



# CSR at Anritsu

## CSR Management

### Basic Concept

Under its company philosophy of “Sincerity, Harmony and Enthusiasm,” Anritsu implements corporate social responsibility throughout its business operations from economic, social and environmental perspectives, with due respect for laws and regulations, ethics and social norms. It also aims to build and elevate its corporate and brand values via better communication and stronger relationships with stakeholders.

### Promoting Global CSR Activities Based on Business Strategies

Since fiscal 2012, Anritsu has been integrating its social responsibility into its business strategy by formulating a mid-term plan for CSR that closely aligns with the Mid-term Business Plan, GLP2017. We implement our CSR activities by keeping in mind this plan, which covers the three-year period from fiscal 2015 to fiscal 2017, and the longer range 2020 VISION.

#### 2020VISION

- 1 Become a global market leader**
  - Create uniquely Anritsu-like corporate value
  - Build a world-class, strong, profit generating platform
- 2 Create new business by emerging business**
  - Demonstrate Anritsu’s cuttingedge technology in new business fields

#### CSR Goals of Anritsu

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| <p><b>Goal 1</b></p> <p><b>Contributing to Build a Safe, Secure, and Comfortable Society</b></p> <ol style="list-style-type: none"> <li>1. Service to Customers</li> <li>2. Solutions for Social Issues</li> <li>3. Response to Social Expectations</li> </ol>   | <p><b>Goal 3</b></p> <p><b>Promoting Global Environmental Protection</b></p> <ol style="list-style-type: none"> <li>11. Promotion of Environmental Management</li> </ol> |
| <p><b>Goal 2</b></p> <p><b>Maintaining Harmony with the Global Socio-Economy</b></p> <ol style="list-style-type: none"> <li>4. Establishment of Compliance</li> <li>5. Promotion of Risk Management</li> <li>6. Supply Chain Management</li> <li>7. Respect for Human Rights and Promotion of Diversity</li> <li>8. Human Resource Development</li> <li>9. Safety and Health</li> <li>10. Promotion of Social Contribution Activities</li> </ol> | <p><b>Goal 4</b></p> <p><b>Promoting Communication</b></p> <ol style="list-style-type: none"> <li>12. Communication with Stakeholders</li> </ol>                         |

### Achieving Our Four CSR Goals

To identify the mid- to long-term goals of our activities, Anritsu set four CSR goals in fiscal 2006 toward realizing an ideal future. We believe that Anritsu’s ideal long-term future can be realized by sharing these four goals with our stakeholders and responsibly pursuing GLP2017 and the 2020 VISION.

Since we specified these four CSR goals, we have reviewed them whenever necessary, in terms of priority issues and objectives, to take account of changes in the business environment and society’s expectations. We also disclose a broad range of information, including the state of progress with our initiatives to achieve sustainable growth, which will benefit all members of society as well as the Anritsu Group.

## Anritsu's Stakeholders and Four Goals

The Anritsu Group's business is founded on relationships of trust with stakeholders. We believe in the importance of forging even stronger relationships with stakeholders through effective communication.

We are working to create a corporate culture in which each business office, division, individual officer and employee recognizes the needs of society and stakeholders and takes those needs into account on a day-to-day basis as they do their jobs.



### Goal 1

#### 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.

### Goal 3

#### Promoting Global Environmental Protection

The goal for Anritsu	Adhering to its environmental principles, Anritsu has fully established global environmental management in which it addresses climate change, creates a recycling-oriented society and prevents pollution throughout the value chain.
The goal for employees	Every employee has heightened their Eco-Mind and, on their own initiative, pursues environmental activities that are closely related to their operations.
Appreciation by society	Anritsu promotes global environmental management and is publically recognized as a company that actively contributes to protecting the global environment.

### Goal 2

#### Maintaining Harmony with the Global Socio-Economy

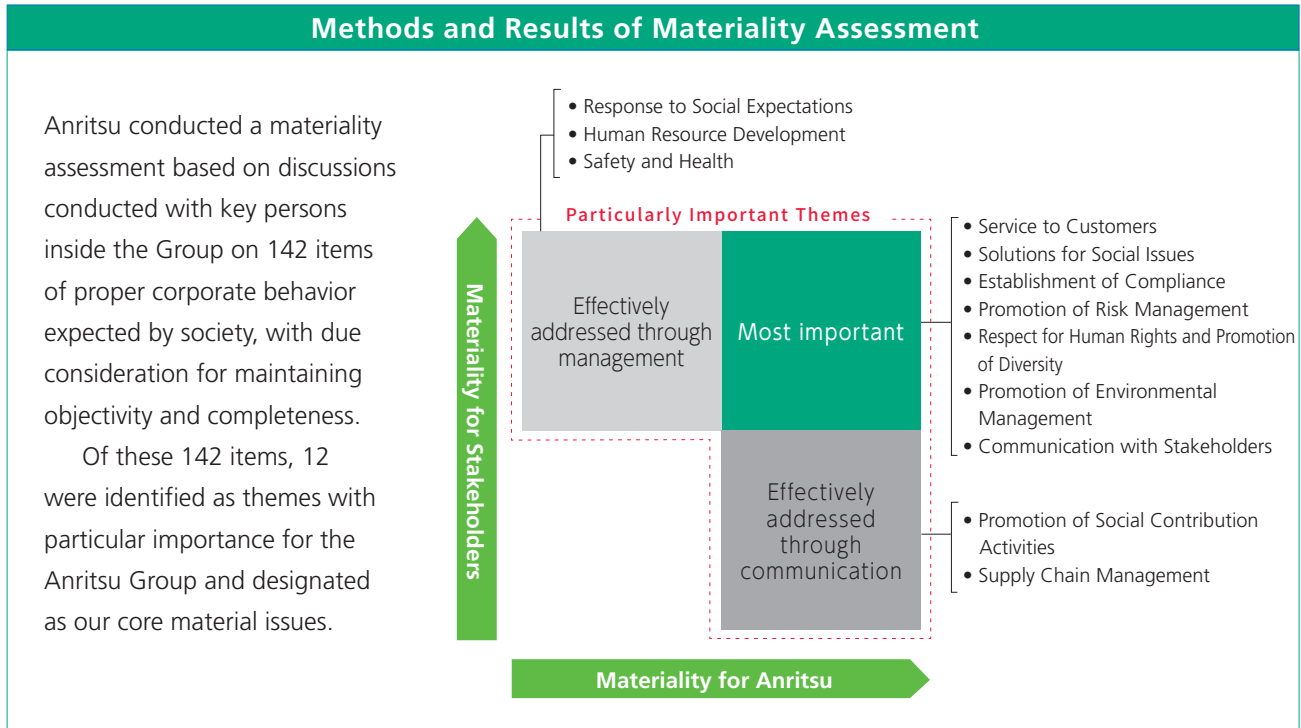
The goal for Anritsu	Anritsu fulfills its social responsibilities throughout the supply chain by conducting business activities that are in harmony with the cultures and characteristics of each region in its global development.
The goal for employees	Every employee enthusiastically engages in work and achieves personal growth amid diverse attributes, cultures and values with an awareness of compliance and respect for human rights.
Appreciation by society	Anritsu has established a relationship of trust with the regional community and society by undertaking social contribution activities that are rooted in the region.

### Goal 4

#### Promoting Communication

The goal for Anritsu	Anritsu has forged a partnership with stakeholders by actively disclosing information and seeking dialogue throughout its business activities.
The goal for employees	The goal for employees Every employee listens to the expectations of stakeholders, actively seeks to establish communication and cultivates mutual understanding.
Appreciation by society	Anritsu communicates an accurate image of itself to stakeholders and has earned their recognition and trust.

## Materiality



With regard to social expectations (materiality for stakeholders), we conduct an annual review by consulting CSR guidelines; results of surveys conducted by research companies, media organizations and governmental bodies for the purpose of evaluating CSR activities; and the CSR Procurement Surveys we receive from our customers. The review is undertaken by the CSR Promotion Sub-Committee by senior managers, a cross-sectional organization comprising internal divisions related to CSR, and the results are reflected in the reviews of annual plans and mid-term plans by each division.

► **Selected Key CSR Issues (GRI-G4 aspects)**

Category	Economy	Environment	Social			
Sub-Category			Labor Practices and Decent Work	Human Rights	Society	Product Responsibility
Aspect	<ul style="list-style-type: none"> <li>- Economic Performance</li> <li>- Market Presence</li> <li>- Procurement Practices</li> </ul>	<ul style="list-style-type: none"> <li>- Energy</li> <li>- Water</li> <li>- Emissions</li> <li>- Products and Services</li> <li>- Compliance</li> <li>- Supplier Environmental Assessment</li> </ul>	<ul style="list-style-type: none"> <li>- Training and Education</li> <li>- Diversity and Equal Opportunity</li> <li>- Supplier Assessment for Labor Practices</li> </ul>	<ul style="list-style-type: none"> <li>- Non discrimination</li> <li>- Child Labor</li> <li>- Forced or Compulsory Labor</li> <li>- Supplier Human Rights Assessment</li> </ul>	<ul style="list-style-type: none"> <li>- Anti-corruption</li> <li>- Anti-competitive Behavior</li> <li>- Compliance</li> </ul>	<ul style="list-style-type: none"> <li>- Customer Health and Safety</li> <li>- Product and Service Labeling</li> <li>- Compliance</li> </ul>

These aspects were also discussed with the experts who participated in the stakeholder dialogue, and we have reconfirmed our understanding that they indeed represent Anritsu’s key CSR issues.

## Approaches for Realizing Our Four Goals

Anritsu Group Approaches	Related Goals
<p><b>Social</b></p> <p>Anritsu strives to become a global brand that earns trust from customers worldwide by continuously offering innovative products and services that meet the demand of the times. To this end, while we provide products to bring convenience and safety to people’s lives, we recognize our social impact duly consider sustainable business operations with our stakeholders worldwide.</p>	<p><b>Goal 1</b> Service to Customers, Solutions for Social Issues, Response to Social Expectations</p> <p><b>Goal 2</b> Supply Chain Management, Respect for Human Rights and Promotion of Diversity, Human Resource Development, Safety and Health, Promotion of Social Contribution Activities</p> <p><b>Goal 4</b> Communication with Stakeholders</p>
<p><b>Environment</b></p> <p>Protecting the environment is important as a means of addressing worldwide challenges such as climate change. Under the Anritsu Group Environmental Policy, we promote environmental management globally throughout the entire value chain and contribute to creating a prosperous society where people and nature co-exist.</p>	<p><b>Goal 3</b> Promotion of Environmental Management</p>
<p><b>Governance</b></p> <p>The Anritsu Group promotes sound and fair corporate behavior as it addresses social concerns beyond basic adherence to ethical standards, laws and regulations. We also seek sustainable development for the Group by increasing our corporate value through appropriately managing risks that affect management.</p>	<p><b>Goal 2</b> Establishment of Compliance Promotion of Risk Management</p>

## Response to SDGs

Anritsu assesses the social impact of its business operations in relation to the United Nation Sustainable Development Goals (SDGs).



## VOICE



Mr. Daisuke Goto  
Representative Director  
ideaship Inc.

Akifumi Kubota  
Director  
Anritsu Corporation

### Set your mid- to long-term business goals toward addressing social problems.

Anritsu's key CSR issues have been drawn from a detailed analysis of its relationships with stakeholders, and this reflects the company's keen awareness of its corporate social responsibility. With the acceleration of social diversification, however, it may be time for Anritsu to review its materiality matrix. I recommend that the company adopt a broader focus on the direct relationship between its core business, the supply of products and services, and the social impact of the business.

Before starting this review process, Anritsu should conduct an even more exacting analysis of its local and global stakeholders. After that, and most importantly, hold a large number of proactive dialogues, particularly with those who have high expectations for Anritsu and can exert influence on the company.

Companies today are expected to play certain roles in regard to the UN Sustainable Development Goals (SDGs). The key is to accurately understand the background of the SDGs. I hope that Anritsu will successfully link its business with these goals, which are set to be achieved by 2030. In fact, this alignment with the SDGs should be included as a company target in its mid- to long-term management plan.

### We will work to renew key CSR issues and respond to public expectations, including SDGs.

Mr. Goto, thank you very much for sharing your advice on CSR activities every year. In fiscal 2008, you also participated as a stakeholder representative in the discussions for selecting Anritsu's key CSR issues.

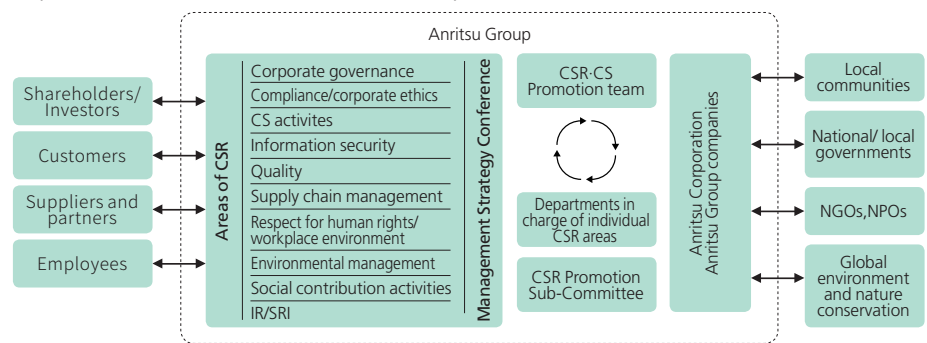
Indeed, key issues change over time, along with the evolution of social and economic conditions, stakeholder expectations and the environment. Anritsu has therefore worked on grasping these changes and reflecting them in our corporate activities. Public expectations today significantly differ from those in 2008, and as you pointed out, it's time to revisit our key CSR issues.

We have recently taken more opportunities to communicate with shareholders and investors than before, particularly with those in foreign countries, as is often the case with companies operating internationally. We are planning to revise our key CSR issues based on our communication with these many shareholders. In addition, we are going to promote greater transparency in our public information disclosure as an upstanding global enterprise.

The SDGs advocated by the UN have been discussed at management meetings, and we have set into motion activities under this initiative for this fiscal year, such as setting specific goals, integrating them into management and incorporating them into our mid-term management plan.

## CSR Promotion System

In 2004, we set up a CSR Promotion Committee chaired by the president and promoted CSR activities under the direct leadership of top management. We also organized the CSR Promotion Center as a dedicated department to encourage unified activities across a broad array of departments. Since April 2016, we have been working under a new system in which issues related to CSR (ESG) are deliberated by the Management Strategy Conference as key management concerns. Under the current system, the CSR-CS Promotion Team within the Corporate Communication Department is responsible for promoting Anritsu’s CSR activities in line with the policies of the Management Strategy Conference. CSR cannot be fulfilled by the efforts of any single department or organization. To effectively implement our activities, Anritsu Corporation’s departments in charge of individual CSR fields, including customer satisfaction, quality, human rights and social contribution, lead activities through cross-sectional cooperation across Group companies. We identify and analyze the current situation of individual areas from a CSR perspective, and each department strives to address issues of improvement for the future.



## Promotion of Global CSR

To promote CSR activities on a global scale and deepen communication with our stakeholders across the world, Anritsu Group is exchanging information internally based on a regional system and annual schedule. Each year, regional staff reports on the ten items listed below to the CSR-CS Promotion Team at the headquarters.

### ● Our Global System

- Headquarters: Corporate Communication Department (CSR·CS Promotion Team)
- Americas: Human Resources Department, Anritsu Company (U.S.A.)
- EMEA: Human Resources Department, Anritsu EMEA Ltd. (U.K.)
- Asia: Human Resources Department, Anritsu Company Ltd. (Hong Kong)

### ● Action Items

- ① CS Activities
- ② Quality Improvement
- ③ Health and Safety
- ④ Compliance
- ⑤ Supply Chain
- ⑥ Information Security
- ⑦ Protecting Human Rights
- ⑧ Valuing Employees
- ⑨ Promotion of Environmental Management
- ⑩ Conducting Social Contribution Activities

### ● Global Meetings

The following corporate departments have held annual global meetings more than once: Environment and Quality Promotion, Human Resources, Global Audit, Accounting and Control, Information System, Trade Control and Procurement.