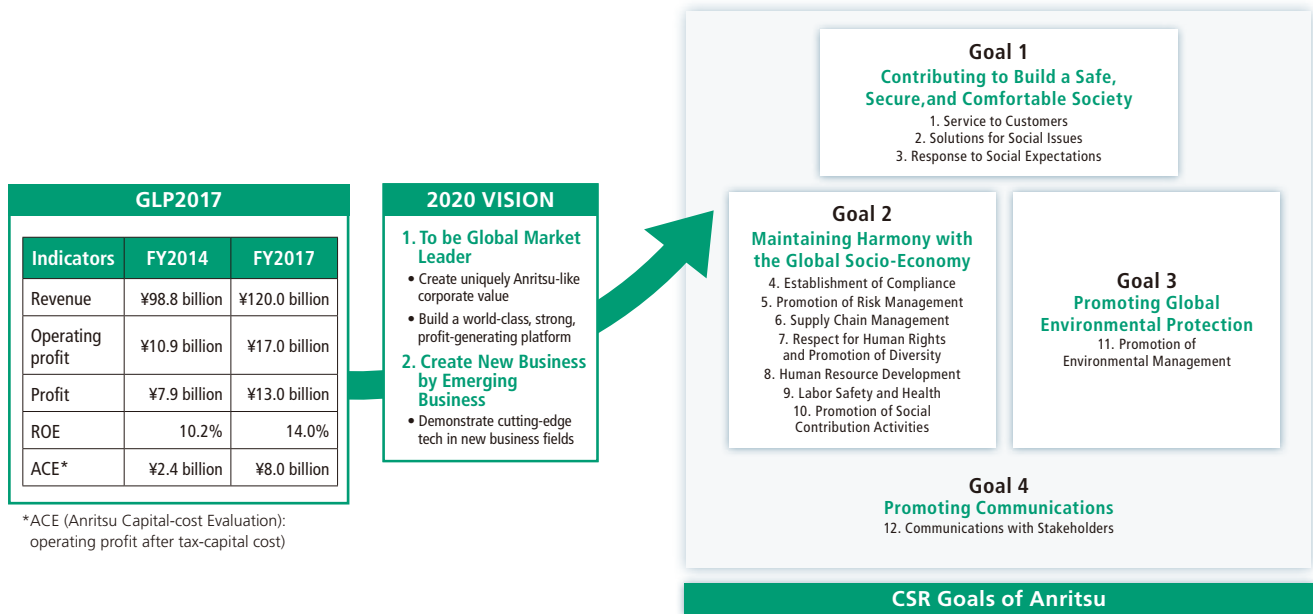


# Corporate Social Responsibility (CSR) Management

## Basic Approach to CSR

The Anritsu Group fulfills its corporate responsibilities in economic, social, and environmental terms through CSR in its business activities, based on compliance with laws, ethics, and social expectations, under its business philosophy of "Sincerity, Harmony, and Enthusiasm." In addition, the Anritsu Group aims to increase its corporate and brand value by building even better relationships with all stakeholders through ongoing communication.



## ■ Towards the Achievement of Four CSR Goals

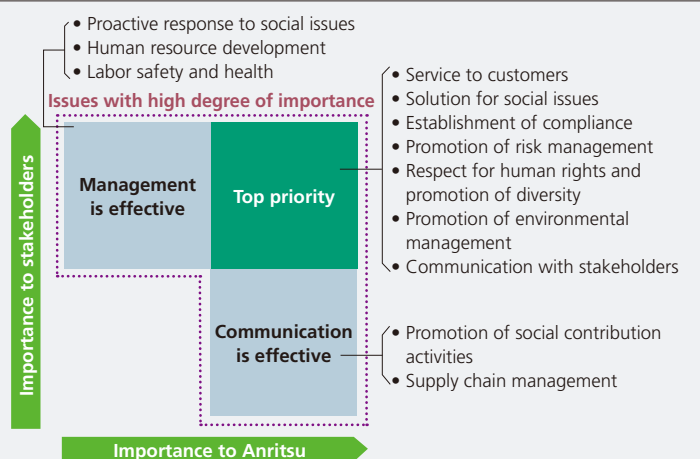
At Anritsu, we drew up the Anritsu Concept for CSR Activities in 2006, to identify CSR goals for the mid-to-long term in our activities. We share the four CSR goals involved with all our stakeholders, and we intend to make this future concept a reality, by taking responsibility for progress with our mid-term business plans, GLP2017 and 2020 VISION.

Since we specified these four CSR goals, we have reviewed them whenever necessary, in terms of priority issues and objectives, to take account of changes in the business environment and society's expectations. We also disclose a broad range of information, including the state of progress with our initiatives to achieve sustainable growth, which will benefit all members of society as well as the Anritsu Group.

## Materiality Assessment Methods and Results

In 2008, Anritsu conducted a materiality assessment based on discussions with 30 key people in the Group, regarding 142 items of corporate behavior expected by society. These have been classified by stakeholder, with due consideration for objectivity and completeness.

As a result of that assessment, among the 142 items, the 12 items shown in the red sector were recognized as having particular importance, and designated as priority issues for the Anritsu Group.



## CSR Goal 1: Help to ensure a safe, secure, and comfortable society

Mid-term goals	Priority issue	Mid-term goals for 2017
	Service to customers	At least 90% of customers satisfied
	Solution for social issues	Establishment of global promotion system
	Social expectations	Establish KPI regarding solution of social problems as a business and set goals

Related G4 aspects	
	Economy: Economic performance, presence in communities, procurement practices Society (product responsibilities): Safety and health for customers, labeling of products and services, compliance

### Solving Network Issues among Customers and Society, to Help Achieve a Sustainable Society

In response to the dramatic evolution of communications technology over the last 120 years, Anritsu has deployed advanced measurement technology. This, too, will help to achieve a society where people can “connect anytime, anywhere, safely, securely, and comfortably.”

#### ■ Helping to Ensure Reliable Connection, Anytime, Anywhere

In response to the dramatic evolution of communications technology over the last 120 years, Anritsu has deployed advanced measurement technology.

This is one way Anritsu will help to achieve a sustainable society where people can “connect anytime, anywhere, safely, securely, and comfortably,” by solving network issues among customers and society as an advanced, reliable provider of measurement solutions, covering all kinds of wireless and wireline connection.

As one notable result in 2014, Anritsu conducted a joint verification using a carrier aggregation modem being developed by a customer and the MD8430A signaling tester from Anritsu, succeeding in data communication that bundled three frequencies for the first time in the industry. In the LTE-Advanced system, which is being progressively introduced worldwide, carrier aggregation, which achieves high speed by bundling of frequency bands, is a key technology.



Signaling tester (base station simulator) MD8430A

#### ■ Strict, Efficient Export Management

Anritsu’s measuring instruments incorporate a full array of the latest hardware and software technologies. This raises the possibility that they could be abused for purposes such as WMD development. Anritsu has designated this as one of seven key risks in import-export management, and, accordingly, conducts strict, appropriate management.

Anritsu has acquired certification as an AEO (Authorized Economic Operator), in line with international standards to both ensure and facilitate security in international trade, and has obtained all relevant permits from METI. By implementing a personnel system appropriate to a global importer and exporter, plus Anritsu’s own management rules, which apply worldwide, and an information system that enables efficient risk assessment and inspection, Anritsu achieves both strict management that helps to ensure international security and speedy responses to customers’ needs.

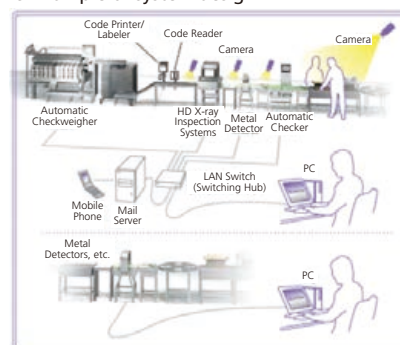


AEO logo

### Helping to Ensure Food Safety and Security

While people’s dietary lifestyles become more fulfilling year by year, a succession of incidents, such as food recalls and inclusion of external contaminants, has also occurred. In Anritsu’s industrial machinery, detection equipment is provided to identify contaminants that find their way into food products during manufacture, and to eliminate any defective products. We also offer the QuiCCA quality management and control system, to centralize management of quality records in manufacturing. QuiCCA facilitates automatic, comprehensive recording and analysis of information related to the shipping quality of food products. Moreover, if any abnormality occurs, this system can identify the process involved, and respond promptly to prevent defective products from being shipped, helping to ensure food safety and security.

#### ● Example of system design



## CSR Goal 2: Harmony with the global economy and society

### Mid-term goals

Priority issue	Mid-term goals for 2017
Establishment of compliance	Implementation and continuance of compliance training for all employees
Promotion of risk management	Development of centralized system for global risk management and auditing system
Supply chain management	PDCA cycle for CSR sourcing strategy and establishment of BCP system for SCM overall
Respect for human rights, promotion of diversity, and human resource development	Due diligence regarding human rights; Diversity in hiring and review of evaluation/compensation system
Labor safety and health	Achievement and continuation of zero-accident record
Promotion of social contribution activities	Promotion of social contribution activities at key global centers in four quadrants

## Global Value Chain

At all stages of our business activities, from upstream to downstream, Anritsu is supported by a strong value-chain system.

While working with suppliers to achieve growth and solve social issues, we have reinforced our compliance in the sales phase, implementing strict procedures. To ensure that this value chain can be maintained even in emergencies, we also consistently reinforce our BCP initiatives.

### ■ Promotion of Global CSR

The Anritsu Group promotes its CSR activities globally; we have established a system of regions to deepen communication with all stakeholders worldwide, and we pursue the exchange of information, based on an annual schedule.

The following 10 items are reported annually, by the person responsible that year, from each region's representative to the CSR/CS Promotion Team at Anritsu's Head Office.

- CS Activities
- Quality Improvement
- Health and Safety
- Compliance
- Supply Chain
- Information Security
- Protecting Human Rights
- Valuing Employees
- Promotion of Environmental Management
- Conducting Social Contribution Activities

Also, as business becomes increasingly global, even closer coordination is required among all operational and management divisions. Global meetings that connect our Atsugi Head Office with key centers in Koriyama, the U.S., the EU (the U.K. and Denmark), and Asia (China) are held on both regular and ad hoc schedules.

### ■ Business Continuity Management

For a manufacturing company, stable sourcing of production materials is the foundation of BCP. Among the Group's manufacturing centers, Tohoku Anritsu and Anritsu's Koriyama office had anticipated natural disasters, such as earthquakes, as a major risk before the Great East Japan Earthquake, and taken steps to ensure BCP.

Following the Great East Japan Earthquake, we compiled a database of conditions at the centers of our trading partners (about 2,000 centers), and worked to identify and minimize emergency-related risks. In addition, we made arrangements for sharing of this information within Anritsu. Furthermore, in order to respond to a diverse range of risks, we conduct simulations that extrapolate anticipated risks globally, and utilize the experience gained in this way to improve and reinforce our BCP.



Global training

Related G4 aspects

Society (labor practices and decent work): Training, education, diversity, equal opportunity, evaluation of suppliers' labor practices  
 Society (human rights): Non-discrimination, child labor, forced labor, evaluation of suppliers' human rights record  
 Society (social): Anti-corruption initiatives, anti-competitive practices, compliance

**Promotion of Diversity**

Given the rapid evolution of business worldwide, we believe it is important to attract a diverse workforce in terms of nationality, gender, age, and views on work. This enables us to develop systems and programs that allow every individual to demonstrate their strengths in accordance with their lifestyle, and to provide safe, secure, and comfortable working conditions.

**Global comparison of women's advancement**

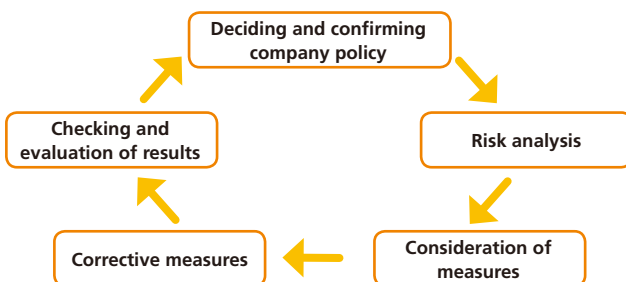
	Japan	U.S.	EMEA	Asia and others	Global total
<b>Women as a percentage of the workforce (number of female employees/total number of employees)</b>					
Fiscal 2014	13%	30%	21%	26%	19%
Fiscal 2013	13%	30%	22%	26%	19%
Fiscal 2012	17%	31%	25%	31%	22%
<b>Relative weighting of women in executive roles, defining the value for men as 100 ((Number of female executives/Number of female employees)/(Number of male executives/Number of male employees))</b>					
Fiscal 2014	9%	56%	72%	66%	44%
Fiscal 2013	9%	59%	60%	78%	47%
Fiscal 2012	8%	59%	82%	57%	45%

**Due Diligence regarding Human Rights**

To ensure that the Anritsu Group continues to earn the trust of stakeholders, we have designated "responding to human rights issues" as one CSR strategic issue, and formed a working group that involves all relevant divisions. In this way, we plan to globally implement due diligence regarding human rights.

In 2015, we began by specifying and publishing our policy.

**Process of responding to human rights issues**



**Anti-Corruption Initiatives**

For the Anritsu Group, which is engaged in business globally, preventing bribery and other forms of corruption is recognized as an important issue in terms of compliance. Accordingly, we take anti-corruption initiatives, to ensure that our corporate activities are soundly conducted in good faith and meet the expectations of society. In particular, laws to prevent bribery in countries such as the U.S. and the U.K. are stringent, applying to business dealings even outside those countries. In the U.K., activities by distributors are also subject to regulation; so, we work to keep our staff informed through seminars and other training.

The Anritsu Group already includes prohibition of bribery in its Code of Conduct, but to raise employee consciousness even further, in 2012, we drew up the Anritsu Group Bribery Prevention Policy, heightening awareness within the Group both in Japan and overseas. In addition, we provide anti-bribery education for sales staff in Japan, who are especially at risk of inadvertent misconduct.

**Anti-corruption initiatives to date**

2012	Specification of Anritsu Group Bribery Prevention Policy, raising awareness of bribery prohibition in the Anritsu Group in Japan and overseas
2013	Production of global case studies, including anti-corruption issues, and support of education
2014	Global WBT (Web-based training) on anti-corruption issues, received by 1,435 people

## CSR Goal 3: Promotion of environmental protection

Mid-term goals	Priority issue	Mid-term goals for 2017
	Total energy consumption	Reduction by at least 3% relative to fiscal 2014 (global Anritsu Group)
	Water consumption	Reduction by at least 3% relative to fiscal 2014 (global Anritsu Group)
	Development of excellent eco-products	Raise percentage of eco-products to at least 10% and improve at least 30% in electricity consumption for all products involved
Related G4 aspects	Environment; Energy, water, atmospheric emissions, products and services, compliance, environmental assessment of suppliers	

### Promotion of Environmental Management

Anritsu pursues the development and manufacturing of products that are eco-friendly and contributes to creating prosperous societies where mankind lives in harmony with nature. Anritsu promotes environmental management globally throughout its entire value chain.

#### ■ Anritsu's Environmental Management

Developing corporate environmental management group-wide, Anritsu further advances its activities toward the creation of Eco-Office, Eco-Factory, and Eco-Products with Eco-Minded Employees.

#### ■ Eco-Mind

We are aware that each and every one of our employees is part of the life cycle of products, and, in our business activities, we work to improve the natural environment and aim to be good corporate citizens who contribute to society.

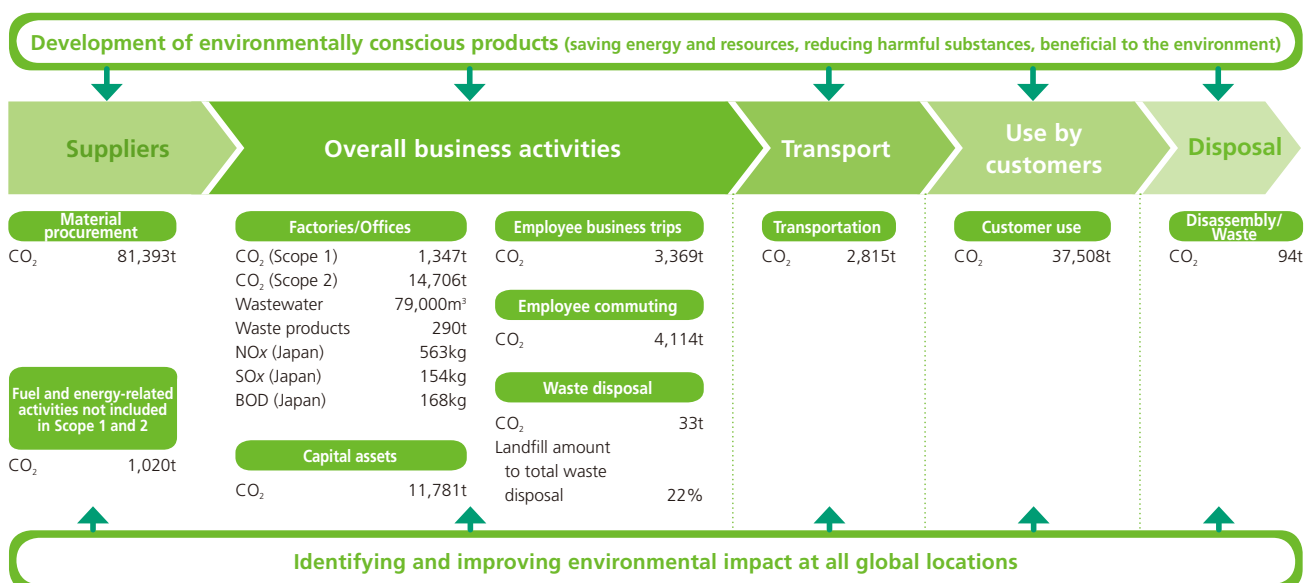
#### ■ Eco-Offices and Eco-Factories

In our offices, we work to reduce environmental impact by reducing consumption of energy and resources, and by practicing 3R\*. In our factories, we work to reduce environmental impact through energy conservation and 3R, as well as complying with environmental regulations and minimizing pollution risks.

\* 3R: Reduce, reuse, recycle

#### ■ Eco-Products

As well as considering the environment throughout the entire life cycle of products, by reducing consumption of energy and resources and minimizing usage of harmful substances, we develop products that can help achieve environmental improvements in customers' usage environments.



Notes: 1. Figures are calculated in accordance with "Basic guidelines on calculating greenhouse gas emissions in the supply chain."  
2. For details, please refer to our 2015 CSR Report.

**CSR Goal 4: Promotion of environmental protection**

Mid-term goals	Priority issue	Mid-term goals for 2017
	Communication with stakeholders	Establishment of communication based on unified principles Ongoing disclosure of sustainability information in conformity with GRI

**Communication with Stakeholders**

Anritsu establishes partnerships by proactively disclosing information and dialoging with stakeholders throughout its business activities.

**External Evaluation**

Anritsu has been selected for the FTSE4 Good Index Series by the U.K.-based FTSE Group, a global SRI fund.

In addition, Anritsu has been selected by Morningstar for the MS-SRI, a socially responsible index fund comprising 150 companies that are listed on the Japanese stock exchange and have excellent CSR performance.

Going forward, Anritsu will forthrightly address any needs and issues, and increase its corporate value, as well as disclosing information in good faith to all stakeholders.

**Relationships with NGOs and NPOs**

Anritsu has become a sponsor for a project to support outdoor play by children in Fukushima Prefecture, which is managed by Save The Children Japan and implemented by the NPO Kodomo no Mori Network. In 10 days of play-support activities between July and October, a total of 26 employees have taken part as volunteers.

Since the Great East Japan Earthquake, these activities have been conducted with the aim of giving children chances to get outdoors and experience nature, to help solve the problem of fewer opportunities for children to play outside, especially in Fukushima.



© Save The Children Japan

**Convivial Meeting for Trading Partners**

Anritsu aims to further strengthen relationships with its trading partners, and meet society's expectations throughout the entire supply chain.

On January 21, 2015, we held a convivial meeting for trading partners, where 287 people from 142 companies in and outside Japan (127 Japanese and 15 non-Japanese companies) gathered together. We explained business opportunities and our strategy in the measurement sector, in line with the advance of mobile broadband, which is one of Anritsu's growth drivers; we also shared our sourcing policy and vision with these trading partners.

In addition, as well as announcing our new logo, we unveiled our Japanese character for this year, chosen among entries by employees; this character is *shin*, meaning "new." We also presented commendations, certificates of appreciation, plaques, and mementoes to trading partners.

