recycling center of Anritsu Kousan Co., Ltd., followed by an opportunity to exchange opinions. Going forward, we will continue our efforts to meet community expectations while maintaining good communication.

» Supporting UNICEF and NPO Activities: Collecting Foreign Coins as well as Used Postage Stamps and Prepaid Cards

Anritsu Group companies in Japan have been collecting used postage stamps and prepaid cards as well as foreign coins in support of NPO activities. Used postage stamps and prepaid cards are used to support farming villages in Cambodia through the Japan International Volunteer Center, an incorporated nonprofit organization. Foreign coins are used to protect the lives, health and rights of children worldwide through the Japan Committee for UNICEF.

» Fundraising to Help Areas Impacted by Earthquakes

Anritsu Group companies in Japan raised funds from employees to support victims of the earthquakes that hit the Republic of Haiti and Chili on January 12 and February 27, 2010, respectively. The funds were used to support the relief activities of the Japan Platform, an international organization for humanitarian assistance. Furthermore, Anritsu Company (U.S.A.) matched donations to the fund raised by its employees. The money was donated to victims of the Haiti earthquake through the American Red Cross. In addition, Anritsu A/S (Denmark) employees organized an Internet fundraising drive. Anritsu Company Ltd. (China) donated to the victims of the Chinghai earthquake in China.

» Cooperating with Animal Welfare Activities in Bosnia

A Bosnian employee of Anritsu AB (Denmark) is supporting the protection of animals in Bosnia. She is involved in charity drives, flea markets, calendar sales and other activities in cooperation with an organization that protects animals that have suffered neglect due to conflict in the 1990s. Employees in the Denmark and Sweden offices also participate by making purchases at these events.



Left : Dog that lives in house that seems to collapse
right : Charity in free market

» Participating in Macmillan Coffee Morning

Employees of Anritsu EMEA Limited (U.K.) participated in Macmillan Coffee Morning, a fundraising event organized by Macmillan Cancer Support, which was established in the U.K. in 1911. Money raised was donated to this organization for use in cancer treatment.



» Participating in Make-A-Wish

Employees of Anritsu Company (U.S.A.) participate in Make-A-Wish, an organization that has annually given toys to disadvantaged children during the Christmas season. An array of presents was given to children in 2009.



» Participating in Adopt-A-family

Employees of Anritsu Company (U.S.A.) participate in Adopt-A-Family, a program that gives Christmas presents and food to disadvantaged families in the community. In December 2009, a wide variety of goods was given to 13 families.

Protecting the Environment (biodiversity conservation)

As part of its biodiversity conservation efforts, Anritsu implements environment protection activities led by employees who volunteer to help out.

» Donating to Forest Development through the Sales of Soft Drink Vending Machines

Anritsu Corporation headquarters in Atsugi donates part of its sales proceeds from vending machines to the Green Fund in Japan. In fiscal 2009, Anritsu raised funds equivalent to 94 Japanese spindle trees and 60 Yoshino cherry trees, also equivalent to 5,440 square meters of afforestation or 1,835 kilograms of absorbed carbon dioxide.

» Participating in Mt. Fuji Green Fund Afforestation Efforts

Amid significant social concern over global warming, Anritsu Group employees in Japan took part in an environmental initiative called Mt. Fuji Green Fund Forest, which consists of afforestation activities, in response to a call by Ricoh Leasing Co., Ltd. Over the next 80 years, the Mt. Fuji Green Fund Forest is intended to regenerate forests at the foot of Mt. Fuji that were destroyed by a typhoon in 1996. Anritsu has been involved in this initiative as a way to contribute to improving the environment through the voluntary participation of employees. In September 2009, over 100 volunteers participated in the project despite the rain, ten of which were from Anritsu. Children who accompanied them participated in a forest classroom and learned about the importance of forests while observing plants and insects.



Group photo



Woodcraft school

» Community Cleanup Efforts

Every year, Anritsu Group companies in Japan organize cleanups of the areas surrounding the Head Office of Anritsu Corporation, the Tanasawa site of Anritsu Device Co., Ltd., and Tohoku Anritsu Co., Ltd. A large number of employees participated in the project in fiscal 2009 by picking up litter and weeding around the companies. We also participate in community environmental preservation activities and other community projects such as the Sagami River Clean-up Campaign.



Group photo



Cleanup activity

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Goal 3
Promoting Global Environmental Protection

Message:
We will implement environmental management to contribute to the sustainable future of the planet.
[read more >>](#)

Anritsu is actively involved in protecting the global environment by developing and producing environmentally conscious products and implementing global environmental management.

Eco Management, Eco Mind	Eco Office, Eco factory	Eco products development	Promotion of supply chain management
Group Environmental impact data (fiscal 2009)	Environmental Data of Each site(fiscal 2009)	Environmental Accounting (fiscal 2009)	History of Anritsu's Environmental Management Activities



Message:
We will implement environmental management to contribute to the sustainable future of the planet.

Yasuyuki Oguma
Vice President and Director
Anritsu Corporation

The Anritsu Group added a new statement to its corporate policy under the management framework that went into effect April 2010: "Contributing to the creation of a people- and earth-friendly society as a good corporate citizen." Recognizing that protecting the global environment is now more important than ever before, the Anritsu Group will implement environmental management to contribute to the sustainable future of the planet.

Prevention of global warming is a priority issue in these activities, and we are addressing it through our business operations and our products. In our business operations, we will improve energy efficiency through facility improvements, such as by replacing old air conditioners and introducing energy-saving devices while strengthening energy-saving measures in our factories and offices. For products, we are working to reduce greenhouse gas emissions through the extensive application of designs that save energy and resources.

Preserving biodiversity is just as critical as preventing global warming. This year, the 10th Conference of the Parties to the Convention on Biological Diversity (COP 10) will be held in Nagoya, Japan, and worldwide efforts directed at this issue are accelerating. The company participates in such efforts by implementing measures intended to reduce environmental impact and conserve natural settings. These efforts consist of providing environmentally conscious products developed to achieve energy conservation, resource conservation and toxic material reduction, and offering practical solutions that reduce the environmental impact of customers' operations.

In the company, we are promoting these efforts what we said is "Green of Products" and "Green by Solutions", respectively. In both cases, we are pursuing environmentally conscious efforts throughout the product lifecycle, from product design to parts procurement, manufacturing, shipment, customer use and recycling. In terms of conservation, our employees voluntarily engage in such activities as forest preservation and neighborhood cleanup programs.

We are now embarking on an era in which we are expected to deliver breakthroughs based on our own vision of an ideal society with a clear focus on the environment, instead of continuing to conduct business through conventional technological innovations. Anritsu's vision of the future is one where every employee maintains a high eco-awareness and generates new solutions based on the principle of protecting the global environment.

Anritsu will commit itself to a level of environmental management that is trusted worldwide while promoting communication with stakeholders.

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Eco Management, Eco Mind

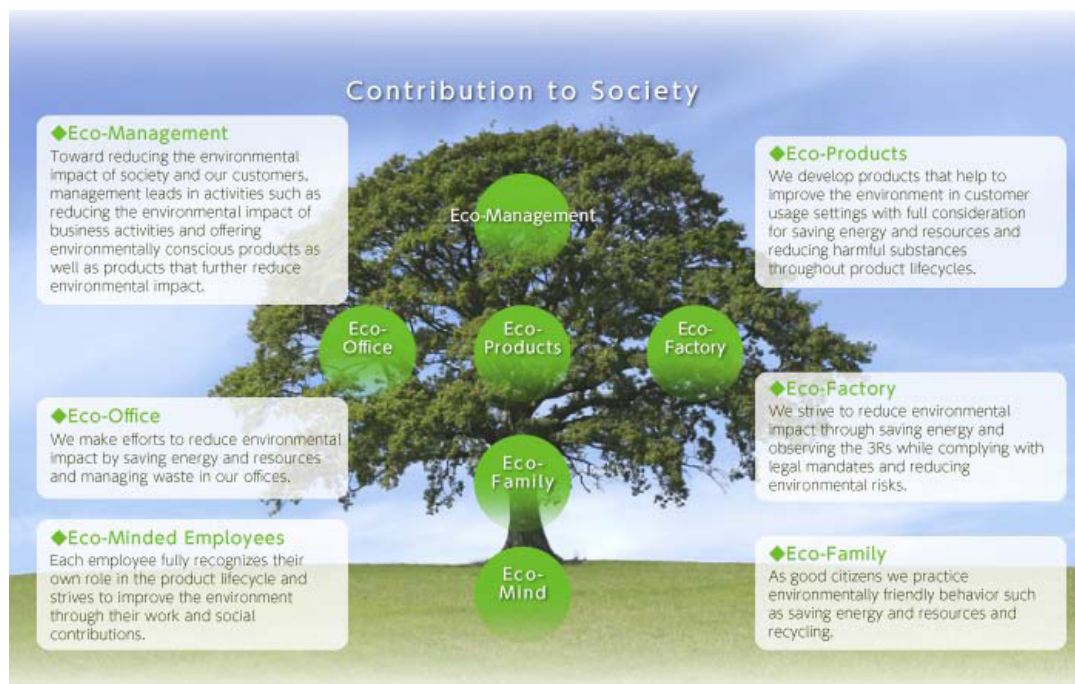
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Developing corporate environmental management groupwide, Anritsu further advances its activities toward the creation of Eco-Offices, Eco-Factories and Eco-Products with Eco-Minded Employees.



The Anritsu Group's Environmental Principle

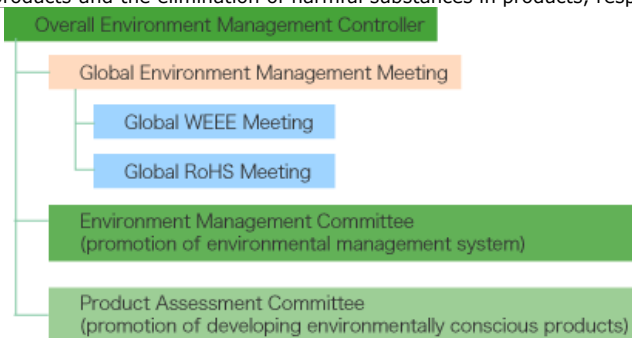
Anritsu strives to give due consideration to the environment in both the development and manufacture of our products. Through sincerity, harmony and enthusiasm we will endeavor to foster a prosperous society at one with nature.



*The articles in "Preserving the Global Environment" cover Anritsu Corp. and the following Group Companies:
Group Companies in Japan: Anritsu Industrial Solutions Co., Ltd., Tohoku Anritsu Co., Ltd., Anritsu Customer Services Co., Ltd., Anritsu Devices Co., Ltd., Anritsu Networks Co., Ltd., Anritsu Precision Co., Ltd., Anritsu Engineering Co., Ltd., Anritsu Kousan Co., Ltd., Anritsu Techmac Co., Ltd. and Anritsu Pro Associe Co., Ltd.;
Group Companies outside Japan: Anritsu Company (USA), Anritsu Ltd. (UK) and Anritsu A/S (Denmark)

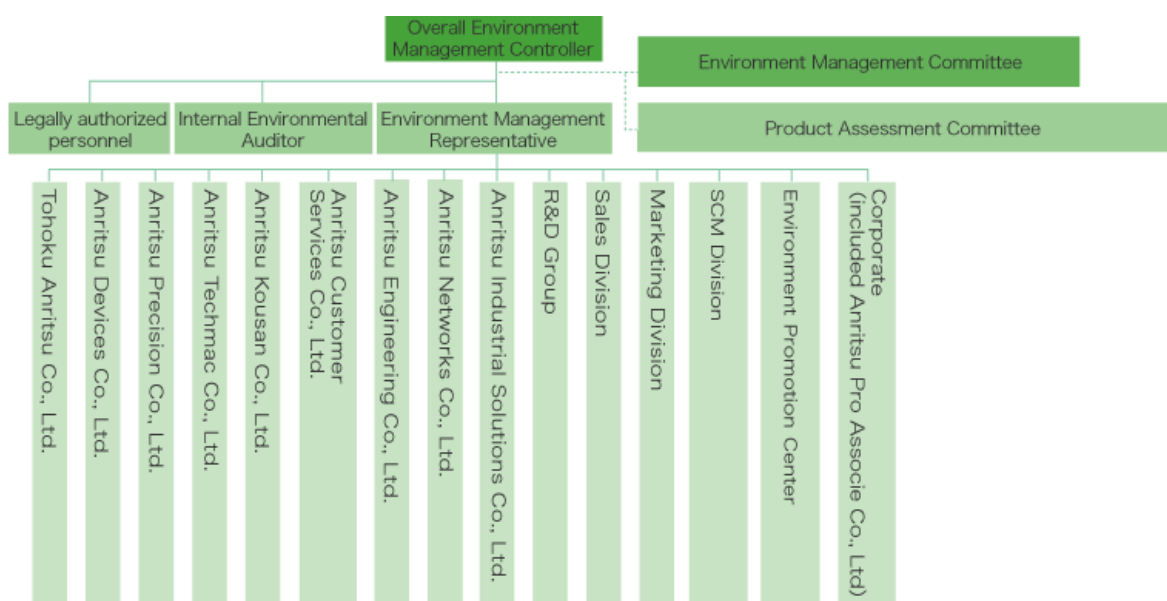
Environmental Management Promotion System

In response to increasing demand for global efforts, including responses to the European RoHS directive and the environmental expectations of customers, we reviewed our environmental management promotion system in fiscal 2005 and set up a Global Environment Management Meeting to deliberate and decide on environment-related matters. The Meeting acts as a superagency over the WEEE and RoHS meetings set up in 2003. In Japan, the Environment Management, Product Assessment and RoHS Steering Committees promote the environmental management system, the development of environmentally conscious products and the elimination of harmful substances in products, respectively.






» Environmental Management Organization (Japan)

The environmental management organization of the Anritsu Group in Japan is led by the director of environmental management (executive officer of Anritsu Corporation and head of the Environmental Promotion Center) and promotes environmental management activities.



» Environmental Management Systems

Registration Company	
<p>Anritsu Corporation</p>  <p>Head Office</p>	<ul style="list-style-type: none"> • Anritsu Corporation • Anritsu Industrial Solutions Co., Ltd. • Anritsu Customer Services Co., Ltd. • Anritsu Networks Co., Ltd. • Anritsu Engineering Co., Ltd. • Anritsu Kousan Co., Ltd. • Anritsu Precision Co., Ltd. • Anritsu Techmac Co., Ltd. • Anritsu Pro Associe Co., Ltd. • Anritsu Devices Co., Ltd. • Tohoku Anritsu Co., Ltd.(*)
<p>Tohoku site</p> 	<p>Certification Date : August 1998 Update: August 2007 Revision : September 2008 Certification Organization : JQA/JQA-EM0210 (*)Expanded the scope of ISO 14001 accreditation to include Tohoku Anritsu Co., Ltd., which independently acquired certification in October 1999.</p>
<p>Anritsu Company (USA)</p> 	<p>Address : 490 Jarvis Drive Morgan Hill, CA 95037 Certification Date : March 2007 Update : March 2010 Certification Organization : NQA/EN12275</p>

» Environmental Audit (Japan)

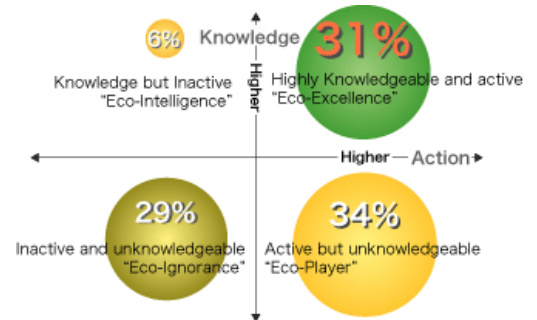
In fiscal 2009, Anritsu underwent a regular audit by an ISO14001 certification body without any indication of nonconformance. In addition, we carried out two internal environmental audits checking the conformance and effectiveness of our environmental management system and environmental performance in June and compliance status in November. There were 38 and 11 indications, respectively. We share and improve common issues of the Group through the Environment Management Committee. Furthermore, the Atsugi site underwent an NEC partner companies' mutual environmental audit that was carried out from a different perspective (environmental management perspective) from that of the certification body. We will work to develop an efficient environmental management system by resolving the issues found in these audits.



On-site patrol during an NEC partner companies' mutual environmental audit

Survey on Environmental Consciousness of Employee

To measure the degree to which we share Eco-Mind awareness, we conducted the Fourth environmental awareness survey covering all employees of Anritsu Group companies in Japan. We designed the questionnaire to check respondents' understanding of environmental terminology and actions related to environmental issues. Using these results, we analyzed how the respondents' degree of environmental awareness correlates to their relevant actions and compares with the previous results. The proportion of the Eco-Excellence group characterized by advanced environmental knowledge and environmentally friendly behavior increased to 31% from 26% of 2008. We will implement training to raise the response rate for the next survey and the number of Eco-Excellence employees.



Figures in parentheses are fiscal 2008 survey results

Raising our awareness of environmental issues through small efforts

Anritsu Company
Corporate Quality Director
Eric McLean



Resource-saving efforts represent a key component of global environment conservation. In addition to reducing materials used for our products, we can implement various measures to control the use of resources in day-to-day business. Currently, I am advocating the use of Century Gothic to reduce ink use for printing. According to research, you can reduce ink use by about 30% using Century Gothic in place of Arial. I will encourage coworkers across the company to adopt this small effort to raise their overall environmental awareness.

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History of Anritsu's Environmental Management Activities



Anritsu is reducing its environmental load in a comprehensive way by strengthening management of and further reducing emissions of CO₂ waste and hazardous substances from offices and factories.

Eco Office, Eco factory

» Energy-saving Activities at Factories and Offices

Energy conservation represents a key contribution for reducing CO₂ emissions associated with global warming. Anritsu is driving ongoing efforts to save electric power, which accounts for about 96% of its energy consumption (in CO₂ equivalent). We have been promoting energy conservation by upgrading equipment, such as introducing ice thermal storage equipment, inverters for air-conditioning and lighting equipment, and low-loss transformers while replacing older models with energy-saving equipment and reducing wasteful use by frequently cleaning air-conditioning filters and turning off lights when leaving a room. Since 2005 we have been involved in Cool Biz and Warm Biz as a member of Team Minus 6%. In fiscal 2009 we reduced electric energy consumption by 5.6% compared to fiscal 2008. Major contributing factors include the replacement of old air-conditioners with energy-saving models and reducing hours of operation.

[Reference]

Emission of CO₂ is calculated based on the conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming while calculation of CO₂ emissions from electric energy use is based on the conversion factor (tons/MWh) announced by The Federation of Electric Power Companies of Japan every year. In some years, electric energy use was down but CO₂ emissions were up due to higher CO₂ conversion factors.

» Environmental activities of Anritsu Company

The Pacific Gas & Electric Co. (PG&E) has a demand response program that is designed to enable Business's to contribute to energy load reduction during times of peak demand. For our participation in the Demand Response Program in 2009, Anritsu Company received recognition.

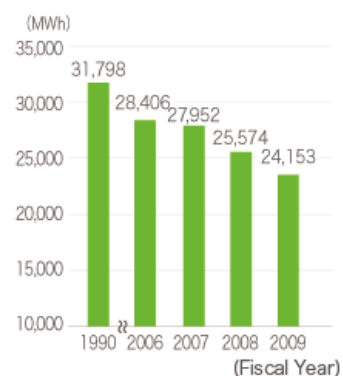
» Prevention of air pollution

Having eliminated the coating process in 2000, no facility at the Atsugi site generates air pollution subject to legal regulations. The Tohoku site operates heavy oil boilers subject to the Air Pollution Control Law. The boilers are operated on a voluntary management standard to control air quality. No facility at the Tanasawa site generates air pollution subject to legal regulations.

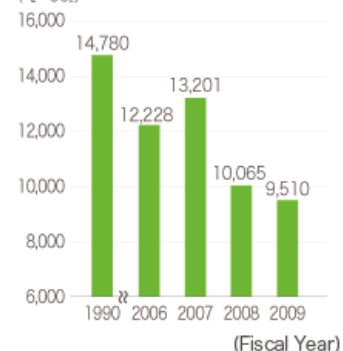
» Noise

We are implementing a variety of efforts to detect abnormalities at an early stage, including a system of prior examination before introducing equipment, equipment inspections at the beginning of every operation and regular patrols on the premises. We also regularly monitor noise levels at lot borders every year. Results show that measured noise levels not only meet legal standards but fall below our own voluntary standards as well.

■ Change in electric energy use (Anritsu Group companies in Japan)



■ Reference: CO₂ emissions from total energy use (Anritsu Group companies in Japan) (t-CO₂)



» Compliance Status

We strive to ensure compliance by adopting voluntary management standards that are more demanding than legal regulations. In 2009, compliance levels at the Atsugi, Tanasawa and Tohoku sites were better than required, with no violations in water quality, air quality or noise. We did receive an admonition from the Kanagawa Prefectural Government as a result of refrigerant gas (CFC 134a and R-22) leakage from air-cooling heat pump chillers at the Atsugi site on four consecutive occasions. Each time, we investigated the cause, took preventive measures and otherwise responded appropriately. There have been no lawsuits or complaints from neighboring residents concerning environmental issues. Going forward, we will strive to reduce our environmental impact through regular maintenance activities while continuing to ensure compliance.

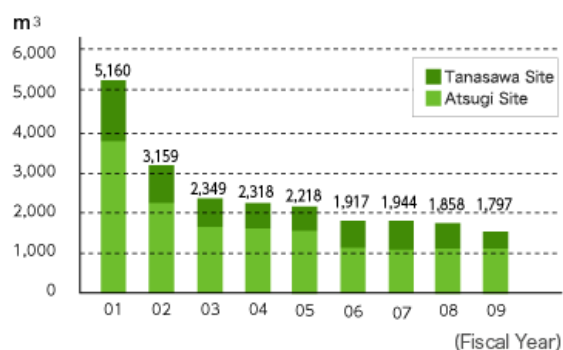
» Groundwater Management

With regard to organochlorine substances, we completely eliminated the use of trichloroethylene in 1970 and 1,1,1-trichloroethane in 1993. However, the Atsugi and Tohoku sites draw groundwater from their own wells and therefore continue to monitor water quality, including regularly testing for the presence of six organochlorine substances. In fiscal 2009, although the levels of tetrachloroethylene in the well at the Atsugi site were higher than permitted under environmental standards, the presence of other substances fell within permissible values. Anritsu has never used tetrachloroethylene, and soil analysis confirmed that the company was not the source of contamination. We will continue monitoring. All six substances are below measurable limits at the Tohoku site and therefore comply with environmental standards. Going forward, we will continue to preserve groundwater through ongoing analysis and monitoring.

» Water Resource

In the past we used large volumes of water in industrial processes such as manufacturing printed wiring boards as well as coating and plating at the Atsugi site. In 2002, we have completely discontinued all these processes and dramatically reduced industrial effluent containing harmful substances. At the Tanasawa site, while harmful substances are used in the production of devices, water usage is controlled through process management. No facility at the Tohoku site currently uses harmful substances.

Wastewater discharge from operations



» Risk countermeasures

The Atsugi site operates an inorganic wastewater treatment facility to detoxify wastewater from inorganic wastewater release section and other corporate sources. In 2001, we converted the facility to a double-tank system to address the risk of soil contamination from the leakage of untreated water that could result from the destruction of a buried tank during an earthquake. In 2002, we constructed a breakwater around a clarifier tank (a part of the facility for removing the heavy-metal containing sediment generated in the preceding process through gravitational sedimentation) to modify the structure so that any liquids leaking from the tank, as a result, for example, of damage from an earthquake, would flow into a reserve tank rather than leaking outside.



Clarifier

The final discharge tank at the Tanasawa site is equipped with an emergency cutoff valve to stop discharge when the pH of treated water from operations exceeds regulatory levels. In addition, improvements in 2003 included the installation of a pH alarm in the tank that is set before the final discharge tank, which will turn off the wastewater pump at that point. Manufacturing operations at the Tohoku site do not release water. However, water could be discharged from boilers in the event of an earthquake, for example, at pH levels that exceed regulatory standards; we therefore implemented countermeasures by installing a pH monitor and an emergency cutoff valve to stop water discharge.



pH monitor



Emergency cutoff valve

In addition, each site has developed response procedures to address the potential leakage of chemical substances due to human error or natural disaster. Regular equipment inspections and training are also conducted in preparation for

unexpected events.



Shut down Emergency cutoff valve



Training collect of leakage

» Chemical substances management

Utilization of chemical substances by the Anritsu Group companies in Japan is determined through a prior assessment system. Substances banned from use or limited are selected in consideration of legal regulations and hazardousness, and we regulate the substances that cause ozone layer depletion and global warming. Each division inputs into a computer database the amounts of chemical substances purchased, used and disposed within a three-month period in order to compile statistics of the entire company for each law regarding chemical substances, including those covered by the Pollutant Release and Transfer Register (PRTR) Law.

Use Regulates chemical Substances of Anritsu Group

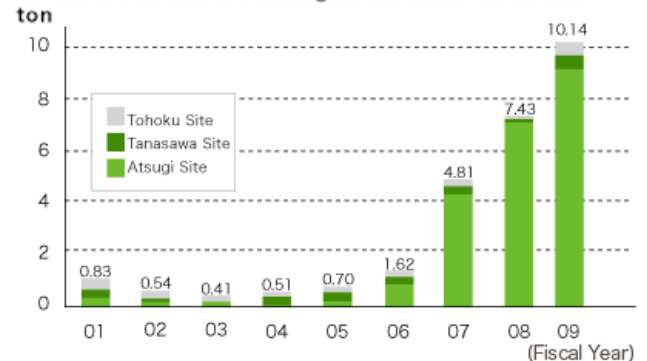
Banned substances	Class of 7 substances: CFC (Chlorofluorocarbons), halon, arbon tetrachloride, 1,1,1-trichloroethane, HBFC (Hydrobromofluorocarbons), bromochloroethane, methyl bromide
Limited-use substances	Class of 7 substances: HCFC (Hydrochlorofluorocarbons), trichloroethylene, tetrachloroethylene, dichloromethane, HFC (Hydrofluorocarbons), PFC (Perfluorocarbons), SF6(sulfur hexafluoride)

Chemical online input screen



The amount of liquid bisphenol A epoxy resin handled at the Atsugi site exceeded one ton in fiscal 2008, and we reported this under the Japanese PRTR system. The amount of this liquid substance, a component of epoxy resin, handled at the site rose to 8,974 kg in fiscal 2009 (5,663 kg in fiscal 2008) as use of epoxy resin for production of metal detectors has gradually shifted since 2006 to Anritsu Industrial Solutions Co., Ltd. from an external supplier. At the Tanasawa site and Tohoku site, there were no substances used that are subject to the PRTR Law. A revision of the law excluded liquid bisphenol A epoxy resin from substances subject to PRTR in 2010. Anritsu will continue to improve processes to reduce use of chemical substances, including those covered by the PRTR Law, and make an effort to prevent environmental pollution.

Chemical Substances Management under PRTR Law



» PCB management

At the Atsugi site, we tightly control condensers of electric devices, fluorescent ballasts and pressure sensitive copying paper that contain polychlorinated biphenyl (PCB) within the storage standards for specially controlled industrial waste. Storage status is reported annually to the prefecture under the Law concerning Special Measures for Promotion of Proper Treatment of PCB Waste. In 2006, analysis conducted while upgrading an extra high-voltage transformation installation identified a small amount of PCB in two large transformers. We had already filed a request for early treatment in 2005 to the Japan Environmental Safety Corporation.



PCB storage



State of atrage

>> Promotion of Green business

Anritsu Company (USA) was the first Green business in the South County. The Anritsu employees are well aware of the importance of our Environmental initiatives due to ISO14001 compliance as well

as the Green Business certification. Many of our conservation practices are used not only at work, but also at our homes. We are being proactive in taking steps to ensure that we contribute to protecting our planet for current and future generations.



Left: Green Business Label



Right: Certification of Green Business Program

We protect the Earth for current and future generations.

Anritsu Company
QA/Audit Systems Manager
Cynthia Mann



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Eco products development

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Activities

Based on the life cycle concept, Anritsu is promoting environmental efforts across the product life cycle, from product design, parts procurement and manufacturing to shipment, customer use and recycling. In addition to accelerating provision of environmentally conscious products as a pillar of environmental management, Anritsu is actively pursuing efforts whereby it utilizes its own technologies to address the issue of increasing power consumption by IT devices, which has recently emerged as a public concern. Anritsu complies with environmental regulations around the world and conducts high-quality product assessment from the early design stage of every product's development.

Complying with Product Environmental Regulations Worldwide

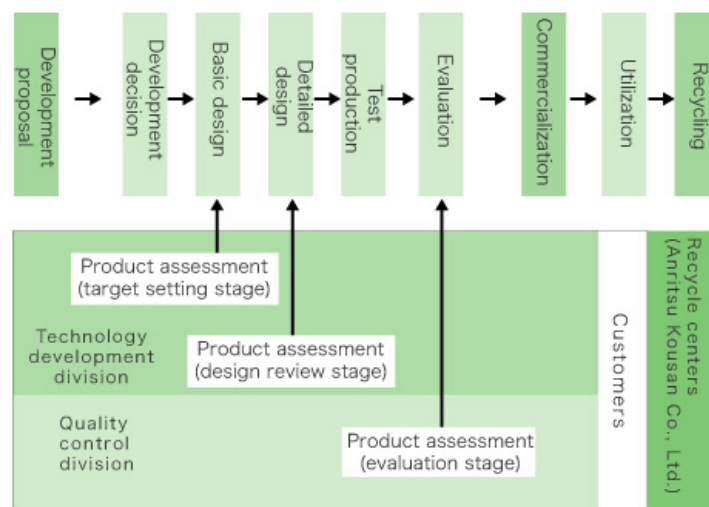
The European Union (EU) enacted the WEEE Directive in 2005, the RoHS Directive in 2006 and the REACH regulations in 2007. Product environmental regulations now require prompt response. Communication, information sharing and the unified response of Group companies outside Japan are facilitated by the Global Environment Management Meeting, for example. Since prior efforts to respond to ERPs(Energy Related Products) should be considered at the product design phase, we developed a common, worldwide product assessment standard to promote the development of environmentally conscious products in Anritsu outside Japan.

Global Product Assessment Implementation Guidelines

In the past, the development of environmentally conscious products has been conducted separately as product assessment in Anritsu Group companies in Japan and as DfE (Design for Environment) in Anritsu Company (U.S.A.). Anritsu established global product assessment standards and global product assessment implementation guidelines to integrate these methods so that Anritsu Group companies could develop environmentally conscious products within a unified, global standard. In fiscal 2009, we began using the standards and guidelines to develop these products.

1) Operational Procedure

Global product assessment is incorporated into the product development process (including design, test production and evaluation) prior to commercialization. To ensure objective and responsible product assessment, Anritsu conducts third-party evaluation by the Quality Management Department and other entities, and initiates follow-up actions if targets have not been achieved.



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

2) Evaluation Items

Evaluation items in the global product assessment cover basic factors such as improvements in volume, mass and power consumption against a reference product. Additional items for evaluation include resource savings and the reduction of harmful substances and overall environmental impact throughout production, physical distribution, use and disposal.

Major environmentally conscious criteria

Resource saving; Reduced load during manufacturing	<ul style="list-style-type: none">• Reduced volume and mass• Adoption of reusable or recyclable components• Expanded functionality and longer operating life• Use of recycled paper for operation manuals• Reduction of consumable supplies• Reduction of difficult-to-process materials• Reduced waste during manufacturing
Reduced harmful substances	<ul style="list-style-type: none">• Elimination of banned substances in products• Nonuse of banned substances during manufacturing• Reduction of substances subject to RoHS Directive• Reduction of other harmful substances
Reduced load in physical distribution	<ul style="list-style-type: none">• Reduced volume and mass of packing boxes• Adoption of reusable or recyclable packing materials• Reduced variety of packing materials• Identification of the material on resin component for packing• Reduction of harmful substances in packing materials• Implementation of no packing and returnable boxes
Reduced load during use	<ul style="list-style-type: none">• Reduced power consumption during operation• Reduced power consumption in standby mode• Reduced noise during use
Reduced load at time of disposal	<ul style="list-style-type: none">• Fewer parts• Reduced use of difficult-to-recycle materials• Adoption of unit construction• Fewer screws used• Separation using general tools• Identification of the material on resin components• Reduced variety of materials and use of common materials• Recycle labeling on batteries• Response to WEEE Directive• Response to Chinese RoHS

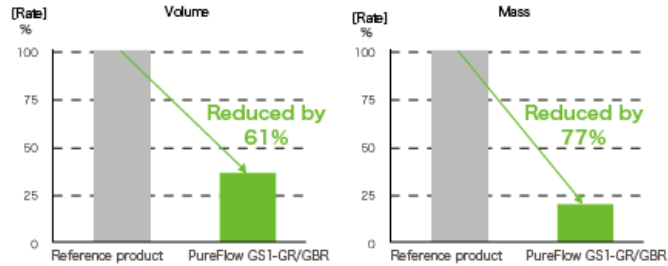
Product Assessment Example

In fiscal year 2009, products that saved resources by at least 10% accounted for 67% of all developed products, significantly exceeding the target of 30%.

PureFlow GS1-GR/GBR, a high-precision bandwidth controller from Anritsu Networks Co., Ltd., has a proprietary high-precision bandwidth control engine and flexible packet* classification function. The device increases the efficiency of data telecommunication line bandwidth and communication quality, such as for audio and video. It is designed for use in data centers** toward improving integrated network environments such as teleconferences. We worked to reduce its size and weight to 1U (1.75 inch = 44.45 mm), making it thinner than existing models and so that it could fit in a 19-inch data center rack. After a sweeping review of the material and structure of the case as well as every part, right down to single screws, we successfully reduced its volume by 61% and mass by 77% compared with the reference product.

* Communication data unit of a given size in which data is distributed for efficient use of telecommunication lines

** Facility for maintaining customer servers and providing Internet connections as well as maintenance/operation services



Eco Product Program

Environmentally Conscious Products

Anritsu Group certifies the Excellent Eco Product and Eco Product as environmentally conscious products based on the results of global product assessment

Excellent Eco Product:

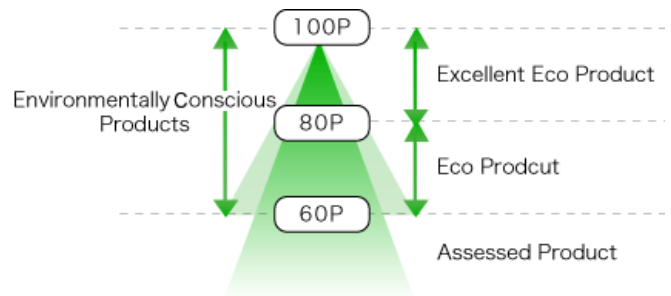
Product that meets Excellent Eco Product requirements with a minimum score of 80

Eco Product:

Product that meets Eco Product requirements with a minimum score of 60

Assessed Product:

Product that meets Assessed Product requirements



Major Environmentally Conscious Criteria for Excellent Eco Products

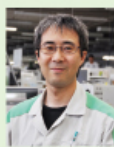
- Top industry ranking for environmentally conscious properties
- Environmental information ready for disclosure
- Manufacturing assessment completed
- CO₂ emission evaluated by Life Cycle Assessment (LCA)
- Environmental management system in place at the relevant business entity and main production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

In the Excellent Eco Product product, environmental information on the mark and the product is described in parallel in the catalog etc.



Excellent Eco Products Recognized in fiscal 2009

- MT8820C Radio Communication Analyzer (for electric power conservation)
- MP2100A BERTWave Series (for space, weight and electric power conservation)
- MS2830A Signal Analyzer (for electric power conservation)



Further reducing power consumption MT8820C Radio Communication Analyzer

Anritsu Corporation
Assistant Manager, 2nd Product Development Department, R&D Division,
Takanori Tanaka

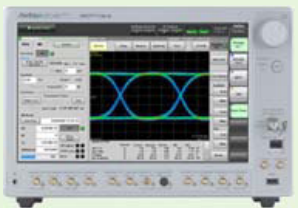


With the ongoing evolution of mobile phones, the LTE (Long Term Evolution) commercial service, a wireless communication system for enabling high-speed, large-capacity transmission at the optical fiber level, is scheduled to begin in 2010 in Japan and the United States. The MT8820C Radio Communication Analyzer is a measuring instrument used in the development and production of LTE-compatible mobile phone units and cards for data communication. While maintaining the features of the previous model, which contributed to downsizing production lines, we exercised our ingenuity in selecting components and circuit designs. Our goal was to further reduce power consumption from the start of development. As a result, we were able to reduce power consumption by 26% in comparison to conventional products.

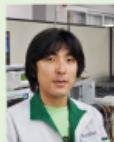


Downsizing while incorporating multiple functions MP2100A BERTWave series

Anritsu Corporation
Assistant Manager, Planning Team 2,
Product Planning Center, Marketing Division,
Tadanori Nishikobara



With penetration of the Internet over recent years, optical communication systems using optical fiber are spreading from enterprises into homes. Optical communication systems incorporate optical transceiver modules and various electrical devices for transmission. The MP2100A BERTWave series is used as a measuring instrument to evaluate signal quality (waveform, bit error rate, etc.) of these modules and devices. To make the equipment smaller, lighter and more power efficient while packing multiple functions into a single instrument, we reexamined all circuits and components, including the power source and CPU (central processing unit). As a result, we reduced the volume by 47%, mass by 72% and power consumption by 72% in comparison to conventional products.



Simultaneously achieving higher measuring capacity and electric power saving MS2830A Signal Analyzer

Anritsu Corporation
1st Product Development Department, R&D Division,
Masato Higashiyama



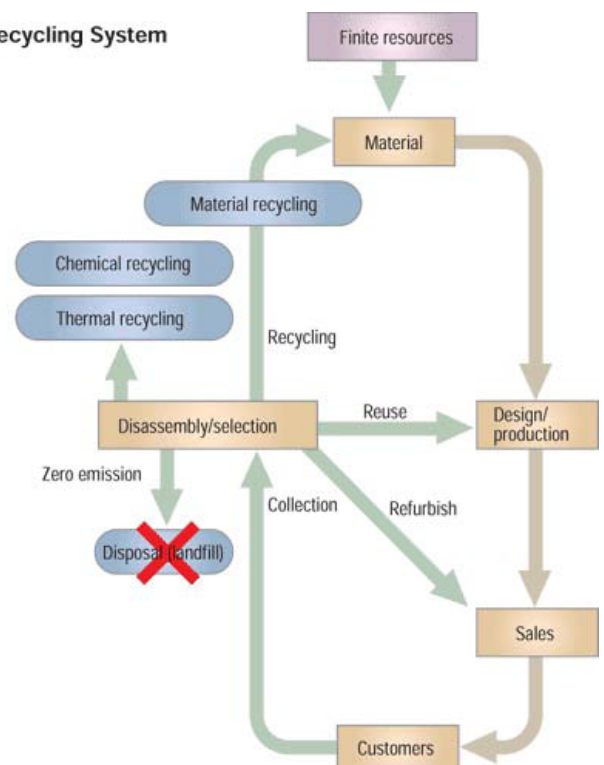
The MS2830A Signal Analyzer is a measuring instrument used for product development and in the production lines of various digital wireless equipment and electronic components, including those associated with next-generation mobile phones. To both reduce measurement time and save electric power, we have adopted power-saving components and applied the core technology of conventional products while reducing the number of components to as low as possible. In addition, we offer functions as options in the standard specifications to eliminate unnecessary power consumption. Through these efforts, we have improved measuring capabilities by 20% while reducing CO₂ emission during use by 30% in comparison to conventional products.

Recycling Used Products

Recycling Center

Anritsu led the measuring instrument industry in establishing the Recycling Center at Anritsu Kousan Co., Ltd., in 2000. Anritsu Kousan obtained a license to engage in the industrial waste disposal business in September 2002 and started operating in fiscal 2003. The Recycling Center has been promoting reuse of used products since fiscal 2005. Once completely sorted, all waste emitted from the Recycle Center is recycled. Refurbished measuring instruments are products used for demonstration that have been fully reconditioned and recalibrated as highly reliable products. We sell them to universities and other educational institutions in Japan, thus extending the lives of the products.

Recycling System





Our expectations as a partner of universities and other educational institutions

Associate Professor,
Department of Electrical Engineering,
Nagaoka University of Technology
Tatsutoshi Shioda

I joined the Nagaoka University of Technology in 2008 and opened an advanced optical measurement system laboratory. Refurbished measuring instruments offered by Anritsu Kousan Co., Ltd. were really helpful for me because I needed a large number of measuring instruments including an optical source, light sensor, power meter and spectrum analyzer to study measurement technologies, such as those involving ultra-high speed waveforms. Being recycled products, they are offered at lower prices than those of new products and also come with a one-year guarantee that covers their functions and overall performance. They are also friendly to the environment in that we are using something that would have been discarded. This contributes to the creation of a recycling-oriented society through effective utilization of resources. Optical technology is expected to have applications in various fields including medical care and location/range information systems as well as the information communication field. However, we are often on a tight budget and struggling to maintain, upgrade or expand our equipments. The company may not be easy to provide the measuring equipments that we researchers are looking for, but I hope that does not stop it from continuing the initiative as a good partner of universities and other educational institutions.

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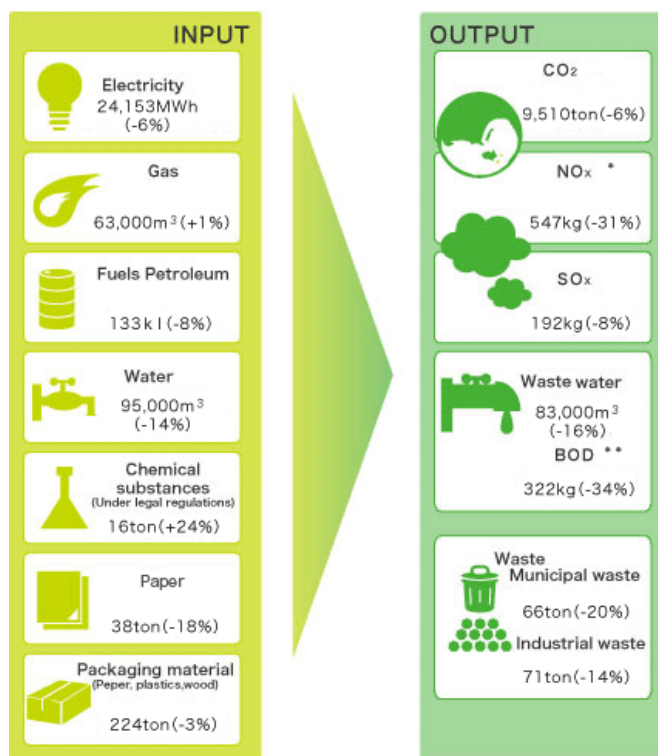
Group Environmental impact data (fiscal 2009)

Anritsu quantifies its environmental impact and environmental protection activities in monetary and physical units in order to assess and upgrade the efficiency of these activities. We disclose the results to enable our stakeholders to gain a deeper understanding of our environmental actions.

Environmental Impact Data

The environmental impact data of business activities at Anritsu Corp. and Group manufacturing sites in Japan (Atsugi, Tanasawa and Tohoku) is shown in figures below. Percentage changes from fiscal year 2008 are in parentheses.

Environmental Impact Data : In order to more clearly present the relationship between business activities and environmental impact, substances brought into a company from outside are checked and described by name and volume. The substances are shown in a comparative table that also shows the names and volumes of substances emitted from or disposed of by the company, representing their environmental impact.



* We lowered NO_x emissions by reducing the number of boilers operated at the Tohoku Site from 2 to 1.

** We improved water quality and reduced BOD by optimizing operations and a method for adding chemicals to the wastewater at a treatment facility at the Atsugi Site.

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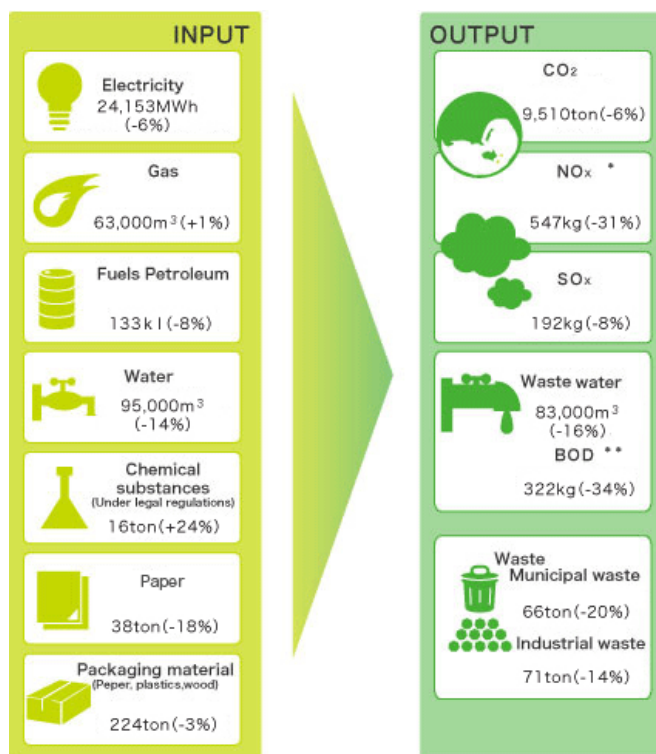
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INPUT

Electricity:	Electric power purchased from power companies for use at manufacturing sites and offices
Gas:	City gas used as energy
Fuels:	Heavy oil and light oil used as energy
Water:	Tap water and ground water (excluding recycled water)
Chemical substances:	Chemical substances that are regulated by laws in Japan
Paper:	Copy paper and EDP paper used at factories and offices
Packaging material:	Wrapping, packing and packaging material for products and packaging material for transportation

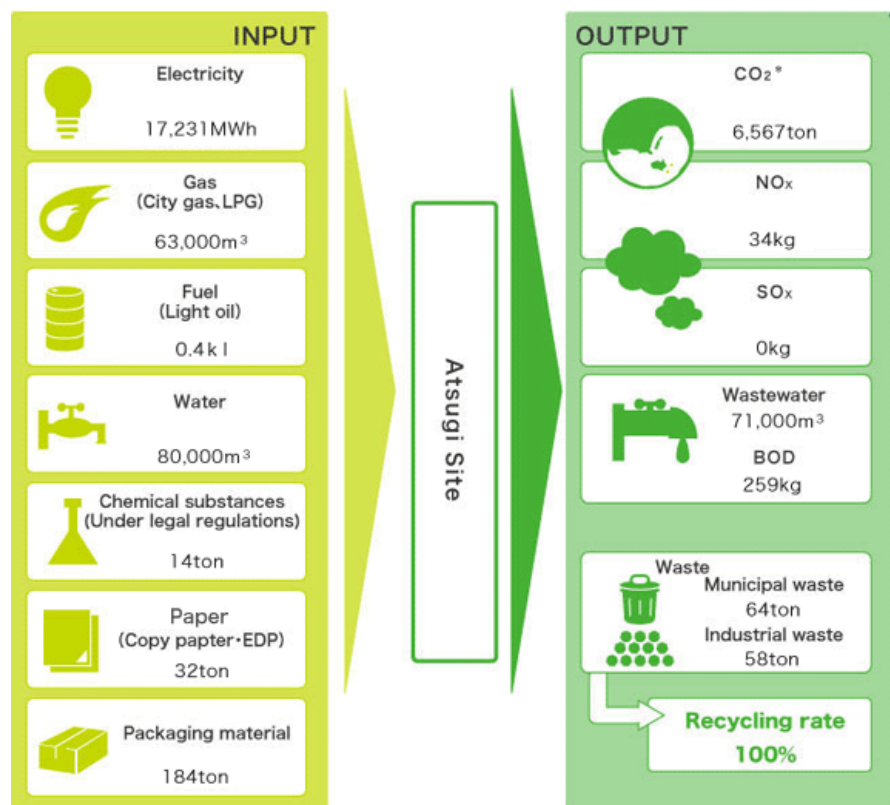
OUTPUT

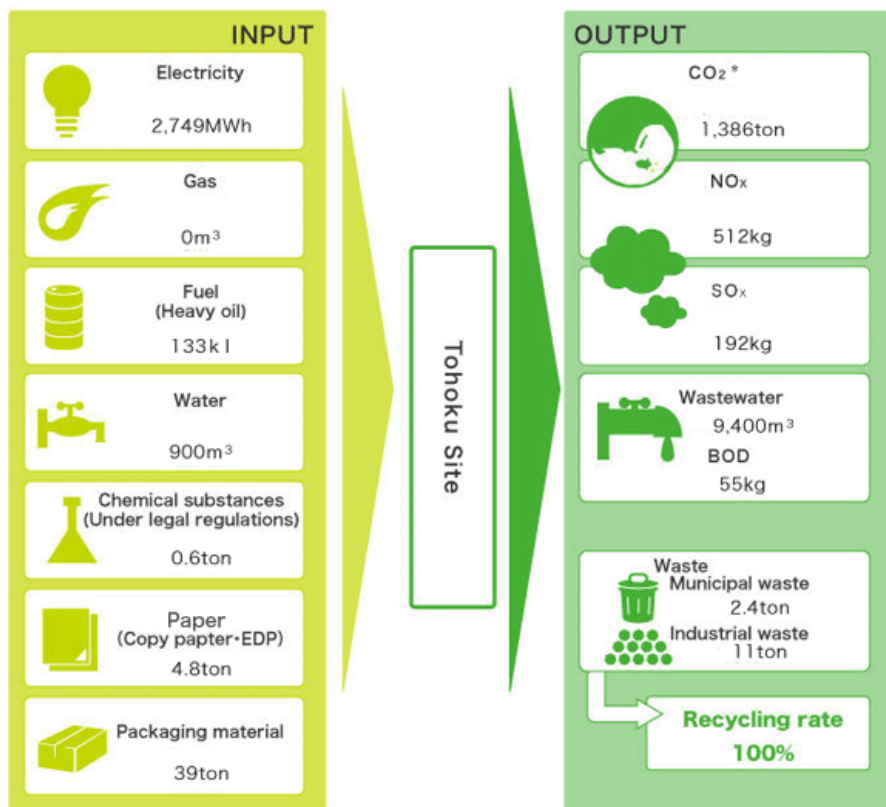
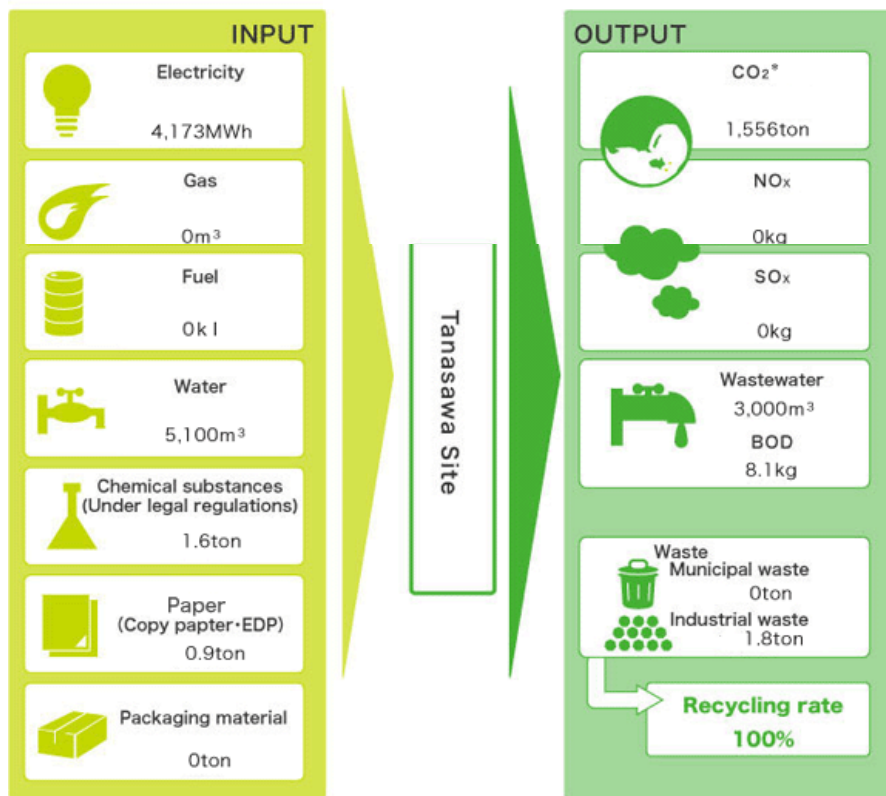
CO₂ :	Carbon dioxide generated as a result of using electricity, gas and fuels (CO ₂ emission volume was calculated using the conversion factor defined in fiscal 2007 by the Federation of Electric Power Companies of Japan)
NO_x :	Nitrogen oxides generated as a result of using gas and fuels
SO_x :	Sulfuric oxides generated as a result of using gas and fuels
Wastewater:	Wastewater discharged from manufacturing sites and offices
BOD :	Biochemical oxygen demand
Municipal waste:	Waste other than industrial waste that is generated as a result of business activities (such as kitchen waste, waste paper and waste wood)
Industrial waste:	Waste generated as a result of business activities, that is regulated by the 'Waste Disposal and Public Cleaning Law' such as sludge, waste plastics, waste acid and waste alkali
Recycling	Thermal recycling and material recycling of waste for use such as parts, raw material or resources

Group Environmental impact data at Anritsu Sites (Fiscal 2009)

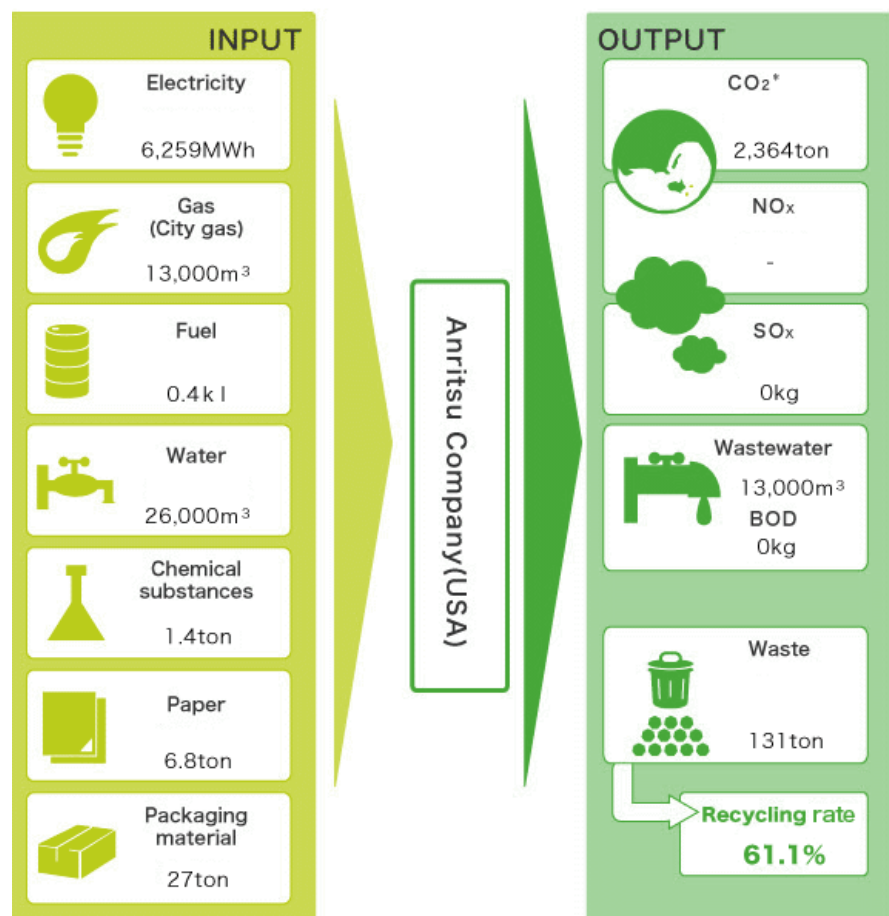
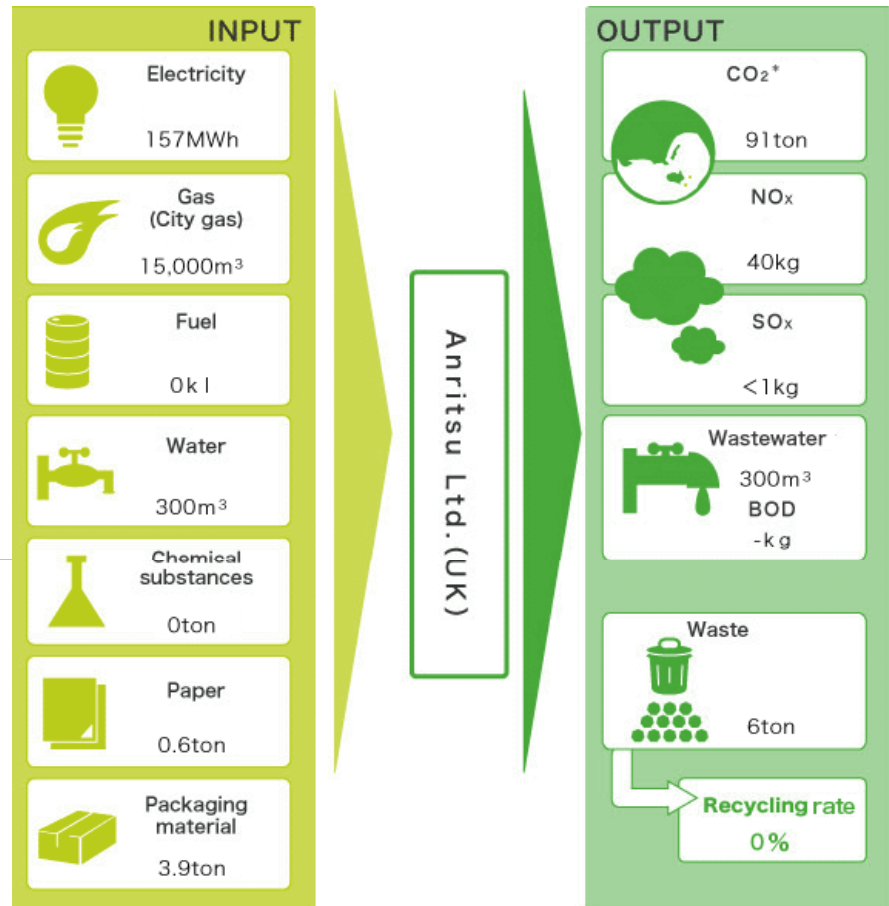
The following chart shows the environmental impact data as a result of Anritsu's business operations(Atsugi+Tanasawa+Tohoku+Anritsu Ltd.(UK)+Anritsu Company(USA)+Anritsu A/S(Denmark) site)

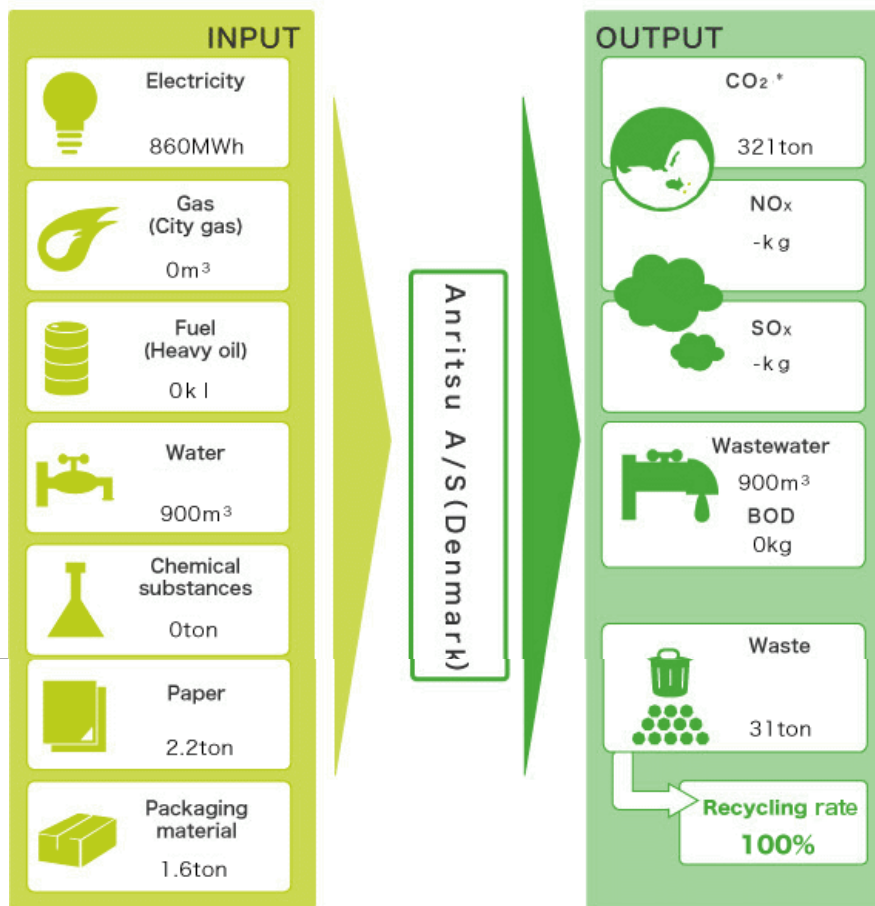
Data of Japan





Data of outside of Japan





* The calculation of CO₂ emission both Japan and outside of Japan is calculated based on the conversion factor under the Law Concerning the Promotion of the Measures to Cope with Global Warming revised on March 29, 2006. However, CO₂ emission volume of using electricity is calculated based on the conversion factor (Fiscal 2008) by the Federation of Electronic Power Companies of Japan.

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Environmental Data of Each site (fiscal 2009)

Atsugi site

Water quality (laws and regulations of Atsugi City regarding discharge into public sewage systems)

		Emission standard [mg/l]		Measured value [mg/l]		
Item		Regulation value	Voluntary control value	Average	Min.	Max.
pH		5.7-8.7	6.0-8.4	7.3	6.3	8.1
SS		300	120	8.4	2.0	26
BOD		300	180	6.7	1.0	21
Normal hexane extracts	Mineral oil	5	3	1.0	1.0	1.7
	Organic oil	30	18	1.2	1.0	3.4
Iodine consumption		220	90	1.4	1.0	3.5
Fluorine		8	4.8	0.2	0.1	1.0
Total cyanide		1	0.4	0.01	0.01	0.02
Nitrogen		125	50	1.9	0.4	18
Boron		10	4	0.1	0.1	0.1
Chromium		2	0.8	Unmeasurement*1		
Dissolved iron		10	4	0.07	0.05	0.13
Copper		3	1.2	0.05	0.05	0.05
Zinc		2	1.2	0.12	0.05	0.5
Dissolved manganese		1	0.4	Unmeasurement*1		
Nickel		1	0.6	0.05	0.05	0.06
Lead		0.1	0.06	0.01	0.01	0.01

*1. Not measured because not used as a raw material.

Noise level (Kanagawa Prefecture Government regulations)

Measured point	Regulation value [dB]	Voluntary control value [dB]	Measured value[dB]
At the eastern border line	70 (daytime)	68 (daytime)	54
At the western border line			50
At the southern border line			55
At the northern border line			55

Ground water

Item	Environmental standard level [mg/l]	Measured value [mg/l]
Trichloroethylene	0.03	0.011
Tetrachloroethylene*2	0.01	0.093
1,1,1-trichloroethane	1	Less than 0.0005
1,1-dichloroethylene	0.02	less than 0.002
Dichloromethane	0.02	-*4
Cis-1,2-dichloroethylene	0.04	0.023

*3. Tetrachloroethylene surpassed acceptable level, but Atsugi site has never used it.

*4. Not measured because the value of the previous year was below the detection limit [0.002mg/ l].

Tanasawa site

Water quality (laws and regulations of Atsugi City regarding discharge into public sewage systems)

		Emission standard [mg/l]		Measured value [mg/l]		
Item		Regulation value	Voluntary control value	Average	Min.	Max.
pH		5.7-8.7	6.0-8.4	7.19	7	7.9
SS		300	120	1	<1	1
BOD		300	180	0.78	<0.5	1.6
Normal hexane extracts	Mineral oil	5	3	0.6	<0.5	2.5
	Organic oil	30	18	*4		
Iodine consumption		220	90	1.04	0.5	3.3
Fluorine		8	4.8	0.8	0.28	1.0
Total cyanide		1	0.4	0.01	0.01	0.01
Nitrogen		125	50	4.7	1.7	17
Boron		10	4	0.1	0.1	0.1
Chromium		2	0.8	0.05	0.05	0.05
Dissolved iron		10	4	0.06	0.05	0.16
Copper		3	1.2	0.05	0.05	0.05
Zinc		2	1.2	0.02	0.01	0.18
Dissolved manganese		1	0.4	0.035	0.02	0.2
Nickel		1	0.6	0.05	0.05	0.05
Lead		0.1	0.06	0.01	0.01	0.01

*4. Measured when mineral oil surpassed the voluntary control level.

Noise level (Kanagawa Prefecture Government regulations)

Measured point	Regulation value (dB)	Voluntary control value (dB)	Measured value (dB)
At the eastern border line	70 (daytime)	68 (daytime)	56
At the western border line			50
At the southern border line			46
At the northern border line			53

Water quality (Fukushima Prefecture laws and regulations regarding discharge into public sewage systems)

Item	Emission standard [mg/l]		Measured value [mg/l]		
	Regulation value	Voluntary control value	Average	Min.	Max.
pH	5.8-8.6	6.0-8.4	7.2	7.1	7.4
SS	70	30	3.3	1.0	7.7
BOD	40	20	5.8	2.0	12.0
Dissolved iron*5	10	4	0.10	-	-
Copper*5	2	0.8	0.03	-	-
Zinc*5	2	1.2	0.05	-	-
Nickel*5	2	0.8	Below the detection limit [0.01mg/l]	-	-
Lead*5	0.1	0.08	Below the detection limit [0.05mg/l]	-	-
Number of colon bacillus (piece/m ³)	3000	2400	0	0	0

*5. There is no max. or min. records as survey is conducted only once a year

Noise level(regulations by Fukushima Prefecture)

Measured point	Regulation value (dB)	Voluntary control value (dB)	Measured value (dB)
At the 1st southern border line	75 (daytime)	74 (daytime)	61
At the 2nd southern border line			62
At the eastern border line			54
At the western border line			50

Ground water

Item	Environmental standard level [mg/l]	Measured value [mg/l]
Trichloroethylene	0.03	below the detection limit[0.002mg/l]
Tetrachloroethylene	0.01	below the detection limit[0.0005mg/l]
1,1,1-trichloroethane	1	below the detection limit[0.0005mg/l]
1,1-dichloroethylene	0.02	below the detection limit[0.0005mg/l]
Dichloromethane	0.002	below the detection limit[0.0002mg/l]
Cis-1,2-dichloroethylene	0.04	below the detection limit[0.004mg/l]

Air(Fukushima Prefecture row and Air Pollution Control law)

Item	Emission standard		Measured value
	Regulation value	Voluntary control value	
Smuts (g/m ³ N)	0.3	0.18	below the detection limit [0.005mg/l]
Sulfur oxide (m ³ N/h)	4.37	2.63	0.08
Nitrogen oxide (ppm)	180	170	95

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Environmental Accounting: Results of fiscal 2009

In light of the business downturn caused by the worldwide recession, we had no choice but to reduce environmental conservation costs. In fiscal 2009, costs were 9.9% lower than in fiscal 2008. As for our endeavors to prevent global warming, we were able to further reduce CO₂ emissions from energy consumption against the previous year by replacing old air-conditioning systems with energy-saving models in addition to our ongoing energy-saving activities, such as Cool Biz and Warm Biz, and further cutting back overtime work hours.

Aggregate scope: Anritsu Corp. and Group Companies in Japan

Period: April 1, 2009 to March 31, 2010

Environmental conservation cost				Benefits*	
Category	Breakdown	Investment (in million yen)	Cost (in million yen)	Economic benefits (in million yen)	Environmental impact reduction benefits
Business area cost	Pollution prevention cost		0 [0]	12.3 [9.9]	0 [0.0]
	Global environmental conservation cost	Prevention of global warming	5.1 [2.4]	5.8 [1.4]	51.0 [48.1]
	Resource circulation cost	Resource recycling/ utilization activities		69.3 [83.1]	0.1 [4.2]
		Waste disposal cost		28.9 [32.8]	10.1 [18.7]
Upstream/ downstream cost	Green purchasing/ procurement cost			26.0 [27.6]	
	Design of environmentally conscious products			29.8 [23.7]	(26.3 [26.6])*
	Recycling and treatment of products, containers and packaging			1.1 [0.6]	
Administration cost	Environmental education/training			13.3 [13.2]	
	Operation and maintenance of EMS and internal audit			43.7 [49.0]	
	Environmental load monitoring and measurement cost			18.3 [17.4]	
	Personnel expenses for environmental management			12.6 [23.7]	
	Greening and upkeep of greenery			8.8 [9.1]	
Social activity cost	Support to community groups, environmental conservation bodies, etc.			1.1 [1.4]	
	Disclosure of information			3.2 [10.1]	
R&D cost	Research and development to reduce environmental loads			2.9 [4.4]	

Environmental remediation cost	Cost incurred for recovery from environmental degradation		0 [0]		
	Total	5.1 [2.4]	277.1 [307.4]	61.2 [71.0] (26.3 [26.6])*	
	Percentage change from FY2008 to FY 2009	212.5%	-9.9%	-13.8%	

* Estimated environmental impact reduction benefits when products are in use.

Reduction of electric power: 1,750MWH [1,770MWH]

** Figures in [brackets] are the results from FY 2008.

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History of Anritsu's Environmental Management Activities

2009	Joined the promotion partners for Nippon Keidanren's Declaration of Biodiversity.
2008	Expanded the scope of ISO14001 certification to the Anritsu business sites.
2007	Wins the Kanagawa Global Environment Award 2007. Anritsu Company (USA) acquired ISO14001 certification.
2006	Wins President Award from the Atsugi Area Waste Renewal Conference. Anritsu Company (USA) wins Excellence Award for 2006 from Morgan Hill, California.
2005	Tohoku Anritsu Co., Ltd. wins an excellence award for the business division in a zero emission activity proposals contest sponsored by the Fukushima Prefectural Government. The first Global Environment Management Meeting is held at Anritsu Ltd. (UK).
2004	Revised "Anritsu Group Green Procurement Guidelines". Anritsu group Companies in Atsugi, Tanasawa, and Tohoku sites achieved zero emission.
2003	Integrated ISO14001 certification to include Anritsu group companies in Atsugi, Tanasawa, and Tohoku sites.
2002	Organized Environment Promotion Center unified disparate environment-related departments. Expanded ISO14001 certification to include Tanasawa Site and Anritsu group in the Atsugi area. Acquired the Industrial Waste Disposal Contractor License for Recycling Center in Japan.
2000	Anritsu Limited (U.K.) acquired ISO14001 certification. Established the Anritsu Eco-Product system. Established the Recycling Center.
1999	Published "Anritsu Green Procurement Guidelines - for product development". Tohoku Anritsu Co., Ltd. acquired ISO14001 certification.
1998	Acquired ISO14001 certification for Atsugi Site (Japan). Atsugi site was commended by the Manager of the Kanto International Trade and Industry Bureau as an excellent 'green' factory. Organized the Environmental Engineering Group in the Technology Division. Organized the Lead-free Soldering Committee.
1997	Established Anritsu's environmental policy.
1996	Joined the "Green Purchasing Network". Established the Anritsu Environment Manual. Decommissioned the facilities specified in the Air Pollution Control Act (kerosene boilers) at Atsugi Site.
1995	Received the Atsugi Site Waste Renewal Conference Chairman's Award.
1994	Reorganized the ZP Committee at Atsugi Site into the Environment Management Committee. Organized the Product Assessment Committee.
1993	Ended use of all ozone-depleting substances (except refrigerants and fire extinguishing chemicals) companywide. Organized the Environment Management Committee. Made adjustments to comply with statutory nickel-cadmium regulations. Established an environmental principle and environment management system regulations. Investigated flame retardant bromic substances and disposal methods. Organized the Energy Reduction Subcommittee

1992	Received the Atsugi Site Waste Renewal Conference Chairman's Award.
1991	Atsugi Site received the Japan Greening Center President's Award.
1990	Started centralized purchase and distribution of chemical substances. Organized the Environment Management Section within the General Affairs Department at Atsugi Site.
1987	Constructed elevated pipelines system of inorganic wastewater processing at Atsugi Site.
1981	Atsugi Site received an Excellent Environment Preservation Award from the Kanagawa Prefecture Central Area Administration Center.
1980	Atsugi Site was commended as a Kanagawa Prefecture 'green' model factory.
1979	Asugi Site was commended by the Kanagawa Environmental Conservation Association for its excellent environmental conservation practices.
1978	Connected waste water other than rain water to the public sewage system at Atsugi Site.
1974	Introduced an activated sludge processing facility as the kitchen drain water processing.
1970	Established the Zero Pollution (ZP) Committee at Atsugi Site.
1962	Constructed a wastewater treatment facility after opening a chemical engineering plant at Atsugi Site.

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Goal 4 Promoting Communications

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Goal 4 Promoting Communications

Anritsu ensures proactive information disclosure and dialogue throughout its business activities and furthermore builds a good partnership with stakeholders.

 **Communication with stakeholders**

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Communication with stakeholders

Customers

Anritsu recognizes the importance of delivering prompt technical support to customers and quickly responding to complaints. The company is also establishing systems for support focused on the future and global information sharing so that it can provide safety and security to customers.

[Service to customers](#)

Communication with Shareholders and Investors

We are proactively disclosing information and encouraging interactive communication to more effectively meet the needs of shareholders and investors and applying their feedback to improve our business and IR activities.

»Shareholder Composition

Please see "Corporate Bonds and Ratings" of "Investor Relations"

»Investor Relations (IR) Activities at Anritsu Corporation

In its communications with shareholders and investors, Anritsu Corporation strives to achieve higher shareholder satisfaction by fairly reflecting its corporate value in the stock price and return to stockholders. To this end, under the leadership of the IR Promotion Team of the Corporate Communication Department, the company established a policy of fairly and proactively disclosing accurate information under prevailing laws and regulations, with a stance of sincerity regardless of whether or not the content or environment surrounding disclosure is favorable for the company. We also conduct a wide variety of IR activities including briefings for international institutional investors; participation in exhibitions for individual investors; the convening of roundtable conferences for shareholders; the release of annual reports, business reports as well as other publications; and the timely disclosure of information on the Web.

Please visit [Investor Relations](#) for more information

»Reinforcing IR Activities for Individual Investors



Anritsu

Since Anritsu Corporation conducts business worldwide that does not come into direct contact with general consumers, we think it is very important to inform our shareholders as faithfully as possible of our business structure, framework for generating profits and other factors that affect our business results. To this end, in addition to ongoing information disclosure to domestic and overseas institutional investors, the company proactively communicates with shareholders and individual investors in Japan. Specifically, the company held a shareholders' roundtable conference following the general shareholders' meeting to offer explanation of management strategy by the President and encourage face-to-face dialogue between shareholders and management in the company's product showroom. The company also participated in exhibitions for individual investors in which the President provided company information directly to individual investors followed by a questionnaire survey. Annual Report 2009 introduced Anritsu Corporation's business model, medium-term direction and core businesses with potential for growth, for example, in an easy-to-understand manner. We analyzed the feedback provided through the communication described above and the results of the questionnaire to improve our exhibition materials with a focus on business activities and management strategy requiring more complete disclosure.

Please see "Annual Report"

»Recognition by External Organizations

Anritsu Corporation has been included in the portfolios of MS-SRI: Morningstar Socially Responsible Investment Index of Morningstar Japan K.K. as well as many other SRI funds.

Suppliers and partners

We believe strengthening our relations of trust with our suppliers for the sake of mutual growth is important. We emphasize the development of stronger partnerships through the involvement of our suppliers and by responding to the expectations and demands of society across the entire supply chain.

[Column to As a partner in contributing to society through proposals](#)

Marubun Corporation Team 1 Sales Dept.2 Sales Operation Div.2 Shigetada Sasaki

Employees

The creation of an ideal working place with respect to human rights and diversity is becoming increasingly important given the ongoing evolution of global business and the diversifying ways in which people work. We are committed to improving the working conditions and systems for diverse human resources toward recruiting employees and revitalizing

communications across the organization.

[Column to Studying every day to raise myself to the next level](#)

2nd Product Development Department, R&D Division, Anritsu Corporation Lim Weiyong

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CSR Results for fiscal 2009, CSR Objectives for Fiscal 2010

Goals and results of 2009 and goals for 2010

Unless otherwise specified, the content of objectives in this table covers operations of Anritsu Corporation and its Group Companies in Japan.

CSR Goal	Key Issues	Objectives for Fiscal 2009	Results for Fiscal 2009	Status	Objectives for Fiscal 2010
Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society	Service to customers	1. Establish a global CS communication system. 2. Review the global CS department's status. 3. Consider and implement CS training and a CS incentive scheme for each region. 4. Consider concrete programs within fiscal 2009.	1. Refresh our global CS promotion system with a focus on Anritsu Group companies in Japan. 2. Enhance our global CS department's status. 3. Implemented CS education and a CS incentive scheme in the United States and Japan. 4. Implemented a CS policy to business groups and provide CS education. 5. Promote timely communication activities using the Web. 6. Promote selection of material issues and communication with stakeholders.	○ ○ ○ ○ ○ ○	1. Improve the customer service window of the Anritsu Group companies in Japan and the quality of their responses. 2. Carry out a CS survey related to each business of the Anritsu Group companies in Japan. 3. Disseminate the CS policy to business groups and provide CS education.
	Building of a corporate brand	1. Establish a global CS communication system. 2. Review the global CS department's status. 3. Consider and implement CS training and a CS incentive scheme for each region. 4. Consider concrete programs within fiscal 2009.	1. Refresh our global CS promotion system with a focus on Anritsu Group companies in Japan. 2. Enhance our global CS department's status. 3. Implemented CS education and a CS incentive scheme in the United States and Japan. 4. Implemented a CS policy to business groups and provide CS education. 5. Promote timely communication activities using the Web. 6. Promote selection of material issues and communication with stakeholders.	○ ○ ○ ○ ○ ○	1. Develop and implement a global compliance promotion plan. 2. Carry out a CS survey related to each business of the Anritsu Group companies in Japan. 3. Disseminate the CS policy to business groups and provide CS education.
	Establishment of compliance	1. Implement and review the compliance promotion plan at individual departments. 2. Develop and distribute an English version of the Anritsu Group Code of Conduct. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Establish a compliance system for the entire Anritsu Group.	1. Implemented and reviewed the compliance promotion plan at individual departments. 2. Developed an English version of the Anritsu Group Code of Conduct. Distribution and publication planned for the end of the year. 3. Held an information exchange meeting with the Japanese staff of Anritsu Group companies in Japan. 4. Established a compliance system for the entire Anritsu Group.	○ ○ ○ ○	1. Develop and implement a global compliance promotion plan. 2. Carry out a CS survey related to each business of the Anritsu Group companies in Japan. 3. Disseminate the CS policy to business groups and provide CS education.
	Promotion of risk management (information security)	1. Promote security training for business partners and employees. 2. Establish a framework for information security management. 3. Establish a framework for information security management. 4. Establish a framework for information security management. 5. Establish a framework for information security management. 6. Establish a framework for information security management.	1. Introduced a server management system and started reviewing our server monitoring process. 2. Conducted a security audit of our server management system. 3. Established a framework for information security management. 4. Established a framework for information security management. 5. Established a framework for information security management. 6. Established a framework for information security management.	○ ○ ○ ○ ○ ○	1. Establish global IT controls. 2. Improve security education and awareness for employees and partner companies. 3. Improve system monitoring operations. 4. Improve operations through a global Web security policy. 5. Establish a framework for information security management. 6. Establish a framework for information security management.
Goal 2 Maintaining Harmony with the Global Socio-Economy	Promotion of risk management (financial control)	1. Establish a framework for financial control. 2. Establish a framework for financial control. 3. Establish a framework for financial control. 4. Establish a framework for financial control. 5. Establish a framework for financial control. 6. Establish a framework for financial control.	1. Established a framework for financial control. 2. Established a framework for financial control. 3. Established a framework for financial control. 4. Established a framework for financial control. 5. Established a framework for financial control. 6. Established a framework for financial control.	○ ○ ○ ○ ○ ○	1. Establish a framework for financial control. 2. Establish a framework for financial control. 3. Establish a framework for financial control. 4. Establish a framework for financial control. 5. Establish a framework for financial control. 6. Establish a framework for financial control.
	Supply chain management	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	Respect for human rights and promotion of diversity	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	Labor safety and health	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
Goal 3 Promoting Global Environmental Protection	Promotion of social contribution activities	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	Waste reduction and recycling	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	Water conservation	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	Energy conservation	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
Goal 4 Promoting Communications	Compensation with contribution	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	CSR reporting	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	CSR education	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)
	CSR promotion	1. Construct a framework for reviewing the procurement policy at the global level. 2. When registering a new business partner, confirm their agreement with Anritsu basic procurement policy. 3. Clarify the position and operation of the Code of Conduct in Japan. 4. Review the three processes: production, purchasing and information management for business continuity and conduct training in these areas.	1. Constructed a plan to construct a framework for reviewing the procurement policy at the global level. 2. Confirmed the agreement with Anritsu basic procurement policy when registering new business partners. 3. Confirmed a framework by which CSR audits are carried out at the same time as quality audits. 4. Reviewed the BCP and conducted a training plan.	○ ○ ○ ○	1. Construct a framework for reviewing procurement policy at the global level. 2. Construct a framework for regular monitoring of suppliers. 3. Start CSR promotion. 4. BCP (Business Continuity Plan)

USA is represented by Anritsu Company (USA), UK is represented by Anritsu (UK) Limited (UK), and China is represented by Anritsu Company Limited (China).

Material issues selected in fiscal 2009

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Goal 2

Maintaining Harmony with the Global Socio-Economy

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CSR Results for fiscal 2009,
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Business Outline

In the ever-evolving field of information and communication, Anritsu provides indispensable measuring instruments for developing and assuring the quality of communication systems and service applications. We have accumulated a wealth of solutions over more than 110 years to support a variety of services, including mobile phone Web access and music downloading, video conferencing, video delivery, and digital broadcasting. We also offer IP communication devices, foreign-matter detectors and grading-by-weight equipment for food and pharmaceuticals as well as precision measurement hardware for digital devices, such as mobile phones and digital cameras. Our extensive range of businesses contributes to a safer, more secure and more comfortable society.

Business Outline

The Anritsu Group is working for everyday life

Measuring, monitoring and supporting Anritsu supports daily life and business in diverse settings, including information communication, image monitoring and food processing for a safer, more secure and comfortable society.

Measuring business

- 1 Measuring mobile phones**
Measuring radio waves and signals during development and production of mobile phones and in construction and maintenance of mobile phone networks to ensure normal communication.
- 2 Measuring terrestrial digital broadcasting**
Measuring terrestrial digital broadcast radio waves to ensure normal reception.
- 3 Measuring optical light**
Measuring instruments that analyze leakage or damage points in optical fiber cables with outstanding accuracy.
- 4 Measuring automobiles**
Anritsu measuring instruments are used in wireless application testing, for communication-specific car navigation systems, LTE, tire pressure monitoring systems, etc.

Information communication business

- 5 Supporting networks**
Improving communication quality by controlling the flow of data traffic in communication networks.
(Anritsu Networks Co., Ltd.)
- 6 Monitoring transportation and rivers**
Providing image distribution systems for real-time monitoring of road or river conditions.
(Anritsu Networks Co., Ltd.)

Industrial automation business

- 7 Measuring food content**
Ensuring food safety by measuring levels on metal (precisely) food manufacturing lines, for example, to prevent contamination by foreign substances.
(Anritsu Industrial Solutions Co., Ltd.)

Device and precision measurement business

- 8 Measuring with optical light**
Anritsu optical devices are used for OCT (Optical Coherence Tomography) as optical light sources to diagnose glaucoma, for example.
(Anritsu Devices Co., Ltd.)
- 9 Creating optical light**
Anritsu optical communication devices are built into amplifiers to enhance optical signal strength in optical fiber cables.
(Anritsu Devices Co., Ltd.)
- 10 Measuring digital cameras**
Inspecting solder paste on printed circuit boards on manufacturing lines for precision management, such as digital cameras, to ensure accurate printing.
(Anritsu Precision Co., Ltd.)

Figure is expanded. (PDF)

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Independent Review

I believe we can assess the appeal of a company by the degree to which it presents a clear and convincing explanation of its motivation and goals as well as its current status of progress and ability to ultimately accomplish these goals.

Therefore, my first question is: Do we sense an unambiguous conviction in the president's message? The message, as I perceive it, was that innovation, in the sense of destruction and creation, is an essential factor for the continuous growth with profit of Anritsu, an enterprise that is engaged in the information communication industry during a period of extremely rapid technological progress. Shortly after his appointment, the new President Hashimoto updated the company philosophy, vision and policy to stress the underlying role of innovation.

As for the company goals, your aspirations were clear to me by virtue of the organization of report content around these goals. This year you also shared performance data in a digest format while also making the report content more concrete than last year. If innovation is the key factor for accomplishing the goals, however, what are corresponding key performance indicators for determining the level of achievement?

Next, how would you talk about the current status of progress and your ability to achieve your goals. I found that the descriptions of the actual efforts grouped by goal delivered outstanding content that conveyed your enthusiasm and demonstrated Anritsu's high level of activity. Especially for Goal 1 in relation to the key factor, I can see how you are advancing the general good by leveraging your sophisticated technical capabilities to support the various settings of the information society. Yet it is still not clear enough for me how close you are to achieving your goals and whether you are adequately capable of doing so.

I would be able to better understand the appeal of Anritsu if you would present key-factor-related performance indicators that lead to a major reform of the whole and describe how all of your employees are working in concert to achieve these goals and how capable the company is in executing them, rather than only restating the many targets and performance factors for each goal.

SUSA
Sustainability Accounting Co., Ltd.

Takashi Fukushima
President, Sustainability Accounting Co., Ltd.



Response to Independent Review

As regards the further narrowing down of the 12 material issues pointed out last year, we reduced them to 5 in fiscal 2009. In fiscal 2010, we formulated a CSR strategy in our mid-term business plan (GLP2012), incorporating the revised company philosophy, vision and policy in our CSR activities, and began to implement our strategy. This year, the importance of setting key performance indicators related to the key factor of innovation has been given to us as a task from a new perspective. It will certainly be incorporated into our CSR activities this year.

Anritsu will continue to sincerely respond to the guidance of Mr. Fukushima and stakeholder feedback to contribute to a sustainable society as a company that has earned public trust and meets social expectations. We are deeply grateful for your continuing support and encouragement.

Shigehisa Yamaguchi

Senior Vice President and Director
Anritsu Corporation



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Editorial Policy

Again this year, we report detailed information on the CSR activities of Anritsu on the corporate website while delivering a digest version in PDF. This PDF version provides easy-to-understand explanations of specific activities, particularly for each of Anritsu's CSR Goals. For the website version, our aim is to reach more stakeholders by organizing information under 12 material issues identified through materiality assessment and then describe concrete activities for each of them.

Guidelines used as reference

GRI Sustainability Reporting Guidelines 2006

Reporting Period

While this report primarily covers the period from April 1, 2009 to March 31, 2010, some activities before and after that period are included.

Boundary Definitions

This report covers Anritsu Corporation only or the Anritsu Group Companies, according to specific subject and definitions as follows:

- "Anritsu" or "Anritsu Group" refers to both Anritsu Corporation and the entire Anritsu Group.
- "Anritsu Corporation" refers to Anritsu Corporation in Japan only.
- "Group Company (or Companies)" refers to a group company (or companies) or all group companies, excluding Anritsu Corporation in either case.

Release date

September 30, 2010

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