



Anritsu
Sustainability Report

2023

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Contents and Editorial Policy

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Anritsu publishes a Sustainability Report in PDF format once a year to report non-financial information. The Sustainability Report 2023 primarily includes activities for fiscal year 2022. In addition to this report, Anritsu also uses the Integrated Report and websites to improve communication with stakeholders.

Reports

WEB Integrated Report

WEB Corporate Governance Report

Websites

WEB Anritsu Corporation and Anritsu Group

WEB Investor Relations

WEB Sustainability

Boundary Definitions

This report covers Anritsu Corporation and its subsidiaries and affiliates in Japan and overseas. Coverage of this report varies to either Anritsu Corporation alone or inclusive of Anritsu Group companies, depending on the subject. Definitions are described as follows.

- "Anritsu" and "Anritsu Group" refer to the entire Anritsu Group.
- "Anritsu Corporation" refers to Anritsu Corporation in Japan only.
- "Domestic Anritsu Group" refers to both Anritsu Corporation and Group companies in Japan.
- "Overseas Anritsu Group" refers to Group companies outside Japan.

Reporting Period

This report covers the period from April 1, 2022 to March 31, 2023, and also includes some activities before and after that period.

Guidelines Used as Reference

- GRI Sustainability Reporting Standards
This report has been prepared in accordance with the GRI Standards.
- The Environmental Reporting Guidelines 2018 published by the Ministry of the Environment
- The Ten Principles of the UN Global Compact
- ISO 26000: 2010
- IFRS Foundation (SASB Standards)
- TCFD (Task Force on Climate-related Financial Disclosures)

WEB GRI Sustainability Reporting Standard Content Index

WEB SASB Content Index



Anritsu signed the United Nations Global Compact in March 2006, and is a member of the Global Compact Network Japan.

Date of Issue

December 1, 2023
(Date of publication in the previous fiscal year: October 31, 2022)

Third Party Verification

Some environmental data is verified by a third party. Please refer to the independent third party verification report for more information.

P.27 Third Party Verification

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Anritsu Corporation
Sustainability Promotion Center

WEB Contact for corporate information

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About the Anritsu Group

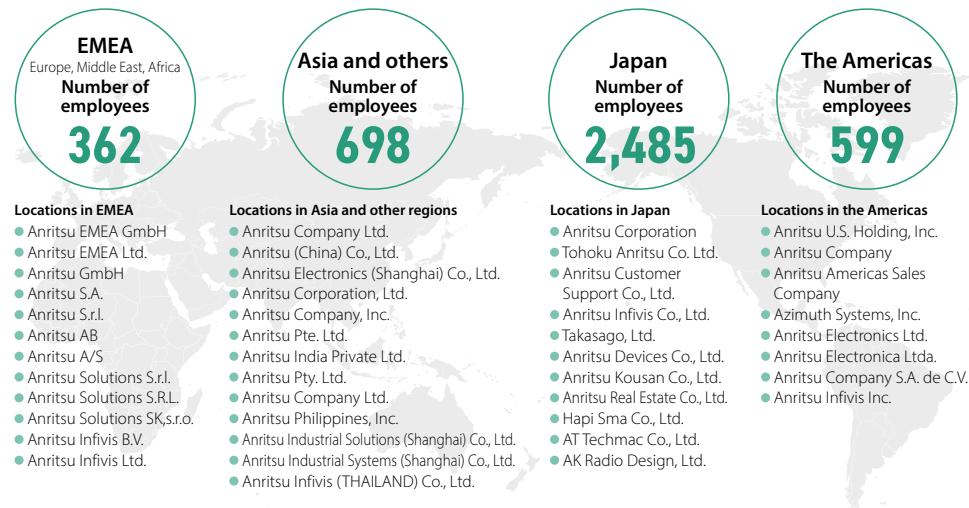
Sekisan-sha, founded in 1895 and later renamed to Kyoritsu Electric, and Annaka Electric, founded in 1900, merged in 1931 to form Anritsu Electric Co., Ltd. The company name was changed to Anritsu Corporation in 1985. Since its founding in 1895, Anritsu has been leading the way as a pioneer in information and communications equipment, contributing to the evolution and development of communications technologies. Anritsu has since expanded its business to include test and measurement instruments and quality assurance inspection equipment for food products, and currently operates four primary businesses: Test and Measurement, PQA (Product Quality Assurance), Environmental Measurement, and Sensing & Devices. We have development, manufacturing, engineering and service locations throughout the world.

Company Name	ANRITSU CORPORATION
Head Office	5-1-1 Onna, Atsugi-shi, Kanagawa, 243-8555 Japan
Founded	1895
Capital	19.218 billion yen (as of March 31, 2023)
Net Sales	110.919 billion yen (fiscal year ending March 31, 2023: consolidated)
Number of Employees	4,144 (consolidated) (as of March 31, 2023) 1,750 (non-consolidated) (as of March 31, 2023)
Business	Development, manufacturing, and sales of electronic measuring instruments, quality assurance systems for food and pharmaceutical products, and environmental measuring instruments and devices



Anritsu Corporation

Development, Manufacturing, Engineering, and Service Locations (as of March 31, 2023)



Sales Ratio by Region (Consolidated, FY2022)

EMEA 13%	Asia and others 35%	Japan 30%	The Americas 22%
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Test and Measurement Business

We provide test and measurement solutions that support the realization of a 5G and IoT society.



Radio communication test station

Main Customers

Mobile Market

- Smartphone and tablet device manufacturers
- EMS (Electronics manufacturing service companies)
- Chipset manufacturers
- Telecommunications carriers
- Automotive and automotive-related manufacturers

Network Infrastructure Market

- Telecommunications carriers
- Telecommunications contractors
- Telecommunications equipment manufacturers
- IT-based service providers

Electronics Market

- Electronic device and component manufacturers
- Telecommunications equipment manufacturers
- Smartphone and tablet device manufacturers
- Electronics manufacturers
- Automotive and automotive-related manufacturers
- Government agencies
- Universities and research institutions

Environmental Measurement Business

We provide environmental measurement solutions that help maintain social infrastructure and the creation of a decarbonized society.



Hybrid power supply

Main Customers

Environmental Measurement Market

- Government agencies and municipalities
- EV and battery manufacturers
- Video distributors

PQA Business

We offer solutions that address a wide variety of concerns and issues our customers face at their manufacturing sites to ensure the safety and security of food products and pharmaceuticals.



X-ray inspection system



Auto checker (Checkweigher)

Main Customers

Food Products Market

- Food manufacturers (processed foods, raw materials, meat and seafood, agricultural products)

Pharmaceutical Market

- Pharmaceutical and cosmetics manufacturers (tablets, capsules, liquids, and adhesives)

Sensing & Devices Business

We supply high-quality custom products that meet the needs of our customers based on our cutting-edge devices and sensing technologies.



SOA (semiconductor optical amplifier)

Main Customers

Sensing & Devices Market

- Electronics manufacturers
- Telecommunications equipment manufacturers
- Ophthalmic medical device manufacturers

Sales Ratio by Business (Consolidated sales in FY2022: 110.9 billion yen)

Test and Measurement Business 66%	PQA Business 22%	Environmental Measurement Business 6%	Sensing & Devices Business 6%	Other
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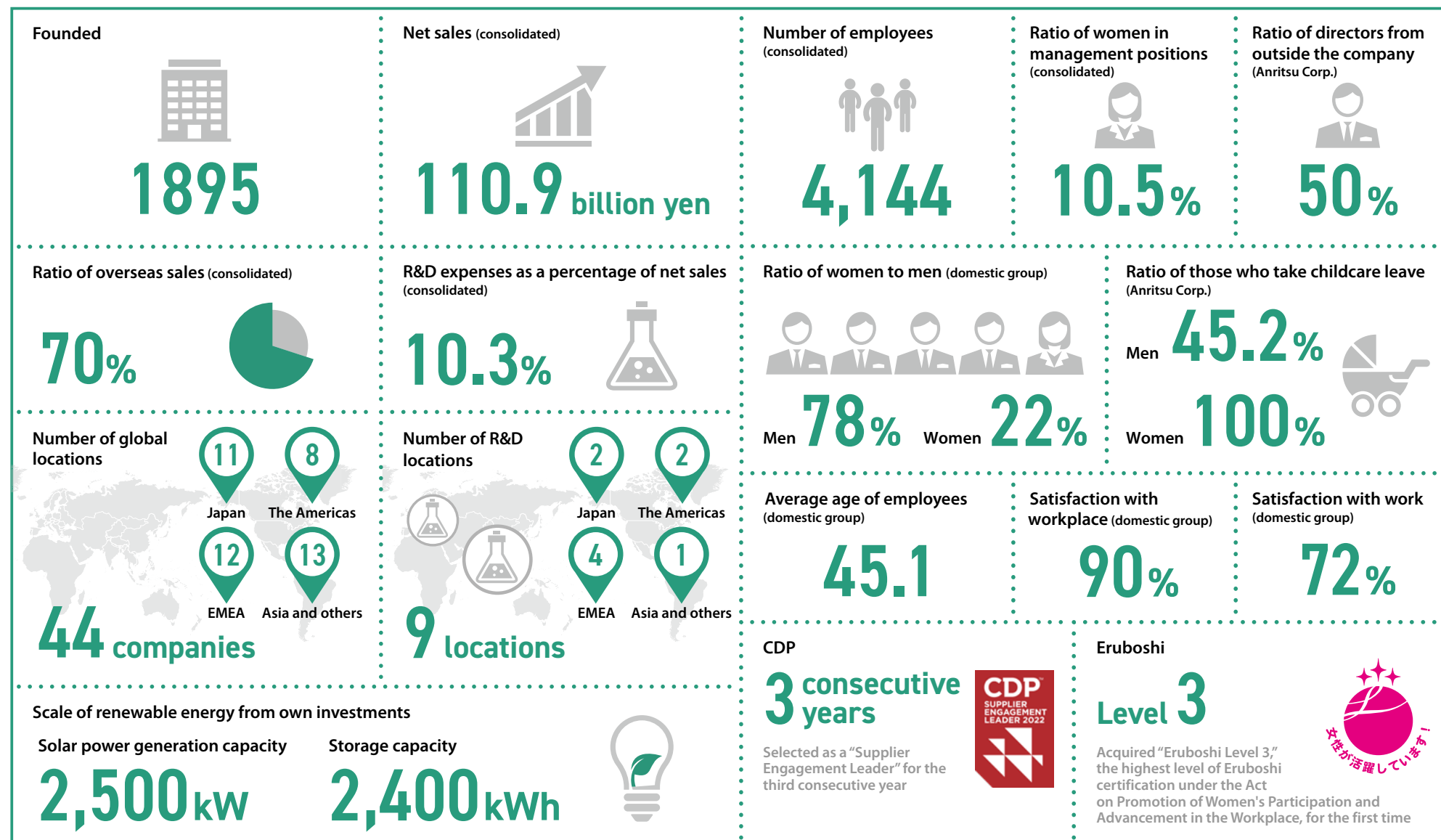
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Promoting the Creation of a Sustainable Future Society through Sincere Business Activities

Representative Director, President of Anritsu, Group CEO
Hirokazu Hamada

Guiding principles for decarbonization and respect for human rights in FY2022

While the global economy showed signs of recovery in FY2022 thanks to a focus on living with COVID-19, the year also saw heightened geopolitical risks, major natural disasters, and escalating energy and human rights issues. Anritsu responded to these issues and made steady progress in its efforts to create a sustainable society for the future. In the areas of environment and society in particular, we have made the Carbon Neutral Declaration and the establishment of an Anritsu Group Human Rights Policy the cornerstones of our future ESG activities.

In our decarbonization activities, we have declared our intention to become carbon neutral, with virtually zero greenhouse gas emissions from our operations by 2050, and we have resubmitted our plan for the 1.5°C target for SBT. Due to the frequency and severity of natural disasters caused by extreme weather events in recent years, I feel the need to accelerate Anritsu's most important materiality,

"Responding to Climate Change." Therefore, we will promote the decarbonization of the entire value chain by further strengthening the "Anritsu Climate Change Action PGRE 30," our own initiative for in-house generation and consumption of renewable energy from solar power, and improving the power saving features of our products. The Anritsu Group Human Rights Policy is the top guideline for strengthening our activities in consideration of human rights. There is no standard for respecting human rights that provides concrete minimal requirements. We will always respect the individuality and diversity of each person, and will continue to learn about human rights while faithfully addressing issues that change with the times.

Focusing on plastic-free and respect for human rights in FY2023

The themes for FY2023 are "plastic-free" and "respect for human rights."

With regard to becoming plastic-free, we have established the Anritsu Group's Zero Plastic Waste Policy and are moving toward the realization of zero plastic waste in our business activities. Anritsu has long made efforts to reduce the amount of plastic packaging that is thrown away immediately after a product is delivered. With plastic pollution having a serious negative impact on the global environment, it is critical to move beyond to the throw-away culture we have become accustomed to. Anritsu takes this challenge seriously and aims to achieve a plastic-free society while gaining the understanding of our stakeholders. With regard to respect for human rights, we will identify priority issues to be addressed through human rights risk assessments and implement human rights respect initiatives based on the Anritsu Group Human Rights Policy, while listening to the opinions of experts and stakeholders.

Anritsu technology provides the foundation for society's future

Society is now undergoing major changes toward decarbonization, including reduced commuting through ICT, more efficient logistics through automated driving, and power savings through green data centers. Anritsu products are not always visible in our daily lives, but they play an important role in the communications sector by supporting IT technologies that are the foundation for a decarbonized society. Anritsu will continue to refine this original and high-level measuring technology and work toward the development of a safe, secure, and prosperous global society with "Sincerity, Harmony, and Enthusiasm."

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 Approach to Sustainability

In April 2021, Anritsu formulated its new company vision and company policy toward 2030 and revised its sustainability policy.
We take on the challenges of creating a sustainable society together with our stakeholders through the actions of every employee under the philosophy, vision, and policy.



Sustainability Policy

The Anritsu Group aims to increase our long-term corporate value through contributing to building a sustainable future of the global society with “Sincerity, Harmony, and Enthusiasm.”

1	We will contribute to building a safe, secure, and prosperous global society through our business activities, based on our long-term vision.
2	We will take the initiative in solving environmental issues, such as climate change, to contribute to building a people- and planet- friendly future.
3	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.
4	We will operate as a business with high corporate responsibility, peaceful, just, and ethics while maintaining business transparency to meet our social obligations.
5	We will promote communications with stakeholders to develop strong partnerships and meet the challenges of solving social issues.

Revision April 2021

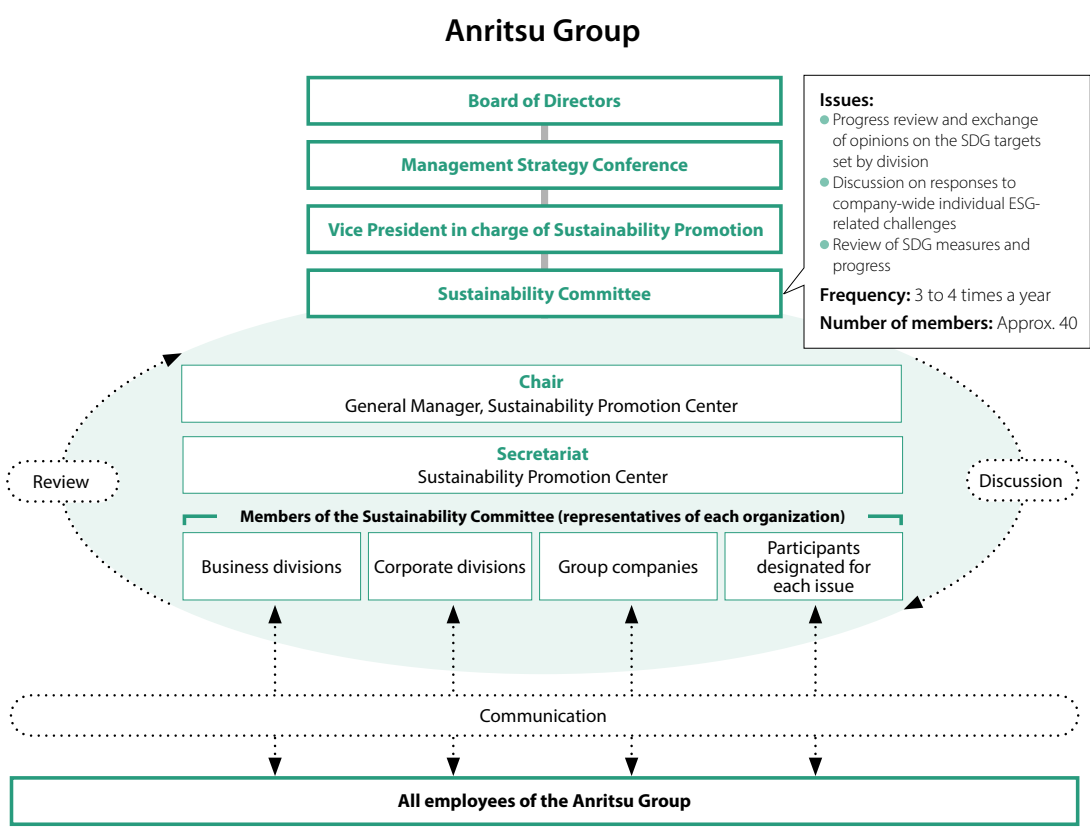
The sustainability policy is based on the concept that corporate value can only be enhanced by responding to the demands of global society and helping to solve social issues through sincere corporate activities. It encompasses the five Ps of the 2030 Agenda for Sustainable Development adopted by the United Nations in 2015: “People,” “Planet,” “Prosperity,” “Peace,” and “Partnership.”

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Sustainability Promotion System

Anritsu promotes the activities implemented by its Sustainability Committee in accordance with its company philosophy, company vision, company policy, and sustainability policy.

Sustainability Promotion System



Governance

In April 2023, Anritsu changed the meeting body, which consists of representatives from major divisions, from the Sustainability Promotion Committee to the Sustainability Committee in order to clarify key issues for action, share information, hold discussions for improvement, and communicate and disseminate actions to be taken by each division through its representative. Progress is also discussed at the Management Strategy Conference and Board of Directors meetings, to which the Vice President in charge of Sustainability Promotion reports. In FY2022, 13 sustainability issues were discussed at Board of Directors meetings.

The Sustainability Promotion Center receives audits by Audit & Supervisory Committee members and the Management Audit Department, and discusses the progress of issues set for sustainability activities, activities to spread awareness of sustainability among employees, risk management, and the status of internal control.

Raising Employee Awareness

In promoting sustainability, we believe it is important to raise the awareness of every employee, and we are undertaking various initiatives to spread this awareness within the company.

- Training through the use of e-learning for all Anritsu Group employees
- Publication of SDG case studies and holding related discussions in the workplace
- Dissemination of articles addressing human rights issues
- Survey of the dissemination of SDGs among employees

P.51 Sustainability Training

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Anritsu has established materialities (key issues) for each business and ESG by focusing on our two pillars of sustainability management: solving social issues through business and taking on challenges to meet the needs of society (ESG). With the review of our company vision, company policy, and sustainability policy in April 2021 and the change in structure within the segment, as well as the addition of Takasago, Ltd. to the group in January 2022, we reviewed the materiality from two perspectives: the importance of social issues and improving the corporate value of Anritsu.

	Business						ESG				
Perspective	Customer and Business Environment					Environment			Society	Governance	
Risks and Opportunities	Opportunity						Risk				
	Expanding into new business opportunities through digital innovation		Demand for safe and secure food, medical, and pharmaceutical products			Demand for decarbonization	Disasters due to climate change	Human rights violations (including supply chain)	Discrimination and harassment of minorities	Loss of societal trust due to lack of transparency in management	
Materiality	Adapting to DX technological innovation	Developing robust IT infrastructure	Reduction of food loss	Providing solutions for quality assurance	Ensuring healthy lifestyles	Disaster prevention and mitigation for natural disasters	Providing products that contribute to a decarbonized society	Responding to climate change	Respect for human rights	Promoting diversity and inclusion	Maintaining management transparency

Materiality by Business

Test and Measurement Business

: Adapt to DX technological innovation and develop a robust IT infrastructure

Support customers who aim for new social transformation through digital innovation and contribute to the construction of safe and secure communication infrastructures with communication test solutions.

PQA Business

: Reduce food loss and provide solutions for quality assurance

Support customers who aim for a stable supply of safe and reliable food and pharmaceutical products, with highly reliable and sensitive inspection equipment and quality management control systems that contribute to the automation of quality inspection processes in production lines and the reduction of food loss.

Environmental Measurement Business

: Prevent and mitigate natural disasters, and provide products that contribute to a decarbonized society

Support customers who aim for new social transformation through digital innovation. Contribute to the transformation of a new digital society through information and communication solutions, and to the realization of a decarbonized society through EV (electric vehicle) and battery evaluation solutions.

Sensing & Devices Business

: Develop a robust IT infrastructure, and ensure healthy lifestyles

Support customers who aim for new social transformation through digital innovation, and contribute to the realization of a safe, secure, and comfortable society through optical device businesses and ultra high-speed electronic devices.

Materiality by ESG

Environment

: Respond to climate change

Addressing climate change is the most important materiality. This is because global climate change has a tremendous impact on social life and industry, causing natural disasters such as floods and droughts. The first factory at Tohoku Anritsu in Koriyama City, Fukushima Prefecture, an Anritsu manufacturing location, has suffered flood damage due to a river flooding on two previous occasions. Suppliers were also affected by the disaster, and we recognize that this is an issue that affects the entire value chain of Anritsu procurement, manufacturing, and logistics. In order to reduce greenhouse gas emissions, which have a significant impact on climate change, Anritsu will prioritize the in-house generation and consumption of renewable energy.

Social

: Promote respect for human rights and diversity & inclusion

We will promote respect for human rights and the promotion of diversity and inclusion as concepts for the entire Anritsu Group and disseminate these values throughout the company. We recognize that in order for a company to continue to grow in today's complex, ever-changing, and unpredictable world, we must harness the power of human resources with diverse values. We will also work to develop human resources, as improving the abilities of each individual is essential for the company's growth.

Governance

: Maintain management transparency

We aim to be a company that maintains management transparency and lives up to the trust and expectations of society. In addition to working to improve the effectiveness of the Board of Directors to strengthen corporate governance, we will promote risk management and enhance information security as a part of our social responsibility.

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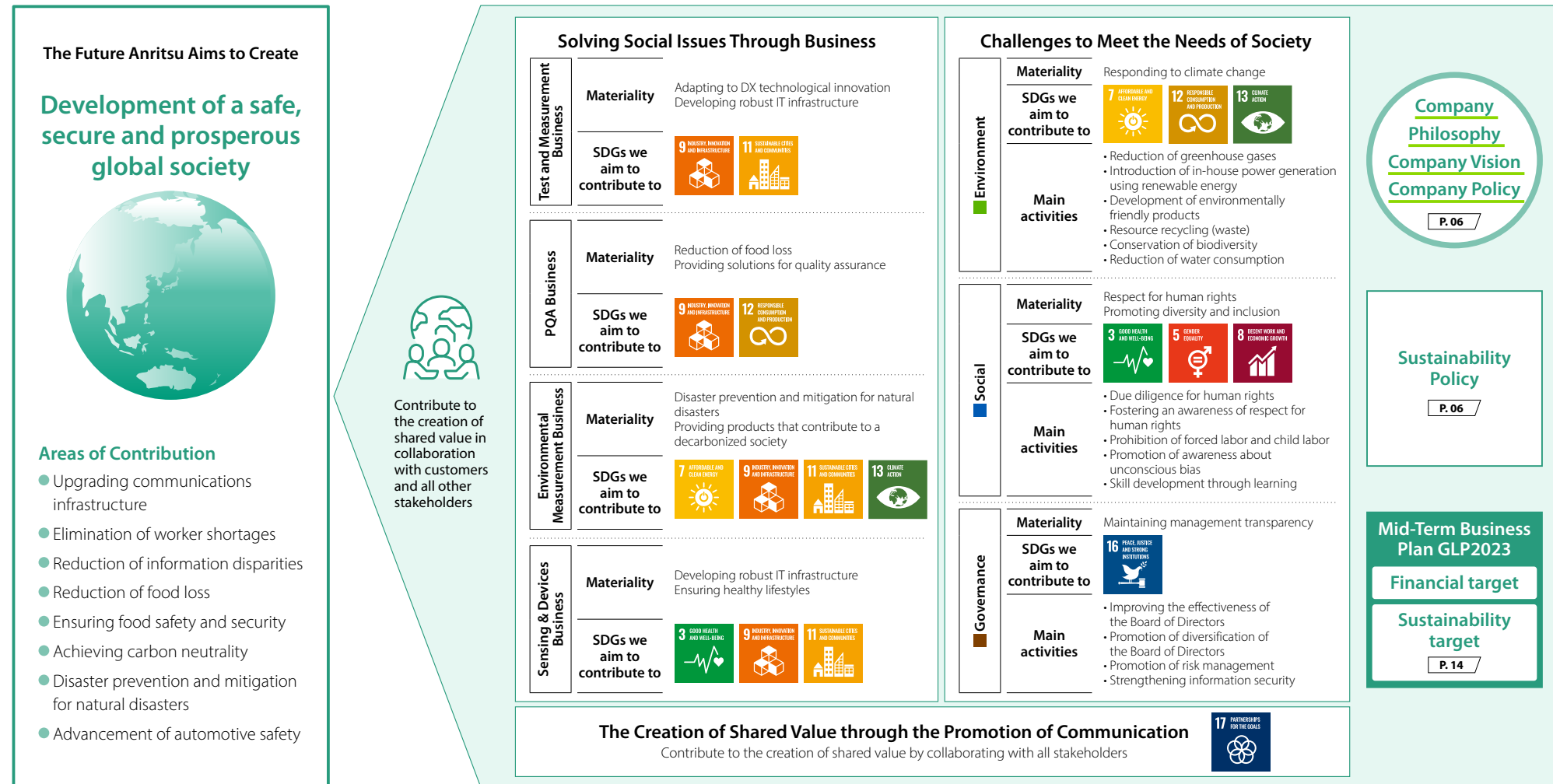
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The Future Sustainability Management Aims to Create

Anritsu aims to contribute to the creation of a sustainable future for global society through the use of sustainability management. Through our business, we aim to create innovations centered on Anritsu's competency in measurement technology and contribute along with our customers to providing solutions to social issues. We will also tackle issues that respond to the demands of society, place importance on communication with all of our stakeholders, and work toward the development of a global society.



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Test and Measurement Business

Supporting customers who aim for new social transformation through digital innovation and contributing to the construction of safe and secure communication infrastructures with communication test solutions

Materiality

- Adapting to DX technological innovation
- Developing a robust IT infrastructure

Social issues

- Promote DX
- Strengthen IT infrastructure
- Reduce traffic accidents and traffic congestion
- Increase the efficiency of industry and reduce shortages in human resources
- Eliminate regional disparities

Strengths of Anritsu

- Communication and measurement technologies and products covering optical, wired, wireless, and protocols
- Seamlessly supporting customers, from development to manufacturing and maintenance
- Rapid deployment of cutting-edge products through partnerships with customers and suppliers
- Global development and sales systems that provide timely support to customers

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

11SUSTAINABLE CITIES AND COMMUNITIES

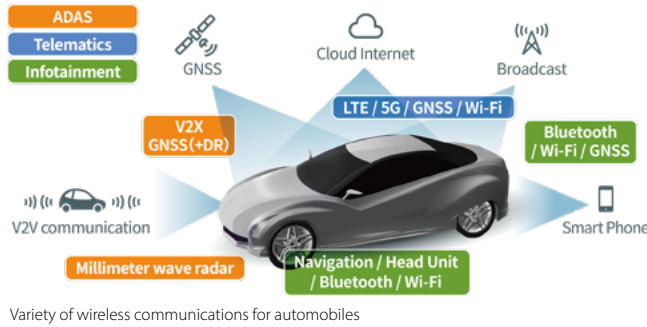
Example 1

Providing quality assurance solutions for wireless modules, and contributing to the practical application of automated driving systems

Automated driving is expected to act as social infrastructure to help solve the social issues of securing a means of transportation for people in underpopulated areas and the elderly, as well as the shortage of drivers in the transportation industry. Automated driving requires information on surrounding vehicles, pedestrians, and bicycles to be obtained from wireless communication networks/GPS and sent to the vehicle, and therefore a large amount of information is exchanged in real time. Anritsu supports the practical application of automated driving systems by providing customers in the automotive industry with a wide range of measuring instruments, from those for development to those for manufacturing, to guarantee the quality of vehicle-mounted radio modules that are required for such communication.



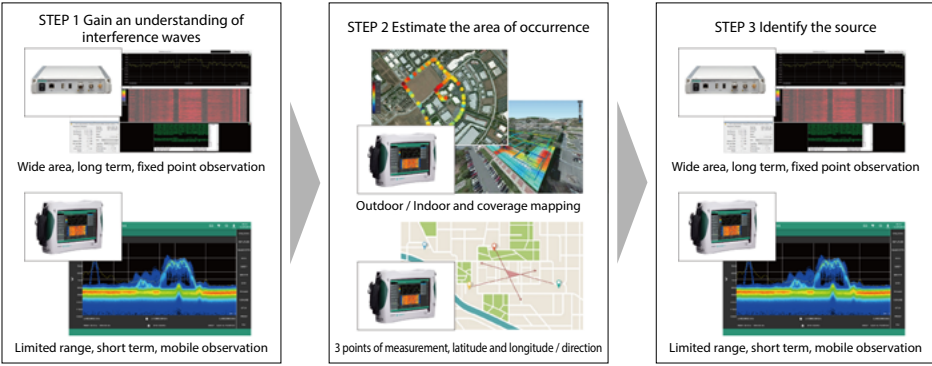
Signaling tester for comprehensive evaluation of wireless terminal applications



Example 2

Contributing to industry DX through solutions for searching for interference waves

Private 5G, a network that can be used in limited areas, is beginning to be used by companies and municipalities. This technology is expected to connect the equipment that is used at construction sites, in agriculture, and in factories to a network, which will improve work efficiency and safety and solve issues such as shortages in human resources. On the other hand, the risk of communication failure due to interference waves is increasing in today's world where multiple wireless communication systems are in operation. For the stable operation of Private 5G, it is important to find the types and locations of interference waves. Anritsu contributes to industry DX by providing customers with solutions for searching for interference waves and supporting the development of a robust communications infrastructure.



PQA Business

Supporting customers who aim for a stable supply of safe and reliable food and pharmaceutical products, with highly reliable and sensitive inspection equipment and quality management control systems that contribute to the automation of quality inspection processes in production lines and the reduction of food loss

Materiality

- Reduction of food loss
- Providing solutions for quality assurance

Social issues

- Provide a stable supply of food and medicines
- Reduce food loss

Strengths of Anritsu

- High-speed, high-precision in-line quality inspection technology
- Adaptability for introducing inspection equipment into diverse production lines
- Extensive maintenance service system and experienced maintenance engineers
- Past record and top-class market position in the food inspection market



Example 1

Contributing to the stable production of safe pharmaceutical products by providing high-precision checkweighers

The global demand for pharmaceuticals is increasing, requiring pharmaceutical manufacturers to both maintain quality and improve productivity. In particular, strict mass control is required for high-potency drugs such as anticancer drugs and immunosuppressants, for which even the slightest difference in filling volume can affect efficacy and cause side effects.

Anritsu also provides pharmaceutical manufacturers with solutions for inspecting for foreign material and checking for printing and sticker defects, contributing to the stable supply of safe pharmaceutical products. The Anritsu auto-checker for capsules is capable of sorting up to 230,000 capsules per hour with an industry-leading accuracy of ± 0.5 mg.



Auto checker (Checkweigher) for capsules for pharmaceutical products. A high accuracy of ± 0.5 mg makes it suitable for performing full inspection when strict mass control is required, such as for anticancer drugs and immunosuppressive drugs.



The first Anritsu auto checker was delivered to a pharmaceutical manufacturer. Since then, we have continued to develop Anritsu technology as we learn from the pharmaceutical industry's strict approach to quality control.



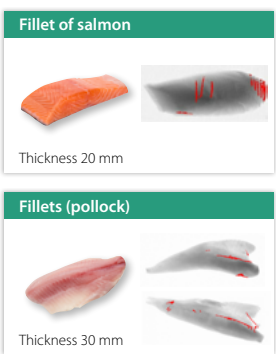
Example 2

Contributing to the reduction of food loss through solutions for performing quality inspections

If processed foods that have been shipped and distributed to the market are found to be defective, large quantities of food must be recovered and disposed of. Anritsu provides food manufacturers with X-ray inspection and metal detection machines to check for foreign matter, cracks and chips, and packaging defects, helping to prevent the release of defective products. In the unlikely event that a defective product is released, the total quality management and control system can be used to check and analyze the images from the X-ray inspections of all products to identify lots and prevent a large volume of food waste. Anritsu helps reduce food loss by providing food manufacturers with solutions for performing quality inspections.



X-ray inspection System. Used to detect contaminants such as metal and stones, and bones that have not been removed.



Comprehensive quality management and control system capable of centrally managing the recording of measurement data and the operating history of multiple inspection devices

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Environmental Measurement Business

Supporting customers who aim for new social transformation through digital innovation, and contributing to the transformation of a new digital society through information and communication solutions, and to the realization of a decarbonized society through EV (electric vehicle) and battery evaluation solutions

Materiality

- Disaster prevention and mitigation for natural disasters
- Providing products that contribute to a decarbonized society

Social issues

- Create a resilient society
- Promote DX
- Achieve a carbon neutral society

Strengths of Anritsu

- Provide solutions that integrate advanced proprietary technologies
- Ability to accurately identify customer issues and provide effective solutions

7

AFFORDABLE AND CLEAN ENERGY

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INDUSTRY, INNOVATION AND INFRASTRUCTURE

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SUSTAINABLE CITIES AND COMMUNITIES

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CLIMATE ACTION

Example 1

Using disaster prevention cockpit solutions to contribute to strengthening disaster resilience

In recent years, natural disasters have become more frequent and severe due to the effects of climate change. This has required the enhancement and strengthening of disaster countermeasures. The Ministry of Land, Infrastructure, Transport and Tourism is working to collect surveillance camera images and sensor information from various locations, including rivers and roads, in order to provide prompt guidance for evacuation.

Anritsu has developed a disaster prevention cockpit solution that centralizes a variety of disaster prevention information and allows real-time monitoring. By providing this solution to government agencies and municipalities, we support accurate decision-making in times of disaster and contribute to strengthening resilience to disasters.

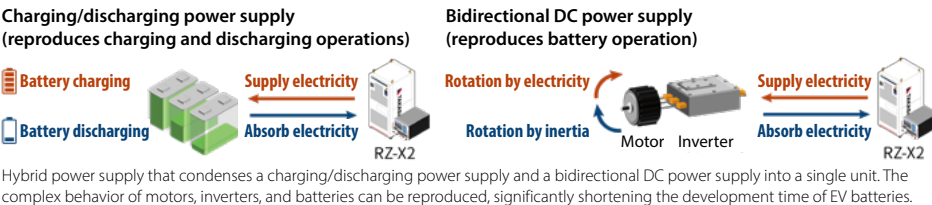
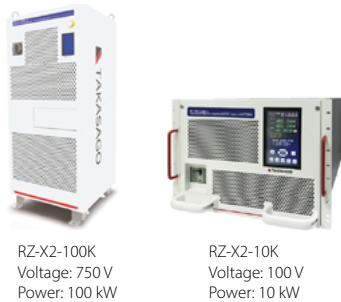


Example 2

Providing EV test equipment to contribute to the realization of a carbon-neutral society

The development of EVs is accelerating around the world toward the realization of a carbon-neutral society. Anritsu welcomed Takasago, Ltd., which maintains advanced energy control and emulation technologies, to the Anritsu Group in January 2022.

Takasago, Ltd. provides EV and battery-related manufacturers with a variety of test equipment, including EV power emulation equipment and battery charge-discharge test systems that can evaluate the performance and reliability of key EV components, such as batteries, inverters, and motors, thereby contributing to an early transition to environmentally friendly transportation systems.



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Sensing & Devices Business

Supporting customers who aim for new social transformation through digital innovation, and contributing to the realization of a safe, secure, and comfortable society through optical device business and ultra high-speed electronic devices

Materiality

- Developing a robust IT infrastructure
- Ensuring healthy lifestyles

Social issues

- Strengthen IT infrastructure
- Conserve energy in the industrial sector and reduce environmental impact
- Improve medical technology
- Extend healthy life expectancy

Strengths of Anritsu

- Advanced device technology with compound semiconductor as core technology
- Realizing flexible responses and high product quality through in-house integrated processes ranging from wafer processing - such as crystal growth - to packaging

3 GOOD HEALTH AND WELL-BEING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

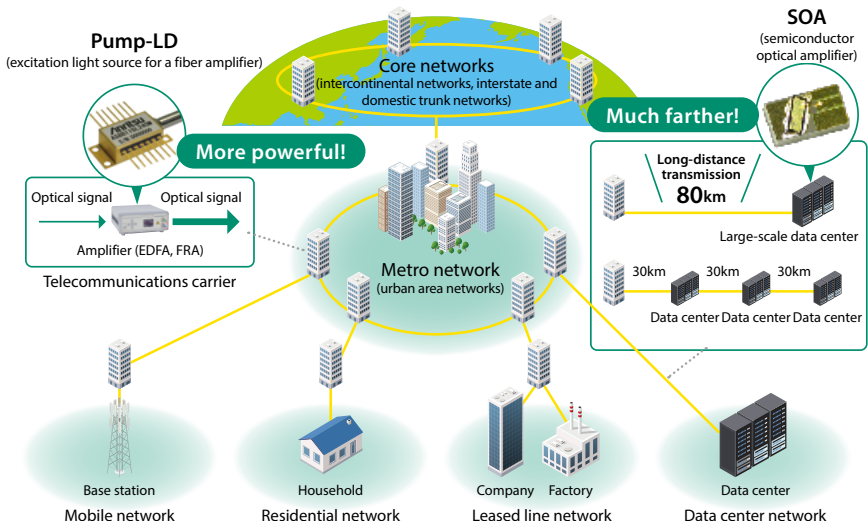
11 SUSTAINABLE CITIES AND COMMUNITIES

Example 1

Supplying semiconductor optical devices to contribute to stable operation and power conservation for the telecommunication infrastructure

With the spread of AI, SNS, video streaming, games, and other cloud services, data traffic continues to increase. This has made a stable communications infrastructure indispensable to our daily lives.

Data centers, which are critical components of the telecommunications infrastructure, are interconnected by a long-distance optical communications network. Anritsu contributes to the construction of a stable communication infrastructure by providing SOAs (semiconductor optical amplifiers) that amplify optical signals without degradation. The amplified signals are received by the light reception parts of optical transceivers that are installed in communication equipment used in optical communication networks. We also supply chip-on-carrier type devices, as well as SOAs that maintain their amplification factor even in high-temperature environments, thereby contributing to the miniaturization and reduced power consumption of communication equipment.

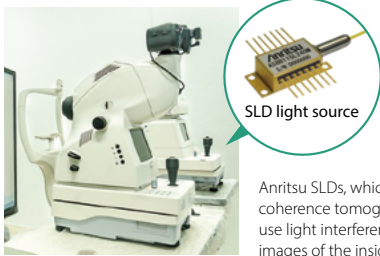


Example 2

Contributing to the field of ophthalmology by providing SLDs and wavelength swept light sources

In recent years, ophthalmological diagnosis has become more important than ever before due to an increase in eye diseases as the population ages and an increase in juvenile myopia caused by prolonged use of smartphones.

Anritsu provides Super-Luminescent Diode (SLD) light source and wavelength swept light sources that are incorporated into ophthalmic diagnostic instruments, allowing non-contact, high-precision retinal examinations with minimal burden on the patient. These efforts contribute to the early detection of age-related macular degeneration and glaucoma, the early treatment of cataracts, and the prevention of axial myopia.



Ophthalmology OCT (cross-section retinal scanner)

Anritsu SLDs, which are built into optical coherence tomography (OCT) systems that use light interference to take tomographic images of the inside of objects and the human body, are key devices for obtaining high-resolution inspection results.

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Sustainability Goals and Progress

Anritsu's business divisions, corporate divisions, and group companies have formulated the three-year Mid-Term Business Plan (GLP: Anritsu Global Long Plan). GLP2023, our Mid- Term Business Plan covering FY2021 through FY2023, sets sustainability targets in the ESG field, and we are actively working to resolve various issues that hinder a sustainable society.

	KPI: Sustainability Targets for GLP2023 (Targets from FY2021 to FY2023)		FY2021 Results	FY2022 Results
Environment	Greenhouse gas (Scope 1 + 2)*1	23% reduction compared with FY2015	12% reduction*3	6.7% reduction*3
	Greenhouse gas (Scope 3)*1	13% reduction compared with FY2018	14.7% reduction	21.8% reduction
	Share of private power generation (PGRE 30)*2	13% or more (based on electricity consumption in FY2018)	6.7%*4 As of March 31, 2022	7.2% As of March 31, 2023
Social	Advancement of women	Proportion of women in management positions: 15% or more (10.8% as of March 31, 2021)	10.9% As of March 31, 2022 *Consolidated	10.5% As of March 31, 2023 *Consolidated
	Advancement of the elderly	Employment until the age 70 and the establishment of a new compensation package (FY2020 results: Employment extended until the age of 65)	Employment until the age 70 and the establishment of a new compensation package	Employment until the age 70 and start implementation of the new compensation package
	Promoting the employment of people with physical or mental disabilities	Achieve 2.3% of the legally mandated employment rate through job development (2.05% as of March 31, 2021)	2.54% As of March 31, 2022 *Combined with Hapi Sma Co., Ltd., a special subsidiary	2.36% As of March 31, 2023 *Combined with Hapi Sma Co., Ltd., a special subsidiary
	Strengthening of supply chain due diligence	A cumulative total of 10 or more companies over 3 years (0 companies as of March 31, 2021)	Implemented by 6 companies	Implemented by 6 companies (A cumulative total of 12 companies over 2 years)
	Developing awareness and providing training on CSR procurement to suppliers	At least twice a year for developing awareness and at least once a year for training (Twice for developing awareness and once for training, as of March 31, 2021)	Three times for developing awareness and one time for training	Three times for developing awareness and one time for training
Governance	Promoting the diversity of the Board of Directors	Share of outside directors: 50% or more (44% (4 out of 9) as of March 31, 2021)	50% (5 out of 10)	50% (5 out of 10)
	Establishment of an internal control system at overseas subsidiaries	All overseas subsidiaries meet the criteria of the Control Self-Assessment (CSA)	CSA criteria and standards required of each company are currently being defined for the FY2023 assessment (to be finalized in FY2022)	Companies that meet the criteria in 90% of the items: 87% (Number of items:181)

KPI after the Carbon Neutral Declaration

In December 2022, we joined the Race To Zero of the United Nations Framework Convention on Climate Change (UNFCCC) by making a Carbon Neutral Declaration to reduce greenhouse gas emissions from our business activities to virtually zero by 2050. In response to this, we raised the mid-term target for Environment to a value consistent with the level of “limiting the temperature increase to 1.5°C above pre-industrial levels” by 2030, and this target was resubmitted to SBTi in May 2023. At that time, we changed the boundary to include Takasago, Ltd. and Anritsu Infvis Inc. (U.S.A.) and others.

	KPI: 1.5°C Target (by FY2030)		FY2021 Results	FY2022 Results
Environment	Greenhouse gas (Scope 1 + 2)*1	Reduce by 42% compared with FY2021 by FY2030	—	Increase by 6.2% compared with FY2021
	Greenhouse gas (Scope 3)*1	Reduce by 27% compared with base year*5 by FY2030	—	Reduce by 8.4% compared with base year
	Share of private power generation (PGRE 30)*2	Increase from 0.8% to approximately 30% by around 2030 (PGRE 30), based on the electricity consumption*6 of the Anritsu Group in FY2018	—	7.2% As of March 31, 2023

*1 Scope 1: Direct emissions of greenhouse gases by businesses themselves (fuel combustion, industrial processes), Scope 2: Indirect emissions from the use of electricity, heat, and steam supplied by other companies, Scope 3: Indirect emissions other than Scope 1 and Scope 2 (emissions of other companies related to the activities of the project operator). We have adopted Category 1 and 11 as KPIs for Scope 3.

*2 PGRE30, an Anritsu initiative, is based on the Group's electricity consumption in FY2018. The goal of this action is to increase the ratio of in-house solar power generation, a renewable energy source, from 0.8% in FY2018 to approximately 30% by around 2030.

*3 Corrected value due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.

*4 FY2021 data has been corrected from 16.8% to 6.7% due to an error caused by a bug in the software on the cloud that manages solar generation in the U.S.

*5 Base year: Average value from FY2018 to FY2021

*6 At the time PGRE 30 was formulated, AT Techmac was not a wholly-owned subsidiary, so the company's electricity consumption was excluded.

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Dialogue and Co-Creation with Stakeholders

Anritsu aims to collaborate with stakeholders and contribute to the creation of shared value. To this end, we emphasize communication with our stakeholders and strive to disclose information in an appropriate and timely manner. Through partnerships, we are also working to solve various social issues.

Stakeholder	Themes and Objectives	Method of Communication	Reference
Shareholders and investors	- Fair, timely, and appropriate disclosure - Improve corporate credibility - Promote understanding of Anritsu	- Financial results - Shareholders' meetings - Individual IR interviews - Participation in conferences sponsored by securities firms - Integrated report - Websites	WEB Latest IR Materials
Customers	- Provide creative, high-level products and services that meet customers' needs - Improve the brand value of Anritsu and Anritsu products and increase understanding and trust in Anritsu - Promote fair operating practices	- Sales activities - Customer service department - Publicity, advertising - Websites	WEB Anritsu Corporation and Anritsu Group
Suppliers	- Build partnerships based on mutual trust - Promote CSR throughout the supply chain - Promote fair procurement practices	- Receptions and exchanges of information - CSR procurement surveys, green procurement, human rights due diligence - Product exhibits - Partner Quality Up activities - Installation of collaboration rooms	P.59 Supply chain management
Employees	- Respect the individuality, diversity, and personality of each employee and achieve a work style that allows employees to fully demonstrate their abilities - Create a vibrant work environment that is health and safety conscious	- Employee engagement surveys - Interviews with supervisors and subordinates - Business ethics surveys - Hotline (reporting and consultation)	WEB Initiatives related to human capital P.45 Promoting diversity P.49 Human resource development P.52 Creating a comfortable working environment P.55 Health management and safety
United Nations and international organizations, governments, and municipalities	- Contribute to international cooperation and development - Comply with international rules and laws	- Participation in international initiatives - Public-private partnership projects - Policy recommendations	WEB Supporter of the UN Global Compact P.40 Participation in and endorsement of industry associations and initiatives P.57 Participation in labor standards initiatives
Global environment	- Take a proactive approach to environmental issues - Contribute to the creation of a prosperous society where people can coexist in harmony with the planet - Enhance our environmental brand through information disclosure	- Promoting activities to reduce environmental impact at business sites - Promoting environmental communication with internal and external stakeholders - Volunteering in the community	P.20 Endorsement of TCFD P.39 Environmental communication P.29 Tanzawa Oyama Nature Restoration activities
Local community NGOs / NPOs	Cooperate with and contribute to regional development	- Social contribution activities - Volunteering in the community - Humanitarian assistance for disasters	WEB Social Contribution Activities P.47 Sponsorship of Paralym Art P.57 Participation in labor standards initiatives
Other	Communicate with evaluation agencies regarding ESG	- Various ESG survey questionnaires - Response to CDP - Suppliers audited by external organizations (RBA, EcoVadis, SMETA)	WEB Status of inclusion in ESG indices, External Evaluation

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Boundary Changes to Environmental Impact Data

While the entire Anritsu Group is involved in solving social issues related to the environment, the boundary for numerical data related to environmental impact encompasses Anritsu Corporation and the following group companies in Japan and overseas. For overseas group companies, we have focused on development and manufacturing locations that have a large environmental impact. Items shown in parentheses are included in each group company's disclosed data.

When we established CO₂ emission reduction targets consistent with the SBT1.5°C target* toward achieving carbon neutrality by 2050, we added the following companies to the boundary: Takasago, Ltd., Anritsu Solutions S.R.L., Anritsu Invisis Inc., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Invisis (THAILAND) Co., Ltd. CO₂ emissions and energy consumption for Scope 1 and 2, which are reported in the "Responding to Climate Change" part, are compiled in this boundary from FY2021, the base year for the SBT1.5°C target. Category 1, 3, and 11 of Scope 3 are also compiled in this boundary from FY2021. However, Scope 3, other than fuel and energy-related activities not included in Scope 1 and Scope 2, is not applicable or has a small value, and is therefore excluded from the scope of calculation for the following group companies: Anritsu Invisis Inc., Anritsu EMEA Ltd., Anritsu Solutions S.R.L., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Invisis (Thailand) Co., Ltd. Due to a review of the boundaries, the data differs from that reported in Sustainability Report 2022. Please note that the targets and progress for Environment in the Sustainability Targets shown on **P.14** are values from before changes were made to the boundary.

* SBT1.5°C target: SBT stands for Science Based Targets. The 1.5°C target aims to limit the increase in global temperature to 1.5°C above pre-industrial levels.

Group Companies in Japan

Tohoku Anritsu Co., Ltd., Anritsu Customer Support Co., Ltd., Anritsu Infivis Co. Ltd., Takasago, Ltd., Anritsu Devices Co., Ltd., Anritsu Kousan Co., Ltd., AT Techmac Co., Ltd., AK Radio Design, Ltd.

Overseas Group Companies

U.S. : Anritsu Company (CO₂ emissions, energy consumption, water usage, waste emissions), Anritsu Infvis Inc. (CO₂ emissions, energy consumption)
 U.K. : Anritsu EMEA Ltd. (CO₂ emissions, energy consumption, water usage, waste emissions)
 Romania: Anritsu Solutions S.R.L. (CO₂ emissions, energy consumption)
 China : Anritsu Industrial Systems (Shanghai) Co., Ltd. (CO₂ emissions, energy consumption)
 Thailand : Anritsu Infvis (THAILAND) Co., Ltd. (CO₂ emissions, energy consumption)

Reporting Units

Anritsu implements environmental management at its group companies in Japan by site. The following site names are used in this report.

Atsugi Site : Refers to the facilities of the following group companies in Atsugi City, Kanagawa Prefecture: Anritsu Corporation, Anritsu Customer Support Co., Ltd., Anritsu Infivis Co., Ltd., Anritsu Devices Co., Ltd., Anritsu Kousan Co., Ltd., AK Radio Design, Ltd.

Hiratsuka Site : Refers to the facilities of AT Techmac Co., Ltd. in Hiratsuka City, Kanagawa Prefecture

Tohoku Site : Refers to the facilities of Tohoku Anritsu Co., Ltd. in Koriyama City, Fukushima Prefecture

Kawasaki and Tsuruoka Site : Refers to the facilities of Takasago, Ltd. in Kawasaki City, Kanagawa Prefecture and Tsuruoka City, Yamagata Prefecture

Overseas group companies are reported by company name.

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Message from the Chief Environment Officer

Accelerating Toward Decarbonization

Representative Director, President of Anritsu, Group CEO,
Chief Environment Officer
Hirokazu Hamada



In December 2022, Anritsu declared to become carbon neutral by 2050 and joined the Race To Zero. With this initiative, Anritsu will raise its greenhouse gas reduction target by 2030 and strengthen its commitment to Anritsu Climate Change Action PGRE 30, to generate and consume its own renewable energy from solar power.

Specifically, in FY2022, we expanded solar power generation facilities in the Tohoku Site and installed large-scale energy storage facilities to make effective use of the power generated. In FY2023, additional solar power generation facilities will be installed at the Atsugi Site. Energy-saving measures have also been strengthened, with the energy-saving task force team launched in March 2023 playing a central role in promoting appropriate management of the operating status of company-wide air conditioning equipment and power saving for production and office equipment.

In FY2022, Anritsu joined the Tanzawa Oyama Nature Restoration Committee for the purpose of biodiversity conservation in Atsugi City, Kanagawa Prefecture, where our headquarters are located. Tree planting activities through this committee also contribute to decarbonization. Employees and their families actively participate in these activities. I hope that the increased environmental awareness gained through these activities will have a positive impact on the Zero Plastic Waste initiative that started in FY2023.

Anritsu will continue to place emphasis on addressing climate change and accelerate its activities toward decarbonization, thereby contributing to the creation of a future that is friendly to both humans and the earth.

Environment

Resolving Climate Change and Other Social Issues

Stance on Social Issues

Preservation of the global environment is an essential initiative for the sustainable development of society, and it is the responsibility of corporations to improve the global environment and pass it on to future generations.

Anritsu focuses on reducing environmental impact in the areas of climate change, biodiversity, water resources, pollution prevention, and resource recycling.

Climate change in particular is a serious risk to life and business, and we have made addressing it a materiality. We will contribute to curbing climate change through activities aimed at carbon neutrality and the reduction of environmental impact through our products.

Policy

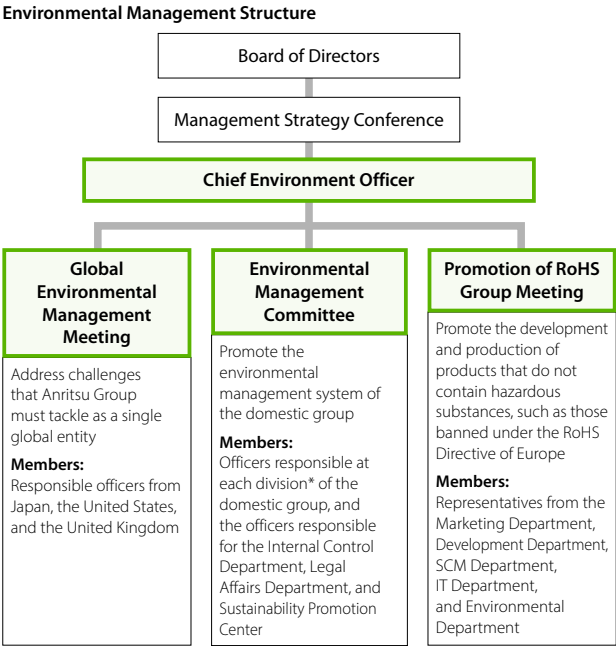
Anritsu's environmental policy consists of environmental principles and action guidelines. Furthermore, our sustainability policy, as a higher-level policy, states that "We will take the initiative in solving environmental issues, such as climate change, to contribute to building a people- and planet-friendly future."

Under these policies, we will work to solve social issues through activities such as the reduction of greenhouse gas emissions and energy conservation with a focus on private power generation from renewable energy sources, the provision of environmentally friendly products and products that contribute to the realization of a decarbonized society, and zero plastic waste.

WEB Sustainability Policy
WEB Environmental Policy

Structure * What we refer to as a "Structure" is applicable to all items within the "Environment" section.

Under the direction of the Board of Directors, the Chief Environment Officer (currently the President and Group CEO) is responsible for risk management and promotes environmental management. The Chief Environment Officer oversees the Environment and Quality Promotion Department, which is responsible for the group's environmental strategy. He appoints an Acting Chief Environment Officer to chair the Environmental Management Committee for the domestic group and the Global Environmental Management Meetings for the overseas group, thereby ensuring that risks and opportunities are evaluated and managed globally. In addition, the officer regularly reports the results of the management cycle to the Management Strategy Conference and the Board of Directors for their opinions and necessary instructions.



* Environmental management activity unit

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Activities and Achievements

● Efforts to Meet the Needs of Society

Environmental Challenge	Target	Major Activities	Progress in FY2022
Curbing Climate Change	• Achieve carbon neutrality by 2050	• Achieve CO ₂ emission reduction targets in Scope 1+2* ¹ consistent with the SBT 1.5°C target and Scope 3* ² (Category 1 and 11)* ³ set as an interim target [Interim targets] • Scope 1+2: Reduce by 42% compared with FY2021 by 2030 • Scope 3 (Category1, 11): Reduce by 27% compared with the base year (average from FY2018 to FY2021)* ⁴ by 2030	• Reapplied for the SBT1.5°C target in Scope 1+2 and the target in Scope 3 for the SBT Initiative* ⁵ in May 2023 [Progress of Interim Targets in FY2022] • Scope 1+2: 6.2% increase • Scope 3 (Category1, 11): 8.4% reduction P.22
		• Promote “Anritsu Climate Change Action PGRE 30* ⁶ ” to increase the ratio of in-house solar power generation to approximately 30% by around 2030, based on electricity consumption in FY2018 (before boundary changes), by installing solar power generation equipment in-house and generating electricity privately	• Installed an additional 1,100 kW solar power generation facility and a 2,400 kWh energy storage facility in the second factory at Tohoku Anritsu (The expanded solar power generation facility has been in operation since January 2023, and the energy storage facility since June of the same year.) • Percentage of solar power generation in FY2022:7.2% P.23
Preserving Biodiversity	• Preservation of biodiversity, promotion of restoration activities	• Nature conservation activities around Atsugi City, Kanagawa Prefecture, where the company is headquartered • Forest conservation activities	• Membership in the Tanzawa Oyama Nature Restoration Committee and participation in tree-planting activities • Use of certified paper through acquisition of FSC® certification* ⁷ P.29
Reduction of Water Usage	• Keep water usage by the domestic group below 62,000 m ³ (roughly the level of FY2019)	• Installation of water-saving equipment • Use of circulated water in factories	• Target achieved with 57,430 m ³ used P.30
Preventing Environmental Pollution	• Maintain zero excess of the voluntary management limit for industrial wastewater (Atsugi Site)	• Strict control and prevention of leakage of chemical substances used in business activities • Prevention and control of the use of hazardous substances in products, including compliance with the RoHS Directive and the U.S. Toxic Substance Control Act (TSCA)	• Maintain zero excess of the voluntary management limit P.32
Resource Recycling	• Maintain zero waste emissions* ⁸ in the domestic group • Reduce industrial waste emissions in the domestic group by 5% or more per unit of sales compared with the FY2019 level by FY2030* ⁹ • Reduce the amount of general waste generated at the Atsugi Site to 36 tons or less annually by FY2030.	• Establish the Zero Plastic Waste Policy aiming for zero plastic waste by FY2030 • Start bottle-to-bottle recycling of PET bottles (beginning in November 2022) • Promoted replacement of wooden box packaging with reinforced cardboard packaging for product packaging	• Achieved zero waste • Industrial waste per unit of sales in the domestic group: 3.7% reduction • General waste at the Atsugi Site: Reduced to 33.8 tons P.34

*1 Scope 1 + 2: Scope 1 is direct CO₂ emissions. Scope 2 is indirect CO₂ emissions from energy sources.
*2 Scope 3: Indirect CO₂ emissions from non-energy sources
*3 Category 1, 11: Category 1 is purchased products and services. Category 11 is the use of sold products.
*4 Annual CO₂ emissions of the products from Takasago Ltd., which joined the Anritsu Group in January 2022, were added to the calculation.
(Since the CO₂ emissions of the company's products vary greatly from year to year depending on shipment conditions, the average of multiple years was set as the target for the base year.)
*5 SBT Initiative: International initiative that requires companies to set reduction targets for carbon dioxide emissions based on scientific evidence

*6 Anritsu Climate Change Action PGRE 30: PGRE stands for Private Generation Renewable Energy. This is a measure for generating and consuming renewable energy on site. At the time PGRE 30 was formulated, AT Techmac was not a wholly-owned subsidiary, so the company's electricity consumption was excluded.
*7 FSC® (Forest Stewardship Council®) certifies products made under sustainable forest management.
*8 Zero waste: Condition in which the percentage of waste placed directly in landfills or simply incinerated is less than 0.5%
*9 Irregular emission due to layout changes, etc. is not included.

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● Contributing to the Reduction of Environmental Impact through Products

Development of Environmentally Friendly Products

Anritsu has its own certification system for environmentally friendly products. We conduct global assessments for every product under development and certify them as “Excellent Eco Products” or “Eco Products.”The global product assessment is based on the items in the table below. The results of product assessment and life cycle assessment (LCA) are used to develop products with a smaller environmental impact.

In FY2022, environmentally friendly products accounted for 92% of overall sales, and Excellent Eco Products accounted for 83%.

In addition, the domestic group calculates environmental preservation costs associated with designing environmentally friendly products as well as the associated economic benefits. In FY2022, the total environmental preservation cost was 24 million yen with the associated economic benefit expected to be 165 million yen.

Global Product Assessment Items

Assessment Items	Details
Basic items	Improvements in volume, mass, and power consumption compared to the reference product. The reference product is a conventional product that is similar in function and performance to the product being assessed.
Reduction of environmental impact	Reduction of CO ₂ emissions, resource conservation, reduction of hazardous substances, and reduction of environmental impact in manufacturing, distribution, use, and disposal.
LCA	Upon completion of development, LCA assessments are performed to review CO ₂ emissions for each process in the product lifecycle.

- WEB

Excellent Eco Products
- WEB

Global Product Assessment

Initiatives to Reduce Environmental Impact in Each Business Segment

Business Segment	Major Activities	Areas of Contribution
Test and Measurement Business	Quality assurance of telecommunications equipment installed in electric vehicles	Reduction of CO ₂ emissions through widespread use of electric vehicles
	Provision of compact and lightweight measuring instruments that run on batteries	Reduction of CO ₂ emissions during customer use and conservation of resources in the manufacture of measuring instruments
	Provision of software-based measurement solutions	Conservation of resources through longer life of measuring instruments (hardware), higher functionality, and multifunctionality
	Provision of measuring instruments that can test multiple mobile terminals with a single unit and measuring instruments that can perform multiple measurement functions in a single unit	
PQA Business	Provision of inspection equipment that can test the quality of food and pharmaceutical products at high speed and with high sensitivity	Effective use of food resources, reduction of food loss (resource conservation)
	Elimination of the need for a cooling function by suppressing heat generation in the X-ray inspection system	Saving energy and reducing CO ₂ emissions during product use
Environmental Measurement Business	Provision of measuring instruments for quality evaluation of batteries used in electric vehicles	Reduction of CO ₂ emissions through widespread use of electric vehicles
	Provision of wide-area video monitoring systems for rivers and roads	Adaptation to climate change (disaster prevention and mitigation for natural disasters)
Sensing & Devices Business	Provision of semiconductor optical amplifiers that enable the introduction of long-distance transmission systems	Conservation of resources and reduction of CO ₂ emissions by reducing the number of additional data centers
	Provision of semiconductor optical amplifiers that can operate in high-temperature environments	Reduction of energy consumption (CO ₂ emissions) for cooling

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Responding to Climate Change

Stance on Social Issues

As the impact of climate change associated with global warming is intensifying and in turn leading to more frequent and severe natural disasters such as typhoons and floods, curbing climate change has become a shared concern throughout international society.

Anritsu has made addressing climate change a materiality in the environmental field. We are committed to reducing greenhouse gas emissions, with a focus on the private generation and consumption of renewable energy, to achieve carbon neutrality by 2050. We are also focused on providing products and solutions that contribute to the mitigation of and adaptation to climate change (environmentally friendly products).

Policy

To achieve carbon neutrality, we will install our own solar power generation facilities and work to increase the ratio of private power generation from additional renewable energy sources, to contribute directly to the reduction of greenhouse gas emissions. In addition to this, we will reduce power consumption throughout the value chain through energy conservation activities at factories and offices, collaboration with suppliers, and development of energy-saving products.

Response to TCFD Recommendations

● Endorsement of TCFD

Task Force on Climate-related Financial Disclosures (TCFD) is an international initiative launched by the G20 Financial Stability Board in 2015 to enhance the disclosure of information related to the financial impact stemming from climate-related risks and opportunities. Anritsu endorsed the TCFD on June 30, 2021 and discloses information in compliance with its recommendations.



● Disclosure in Accordance with the TCFD Recommendations

Governance

The Group CEO and CFO are responsible for promoting climate change-related initiatives under the supervision of the Board of Directors. The group follows a risk management system for comprehensively managing risks across the group, and risks and opportunities are also integrated into this system. The Chief Environment Officer (currently the President and Group CEO) is responsible for the management of these risks and opportunities. The Chief Environment Officer oversees the Environment and Quality Promotion Department, which is responsible for the group's environmental strategy. He appoints an Acting Chief Environment Officer to chair the Environmental Management Committee for the domestic group and the Global Environmental Management Meetings for the overseas group, thereby ensuring that risks and opportunities are evaluated and managed globally. In addition, the Chief Environment Officer periodically reports

the results of the annual management cycle of risks and opportunities to the Management Strategy Conference and the Board of Directors and receives guidance and necessary instructions. The disclosure of information on climate change will be discussed and approved by the Management Strategy Conference each fiscal year as part of the development or review of the Mid-Term Business Plan (GLP) and reported to the Board of Directors, which will supervise such disclosure.

P.66 Risk Management

Strategy

Based on scenarios of a 1.5°C or 4°C increase in temperature, we have identified potential risks and opportunities in short-term (1 year), medium-term (3 years), and long-term (up to 30 year) timeframes to conduct analyses related to climate change. As a result, through analyses of both scenarios, we have identified risks and opportunities that could expose us to regulatory changes or even physical damage at some of our production locations, and have explored countermeasures to address these issues. We have positioned addressing climate change as a critical management issue, and have established a response plan that takes into account the impact on our business strategies and financial plan, including the entire value chain.

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Type	Contributing Factor	Scenario*1	Detailed Description	Time Period	Possible Impact	Impact Level*2	Measures
Transition risk	Implementation of carbon taxes	1.5°C*3	• To accelerate the transition to a decarbonized society, various countries will begin imposing taxes on the use of fossil fuels.	Long term	• As we expect that a carbon tax will be placed in Japan by 2030, greenhouse gases associated with business activities will be taxed, which will increase the operating costs.	Slightly large	• Reduce Scope 1+2 emissions to strengthen the 1.5°C target • Reduce Scope 1+2 emissions to prepare for the additional operating cost associated with a carbon tax
			• The increase in the number of companies affected by rising costs and procurement difficulties will result in higher prices for energy, materials, and components, and worsening corporate performance.	Medium term	• Global economic stagnation will not increase the number of 5G smartphone subscribers, and related companies will reduce or delay investment, resulting in lower sales. • Difficulty in procurement and increased costs of materials and components will increase the cost of products and reduce profits.	Large	• Promote the development of software-based virtual signaling testers and cloud-based solutions to create a business model that is less susceptible to price volatility.
Physical risk	Natural disasters becoming more frequent and severe	4°C*4	• The increase in global average temperature will accelerate and intensify extreme weather events in many regions.	Long term	• Damage from typhoons and floods will impact factory operation and procurement of materials.	Large	• Tohoku Anritsu Co., Ltd., the main production center for Anritsu Group, built its second factory in a flood-free zone and relocated its major production there in 2013. The remaining production lines in the first factory were moved to the second floor and above. In June 2022, a new building was built in the second factory to further reduce the risk of disasters. • Map the main manufacturing and sales locations of our suppliers to minimize the impact on procurement in the event of a disaster. Implement a mechanism that allows us to procure from several companies.
Opportunity	Change in energy mix	1.5°C	• In the transition to a decarbonized society, the energy mix will change and the share of renewable energy generation will increase.	Long term	• The grid electricity rate is expected to rise, but the cost of installing solar power generation equipment is expected to fall. Use these opportunities to accelerate the installation of solar power generation equipment for our own consumption.	Slightly large	• By promoting Anritsu Climate Change Action PGRE 30, we will increase the ratio of private power generation and reduce the amount of purchased electricity. In FY2022, Tohoku Anritsu installed mega solar facilities and storage batteries at its second factory.
	Advancements in energy-saving technologies		• Investment in energy-saving technologies will become more active, and technological innovation will advance and become more widely available.	Medium term	• Incorporate new energy-saving technologies into our products and improve their environmental value.	Slightly large	• Strengthen our product assessment process to promote the development of environmentally friendly and energy-efficient products. In addition, actively incorporate energy-efficient components into product design.
	Change in market		• Rising public awareness of environmental issues will lead to increased demand for products that offer greater functionality and higher environmental performance (e.g., energy savings).	Long term	• The market for inspection solutions for the food processing industry, such as highly accurate metal detectors, will become more competitive as they reduce food losses and associated resource consumption.	Slightly large	• Promote the development of products for the food processing industry, such as more accurate and more energy-efficient metal detectors.
				Medium term	• As green procurement becomes more prevalent, more customers will want products that do not require prototypes to be developed. Demand for virtualized (software-based), CI/CD/CT, and other simulation test environments will increase.	Slightly large	• Provide solutions for software-based virtual signaling testers.
					• In order to realize next-generation green data centers with reduced power consumption, research and development on power saving through optoelectronic fusion technology will intensify. Demand for measuring instruments for the development and manufacturing of photoelectric fusion devices (Co Packaged Optics) will grow.	Slightly large	• Provide solutions for the development and manufacture of photoelectric fusion devices.
	Natural disasters becoming more frequent and severe	4°C	• The increase in global average temperature will accelerate and intensify extreme weather events in many regions.	Long term	• The demand to switch from fossil fuels to renewable energy sources will increase, and transition to EVs will accelerate. This will result in boosting demand for evaluation equipment, which is essential for the development of energy-efficient powertrains and batteries. • Demand for energy management systems for the efficient use of renewable energy and fuel cells will grow.	Slightly large	• Develop and provide test solutions that improve the quality and increase the efficiency of development of rechargeable batteries, fuel cells, powertrains, and other components used in EVs. • Work with partners to capture business opportunities and provide solutions in the efficient use of renewable energy and fuel cells.
					• Investment in disaster prevention equipment will increase and the demand for solutions to prevent and mitigate disaster risks, such as road and river monitoring, will also rise.	Medium	• Strengthen our development and sales structure for products that prevent and mitigate disaster risks, including our SighthVisor™ Series of video information systems.

*1 Reference scenarios: [Transition] IEA NZE by 2050 [Physical] IPCC RCP 8.5

*2 "Impact" is determined based on our own five-point scale (Large, Slightly large, Medium, Slightly small, and Small) that takes into account the amount of financial impact in terms of sales and profits, and the likelihood that the risk or opportunity will materialize. Note that "Slightly small" and "Small," which have little impact, have been omitted.

*3 1.5°C scenario: A scenario in which stringent measures are taken to prevent global warming and the rise in average temperature is limited to 1.5°C above pre-industrial levels by the end of the century.

*4 4°C scenario: A scenario in which no further measures are taken to prevent global warming and the average temperature rises by 4°C above pre-industrial levels by the end of the century.

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Risk Management

Risks and opportunities are identified by each business division, corporate division, and group company in the mid-term business plan (GLP). The Environmental Management Committee identifies significant items based on their impact and likelihood to occur, and identifies measures to address them. The results are regularly discussed and approved by the Management Strategy Conference and reported to the Board of Directors. In addition, climate change-related risks and opportunities are included in environmental risks, and integrated into the risk management system that comprehensively manages risks throughout the group.

P.66 Risk Management

Indices and Goals

Greenhouse gas (CO₂ equivalent) emissions (Scope 1+2 and Scope 3) and the ratio of the private generation of renewable energy are used as indicators. Due to a report from an electric distribution company in California, U.S.A. that it had been reading incorrect meters, the conversion factors were re-examined and the results for CO₂ emissions were corrected from FY2015.

CO₂ emission reductions in Scope 1+2 are due mostly to energy consumption, so our main efforts are energy-saving activities in factories and offices and the expansion of private solar power generation facilities. Our main initiative in Scope 3 is collaborating with suppliers and switching to energy-saving products in order to reduce CO₂ emissions from “purchased products and services (Category 1)” and “use of sold products (Category 11),” which account for approximately 80% (75.6% in FY2022) of total Scope 3 emissions.

In December 2022, we made a Carbon Neutral Declaration to reduce greenhouse gas emissions from our business activities to virtually zero by 2050, and joined the Race To Zero of the United Nations Framework Convention on Climate Change (UNFCCC). In response to this, we raised the

mid-term target for Scope 1+2 to a value consistent with the level of “limiting the temperature increase to 1.5°C above pre-industrial levels” by 2030, and this target was resubmitted to the SBT Initiative in May 2023. In addition, we also reviewed the targets for Category 1 and 11 of Scope 3. At that time, the boundary was changed to include Takasago Ltd. and the overseas development and manufacturing locations of the PQA business.

KPI	Target	Progress in FY2022
Scope 1+2: Reduction of greenhouse gas emissions	Achieve carbon neutrality by 2050	6.2% increase compared with FY2021
	Reduce by 42% compared with FY2021 by FY2030	
Scope 3 (Category1, 11): Reduction of greenhouse gas emissions	Reduce by 27% compared with the base year (average from FY2018 to FY2021) by 2030	8.4% reduction compared to the base year
Increase in the ratio of private solar power generation	Promote PGRE 30 to increase from 0.8% to approximately 30% by around 2030, based on the electricity consumption* of the Anritsu Group in FY2018 (before changing the boundary)	7.2%

* At the time PGRE 30 was formulated, AT Techmac was not a wholly-owned subsidiary, so the company's electricity consumption was excluded.

Other Goals and Progress

Progress Toward Targets Promoted by the Electric and Electronics-Related Industries and by the Act on the Rational Use of Energy

Electrical and electronics-related industries participate in the Carbon Neutrality Action Plan*, formulated by Keidanren (Japan Business Federation), which is intended to improve the energy efficiency of production processes by an average of 1%

per year. In addition, the Act on the Rational Use of Energy calls for an annual average improvement of at least 1% in the basic unit of energy of production processes. Anritsu is tracking progress toward both of these targets.

* Formulated by Keidanren. This plan calls for Japanese industry to play a central role with its technological capabilities in achieving the target of halving global greenhouse gas emissions by 2050.

Target	FY2022 Results
Improve the basic unit of energy by 1% every year, compared with the base year (FY2020), by FY2030 under the Carbon Neutrality Action Plan by the electric and electronics-related industries in Japan.	14% increase
Achieve annual reductions of at least 1% in the basic unit of energy consumption per real sales for the past five fiscal years	4.6% improvement*

* Tohoku Anritsu Co., Ltd. has been designated as a Specified Business Operator, and therefore is not included in the total for the domestic group.

Activities and Achievements

2050 Carbon Neutrality Declaration

In December 2022, Anritsu made a Carbon Neutrality Declaration to achieve virtually zero greenhouse gas emissions from its business activities (Scope 1 +2) by 2050. To achieve this, we reviewed our interim target for 2030, submitted Scope 1+2 and Scope 3 targets in the table on the left to the Japan Climate Initiative (JCI), and joined the Race To Zero of the UNFCCC.



In terms of climate change countermeasures, Anritsu will install solar power generation facilities at the Atsugi Site, the

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Tohoku Site, and at Anritsu Company (U.S.A.), and promote Anritsu Climate Change Action PGRE 30 (PGRE 30), which emphasizes the private generation and consumption of renewable energy, as a priority until around 2030. Furthermore, we aim to be carbon neutral by 2050 by purchasing green electricity certificates and considering the use of hydrogen energy through fuel cells and other means.

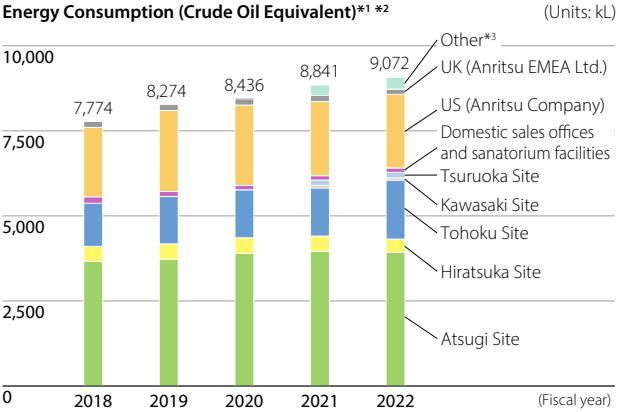
CO2 Emission Reduction in Scope 1+2

Anritsu is promoting PGRE30 and energy saving in its business activities as a measure to reduce CO2 emissions under Scope 1+2.

In FY2022, in addition to the boundary additions associated with the establishment of the SBT1.5°C target, the expansion of the second factory at Tohoku Anritsu, CFC leakage from air conditioners used in the Atsugi and Koriyama Sites, and higher conversion factors for domestic power companies resulted in an increase in CO2 emissions.

As a result, Scope 1+2 CO2 emissions increased by 6.2% compared with FY2021, the base year for the SBT1.5°C target. Energy consumption for crude oil equivalent, which does not include solar power generation, increased by 2.6% compared with FY2021.

In March 2023, we established an energy-saving task force to reduce energy consumption.



*1 This energy consumption represents more than 95% of the total energy consumption of Anritsu Group.
*2 Corrected value due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.
*3 Other refers to Anritsu Solutions S.R.L., Anritsu Infivis Inc., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Infivis (THAILAND) Co., Ltd.

Progress on PGRE30

With PGRE30, solar power will be generated at the Atsugi Site, the Tohoku Site, and at Anritsu Company (U.S.A.) and consumed as energy for business. The budget has been approved by the Management Strategy Conference and the Board of Directors.

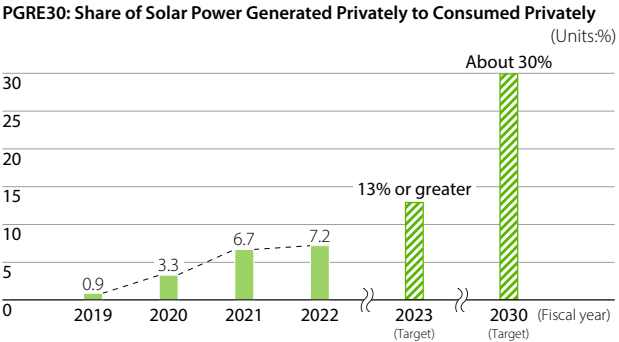
In FY2022, we added a 1,100 kW solar power generation facility at the second factory at Tohoku Anritsu. This brings the total solar power generation capacity of the Anritsu Group to 2,500 kW. In addition, a large-capacity energy storage facility with an energy storage capacity of 2,400 kWh (400 kW output) has been installed. By storing surplus power and discharging it at night, the system increases the ratio of private consumption and contributes to the reduction of CO2 emissions. It also serves as an emergency power source in the event of a power outage.

The expanded solar power generation facility has been in operation since January 2023, and the storage batteries since June 2023.

Solar power generation in the U.S. is compiled from data obtained by software managed by the company that installed the power generation equipment. In the process of identifying power generation for FY2022, there were clear differences in monthly power generation trends. Therefore, we re-examined the data going back to FY2021 and concluded that a software bug had resulted in excess data than was actually the case. In addition, it was found that in the CO2 emissions results for FY2021, the electricity distribution company had read different meters from July 2020 to October 2022, resulting in undercharging for purchased electricity. As a result of a review that went back to FY2021, we have revised the private power generation ratio for FY2021 from 16.8% to 6.7%. In FY2022, Anritsu Group's overall solar power generation ratio was 7.2%.

Solar Power Generated and Consumed Privately (Units: MWh)

	FY2018	FY2019	FY2020	FY2021	FY2022
Power generated	241	246	892	1,791	1,941
Power consumed	225	239	891	1,790	1,929



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Solar power generation facilities at the Atsugi Site



Solar power generation facilities at Anritsu Company (U.S.A.)



Solar power generation facilities (left) and energy storage facilities (right) at the Tohoku Site



Reduction of CO₂ Emissions in Business Activities

Anritsu has traditionally promoted the reduction of CO₂ emissions mainly through the following measures.

- Green electricity
 - Tohoku Site: Switched 4% of purchased electricity to green electricity in June 2020
 - Atsugi Site: Switched 70% of purchased electricity to green electricity at Techno Office (sales office building) in Tamura-cho, Atsugi City in June 2022, and 100% to green electricity in April 2023
- Energy conversion
 - At the Tohoku Site, fuel for hot water supply was switched from heavy oil to natural gas in FY2021.
- LED lighting
- Upgrading to energy-efficient air conditioning equipment
- Appropriate control of air conditioning temperature settings and frequently turning lights off
- Thorough power saving with office and production equipment
- Partial shutdown of air conditioning through consolidation of office areas

Initiatives in Scope 3

Anritsu is focused on reducing CO₂ emissions from purchased products and services (Category 1) and from the use of sold products (Category 11) in Scope 3. In addition to the changes to the boundary following the establishment of the SBT1.5°C target, Category 1 has been changed to a calculation method that incorporates data from Categories 1 through 8 of Scope 1+2 and Scope 3, which have been disclosed by suppliers. If Scope 3 is not yet released, emissions from Scope 1+2 are used as before and multiplied by the coefficient. Through the use of Scope 3 data that has been released, CO₂ emissions will be more in line with actual conditions.

In Category 11, the calculation method has been changed to take into account the rate at which the customer incorporates renewable energy, in addition to the lifetime operating hours of the product.

In FY2022, CO₂ emissions in Category 1 were 4.5% higher than the base year. In Category 11, emissions were reduced by 19.0%, and in Category 1+11, emissions were reduced by 8.4%.

Reduction of CO₂ Emissions in Category 1

During information exchange meetings with suppliers, we request cooperation in achieving our SBT targets. In addition, we use the Anritsu Environment Newsletter to introduce our climate change measures and achievements, request the introduction of energy conservation and renewable energy, and use questionnaires to confirm how companies are responding.

CO₂ emissions in relation to consolidated sales in FY2022, calculated based on data from suppliers, dropped by approximately 1% compared with the base year.

Reduction of CO₂ Emissions in Category 11

Anritsu has introduced an environmentally friendly product development system to certify “Excellent Eco Products” and “Eco Products” based on our own standards, and we are working to reduce the power consumption of our products. CO₂ emissions are monitored at each stage of the product life cycle and that data is utilized in the next stage of development. We disclose the carbon footprint of Excellent Eco Products. For products other than Excellent Eco Products that have undergone LCA, we accept and respond to inquiries about their carbon footprint.

Since FY2020, the PQA Business Division, which has product groups with large CO₂ emissions, and the Environment Promotion Department have been collaborating on activities to reduce CO₂ emissions. We also set a Category 11 reduction target for the products of Takasago Ltd., which joined the Anritsu Group in January 2022.

Reduction of CO₂ Emissions in Category 4 (Transportation and Delivery)

The domestic group is working to reduce CO₂ emissions related to transportation and delivery through a modal shift from truck transportation using dedicated containers to rail transportation, the improvement of loading rates, and other measures. In FY2022, we set a goal of transporting 50% of products shipped from the Atsugi Site to the Kyushu area by rail. As a result, we achieved 69.8%, exceeding the target. We also examined the possibility of a modal shift between the Atsugi Site and Hokkaido, and confirmed that it is feasible. In the future, we will consider marine transportation as a means of small-lot transportation to further reduce CO₂ emissions.

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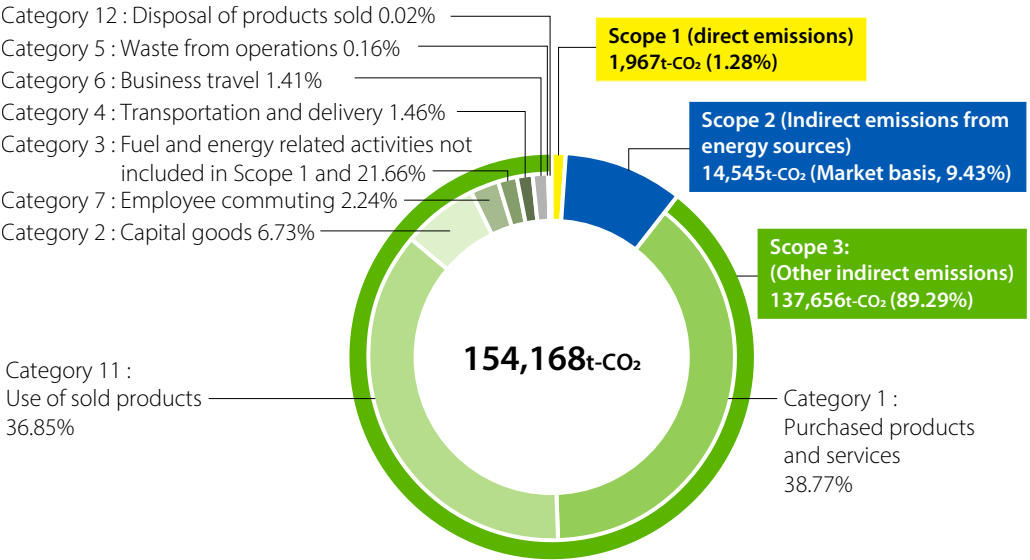
● CO₂ Emissions Data for Scope 1+2, Scope 3*1

CO₂ Emissions by Year (Units: t-CO₂)

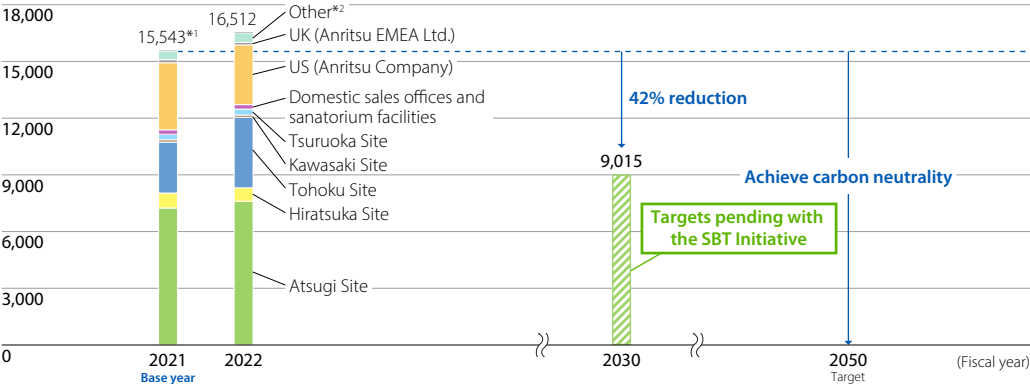
CO ₂ Emissions Volume	FY2018	FY2019	FY2020	FY2021	FY2022
Total CO ₂ emissions volume*2	119,984	120,896	113,097	151,901	154,168
Scope 1	1,574	1,649	1,602	1,471	1,967
Scope 2 (market-based) *3 *4	12,858	13,294	13,573	14,072	14,545
Scope 2 (location-based)*4	11,991	11,804	11,586	12,275	12,732
Scope 3*5 *6	105,552	105,952	97,922	136,358	137,656
Category 1*7	29,057	26,078	26,756	60,151	59,771
Category 2	4,996	7,625	9,939	10,313	10,374
Category 3	998	2,064	2,356	2,469	2,554
Category 4	2,791	3,254	2,534	2,141	2,245
Category 5	145	245	200	227	241
Category 6	4,002	3,685	293	742	2,170
Category 7	3,404	3,671	2,376	2,580	3,453
Category 8	0	0	0	0	0
Category 9					
Category 10	0	0	0	0	0
Category 11*8	60,126	59,297	53,436	57,707	56,816
Category 12	33	34	31	29	32
Category 13	0	0	0	0	0
Category 14	0	0	0	0	0
Category 15	0	0	0	0	0

*1 Includes CO₂ equivalents of greenhouse gases other than CO₂.
*2 The calculated value of actual emissions was verified by a third-party. Total CO₂ emissions volume is calculated as the sum of CO₂ emissions volumes from Scope 1, Scope 2 (market-based), and Scope 3. The values were corrected due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.
*3 Market-based refers to a method of calculation that reflects CO₂ emissions according to specific electricity providers.
*4 The values were corrected due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.
*5 Category 8, 10, and 13 to 15 are not applicable to the Anritsu Group's business activities and have therefore been excluded from the calculation, so there is no contribution to CO₂ emissions.
*6 The calculation for Category 9 is extremely difficult, and therefore no calculation was made.
*7 The calculation method for Category 1 was changed in FY2021.
*8 The calculation method for Category 11 was changed in FY2021.

Value Chain CO₂ Emissions by Scope (FY2022)



CO₂ Emissions and Reduction Targets for Scope 1+2 (Units: t-CO₂)



*1 The values were corrected due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.
*2 Other refers to Anritsu Solutions S.R.L., Anritsu Infivis Inc., Anritsu Industrial Systems (Shanghai) Co., Ltd., and Anritsu Infivis (THAILAND) Co., Ltd.

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Scope1+2 CO₂ Emissions Volume per Sales (Consolidated Sales) (Units: t-CO₂/100 million yen)

	FY2021	FY2022
Scope1+2 CO ₂ emissions volume per sales (consolidated sales)*1 *2	14.7	14.9

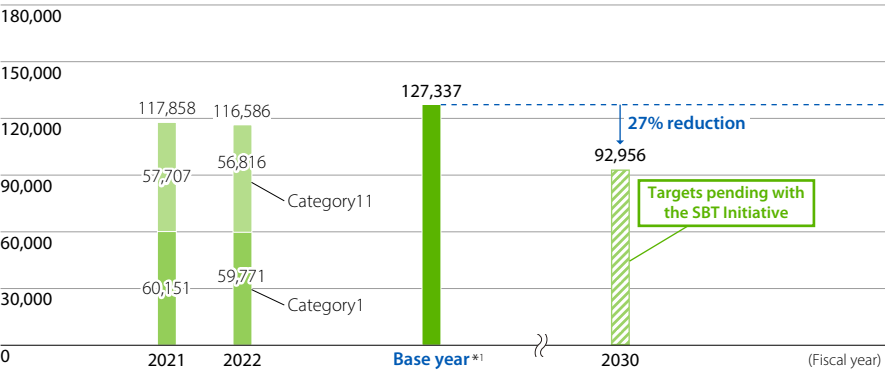
*1 Scope1+2 CO₂ emissions (market-based) divided by sales
*2 Corrected value due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.

Scope 1 Emissions Volume by GHG Category (Units: t-CO₂)

Category	FY2021	FY2022
Scope 1 total GHG emissions volume	1,471	1,967
CO ₂	1,368	1,402
CH ₄	0	0
N ₂ O	1	1
HFCs*1	5	486
PFCs	85	62
SF ₆	12	16
HCFCs	2	0

*1 The value for FY2022 increased due to CFC gas leaks from air conditioners at the Atsugi Site in January 2022 and at the Koriyama Site in April and October 2022.

CO₂ Emissions Reduction Targets for Scope 3 Category 1 + Category 11 (Units: t-CO₂)



* CO₂ emissions account for 84.5% of the total emissions in Scope 3.
*1 Average CO₂ emissions from FY2018 to FY2021. Annual CO₂ emissions of the products from Takasago Ltd., which joined the Anritsu Group in January 2022, were added to the calculation. (Since the CO₂ emissions of the company's products vary greatly from year to year depending on shipment conditions, the average of multiple years was set as the target for the base year.)

Energy Consumption Details

Energy Consumption*1 and Reductions*2 *3 (Units: GJ)

Type of Energy*4 *5	FY2018	FY2019	FY2020	FY2021	FY2022	Reductions
Total energy consumption in the organization	301,920	321,340	331,766	351,066	362,383	-11,316
Subtotal for non-renewable energy sources	24,364	23,539	23,268	22,248	22,657	-409
Class A heavy oil*6	5,018	4,439	5,502	5,216	5,320	-104
Light oil*6	224	165	178	150	130	20
Gasoline*6	9,098	8,926	7,857	7,594	8,340	-746
Kerosene*6	932	859	859	859	859	0
City gas*6	2,750	3,054	2,650	2,861	2,837	23
LPG*7	115	78	93	130	131	-1
Natural gas*6	6,227	6,018	6,130	5,438	5,040	399
Private solar power generation*8	812	859	3,208	6,443	6,943	-501
Purchased electrical power*5 *6 *9	276,744	296,942	305,290	322,376	332,782	-10,407

*1 Method for calculating energy consumption: volume consumed x conversion coefficient
*2 Method for calculating reduced energy consumption: FY2021 energy consumption - FY2022 energy consumption
*3 The base year for reduction comparisons is FY2021, which is the base year for the SBT1.5°C target.
*4 There was no consumption for air conditioning, steam, sold energy, or renewable energy sources.
*5 Energy consumed outside the organization was not included due to the difficulty of obtaining documentation.
*6 Source for conversion coefficient: Agency for Natural Resources and Energy, "Guidelines for Completing the Statutory Periodic Report and Medium- to Long-Term Plan for Energy Conservation (Specified Business Operators, etc.)".
*7 Source for conversion coefficient: Agency for Natural Resources and Energy, "Guidelines for Completing the Statutory Periodic Report and Medium- to Long-Term Plan for Energy Conservation (Specified Business Operators, etc.)", 50.8 x (1/458)(propane/butane m3 equivalent).
*8 Since it was found that the measured power generation data contained incorrect values, the values were corrected by replacing the incorrect values with estimated values retroactively to FY2021.
*9 The values were corrected due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.

Energy Consumption per Sales (Units: GJ/100 million yen)

	FY2018	FY2019	FY2020	FY2021	FY2022
Energy per sales (net sales)*1 *2 *3	302	299	313	333	327

*1 Total company energy consumption divided by sales
*2 Corrected value due to errors in the amount of electricity used in the billing statements of electricity distribution companies in the U.S.
*3 Since it was found that the measured power generation data contained incorrect values, the values were corrected by replacing the incorrect values with estimated values retroactively to FY2021.

Reduction in Energy Consumption*1 *2 and CO₂ Emissions during the Use of Sold Products (expected reduction effect)

	FY2018	FY2019	FY2020	FY2021	FY2022
Reduction in energy consumption*3 (GJ)	71,744	85,847	95,347	84,869	54,853
Reduction in CO ₂ emissions*4 *5 (t-CO ₂)	3,569	3,978	4,256	3,686	2,388

*1 Conversion coefficient x time spent in operation over one year x sales volume x reduction in power consumption when compared to a conventional product functioning and performing at the same level
*2 Hardware products developed by the domestic group, for which product assessments have been conducted.
*3 Source for conversion coefficient: Agency for Natural Resources and Energy, "Guidelines for Completing the Statutory Periodic Report and Medium- to Long-Term Plan for Energy Conservation (Specified Business Operators, etc.)".
*4 Source for conversion coefficient: National average coefficient based on the Law Concerning the Promotion of Measures to Cope with Global Warming
*5 Annual use changed in FY2018

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● **Third Party Verification**

Anritsu sought and received third-party verification for CO₂ emissions (Scope 1, Scope 2 market-based and location-based, Scope 3*), energy consumption, and annual renewable energy power generation (for self-consumption) from Sustainability Accounting Co., Ltd. The above values for FY2022 were verified by the firm in accordance with International Standard on Assurance Engagement ISAE3000 and ISAE3410, and received limited assurance.

* Scope 3 applies to Categories 1 to 7, 11, and 12.

TOPIC **Climate Change Survey Results by CDP Improve to A-**

CDP* sends questionnaires to companies and local governments, uses the responses to evaluate their efforts to combat climate change, protect water resources, and preserve forests, and publishes the results.

Anritsu's score for Climate Change has remained at "B: Management Level" since FY2016. However, in FY2022 it improved to "A-: Leadership Level" in recognition of our best practices in the management of environmental issues.

CDP also conducts a CDP Supplier Engagement Rating, which evaluates supplier collaboration in four categories: Governance, Targets, Scope 3 Management, and Value Chain Engagement. Anritsu has been selected as a Leader, the highest rating, for three consecutive years since FY2020.

* CDP is a British NGO that operates a global disclosure system to help investors, companies, and nations manage their environmental impact.



Independent Assurance Statement

July 24, 2023

Mr. Hirokazu Hamada
Representative Director, Chairman of the Board, Group CEO
ANRITSU CORPORATION

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by ANRITSU CORPORATION ("the Company") to provide limited assurance on the Company's following data for the fiscal year 2022: 1.97 kt-CO₂ for Scope1, 14.5 kt-CO₂ for market-based Scope2, 12.7 kt-CO₂ for location-based Scope2, 138 kt-CO₂e for Scope3 (Category 1,2,3,4,5,6,7,11,12), 362 TJ of energy use and 1.94 GWh of annual electricity from renewable energy generated by solar power (of which 1.93 GWh for self-consumption) (collectively, "the Environmental performance data"). The purpose of this process is to express our conclusion on whether the Environmental performance data were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Environmental performance data. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards and reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the Environmental performance data were calculated in accordance with the Company's standards.

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Environmental performance data have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.

A handwritten signature in black ink, appearing to read "Takashi Fukushima".

Takashi Fukushima
Representative Director
Sustainability Accounting Co., Ltd.

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Preserving Biodiversity

Stance on Social Issues

Society depends on biodiversity for food, medicine, clothing, timber, energy, clean air, and water. However, the increasing environmental burden caused by economic activities, resource depletion, and global warming poses serious risks to biodiversity.

Anritsu ensures that it is not engaged in any business that has a significant direct impact on biodiversity, and that its business activities are conducted in a manner that takes into account natural capital. We will continue to strengthen our efforts to preserve biodiversity by reducing energy consumption and waste, and properly managing chemical substances.

In addition, we are considering disclosing information in accordance with the TNFD*.

* Abbreviation for Taskforce on Nature-related Financial Disclosures. The TNFD is an international initiative to establish a framework for private companies and financial institutions to properly assess and disclose risks and opportunities related to natural capital and biodiversity.

Policy

Anritsu has analyzed the relationship between its business activities and biodiversity and focuses on the following two areas for its policy for preserving biodiversity.

Activities aimed at reducing environmental impact*

- Global warming prevention to manage habitat loss due to climate change

- Resource conservation and 3R (reduce, reuse, recycle) to manage overexploitation and habitat loss
- Control of chemical substance usage and release and risk measures to manage pollution and habitat loss

* For information on activities and achievements regarding the reduction of environmental impact, refer to the relevant items under Environment.

Preservation of biodiversity, restoration activities

- Initiatives to conserve and regenerate biodiversity, including tree-planting and cleanup activities

Activities and Achievements

● Activities Aimed at Reducing Environmental Impact

Promoting the Prevention of Global Warming

To become carbon neutral by 2050, we are promoting Anritsu Climate Change Action PGRE30, which involves the private generation and consumption of renewable energy, as well as activities to reduce CO₂ emissions in Scope 1, 2, and 3.

P.20 Responding to Climate Change

Promoting Resource Conservation and the 3Rs

In addition to conventional resource saving and 3R activities, our Zero Plastics Waste Policy, which aims to achieve zero plastic waste by FY2030, promotes efforts to eliminate plastic bottles, packaging for products and purchased parts, and packaging for food used at our business sites. This initiative will lead to the “plastic pollution reduction” target of Kunming-Montreal 2030 adopted at COP15 in December 2022, as well as to the reduction of natural loss that is expected by the TNFD.

WEB Zero Plastics Waste Policy

P.34 Resource Recycling

Controlling the Use of Chemicals and Hazardous Substances, Rendering Wastewater Harmless

Anritsu complies with domestic and international laws and regulations (such as the European RoHS Directive and REACH Regulations) and industry standards to prohibit the inclusion of hazardous and chemical substances in its products. In the manufacturing process for semiconductor devices where chemicals and water are used, we have established voluntary control standards that are stricter than laws and regulations. We make every effort to prevent contamination of the surrounding environment by detoxifying wastewater and preventing leakage of waste liquids.

P.32 Preventing Environmental Pollution

● Preservation of Biodiversity, Restoration Activities

Joined the Declaration of Biodiversity by “Keidanren” Promotion Partners

Anritsu has endorsed the Keidanren Declaration of Biodiversity, which is the basic concept behind Keidanren's biodiversity-related initiatives, and participates as a promotion partner to exercise leadership in creating a society that values and supports biodiversity. This organization is currently operating as the Partnership for Private Sector Engagement in Biodiversity.

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FSC® CoC Certification

The printing department at Anritsu Kousan Co., Ltd. obtained FSC®CoC certification* in FY2019. We use certified paper in our catalogs and business cards, contributing to a system that supports the conservation of forest resources.

In FY2022, we were audited and recertified using the revised FSC® CoC standard (FSC-STD-40-004V3-1). In FY2023, we will expand the use of FSC® certified paper with the goal of achieving a FSC® certified paper weight ratio (ratio of FSC® certified paper to all printing paper used in the printing department) of 60% or more (57% in FY2022).



* The Forest Stewardship Council™ (FSC™), a global, not-for-profit organization dedicated to the promotion of responsible forest management worldwide, defines standards based on agreed principles for responsible forest stewardship. Among the FSC™ certificates, CoC applies to the processing and logistics of forestry products.

Supporting the Kanagawa No Plastic Waste Declaration

Kanagawa Prefecture, which has SDG Future Cities, has established the Kanagawa No Plastic Waste Declaration and is working to reduce the products with an excessive amount of plastic that are causing serious marine pollution.

Anritsu supports this activity and uses cleanup activities around its business sites and participation in the Sagami River Clean-up Campaign to prevent plastic waste from entering rivers and oceans. We are also using in-house environmental information magazine, training on the issue of plastic waste, and SDGs case studies to raise awareness among employees. Furthermore, in April 2023, we established the Zero Plastic Waste Policy with the goal of achieving zero plastic waste by FY2030.

Through these efforts, we are contributing to the prevention of marine pollution.



P.34 Resource Recycling

Tanzawa Oyama Nature Restoration Activities

Anritsu became a member of the Tanzawa Oyama Nature Restoration Committee to protect nature in Atsugi City, Kanagawa Prefecture, where our headquarters are located. This committee was established by NPOs, companies, nature conservation specialists, and governmental bodies when major ecological changes, including the death of fir and beech trees and the loss of forest undergrowth, began occurring in the Tanzawa Oyama area in the 1980s. In September 2022 and April 2023, domestic group employees volunteered to participate in tree planting events organized by this committee and the Tanzawa Nature Conservation Society, and planted over 200 trees.



Domestic group employees participating in a tree planting event in September 2022

VOICE

Learning about the Importance of Nature by Planting Trees

Anritsu Corporation Infvis Company
Shohei Kusuda



Tanzawa is close to my home and I often go hiking in the mountains with my children. However, I had no idea that the situation was so critical and that we needed to do something. I have always been interested in nature conservation activities, so I thought this would be a good opportunity to participate with my family. While planting various types of trees, we learned that diversity is required in forests as much as it is in human society. While learning with my children about the problems that Tanzawa faces, I was reminded of the importance of nature. Participating in this activity encouraged me to work with others to find and adopt actions and lifestyles that have less environmental impact where we can.

Here and there we found trees planted in the past that had died, which taught us about the difficulty of natural regeneration. I hope that our activities will help protect nature and that this effort will continue in the future.



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Preserving Water Resources

Stance on Social Issues

Due to population growth and the rising standard of living associated with economic growth, global demand for water is expected to increase further in the future, leading to an expansion of regions where water is scarce. The Anritsu Group as a whole does not require large quantities of water for its businesses. However, we have clean rooms in Japan and the U.S. that use a lot of water, so we believe it is important to take steps to ensure that water resources are used appropriately.

Target

FY2022 Target	FY2022 Results
Maintain domestic group water consumption at less than 62,000m³ (about the level consumed in FY2019)*	57,430m³, achieving the target

* Takasago, Ltd. and domestic sales offices of Anritsu Corporation are not included in this target.

Activities and Achievements

● Reducing Water Consumption

Water is mostly used for toilets and washing hands in the domestic group. We have reduced water consumption through efforts such as leakage inspections and upgrading to water-saving toilets. Circulated water is used at production facilities.

The Hiratsuka Site uses alkaline washing agents to degrease metallic materials, and the rinsing water used by the facility in this process is reused by circulating it through filters and ion-exchange resins, which reduces annual water consumption by approximately 40 m³.

The domestic group's water use during FY2022 was 57,430m³, meeting the target.

In FY2020, Anritsu Company (U.S.A.) started its thin-film device manufacturing business, requiring large amounts of water for cleaning, and will work to reduce water consumption by circulating the cleaning water.

● Identifying Water Risks at Development and Manufacturing Sites

Anritsu uses Aqueduct and the Water Risk Filter to assess water risk for the Atsugi Site, the Tohoku Site, Anritsu Company (U.S.A.), and Anritsu EMEA Ltd. (U.K.), all of which have high water consumption.

Currently, there are no sites with high levels of water stress*. However, according to these assessment tools, Koriyama City, Fukushima Prefecture, where the Tohoku Site is located, and California, where Anritsu Company is located, are expected to have high water stress by 2030. We will establish environmental targets for the effective use of water resources and implement the PDCA cycle.

* Water stress: A state in which the amount of water usable per person per year is less than 1,700 tons and in which people feel that their daily living is inconvenienced. A very high level of water stress means that the shortage of water in a region is so severe that more than 80% of its population has no sufficient access to water for agricultural, household, or industrial use.

Water Risk Evaluation

Water Risk Evaluation Tool		Atsugi Site (Atsugi City)	Tohoku Site (Koriyama City)	U.S. (California)	U.K. (Luton)
Aqueduct	Water stress	Medium-high	Low-medium	Low	High
	Water stress in 2030	Low-medium	High	High	High
	Riverine flood risk	Low-medium	Low-medium	High	Low-medium
Water Risk Filter	Scarcity risk	Low risk	Very Low risk	Medium risk	Low risk
	Flooding risk	High risk	High risk	High risk	High risk

Evaluation with Aqueduct

- Low (< 10%)
- Low-medium (10-20%)
- Medium-high (20-40%)
- High (40-80%)
- Extremely High (> 80%)

Evaluation with the Water Risk Filter

- Very Low risk (0-1.8)
- Low risk (1.8-2.6)
- Medium risk (2.6-3.4)
- High risk (3.4-4.2)
- Very High risk (4.2-5.0)

Tools Used

Aqueduct: World atlas with information on water risks compiled by the World Resources Institute (WRI)
Water Risk Filter: Map developed by the World Wide Fund for Nature (WWF) and Deutsche Investitions- und Entwicklungsgesellschaft (DEG) to help evaluate physical water risks, such as water resource shortages, flooding, droughts, seasonal water level fluctuations, and water quality, while also evaluating regulatory impact on businesses

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● Consideration for Water Resources

The domestic group uses groundwater for flush toilets in some parts of the Atsugi Site, but all other areas use public water systems (tap water) provided by a third party.

The Atsugi Site is replacing its toilets with water-saving ones to reduce the amount of water pumped from underground aquifers to prevent groundwater depletion.

Meanwhile, a rainwater permeation basin has been installed at our Global Headquarters at the Atsugi Site to facilitate rainwater infiltration into the ground and prevent heavy rainfall from causing roads and rivers to flood.

Efforts to Protect Water Resources

	Atsugi Site	Hiratsuka Site	Tohoku Site	U.S.
Introduced a body detection sensor for men's toilets	●		●	●
Introduced water-saving toilets	●		●	●
Introduced automatic faucets	●		●	
Used groundwater for flushing toilets	●			
Reuse of rinse water from the metal degreasing unit		●		
Installed a rainwater permeation basin	●			
Installation of valves to conserve water	●			●
Installed friendly emulators for toilets	●			
Conducted leakage inspections	●	●	●	
Upgraded to high-efficiency water heaters				●
Replanted plants that can withstand dehydration				●
Switched to a drip water supply system				●
Cessation of watering during rainy season				●
Introduced a waterless method for cleaning windows				●
Arranged an inspection of a water supply facility by an outside agency				●
Participated in cleanup of the Sagami River (river cleanup activity)	●			

Amount of Water Intake by Type*1, Wastewater by Type, and Recycled Amount (Units: m³)

		FY2018	FY2019	FY2020	FY2021	FY2022
Total Amount of Water Intake		72,777	79,588	77,085	73,911	70,101
City Water Intake	Total	55,774	61,585	62,041	59,206	52,722
	Atsugi Site	30,181	31,695	30,100	27,882	28,971
	Hiratsuka Site	700	659	605	599	583
	Tohoku Site	11,363	11,711	9,608	10,551	10,497
	Kawasaki Site*2					745
	Tsuruoka Site*2					627
	Sales Offices in Japan	476	93	31	47	69
	U.S.	12,858	17,312	21,536	19,939	11,094
	U.K.	196	116	161	188	137
Groundwater Intake	Atsugi Site	17,003	18,003	15,044	14,705	17,379
Total Wastewater Amount		58,530	64,978	63,105	59,117	57,681
Amount Deposited to Sewers	Total	47,167	53,267	53,497	48,566	47,184
	Atsugi Site	41,364	44,364	39,378	37,915	41,105
	Hiratsuka Site	700	659	605	599	583
	Kawasaki Site*2					745
	Tsuruoka Site*2					627
	Sales Offices in Japan	476	93	31	47	69
	U.S.	4,431	8,036	13,322	9,817	3,919
	U.K.	196	116	161	188	137
Amount Deposited to Rivers	Tohoku Site	11,363	11,711	9,608	10,551	10,497
Recycled Amount	Hiratsuka Site	40	40	40	40	40
Recycled Rate (%)	Hiratsuka Site	5	6	6	6	6

*1 No direct intake of surface water or seawater
*2 Added to the boundary in FY2022

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Preventing Environmental Pollution

Stance on Social Issues

Toxic chemical pollutants in the air, water, and soil adversely affect human health and the environment, and also trigger global warming.

The Anritsu Group handles a variety of chemicals in the development and manufacture of our products. We implement thorough measures to prevent environmental pollution and ensure that there is no serious impact on the surrounding environment due to inappropriate management.

Policy

A wide variety of laws and ordinances concerning the handling and discharge of chemical substances, and regulations for the prevention of environmental pollution, are on the verge of being tightened in order to ensure that environmental pollution does not occur.

Anritsu has implemented voluntary control standards, which are stricter than laws and regulations, to manage the proper use and emission of chemical substances.

Target

Target	FY2022 Results
Maintain zero excess of the voluntary management limit for industrial wastewater (Atsugi Site)	Maintained zero excess of the voluntary management limit

Activities and Achievements

Regulatory Compliance

The domestic group controls the quality of wastewater, air, and noise by establishing voluntary management standards that are stricter than the regulatory standards of laws and ordinances.

In addition, each site has established procedures to respond to human error and chemical substance leaks in the event of a disaster.

In FY2022, water, air, and noise values for the domestic group remained below standard levels, and there were no accidents or violations of the law.

- WEB** Water quality data for the domestic Anritsu Group
- WEB** Air quality data for the Tohoku site
- WEB** Noise data for the domestic Anritsu Group

Wastewater Management

In addition to the initiatives shown on the right, the domestic group conducts regular equipment inspections and training, and makes the necessary revisions to prepare for unexpected accidents.

Site	Initiatives	Measures
Atsugi Site	• Detoxification of process wastewater	• Installation of wastewater treatment facilities for process systems • Batch collection of liquid waste containing heavy metals
	• Prevention of contaminated water leakage	• Installation of dikes for drainage tanks and neutralizer tanks • Installation of emergency shutoff valves
	• Compliance with voluntary pH control standards	• Installation of dual monitoring equipment and emergency shutoff valves
	• Control of heavy metals other than pH	• Batch collection • Simple weekly analysis
	• Control of items and substances agreed upon with the administration	• Precision analysis by a specialized agency performed once every three months.
Hiratsuka Site	• Degreasing and cleaning for metal materials • Prevention of undiluted liquid leakage	• Batch collection
	• Prevention of rinse water leakage	• Recycling and reuse
Tohoku Site	• Compliance with voluntary pH control standards	• Installation of monitoring equipment and emergency shutoff valves

Chemical Substances Management

Anritsu identifies and monitors every chemical substance used in each operational phase, from design and development to procurement, production, and shipping.

At the Tohoku Site, we switched from heavy oil to natural gas as fuel for hot water supply starting in FY2021, and are working to reduce the use of PRTR substances. In FY2022, the amount of methylnaphthalene (contained in heavy oil A used in boilers in the first factory at Tohoku Anritsu), a substance subject to the PRTR Law, that was handled exceeded 1 ton, so we calculated the amount transferred and

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other data and submitted a report to the government. Since methylnaphthalene is combusted in the boiler, there is almost no external emission. However, we will continue to study ways to reduce the amount of methylnaphthalene handled.

Chemical Substances Management

	Measures
Determination of whether or not to use a new chemical substance	• Specialized evaluators appointed in each field make decisions from the viewpoint of pollution prevention, health and safety, disaster prevention, and the presence or absence of banned or restricted substances as determined by the company.
Control of chemical substances used	• Using the Chemical Substance Management System to manage substances used • Using the Chemical Substance Management System to control purchased, used, disposed, and retained quantities by performing inventory every three months
Regulatory compliance	• Confirmation of the amount of PRTR substances handled, the amount of hazardous materials held under the Fire Service Act, and the amount of chemical substances subject to revision of laws and regulations • Risk assessment and implementation of risk reduction measures for the use of chemical substances containing substances subject to notification under the Industrial Safety and Health Act • Consideration of alternatives to chemicals containing carcinogens

Regulation of Environmental Impact Substances

To prevent the inclusion of hazardous chemical substances in its products, the domestic group complies with domestic and international laws, regulations, and industry standards. The environmental impact substances defined by Anritsu are clarified in the Anritsu Group Global Green Procurement Specification. Chemical substances contained in products are investigated based on the list of substances to be reported in IEC62474 (Material Declaration for Products of and for the Electrotechnical Industry), which is prepared by the International Electrotechnical Commission.

Cadmium, lead, mercury, hexavalent chromium, PBB, PBDE, and four phthalates (DEHP, BBP, DBP, DIBP) are regulated substances under the RoHS Directive. To reduce the risk of these substances leaking into the market, we have installed analyzers and conduct spot checks of purchased parts and materials*.

In response to TSCA, we have also started to check for PIP (3:1) tris (isopropylphenyl) phosphate), the inclusion of which will be prohibited in parts built into products from October 31, 2024.

In addition, the use of the following chemical substances is prohibited or controlled in the manufacturing process.

* This does not include parts and materials that are used in older products whose sales destination is limited to Japan.

Regulated Chemical Substances in Manufacturing by the Anritsu Group

Banned substances	The group of the following seven substances: CFCs (chlorofluorocarbons), halons, tetrachloromethane, 1, 1, 1-trichloroethane, HBFCs (hydrobromofluorocarbons), bromochloromethane, methyl bromide
Restricted substances	The group of the following seven substances: HCFCs (hydrochlorofluorocarbons), trichloroethylene, tetrachloroethylene, dichloromethane, HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF ₆ (sulfur hexafluoride)

WEB Anritsu Group Global Green Procurement Specification (PDF)



Analyzing phthalates

Groundwater Management

Once a year, the Atsugi Site voluntarily analyzes five organochlorine substances in groundwater that are highly toxic to living organisms. Levels of tetrachloroethylene tend to be higher than permitted environmental standards, but the substance has never been used by the Anritsu Group. It has been shown that the Anritsu Group was not responsible for the contamination ultimately attributed to groundwater from upstream of the location, which the local government also agrees with.

The use of trichloroethylene was phased out in 1970 and trichloroethane in 1993.

WEB Groundwater data for the domestic Anritsu Group

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Resource Recycling

Stance on Social Issues

The amount of waste generated is increasing due to global population growth and the disposable culture associated with mass production and mass consumption.

The Anritsu Group properly manages end-of-life products as well as waste generated from its factories and offices, and actively uses the 3R (reduce, reuse, recycle) approach to reduce waste emissions, use environmentally friendly materials, and make effective use of resources.

Policy

The Anritsu Group believes that in addition to proper management and disposal, the most important solution to the waste problem is to avoid producing waste. As a new countermeasure against plastic waste, which has become a global problem, we established the Zero Plastics Waste Policy in April 2023.

WEB [Zero Plastics Waste Policy](#)

Target

Target	FY2022 Results
Maintain zero emissions for the domestic group	Maintained zero emissions
Reduce industrial waste volume at the domestic group by at least 5% per unit of sales by FY2030, compared to FY2019	3.7% reduction
Maintain the volume of general waste generated in the Atsugi area at 36 tons or less until FY2030*1	33.8 tons emitted

*1 Much of the general waste is food waste. Note that food waste is excluded from the FY2023 target because Atsugi City, Kanagawa Prefecture, where Anritsu is headquartered, has started a policy to convert food waste into bioenergy, and thus food waste is no longer included in the emission volume.

Activities and Achievements

● Toward Zero Plastic Waste

Under the Zero Plastic Waste Policy, Anritsu has formed a project team with the goal of reducing one-way plastic waste from beverages in plastic bottles, packaging for products and purchased parts, and packaging for food used on site to zero by FY2030. These initiatives will begin with domestic offices. Overseas groups will consider measures based on the circumstances in their respective countries and roll them out gradually.

Targets for FY2030

1. We will reduce the use of plastic bottles at business sites to zero.
2. We will reduce plastic packaging materials for products shipped to customers to zero.*1
3. We will reduce the plastic packaging materials used for purchased parts and materials to zero.*1
4. We will reduce food packaging plastic waste from business sites to zero.

Targets for FY2026 (Mid-Term Targets)*2

1. We will reduce by half the volume of plastic bottles used at our business sites, and implement bottle-to-bottle recycling.
2. We will reduce by half the use of fossil-based virgin plastic by reducing or eliminating the use of plastic packaging materials for our products and replacing them with plant-derived or recycled materials. In addition, we will endeavor to collect and reuse or outsource the recycling of plastic packaging materials.*3
3. We will reduce the volume and weight of plastic packaging materials used for purchased parts and materials, and promote the replacement of such materials with plant-derived or recycled materials, while we will focus on material recycling.
4. We will promote the material recycling of food packaging plastics used in cafeterias.

*1 Biomass and recycled materials are used for packaging materials where plastic is indispensable to guarantee product performance.
*2 Calculated on a FY2021 basis, with plastic packaging materials used for product packaging and purchased parts and materials calculated as a percentage of sales.
*3 Customers who do not wish to be included are excluded.

● Waste Reduction in Factories and Offices

The domestic group promotes waste separation/collection and the 3Rs. In FY2022, as we consider initiatives to achieve zero plastic waste, we have taken the lead in reducing plastic bottle waste. At the Tohoku site, we have achieved zero plastic bottle waste by eliminating plastic beverage bottles from vending machines in April 2022. In addition, in November 2022, the Atsugi Site began a bottle-to-bottle program to recycle used PET bottles into raw material that can be reused to make new PET bottles. In FY2022, approximately 1.3 tons of PET bottles were outsourced for recycling.

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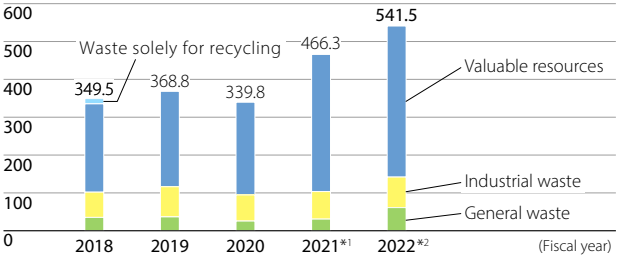
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Total Waste and Other Emissions of the Domestic Group (Units: t)



*1 Includes waste emissions from end-of-life products from FY2021
*2 Includes emissions from Takasago Ltd. from FY2022

Waste and Other Emissions of the Domestic Group (including valuable resources and waste solely for recycling) (Units: t)

Processing Method	Type	FY2021	FY2022
Material recycling	Glass and ceramic scraps	2.3	2.6
	Dirt and mud	1.8	6.6
	Scrap metal	240.3	252.8
	Paper scraps	105.6	150.5
	Flora and fauna residue	0	4.2
	Specified hazardous materials	0	0.4
	Waste alkali	0.1	1.3
	Waste plastics	6.7	11.7
	Waste acid	0	0.3
	Waste oil	5.1	7.1
	Wood chips	8.0	4.0
Thermal recycling	Dirt and mud	9.2	0
	Paper scraps	2.4	14.8
	Flora and fauna residue	26.2	29.3
	Specified hazardous materials	0.4	0
	Waste alkali	0.7	0
	Waste plastics	39.0	38.6
	Waste acid	0.2	0
	Waste oil	12.3	11.7
	Wood chips	6.0	4.9
Chemical recycling	Waste plastics	0	0.8
Total volume		466.3	541.5

Hazardous Waste Generation* and Recycling Rate in the Domestic Group

	FY2019	FY2020	FY2021	FY2022
Hazardous waste generated (t)	1.8	2.5	1.5	2.8
Hazardous waste recycling rate (%)	100	100	100	100

* Amount of "specially controlled industrial waste" generated under the Act on Waste Management and Public Cleansing (not including PCB waste)

Recycling End-of-Life Products

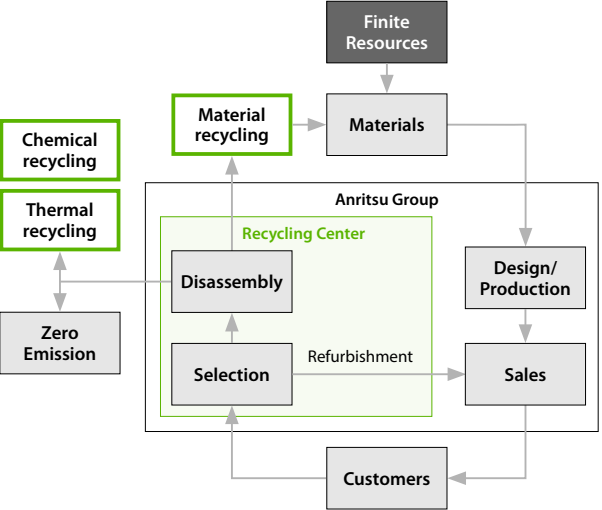
The Anritsu Kousan Co., Ltd. Recycling Center is licensed to dispose of industrial waste. It mainly processes used products from customers.

In FY2022, It accepted 138.9 tons of used products and equipment from the Anritsu Group. Almost 100% of the waste was recycled through dismantling and sorting, and 92.1% of it was removed as valuable resources.

We are also complying with the WEEE Directive*, with a recycling rate of more than 99% in FY2022.

* WEEE Directive: EU Directive on Waste Electrical and Electronic Equipment

Recycling System for Used Products



Compliance with the European Waste Framework Directive (WFD)

In order to comply with the WFD, Anritsu has registered in the SCIP database* maintained by the European Chemicals Agency information on Substances of Very High Concern (SVHC) that are contained in the products of its Test and Measurement Business and PQA Business. This information allows waste disposal contractors to ensure safe and proper disposal.

* This is a database of information on substances of very high concern in articles or composites (products).

Management of Waste Disposal Contractors

In principle, every three years, the domestic group checks the status of intermediate treatment and final disposal sites (in cases where waste is directly discharged without going through intermediate treatment) of waste disposal contractors. The expiration dates of industrial waste contractor's licenses are also subject to internal environmental audits to prevent omissions.

Operation of Electronic Manifest System for Waste Disposal

The domestic group operates an electronic manifest system* for industrial waste generated in Japan in accordance with the Act on Waste Management and Public Cleansing, and the person responsible for emissions properly disposes of waste until final disposal is completed.

* Electronic manifest: This system prevents the illegal dumping of industrial waste by managing its flow up to final disposal, fulfilling the responsibility for disposal as the waste generator.

Refurbished Products from the Test and Measurement Business

Anritsu promotes refurbishing used products. From the products that are collected, Anritsu Customer Support Co., Ltd.

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selects reusable products for repair and calibration. Anritsu Kousan Co., Ltd. obtained an antique dealer's license in 2003. It sells products to universities and other educational institutions with a one-year warranty after delivery, thereby contributing to extending the life of the products through reuse.

● Digitization of Product Documentation

Previously, in the Test and Measurement Business, explanatory documentation on how to use measuring instruments were provided on CDs and DVDs included with products. From the viewpoint of the effective use of resources and waste reduction, this documentation is now available as downloads from our website and is no longer included with products.

● Environmental Consideration in Packaging

The domestic group seeks to reduce packaging materials and associated waste while promoting material recycling and maintaining the strength to protect products from vibration and shock during transportation. As part of this initiative, we are reviewing the packaging method for large products for overseas markets in the PQA business and promoting composite standard packaging using lightweight and recyclable reinforced cardboard. This results in a 40% reduction in the mass of packaging materials and a 50% reduction in packaging waste compared to conventional wooden box packaging. In FY2022, 595 units were transported in composite standard packaging, exceeding the target of 500 units. For FY2023, the target is 1,000 units (equivalent to about 40% of all crates transported).

Eco-Friendly Packaging Efforts at the Domestic Group

Packaging Method	Target Product Group	Action	Result
Combined standard packaging	Large-scale products for overseas markets in the PQA Business	Started using lightweight, recyclable, reinforced corrugated board	40% weight reduction of packaging materials, 50% material recycling rate, 50% reduction of packaging materials used as waste
Polyethylene foam packaging (PEF packaging)	Desktop measuring equipment and handheld measuring equipment shipped overseas*1	Adopted polyethylene foam as cushioning	Reduction in material waste volume (waste material is polyethylene foam)*2, volume reduction of 40% (compared to film packaging)
Film packaging	Desktop measuring equipment shipped overseas*3	Adopted method where product is held between two layers of elastic film	Reduction in material waste volume (waste material is elastic film)*2
H160 air-based cushioning material	Unit components and small measuring equipment shipped overseas	Adopted air-based cushioning material that can withstand atmospheric pressure changes in air transport	Reduction in material waste volume (waste material is air film)*2
Cardboard as a cushioning material packaging	Handheld measuring equipment for domestic and overseas locations	Adopted cardboard as a cushioning material, package standard attachments and optional parts in the open spaces within the cardboard cushioning material	Reduction in material waste volume (waste material is cardboard)*2, volume reduction of 40% (compared to urethane foam packaging of handheld measuring equipment for fiber optics)
Transportation of products by reusable boxes (Eco-logistics)	Products shipped domestically (mainly calibration instruments)	Adopted reusable boxes for delivery and pickup (Cushioning materials are also reusable.)	Reuse of packaging materials results in reduction in waste volume by 94% compared to conventional packaging*4
No packaging	Large products shipped domestically (mainly PQA Business products)	Changed from stretchable film packaging to a method of placing the product in a pipe frame	Zero waste emissions due to reuse of pipe frames

*1 Desktop measuring equipment and handheld measuring equipment being developed and shipped overseas from FY2016 is, in principle, shipped using PEF packaging.
*2 Reduction in packaging material based on a comparison of urethane foam waste with waste when the item in parentheses is used.
*3 Used for large measuring equipment and measuring equipment with a shape for which PEF packaging is problematic.
*4 Assuming eco-logistics boxes are reused 20 times.

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Activities and Achievements

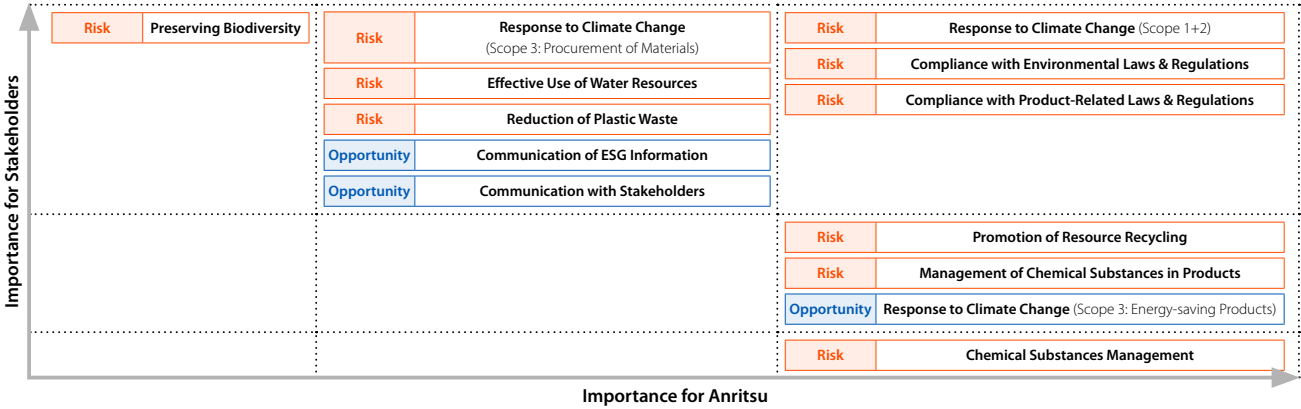
● Mid-Term Business Plan “GLP2023”

Anritsu has formulated its “Vision for 2030” in its GLP2023 Mid-Term Business Plan. In addition, we considered risks and opportunities related to 13 social issues in terms of their importance to stakeholders and Anritsu. Based on these, we have formulated and are working on four key themes.

Anritsu Group's Vision for 2030
Formulate/Implement Carbon Neutrality Plan 2050
Achieve SBT Targets
Execute Industry-Leading Initiatives
Establish a Global Compliance System for Environmental Laws and Regulations

- In FY2022, the following items were reported and discussed at the Management Strategy Conference and Board of Directors meetings.
- August 2022: Report on the performance of climate change measures and proposal for carbon neutrality (SBT1.5°C plan)
 - December 2022: Progress of sustainability management
 - February 2023: Report on environmental activities in FY2022

Important Environmental Management Issues



Targets and Achievements

Our Vision for 2030	GLP2023 Targets	Achievements in FY2022
• Formulation and implementation of 2050 Carbon Neutrality Plan • Achievement of SBT targets	• Reduction of greenhouse gas emissions Consideration of long-term plans and specific measures to achieve carbon neutrality by 2050 • Revision of “2°C” SBT target to “well below 2°C” or “1.5°C”	In December 2022, we declared that we will be carbon neutral by 2050. In line with this, the interim target of Scope 1+2 targeting FY2030 was revised to an SBT target of 1.5°C. We also reviewed Scope 3 Categories 1 and 11 and reapplied to the SBT Initiative in May 2023. [Targets for 2030] Scope 1+2: By FY2030, 42% reduction compared with FY2021 (previously, 30% reduction compared with FY2015) Scope 3 (Category1, 11): By FY2030, 27% reduction compared with the base year (previously, 30% reduction compared with FY2018) We will work toward this goal beginning in FY2023. [Progress in FY2022] • Scope 1+2: 6.2% increase • Scope 3 (Category1, 11): 8.4% reduction
	• Enhance our environmental brand through information disclosure	• In conjunction with the construction of a new building at Tohoku Anritsu's second factory, we added solar power generation equipment and installed storage batteries to start the generation of electricity. Plans were made to add a solar power generation facility at the Atsugi Site in FY2023. We will disclose these initiatives in timely news releases and other media.
• Implementation of advanced initiatives	• Provision of products that do not contain hazardous substances	• We added a TSCA-compliant function to an existing in-house tool, and initiated a survey on the inclusion of prohibited substances (PIP3:1) in parts that are used in products. We plan to address this issue and replace the relevant parts by 2024, when the law comes into effect.
	• Establishment of a global environmental legal compliance system • Promotion of initiatives to address environmental issues through effective use of the management system	• Anritsu Infivis (Thailand) Co., Ltd. is building a system to check the status of compliance with environmental laws and regulations. The project is scheduled to be implemented in FY2023. • Following the reduction of audit man-hours through integrated audits of the environmental management system (EMS) and quality management system (QMS), we have implemented a study of audit methods to increase effectiveness. We are continuing this study in FY2023. • In April 2023, we established the Zero Plastics Waste Policy. Under this policy, we are working to reduce plastic waste from “plastic bottles,” “packaging for products and purchased parts,” and “packaging for food used on site” to zero by FY2030.

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● Environmental Audits

Anritsu has obtained ISO 14001:2015 certification for its environmental management system in Japan and the United States, where Anritsu's main development and manufacturing sites are located, and has undergone audits by external certification bodies. We also conduct internal audits.

Findings from these audits are shared with all management bodies through the Environmental Management Committee. Each management body makes improvements on issues and receives confirmation of these improvements in the following year's internal environmental audit.

ISO 14001 Certification

In FY2022, we underwent periodic audits by external certification bodies in Japan and the United States. The management system that integrated Takasago Ltd., which joined the Anritsu Group in January 2022, was audited in Japan. The results of both audits found no points for improvement.

The coverage of systems with ISO 14001 certification is 25.6% of the total number of offices in the Anritsu Group (73.3% when excluding overseas development and sales locations with low environmental impact) and 73.8% of the total number of personnel in the Anritsu Group.

ISO 14001 Certification Status

[Anritsu Corporation (Domestic Group)]

Certification registration date: August 1998

Update: February 2022

Certification body/No. : Japan Quality Assurance Organization/ JQA-EM0210

- Anritsu Corporation (including all domestic sales offices)
- Anritsu Infivis Co., Ltd.
- Anritsu Customer Support Co., Ltd.
- Anritsu Kousan Co., Ltd.
- Anritsu Devices Co., Ltd.

- AK Radio Design, Ltd.
- Tohoku Anritsu Co., Ltd.
- AT Techmac Co., Ltd.
- Takasago, Ltd.

[Anritsu Company (U.S.)]

Certification registration date: March 2007

Update: May 2021

Certification body/No. : AMERICAN GLOBAL STANDARDS, LLC/ AGS-USEMS - 051618 - 1/2

WEB Anritsu Corporation ISO 14001 Certification

WEB Anritsu Company (U.S.A.) ISO 14001 Certification

Internal Environmental Audits

Internal environmental audits in FY2022 revealed two nonconformities (management of chemical substances and items related to the Construction Material Recycling Act), which have been remedied. An audit in FY2023 will confirm its effectiveness.

● Compliance with Environmental Laws and Regulations

Anritsu confirms that it is in compliance with environmental laws and regulations through internal environmental audits and the Environmental Management Committee. There were no instances of violations of environmental laws and regulations in FY2022, and the organization received zero administrative or judicial sanctions or complaints.

● Training

Anritsu provides general training for all employees of the domestic group, as well as training by job level and position, to ensure that each employee is actively involved in environmental activities.

In FY2022, general training focused on waste reduction, with 3,068 participants taking part (approximately 93% of domestic group employees).

For suppliers, we provide training opportunities at information exchange meetings held twice a year and lectures by outside instructors. We also provide information on the management of chemical substances contained in products.

Training Programs for Domestic Group Employees		
Training for new employees	Training for internal auditors	Follow-up training for internal auditors
General training	Training for technical departments	Training for sales departments
Training for on-site contractors	Training for high-pressure gas operators	Training for personnel responsible for handling chemical substances

● Environmental Awards System

The domestic group gives awards to employees who have obtained environment-related qualifications, groups that have carried out environmental impact reduction projects, and employees who have offered proposals for improvement in AQU Innovation Activities*.

In FY2022, awards were given for 8 group projects and 34 proposals.

* Activities undertaken to improve operational efficiency, quality, and other aspects in the domestic group

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● Environmental Communication

Anritsu shares the details of its environmental initiatives in this report and communicates them through integrated reports, news releases, and advertising. We communicate with stakeholders in the following ways.

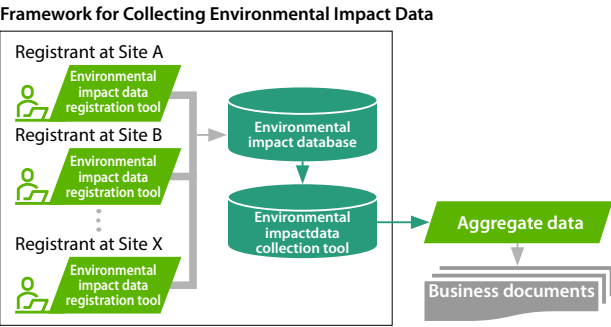
Stakeholder	Details
Customers	Publishing Anritsu Environment News, disclosing greenhouse gas emission volumes, and responding to various surveys, including ESG surveys
Suppliers	Holding information exchange meetings, requesting the reduction of greenhouse gas emissions and submitting related reports, conducting a CSR procurement survey, and publishing the Anritsu Environment Newsletter
Institutional investors	Presentations at general shareholders' meetings, financial results briefings, IR one-on-one meetings, and IR conferences hosted by securities companies
Assessment institutions	Disclosure of information and exchanging opinions
Industry groups	We are a member of the Environment Committee of the Communications and Information Network Association of Japan (CIAJ). We participated in the Liaison Group of Japanese Electrical and Electronics Industries of four electrical and electronics groups on behalf of CIAJ and participated in its activities.
Employees	Including environmental topics in corporate magazines, the Global Eco-Club (information magazine for overseas group employees), and SDG case studies



Anritsu Environment News Anritsu Environmental Newsletter Global ECO-Club

● Utilization of Environmental Impact Data

Anritsu has developed a framework and is administering a collection of environmental impact data such as electricity usage. This data is used to perform various tabulations, to prepare documentation, and to check our progress regarding targets.



● Environmental Impact Across the Entire Value Chain (FY2022)*1 *2

Suppliers	Overall business activities		Transport	Use by customers	Disposal
Material procurement	Factories and Offices	Employee business trips	Transportation/ Packaging	Customer use	Disposal
CO ₂ 59,771 t-CO ₂	CO ₂ (Scope 1+2) 16,512 t-CO ₂	CO ₂ 2,170 t-CO ₂	CO ₂ 2,245 t-CO ₂	CO ₂ 56,816 t-CO ₂	CO ₂ 32 t-CO ₂
Capital goods	Wastewater 58,000 m ³	Employee commuting			
CO ₂ 10,374 t-CO ₂	Waste 217 t	CO ₂ 3,453 t-CO ₂			
Fuel- and energy-related activities not included in Scope 1 or 2	NOx (domestic group) 1,382 kg	Waste disposal			
	SOx (Tohoku Site) 2,338 kg	CO ₂ 241 t-CO ₂			
	BOD (domestic group) 217 kg	Ratio of waste not-recycled 13%			
CO ₂ 2,554 t-CO ₂					

*1 Figures are calculated in accordance with the "Basic Guidelines on Calculating Greenhouse Gas Emissions in the Supply Chain" issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.
*2 CO₂ emissions include the CO₂ equivalents of greenhouse gases other than CO₂.

WEB Environmental Impact across the Entire Value Chain

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● Environmental Impact Mass Balance*1 (FY2022)

Input				Output			
	Electricity Electric power used in factories, offices, etc.	35,827MWh	[3.5%]		CO₂*5 CO ₂ emitted as a result of using electricity, gas, fuel, or other greenhouse gases	16,512t	[6.2%]
	Gas City gas, LPG, and natural gas used as energy in factories, offices, etc.	180,083m ³	[-5.1%]		NOx (domestic group)*6 Nitrogen oxides generated as a result of using gas and fuels	1,382kg	[12.8%]
	Fuels Heavy oil, diesel, and gasoline used in factories, offices, vehicles, etc.	404kL	[6.2%]		SOx (Tohoku Site)*6 Sulfuric oxides generated as a result of using gas and fuels	2,338kg	[58.6%]
	Water Municipal water, groundwater (excluding recycled water)	70,101m ³	[-5.2%]		Wastewater Wastewater discharged from manufacturing sites and offices	57,681m ³	[-2.4%]
	Chemical substances (domestic group)*2 (greenhouse gases such as HFCs, PFCs, N2O)	419kg	[201%]		BOD (domestic group) Biochemical oxygen demand in wastewater	218kg	[-61.2%]
	Chemical substances (domestic group) (Substances that are regulated by laws in Japan*3 *4)	8t	[13.1%]		General waste in Japan Waste other than industrial waste that is generated as a result of business activities (such as kitchen waste and paper waste)	61t	[99%]
	Chemical substances (domestic group) (PRTR)	2t	[-2.3%]		Industrial waste in Japan Waste generated as a result of business activities that is regulated by the Act on Waste Management and Public Cleansing, such as sludge, waste plastics, waste acid, and waste alkali	81t	[10.8%]
	Paper Copy paper used in factories and offices	18t	[9.6%]		Waste outside Japan All waste generated by business activities	75t	[-17.9%]
	Packaging material Packaging material for transportation of products	312t	[-2.0%]		Recycle ratio	87%	[0.5%]
					Non-recycle ratio	13%	[-3.0%]

WEB Environmental Impact Mass Balance Data

*1 Environmental impact mass balance: Environmental impact expressed in the form of a balance sheet in which substances entering the company are identified and listed by name and mass in one column and the substances and mass exiting the company are identified and listed in the other column. Percentage figures in parentheses in the Input and Output tables indicate year-on-year changes.

*2 The value for FY2022 increased due to CFC gas leaks from air conditioners at the Atsugi Site in January 2022 and at the Koriyama Site in April and October 2022.

*3 Substances regulated by law include toxic, deleterious, and hazardous substances, organic solvents, and specified chemical substances.

*4 Heavy oil A used as fuel is not included.

*5 Calculated using the "National Average" (alternative values until FY2017) in "Emissions Factor by Electric Utility" from the Ministry of the Environment's "Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System" for electric power in Japan and Denmark; the emissions factor from the EPA's "Emissions & Generation Resource Integrated Database (eGRID)" for electric power in the United States; the emissions factor from the BEIS "Government GHG Conversion Factors for Company Reporting" for electric power in the United Kingdom; the emissions factor from "Our World In Data" for electric power in Romania, Thailand, and China; and the emissions factor from the Ministry of the Environment's "Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System" for energy other than electric power in Japan and outside of Japan. The data includes the CO₂ equivalents of greenhouse gases other than CO₂.

*6 For NOx and SOx, annual emissions are calculated based on values measured annually.

● Participation in and Endorsement of Industry Associations and Initiatives

Anritsu participates in and endorses industry associations and initiatives in the environmental field and utilizes the latest trends and knowledge gained through these activities. We participate in organizations that match our company's position and goals.

Industry Association	Summary
Race to Zero	International campaign of the UNFCCC that calls on businesses, municipalities, investors, universities, and others around the world to commit to achieving virtually zero greenhouse gas emissions by 2050 and to take immediate action to achieve that goal. In December 2022, Anritsu made a carbon neutral declaration and joined Race to Zero.
Japan Climate Initiative (JCI)	Established in 2018 to strengthen the dissemination of information and exchange of views among companies, local governments, NGOs, and others actively working to combat climate change. Anritsu expresses its support for JCI's opinions and recommendations to the government.
Communications and Information Network Association of Japan (CIAJ)	Organization that aims to contribute to the realization of a sustainable society by utilizing various types of knowledge related to information and communication networks. Anritsu is a member of the Environment Committee. On behalf of CIAJ, we are a member of the Liaison Group of Japanese Electrical and Electronics Industries, a joint initiative of four electrical and electronics groups.
Task Force on Climate-Related Financial Disclosures (TCFD)	International initiative established in 2015 by the G20 Financial Stability Board (FSB) to improve the disclosure of information on the financial impact of climate-related risks and opportunities. Anritsu endorsed the TCFD initiative on June 30, 2021 and is disclosing information in compliance with its recommendations.

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Message from the Chief Human Resource and Administration Officer

Contributing to a Sustainable Future with a Strategy for Human Resources

Vice President, Chief Human Resource and Administration Officer

Takashi Sakamoto



Anritsu is working to develop new business areas that Beyond testing, with the aim of becoming a 200 billion yen company by FY2030. In order to enhance our ability to respond to diversifying market needs and risks and achieve growth, it is important to create an environment where diverse human resources can appreciate each other's values, and where everyone can flourish. Therefore, we are working on "promotion of diversity," "human resource development," and "environmental improvement" as our strategy for human resources.

In recent years, we have been working to promote diversity by integrating our subsidiaries to strengthen our human resources and achieve internal job rotation, and hiring external human resources at our Advanced Research Laboratory. To develop human resources, we established a program to train young software engineers, and for environmental development, we introduced a teleworking system to promote a diverse range of work styles.

In FY2022, we strengthened "Promoting Diversity," one of our materialities, by establishing a new management course that allows employees to work according to their lifestyles, introducing a new system for the employment and compensation of employees who retire at 65 and work until 70, and promoting the use of childcare leave by fathers. In FY2023, we will continue to engage with our employees with the aim of further improving job satisfaction by increasing employee discretionary power, in order to support their motivation to "achieve personal growth and contribute to business and society."

At Anritsu, the combination of diverse knowledge and values is beginning to create new technologies and products. We will continue to cultivate "people" and "organizations" that aim to solve social issues by sharing a sustainable future with the company and its employees.

Social

Respect for Human Rights

Stance on Social Issues

Seventy-five years have passed since the Universal Declaration of Human Rights. However, the human rights of many people around the world are still threatened today.

Anritsu has identified "Respect for Human Rights" and "Promoting Diversity" as materialities in the social area of ESG. To fulfill our responsibility to respect the human rights of all stakeholders involved in our global corporate activities, we have established the Anritsu Group Human Rights Policy based on the UN Guiding Principles on Business and Human Rights. We will take responsibility for respecting human rights based not only on domestic laws and customs, but also on international standards and perspectives.

Policy

Anritsu has shown its respect for human rights in its Sustainability Policy and the Anritsu Group Code of Conduct. In December 2022, we established the Anritsu Group Human Rights Policy to further promote activities that focus on human rights, which have become increasingly important in recent years. This policy is the highest level of the Anritsu Group's commitment to respecting the human rights of all people involved in the group's business activities. We will respect the human rights of all stakeholders involved in the Anritsu Group's business by faithfully carrying out the initiatives set forth in this policy, including compliance with international norms, conducting due diligence for human rights, complying

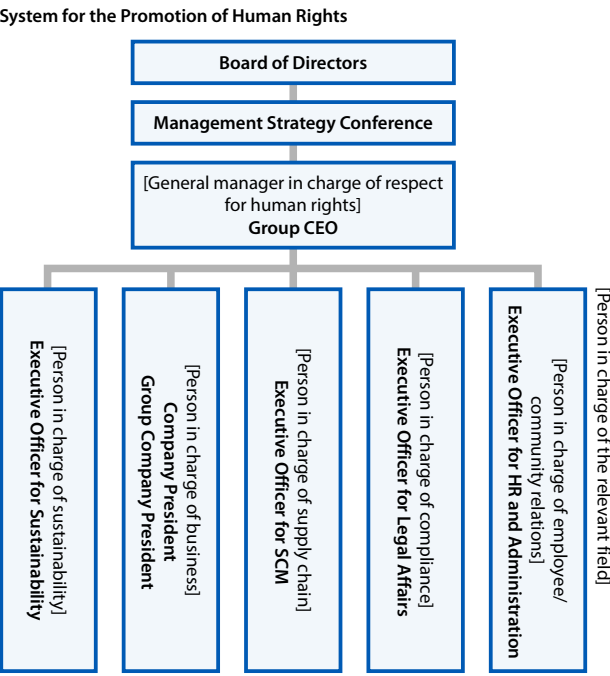
with laws and regulations, and establishing a system for handling complaints.

WEB Anritsu Group Human Rights Policy

System

Respect for human rights at Anritsu is the responsibility of the Group CEO, under the supervision of the Board of Directors, with each responsible officer promoting relevant issues.

Specific efforts to address human rights issues are overseen by the Corporate Ethics Promotion Committee, chaired by the vice president in charge of compliance, which reports annually to the Board of Directors on the status of Anritsu's compliance with ethics and laws within the group.



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Message from the Chief Human Resource and Administration Officer

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Activities and Achievements

Promoting Due Diligence for Human Rights

Assessing Risk to Human Rights

With the cooperation of the NPO Caux Round Table (CRT) Japan, we used the following process to conduct a human rights risk assessment as the first step in due diligence for human rights to identify, prevent, or mitigate, and explain how to address, any negative impact on human rights.

[Country Risk Assessment]

Based on CRT Japan's Global Human Rights Risk Database, Anritsu evaluated risks to human rights by country and by human rights indicators for the 24 countries and regions where the Anritsu Group has business locations, and identified countries with high risk.

[Business Risk Assessment]

For all operations in high-risk countries, we assessed the impact on risks to human rights based on the size of operations (sales, procurement, and number of employees) per country, and conducted an additional assessment for countries with a higher degree of risk. In addition, a workshop was held by members of internal departments that deal with human rights issues to identify specific elements of risks to human rights related to our business and to organize the status of management.

Identifying Risks to Human Rights to be Prepared For

Through the assessment of risks to human rights, we identified the following five risks to human rights to be prepared for: human rights violations in the supply chains of parts and equipment suppliers; use of products for other purposes at the stage of use or disposal; human rights violations against foreign workers; lack of diversity acceptance in the workplace; and insufficient response to changes in the work environment and work style.

Human Rights Issues to be Prioritized in the Future

The identified risks were evaluated by the Risk Management Department and relevant risk owners, and as a result the following three human rights issues were identified as priority issues to be addressed in the future: “acceptance of diversity in the workplace,” “response to changes in the work environment and work style,” and “promotion of work environment surveys at parts and equipment suppliers.”

In light of these challenges, we will continue to enhance our efforts to respect human rights in accordance with the UN Guiding Principles on Business and Human Rights.

WEB Promoting Due Diligence for Human Rights

Dissemination of Guidelines on Respect for Human Rights

We published the Anritsu Group Human Rights Policy on our website, and used internal newsletters and case studies to raise awareness and understanding of the policy among employees.

During the Corporate Ethics Promotion and Enhancement Week held every April, Anritsu conducts an e-learning course on the Anritsu Group Code of Conduct, which sets forth guidelines for actions to be taken by all employees, including respect for human rights, and requires employees to submit a written statement pledging their compliance with the code. The submission rate for FY2022 was 100% for the domestic group and 99.4% for overseas groups.

We explained our human rights policy and initiatives for respecting human rights to suppliers at information exchange meetings and requested their understanding and endorsement.

P.61 Strengthening Partnerships through Information Exchange Meetings

Results of “Anritsu Group Code of Conduct” E-learning (Units:%)

		FY2020	FY2021	FY2022
Domestic group	Attendance rate	99.4	99.8	100
	Completion rate	99.4	99.8	100
	Percentage of statements submitted	99.4	99.8	100
Overseas groups	Attendance rate	99	100	99.4
	Completion rate	99	100	99.4
	Percentage of statements submitted	99	100	99.4

Conducting Training

Level-specific training

Training is provided annually for new employees and newly appointed managers of the domestic group, and provides an opportunity to consider the importance of respect for human rights.

Results of Level-Specific Training

	Subject	Training Time		2020 FY	2021 FY	2022 FY
New employees	Human rights and diversity	60 min.	Number of participants	56	52	52
			Attendance rate (%)	100	100	100
New managers	Labor management, human rights, and promotion of diversity	30 min.	Number of participants	—*	26	20
			Attendance rate (%)	—*	100	100

* Implemented jointly in FY2021

Raising Employee Awareness

Anritsu recognizes the current state of human rights initiatives and aims to achieve the level required of a company operating globally. A month for thinking about respect for human rights

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was held as one of our activities for FY2023, and it included the following events.

[In-house screenings of human rights-themed films]

To create an opportunity to think about respect for human rights, we held a screening of the movie “The Broken Commandment” (based on the novel by Toson Shimazaki), which deals with Buraku discrimination

[“Business and Human Rights” e-learning program]

E-learning program was provided to employees in the domestic group to learn the basics of “Business and Human Rights,” to raise their awareness as employees of a company with a global supply chain.

[Departmental discussion of human rights case studies]

The Legal Department and the Sustainability Promotion Center organized case studies related to human rights, and based on those studies, internal discussions were conducted in each department. During these discussions, participants exchanged frank opinions on issues such as harassment, gender, and childcare leave, and also made requests and suggestions to the company.

● Establishing Reporting and Consultation Services

Traditionally, we have provided employees with reporting and consultation services regarding legal and compliance matters. In FY2022, Anritsu introduced a new inquiry form on its website for all stakeholders to consult and file complaints regarding human rights in order to establish a grievance system as set forth in the Group Human Rights Policy. Complaints and reports can be made anonymously, and we will ensure confidentiality and protection of the interests of all concerned. We are striving to prevent human rights violations by establishing a system that allows a quick response against risks to human rights. In FY2022, there were no reports or consultations regarding human rights violations arising from group employees or businesses.

P.70 *Reporting and Consultation*

WEB *Inquiry Form Regarding Human Rights*

● Addressing Human Rights Issues in the Supply Chain

Through its Anritsu Basic Rules for Procurement and the Anritsu Group CSR Procurement Guidelines, Anritsu asks suppliers to respect human rights, including responsible mineral procurement and compliance with the Modern Slavery Act. We also conduct self-assessment through the use of CSR procurement surveys and on-site surveys, to identify risks in our supply chain. In FY2022, we conducted on-site surveys at six companies in Japan, China, and Taiwan, and found no significant risks regarding human rights, labor, or health and safety at any of them. These findings are disclosed in statements corresponding to the “UK Modern Slavery Act” and the “Australian Modern Slavery Act.”

P.59 *Supply Chain Management*

P.60 *Responding to the Modern Slavery Act*

● Freedom of Association and the Right to Collective Bargaining

Anritsu has a human rights policy stating that it supports and respects “the freedom of association and the effective recognition of the right to collective bargaining,” and a labor union has been formed by its employees. The participation rate of general employees is 100%. The membership of the Anritsu labor union in FY2022 consists of regular employees (excluding managers) of Anritsu Corporation, Anritsu Customer Support Co., Ltd., Anritsu Infivis Co., Ltd., and Anritsu Devices Co., Ltd. In order to build sound labor-management relations, representatives from both the company and the labor union engage in regular dialogue. Issues raised

will be addressed through individual labor-management negotiations and consultations.

Percentage of Labor Unions Organized in the Four Domestic Group Companies (as of March 31, 2023)

Company Name	Union Members	Regular Employees	Union Organization Rate*1 (%)
Anritsu Corporation*2	1,491	1,821	81.9
Anritsu Customer Support Co., Ltd.	53	63	84.1
Anritsu Infivis Co., Ltd.	77	83	92.8
Anritsu Devices Co., Ltd.	30	31	96.8

*1 Labor union organization rate = number of union members / number of regular employees

*2 For non-union employees who are not covered by the collective agreement at Anritsu Corporation, the working conditions are defined in the work rules.

● Management of Fair Wages

Anritsu stipulates fair wages, benefits, bonuses, retirement allowances, etc. in its work rules in accordance with labor-related laws and regulations in each country and labor-management agreements.

In addition, the company operates under country-specific regulations that comply with all wage-related laws and regulations regarding minimum wages, legal benefits, overtime, etc., and provides benefits directly to employees by notifying them via paychecks at a set payment period and time. In addition, Anritsu Corporation sets the same starting wages for men and women, which are sufficiently high compared to the minimum wages in all regions of the country in accordance with the law that establishes minimum wages.

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Promoting Diversity

Policy

Anritsu has identified “Promoting Diversity” as one of its materialities to help companies continue to grow in today’s era of change, unpredictability, and complexity. The Human Resources Diversity Promotion Policy states that “diverse employees with diverse values and ways of thinking will come together to create new value by leveraging diverse perspectives and strengths.” We will promote the creation of a corporate culture in which diverse human resources can demonstrate their individuality and abilities in work styles that suit their lifestyles, regardless of race, nationality, gender, age, work ethic, religion, sexual orientation, or physical or mental disabilities.

WEB Diversity Policy

System

The Chief Human Resource and Administration Officer is responsible for decision-making regarding the promotion of diversity in human resources, human resource development, and the creation of a comfortable work environment. The officer reports to and discusses with the Management Strategy Conference and the Board of Directors the details and progress of the human capital strategy and measures in the mid-term business plan (GLP), the status of employees and the organization, and the results of engagement surveys.

In addition, at the annual information exchange meeting between the responsible officer of each division and the

Human Resource and Administration Department, opinions and information collected in cooperation with the human resource managers of each company are used to plan and implement measures to promote diversity, develop human resources, and create a comfortable work environment.

Target

Mid-Term Business Plan “GLP2023”

Subject	Target	FY2022 Results
Promotion of women's advancement	Ratio of female managers: 15% or more (consolidated)	10.5%
Promotion of activities by aging employees	Employment until age 70 and establishment of a new compensation package	Start of employment until age 70 and new compensation package
Promoting the employment of people with physical or mental disabilities	Legal employment rate of 2.3% achieved	2.36%
Hiring experienced workers	Percentage of new hires: 30.0% or greater	36.5%

Other Targets

Subject	Target	FY2022 Results
Promotion of women's advancement	Ratio of women among new graduate recruitments*1 in Japan to be at least 20% for engineering jobs and 50% for administrative jobs	Engineering positions: 13.6%
		Administrative positions: 50.0%
Support for life-work compatibility	100% of male employees taking childcare leave	45.2%

* Targets and results figures are from Anritsu Corporation.
*1 New graduate recruits hired on April 1, 2023

Activities and Achievements

● Recruiting a Diverse Range of Human Resources

Anritsu employs a diverse workforce in all positions based on the concept of diversity & inclusion. The Hiring Committee, chaired by the Chief Human Resource and Administration Officer at Anritsu Corporation, deliberates on hiring policies and implementation plans, and works to secure the human resources required through discussions with directors and managers in the business divisions.

● Promotion of Women's Advancement

Anritsu Corporation is a business that requires a lot of human resources in the field of engineering. However, since there are few women among engineering students, there is a tendency to hire more men. Therefore, beginning in FY2019, we have set a goal of increasing the percentage of women hired as new graduate recruits in Japan to at least 20% for engineering positions and at least 50% for administrative positions.

In April 2023, the percentage of new female hires will be 13.6% in engineering and 50.0% in administrative positions. A new management course established in FY2022 allows employees to work according to their own life stages and lifestyles. A new teleworking system during pregnancy, childbirth, and childcare has also been established, enabling career development that emphasizes life-work balance.

The percentage of women in management positions will be 3.1% in Japan and 10.5% on a consolidated basis by the end of FY2022. In addition, the number of female managers in Japan increased by five as of April 1, 2023, bringing the ratio of female managers in Japan to 4.0%.

P.48 Status of the Promotion of Women's Advancement in the Anritsu Group

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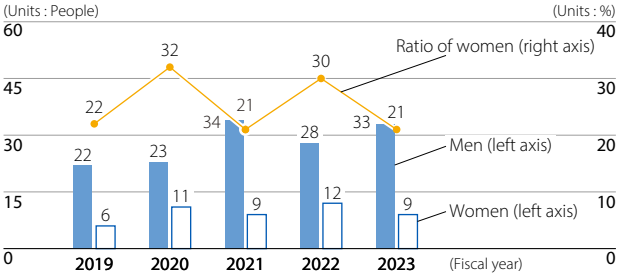
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Ratios of Female Employees among New Graduate Recruits of Anritsu Corporation in Japan (as of April 1 of each fiscal year)



TOPIC Obtaining the Highest Level of “Eruboshi”

In March 2023, Anritsu acquired “Eruboshi Level 3”, the highest level of Eruboshi certification under the Act on Promotion of Women’s Participation and Advancement in the Workplace. This certification is a system under which the Minister of Health, Labor and Welfare certifies excellent companies in their efforts based on the Act on Promotion of Women’s Participation and Advancement in the Workplace. There are five certification criteria: (1) recruitment, (2) continued employment, (3) working hours and other working styles, (4) ratio of management positions, and (5) various career paths. These are classified into three levels according to the number of items that meet the criteria. Anritsu has met the criteria in all areas.



● Promotion of aging employee's activities

Anritsu believes that it is important to utilize and promote the activities of aging employees who have a wealth of experience, knowledge, and skills. We have introduced a new employment system that allows workers to retire at age 65 and work until age 70 starting in FY2022. (Previously, workers could retire at age 60 and work until age 65.) We are working to diversify work styles to suit different lifestyles, such as by choosing the number of work days and hours and expanding the number of teleworking days.

● Hiring Experienced Workers

Anritsu is actively promoting the hiring of experienced workers in order to acquire human resources to expand business areas and develop new businesses. Our target is for 30% of new hires each year to be experienced workers. In FY2022, the ratio of experienced hires was 36.5%, of which 30.4% were women.

● Activities of Foreign Employees

Anritsu Corporation actively participates in employment events hosted by overseas universities, accepts interns from domestic and overseas universities, and recruits students studying in Japan. As of March 31, 2023, 53 foreign employees are working for the company. Two foreign nationals have now been promoted to management positions and are leading sales promotion activities in overseas markets in the Test and Measurement Business. Please note that the domestic group does not hire engineering interns.

Hiring for overseas groups is left to the discretion of the local site. Of the 1,659 regular employees in overseas groups as of the end of March 2023, 1,648 were hired locally and 11 were sent from Japan.

VOICE

Holding Manufacturing Courses for Girls in Junior and Senior High School

Executive Officer, CTO,
General Manager of Advanced Research Laboratory
Hanako Noda



In August 2022, I participated as a lecturer in “Opening Doors to Engineering,” a special event for supporting career choices in engineering organized by the NITech Center for Diversity & Inclusion. “Monozukuri Challenge: CPS on 3D Printing” allowed participants to experience CPS (Cyber-Physical System), which is used to create designs in virtual space and realize them in real space.

Twenty-four junior and senior high school girls participated in this project. After making rough sketches of what they wanted to make with the 3D printer, they worked on the design with 3D CAD. Their 3D printed designs were delivered to them at a later date.

Through events like this, we hope that the younger generation, with their keen sensibilities and rich imaginations, will experience the joy of making things and the thrill of turning their ideal designs into reality.



Items designed by students who participated in the course

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Promoting the Employment of People with Physical or Mental Disabilities

In September 2021, Anritsu established Hapi Sma Co., Ltd., which is mainly engaged in manufacturing soap, to support social participation and economic independence for people with physical or mental disabilities. The company was certified by the Minister of Health, Labor and Welfare as a special subsidiary under the “Act to Facilitate the Employment of Persons with Disabilities” on January 14, 2022.

As of the end of March 2023, eight people with physical or mental disabilities were working at Hapi Sma. Until now, their main focus has been on manufacturing operations. However, in FY2023, the company has also started to expand the scope of its operations to include product planning.

The employment rate at Anritsu Corporation is 2.36%, which is higher than the legally mandated rate (2.30%). Since FY2023, two employees have been certified as company-employed job coaches to help employees with physical or mental disabilities adapt and settle in the workplace.



Manufacturing process and soap

Considerations for LGBTQ Issues

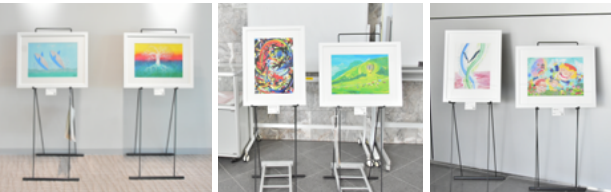
Anritsu is committed to creating a work environment in which everyone can fully demonstrate their abilities and thrive. In addition to the establishment of an LGBTQ consultation

service system and the installation of multipurpose restrooms, we will disseminate information to deepen employees’ understanding of LGBTQ issues. We also set LGBTQ issues as one of the subjects for departmental discussions during the month for thinking about respect for human rights. In the recruitment process, we have also removed the gender field from the entry sheet.

Sponsorship of Paralympic Art

For the mission of “creating a world where people with disabilities can make their dreams come true through art,” Paralympic Art* sells or loans out works of art created by persons with disabilities to support their financial independence and participation in social activities, and it is contributing to achieving the SDGs. Anritsu joined the association’s sponsorship program in FY2021 to show support for this mission. In FY2023, under the theme of “Dynamic: Moving Forward Together,” we selected six from among several Paralympic Art paintings to exhibit in our office, as part of our effort to support artists with disabilities achieve independence.

* Paralympic Art is a social action business promoted by the general incorporated association of Shogaiisha Jiritsu Suishin Kikou.



Paralympic Art paintings exhibited at our office

Employee Data

Employee Data by Region (Consolidated, as of March 31 of each fiscal year) (Units: People)

		FY2020	FY2021	FY2022
Japan	Number of regular employees	2,297	2,506	2,485
	Male	1,923	2,077	2,045
	Female	374	429	440
	Contract employees	525	570	518
U.S.	Number of regular employees	640	632	599
	Male	450	443	417
	Female	190	189	182
	Contract employees	32	45	22
EMEA	Number of regular employees	387	341	362
	Male	299	265	281
	Female	88	76	81
	Contract employees	32	31	21
Asia and others	Number of regular employees	677	689	698
	Male	479	486	492
	Female	196	203	206
	Contract employees	10	12	16
Total	Number of regular employees	4,001	4,168	4,144
	Male	3,151	3,271	3,235
	Female	848	897	909
	Contract employees	599	658	577

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

	FY2020	FY2021	FY2022
Number of regular employees	2,297	2,506	2,485
Numbers in parentheses indicate the number of foreign employees.	(52)	(53)	(52)
Male	1,923	2,077	2,045
Female	374	429	440
Average age of regular employees	44.2	44.3	45.1
Average number of years working for regular employees	21.1	20.9	20.3
Contract employees	525	570	518
Ratio of people with physical or mental disabilities at Anritsu Corporation(%)	2.05	2.54*	2.36*
Ratio of people with physical or mental disabilities in the domestic group (%) (for reference)	1.79	2.14	2.36

* In FY2021 and FY2022, the total is the sum for Anritsu Corporation and its special subsidiary Hapi Sma Co., Ltd.

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

		FY2020	FY2021	FY2022
Number of employees Numbers in parentheses indicate the number of management positions.	Male	1,062 (265)	1,459 (323)	1,442 (317)
	Female	222 (8)	299 (9)	308 (9)
	Total	1,284 (273)	1,758 (332)	1,750 (326)
Average age	Male	45.3	44.8	45.2
	Female	41.7	41.2	41.7
	Total	44.7	44.2	44.5
Average number of years working	Male	21.3	20.3	20.6
	Female	17.7	15.8	16.2
	Total	20.7	19.6	19.8
Working hours per year		1,860.00	1,867.75	1,867.75
Average number of leave days taken per year		15.0	14.9	16.6
Number of employees taking childcare leave		9	14	23
Number of persons with extended employment (continued employment after reaching retirement age)	Number eligible	22	39	29
	Number with extended employment	20	36	24

* Reason for the difference between genders: With regard to the average length of service in FY2021, a high percentage of female employees who were promoted from contract employees to regular employees at group companies were transferred to Anritsu Corporation.

Number of Employees by Age Group (as of March 31, 2023) (Units: People)

	Under 30	30 - 50	51 and over
Domestic group	326	1,244	915
Anritsu Corporation	246	903	601

Turnover Rate for Anritsu Corporation (FY2022)

Number of Employees Who Left	Number Who Left the Company for Personal Reasons	Number of Personnel	Turnover Rate	Turnover Rate for Personal Reasons
34	29	1,750	1.91%	1.63%

* Calculated in accordance with the formula provided in the Japan Company Handbook.
* Turnover rate = number of employees who left in the target fiscal year / (number of regular employees at the end of the fiscal year + number of employees who left in the target fiscal year)
* 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.

Number of New Graduate Recruits and Experienced Hires in the Domestic Group (Units: People)

			FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Anritsu Corporation	Number of new graduate recruits*1	Male	22	21	23	34	28	33
		Female	5	6	11	9	12	9
		Total	27	27	34	43	40	42
	Number of experienced hires*1	Male	1	2	8	23	16	*3
		Female	2	0	1	11	7	*3
		Total	3	2	9	34	23	*3
	Total recruits	Male	23	23	31	57	44	*3
		Female	7	7	12	20	19	*3
		Total	30	29	43	77	63	*3
Domestic subsidiaries	Number of new graduate recruits	Male	19	25	15	6	7	12
		Female	7	8	6	4	5	2
		Total	26	33	21	10	12	14
	Number of experienced hires*2	Male	12	17	10	11	15	*3
		Female	9	11	17	4	6	*3
		Total	21	28	27	15	21	*3
	Total recruits	Male	31	42	25	17	22	*3
		Female	16	19	23	8	11	*3
		Total	47	61	48	25	33	*3
Domestic group Total number of recruits	Male	54	65	56	74	66	*3	
	Female	23	26	35	28	30	*3	
	Total	77	90	91	102	96	*3	
Domestic group Ratio of experienced hires			31.2%	33.3%	39.6%	48.0%	45.8%	*3

* Number of new graduate recruits: As of April 1 of each fiscal year. Includes recruitment in the Philippines.
* Experienced hires: Aggregated by original registry, including commission. Includes those who transitioned from contract to permanent employment.
*1 Includes those hired through merging of subsidiaries since FY2020.
*2 Includes those hired through merging of subsidiaries since FY2022.
*3 Data not available at the time of publication of this report.

Anritsu Corporation: Turnover Rate for the First Three Years for New Graduate Hires (Units: People)

		2018/4/1	2019/4/1	2020/4/1
Number of new hires	Male	22	21	23
	Female	5	6	11
	Total	27	27	34
Number of new hires who left	Male	2	1	0
	Female	0	0	1
	Total	2	1	1
Turnover rate		7.4%	3.7%	2.9%

Promotion of Women's Advancement in the Anritsu Group

Ratio of Female Employees to Total Employees (Number of Female Employees / Total Number of Employees) (Units:%)

	FY2020	FY2021	FY2022
Japan	16	17	18
U.S.	30	30	30
EMEA	23	22	22
Asia and others	29	29	30
Total	21	22	22

Ratio of Female Managers (Number of Female Managers / Total Number of Managers) (Units:%)

	FY2020	FY2021	FY2022
Japan	2.3	2.8	3.1
U.S.	17.9	21.6	17.4
EMEA	24.2	20.3	20.3
Asia and others	24.0	23.7	22.3
Total	10.8	10.9	10.5

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Human Resource Development

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When expanding existing businesses and developing new business areas, it is essential to develop and motivate human resources who will serve as the foundation for the creation of new value.

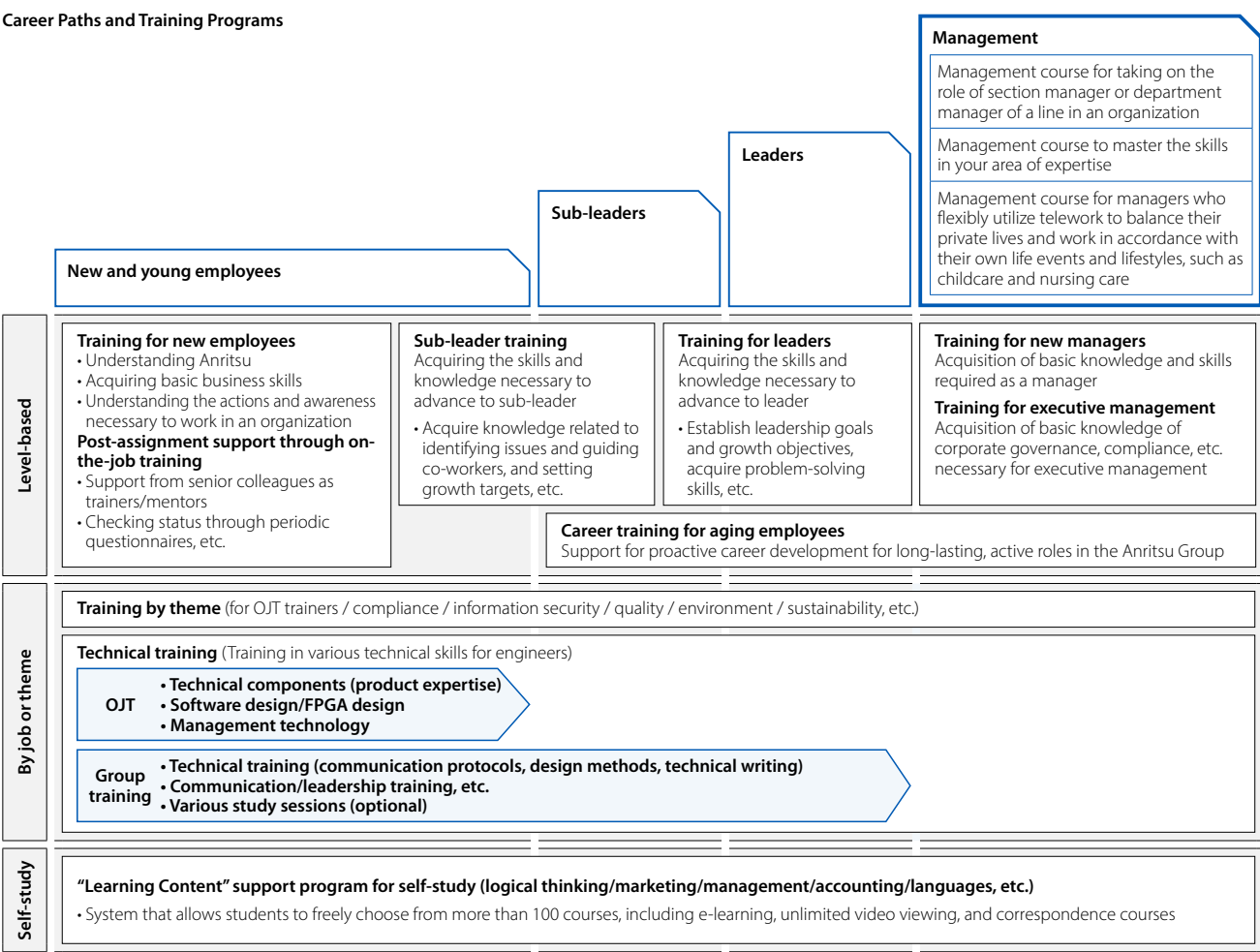
Anritsu's human resource development policy is to "develop human resources who break down their own barriers and tackle new areas with curiosity, and who seek to solve social issues together with stakeholders and other companies." Under this policy, we are implementing measures that focus on creating an environment in which each employee can further hone his or her own strengths, break down barriers, voluntarily improve their skills, and grow together with the company.

WEB Human Resource Development Policy

Activities and Achievements

● Training Programs

Anritsu supports employees in independently performing their work and improving their skills through level-based training aimed at step-by-step development with an awareness of career paths, job-specific and theme-specific training to acquire the skills and knowledge necessary for business, and self-study programs based on the concept of "voluntary choice of what and when to learn."



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Training for New Employees

All new employees receive training on establishing the foundation for becoming workers who will lead the Anritsu Group to a higher level. Through lectures and group sessions, participants gain an understanding of Anritsu, as well as the actions and awareness necessary to work in an organization. They also acquire basic business skills so they will feel comfortable with the ability to effectively perform when assigned to the first job at Anritsu.



Training for Leaders

We conduct level-based training to develop leaders and sub-leaders who will run the Anritsu Group in the next generation. The program is designed to provide the skills and knowledge required for the next step (level). Participants will be given a 360-degree survey and assessment prior to training to determine their skill level, set goals based on the strengths and challenges they identified during training, and practice these goals in the workplace to help them achieve personal growth. In addition, the CEO conducts management policy training and the Chief Human Resource and Administration Officer conducts career path training to help employees understand the company's expectations and roles, personalize management policies, and foster awareness of career development, thereby improving engagement.

Career Training for Aging Employees

We have introduced a new career training program to help senior employees remain active and vibrant for a long time. The program is designed for each individual to reflect on

their own strengths, and to think about their future and how they will contribute.

P.54 Extension of Retirement Age and Employment Extension System

Training for Executive Management

We have established a next-generation management development program to nurture leaders who will be responsible for realizing our management vision. We have established the following five “executive management values” as guidelines for observing candidates: “empathy and awareness with the Company’s vision and policy,” “human skills,” “strategic thinking and conceptual ability,” “initiative, action, and logical thinking,” and “high sense of ethics.” Candidates are reviewed by the group CEO on a case-by-case basis and on a two-year cycle with respect to “executive management values,” and are provided with on-the-job and off-the-job training in accordance with the content of the evaluation to gain experience to become next-generation executives.

Training for Engineers

In FY2020, we launched a young software engineer development program to foster engineers who are capable of developing a variety of products and have the ability to apply their skills. New employees who wish to become software engineers are first assigned to the Engineering Division, where they spend three years gaining experience in various product development projects across the company and learn the basic knowledge and skills necessary for software engineers. The training program consists of on-the-job training and group training. Anritsu designs a training plan for each individual by clarifying growth targets based on our own skill standards. Upon completion of the training program, placement will be determined based on the individual's aptitude and career aspirations.

Support Program for Self-Development

To help employees develop skills on their own, we offer the “Learning Content” support program for self-study. Employees can choose from a wide variety of courses, such as business skills and languages. As an incentive, Anritsu will pay 60% of the course fee once the completion requirements are met. We offer a variety of course formats, including distance learning, e-learning, and commuting to outside schools, so that each student can choose the method that is easiest for them. In FY2022, a total of 518 participants in the domestic group took these courses.

Learning Content: Total Applications Submitted (Units: Number of applications)

	FY2020	FY2021	FY2022
Domestic group	332	351	518
Anritsu Corporation alone	240	322	469

● Global Human Resources Development

One priority for Anritsu is to equip its personnel with the capabilities to lead global projects. We believe such leaders must acquire advanced language skills as well as a global mindset and business-related skills. During new employee training, we have introduced a program to deepen understanding of cross-cultural communication by providing courses on cross-cultural understanding and opportunities to actually interact with foreign national employees. In the Test and Measurement Business and the PQA Business, we are developing businesses in cooperation with employees at overseas groups. We perform joint promotional activities and development to acquire skills for international business. We also send employees outside Japan. This program allows them to improve language skills, promote cross-cultural understanding, build human networks through practical work

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overseas, and develop human resources capable of doing business with overseas companies.

TOPIC Global Training

Global training for international employees involved in sales and marketing is held at our headquarters.

This training, which includes lectures on future markets, technology trends, and sales strategies, is stimulating for young employees as they learn and interact together with overseas employees.

* These photos show the 2023 global training program.



Sustainability Training

Anritsu provides training to raise employee awareness of sustainability.

In FY2022, in addition to the department-specific training that has been conducted in the past, we also implemented e-learning, including for overseas employees. We also produced and published SDG case studies and training tools that address human rights issues. They have been used for discussions in the workplace to encourage the sharing of candid opinions and feedback.

As an indicator to measure the degree of employee penetration of the SDGs, we have been conducting an awareness survey for domestic groups since FY2019. We believe that it is important not only to know about the SDGs, but also to make the SDGs a personal matter. So, we use the

following question as an indicator to measure employee penetration of the SDGs: “Can you tell your family, friends, customers, and others around you about the SDGs that the Anritsu Group or your company is working on?”

Survey Results Regarding Penetration of the SDGs among Employees (Units:%)

		FY2019	FY2020	FY2021	FY2022
Response rate		98	98	97	98
Degree of penetration	Target value	—	60	65	75
	Survey results	49	53	63	73

E-Learning: SDGs Training (FY2022) (Units:%)

	Site	Attendance rate
Domestic group	All employees	95.7
Overseas groups		79.4
U.S.		57.5
EMEA		80.7
Asia and others		98.6

Training on Sustainability (FY2022)

	Subject	Site	Page
SDGs	Contributing to SDGs through sustainability management, solving social issues through business, etc.	All Anritsu Group employees	P.51 E-Learning: SDGs Training
Environment	Reducing waste	All domestic group employees	P.38 Training
Human rights	Respect for human rights	All domestic group employees	P.43 Conducting Training

Other Data Related to the Development of Human Resources

Training Hours (Units: Hours)

	FY2022
Per Anritsu Corporation employee	14.0

Training Costs (Units: Yen)

	FY2022
Per Anritsu Corporation employee	40,430

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Creating a Comfortable Working Environment

Policy

The foundation for reforming work styles, promoting diversity, and developing human resources is a comfortable and rewarding work environment. Anritsu is promoting the creation of an environment in which a diverse range of employees can balance their private lives and work while increasing their productivity, based on the company's environmental improvement policy: "Develop systems and an environment to make Anritsu a company that is comfortable to work in while enjoying our lives, and also a company where labor productivity is high and work is rewarding."

WEB Work Environment Improvement Policy

Activities and Achievements

● Creating an Environment for Life-Work Balance

Anritsu has made "work style reform" a key management strategy, aiming to enable each employee to work according to their lifestyle and improve productivity.

In FY2022, we took measures to diversify work styles and careers by introducing a teleworking system, expanding the number of teleworking days due to childcare and nursing care, promoting the use of childcare leave for men, and establishing a new management course that allows work to be performed flexibly according to life events.

● Childcare Support

Anritsu Corporation holds labor-management meetings through the Committee for Promoting Life-Work Balance on a timely basis to support the need to balance work with childbirth, childcare, and nursing care. During childbirth and childcare, we have built an environment in which employees can balance childcare and work by providing leave, leave of absence, and shortened working hour systems that exceed legal requirements. In conjunction with the implementation of paternity leave (childcare leave at birth) in October 2022, we introduced the paternity leave allowance, which guarantees practically 100% of salary to male employees who take 4 weeks of childcare leave. As a result, the ratio of male employees taking childcare leave has increased from 25.0% in the first half of FY2022 to 81.8% in the second half. For the full year of FY2022, the ratio was 45.2%, an increase of 9.2% from the previous year. Anritsu Corporation has formulated an action plan to support the development of the next generation in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children* and is working to realize this plan. As a result of these achievements, the company was certified by the Minister of Health, Labor and Welfare as a company that supports childcare and in 2020 acquired the "Kurumin" certification for the third time.

The action plan, now in its sixth stage, promotes the realization of diverse work styles and the use of childcare leave by fathers.

* Act on Advancement of Measures to Support Raising Next-Generation Children
This law stipulates the responsibilities and requirements of the national government, local governments, public organizations, corporations, and citizens in order to create an environment in which the children of the next generation can grow up in good health.

Anritsu Corporation's Action Plan to Support Child-Rearing (6th Stage: April 1, 2020 to March 31, 2024)

Objectives	Measures	Actions
Improve working conditions toward workstyle reform	Review and improve the workplace environment so employees have a better life-work balance	From April 2020: Considering and designing a flexible system that offers workstyle options (such as telework)
Draw up, consider, and implement a plan for revising and reinforcing childcare systems	Cultivate a workplace culture in which employees feel free to take days off or leave for a better life-work balance	From April 2020: Promoting a workplace culture that is more supportive of male employees taking childcare leave

Anritsu Corporation Childcare Leave Results (Units: People)

	Gender	Period Covered		
		FY2020	FY2021	FY2022
Total number of employees who have had children	Male	23	19	31
	Female	3	8	9
Total number of employees who started childcare leave	Male	4	7	14
	Female	5	7	9
Rate of employees who took childcare leave*1	Male	17%	36%	45%
	Female	166%*2	87%	100%
Total number of employees who returned to work following childcare leave	Male	4	6	12
	Female	7	8	5
Rate of employees who returned to work after childcare leave	Male	100%	100%	100%
	Female	100%	100%	100%
Total number of employees who have been with the company for one year or longer since returning to work after childcare leave taken during the three years preceding the reporting years*3	Male	6	8	12
	Female	18	23	19
One-year-later retention rate of employees who returned to work after childcare leave	Male	100%	100%	100%
	Female	100%	100%	100%

*1 Rate of employees who took childcare leave: Number of employees who started childcare leave ÷ number of employees who had children × 100

*2 The rate is higher than 100% because the number of employees who started childcare leave includes those who have had children during the previous fiscal year or earlier and started childcare leave during the current fiscal year, apart from those who have had children during the current fiscal year.

*3 For FY2022, the total shows employees who have been with the company for one year or longer after returning to work, with childcare leave taken between FY2019 and FY2021 as of March 31, 2023.

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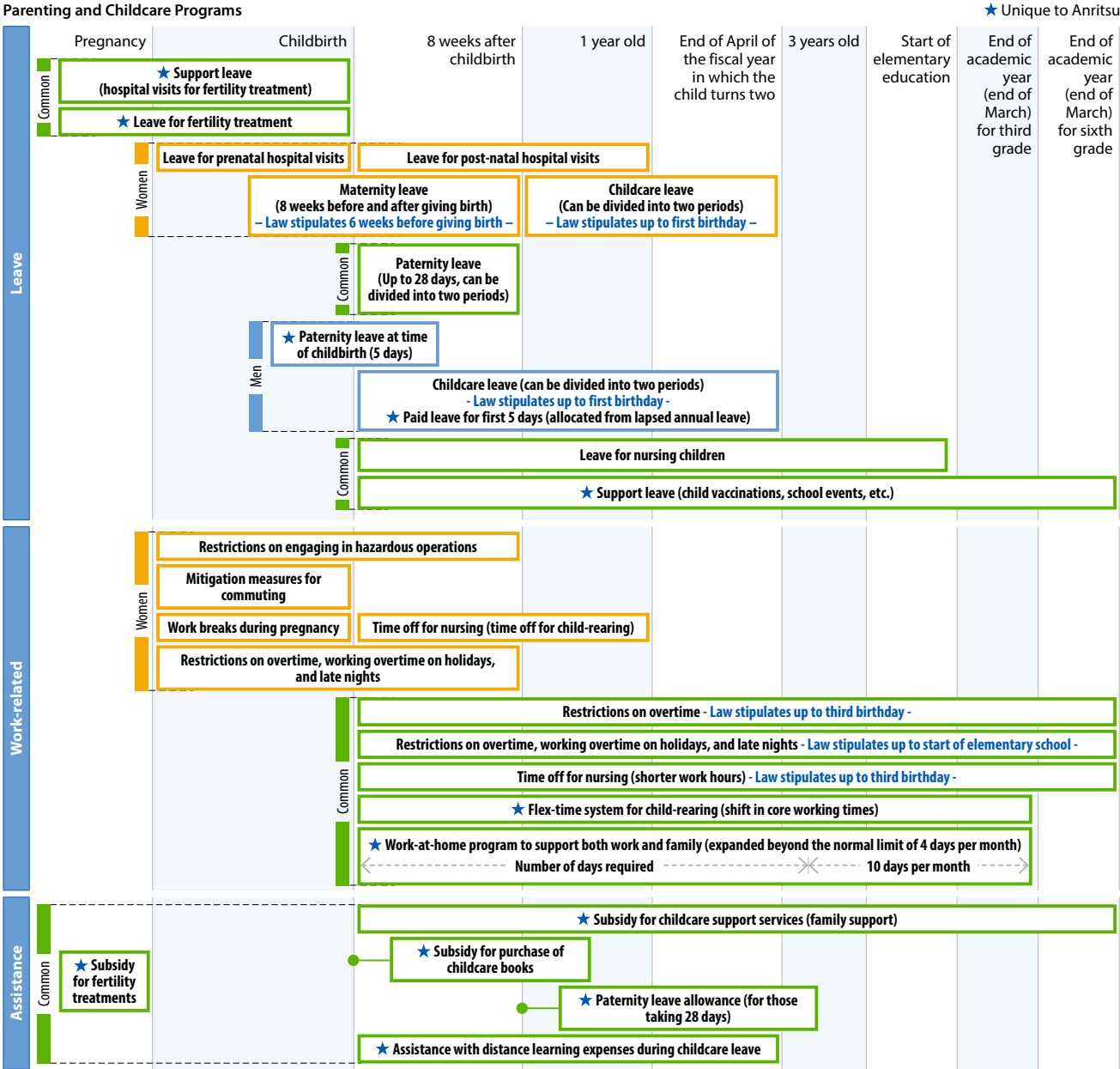
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VOICE

A Childcare Leave System and Work Environment that are Conducive to Taking Childcare Leave

Anritsu Corporation
Test and Measurement Company 1st Product Development Dept.
Koji Ishii



I took childcare leave for approximately three months beginning in April 2023, following the birth of my second child. Since both my wife and I live far away from our parents and the timing coincided with the start of preschool for our first child, we were able to take advantage of the childcare leave system, which was very helpful.

With our first child, I took a short leave of absence, partly because I was not very familiar with parental leave. However, the number of employees taking childcare leave in the workplace has been increasing, and the company recommended that employees take at least four weeks of leave. So, this time I naturally decided to take advantage of the childcare leave system. Over the past few years, I have sensed a change in the atmosphere toward paternity leave, and I feel that the systems and environment necessary for child rearing are being put in place.

Normally, employees are allowed to apply for childcare leave up to one month in advance. However, I consulted with my supervisor six months in advance, allowing me to smoothly make the necessary adjustments at work in order to prepare for childcare leave. In the future, I would like to consult with employees who will be taking childcare leave, to help create a workplace where this system is easy to use.



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● Extension of Retirement Age and Employment Extension System

The employment extension program at Anritsu allows employees to continue working after retirement at the age of 60. In October 2022, we introduced a new program to extend the retirement age to 65, allowing more senior employees to continue applying the ample knowledge, experience, and advanced skills they have gained over the years. Moreover, we plan to introduce an employment extension program in which employees can continue working after turning 65 and until turning 70, thereby meeting the request pursuant to the Act on Stabilization of Employment of Elderly Persons for striving to provide employment opportunities for those up to 70 years old.

In conjunction with the introduction of the mandatory retirement age of 65, the salary level from age 60 to 65 was increased from the level under the previous employment extension system. In addition, for employees 60 years of age and older, the number of working days and working hours can be selected according to age.

● Participation in an Industry Group on Labor Standards

Anritsu participates in the Japan Employers' Federation of Electrical, Electronics & Information Industries, and uses information provided by the organization and exchanged with other members to review and improve working conditions. We also cooperate with the federation's policy recommendations to relevant governments and business associations.

● Creating a Highly Engaged Organization

Employee Engagement Surveys

In order to maximize the potential of each employee, it is important to increase engagement by improving

satisfaction related to “workplace comfort” and “job satisfaction.” The domestic group conducts an annual engagement survey of all employees to understand the current status and identify issues.

The results of the survey are disclosed to all employees and feedback is provided to each department in order to make improvements. In addition, as measures to enhance engagement, we have implemented a “self-reporting system” in which employees report their career plans to their supervisors, and “role-sharing interviews” in which supervisors inform members of their expected roles and departmental targets.

Results of Employee Engagement Survey (Units:%)			
	FY2020	FY2021	FY2022
Response rate	98	97	98
Satisfaction with the workplace	90	90	90
Satisfaction with work	75	75	72

Satisfaction = Positive responses (ratio of those who are “Strongly agree” and “agree”) Survey ratings were made on a 4-point scale. In addition to the above responses, respondents could also choose “disagree” and “completely disagree.”

Employee Awards

Anritsu has an award system to motivate employees to create results and improve their skills.

Each year, awards are presented to projects and teams that have made significant contributions to the company's performance, as well as to individuals who have served as role models for employees. In FY2022, awards were given for 2,182 employees in total. By creating opportunities to praise employees for their contributions to business performance, personal growth, and work performance, we aim to create an environment in which employees and the company can work together and grow together in a rewarding manner.

Employee Awards

	Details	FY2022 Results	
		Number of awards	Number of recipients
President's Award	Developing new markets and contributing to national projects	3	61
Performance-Related Awards	Outstanding contribution to business performance	16	—
High Performer of the Year	Particularly outstanding individual from among the High Performer Award recipients for the year	5	13
Healthy and Safe Workplace Award	Award for particularly outstanding annual health and safety management activities	5	—
Commendation for Achievement	Projects and individuals who have made particularly outstanding achievements	13	200
High Performer Award	Award for exemplary employee behavior and performance	116	125
Patent-Related Awards	Performance related to attributed patents, utility models, and designs	352	734
AQU Innovation Activities	Award for ingenious improvement ideas, and the results of business reform and improvement	343	948
Long Service Award	Award for employees who have worked faithfully for many years	—	101

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Health Management and Safety

Policy

Anritsu believes that the health of employees and a safe and secure working environment are the most important preconditions for contributing to society through our business. We maintain and promote the health of employees and a safe working environment under the Anritsu Group Health and Productivity Management Policy and the Health and Safety Activities Policy.

- WEB Anritsu Group Health and Productivity Management Policy
- WEB Health and Safety Activities Policy

System

The Chief Human Resource and Administration Officer reports monthly on health management and quarterly on health and safety to the Board of Directors.

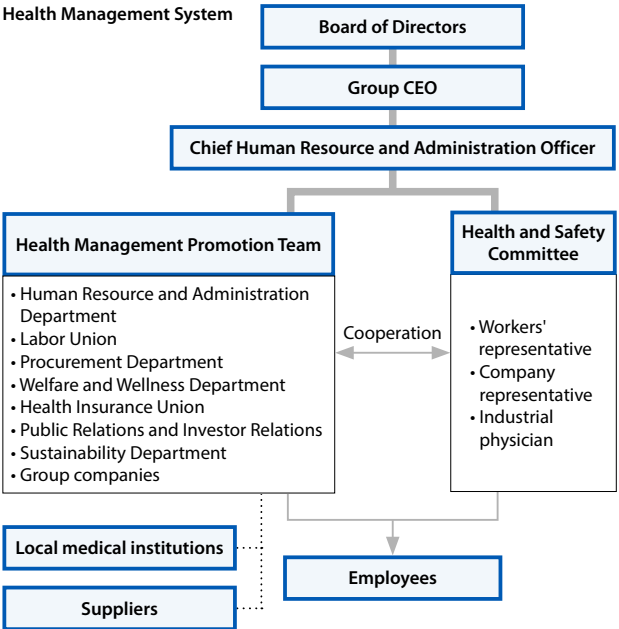
Health Management System

The Anritsu Corporation's Chief Human Resource and Administration Officer is the chief executive officer of health management and promotes group-wide initiatives.

In daily activities, the cross-departmental Health Management Promotion Team implements various measures in cooperation with the Health and Safety Committee. Periodic workplace patrols, measures taken after various medical examinations and stress checks, and individual consultations on mental and physical health are supported by industrial physicians and industrial counselors from the Health Management Center at Anritsu Corporation. We collaborate

with local medical institutions to establish the necessary systems to maintain and promote the health of our employees.

We also actively exchange and share information with our suppliers.

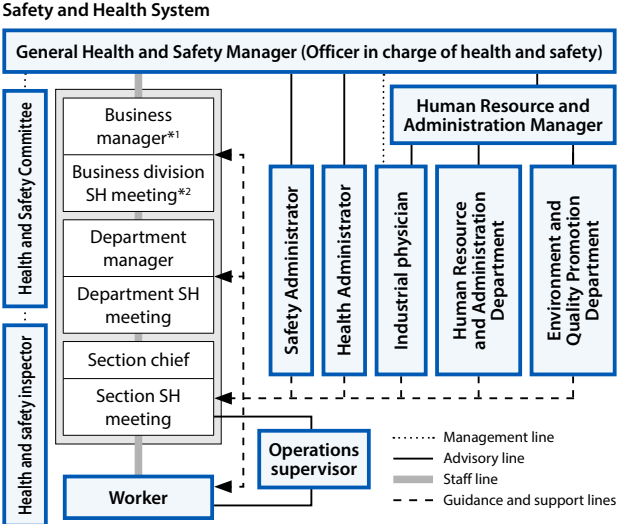


Safety and Health System

Anritsu has established a safety and health management system in compliance with relevant laws and regulations, with the officer in charge of safety and health serving as the Chief Health and Safety Officer. This officer directs the determination and implementation of matters related to health and safety common to the group, and reports the number of work-related and commuting accidents at the quarterly Management Strategy Conference.

In addition, a joint labor-management Health and Safety Committee meeting is held monthly to develop information and measures for the entire domestic group. The deliberations are promptly disclosed and made known to all employees. The

Management Audit Department also monitors the health and safety situation.



*1 Depending on the department, this might be changed to "General Manager," "Center Manager," etc.
*2 SH meetings are occupational health and safety meetings.

Anritsu Corporation Occupational Health and Safety Committee (FY2022)	
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 domestic group companies, health insurance union leaders, and secretariat members also participated. The Anritsu labor union has a union shop agreement with Anritsu Corporation.

ISO 45001 Certification Status

Anritsu EMEA Ltd. (UK) and Anritsu A/S (Denmark) have acquired ISO 45001 certification. In accordance with this standard, both companies promote the creation of a safe and healthy work environment.

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Target

● Health Management Goals

Anritsu has set KPIs in health management and is working to improve the health of its employees.

Targets and Achievements

	Issue	KPI	Benchmark	FY2022 Target	FY2022 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 HbA1c at 8.0% or higher)	2.4 (1)	0.5% or less	0.3%
		☆ Ratio of employees at high risk of high blood pressure (180/110 or higher)	1.7 (1)	0.5% or less	0.3%
		Mental leave rate (Domestic group's leave ratio at year end)	0.8 (2)	0.8% or less	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)	64.0% or less ★	64.8%
		☆ Ratio of employees who habitually exercise (to sweat lightly for 30 min/day and twice or more a week)	23.7 (1)	26.3% or greater ★	28.1%
		☆ 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)	33.0% or greater ★	41.5%
		☆ Ratio of employees engaged in an effort to achieve a healthier lifestyle	24.6 (3)	32.3% or greater ★	32.4%
		Ratio of employees who have a registered account with a health app (Pepup)	43.1%	43.2% or greater ★	43.3%
3	Establishing health and productivity management	◎ Certified as an Excellent Enterprise of Health and Productivity Management (Anritsu Corporation)	Certification	Continued certification	Certification

◎ : Key KPI ☆ : Based on periodic checkup results at the headquarters site
(1): Average values for companies that participated in 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 Health and Safety in 2017
(3): Men's data compiled by the National Federation of Health Insurance Societies
★: FY2021 Results

● Health and Safety Objectives

- (1) Health and safety Improving prevalence rates
Zero lost workday incidents/restricted workday incidents and no occupational illnesses
- (2) Traffic safety Zero traffic accidents involving commercial vehicles
Zero lost workday incidents/restricted workday incidents on the way to work
- (3) Disaster prevention management Disaster prevention training and drills

Priority Policy		Working Item	Control Item	FY2022 Target Value	FY2022 Results
Safety and Health	Reduction of work-related behavioral accidents	Hazard prediction training and risk assessment training	Number carried out	More than 1 time	1 time
		Prevention of disasters similar to case reports	Hold committee meetings	As needed	4 times
	Ensure the safety of production facilities	Preliminary review at the time of introduction or modification	Number of workplaces implemented	When introduced or modified	14 times
		Periodic inspection	Number of workplaces implemented	More than 1 time	1 time
	Improvement of workplace environment	Measurement of work environment	Number carried out	Compliance with laws and regulations	2 times
		Standard regulation environmental measurements of office hygiene			6 times
	Health care and disease prevention measures	Periodic health examination	Ratio of medical examinations	100%	100%
				Follow-up	100%
		Special health examination	Ratio of medical examinations	100%	100%
				Follow-up	100%
		Measures to prevent health problems caused by overwork	Number carried out	Compliance with laws and regulations	12 times
		Health promotion events	Number carried out	More than 1 time	2 times
		Mental health consultation	Number carried out	5 times/month	60 times
		Stress check	Number carried out	More than 1 time	1 time
Traffic	Prevention of traffic accidents and violations	Traffic hazard prediction training	Number carried out	More than 1 time	0 times
		Prevention of disasters similar to case reports	Hold committee meetings	As needed	3 times
Disaster prevention	Enhancement of disaster prevention system	Fire extinguisher and lifesaving training	Number carried out	More than 2 times	1 time
		Training and Formation of Workplace Disaster Prevention Teams	Number carried out	1 time	1 time

P.57 Occupational Accidents in the Domestic Group

P.58 Occupational Health and Safety Data

Activities and Achievements

● Maintaining and Promoting Employee Health

Health Management Strategy Map

We clarify management issues to be solved by health management, and formulate and implement a health management strategy map to realize these solutions.

P.57 Health Management Strategy Map

Reduction of Working Hours

Anritsu is working to reduce overtime work as part of its “Workplace Reform” initiative. We are promoting the optimization of working hours based on the management policy common throughout the entire company by minimizing late-night work and ensuring that employees leave the office on time. Working hours are monitored monthly, and health surveys and interviews are conducted for employees who work excessive overtime. In FY2022, the average monthly overtime hours per person in the domestic group was 11.5 hours, a reduction of 10.2% from FY2020 and 4.2% from FY2021.

Health Management Center

Our industrial health staff, led by several industrial physicians and industrial counselors, provide individual consultations on employee health (via e-mail, telephone, and in person), various health checkups, and stress checks.

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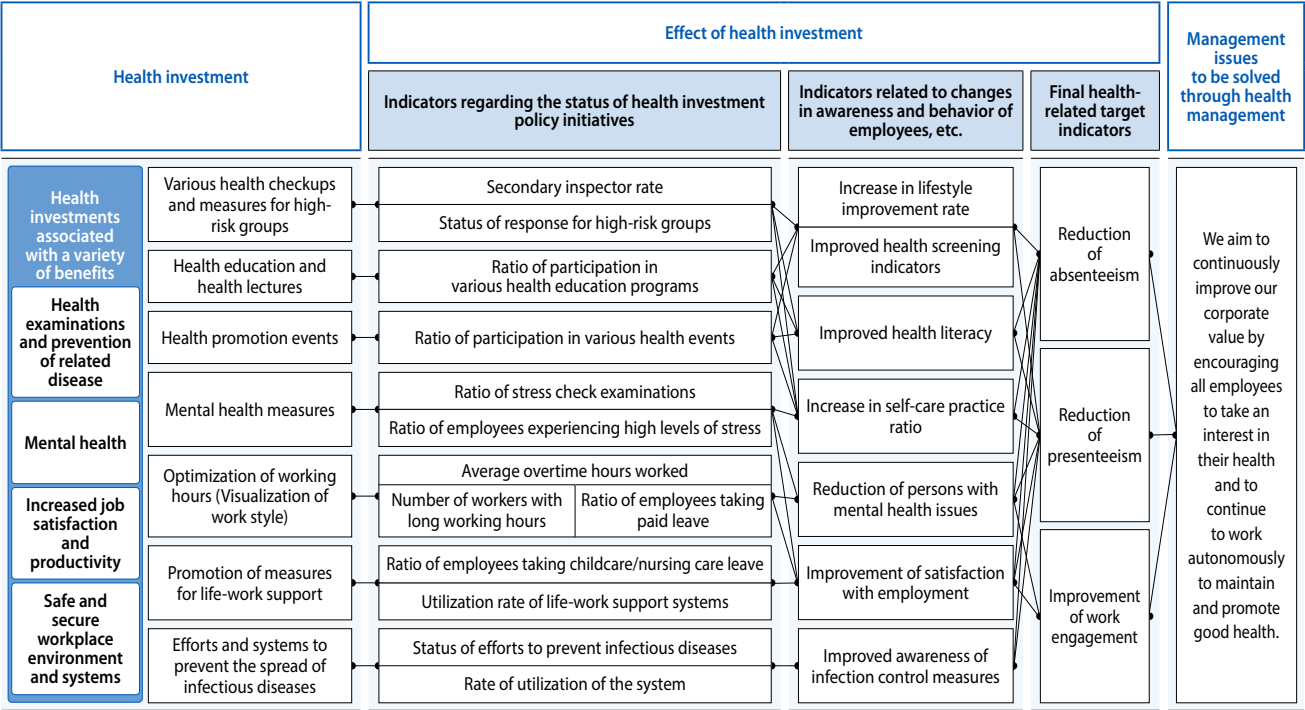
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Health Management Strategy Map



● Certified as an Excellent Enterprise of Health and Productivity Management (White 500) in 2023

Anritsu Corporation has been certified by the Ministry of Economy, Trade and Industry of Japan (METI) and the Japan Health Council as an "Excellent Enterprise of Health and Productivity Management (White 500) in 2023." This is the fifth time we have received this certification since FY2016, when the program was launched.



● Addressing Global Health Challenges

Anritsu Group, as a company with an overseas presence, is addressing global health challenges, including the world's three major infectious diseases (tuberculosis, malaria, and HIV/AIDS). We provide information on infectious diseases, vaccinations, health checks, and local medical assistance to employees posted overseas and their families. As a way to contribute to the community, we also conducted the in-house manufacture of nonwoven masks, which were approved by the National Mask Industry Association through rigorous testing. We provided these masks to nearby medical institutions, fire stations, child guidance centers, and other organizations. In FY2022, we donated 55,000 masks to facilities in the region.

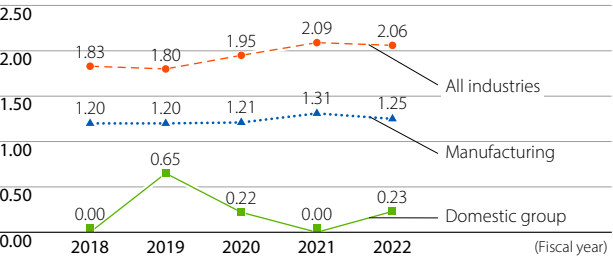
● Lost-Worktime Injuries

In FY2022, 1 lost workday incident and 5 restricted workday incidents occurred. For each incident, we immediately investigate the unsafe behavior and unsafe conditions after it occurs, review work procedures and equipment, and conduct risk assessments to prevent recurrence.

Workplace Accidents in the Domestic Group (FY2022) (Units: Cases)

	Number of incidents (+/- from the previous year)
Lost workday cases	1 (+1)
Restricted workday cases	5 (+1)

Frequency Rates of Lost-Worktime Injuries (per million hours)



● Participation in the Labor Standards Initiative

In FY2022, as the director and committee member of the Atsugi Branch of the Kanagawa Institution of Occupational Safety and Health, Anritsu Corporation has worked to maintain and improve local occupational safety and health standards. To help prevent occupational accidents, the Atsugi City Safety Committee provided safety and health training for new employees at Atsugi Chamber of Commerce and Industry member companies and follow-up training six months later. In addition, as an initiative of the Amadera Industrial Park Council, of which Anritsu Corporation is a member, a special lecture on the revision of laws and regulations was held for member companies.

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● Training and Seminars

The domestic group conducts various training programs on occupational health and safety every year.

Seminars, Courses, and Training Conducted in FY2022 (Units: People)

Details	Eligibility	Participants
Safety training for handling high-pressure gas	Safety personnel and other personnel in the domestic group who handle and/or work with high-pressure gas	61
Safety training for driving motorcycles	Motorcycle commuters in the domestic group from Atsugi City and Hiratsuka City	4
Safety and health training for new employees	Domestic group	56
Occupational health training for new employees	Domestic group	56
Safety and health training for experienced hires	Anritsu Corporation	23
General lifesaving course	Personnel in the domestic group from Atsugi City and Hiratsuka City	19
Bicycle safety workshop	Personnel in the domestic group from Atsugi City and Hiratsuka City	31

● Other Occupational Health and Safety Initiatives

Details	Results & Achievements
Reviewing the status of activities and formulating accident prevention measures by the Occupational Health and Safety Committee	P.57Occupational Accidents in the Domestic Group
Enhancing the awareness of health and safety through training at different organizational levels and providing training on specific issues such as risk assessment	"Seminars, Courses, and Training Conducted in FY2022" on this page
Implementing occupational health and safety training when regular as well as contract, part-time, and other non-regular employees are hired	Implemented as needed
Reducing the risk of incidents by conducting inspections before introducing, relocating, or changing equipment, or when purchasing chemical substances	P.57Occupational Accidents in the Domestic Group
Providing a safe, secure, and comfortable workplace by assessing working environments and conducting workplace patrols, emergency drills, and disaster prevention training, providing protective equipment and health insurance, and conducting lifesaving training	
Health checkups (periodic, special, when starting employment, for overseas assignees) and implementation of and follow-up for the stress check system	P.56Health Management Goals P.56Health and Safety Objectives
Questionnaire screening, interviews by industrial physicians, and health maintenance measures for overtime workers	
Mental healthcare training and counseling for managers	

● Occupational Health and Safety Data

	FY2020	FY2021	FY2022
Ratio of employees who underwent a regular checkup*1 (%)	100	100	100
Ratio of employees who underwent a regular complete checkup*1 (%)	55.5	65.5	67.8
Ratio of employees found to have a health issue in a regular checkup*1 (%)	62.9	62.2	62.7
Ratio of employees 40 and older who smoke*1 (%)	20.3	18.9	16.3
Ratio of employees who regularly exercise*2 (%)	24.9	26.9	28.1
Annual scheduled hours worked*3 (hours)	1,860.0	1,867.8	1,867.8
Average monthly overtime hours worked*4 (hours)	11.1	11	10.8
Annual paid holiday usage rate*5 (%)	70.4	71.9	71.6
Number of on-the-job accidents*6 (cases)	5	4	6
Number of accidents resulting in leave (of four or more days)*7 (cases)	0	0	0
Number of cases of work-related illness*7 (cases)	0	0	0
Number of days of leave from work*6 (days)	3	0	3
Number of deaths*6 (people)	0	0	0
Rate of lost-worktime injuries*8 *9	0.22	0	0.23
Accident severity rate*8 *10	0.001	0	0.001
Number of commuting accidents*6 (cases)	2	3	6
Number of accidents resulting in leave (of four or more days)*7 (cases)	0	1	1

*1 Figures based on the results of Anritsu Group's periodic health checkups (group health checkups) at the headquarters site (Kanagawa Prefecture)

*2 Figures based on the results of Anritsu Group's periodic health checkups (group health checkups) at the headquarters site (Kanagawa Prefecture) (Percentage of employees aged 40 or older who exercise at least twice a week for at least 30 minutes per exercise session)

*3 Average for the domestic group

*4 Average monthly overtime hours worked by regular employees, excluding managers, in the domestic group at the end of each fiscal year

*5 Rate of vacation use by regular employees, excluding managers, in the domestic group at the end of each fiscal year (number of days of vacation use ÷ number of days granted during the fiscal year x 100)

*6 Total value for the domestic group

*7 Breakdown of the total value for the domestic group

*8 Statistics for the domestic group

*9 Number of casualties in occupational accidents ÷ total working hours x 1,000,000

*10 Number of days lost ÷ total hours worked x 1,000

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Supply Chain Management

Policy

Through its procurement activities, Anritsu considers suppliers as partners in solving social issues as stated in its Sustainability Policy, and believes it is important for both parties to grow together. To build a partnership based on mutual trust, we established the Anritsu Basic Rules for Procurement in 2005. We also request cooperation from suppliers based on the Anritsu Group Human Rights Policy, the Anritsu Group CSR Procurement Guidelines, and the Anritsu Group Global Green Procurement Specification. We are building a supply chain that takes into consideration human rights, occupational health and safety, the environment, fair trade, and ethics, including compliance with the Modern Slavery Act and responsible mineral sourcing.

- WEB Sustainability Policy
- WEB Anritsu Basic Rules for Procurement
- WEB Anritsu Group Human Rights Policy
- WEB Anritsu Group CSR Procurement Guidelines
- WEB Anritsu Group Global Green Procurement Specification

System

Anritsu has established a procurement system by optimizing the concentration and decentralization of material procurement operations of the Anritsu Group, with the Chief SCM Officer taking responsibility for global material procurement, including group companies.

While local procurement is the basic policy at our procurement locations in Japan, the United States, and China, we have standardized evaluation criteria for parts adoption on a global basis, enabling mutual use of parts certified at each location.

Target

Mid-Term Business Plan “GLP2023”

Target	FY2022 Results
Conduct on-site surveys on CSR procurement at a minimum of 10 companies cumulatively over 3 years	Implemented at 6 companies (12 companies over 2 years)
Use a three-year program to disseminate information and conduct training for suppliers involved with Anritsu's CSR procurement • Dissemination of information: 2 or more times/year • Training: 1 or more times/year	Dissemination of information: 2 times/year Training: 2 times/year
To further promote green procurement, use environment-related education to increase the number of certified environmental partner companies and build an environmentally conscious supply chain starting from Anritsu	Number of certifications: 252 companies (an increase of 26 companies compared with the same period of the previous fiscal year)

Activities and Achievements

Anritsu Group CSR Procurement Guidelines

Anritsu has established the Anritsu Group CSR Procurement Guidelines to promote CSR procurement throughout the supply chain. These guidelines are based on the “Responsible Business Conduct Guidelines” published by the Japan Electronics and Information Technology Industries Association (JEITA).

Suppliers are informed of these guidelines at policy briefings. When signing contracts with new suppliers, we request a written agreement to promote CSR procurement.

WEB Anritsu Group CSR Procurement Guidelines

Operation of Green Procurement Guidelines

Anritsu established its Green Procurement Guidelines in FY1999 and has given priority to procuring environmentally friendly parts and materials. In FY2016, the guidelines were revised as the Anritsu Group Global Green Procurement Specification. Overseas production sites are now compliant with these guidelines. We are constantly reviewing our guidelines to ensure compliance with the RoHS Directive, REACH Regulations, and other chemical substance regulations that are spreading globally, especially in Europe.

WEB Anritsu Group Global Green Procurement Specification

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● Supply Chain Due Diligence

CSR Procurement Survey

Anritsu conducts credit control, quality control, and environmental control surveys for new suppliers. For existing suppliers, Anritsu conducts CSR procurement surveys in the form of questionnaires for the purpose of confirming the status of Anritsu Group CSR Procurement Guidelines and conducting on-site interviews as necessary. In this survey, our suppliers self-evaluate their efforts in “Compliance with Laws and Regulations and Respect for International Norms,” “Human Rights and Labor,” “Health and Safety,” “Environment,” “Fair Trade and Ethics,” “Quality and Safety,” “Information Security,” and “Business Continuity Plan.” Respect for human rights in the supply chain is evaluated in this survey under “prohibition of forced labor,” “prohibition of child labor,” “consideration for young workers,” “consideration for working hours,” “appropriate wages and benefits,” “prohibition of inhumane treatment,” “prohibition of discrimination,” and “freedom of association and the right to collective bargaining.”

In FY2022, a survey was conducted with 422 suppliers that had transactions with Anritsu from FY2019 to FY2021. We received responses from 363 suppliers (response rate: 86.0%). Responses are scored to determine the status of supplier initiatives.

CSR Procurement Survey Results

	FY2021	FY2022
Number of companies surveyed	418	422
Number of companies responding	372	363
Number of companies not responding	46	59
Response rate (%)	88.9	86.0

On-Site Survey of Suppliers

Based on the results of the CSR procurement survey, Anritsu conducts on-site surveys of suppliers to verify details. In FY2022, on-site surveys were conducted for six suppliers in Japan, Hong Kong, and Taiwan, for a total of 12 suppliers. Each supplier confirmed that there are no significant risks regarding human rights, labor, or health and safety. No suppliers have been found to be out of compliance in the surveys conducted to date.

In FY2023, we plan to conduct on-site surveys of three companies in Japan and five companies overseas.

Number of On-Site Surveys Conducted (Units: Companies)		
	FY2021	FY2022
Japan	3	3
Overseas	3	3
Total	6	6

Responding to the Modern Slavery Act

Anritsu Corporation, Anritsu EMEA GmbH, Anritsu EMEA Limited, and Anritsu Proprietary Ltd. are subject to the “UK Modern Slavery Act” and the “Australian Modern Slavery Act.” We have published a statement regarding both acts with the approval of the Board of Directors.

This statement describes the human rights activities of Anritsu, its human rights due diligence process and risk assessment, and its awareness and training of employees, and reports that there are no issues related to modern slavery.

- WEB Anritsu Group Statement on “Modern Slavery” (provisional translation) 2023
- WEB Addressing Human Rights Issues in the Supply Chain

Responsible Mineral Procurement

In order to promote responsible mineral procurement, Anritsu added a section on responsible mineral procurement to the Anritsu Basic Rules for Procurement and the Anritsu Group CSR Procurement Guidelines in FY2022, in accordance with the OECD Due Diligence Guidance. We also request suppliers not to use minerals that could lead to complicity in human rights abuses, and we confirm this through CSR procurement surveys and on-site inspections.

In accordance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we respond to survey requests from companies listed on United States stock exchanges by asking suppliers to conduct a survey.

- WEB Anritsu Basic Rules for Procurement
- WEB Anritsu Group CSR Procurement Guidelines

● Training for Purchasing Managers

The Procurement Division promotes understanding of CSR procurement activities through e-learning on topics such as the Subcontract Act, Modern Slavery Act, and ISO 9001, as well as discussions on case studies related to human rights and labor. In addition, newly assigned employees receive training on CSR procurement activities.

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Partnerships with Suppliers

● Global Recommended Supplier System

Anritsu has established a global recommended supplier system to recognize suppliers that can do business with the entire Anritsu Group. This enables us to streamline procurement activities and share development roadmaps and technical issues with suppliers to shorten the time-to-market (TTM) for product development.

Anritsu evaluates and selects global recommended suppliers based on the level of cooperation in key components, QCD, and technical support. We have certified 11 suppliers so far.

● Participation in the Keidanren “Declaration of Partnership Building”

Anritsu has formulated and published a declaration of partnership building in support of the aims of the “Council on Promoting Partnership Building for Cultivating the Future” promoted by the Cabinet Office and the Small and Medium Enterprise Agency. This is a declaration by companies that are committed to coexistence and new partnerships throughout the supply chain, and to compliance with fair and proper business transactions.

Anritsu expressly identifies the following as unique initiatives in this declaration.

- Promote operational efficiency not only for the company, but also for its suppliers through the operation of a common ordering and supply IT system
- Distribute the Green Procurement Guidelines to suppliers, hold briefings on trends in environmental regulations, and collaborate throughout the supply chain to address RoHS and other environment-related laws and regulations
- Work to promote health management throughout the supply chain

● Exhibition of Suppliers Products and Technologies

Anritsu holds an annual product exhibition where suppliers' products and technologies are introduced to Anritsu engineers and information can be exchanged. In FY2022, a total of 54 suppliers exhibited their products and technologies over a five-day period. We also held a technical exchange seminar, where 13 suppliers presented their solution proposals and the latest trends in technology.

● Environmental Partner Company Certification Program

Anritsu has established an environmental partner company certification program to evaluate environmental efforts and certify suppliers in good standing. The evaluation focuses on the management of chemical substances contained in products and assigns the management status a grade of A, B, or C. Suppliers with a grade of A or B are certified as environmental partner companies. For suppliers with room for improvement, we provide information on chemical substances contained in their products and advice on management methods. As of May 2023, the number of certified environmental partner companies is 252.

● Partner Quality UP (QU)

As part of our communication with suppliers, we promote Partner QU activities, in which we encourage our partners to provide improvement suggestions and requests to Anritsu. In addition to procurement, we also accept proposals across a wide range of areas, including sales, engineering, manufacturing, services, health and safety, environment, and CSR, to help improve our operations.

In FY2022, we received 14 proposals, which lead to improved delivery times, cost reductions, and improvements in quality.

● Strengthening Partnerships through Information Exchange Meetings

Anritsu holds information exchange meetings twice a year to strengthen our partnerships with suppliers. In FY2022, we introduced Anritsu business policies and initiatives to 180 suppliers and asked them to promote CSR procurement. We also explained key points of environmental regulatory laws and regulations, tax laws, and foreign exchange laws. At our 2023 New Year's Party, we also asked our 127 suppliers for their understanding of and cooperation with the newly established “Anritsu Group Human Rights Policy.”

● Maintaining Healthy Relationships with Our Suppliers

Anritsu defines compliance for material procurement operations in the “Anritsu Group Charter of Corporate Behavior”, the “ Anritsu Group Code of Conduct,” and the “Anritsu Basic Rules for Procurement.”We conduct fair and transparent transactions with our suppliers by adhering to a code of conduct that includes “not accepting gifts” and “not trading stocks based on insider information.”

WEB *Anritsu Group Charter of Corporate Behavior*

WEB *Anritsu Group Code of Conduct*

WEB *Anritsu Basic Rules for Procurement*

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Quality and Product Safety

Policy

Anritsu has established a quality policy and action guidelines common to all Anritsu Group companies in Japan to provide products and services that satisfy customers and society, based on our company philosophy of “contributing to the development of a safe, secure, and prosperous global society by providing 'original and high-level' products and services with sincerity, harmony, and enthusiasm.”

WEB Quality Policy

WEB Conduct Policy

System

Anritsu has established a Quality Management System Committee, chaired by the Chief Quality Officer and consisting of the President of each company and the President of each domestic group company involved in products, to maintain, improve and guarantee product quality. In terms of product safety, we have established a PL Committee chaired by the Chief Quality Officer, which examines measures to be taken in the event of a product accident, the development of a system to prevent product accidents, and measures to prevent their recurrence. The status of quality management is reported annually by the Chief Quality Officer to the Board of Directors and the Management Strategy Conference.

Target

Mid-Term Business Plan “GLP2023”

Subject	Major Activities	Achievements in FY2022
1. Improve effectiveness of management systems in business processes	Anritsu Corporation, Takasago, Ltd. and AK Radio Design, Ltd. acquired integrated ISO 9001 certification. Improved internal quality auditor pre-service training, and improved audit effectiveness by setting priority audit items.	• Takasago, Ltd. and AK Radio Design, Ltd. proceeded with integration of their quality management systems with those of Anritsu and completed certification through an external audit. • Started organizing know-how for applying quality management systems to new organizations and businesses in FY2023 and beyond. • Improved the effectiveness of auditor pre-service training and enhanced know-how. The FY2022 audit has increased the number of findings on the adequacy of activities compared to FY2021. In the post-audit questionnaire, 6 out of 7 items, including comprehensiveness, awareness, and depth of investigation, received higher scores. • Set “Identification of potential for quality irregularities” as a priority item and conducted an audit. Confirmed that there are no irregularities. Recommendations for improvements that could lead to unintentional falsification or fraud.
2. Establish a quality mindset in the organization	Conducted quality training to raise awareness regarding quality	• Conducted training focused on “quality irregularities” in November 2022. Newly introduced level-based training to improve the effectiveness of training. • Implemented the introduction of why-why analysis to the development department. In addition, practical training is provided mainly in the manufacturing sector. • Continuous improvement of participants’ awareness was confirmed through training questionnaires.
3. Strengthen legal compliance and product safety management	Establishment of information collection channels for legal and regulatory information and consideration of sharing platforms Development and utilization of data on controlled parts for substances designated for product safety (red phosphorus)	• Joined the Regulations Committee of the Communications and Information Network Association of Japan (CIAJ) and secured a route to obtain information. • Examined a platform for disseminating information on product safety common to the entire company, with the aim of starting operation in FY2023. • Established a system to restrict the use of parts containing product safety designated substances at the time of design, and began operating the system in FY2022.
4. Promote global activities regarding quality	Selection of quality information (laws and regulations, etc.)	Correspondence will be implemented in FY2023.

Activities and Achievements

● ISO 9001 Certification Status

Anritsu received ISO 9001 certification in 1993. ISO 9001 certification coverage for organizations involved in the product realization process is 100% and certification coverage for the total number of personnel in the Anritsu Group is about 75%.

WEB List of ISO 9001 Certified Companies

● Prevention of Product Accidents and Legal Violations

Anritsu has not had any accidents subject to recall or violations of product safety laws and regulations. Anritsu has established a reporting desk to respond promptly in the event of a product accident. In order to ensure thorough reporting, e-learning is conducted for domestic group employees during Corporate Ethics Promotion Month in October every year on the laws concerning product accidents and the Anritsu product safety system. Regarding product safety, we post information on preventive maintenance, inspections, and repairs on our website to ensure the safety of our customers.

When there is a product accident, legal violation, or quality irregularity, if the company is part of the Anritsu supply chain, we investigate and confirm whether Anritsu products are affected, and take prompt and appropriate action.

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Message from the Chief Governance Officer

Promoting Fair and Honest Corporate Management

Director, Executive Vice President, CFO
Akifumi Kubota



In order to “maintain management transparency,” which is one of Anritsu’s materialities, I feel that we need to enhance supervisory functions and promote diversity by increasing the ratio of outside directors on the Board of Directors and the ratio of women and foreign nationals on the Board.

Anritsu conducts an annual assessment of the effectiveness of the Board of Directors from December to March each year. In FY2022, the Board discussed and confirmed improvements made in addressing and assessing the issues identified at the end of the previous year. In FY2023, our challenges include pursuing business portfolio optimization, strengthening human capital management to ensure diversity in the management ranks, and enhancing discussions that take into account the perspectives of diverse stakeholders. We will work to improve these issues.

With regard to risk management, we reaffirmed our risk management officers and their roles in April 2023. Each responsible person will periodically report the status of risk management operations to the Board of Directors, and the Board will monitor these operations. In addition, to strengthen information security, a new security system was introduced in FY2022 to reduce risks related to cyber attacks and information leaks. Based on our review of the incidents, we are also working to enhance employee training and improve security awareness.

Anritsu will continue to contribute to the creation of a sustainable future society together with our stakeholders, and conduct fair and honest corporate management that meets the trust and expectations of society.

Governance

Corporate Governance

See “Integrated Report” for more details.

Basic Concept

Anritsu considers it a top management priority to respond flexibly and speedily to changes in the business environment, to enhance its competitiveness as a global company, and to continuously improve its corporate value. To achieve this, we strive to create an environment and structure in which corporate governance functions effectively. We are working to strengthen corporate governance from the following perspectives.

- (1) Improvement of management transparency
- (2) Appropriate and timely disclosure of information
- (3) Strengthened supervision of management
- (4) Development of human resources for management

System

An overview of the corporate governance structure of Anritsu is as follows.

- In order to strengthen the auditing and supervisory functions, we have adopted a corporate structure that includes an Audit & Supervisory Committee.
- To ensure transparency and accountability, a Nominating Committee and a Compensation Committee have been established.
- Anritsu is a highly specialized manufacturing company, and business execution requires on-site sensibility and speed. We have introduced an executive officer system as a management system that allows senior management to

make prompt decisions, execute business operations, and exercise precise management skills.

WEB Anritsu Corporation basic policy on Corporate Governance

Board of Directors

Anritsu separates the functions of the Board of Directors for decision-making and supervision from those of the Executive Officers for conducting business. Meetings of the Board of Directors are held to make resolutions on matters stipulated by the Companies Act and the Articles of Incorporation, as well as important matters concerning the company and its group companies, and to report on the status of the execution of duties.

Audit & Supervisory Committee

The Audit & Supervisory Committee audits the execution of duties by directors, the effectiveness of internal control systems, business performance, and financial conditions.

Nominating Committee

The Nominating Committee supplements the role of the Board of Directors in the appointment, selection, dismissal, and removal of directors and executive officers, and is responsible for improving the appropriateness and transparency of the appointment, selection, dismissal, and removal of directors and executive officers.

Compensation Committee

The Compensation Committee supplements the role of the Board of Directors in determining the compensation of directors and executive officers, and is responsible for improving the fairness, appropriateness, and transparency of compensation.

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Independent Committee

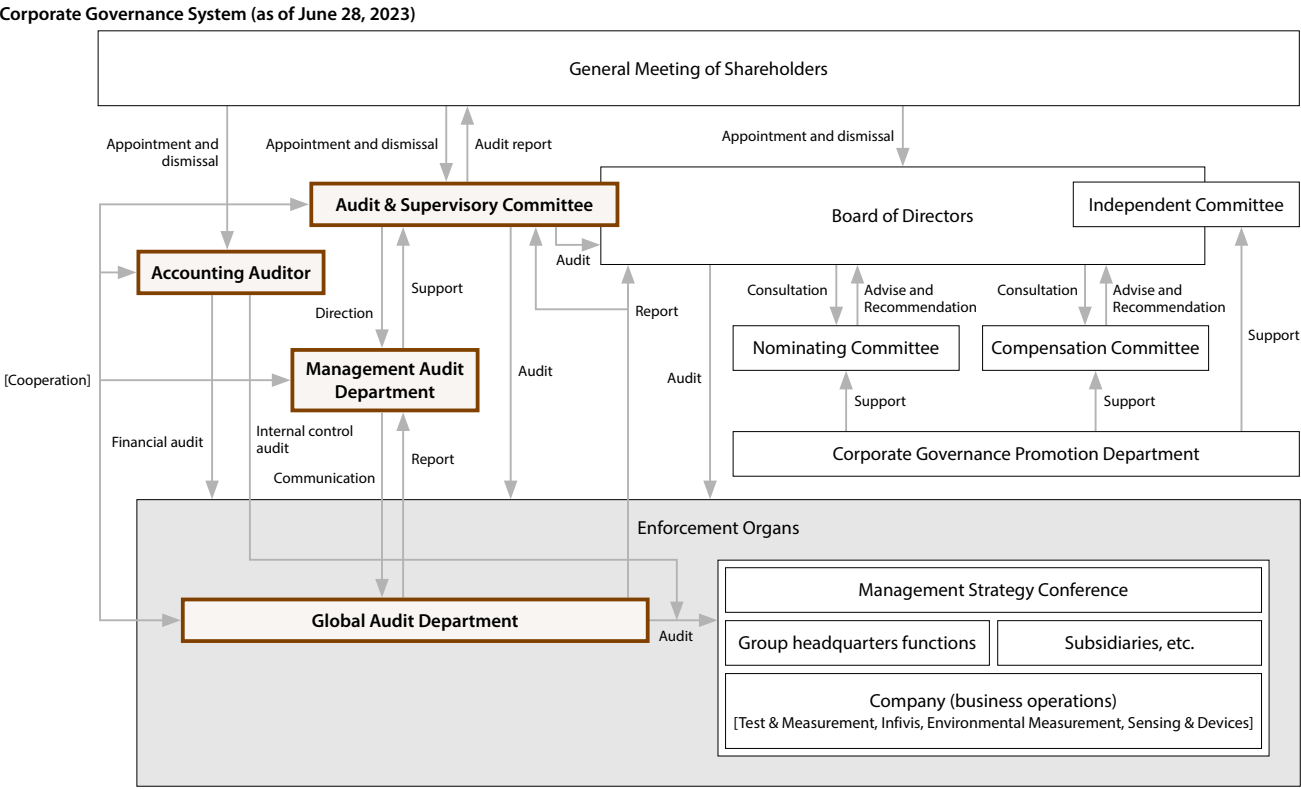
The Independent Committee is composed solely of outside directors. The chairperson of the Independent Committee is selected by outside directors from among themselves. The chairperson is responsible for summarizing the opinions of the outside directors and communicating and coordinating with management.

Management Strategy Conference

Important matters related to conducting business are deliberated and decided at the Management Strategy Conference, which is chaired by the Group CEO and made up of executive directors and executive officers.

FY2022 Assessment of the Effectiveness of the Board of Directors

An assessment of the effectiveness of the Board of Directors is brought up at the December, January, February, and March meetings of the Board of Directors each year. As a result, we confirmed that our Board of Directors continues to be composed of an appropriate number of internal and external management personnel, that a system is in place for constructive discussion and decision-making and supervision of the directors' duties, and that each director is fully aware of their role and engages in lively discussions based on their diverse experience and expertise.



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Risk Management

Policy

With the globalization of society, risks surrounding companies are becoming more diverse. The Anritsu Group recognizes that strengthening risk management is an extremely important management issue in order to continue its business and fulfill its responsibilities to society.

Based on this idea, we have developed the Anritsu Group Risk Management Policy.

WEB Risk Management Policy

System

Anritsu has established Basic Risk Management Regulations and classified major risks associated with business activities into seven categories: business risk, risk of legal violations, environmental risk, product and service quality risk, export and import control risk, information security risk, and infectious disease and disaster risk.

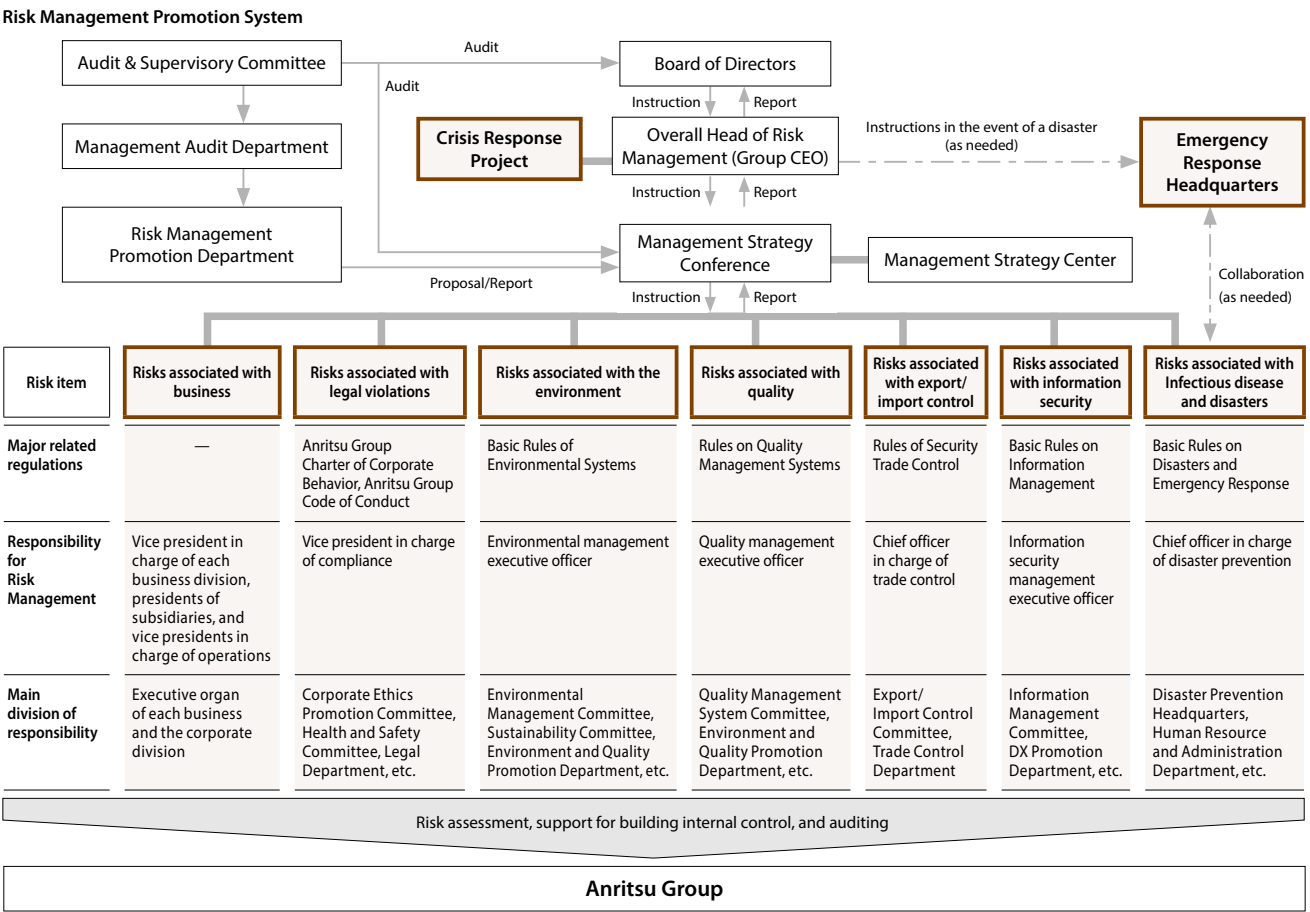
These risk management activities are overseen by the Board of Directors, while the executive officer in charge of the relevant matters, under the supervision of the Group CEO, is responsible for risk management. The person responsible for risk management directs the relevant departments to carry out committee activities. These committees conduct risk assessments, support the establishment of internal controls, and conduct audits. The person responsible for risk management reports the results of these activities to the Management Strategy Conference, which deliberates

and evaluates them. Then, the Group CEO or the person responsible for risk management reports the results of these deliberations to the Board of Directors as necessary. Risk management for overseas groups is supported by the persons responsible for risk management in their respective areas.

Within the risk management promotion system, for example, the risk associated with legal violations is mainly investigated and analyzed for the risks related to the following laws and regulations. An activity plan is formulated each fiscal

year and the results of these activities are reviewed in order to make improvements.

Major Laws and Regulations: Labor laws, health and safety laws, subcontracting laws, anti-monopoly laws, premiums and representation laws, financial instruments and exchange laws, laws related to intellectual property, company laws, laws related to anti-bribery, laws related to human rights (such as modern slavery laws)



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● Risks Related to Business Activities

Risk item	Risks associated with business	Risks associated with legal violations	Risks associated with the environment	Risks associated with quality	Risks associated with export/import control	Risks associated with information security	Risks associated with Infectious disease and disasters
Background of risk	• Unexpected changes in the external environment or rapid changes in the market or business environment • Economic trends in overseas countries and changes in international affairs • Sudden exchange rate fluctuations • Prolonged inventory and defects • Insufficient human resources, insufficient training of human resources	• Violation of laws and regulations • Behavior contrary to social needs	• Further strengthening of environmental regulations • Environmental liability arising from past conduct • Environmental pollution caused by natural disasters	• Unforeseeable occurrence of serious quality defects • Situations leading to product liability	• Tighter restrictions on domestic and foreign exports due to the U.S.-China conflict and the Russia issue • Leakage of sensitive technical information due to increased international mobility of human resources	• Information security incidents caused by cyber attacks • Information leakage due to inadequate controls	• Outbreak and spread of infectious diseases • Natural disasters such as earthquakes and typhoons • Outbreak of fire, war, terrorism, or riots
Impact	• Adverse effects on the Anritsu Group's financial condition and operating results	• Adverse effects on the Anritsu Group's financial condition and operating results due to legal penalties, lawsuits, social sanctions, or brand damage	• Adverse effects on the Anritsu Group's financial position and operating results due to increased costs of legal compliance and environmental measures	• Adverse effects on the Anritsu Group's financial position and operating results due to loss of public trust, lawsuits, social sanctions, brand damage, and compensation and countermeasure costs	• Adverse effects on the Anritsu Group's financial position and operating results due to loss of public trust, lawsuits, social sanctions, brand damage, or loss of business opportunities	• Adverse effects on the Anritsu Group's financial condition and operating results due to loss of public trust, lawsuits, social sanctions, or brand damage	• Adverse effects on the Anritsu Group's financial condition and operating results due to supply chain disruptions, plant shutdowns at Anritsu and its customers' and suppliers' plants, and political and economic instability
Response by Anritsu	• Respond to a wide variety of business risks, led by the Risk Management Officer in charge	• Ensure that all employees are familiar with the Anritsu Group Code of Conduct • Strengthen compliance promotion activities • Establish a global corporate ethics promotion system • Establish various committees to deal with various laws and regulations	• Develop and provide environmentally conscious products • Reduce CO₂ emissions through energy conservation in offices and factories • Reduce waste by promoting the 3Rs • Set voluntary management standards that are stricter than laws and ordinances	• The Quality Management System Committee and PL Committee maintain, improve, and assure product quality and operate the quality management system. • Establish a system for handling product accidents • Examine product accident prevention systems and initiatives to prevent recurrence	• Develop a global import/export management system • Continue strengthening export control processes, including the provision of technology	• Reinforce the information security management system • Conduct information security training • Establish a strong and uniform security system on a global basis	• Establish a crisis task force to gather information and take necessary actions • Create BCP and elaborate on response procedures

Activities and Achievements

● Risk Management Training

The Risk Management Promotion Department holds “Risk Management Training” for newly appointed managers in the domestic group. After learning specific risk management methods during training, participants will apply the techniques they have learned to their actual work, and then attend follow-up training six months later.

In FY2022, we conducted training for group companies in China. We plan to expand the training to overseas groups in the future.

● Global Risk Management

Anritsu has established guidelines outlining the minimum requirements that all overseas subsidiaries must comply with in their management. Each overseas subsidiary conducts a self-assessment based on these guidelines every year. Anritsu

Corporation's Risk Management Promotion Department evaluates the management level of each company based on the results of these assessments and provides feedback to overseas subsidiaries on priority issues to be addressed. Self-evaluation began in FY2020, and the number of evaluation items was increased in stages until all items were evaluated beginning in FY2022.

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Internal Control

Policy

Inappropriate accounting and compliance violations by companies have become social problems, and companies are required to strengthen their internal controls. Anritsu will develop and ensure the operation of the system based on the “Basic Policy for Establishing Internal Control System,” which was resolved by the Board of Directors with the main objectives of ensuring the reliability of financial reporting and improving and enhancing the compliance system. In addition, in order to respond to changes in the nature of our business and the increasing complexity and diversity of the business environment, we will continually review our internal control system to ensure its effectiveness.

WEB Basic Policy for Establishing Internal Control System

System

Anritsu has established committees for each risk category as shown in the diagram of the risk management promotion structure. Each committee deliberates on various measures, develops and operates internal control systems across domestic and overseas group companies, and promotes activities to ensure their effectiveness. Activities are reported by each committee to the Management Strategy Conference and, depending on the situation, to the Board of Directors.

In addition, the Audit & Supervisory Committee, the Management Audit Department, the Anritsu Corporation Internal Audit Department, and the internal audit departments

of group companies conduct audits that lead to the evaluation of the activities of each committee and internal control system, and make recommendations to the relevant organizations.

P.66 Risk Management Promotion System

WEB Arrangement of internal control system and risk management system

Activities and Achievements

Assessing the Effectiveness of Internal Controls

The effectiveness of internal controls is assessed by the Audit & Supervisory Committee, the Management Audit Department, the Anritsu Corporation Internal Audit Department, and the internal audit departments of each group company, which take the lead in conducting management interviews, data analysis, on-site inspections, and other activities.

In FY2022, the Audit & Supervisory Committee and the Management Audit Department conducted 12 audits and the Internal Audit Department conducted 8 audits to confirm the effectiveness of the group's internal controls in Japan and abroad.

Deficiencies were detected in areas related to financial reporting, but appropriate remedial actions have been taken. With regard to compliance, we focused on verifying the effectiveness of processes that have undergone changes in the control environment as a result of reorganization and IT system updates.

Strengthening the Internal Control of Group Companies

Anritsu manages the internal control of group companies by establishing regulations on matters that require prior approval and/or must be reported to Anritsu Corporation. We have established guidelines outlining the minimum

requirements for the management of each group company, and require all overseas subsidiaries to conduct Control Self-Assessments (CSA) to ascertain the status of their activities based on these guidelines.

GLP2023, our Mid-Term Business Plan, aims to have all of our 32 overseas subsidiaries meet CSA standards by FY2023. In FY2022, we defined the criteria for CSA and the standards required of each company, and conducted evaluations based on these criteria. Evaluation results are fed back to each company and improvement activities are promoted as necessary.

The results of the evaluation are as follows.

- Companies that meet the criteria in 90% of the items: 87% (Number of items:181)

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Compliance

Policy

In order to remain an ethical corporate group, Anritsu requires all employees working for the Anritsu Group to comply with laws and regulations in all their activities and to adapt their behavior to social demands.

Anritsu states the importance of compliance in its Sustainability Policy, our philosophy of corporate conduct in the Anritsu Group Charter of Corporate Behavior, and our guidelines for employee behavior based on the Charter of Corporate Behavior in the Anritsu Group Code of Conduct.

To ensure that we conduct our business fairly and honestly in all countries and regions in which we operate, we have established the Anritsu Group Anti-Bribery Policy.

These policies specify anti-corruption matters such as prohibition of bribery, prohibition of insider trading, prohibition of money laundering, and blocking of relationships with antisocial forces, as well as compliance with various laws and regulations such as antitrust laws and export/import laws.

For suppliers, our Basic Rules for Procurement stipulates compliance with laws and regulations, consideration for human rights and labor, and implementation of ethical activities.

- WEB Sustainability Policy
- WEB Anritsu Group Charter of Corporate Behavior
- WEB Anritsu Group Code of Conduct
- WEB Anritsu Group Anti-Bribery Policy

System

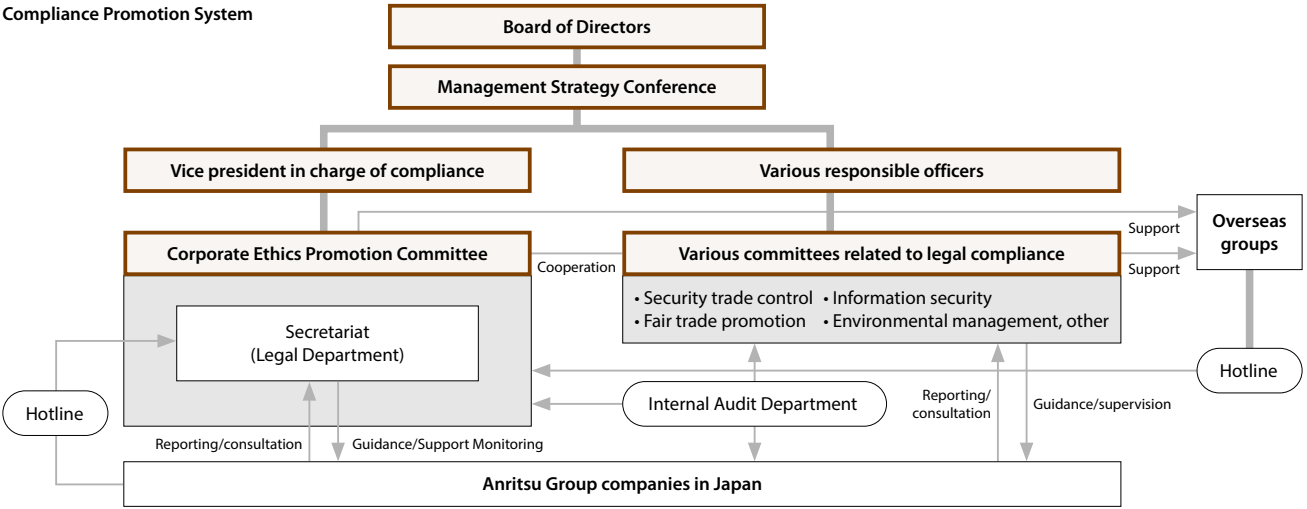
The promotion of compliance at Anritsu is spearheaded by the Group CEO, who chairs the Management Strategy Conference, under the supervision of the Board of Directors. The Corporate Ethics Promotion Committee, chaired by the vice president in charge of compliance and with the participation of representatives from domestic group companies, oversees compliance promotion activities under the Management Strategy Conference. In addition, the Corporate Ethics Promotion Committee and its secretariat, the Legal Department, have established a global promotion system in cooperation with the compliance managers of each overseas group company. The Legal Department, together with related committees for legal compliance, requests each overseas

group company to comply with ethical laws and regulations based on the laws, culture, and customs of each country and region, and provides necessary operational support.

The vice president in charge of compliance regularly reports the results of these activities to the Management Strategy Conference and the Board of Directors.

The Internal Audit Department audits at least once per year whether the compliance promotion system is functioning properly and makes recommendations and requests improvements as necessary.

In addition, the Board of Directors will oversee the revision or abolishment of the Anritsu Group Anti-Bribery Policy, as well as any instances of violations or measures that are not in accordance with the Group Policy.



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Key Issues

We have established priority issues based on the results of responses to the Corporate Ethics Survey, revised laws and regulations, and comparisons with other companies' risk recognition levels. The key issues for FY2022 were as follows.

Key Compliance Issues	
Key Issues	Past Results
Continue to achieve zero serious compliance violations	There were no violations of laws and regulations, significant noncompliance, or associated fines or sanctions.
Create a workplace environment where there is no harassment or constraints	No cases of harassment were identified.
Thorough management of overtime work	Thorough control is achieved by making the amount of time computers are accessed visible and prohibiting overtime when teleworking.
Anti-bribery and corruption outside Japan	No violations related to bribery were identified, and there were no fines or administrative penalties.

Activities and Achievements

Reporting and Consultation

Hotline (Reporting and Consultation)
Anritsu has established an insider reporting and consultation service for compliance violations, including overall anti-corruption, in accordance with the Basic Rules on Ethics and Legal Compliance and the Internal Reporting Rules. The company accepts complaints by phone, e-mail, and in person, and operates two lines of communication: internal and external (by legal counsel and outside professional organizations). (Email is accepted 24 hours a day.) We also have a "Workplace Hotline" that employees can use to report problems in English. The target group includes directors and employees (regular, contract, part-time, and temporary

employees), and retirees (within one year of resignation). Reporting and consultation can be handled anonymously.
Regarding reports and consultations received through the hotline, the facts are confirmed through interviews with the whistleblower and related parties. The investigation method is scrutinized under the supervision of the Corporate Ethics Promotion Committee chairperson, and the department in charge of the hotline cooperates with the relevant departments to take the appropriate action. In the event of a serious problem, the department in charge of consultation will report the problem to the vice president in charge of compliance and the Group CEO, who will take corrective actions such as improvement activities. All information received will be treated confidentially and the informant/consulter will not be identified. Any retaliation against the informant/consulter or anyone else involved will result in severe penalties.
External consultation and reporting for overseas groups has been established, and an operational system put in place, in the Americas since August 2016 and in Europe, Asia, and other Anritsu Group locations since April 2020. The status of the operation of the Hotlines in Japan and overseas is regularly reported to the Management Strategy Conference and the Board of Directors through the Corporate Ethics Promotion Committee, and any necessary instructions are provided.
For external stakeholders such as customers, suppliers, shareholders, investors, and local residents, we accept reports and consultations through the Contact page on our website.

Number of Hotline Calls		(Units: Cases)		
External point of contact "Workplace Hotline"	Telephone	FY2020	FY2021	FY2022
	Email	5	7	6
Internal point of contact "Hotline"	In person or by telephone	4	11	11
	Email	2	1	1
Interviews based on the results of the corporate ethics survey		6	3	8
		5	7	6

Compliance Promotion Activities

Training and Awareness Activities
In order to raise the awareness of each and every employee regarding compliance and to conduct a comprehensive review of their own actions and workplace conditions, every year the domestic group designates a "Corporate Ethics Promotion Week" in April and holds "Corporate Ethics Promotion Month" in October. At these times, we conduct various training and educational activities for all employees (regular, contract, part-time, and temporary employees). The details for FY2022 are as follows.
April: Corporate Ethics Promotion Week
• Test and submission of statement regarding the Anritsu Group Code of Conduct (all employees in Japan and overseas)
• Contract inventory
• Dissemination of information regarding reporting and consultation
• Compliance training for new employees
• Compliance training for new managers
October: Corporate Ethics Promotion Month
• Corporate ethics surveys
• Awareness-raising activities using case studies
• E-learning (subcontracting law, information security, trademark and copyright, product safety, SDGs, etc.)

Distribution of "Guidelines and Insights for All Members of the Anritsu Group"
Anritsu distributes "Guidelines and Insights for All Members of the Anritsu Group," which summarizes the company philosophy, company vision, company policy, sustainability policy, Anritsu Group Charter of Corporate Behavior, and Anritsu Group Code of Conduct, to all employees in Japan to ensure that all employees are aware of compliance.

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Corporate Ethics Survey

Each year, Anritsu conducts a corporate ethics survey to monitor various issues related to the conduct of business. Two types of surveys will be conducted at the same time: one for Anritsu Group employees, and one for temporary employees and suppliers to get an outside perspective on the behavior of Anritsu Group employees. From the results, the Corporate Ethics Promotion Committee identifies actions to solve problems or prevent problems from occurring, as well as key issues for the Anritsu Group to address in the future.

Raising Awareness through Case Studies

Anritsu publishes case studies for the domestic group as a tool to deepen understanding of compliance. During “Corporate Ethics Promotion Month,” we promote internal awareness by providing opportunities for the discussion of case studies at workplaces. We have introduced 220 case studies through March 2023.

● Anti-Bribery

Promotion of Anti-Bribery Activities

The Legal Department is in charge of anti-bribery activities, and has established the Anritsu Group Anti-Bribery Policy to ensure that all Anritsu Group employees, both in Japan and overseas, are fully aware of the policy. In addition, we provide e-learning and training on anti-bribery activities for domestic and international managers and sales staff, as well as guidance, support, direction, and training for relevant departments within the company. The Anritsu Group Anti-Bribery and Corruption Rules, which are based on the Anritsu Group Anti-Bribery Policy and include specific procedures in accordance with international standards, have been established and are being disseminated to employees of overseas group companies. These rules focus on “prior approval regarding gifts, etc.” and “due diligence when entering into new contracts with agents and other third

parties.” In FY2022, e-learning was offered to managers and sales staff at group companies in regions with a high risk of bribery. The plans and results of these activities are reported to the Board of Directors and the Management Strategy Conference. In addition, the Board of Directors will oversee the revision or abolishment of the Anritsu Group Anti-Bribery Policy, as well as any instances of violations or measures that are not in accordance with the Group Policy.

WEB Anritsu Group Anti-Bribery Policy

Bribery and Compliance Self-Assessment

Anritsu did not identify any violations as a result of its bribery and compliance self-assessment for FY2022. There were also no fines or administrative penalties for violations.

● Other Major Achievements

Enhancement of Group Governance

In order to further enhance group governance at Anritsu, we have established regulations on matters that require approval or reporting by the parent company regarding the operations of domestic and overseas subsidiaries, as well as the procedures for such approval and reporting. We began implementing these regulations in April 2022. This will ensure that business operations are conducted in accordance with unified reporting and decision-making rules within the group, leading to improved group management adequacy and a stronger internal control system.

Promoting Fairness in Business Activities

The domestic group has established the Fair Trade Promotion Committee for Sales Activities, which conducts training activities and formulates countermeasures to ensure compliance with the Antimonopoly Act and related laws and regulations. One of our activities is to conduct an annual internal audit of all sales departments at Anritsu

Corporation. Internal audits include interviews based on self-checks of audited departments, verification of evidence, and suggestions for improvement. Furthermore, the Legal Department conducts secondary internal audits regarding risks such as bid rigging for sales departments that participate in public bidding. In addition, e-learning on fair trade is provided to the sales and marketing departments and other sales-related departments.

The FY2022 audit did not identify any events or issues that would violate antitrust laws or related regulations. In addition, there were no legal actions taken by the Japan Fair Trade Commission regarding antitrust or other issues.

Protection of Personal Information

In recent years, there has been a movement in many countries to strengthen the protection of personal information and to legislate the appropriate handling of personal information. In response to the enforcement in April 2022 of the revised Act on the Protection of Personal Information, Anritsu has revised its Privacy Policy and Personal Information Protection Regulations to ensure the thorough management of the personal information of customers, employees, and other stakeholders. The company has also obtained TRUSTe certification from TrustArc, a third-party certification organization in the United States.

Anritsu is training its employees and developing and publishing regulations to comply with the EU General Data Protection Regulations (GDPR), which came into force on May 25, 2018.

WEB Anritsu Group Privacy Policy

WEB Anritsu Web Privacy Statement

WEB GDPR Statement

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Formulation of Social Media Policy

The widespread use of social media has made it easy for individuals to disseminate information. Anritsu formulated and implemented the Anritsu Group Social Media Policy in April 2020 to ensure the appropriate use of various services, including compliance with laws and regulations and ensuring the accuracy of information transmitted, based on respect for the freedom of individual expression. Anritsu revised its policy in January 2022 to clarify the operational stance and usage restrictions of the group's official accounts, and disseminated the revised policy both inside and outside the group.

WEB Anritsu Group Social Media Policy

Tax Compliance

Basic Tax Policy

Anritsu has the following Basic Tax Policy.

Basic Tax Policy

Anritsu stipulates the following provisions in the Anritsu Group Code of Conduct, which also applies to overseas subsidiaries, and has adopted the same stance in regard to tax-related operations.

- Perform proper accounting in accordance with relevant laws and company regulations in the course of operations
- Accurately prepare and properly save all the various records of finance and accounting, and do not perform improper accounting or any other acts that would cause damage to the company
- Comply with the tax laws of each country and pay appropriate taxes

When conducting commercial transactions, we comply with the tax laws of each country and in accordance with

the spirit of the law, utilizing available tax incentives, tax reductions, and tax exemptions. We do not engage in tax planning unrelated to our commercial transactions.

Anritsu conducts its tax operations under this policy and complies with all applicable tax-related laws and regulations in the countries and jurisdictions in which it operates. We do not intentionally avoid tax through the use of tax havens or tax savings based on interpretations that deviate from the spirit of the law. For foreign related transactions, the company calculates arm's length pricing based on the OECD Transfer Pricing Guidelines, and prepares transfer pricing documentation in accordance with the laws and regulations of each country. Anritsu strives to ensure that it has a reasonable tax burden by taking advantage of preferential tax treatment within the scope of normal business activities. We also strive to reduce tax uncertainties by consulting tax authorities and tax professionals in advance and disclosing relevant information.

Tax Governance Structure

Anritsu holds the CFO ultimately responsible for establishing and maintaining the Anritsu Group's tax governance, tax risk management, and significant tax issues. When faced with tax issues, we work with the regional headquarters and targeted group companies to address the issues as necessary. In addition, issues deemed to be of high importance are brought to the Board of Directors for deliberation and decision-making to ensure transparency in tax affairs.

The tax management of the entire Anritsu Group is handled by the head office accounting department. A system and environment have been put in place to ensure adequate communication between the relevant head office departments and each group company. The Board of Directors oversees organizations that execute business, and its coverage includes tax matters. The Audit & Supervisory Committee, which consists of persons with expertise in finance, accounting, and

legal matters, is responsible for monitoring the execution of operations related to taxation.

Income Taxes Paid by the Anritsu Group (FY2021) (Units: 100 million yen)

	Amount of income	Amount of income before tax	Amount of taxes paid
Domestic	987	237	36
Overseas	847	78	6
Total	1,834	315	42

* The above amounts are based on the Country-by-Country Report submitted to the tax authorities in Japan and have no direct relation to the consolidated financial statements.

Political Contributions

Anritsu does not make political contributions, including donations to political parties, other political organizations, or candidates for public office.

Promoting Responsible Procurement

Anritsu has established the Anritsu Group CSR Procurement Guidelines under the Anritsu Basic Rules for Procurement, and asks suppliers to comply with ethical laws and regulations and to respect human rights. The status of these initiatives is verified through due diligence, including CSR procurement surveys and on-site investigations, and measures and support are provided as necessary to make improvements.

WEB Supply Chain Management

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Information Security

Policy

The Anritsu Group recognizes that it has a social responsibility to properly protect the information of all stakeholders in the course of its business activities and that such information is an important asset. Based on this idea, we have established a Basic Policy for Information Management, and we are striving to maintain and improve security.

WEB Basic Policy for Information Management

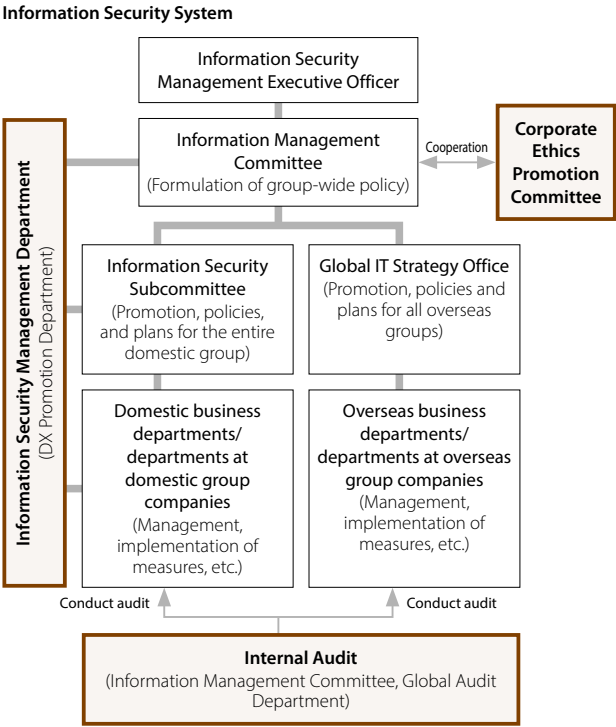
System

Anritsu has established an information security management executive officer and the Information Management Committee as a system to ensure thorough information management of the Anritsu Group and to prevent information security incidents before they occur.

The information security management executive officer is appointed by the director in charge of the Information System Management Department, and the Information Management Committee consists of the directors in charge of each business division and group company.

In the domestic group, the Information Security Subcommittee, consisting of representatives from domestic groups, establishes policies, implements measures, provides employee training, and takes countermeasures and shares information when incidents occur. In overseas group companies, the Global IT Strategy Office, whose members are IT managers from regional headquarters, has been established to strengthen IT controls, including security. A comprehensive

audit of the actual status of information management is conducted by the Information Management Committee, and the results are reported to the information security management executive officer.



- ISO27001 Certification Status**
- Japan: DX Promotion Department and CAD Team, Fundamental Technology Department, Engineering Division
 - EMEA: Anritsu A/S Service Assurance Business Unit

Activities and Achievements

Promoting Information Security

Introduction of a New Security System

In FY2022, we introduced Secure Access Service Edge (SASE) and XDR-compliant systems in Japan and Asia in order to not only defend against increasingly sophisticated cyber attacks, but also to quickly detect and respond to intrusion. This has reduced the risk of virus infection and information leakage more than ever.

Employee Training

To raise awareness of security, Anritsu conducts security training through e-learning once a year for directors and all employees (regular, contract, part-time, and temporary employees) of Anritsu Group companies in Japan and overseas. We also conduct training with email that simulates an actual attack every two to three months.

BCP Training

In FY2022, to confirm the functionality of the backup system, we conducted a training exercise that simulated a large-scale system failure due to ransomware. We confirmed that the deficiencies detected in the previous exercise have been remedied and that the system will return to the specified RPO*.

* RPO: Recovery Point Objective In the event of a failure, indicates the point in time to which a backup should be reverted

Measures to Prevent Recurrence of Incidents

In FY2022, an incident occurred in which an employee of Anritsu mistakenly sent an email to a customer who was not the intended recipient, resulting in the leak of another customer's name and company name. As a measure to prevent recurrence, we have revised our procedures to have multiple people check each other's emails before clicking send.

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Business Continuity Management

Policy

● Disaster Prevention

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

WEB Basic Policy on Disaster Response

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

System

Anritsu has set up an Emergency Response Headquarters to determine how to respond in the event of a major disaster or the outbreak of an infectious disease such as a COVID-19.

Members of the Emergency Response Headquarters

Title	Members
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 group companies, etc.)

Activities and Achievements

● Formulation of BCP

At Anritsu, each division and group company has formulated a BCP to ensure employee safety, minimize damage, and restore business activities quickly in the event of a natural disaster, infectious disease, or other unexpected event.

In particular, Tohoku Anritsu, an Anritsu manufacturing location, has been hit by several large-scale natural disasters, including the Great East Japan Earthquake and river flooding due to torrential rains. Therefore, natural disasters are positioned as an serious risk at this site. Based on this experience, we have developed a flow chart of initial response procedures to clarify what to do after a disaster occurs. In addition, damage predictions and procedures for dealing with risks such as fire, snow damage, and volcanic eruptions have been established and are reviewed as necessary.

● Disaster Preparedness

The domestic group conducts a disaster drill once a year. This drill simulates an earthquake with an intensity of 5 on the Japanese seismic intensity scale and a resulting fire. We conduct initial firefighting activities, quickly set up an emergency response headquarters, confirm the safety of employees (emergency calls), provide first aid to injured employees, and check on personnel at evacuation sites.

Employees are also given a survival card that outlines initial actions to take in the event of an earthquake, measures to take if they are unable to return home, and preparations to make in case of fire or typhoon.

● Supply Chain BCM

Supplier Information Database

Anritsu bases its BCM on the principle of collecting information and preparing in advance. This allows us to make an appropriate initial response if a supplier's business shuts down due to a sudden event. In the event of a disaster, information is collected through the media - mainly websites - and is matched with a database of suppliers' manufacturing and warehouse locations to predict the impact. We will then immediately contact suppliers in the affected areas to confirm the extent of damage, and consider what countermeasures to implement in order to minimize risk. In addition, we can accelerate BCM by using IT to visualize damage information in conjunction with map information.

BCM Achievements

Anritsu performed 8 BCMs in FY2022. In addition to COVID-19, and natural disasters such as earthquakes and typhoons, we were affected by the global shortage of semiconductors. However, we focused on minimizing the impact by closely communicating with suppliers, making production adjustments, and using substitute parts for 90 items in 20 models. In FY2023, we will continue to strengthen our activities for stable procurement.

● Response to Infectious Diseases

Following the downgrading of the status of COVID-19 infections to category 5 in May 2023, we have transitioned to a normal work schedule. In addition, we continue to monitor the situation of infections within the company in order to maintain business continuity and employee safety.

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