

CSR Results for Fiscal 2016, CSR Objectives for Fiscal 2017

Performance evaluation ----- ○ : fully attained; △ : attained 50% or more; × : not attained

CSR Goal	Key Issues	Objectives for Fiscal 2016	Results for Fiscal 2016	Performance Evaluation	Objectives for Fiscal 2017
Goal 1 Contributing to Build a Safe, Secure, and Comfortable Society	Service to Customers	【Anritsu Corporation】 (1) Enhance customer contact points. (2) Consider a global assessment method. (3) Strengthen the CRM system.	【Anritsu Corporation】 (1) Implemented an initiative to strengthen effectiveness. (2) Established a method for strengthening the effectiveness of the customer satisfaction survey. (3) Introduced a CRM system for customer contact points, thereby improving operations.	○ △ ○	【Anritsu Corporation】 (1) Enhance customer contact points. (2) Strengthen the CRM system. (3) Consider a global assessment method.
		【Anritsu Infvis Co., Ltd.】 (1) Complete a verification test for a remote maintenance service. (2) Open a call center in the U.S. (3) Complete the development of contents for a web-based seminar.	【Anritsu Infvis Co., Ltd.】 (1) Completed drafting of a remote maintenance service menu. (2) Launched a U.S. call center. (3) Postponed completion to prioritize other issues.	△ ○ ×	【Anritsu Infvis Co., Ltd.】 (1) Complete a verification test for a remote maintenance service. (2) Establish a mechanism for supporting global maintenance services from Japan. (3) Complete the development of contents for a web-based seminar.
	Solutions for Social Issues	Share our future vision with customers and create value unique to Anritsu toward realizing that vision, thereby addressing social issues with customers.	- Developed a palm-sized spectrum master to contribute to the realization of a more convenient and comfortable society. - Developed a 5G wireless communication device and a signal analyzer serving as a production solution. - Provided a quality assurance solution, contributing to food safety and security. - Improved video surveillance technology and provided a unique video surveillance solution, contributing to public safety and security.	○	Share our future vision with customers and create value unique to Anritsu toward realizing that vision, thereby addressing social issues with customers.
Response to Social Expectations	(1) Take action on risk management (BCP) in fiscal 2017 and publish related department activities in the Sustainability Report. (2) Human rights due diligence: publish a statement on the U.K. Modern Slavery Act and revise related rules and guidance.	(1) Published details on BCP activities conducted by departments in the Sustainability Report. (2) Published a statement on the U.K. Modern Slavery Act on the HQ and EMEA websites and confirmed that the matter is covered under the rules; hence, no revision was necessary.	○ ○	Publish the 2nd year statement on the U.K. Modern Slavery Act and start human rights due diligence for the supply chain.	
Goal 2 Maintaining Harmony with the Global Socio-Economy	Establishment of Compliance	(1) Conduct global compliance education. - Continue to conduct web based training (WBT) on bribery prevention. (2) Continue to develop a compliance program for preventing bribery. (3) Collaborate with overseas regional headquarters on compliance-related operations. (4) Collaborate with Group companies in Japan on compliance-related operations.	(1) Postponed WBT on bribery prevention to FY2017 and conducted WBT on the U.K. Modern Slavery Act with all employees at the global Anritsu Group. (2) Improved method to conduct due diligence for preventing bribery, conducted thorough monitoring of domestic entertainment expenses, conducted training at a new overseas subsidiary but did not conduct monitoring at overseas subsidiaries. (3) Collaborated with overseas regional headquarters on compliance-related operations. (4) Collaborated with compliance-related committees, conducting WBT on the U.K. Modern Slavery Act, information security, the Product Liability Act and quality control, and established a helpline team in the Legal Department, enhancing the function for receiving reports and providing consultation.	△ △ ○ ○	(1) Conduct global compliance education. - Continue to conduct WBT on bribery prevention. - Conduct WBT on Anritsu Group Code of Conduct. (2) Continue to develop a compliance program for preventing bribery. (3) Collaborate with overseas regional headquarters on compliance-related operations. (4) Collaborate with Group companies in Japan on compliance-related operations.
		Promotion of Risk Management (Information Security)	(1) Construct a global information security management system. (2) Conduct security education. (3) Continue an internal audit on information management. (4) Maintain ISMS certification.	(1) Included the newly-merged company into the Anritsu network. (2) Conducted WBT, targeted e-mail attack drills and security lectures for new employees during CSR Promotion Month. (3) Conducted an internal audit on information management. (4) Received an external audit on ISMS.	○ ○ ○ ○
	Promotion of Risk Management (Internal Controls)	【Anritsu Corporation】 Promote risk management across departments in all areas of business processes and establish a system through which all relevant business units and regions share the overall risk from which to develop their individual risk management benchmarks and practice risk control. Begin measures to visualize the status of risk management for each business unit and region based on the results of audits to assess the effectiveness of their risk management.	【Anritsu Corporation】 Discussed risk management on entity-level business risk with the regional headquarters in the U.S. and EMEA. Identified management risks that could potentially have a negative impact on the attainment of management goals or performance targets, analyzed risk causes and implemented risk measures. Launched the ERM Project at the U.S. regional headquarters, analyzing risk causes and formulating risk control measures, to enable cross-sectional risk control at each regional headquarters.	△	【Anritsu Corporation】 Support the U.S. regional headquarters to complete the ERM Project. Establish an audit system that allows assessment of the effectiveness of measures and penetration of measures at operations.
		【Anritsu Infvis Co., Ltd.】 (1) Update the AI-GBG (Anritsu Infvis Global Business Guidelines). (2) Establish an internal control environment on a global scale.	【Anritsu Infvis Co., Ltd.】 (1) Updated the AI-GBG. (2) Dispatched workers to subsidiaries in the U.S. and Thailand to put internal control documents in place.	○ ○	【Anritsu Infvis Co., Ltd.】 (1) Penetrate the AI-GBG-based operations. (2) Establish an internal control environment on a global scale.
	Supply Chain Management	【Anritsu Corporation】 (1) Add a response to the U.K. Modern Slavery Act to the CSR Procurement Guidelines. Disseminate the guidelines among suppliers and encourage understanding through opportunities such as information exchanges. (2) Plan a CSR survey for suppliers that have yet to participate. (3) Identify risks associated with expansion in overseas suppliers and formulate countermeasures. (4) Construct a global system for monitoring CSR procurement risks.	【Anritsu Corporation】 (1) Confirmed that responses to the U.K. Modern Slavery Act were covered in the existing CSR Procurement Guidelines and hence that no revision was necessary. Explained to suppliers about CSR procurement and external trends at supplier briefings, requesting to follow our CSR procurement. (2) Reported at supplier briefings the results of the previous CSR Survey to suppliers and encouraged their understanding and cooperation for our CSR procurement. (3) Conducted a risk management workshop under the theme of "Risks Involved in Accelerated Global Procurement and their Countermeasures." (4) Explained the CSR Procurement Policy to employees in Hong Kong and the U.S. and exchanged opinions on CSR trends.	○ △ ○ ○	【Anritsu Corporation】 (1) Penetrate CSR procurement and create the right climate for penetration (PDCA for the CSR procurement strategy). (2) Penetrate and operate a governance system on a global scale. (3) Establish and explore a BCP system across the entire supply chain.
		【Anritsu Infvis Co., Ltd.】 (1) Construct a global production system. - Clarify the overall vision for global production in 2020 and BCP measures.	【Anritsu Infvis Co., Ltd.】 (1) Transferred a production site within the HQ Atsugi area, reorganized and increased production lines and studied the global production vision and scenarios for realizing this vision.	○	【Anritsu Infvis Co., Ltd.】 (1) Construct a global production system. - AI HQ factory: establish a production system that can flexibly respond to fluctuations in demand. - Overseas production sites: strengthen the production capabilities and promote local production for local consumption.
	Respect for Human Rights and Promotion of Diversity Human Resource Development	【Anritsu Corporation】 (1) Promote diversified hiring (foreign nationals and mid-career recruits). - Formulate and implement a plan for expanding recruiting channels (nationality, gender, new graduates and mid-career recruits). - Expand hiring in countries and regions in Asia. (2) Establish a system for human resource development. (3) Introduce and penetrate new evaluation and treatment systems. (4) Consider and introduce double-track career paths. (5) Review working styles to better respond to employee diversification.	【Anritsu Corporation】 (1) Continued to hire foreign nationals and mid-career recruits; new female employees joining in April 2017 accounted for 35% of new hires. Bolstered our reputation in the area of recruitment by releasing a key message and through a visual presentation. (2) Revised the programs for training by organizational level; and the self-development support program directed at having employees study at their own discretion, when and what they want to study, with a focus on creating their own careers. (3) Continued holding labor-management consultations toward introducing new systems. (4) Added a career review to the MDP training program as part of an effort to establish a system for human resource development. (5) Encouraged employees to arrive at the office before starting time. Introduced a basic rule prohibiting employees from staying at the office after 7 p.m., and to turn off lights in the main building by a certain time.	○ ○ △ ○ ○	【Anritsu Corporation】 (1) Promote diversified hiring (foreign nationals and mid-career recruits). - Continue to enhance our visibility in recruitment. - Continue to hire foreign nationals and mid-career recruits. (2) Establish a system for human resource development. - Check & Act for programs starting in FY2017. - Improve training programs for executive members, candidates for next-generation executives, and middle-aged and senior members. (3) Revitalize global HR activities. (4) Introduce and penetrate new evaluation and treatment systems. (5) Consider and introduce double-track career paths. (6) Promote Work-style Reform.

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Goal 2 Maintaining Harmony with the Global Socio- Economy	Respect for Human Rights and Promotion of Diversity Human Resource Development	【Anritsu Infivis Co., Ltd.】 Formulate policies on human resource development for global assignments and compensation and other systems.	【Anritsu Infivis Co., Ltd.】 Hired three Filipino nationals in 2016. Established a framework for Japanese training programs. The global-assignment human resource development plan was not conducted. Generated and implemented compensation criteria for presidents (foreign nationals) at overseas companies.	△	【Anritsu Infivis Co., Ltd.】 (1) Utilize global human resources. - Generate a human resource development plan for global assignment candidates. (2) Consider diversity operation. - Generate a draft idea for visualizing a human resource development system
	Safety and Health	【Anritsu Corporation】 (1) Maintain and improve employee health. - Full-scale implementation of stress-related health checkups. (2) Continue to conduct PHASE I at the HQ site and draw up PHASE II. - Repair the main, No. 2 and No. 3 buildings. (3) Establish a global BCP.	【Anritsu Corporation】 (1) Implemented the stress-related health checkups in a unified manner across Group companies in Japan. (2) Completed the transfer of staff and equipment from the No. 2 and 3 buildings to No. 4 (PHASE I). Considered the HQ site PHASE II plan, including the effective use of the main building. (3) Generated a global emergency-contact network. Discussed how to proceed with the project with Group companies. Launched a BCP for large-scale earthquakes, generating a scenario on simulated damages.	○ △ ○	【Anritsu Corporation】 (1) Maintain and improve employee health. (2) Draw up PHASE II (master plan). (3) Establish a global BCP
		【Anritsu Infivis Co., Ltd.】 (1) Conduct risk assessment. (2) Improve the working environment through safety and health patrols and 5S* activities. *5S: 5S represents Japanese words that describe the steps of a workplace organization process. English equivalent words are "Sort, Straighten, Shine, Standardize, and Sustain". (3) Promote safety driving.	【Anritsu Infivis Co., Ltd.】 (1) Health supervisor picked up one target division for each half of the year, extracted risks at the division and supported the revitalization of the working environment improvement activities. (2) With the industrial doctor conducted a patrol according to the annual schedule, reported the findings at the monthly safety and health committee meetings and introduced improvement measures. (3) Established a framework for training novice drivers. Installed drive recorders and collision avoidance controllers for all vehicles.	○ ○ ○	【Anritsu Infivis Co., Ltd.】 (1) Conduct risk assessment. (2) Improve safety, health and the working environment. (3) Promote safety driving. (4) Promote the observance of the 36 Agreement.
Promotion of Social Contribution Activities	(1) Continue activities at each location outside Japan and publish contents in the Sustainability Report. (2) Continue and promote the Great East Japan Earthquake Reconstruction Support Plan. Expand and continue in-house volunteer activities.	(1) Continued the activities at each location outside Japan and published the contents in the Sustainability Report. (2) Continued support for the activities of Japan Platform, an NPO authorized organization, to promote activities for strengthening support for Fukushima. In addition, delivered donations from Anritsu Group employees in Japan for the 28th fund "Live Together" organized by the group.	○ ○	(1) Continue activities at each location outside Japan and publish contents in the Sustainability Report. (2) Consider and implement social contribution activities that link with SDGs in fields outside the company's main business.	
Goal 3 Promoting Global Environmental Protection	Promotion of Environmental Management	Waste reduction and recycling (1) Maintain industrial waste emissions under 58 tons, the actual level for fiscal 2013 (Atsugi and Hiratsuka sites). (2) Maintain industrial waste emissions under 9 tons, the actual level for fiscal 2013 (Tohoku site). (3) Reduce the volume of municipal waste under 33 tons that is carried to a facility of the Atsugi City government (Atsugi site). (4) Maintain zero emissions (Japan). (5) Maintain the volume of landfill waste under the actual level for fiscal 2015 (U.S.).	46.4 tons 7.1 tons 28.7 tons 100% recycling Reduced by 1.5% from the actual level of fiscal 2015.	○ ○ ○ ○ ○	Waste reduction and recycling (1) Maintain industrial waste emissions under 45 tons, the actual level for fiscal 2013 (Atsugi site). (2) Maintain industrial waste emissions under 13 tons, the actual level for fiscal 2013 (Hiratsuka site). (3) Maintain industrial waste emissions under 9 tons, the actual level for fiscal 2013 (Tohoku site). (4) Reduce the volume of municipal waste carried to a facility of the Atsugi City government to under 33 tons (the benchmark fiscal 2013 result: 42.8 tons) (Atsugi site). (5) Maintain zero emissions (Japan).
		Energy conservation (1) Reduce energy consumption (in crude oil equivalent) by 1.0% compared to fiscal 2014 for each year until fiscal 2017. Reduce by 2% or more compared to fiscal 2014 in fiscal 2016 (Global Anritsu Group). (2) Reduce energy consumption (in crude oil equivalent) by 1.0% compared to fiscal 2013 for each year until fiscal 2020. Reduce by more than 2.97% compared to fiscal 2013 in fiscal 2016 (Anritsu Group companies in Japan). *To be managed by correcting for disturbance factors related to energy consumption (ambient temperature, total floor area, operating time, days worked, etc.) (3) Maintain the quarterly basic unit of energy consumption per sales at a level below 0.06 kWh/\$ (U.S.).	Increased by 0.3%. Reduced by 9.55%. Attained. (Energy consumption per sales increased by 15.4% compared to the fiscal 2015 level due to a decrease in sales.)	× ○ ○	Energy conservation (1) Reduce energy consumption (in crude oil equivalent) by 3.0% or more compared to fiscal 2014 (Global Anritsu Group). (2) Reduce energy consumption (in crude oil equivalent) by 4.9% or more compared to fiscal 2013 (Anritsu Group companies in Japan). *To be managed by correcting for disturbance factors related to energy consumption (ambient temperature, total floor area, operating time, days worked, etc.)
		Reduce water consumption. (1) Reduce water consumption by 1% compared to fiscal 2014 for each year until fiscal 2017. Reduce by 2% or more compared to fiscal 2014 in fiscal 2016 (Global Anritsu Group).	Reduced by 15.4%.	○	Reduce water consumption. (1) Reduce water consumption by 3% or more compared to fiscal 2014 (Global Anritsu Group).
		Wastewater management (1) Maintain zero excess of the voluntary management limit for inorganic wastewater (Atsugi site).	Zero excess of the voluntary management limit	○	Wastewater management (1) Maintain zero excess of the voluntary management limit for inorganic wastewater (Atsugi site).
		Develop eco products. (1) Ratio of environmentally sound products of all products covered: 100% (2) Ratio of products that can save resources by 10% or more of all (3) Ratio of products that are 30% or more power efficient of all products covered: 100%	Attained with all eight products covered. Attained with all six products covered. Attained with all five products covered.	○ ○ ○	Develop eco products. Ratio of environmentally sound products of all new products: 100% (Anritsu Group companies in Japan)
		Communication with Stakeholders	(1) Communicate with global stakeholders (particularly customers and companies in the supply chain) and publish the contents in the Sustainability Report. (2) Continue to issue the Anritsu Report (integrated report). Improve issues pointed out in external evaluation (business model, topics and key issues).	(1) Reported the communication contents in "Promoting Communication" of the 2016 Sustainability Report. (2) Published the integrated report as 2016 Anritsu Report. Gained the 42nd spot in "Asia's Top 100 Most Sustainable Companies" of the Channel NewsAsia Sustainability Ranking.	○ ○