

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

Respect for Human
Rights and Diversity

Human Resources
Development

Occupational
Health and Safety

Message from the Executive
Officer in Charge of SCM

Supply Chain
Management

Quality and
Product Safety

Customer Service
and Support

● Performance Data

Social

Performance Data

Employee Data

Employee Data by Global Region (as of March 31, 2021) (Persons)

	Japan	Americas	EMEA	Asia and Others	Global Total
Number of regular employees	2,297	640	340	677	3,954
Male	1,923	450	263	480	3,116
Female	374	190	77	197	838
Non-regular employees	525	32	32	10	599

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

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Total number of regular employees of the Domestic Anritsu Group	2,244	2,249	2,251	2,248	2,272	2,297
Male	1,932	1,938	1,936	1,919	1,924	1,923
Female	312	311	315	329	348	374
Foreign nationals	38	44	49	51	54	52
Average age (regular employees)	42.6	42.6	43.2	43.6	43.9	44.2
Average working years (regular employees)	19.3	19.8	20.3	20.7	20.9	21.1
Number of non-regular employees	537	500	428	506	508	525
Ratio of employees with disabilities at Anritsu Corporation (%)	1.89	1.72	1.74	1.63	1.87	2.05
Ratio of employees with disabilities at the Domestic Anritsu Group (%) (reference)	1.70	1.76	1.70	1.75	1.95	1.79

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

		FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Number of employees (number of managers included in total count)	Male	695 (176)	705 (184)	726 (198)	715 (198)	731 (194)	1,062 (265)*
	Female	108 (4)	110 (4)	118 (3)	121 (2)	124 (4)	222 (8)
	Total	803 (180)	815 (188)	844 (201)	836 (200)	855 (198)	1,284 (273)
Average age	Male	42.4	43.0	43.7	44.1	44.4	45.3
	Female	39.4	39.9	40.6	41.2	41.5	41.7
	Total	42.0	42.6	43.3	43.7	43.9	44.7
Average working years	Male	18.2	18.9	19.5	19.9	20.3	21.3
	Female	16.5	17.0	17.1	17.5	17.7	17.7
	Total	18.0	18.6	19.2	19.6	19.9	20.7
Annual rated working hours		1,867.75	1,867.75	1,852.25	1,852.25	1,860.00	1,860.00
Average days of paid holidays used per year		15.6	15.5	16.3	16.3	16.2	14.7
Number of employees who took paid childcare leave		5	5	11	6	9	9
Number of employees whose employment has been extended beyond normal retirement age	Number of eligible employees	9	5	9	11	11	22
	Number of employees over retirement age hired	7	2	6	8	8	20

Note: The increase in the number of employees resulted from the merger of Anritsu Networks Co., Ltd., Anritsu Engineering Co., Ltd. and Anritsu Pro Associe Co., Ltd. on April 1, 2020.

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Number of Employees by Age Group (as of March 31, 2021) (Persons)

	Under 30	30–50	51 and over
Domestic Anritsu Group	296	1,226	775
Anritsu Corporation	162	694	428

Turnover Rate for Anritsu Corporation (FY2020)

Number of Employees Who Left	Number of Personnel	Turnover Rate (%)
15	1,284	1.2

Notes

1. Calculated in accordance with the formula provided in the Japan Company Handbook
2. 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)
3. 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

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

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

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	14	14	14	15	15	16
Americas	31	31	31	31	30	30
EMEA	20	19	19	21	19	23
Asia and others	26	28	27	27	28	29
On a global consolidated basis	19	19	19	20	20	21

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

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	1.3	1.3	1.0	1.1	1.8	2.3
Americas	22.7	24.7	23.0	20.2	18.3	17.9
EMEA	17.0	19.7	22.1	23.5	21.6	24.2
Asia and others	18.2	21.7	21.6	24.1	23.4	24.0
On a global consolidated basis	9.6	10.2	9.9	10.5	10.4	10.8

Occupational Health and Safety

Occupational Health and Safety-related Figures

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	
Ratio of employees who underwent a regular checkup (%)	100	100	100	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 (%)	65.0	68.2	56.7	72.5	73.7	55.5	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 (%)	55.4	56.0	57.9	57.9	59.9	62.9	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture
Ratio of employees who smoke (%)	24.0	26.1	22.1	21.8	20.5	20.3	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 (%)	24.0	23.1	26.5	27.0	28.6	24.9	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	1,887.8	1,890.7	1,877.3	1,872.2	1,875.2	1,860.0	Average for the Domestic Anritsu Group
Average monthly overtime hours worked	19.8	15.1	14.8	16.9	18.4	11.1	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 (%)	76.4	73.2	79.0	78.2	77.0	70.4	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	11	4	7	6	4	5	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	3	1	0	0	1	0	Included in the total for the Domestic Anritsu Group
Number of cases of work-related illness	0	0	0	0	0	0	Included in the total for the Domestic Anritsu Group
Number of days of leave from work	65	9	0	0	52	3	Total for the Domestic Anritsu Group
Number of deaths	0	0	0	0	0	0	Total for the Domestic Anritsu Group
Rate of lost-worktime injuries	0.64	0.21	0.00	0.00	0.65	0.22	Statistical values for the Domestic Anritsu Group (number of deaths and injuries / total labor hours × 1,000,000)
Accident severity rate	0.014	0.002	0.000	0.000	0.011	0.001	Statistical values for the Domestic Anritsu Group (number of lost work days / total labor hours × 1,000)
Number of commuting accidents	7	8	15	4	6	2	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	5	2	5	3	0	0	Included in the total for the Domestic Anritsu Group