

This report contains information that corresponds to the standard disclosure categories under the GRI Sustainability Reporting Guidelines (G4).

GENERAL STANDARD DISCLOSURES			Report Page
Strategy and Analysis			
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.		06
G4-2	Provide a description of key impacts, risks, and opportunities.		06, 10-12, 13-17, 116
Organizational Profile			
G4-3	Report the name of the organization.		Back Cover
G4-4	Report the primary brands, products, and services		09-12
G4-5	Report the location of the organization's headquarters.		07
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.		08
G4-7	Report the nature of ownership and legal form.		07
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).		07, 09-12
G4-9	Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 		07
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).		43-44
G4-12	Describe the organization's supply chain.		07
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 		None
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.		21
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		21
Identified Material Aspects and Boundaries			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.		07-08
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.		02, 15
G4-19	List all the material Aspects identified in the process for defining report content.		15
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> —The list of entities or groups of entities included in G4-17 for which the Aspect is not material or —The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 		08
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.		None
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.		None
Stakeholder Engagement			
G4-24	Provide a list of stakeholder groups engaged by the organization.		14-54
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.		14-54
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		54-58
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.		17, 33, 39
Report Profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided.		02
G4-29	Date of most recent previous report (if any).		02
G4-30	Reporting cycle (such as annual, biennial).		02
G4-31	Provide the contact point for questions regarding the report or its contents.		Back Cover
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.		Core
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.		62

GENERAL STANDARD DISCLOSURES			Report Page
Governance			
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.		18, 103-107
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.		18, 103-107
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.		18, 103-107
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.		18, 55-56, 108
G4-38	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's other significant positions and commitments, and the nature of the commitments • Gender • Membership of under-represented social groups • Competences relating to economic, environmental and social impacts • Stakeholder representation 		18, 103-107
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).		103
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> • Whether and how diversity is considered • Whether and how independence is considered • Whether and how expertise and experience relating to economic, environmental and social topics are considered • Whether and how stakeholders (including shareholders) are involved 		103-107
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures 		Website (Anritsu Group Charter of Corporate Behavior, Chapter 5)
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.		18
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics		107
G4-44	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.		18, 107
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.		18, 114
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.		18
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.		18
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report		18
G4-49	Report the process for communicating critical concerns to the highest governance body.		108-115
G4-50	The nature and total number of critical concerns communicated to the highest governance body and the mechanism(s) used to address and resolve them		112
G4-51	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> • Fixed pay and variable pay: <ul style="list-style-type: none"> -Performance-based pay -Equity-based pay -Bonuses -Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives		104-106
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.		104-106
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.		104-106
Ethics and Integrity			
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.		04
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.		108-113
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.		108-113

SPECIFIC STANDARD DISCLOSURES				Report Page
Disclosures on Management Approach				
	G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach		15-18
Economic				
●	Economic Performance			
	G4-EC1	Direct economic value generated and distributed		07
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change		Annual Report
	G4-EC3	Coverage of the organization's defined benefit plan obligations		Annual Report
	G4-EC4	Financial assistance received from government		N/A
●	Market Presence			
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation		42-43
●	Procurement Practices			
	G4-EC9	Proportion of spending on local suppliers at significant locations of operation		33
Environmental				
	Materials			
	G4-EN1	Materials used by weight or volume		99
	G4-EN2	Percentage of materials used that are recycled input materials		88, 99
●	Energy			
	G4-EN3	Energy consumption within the organization		Website (Group Environmental Impact Data), 73, 74, 99
	G4-EN5	Energy intensity		20, 73
	G4-EN6	Reduction of energy consumption		20, 73, 74, 99
	G4-EN7	Reductions in energy requirements of products and services		91-96
●	Water			
	G4-EN8	Total water withdrawal by source		76, 77
	G4-EN9	Water sources significantly affected by withdrawal of water		76, 77
	G4-EN10	Percentage and total volume of water recycled and reused		78
	Biodiversity			
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		N/A
●	Emissions			
	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)		62, 99
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)		62, 99
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)		62
	G4-EN19	Reduction of greenhouse gas (GHG) emissions		74
	G4-EN20	Emissions of Ozone-Depleting Substance (ODS)		Ended the use of all ozone-depleting substances (except refrigerants and fire extinguishing chemicals)
	G4-EN21	NOx, SOx, and other significant air emissions		Website (Environmental Data of Each Site), 80, 99
	Effluents and Waste			
	G4-EN22	Total water discharge by quality and destination		78, 79, 99
	G4-EN23	Total weight of waste by type and disposal method		83-85, 99
	G4-EN24	Total number and volume of significant spills		67, 68
●	Products and Services			
	G4-EN27	Extent of impact mitigation of environmental impacts of products and services		85-98
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category		86
●	Compliance			
	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		67, 68
	Transport			
	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce		62, 86, 87
	Overall			
	G4-EN31	Total environmental protection expenditures and investments by type		100
●	Supplier Environmental Assessment			
	G4-EN32	Percentage of new suppliers that were screened using environmental criteria		36, 37
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken		36, 37

SPECIFIC STANDARD DISCLOSURES			Report Page
Environmental Grievance Mechanisms			
	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	67, 68
Social			
Labor Practices and Decent Work			
Employment			
	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	42, 43
	G4-LA3	Return to work and retention rates after parental leave, by gender	43
Health and Safety			
	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	49
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	45
●	Training and Education		
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	47
●	Diversity and Equal Opportunity		
	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	7, 42-44
●	Supplier Assessment for Labor Practices		
	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	35, 36
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	35, 36
Labor Practices Grievance Mechanisms			
	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	N/A
Human Rights			
Investment			
	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	35, 36
	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	41
●	Non-discrimination		
	G4-HR3	Total number of incidents of discrimination and corrective actions taken	N/A
●	Child Labor		
	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	21, 35, 36, 41
●	Forced or Compulsory Labor		
	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	21, 35, 36, 41
Indigenous Rights			
	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	N/A
Assessment			
	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	40, 112, 113
●	Supplier Human Rights Assessment		
	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	35, 36
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	35, 36
Human Rights Grievance Mechanisms			
	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	N/A
Society			
Local Communities			
	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	51-53
●	Anti-corruption		
	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	111-113
	G4-SO4	Communication and training on anti-corruption policies and procedures	111-113
	G4-SO5	Confirmed incidents of corruption and actions taken	N/A
●	Anti-competitive Behavior		
	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	N/A
●	Compliance		
	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	N/A
Supplier Assessment for Impacts on Society			
	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	35, 36
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	35, 36
Grievance Mechanisms for Impacts on Society			
	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	N/A

SPECIFIC STANDARD DISCLOSURES			Report Page
	Product Responsibility		
●	Customer Health and Safety		
	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	25, 26
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	N/A
●	Product and Service Labeling		
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	N/A
	G4-PR5	Results of surveys measuring customer satisfaction	23
	Marketing Communications		
	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	N/A
	Customer Privacy		
	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	N/A
●	Compliance		
	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	N/A