

Social

Occupational Health and Safety

Stance on Social Issues

Companies are expected to implement a wide range of occupational health and safety initiatives, such as to prevent accidents, reduce long working hours, which can have adverse health effects, address mental health issues, and ensure the safety and health of senior workers, as well as to take measures to prevent COVID-19 and relieve the stress associated with it. We recognize that it is vital to establish a sound workplace environment for the health and safety of our employees, as

they are the source of the Anritsu Group's value creation. We also believe that a vibrant workplace, which ensures the well-being of each one of them, will lead to higher productivity and creativity.

Policy

The Anritsu Group's Sustainability Policy, Anritsu Group Charter of Corporate Behavior, and Anritsu Group Code of Conduct stipulate that we comply with all relevant laws and regulations and create a working environment in which employees can do their jobs with enthusiasm in safety and good health.

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.

Our collective agreement with the Anritsu Labor Union sets forth certain matters concerning health and safety. More specifically, it stipulates that we, as the owner of the business, shall implement appropriate measures to ensure the safety of employees and maintain and improve the health of employees, establish the Occupational Safety and Health Committee and generate selection criteria for the committee; conduct educational programs on health while providing health checkups for employees, and restrict employees from engaging in dangerous or hazardous work.

Sustainability Policy

As the guiding principles for enhancing our corporate value through contributing to the creation of a sustainable future for global society, our Sustainability Policy declares that "We will respect the human rights of all people and strive to create a workplace offering healthy lives and decent work for all where diverse individuals can grow together."

Anritsu Group Charter of Corporate Behavior

In the Anritsu Group Charter of Corporate Behavior for guiding the Anritsu Group's corporate behavior, we declared that "The Anritsu Group will respect each employee's individuality, diversity, and personality so as to realize work practices in that all of its employees can fully demonstrate their abilities. Also, we will create safe and healthy work environments where all of our employees can carry out their jobs with enthusiasm."

Anritsu Group Code of Conduct

As the ethical standards for all Anritsu Group employees, the Anritsu Group Code of Conduct stipulates the following three principles for occupational safety and health.

- We will comply with laws and regulations concerning occupational safety and health, and strive to create a safe, secure, and hygienic

working environment.

- We will strive to improve the moral and manners necessary to conduct our business and create a disciplined working environment.
- We will strive to maintain sound communication and create a comfortable working environment in order to perform our business.

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.

Sustainability Policy

Anritsu Group Charter of Corporate Behavior

Anritsu Group Code of Conduct

Anritsu Group Health and Productivity Management Policy



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 report the number of occupational and commuting accidents at the Management Strategy Conference on a quarterly basis and 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.

Goals

Safety Goal
 → **The Domestic Anritsu Group targets zero accidents.**

Health Goal
 → **The Domestic Anritsu Group will further raise health awareness through efforts that help employees to better maintain and improve their health.**
We will continue to work toward achieving our targets for fiscal 2023 based on a plan formulated using the results of the Medium-term Health Management Plan up to fiscal 2020.
*See page 66 for targets and results.

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.

Activities and Achievements

Initiatives through the Occupational Health and Safety Committee

The Anritsu Corporation holds a meeting of the Labor Management Occupational Health and Safety Committee every month and horizontally disseminates information and measures across the Domestic Anritsu Group. Matters discussed by the committee are promptly disseminated to all employees via the intranet along with the minutes and sent to the Management Audit Department, which keeps track of the health and safety status of employees.

In fiscal 2021, the committee held its meetings online throughout the year to prevent the spread of COVID-19. Discussions covered topics related to COVID-19, including the physical and mental effects of teleworking and the effectiveness of vaccinations.

Anritsu Corporation Occupational Health and Safety Committee (FY2021)

Chairperson	Senior manager for the Human Resource Management Team, Human Resource and Administration Department of Anritsu Corporation
Vice-chairpersons	Two individuals (one of whom is selected by the Anritsu labor union)
Committee members	Ten (five 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.

Results of Safety Efforts and Major Measures

In fiscal 2021, there were zero lost workdays and four restricted workday incidents involving a cut injury from a box cutter, a cut injury from a sharp window frame, a fall on stairs, and a fall on a wet road surface on the Company's premises upon leaving work for the day.

Immediately after each incident, we investigated any unsafe behavior or conditions, conducted a risk assessment, and reviewed work procedures and methods. We thoroughly strive to prevent the recurrence of accidents by eliminating unsafe work practices through tangible measures, such as installing protective equipment. For fiscal 2022, we renewed our determination for zero occupational accidents across the Domestic Anritsu Group and have made efforts to attain the goal.

In fiscal 2021, there were three commuting accidents involving Domestic Anritsu Group employees. One was a lost workday incident involving a cyclist struck by a car turning left, and the other two were restricted workday incidents in which a gust of wind caused a person to fall while walking and another person being caught in a traffic accident while driving to work. We will continue working to raise employee awareness of risks while walking, riding a bike, or driving a car.

Message from the Chief Human Resource and Administration Officer

Respect for Human Rights and Promotion of Diversity

Human Resource Recruitment and Development

Occupational Health and Safety

Message from the Chief SCM Officer

Supply Chain Management

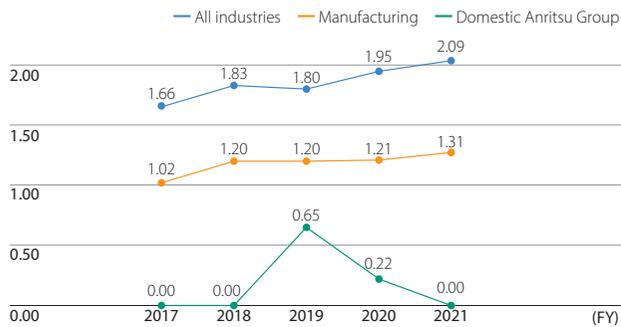
Quality and Product Safety

Customer Service and Support

Workplace Accidents at the Domestic Anritsu Group (FY2021)

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

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



Results of Health Efforts and Major Measures

The following are the results of our efforts in fiscal 2021 under the Medium-term Health Management Plan. We provided consultations with industrial physicians to employees and supervisors at high risk of glucose metabolism disorders, and the results were generally successful.

Targets and Results of the Medium-term Health Management Plan

	Issues	KPIs	Bench marks	FY2021 Targets	FY2021 Results
1	Minimization and maintenance of the demographics with risks to future health maintenance, stable and continuous employment	☆ Ratio of employees at high risk of glucose metabolism disorders (fasting glucose level at 200 mg/dl or HbA at 1c 8.0% or higher)	2.4 (1)	2.0% or under	1.0%
		☆ Ratio of employees at high risk of high blood pressure (180/110 or higher)	1.7 (1)	1.5% or under	0.3%
		☆ Mental leave rate (Domestic Anritsu Group's leave ratio at year end)	0.8 (2)	0.8% or under	0.5%
2	Improved awareness of health	☆ Ratio of employees with proper body weight (BMI from 18.5 to less than 25.0)	64.9 (1)	64% or under ★	64.0%
		☆ Ratio of employees who habitually exercise (to sweat lightly for 30 min./day and twice or more a week)	23.7 (1)	25.1% or higher ★	26.3%
		☆ Ratio of employees who meet the physical activity standards (by walking or doing an equivalent physical activity for one hour/day or more)	35.6 (3)	36.1% or higher ★	33.0%
		☆ Ratio of employees engaged in an effort to achieve a healthier lifestyle	24.6 (3)	27.6% or higher ★	32.3%
3	Establishing health and productivity management	☆ Ratio of employees who have a registered account with a health app (Pepup)	43.1%	43.1% or higher ★	43.2%
		◎ Certified as an Excellent Enterprise of Health and Productivity Management (Anritsu Corporation)	Certified	Continued certification	Certified

◎: 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
 ★: FY2020 results

P.69 Occupational Health and Safety-related Figures

Participation in the 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.

In addition to serving as the director, he has participated in the safety committee of the Atsugi City Safe Community Workplace (Labor) since fiscal year 2019, contributing to improving the level of health and safety within the community.



Executive officer for occupational health and safety giving a speech as the Atsugi branch chief

Message from the Chief Human Resource and Administration Officer

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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 A/S (Denmark) also completed the transition in February 2020.

Anritsu EMEA and Anritsu A/S have since created a safe and healthy workplace based on ISO standards.



Anritsu EMEA Ltd.
ISO 45001 Certificate of Registration



Anritsu A/S
ISO 45001 Certificate of Approval

Certified as an Excellent Enterprise of Health and Productivity Management in 2022

Anritsu Corporation was certified for the sixth 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.



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. In fiscal 2021, we strived to minimize overtime hours while working at home by visualizing computer access time and achieved a 36% reduction in average annual overtime hours worked for the entire Domestic Anritsu Group compared to fiscal 2020 and a 6.5% reduction compared to fiscal 2021.

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, to shorten meetings by streamlining agendas, and to eliminate unnecessary meetings. Development staff telecommute when they work late evenings or early mornings to communicate with overseas colleagues in different time zones.

With the spread of COVID-19, we required teleworking throughout the Domestic Anritsu Group to protect the health of our employees and their family members. In May 2022, we temporarily discontinued teleworking as a BCP measure and subsequently instituted a teleworking system limited to four times per month from the perspective of improving life-work balance, business efficiency, and productivity. However, given the resurgence of COVID-19, we are now increasing the number of teleworking days for employees at risk of developing serious illness from COVID-19.

P.53 Life-Work Balance

P.93 Making Sure to Manage Overtime

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 2021, as in fiscal 2020, we only conducted seminars that we could do online or outdoors, to prevent the spread of COVID-19. Other specialized training was offered with flexibility, allowing only those programs that could not be held online to be conducted in person. Nevertheless, due to the state of emergency and pre-emergency measures, we were forced to further adjust our plans and had to cancel some of the programs.

In fiscal 2022, we will work to organize more effective training and seminars by using both group and online formats while closely monitoring the COVID-19 situation.



Bicycle safety workshop

Seminars, Lectures, and Educational Presentations for Domestic Anritsu Group Employees (FY2021)

	Contents	Participants
In-house lecture/education	Operational safety education for high-pressure gas users	62
	Bicycle safety workshop	3
	Health and safety education for new employees	52
	Occupational health education for new employees	52

Measures to Prevent COVID-19

We have taken the following measures as an emergency response to COVID-19.

- Temperature checks before coming to work and thermal camera temperature checks upon arrival
- Thorough hygiene practices throughout the Company, including frequent hand washing and disinfecting offices, cafeterias, and bathrooms
- Installation of acrylic panels in meeting rooms and cafeterias to ensure social distancing, limiting the number of people who can use meeting rooms and elevators at the same time, and eliminating congestion in the cafeteria by using a four-shift system
- Distribution of non-woven masks and requiring employees to wear masks in the workplace
- Application of a special leave of absence that allows employees to take time off without feeling guilty when they or their family members are affected by COVID-19
- Administering workplace vaccinations for all employees working on Company premises and their family members (a total of three vaccinations from July to August 2021 and in February 2022)

P.100 Countermeasures to Infectious Diseases

Other Occupational Health and Safety Initiatives

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

Occupational Health and Safety-related Figures

as of March 31 of each fiscal year

	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	
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 (%)	68.2	56.7	72.5	73.7	55.5	65.6	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 (%)	56.0	57.9	57.9	59.9	62.9	62.2	Percentages based on the results of regular (group) checkups for the Anritsu Group in Kanagawa Prefecture
Ratio of employees who smoke (%)	26.1	22.1	21.8	20.5	20.3	18.9	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 (%)	23.1	26.5	27.0	28.6	24.9	26.9	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	1,890.7	1,877.3	1,872.2	1,875.2	1,860.0	1,867.8	Average for the Domestic Anritsu Group
Average monthly overtime hours worked	15.1	14.8	16.9	18.4	11.1	11.0	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 (%)	73.2	79.0	78.2	77.0	70.4	71.9	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	4	7	6	4	5	4	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	1	0	0	1	0	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	9	0	0	52	3	0	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	0.21	0.00	0.00	0.65	0.22	0.00	Statistical values for the Domestic Anritsu Group (number of deaths and injuries / total labor hours × 1,000,000)
Accident severity rate	0.002	0.000	0.000	0.011	0.001	0.000	Statistical values for the Domestic Anritsu Group (number of lost work days / total labor hours × 1,000)
Number of commuting accidents	8	15	4	6	2	3	Total for the Domestic Anritsu Group
Number of accidents resulting in leave (of four or more days)	2	5	3	0	0	1	Included in the total for the Domestic Anritsu Group