

The Sustainability Management We Are Striving to Achieve

Anritsu's Sustainability Management Continues to Evolve

Anritsu has changed its approach to sustainability management from promoting CSR focused on compliance and corporate philanthropy to pursuing sustainability by addressing social issues. We have learned and accomplished many things through this transition. Initially, our efforts were limited to raising manager awareness through top management instructions. Recently, however, SDGs have become more widely recognized by other employees as personal concerns. To simply and clearly express the sustainability management that we have revised our Sustainability Policy in conjunction with the renewal of our Company Vision, Company Policy, and Brand Statement in April 2021. The ideal future envisioned under Anritsu's sustainability management is to increase corporate value and become a company that society expects to grow and develop. This growth and development will come from contributing to the establishment of a safe, secure, and prosperous global society by helping to resolve social issues in our business, addressing challenges to meet the needs of society, and creating shared value through the promotion of communication. We have expressed this concept in our Sustainability Policy. The revised policy includes five components starting with the letter "P" (People, Planet, Prosperity, Peace, and Partnership), as stated in the agenda for the SDGs, unanimously adopted in the U.N. in 2015. Thus, the policy will offer a clear guideline for our sustainability management.

We are promoting sustainability management by clarifying key issues for action, sharing information, and communicating and disseminating actions to be taken by each division through its representative under the Sustainability Promotion Committee, which consists of the representatives of major divisions. We are also discussing and promoting sustainable management at the Management Strategy Conference, consisting of Vice presidents and executive officers. We use the Sustainability Promotion Committee as a venue for receiving feedback from management and presenting each employee's activity and opinion as well as constructively exchanging and discussing views. The committee implements a PDCA cycle for initiatives developed at each division, including the progress of KPIs.

To address ESG challenges to meet the needs of society, employees and management must recognize the need to minimize their adverse impacts on the environment and society and cooperate with a sense of unity. To that end, we set ESG challenges and related targets as KPIs in the GLP2023, our medium-term management plan, which lays out the milestones for 2030 that we will strive to achieve as Companywide objectives. We will build a sustainable and hopeful future for new generations by promoting the PGRE 30, our climate action plan, which calls for increasing the share of private renewable energy generation from 0.8% to about 30% by around 2030, encouraging diverse human resources to exert their talent, disseminating our initiative on human rights throughout the supply chain, and building infrastructures for industries and technological innovation through business activities.

 **P.01** Creating a Sustainable Future Together "Sustainability Policy"



Akio Takagi

Senior Executive Officer
General Manager, the Sustainability Promotion Center

System for Promoting Sustainability

Anritsu has pursued sustainability activities based on its Company Philosophy, Company Vision, Company Policy, and Sustainability Policy. We increased the membership of the Sustainability Promotion Committee in April 2020 and are working together to accelerate our efforts across the Anritsu Group. Progress on ESG issues and initiatives have been reported to the Management Strategy Conference and the Board of Directors meeting. In fiscal 2020, nine ESG issues were discussed at Board of Directors meetings.

