

## Governance

# Business Continuity Management

### Stance on Social Issues

Natural disasters, such as torrential rains, typhoons, and earthquakes, which are becoming increasingly severe and frequent due to climate change, can not only cause serious damage to human lives in the affected areas but also stagnate economic and social activities.

In addition, infectious diseases such as COVID-19 have worldwide impact beyond specific affected areas.

The Anritsu Group operates businesses for maintaining

social infrastructure, including the evaluation and efficient operation of information and communication systems and the production of food and pharmaceuticals. Even in the wake of a disaster, we recognize that ensuring the safety of our employees and business continuity are a core mission and vital for the Group.

## Policy

### Disaster Prevention

The Anritsu Group has laid out its BCM\* policy in the Basic Policy on Disaster Response, stipulated in the Basic Rules on Disasters and Emergency Response.

#### Basic Policy on Disaster Response

We established a prevention system associated with disasters that could significantly affect our management, places top priority on ensuring the safety of our stakeholders, including employees and local communities. In the event of a disaster or accident, we strive to minimize damage and promptly resume business activities in order to fulfill our social responsibility and ensure sustainable growth.

\* Business continuity management: Management activities conducted during normal operations, such as formulating, maintaining, and updating business continuity plans, securing budgets and resources for continuing business, taking preparatory measures, implementing education and training before launching initiatives, conducting inspections, and making continuous improvements

### Response to Infectious Diseases

We are taking preventive measures and implementing actions to ensure business continuity under the Basic Policy on Disaster

Response to cope with COVID-19.

### Response to Disasters and Infectious Diseases (Structure)

In the event of large-scale disasters or infectious diseases, including COVID-19, the Anritsu Group establishes an Emergency Response Headquarters to determine corporate actions.

#### Members of the Emergency Response Headquarters

Title	Member
General manager	President
Deputy general manager	Chief officer in charge of disaster prevention (vice presidents)
Staff	Persons appointed by the general manager (vice presidents overseas, presidents of the Group companies, etc.)

### Activities and Achievements

#### Business Continuity Planning

Each division and Group company formulates a business continuity plan (BCP) to maintain efficient operations in the event of a natural disaster, infectious disease, or other unexpected event by

minimizing damage and resuming full business activities as quickly as possible.

These BCPs are reviewed as necessary, and when any geopolitical event occurs that significantly affects the global economy, their impact on Anritsu's business is examined accordingly.

Tohoku Anritsu Co., Ltd., which serves as the manufacturing bases of the Anritsu Group, identifies natural disasters such as earthquakes and flooding of rivers due to torrential rains material risks, and these clearly set out concrete steps for each process in the event of a disaster. Applying the lessons learned from an actual large-scale disaster, we revised the criteria for invoking BCPs in an emergency to prepare against a broader range of risks and refined our procedures for responding to each risk.

Moreover, in response to the COVID-19 pandemic, we established the Emergency Response Headquarters and have been taking action based on the Infectious Diseases Response Manual. While placing the highest priority on ensuring the safety of our customers, suppliers, employees, and their family members and preventing the spread of the pandemic, we will continue to take appropriate actions to ensure the reliable delivery of products and services to customers and help solve social issues brought on by the spread of the pandemic.

## Disaster Prevention Initiatives

### Response to the 2022 Fukushima Earthquake

A strong earthquake with a magnitude of 7.4 occurred off the coast of Fukushima Prefecture at around 11:36 P.M. on Wednesday, March 16, 2022. A maximum seismic intensity over 6 was recorded in both Fukushima and Miyagi prefectures, partially damaging the first factory at Tohoku Anritsu Co., Ltd., in Koriyama City, Fukushima Prefecture.

The emergency call system was automatically triggered immediately after the earthquake, and we were able to confirm the safety of all our employees in the affected areas by the next morning. Since the impact on the buildings and production facilities was minimal, we were able to complete the necessary repair work and quality verification and resumed normal operations from the start of the business day on Thursday, March 17.

### Expansion of the Second Factory at Tohoku Anritsu Co., Ltd.

Seeking to disperse exposure to risks, Tohoku Anritsu Co., Ltd. opened a second factory in July 2013 to distribute its production lines between the two plants. In June 2022, a new building was added to the second factory to relocate some of the production lines from the first, whose location is prone to flooding. The new building is equipped with innovative technologies including sensors, IoT, AI, and robotics, which will allow us to flexibly incorporate



New building added to the second factory

additional production lines for new products and expand the production scale of existing products.

### BCP for Headquarters Functions

In March 2015, the Anritsu Group constructed a global headquarters office building in Atsugi City, Kanagawa Prefecture, as a BCP countermeasure to maintain the continuity of Group core functions. This building has a seismic base isolation system to enhance earthquake safety and provides an emergency backup power supply of six days.

Since the building was constructed, regular inspections and maintenance have been conducted to maintain its functionality.



Global Headquarters

### Building Safety Assessment System and Facility Disaster Prevention Measures

Anritsu has been steadily expanding the building safety assessment system for the Atsugi Headquarters region that was introduced in fiscal 2017. The goal of this initiative is for the Company to quickly ascertain conditions at the buildings during an earthquake or series of earthquakes and move rapidly to either enact or end entry restrictions. We are also implementing disaster prevention measures including ceilings and electrical equipment.

Main buildings in the headquarters area, which have been out of use since 2015, were renovated and reinforced with seismic improvement in fiscal 2021 to be ready for use in August 2022.

### Securing the Information Systems

The Anritsu Group saves key information systems in backup, including the core systems and the CAD system used for product development. In the event that the main systems are stricken by disaster, it is possible to continue to operate the information system through either of the sites used as the destination for backing up data. Also, in tandem with designating emergency procedures with a targeted recovery time, we are preparing our response to disasters by conducting regular disaster response and recovery training and evaluating the effectiveness of this training to promptly correct any issues.

P.97 Information Security

### Countermeasures to Infectious Diseases

The Emergency Response Headquarters, established at the end of January 2020, has continued to play a central role in implementing a variety of measures to prevent the spread of COVID-19 and responding to potential outbreaks, as shown in the table on the next page. Workplace vaccinations were also administered three times to employees and family members of the Anritsu Group and affiliated companies. During declared states of emergency and quasi-emergency, 70% to 80% of our employees telecommuted.

In countries where COVID-19 is spreading, Anritsu Group companies are following the policies and guidance of local health authorities and following precautionary practices, such as washing hands, wearing masks, installing partitions, social distancing, and telecommuting.

Given the status of COVID-19, we switched back to a normal work system at the end of May 2022, but we continue to take precautionary measures, including the distribution and wearing of nonwoven masks within the Company, temporary car commuting, operation of employee shuttle buses, four split lunch hours to ease congestion, and meeting room capacity restrictions (in compliance

with national ventilation standards). As the number of COVID-19 cases started to rise again, we followed government policy and took action to prevent COVID-19 clusters and expand telework for employees at high risk of becoming seriously ill from the disease.

**Response to Stakeholders (from January 31, 2020 to July 31, 2022)**

Stakeholders	Initiatives
<b>Employees (domestic and overseas Anritsu Group companies)</b>	<ul style="list-style-type: none"> <li>● Restriction of business trips, travel bans, temporary return of expatriate employees, restriction of face-to-face meetings and interviews, thorough reporting of any poor health conditions, telework (for emergency situations and for employees at risk of becoming seriously ill from a disease), staggered commuting, temporary permission to commute by car, COVID-19 paid leaves, support for parents dealing with temporary school closures</li> <li>● Maintenance of social distancing in meeting rooms, elevators, and cafeterias; installation of acrylic panels; distribution of masks; consistent wearing of masks at workplaces; hand sanitization and thorough sanitization of internal offices, cafeterias, and restrooms; temperature measurement before going to work; temperature measurement on arrival by thermography camera, etc., ensuring adequate indoor ventilation, etc.</li> <li>● Relocation of a part of the development environment to Tohoku Anritsu Co., Ltd. (Koriyama City) and telecommuting for the continuity of development activities</li> <li>● In-house manufacture and distribution of masks to employees</li> <li>● Administered workplace vaccinations (July and August 2021, and March 2022)</li> <li>● Holding internal events online</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>● Questionnaire about recent overseas travel records and health conditions</li> <li>● Launching the Anritsu exhibition website</li> <li>● Webinar about 5G, operating guide for test and measurement instruments, webinar about the usage of PQA products</li> <li>● Launch of web content to support customer telecommuting</li> <li>● Customer relations on a telecommuting basis</li> <li>● Continuation of repairs and calibration work (a part of the business was downscaled)</li> </ul>
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>● Online financial briefings and IR meetings</li> </ul>
<b>Supply chain</b>	<ul style="list-style-type: none"> <li>● Information collection and support from suppliers</li> <li>● Consideration of substitute suppliers depending on the status of infection and operation</li> <li>● Holding meetings for information sharing, product exhibitions, etc., online</li> </ul>
<b>Regional societies</b>	<ul style="list-style-type: none"> <li>● Donation of our reserve of DS2 dust-protection masks to neighboring communities</li> <li>● Donation of masks manufactured in-house to Atsugi City, etc.</li> <li>● Intra-company sale of masks produced by a Continued Employment Support Type B Office* in Atsugi City</li> </ul>

\*Set up under the Services and Supports for Persons with Disabilities Act

**In-house Manufacturing of Nonwoven Masks**

Anritsu manufactures its own nonwoven masks in preparation for a long haul battle against COVID-19. We continuously distribute these masks to our employees to prevent the spread of COVID-19, thereby ensuring the continuity of our business. After the safety of our masks was certified through rigorous screening by the National Mask Industry Association, we provided them to our customers, suppliers, Atsugi City, and an adult soccer club (Hayabusa Eleven) that we support in Atsugi City. To date, we have donated more than

200,000 masks (as of the end of June 2022).



Masks made by Anritsu



The back of the box, showing the voluntary standard label and a membership mark

**VOICE**

**Promoting Anti-COVID-19 Measures with a Strong Commitment to Never Allowing the Spread of COVID-19**



**Yutaka Mizuhashi**  
(left)  
Human Resource and Administration Department, Anritsu Corporation

**Kazuyoshi Yamaki**  
(right)  
Anritsu Health Insurance Association

**Mizuhashi:** We worked to secure masks and disinfectants and set up partitions to prevent droplets from spreading. Procuring masks and disinfectants, in particular, was quite a challenge, as they were in short supply, but we were very determined to do whatever we could to prevent the spread of COVID-19 within the Company and cause any inconvenience to our customers.

**Yamaki:** Anritsu formulated and implemented its anti-COVID-19 measures very quickly, which I think really demonstrated its strong commitment to tackling the situation regardless of what other companies were doing.

**Mizuhashi:** When I told the staff of our contracted security

company to conduct a questionnaire survey of our visitors regarding their physical conditions, travel history, and other information, they were surprised by how serious we are taking our preventive measure.

**Yamaki:** Of the various measures taken, workplace vaccination was the key to preventing the spread of COVID-19 and serious illnesses. Unlike the annual flu shots, COVID-19 vaccinations required a different level of preparation at the vaccination site, which was quite challenging. A lot of effort was put into the preparations, including a visit to the vaccination site, which I also joined, and to the Health and Welfare Center in Atsugi City, and gathering information from companies that had already conducted workplace vaccinations before Anritsu.

**Mizuhashi:** I was very pleased to see that the family members of Anritsu Group employees were also eligible for the vaccination and were very happy about it. I believe that because we were able to take a united effort as a team despite the spread of COVID-19, which has created unprecedented challenges around the world, this will strengthen our confidence going forward.

**Yamaki:** New COVID-19 variants are still emerging, increasing uncertainty in our lives. Recognizing once again the importance of anti-COVID-19 measures, we will continue to be vigilant in our efforts against the spread of the virus.