

Message from the Executive Officer in Charge of Human Resources and Administration

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# Occupational Health and Safety

## Stance on Social Issues

More than ever before, companies are expected to establish workplace environments where every employee can work safely and in good health through reinforced measures to prevent occupational accidents as well as overwork-related deaths and mental disorders, which have become greater social concerns. For the Anritsu Group, where about 4,000 employees strive to create value, it is imperative to continually renew our efforts to maintain such an environment, as we believe it leads to higher employee morale, productivity, and creativity and boosts the quality of our corporate activities.

 P.90 Response to Infectious Diseases

## Policy

At the Anritsu Group, we believe that in order to enable every employee to achieve their full potential, we must secure employee safety and health and create comfortable and efficient workplaces. As part of our efforts to realize that, legal compliance and creation of a working environment in which employees can do their jobs with enthusiasm in safety and good health are stipulated in the Anritsu Group Charter of Corporate Behavior and the Anritsu Group Code of Conduct.

In addition, with the goal of the Group and health insurance union playing an active role in maintaining and improving the health of each employee, we have separately established the Anritsu Group Health Management Policy for the Domestic Anritsu Group.

### Anritsu Group Health and Productivity Management Policy

The Anritsu Group believes our corporate value is founded on the ability of each employee to work to the best of their abilities and in good health. With the goals of creating an environment in which all employees have an interest in health, are cognizant of their own health challenges, and take measures on their own to maintain and improve their health, the Anritsu Group companies and the Anritsu Health Insurance Association work together to promote effective health and productivity management throughout the Group.

## Structure

The executive office overseeing occupational health and safety at Anritsu Corporation is in charge of safety and health for the Domestic Anritsu Group and is tasked with formulating and implementing safety and health related matters common to the Group. We also have a safety and health management system that

complies with all relevant laws and regulations.

To maintain and improve the health of Group employees, a variety of initiatives and support services are provided by industrial physicians, counselors, and health staff assigned to the Anritsu Corporation Health Management Center. These include regular worksite visits, a variety of medical checkups, post-stress check follow-ups, and individual consultation services for mental and physical health.

The Anritsu Corporation holds a meeting of the Labor Management Occupational Health and Safety Committee every month. The committee is structured to encourage information-sharing and the horizontal implementation of measures across the Domestic Anritsu Group. Matters discussed by the committee are promptly disclosed along with the minutes via the intranet to all employees.

Anritsu Corporation Occupational Health and Safety Committee (FY2020)

Chairperson	General health and safety manager (Executive in charge of safety and health)
Vice-chairpersons	Two individuals (one of whom is selected by the Anritsu labor union)
Committee members	Eight (four of whom are selected by the Anritsu labor union)

Industrial physicians, employees of the Domestic Anritsu Group, health insurance union leaders, and secretariat members also participated. The Anritsu labor union has a union shop agreement with Anritsu Corporation.

The Anritsu Corporation and Anritsu Labor Union have a collective agreement that sets forth certain matters concerning health and safety. More specifically, it stipulates that the Anritsu Corporation, as the owner of the business, shall implement appropriate measures to ensure the safety of employees and maintain and improve the health of employees; maintain the Occupational Safety and Health Committee and generate selection criteria for the committee; conduct educational programs on health while providing health

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checkups for employees; and restrict employees from engaging in dangerous or hazardous work. None of the work conducted by the Domestic Anritsu Group's employees falls under tasks associated with or at high risk of the incidence of specified diseases.

## Goals

### Safety Goal

► **The Domestic Anritsu Group targets zero accidents.**

### Health Goal

► **The Domestic Anritsu Group continues to work toward meeting the targets of the three-year medium-term health management plan for fiscal 2018–2020 and continues with the effort as described in the table below, in fiscal 2021 and beyond.**

#### Medium-term Health Management Plan

	Main focus points	KPIs	FY 2020	Benchmarks	Goals in FY2021
1	Minimization and maintenance of the demographics with risks to future health maintenance, stable and continuous employment	☆Ratio of employees at high risk for glucose metabolism (Fasting glucose level at 200 mg/dl or HbA at 1c 8.0% or higher)	1.1%	2.4% (1)	2.0% or under
		☆Ratio of employees at high risk for high blood pressure (180/110 or higher)	0.7%	1.7% (1)	1.5% or under
		Mental leave rate (Domestic Group's leave ratio at year-end)	0.5%	0.8% (2)	0.8% or under
2	Improved awareness of health	☆Ratio of employees with proper body weight (BMI from 18.5 to less than 25.0; scope: Head office area (all ages))	64.0%	64.9% (1)	Improving the FY2020 result
		☆Ratio of employees who habitually exercise (to sweat lightly for 30 min./day and twice or more a week); same scope as above	25.1%	23.7% (1)	
		☆Ratio of employees who meet the physical activity standards (by walking or doing an equivalent physical activity for one hour/day or more); same scope as above	36.1%	(35.6%) (3)	
		☆Ratio of employees engaged in an effort to achieve a healthier lifestyle; same scope as above	27.6%	(24.6%) (3)	
		Ratio of employees who have a registered account in a health app	43.1%	—	
3	Establishing health and productivity management	◎Certified as an Excellent Enterprise of Health and Productivity Management	Certified	—	Continued certification

◎: Key KPI ☆: Based on periodic checkup results in the head office area  
(1): Average values for companies that participated in the METI's Health Management Survey 2018

(2): Ratio of employees on mental leave at large-scale companies according to the MHLW's Survey on Industrial Safety and Health in 2017

(3): Men's data compiled by the National Federation of Health Insurance Societies

## Activities and Achievements

### Results of Safety Efforts and Major Measures

We fell short of attaining zero accidents in fiscal 2020 because of one lost workday and four restricted workday cases. The lost workday case resulted from an employee stepping off the stairs when moving between two worksites in the same facility.

After these occurred, we reviewed work procedures, implemented structural measures, and performed a risk assessment to prevent recurrence. For fiscal 2021, we renewed our determination for zero occupational accidents across the Domestic Anritsu Group and have made efforts to attain the goal.

In fiscal 2020, there were two commuting accidents involving Domestic Anritsu Group employees, and both were lost workday cases. The causes were falling after a trip while walking and falling from a bicycle during commuting time. The number of commuting accidents declined because of an increase in the number of teleworkers due to COVID-19, but we will continue working to raise employee awareness of risks while walking, riding a bike, or driving a car.

#### Workplace Accidents at the Domestic Anritsu Group (FY2020)

Type	Number of accidents (+/- from the previous year)
Lost workday cases	1 (-2)
Restricted workday cases	4 (+3)
Commuting accidents	2 (-4)
Lost workday cases due to commuting accidents (more than or equal to a day)	0 (-2)

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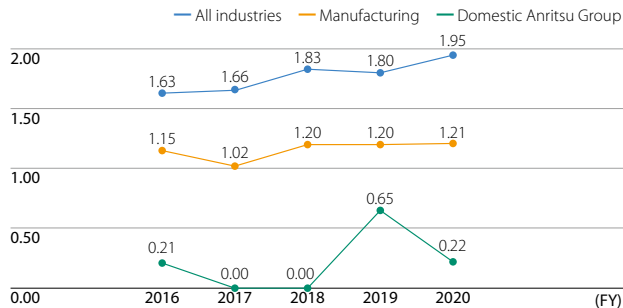
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### Frequency Rates of Lost-worktime Injuries (per Million Hours)



### Results of Health Efforts and Major Measures

Under the three-year plan until fiscal 2020, we implemented a series of measures to maintain or improve employee health indicators, including the abnormal findings rate at periodic medical checkups. However, no satisfactory improvement was achieved, as significant changes have occurred to workstyles and living circumstances amid the COVID-19 pandemic.

From fiscal 2021 to 2023, we are placing priority on minimizing the number of employees at high risk for lifestyle-related diseases, particularly those with high blood sugar and blood pressure levels, in accordance with the Medium-term Health Management Plan on the left, to reinforce our efforts to help employees improve and maintain their health.

### Results of the Medium-term Health Management Plan (FY2018–2020)

	Main focus points	KPIs	FY 2018	FY 2019	FY2020 Targets	FY 2020
1	Minimization and maintenance of the demographics with risks to future health maintenance, stable and continuous employment	☆Ratio of employees exhibiting glycometabolism (HbA1c 5.6% or higher)	43.4%	44.5%	40% or under	39.0%
		☆Ratio of employees exhibiting elevated blood pressure (140/90 or higher)	9.4%	9.7%	Maintaining the FY2017 level of 9.9%	19.6%
		★Mental leave rate (leave ratio at year's end)	0.4%	0.4%	Maintaining the FY2017 level of 0.4%	0.5%
2	Betterment of the abnormal finding rate at periodic medical checkups	☆Abnormal findings rate at periodic checkups	57.9%	59.9%	59% or under	62.9%
3	Improved awareness of health	☆Ratio of employees with proper body weight (40 years of age and older)	68.4%	67.2%	69% or higher	63.7%
		☆Ratio of employees habitually exercising (40 years of age and older)	27.0%	28.6%	28% or higher	24.9%
4	Establishing health and productivity management	Certified as an Excellent Enterprise of Health and Productivity Manage	Certified	Certified	Continued certification	Certified

☆: Indicates current and target values based on periodic checkup results in the head office area of Kanagawa Prefecture

★: Indicates current value for the Domestic Anritsu Group

### P.73 Performance Data, Occupational Health and Safety

### Participation in Labor Standards Initiative

Since fiscal 2020, the vice president in charge of occupational health and safety at Anritsu Corporation has served as the director of the Kanagawa Institution of Occupational Safety and Health and the chief of the institution's Atsugi Branch, contributing to the improvement of occupational safety and health standards in Kanagawa Prefecture and the Atsugi district. His term of office at the institution is two years through fiscal 2021.

From fiscal 2018 to 2019, the office was served by the senior manager for the Human Resource Management Team, Human Resource and Administration Department, of Anritsu Corporation as the director of the Kanagawa Institution of Occupational Safety and Health and the deputy chief of the institution's Atsugi Branch.

### ISO 45001 Certification

In September 2019, Anritsu EMEA Ltd. (in the U.K.) completed its transition from OHSAS 18001, an international standard for occupational health and safety management, to ISO 45001.

Anritsu EMEA has since created a safe and healthy workplace based on ISO standards.



### Certified as an Excellent Enterprise of Health and Productivity Management in 2021

Anritsu Corporation was certified for the fifth consecutive year by the Ministry of Economy, Trade and Industry of Japan (METI) as a Excellent Enterprise (large enterprise category) Company in the Health and Productivity Management Organization Recognition Program for meeting the criteria on regular medical checkups, work-life balance, health maintenance, lifestyle disease prevention, and mental health support.

The program recognizes enterprises that demonstrate outstanding health and productivity management aligned with the healthcare recommendations of the Nippon Kenko Kaigi. It evaluates companies in the following five aspects, which are also used by the METI and Tokyo Stock Exchange in their joint selection of the Health and Productivity Stock Selection: (1) management philosophy, (2) organizational structure, (3) implementation of systems and measures, (4) evaluation and improvement, and (5) compliance and risk management.



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## Workstyle Reform for Employee Wellbeing

At the Domestic Anritsu Group, we are promoting workstyle reform with the goals of boosting productivity, generating innovation, and raising corporate value while simultaneously prioritizing the safety and health of every employee. Measures to ensure appropriate work hours based on the Group-wide management policy have been put in place as part of the reform, and these include shortening overtime work, minimizing midnight-shift work, and strict observance of the “no-overtime day” rule.

We have abandoned the old notion that those who work longer do better. We believe in efficiency, and we therefore encourage employees to start working on the official start time, not to work after 7 p.m. unless necessary, as the office lights are turned off at that time, and to shorten meetings by streamlining agendas. Development staff telecommute when they work late evenings or early mornings to communicate with overseas colleagues in different time zones.

The Domestic Anritsu Group has also encouraged and will continue encouraging employees to telework as a workstyle reform action for protecting them from COVID-19.

## Training and Seminars

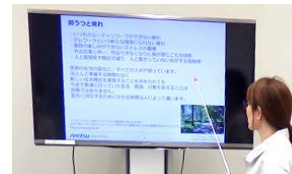
For employees working at the Domestic Anritsu Group, occupational safety training and in-house seminars on health are held every year. In fiscal 2020, due to the COVID-19 pandemic, we canceled seminars that needed to be held in a classroom format and only conducted those that could be handled online or outdoors. Required specialized training that could not be held online was conducted when the number of infections in the country declined.

Our focus during fiscal 2020 was maintaining the health conditions of teleworking employees. The Japanese government declared the first state of emergency in April 2020, the start of fiscal 2020, and the second declaration in January 2021. Both announcements required companies to reduce the ratio of

employees commuting to work. As a result, many of our employees were forced to work from home over a prolonged period of time and exposed to new kinds of stress. To help cope with that stress, we produced videos that could be viewed from their homes and held online health seminars entitled, “Causes of Stress from Teleworking and How to Overcome the Stress” and “How to Deal with Stress Triggered by the COVID-19 Pandemic.” Many employees viewed the videos.



Bicycle safety workshop



Online health seminar by an industrial physician

### Seminars, Lectures, and Educational Presentations for Domestic Anritsu Group Employees (FY 2020)

	Contents	Participants
In-house open seminar	Online health seminar: “Causes of Stress from Teleworking and How to Overcome the Stress”	575 (number of views: 1,627)
	Online health seminar: “How to Deal with Stress Triggered by the COVID-19 Pandemic”	468 (number of views: 1,234)
In-house lecture/education	Operational safety education for high-pressure gas users	59
	Bicycle safety workshop	3
	Health and safety education for new employees	56
	Occupational health education for new employees	56

## Other Activities for Occupational Health and Safety

### ● Activities for Occupational Health and Safety in General

- Reviewing the status of activities and formulating accident prevention measures by the Occupational Health and Safety Committee
- Enhancing the awareness of safety and health through training at different organizational levels and providing training on specific issues such as risk assessment
- Implementing occupational health and safety education when part-time, contract, or other non-regular employees are hired

### ● Activities with a Focus on Safety

- Reducing the risk of accidents by conducting inspections before introducing, relocating, or changing equipment, or when purchasing chemical materials
- Providing a safe, secure, and comfortable workplace by assessing working environments, workplace patrols, emergency drills, and basic life-saving training

### ● Activities with a Focus on Health

- Health checkups (periodic, special, when starting employment, for overseas assignee) and implementation of and follow-up for the stress check system
- Questionnaire screening, interviews by industrial physicians and health maintenance measures for overtime workers
- Mental healthcare education and counseling for managers