



Social

Performance Data

Employee Data

Employee Data by Global Region (as of March 31, 2020) (Persons)

	Japan	Americas	EMEA	Asia and Others	Global Total
Number of regular employees	2,272	654	338	617	3,881
Male	1,924	461	274	445	3,104
Female	348	193	64	172	777
Non-regular employees	508	36	30	10	584

Employee Data for the Domestic Anritsu Group (as of March 31 of each fiscal year)

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Total number of regular employees of the Domestic Anritsu Group	2,212	2,244	2,249	2,251	2,248	2,272
Male	1,917	1,932	1,938	1,936	1,919	1,924
Female	295	312	311	315	329	348
Foreign nationals	30	38	44	49	51	54
Average age (regular employees)	42.3	42.6	42.6	43.2	43.6	43.9
Average working years (regular employees)	19.2	19.3	19.8	20.3	20.7	20.9
Number of non-regular employees	566	537	500	428	506	508
Ratio of employees with disabilities at Anritsu Corporation (%)	1.78	1.89	1.72	1.74	1.63	1.87
Ratio of employees with disabilities at the Domestic Anritsu Group (%) (reference)	1.74	1.70	1.76	1.70	1.75	1.95

Employee Data for Anritsu Corporation (as of March 31 of each fiscal year)

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	
Number of employees (number of managers included in total count)	Male	684 (177)	695 (176)	705 (184)	726 (198)	715 (198)	731 (194)
	Female	105 (4)	108 (4)	110 (4)	118 (3)	121 (2)	124 (4)
	Total	789 (181)	803 (180)	815 (188)	844 (201)	836 (200)	855 (198)
Average age	Male	42.0	42.4	43.0	43.7	44.1	44.4
	Female	38.4	39.4	39.9	40.6	41.2	41.5
	Total	41.5	42.0	42.6	43.3	43.7	43.9
Average working years	Male	17.8	18.2	18.9	19.5	19.9	20.3
	Female	15.9	16.5	17.0	17.1	17.5	17.7
	Total	17.5	18.0	18.6	19.2	19.6	19.9
Annual rated working hours	1,860.00	1,867.75	1,867.75	1,852.25	1,852.25	1,860.00	
Average days of paid holidays used per year	15.1	15.6	15.5	16.3	16.3	16.2	
Number of employees who took paid childcare leave	9	5	5	11	6	9	
Number of employees whose employment has been extended beyond normal retirement age	Number of eligible employees	4	9	5	9	11	11
	Number of employees over retirement age hired	3	7	2	6	8	8

Turnover Rate for Anritsu Corporation

Number of Employees Who Left	Number of Personnel	Turnover Rate (%)
16	855	1.8

Notes 1. Target year: fiscal 2019

2. Calculated in accordance with the formula provided in the Japan Company Handbook
3. Turnover rate = number of employees who left in the target fiscal year / (number of regular employees at end of fiscal year + number of employees who left in the target fiscal year)
4. Definition of employee who left: Among regular employees, those who leave the Company for reasons other than retirement or promotion to directorships, or those whose transfers were cancelled

Number of Employees by Age Group (as of March 31, 2020) (Persons)

	Under 30	30-50	51 and over
Domestic Anritsu Group	342	1,273	657
Anritsu Corporation	140	478	237

Female Anritsu Employees Globally (as of Fiscal Year-end on March 31)

Ratio of Female Employees (number of female employees / number of all employees) (%)

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Japan	13	14	14	14	15	15
Americas	30	31	31	31	31	30
EMEA	21	20	19	19	21	19
Asia and others	26	26	28	27	27	28
On a global consolidated basis	19	19	19	19	20	20

Ratio of Female Managers (number of female managers / number of all managers) (%)

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Japan	1.3	1.3	1.3	1.0	1.1	1.8
Americas	19.7	22.7	24.7	23.0	20.2	18.3
EMEA	15.9	17.0	19.7	22.1	23.5	21.6
Asia and others	19.0	18.2	21.7	21.6	24.1	23.4
On a global consolidated basis	9.4	9.6	10.2	9.9	10.5	10.4



Occupational Health and Safety

■ Occupational Safety and Health-related Figures

	FY2017	FY2018	FY2019	
Ratio of employees who underwent a regular checkup (%)	100	100	100	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture
Ratio of employees who underwent a regular complete checkup (%)	56.7	72.5	73.7	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture
Ratio of employees found to have a health issue in a regular checkup (%)	57.9	57.9	59.9	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture
Ratio of employees who smoke (%)	22.1	21.8	20.5	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture (smoking rates among employees aged 40 or older)
Ratio of employees who regularly exercise (%)	26.5	27.0	28.6	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture (rate of employees aged 40 or older who exercise two or more times per week and 30 or more minutes per session)
Annual scheduled hours worked	1,877.3	1,872.2	1,875.2	Average for the Domestic Anritsu Group
Average monthly overtime hours worked	14.8	16.9	18.4	Average monthly overtime worked by regular employees of the Domestic Anritsu Group excluding those in management positions at fiscal year-end
Annual paid holiday usage rate (%)	79.0	78.2	77.0	Rate for regular employees of the Domestic Anritsu Group excluding those in management positions at fiscal year-end (number of paid holidays used / number of paid holidays granted for the fiscal year × 100)
Number of on-the-job accidents	7	6	4	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	0	0	1	Included in the total for the Domestic Anritsu Group
Number of cases of work-related illness	0	0	0	Included in the total for the Domestic Anritsu Group
Number of days of leave from work	0	0	52	Total for the Domestic Anritsu Group
Number of deaths	0	0	0	Total for the Domestic Anritsu Group
Rate of lost-worktime injuries	0.00	0.00	0.647	Statistical values for the Domestic Anritsu Group (number of deaths and injuries / total labor hours × 1,000,000)
Accident severity rate	0.000	0.000	0.011	Statistical values for the Domestic Anritsu Group (number of lost work days / total labor hours × 1,000)
Number of commuting accidents	15	4	6	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	5	3	0	Included in the total for the Domestic Anritsu Group