

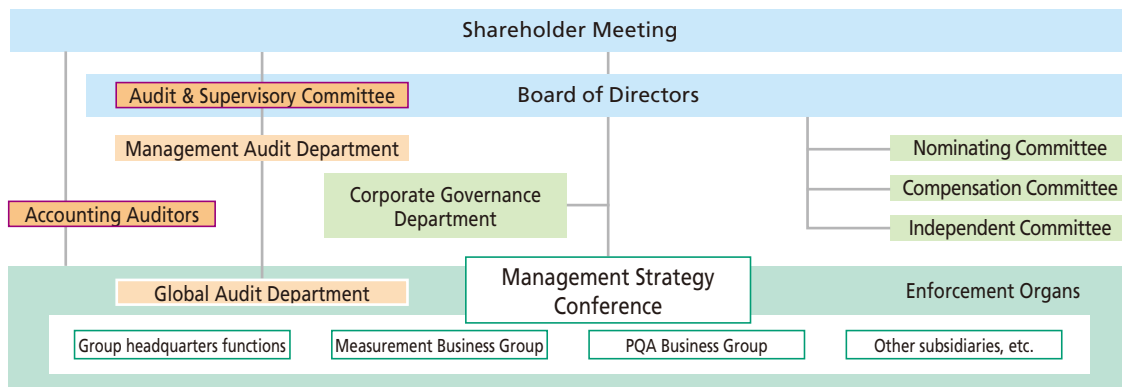
Corporate Governance

Basic Concept on Corporate Governance

Anritsu aims for “continuous growth with sustainable profits” and “enhanced corporate value” by responding to changes in the operating environment in a flexible and speedy manner and improving competitiveness as a global company. The Company seeks to fulfill these objectives by continuing to maintain and strengthen corporate

governance systems and frameworks aimed at (1) enabling cooperation with various stakeholders such as shareholders, employees, customers, business partners, creditors, and local communities, (2) transparent, fair, prompt, and decisive decision making, and (3) appropriate and timely information disclosure.

Corporate Governance Structure



Anritsu has opted to become a company with an Audit & Supervisory Committee in order to strengthen its audit and supervisory functions. In addition, the Company has introduced an executive officer system in order to enable rapid business execution, separating the Board of Directors’ decision-making and supervisory functions from business execution undertaken by executive officers.

The Board is composed of 10 directors, four of whom are independent outside directors, and five are not involved in business execution. Of note, independent outside directors had a 100% attendance rate at Board meetings in fiscal 2017.

The Company has established a Nominating Committee and Compensation Committee chaired by independent outside directors in order to complement the functions of the Board of Directors and further clarify its accountability. Moreover, the Independent Committee is composed of the Company’s independent outside directors, nominates senior independent outside directors by mutual vote, and serves as a place to facilitate smooth communication among outside directors. Free and lively discussions along with forums for exchanging opinions and sharing knowledge based on independent and objective viewpoints lay the groundwork for beneficial proposals from various perspectives on such topics as enhancing corporate governance and improving the efficiency of business execution.

Creating an Optimal and Functional Business Execution System

The Company introduced an executive officer system from 2000 as a management system for continuously enhancing corporate value by enabling management to engage in rapid executive decision making and business execution as well as demonstrate precise management skills. In an effort to further enhance corporate governance, the Company has decided to promote the separation of decision making and business execution, as well as to clarify that the Board of Directors makes decisions on important management matters and supervise business execution, and have executive officers execute business.

Consequently, the president now serves as an executive officer, and the Company has switched to selecting presidents from among executive officers in order to develop systems for optimal and agile business execution. These measures have made it possible for the Company to select presidents in tandem with the start of a new business year based on Board of Directors resolutions. From the start of the business year, the president will take steps to create a business execution system that fosters proactive leadership while making a clear commitment to achieving fiscal year targets and medium- and long-term business plans.

Fiscal 2018 Composition of Board of Directors and Committees

Position	Independent executives	Name	Nominating Committee	Compensation Committee	Independent Committee	Audit & Supervisory Committee
Representative Director		Hirokazu Hashimoto	<input type="radio"/> Committee member	<input type="radio"/> Committee member		
Representative Director		Hirokazu Hamada				
Director		Toshisumi Taniai	<input type="radio"/> Committee member	<input type="radio"/> Committee member		
Director		Akifumi Kubota				
Director		Masumi Niimi				
Outside Director	<input type="radio"/>	Takashi Sano	<input checked="" type="radio"/> Chairperson	<input type="radio"/> Committee member	<input type="radio"/> Committee member	
Outside Director	<input type="radio"/>	Yuji Inoue	<input type="radio"/> Committee member	<input checked="" type="radio"/> Chairperson	<input checked="" type="radio"/> Senior independent director	
Outside Director (Audit & Supervisory Committee Member)	<input type="radio"/>	Takaya Seki	<input type="radio"/> Committee member	<input type="radio"/> Committee member	<input type="radio"/> Committee member	<input checked="" type="radio"/> Chairperson
Outside Director (Audit & Supervisory Committee Member)	<input type="radio"/>	Norio Igarashi	<input type="radio"/> Committee member	<input type="radio"/> Committee member	<input type="radio"/> Committee member	<input type="radio"/> Committee member
Outside Director (Audit & Supervisory Committee Member)		Osamu Nagata				<input type="radio"/> Committee member

Reasons for selection of outside directors and executive directors

Outside Directors

Name	Reasons for Selection	Important Concurrent Posts
Takashi Sano	Mr. Sano was deemed to be qualified as an outside director for his abundant experience and wide-ranging knowledge as a manager of business operations with deep insight to global business as well as for his broad insight in finance and accounting as a certified public accountant.	President of Sano CPA Office Outside Director of Zuken Inc.
Yuji Inoue	Mr. Inoue was deemed to be qualified as an outside director for his abundant experience as a corporate manager, broad insight into finance and accounting, and the knowledge and experience he has gained as a director on the Company's Audit & Supervisory Committee.	Outside Corporate Auditor of Ryohin Keikaku Co., Ltd. Outside Corporate Auditor of Kyowa Hakko Kirin Co., Ltd.
Takaya Seki	Mr. Seki was deemed to be qualified as an outside director for his abundant knowledge and outstanding insight as a specialist in global corporate governance.	Director of Corporate Practice Partners, Inc. Professor, Risho University Faculty of Business Administration
Norio Igarashi	Mr. Igarashi was deemed to be qualified as an outside director for his specialized knowledge and abundant experience in finance and accounting as a certified public accountant and university instructor as well as for his wide-ranging expertise in management from his experience as an outside auditor of a listed company.	Visiting Professor, Center for Economic Growth Strategy, YOKOHAMA National University Outside Director (Audit & Supervisory Committee Member) of Mitsubishi UFJ Securities Holdings Co., Ltd.

Executive Directors

Name	Reasons for Selection
Hirokazu Hashimoto	Mr. Hashimoto has demonstrated his strong leadership for many years as representative director and Group CEO as well as boasts abundant experience and achievements regarding the management of the Company and Anritsu Group. In addition, Mr. Hashimoto was deemed qualified as a director for his wide-ranging knowledge of finance, accounting, and corporate governance.
Hirokazu Hamada	Tasked with product development and domestic/overseas marketing at the Group's mainstay Measurement Business Group, Mr. Hamada possesses broad knowledge and experience in operations that include keeping abreast of industrial and technological trends. Currently serving as the Company's President, Representative Director, and the top of the Measurement Business Division, Mr. Hamada was deemed qualified as a director who is demonstrating his leadership in driving global businesses.
Toshisumi Taniai	Mr. Taniai was deemed qualified as a director for his broad knowledge and experience in the areas of corporate planning, corporate governance, and compliance, having overseen the Group business administration as Chief Corporate Officer during his time managing the Sales Support Department and Human Resource and Administration Department.
Akifumi Kubota	Having been in charge of the Accounting & Control Department for the Company and overseas subsidiaries, Mr. Kubota currently oversees accounting strategies and Group business administration as CFO and Chief Corporate Officer. Mr. Kubota was deemed qualified as a director for his extensive knowledge and experience in the areas of finance, accounting, and corporate governance.
Masumi Niimi	Mr. Niimi has wide-ranging knowledge and experience, having been tasked mainly with production management, corporate planning, and overseas subsidiary management at the PQA Business Division, which has expanded to become a Group business pillar. Mr. Niimi was deemed qualified as a director after demonstrating his leadership as manager of the PQA Business Group and Representative Director and President of Anritsu Infivis Co., Ltd., which runs the PQA business.

Board of Directors effectiveness evaluation

Board of Directors Effectiveness Evaluation Methods

The Company conducts an annual review of the Board of Directors effectiveness on the criteria of each item listed in its basic policy on corporate governance, and implements measures to increase effectiveness. The method for evaluating the effectiveness of the Board of Directors involves all directors conducting self-assessments by filling out questionnaires, on which they can freely write down five-point scale evaluations and key points for each survey item as well as improvement measures. The content of these questionnaires is put together into core data that is presented to the Board of Directors. In an effort to further deliberations and share issues facing the Board, the Board of Directors receives another explanation of the evaluation points and issues raised by each director and exchanges opinions on these matters.

Board of Director Effectiveness Evaluation Results and Issues

The main results for fiscal 2017 are as follows.

The Company verified the establishment of a system which is aimed at fostering constructive discussions and decision making regarding key management items as well as supervising business execution. In addition, the composition of the Board of Directors is appropriate in terms of the presence and number of internal/external management personnel for global business expansion and management system enhancement. However, the need for further diversity-oriented measures has been confirmed.

The participation and contributions of each director are discussed (which includes self-assessments) at meetings of the Board of Directors, Audit & Supervisory Committee, Independent Committee, Nominating Committee, and Compensation Committee. The results indicate that all directors fully understand the role they should play in enhancing the Group's corporate value, have insights on high levels of expertise based on a wide array of experience, and, in turn, engage in lively discussions.

Specifically, a thorough review was conducted to determine if the Board engaged in sufficient discussions for

making decisions on medium- to long-term management plans and growth scenarios in fiscal 2017—when the new Mid-term Management plan GLP2020 was formulated—and whether it added to deliberations to help management take appropriate risks. Taking on board these standpoints, the following proposals have been raised and shared at Board of Directors meetings regarding key issues prioritizing increasing the Board's effectiveness even further.

(1) Board of Director Diversity

The Board of Directors will consider inviting outside directors or external advisors with knowledge particularly in future business fields and technologies.

(2) Support Measures for Outside Director

Efforts will be made to provide agenda-related documents at an earlier stage. In addition, proposals and reports to the Board of Directors will be given in a more-innovative manner in order to promote understanding among outside directors.

(3) Contributions to Sustainability

The Board of Directors will further enhance contributions to address social sustainability issues.

New Organizations for Enhancing Corporate Governance

The Corporate Governance Department has been established in order to improve the effectiveness of the Board of Directors. Its key functions are to support outside director activities as well as the management of the Nominating and Compensation committees. Specifically, this office will assist contemplating proposals on management issues and internal control systems, including information provision activities in advance to help the Board examine agenda and report items.

In addition, the newly established Sustainability Promotion Center not only promotes sustainability activities but also works to improve and enrich communication about corporate value assessment-related sustainability and ESG (environmental, social, governance) investment.

Discussion on Executive Selection/Training System Role of the Nominating Committee for Nominating Presidents



Takaya Seki
Outside Director,
Audit & Supervisory Committee Chair



Hirokazu Hashimoto
Representative Director,
Chairman of the Board, Group CEO



Takashi Sano
Outside Director,
Nominating Committee Chair

At Anritsu, the Nominating Committee makes proposals and provides advice on the training of the next generation of personnel as well as about directors and executive officers. In this discussion, we highlight the characteristics of our human resources selection/training system, the functions of the Nominating Committee, and the leadership provided by the Board of Directors for enhancing corporate value.

Striving for “Connected Management”

Hashimoto: The sustainable corporate growth is fundamental for contributing to the development of society. To this end, we must pass along the DNA behind Anritsu’s corporate value creation by training personnel who can develop the Company further. In other words, implementing “connected management.” This is why Anritsu introduced its executive selection/training system. I would like to hear your thoughts about this system.

Sano: At Anritsu, each executive takes it upon themselves to select and list up several successors in consideration of (1) emergencies and (2) planning several years down the road. The Group CEO conducts periodic reviews and follow-ups, so it seems to me that a solid succession plan is being formulated.

Seki: In addition to this, the Nominating Committee provides proposals and advice on personnel selection. The Nominating Committee discussing candidates for president over the past three years has allowed for enough time both qualitatively and quantitatively to appoint a candidate.



Management fundamentals involve ongoing “connected management” and “stratified management.”

Hirokazu Hashimoto

Corporate Governance

Hashimoto: In light of top management remaining on the job longer and the gaps in experience emerging, the challenges presented by the new Mid-term Management Plan GLP2020 has been a good opportunity to introduce a new system. What are your thoughts on this?

Seki: I think we now face necessary risks and new challenges. The measurement business is reaching a major turning point with the shift from 4G to 5G. I think it's meaningful for us to pass the torch to a younger generation, the power of whom can be leveraged to generate corporate value just like creating new technologies.

Selecting Presidents in a Transparent and Fair Manner

Hashimoto: I would like to hear your opinions on the Nominating Committee's functions as well as the key points and lasting impressions of its deliberations.

Sano: Given that selecting new presidents is of the utmost importance, the nominating process must be transparent and fair. This is the role of the Nominating Committee.

Seki: The key word here is accountability. Since this is a matter that concerns not only shareholders but all stakeholders, such decisions cannot be made behind closed doors.

Sano: In light of this, the role of independent outside directors is extremely important. We offered advice and made proposals after interviewing potential successors, which are processes that makes selection highly transparent, fair, and objective.

Hashimoto: The Nominating Committee is composed of the Group CEO and four outside directors. The overwhelming presence of outside directors has kept the committee sufficiently accountable and transparent.

Thinking strategically and imagination are the most-important attributes for a top manager.

Takashi Sano



Seki: It seems to me that every committee member feels a sense of duty to select candidates fairly, and there is a shared feeling that protecting the Company is the role of directors.

Hashimoto: The discussions about Mr. Hamada's successor have left a lasting impression on me. Management cannot simply think what is next but must also consider what will happen beyond that. Please share your impressions you had as outside directors during the selection process.

Sano: In order to make valid judgments on candidates, outside directors must already have an understanding of their attributes, decision-making abilities, and management capabilities. To that end, providing opportunities for executive officers as well as managers who will lead the Company forward to make presentations during quarterly open discussions is extremely useful.

Seki: It's important for outside directors to understand the expectations that shareholders, employees, and society have for the Company when assessing potential candidates. Anritsu's efforts to provide opportunities for candidates to give presentations have allowed us to make appropriate decisions.

Hashimoto: I would like to focus the discussion on evaluation criteria. Which attributes do you think are most important for presidents to have?

I believe it is vital for presidents to be honest, easy-to-understand, and steady.

Takaya Seki



Criteria for Presidents

Sano: “Anritsu Values for Leader,” is a way of evaluating the next generation of managers, and are values I share wholeheartedly. Anritsu Values are composed of five elements: “resonance with management vision/policy,” “human power,” “strategic thinking, imagination,” “spontaneity, ability to take action, reasoning,” and “strong ethics.” While these are all important, I emphasize “strategic thinking, imagination.”

Hashimoto: Why is that?

Sano: I believe these attributes make it possible to (1) understand our current situation from a global perspective and (2) have a successful business impact. As Anritsu operates in the field of advanced technology—which is subject to major changes—it is extremely important to make strategic decisions in order to quickly respond to changing operating conditions.

Seki: I would add personality and outstanding communication abilities. My three criteria for managers are honesty, understandability, and steadiness.

Hashimoto: Honing management skills on the job does not mean being perfect from the start. People grow as managers if they are passionate about wanting to make Anritsu an excellent company. This doesn’t mean relying on charismatic managers, since management should function as a team. For me, “stratified management” is

fundamental. We need to make an effort in bolstering management, which includes outside directors.

The Role of the Board of Directors Is to Take Risks

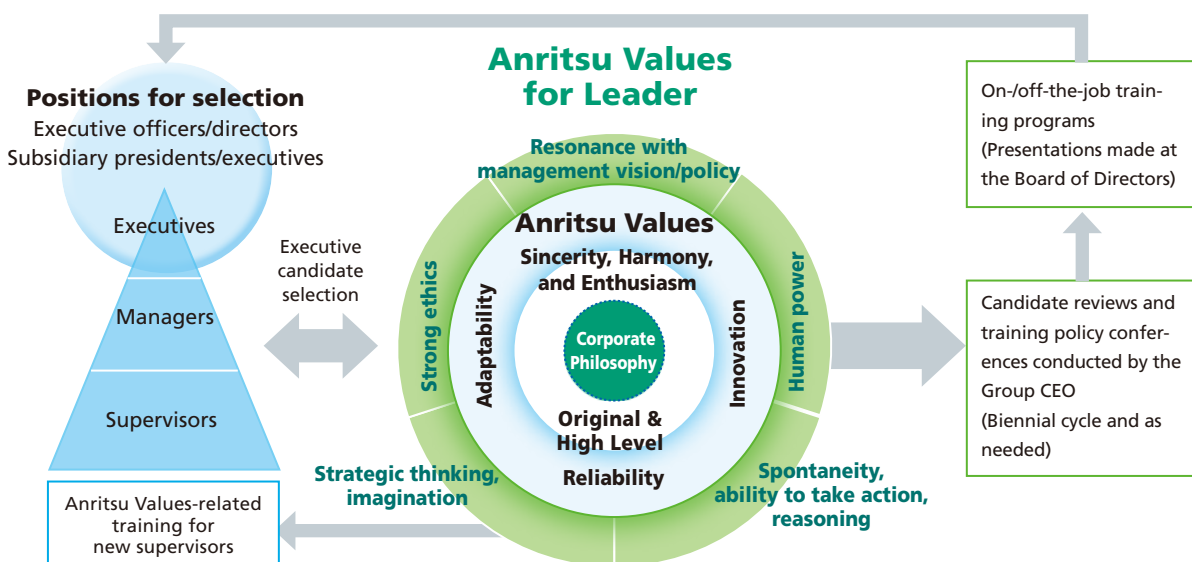
Hashimoto: The Board of Directors must demonstrate leadership in order to enhance corporate value. Please share your ideas and opinions on leadership.

Sano: It is important to encourage the CEO and other executive officers to take risks and foster an atmosphere that supports this. I think Japanese companies tend to proactively engage in risk management but have issues with taking risks to enable growth.

Seki: The ability to fully demonstrate leadership rests on whether one is respected. At some point, leaders step down or retire. In light of this, it is important to foster a corporate culture in which managers remain respected even after retirement and cultivate personnel able to do the same.

Hashimoto: I don’t believe that one approach should be applied to choosing successors. In keeping with the saying “don’t put all your eggs in one basket,” risk management involves considering multiple approaches and alternative proposals. Going forward, we will take appropriate risks in our efforts to enhance corporate value.

Executive selection/training system



Corporate Governance



Director (Outside Director)
(Audit & Supervisory
Committee Member)

Norio Igarashi

Director
(Outside Director)

Yuji Inoue

Director
(Outside Director)

Takashi Sano

Director (Outside Director)
(Audit & Supervisory
Committee Member)

Takaya Seki

Director
(Audit & Supervisory
Committee Member)

Osamu Nagata

Director
Akifumi Kubota

Representative Director
Hirokazu Hamada

Representative Director
Hirokazu Hashimoto

Director
Toshisumi Taniai

Director
Masumi Niimi

Representative Director, Chairman

Hirokazu Hashimoto

Apr. 1973 Joined the Company
Apr. 1998 Senior Manager of Accounting & Control Dept.
Jun. 2002 Director of the Company, Vice President
Apr. 2004 Senior Vice President
Jun. 2006 Executive Vice President
Jun. 2007 Representative Director
Apr. 2010 Representative Director, President Anritsu Group CEO (Incumbent)
Apr. 2018 Representative Director (Incumbent) Chairman of the Board (Executive Officer) (Incumbent)

Representative Director, President

Hirokazu Hamada

Apr. 1988 Joined the Company
Apr. 2004 Senior Manager of 1st Development Dept. of IP Network Div., Measurement Business Group
Apr. 2010 Assistant General Manager of R&D Div.
Apr. 2011 Vice President of Anritsu Company (USA)
Apr. 2015 Vice President of the Company Chief R&D Officer of Measurement Business General Manager of R&D Div.
Apr. 2016 Senior Vice President Vice President of Measurement Business Group General Manager of Measurement Business Div.
Apr. 2017 Executive Vice President President of Measurement Business Group (Incumbent)
Jun. 2017 Director of the Company Executive Vice President (Incumbent)
Apr. 2018 Representative Director, President President (Executive Officer) (Incumbent)
Jun. 2018 Representative Director (Incumbent)

Director

Toshisumi Taniai

Apr. 1981 Joined the Company
Jul. 2004 Senior Manager of Sales Support Dept., Sales Div.
Apr. 2008 Senior Manager in charge of Human Resource and Administration Dept.
Apr. 2009 Vice President
Apr. 2009 Vice President
Apr. 2011 Chief Corporate Officer
Jun. 2011 Director of the Company (Incumbent)
Apr. 2013 General Manager of Management Strategy Center
Apr. 2015 Senior Vice President
Apr. 2017 Executive Vice President Director of Appliance Business Dept.
Apr. 2018 Senior Executive Officer (Incumbent)

Director

Akifumi Kubota

Apr. 1983 Joined the Company
Apr. 2007 Senior Manager of Accounting & Control Dept.
Apr. 2010 Vice President Chief Financial Officer (CFO) (Incumbent)
Jun. 2013 Director of the Company (Incumbent)
Apr. 2017 Senior Vice President (Incumbent) Chief Information Officer (CIO)
Oct. 2017 President of Anritsu U.S. Holding, Inc. (Incumbent)
Apr. 2018 Chief Corporate Officer (Incumbent) General Manager of Global Corporate Headquarters (Incumbent)

Director

Masumi Niimi

- Apr. 1983 Joined the Company
- Jun. 2006 Senior Manager of Manufacturing Dept., Manufacturing Div., Anritsu Industrial Solutions Co., Ltd. (Currently Anritsu Invis Co., Ltd.)
- Jun. 2008 President of Anritsu Industrial Solutions Thailand Co., Ltd. (Thailand)
- Apr. 2011 Senior Manager of Planning Dept., Anritsu Industrial Solutions Co., Ltd. (Currently Anritsu Invis Co., Ltd.)
- Apr. 2012 Vice President of Anritsu Industrial Solutions Co., Ltd.
- Apr. 2016 Vice President of the Company
President of PQA Business Group (Incumbent)
Representative Director, President of Anritsu Invis Co., Ltd. (Incumbent)
- Apr. 2018 Senior Vice President of the Company (Incumbent)
- Jun. 2018 Director of the Company (Incumbent)

Director*

Takashi Sano

- Oct. 1973 Joined Arthur Andersen (Currently KPMG AZSA LLC)
- Feb. 1979 Joined NEMIC-LAMBDA Co., Ltd. (Currently TDK-Lambda Corporation)
- Jun. 1986 President of NEMIC-LAMBDA Singapore PTE. LTD. (Currently TDK-Lambda Singapore Pte. Ltd.)
- Dec. 1992 Joined Inoue Saito Eiwa Audit Corporation (Currently KPMG AZSA LLC)
- Jan. 1993 Registration of C.P.A.
- Aug. 1997 Representative Partner of Asahi Audit Corporation (Currently KPMG AZSA LLC)
- Nov. 2007 Resigned KPMG AZSA & Co. (Currently KPMG AZSA LLC)
- Dec. 2007 Established Sano CPA office (Incumbent)
- Jun. 2011 Outside Corporate Auditor of Zuken Inc.
- Jun. 2014 Outside Director of Zuken Inc. (Incumbent)
- Jun. 2015 Outside Director of the Company (Incumbent)

Director*

Yuji Inoue

- Apr. 1971 Joined Ricoh Co., Ltd.
- Apr. 1998 General Manager of Finance and Accounting Division
- Oct. 1998 General Manager of Business Development of Ricoh Leasing Co., Ltd.
- Jun. 1999 Managing Director of Ricoh Leasing Co., Ltd.
- Apr. 2000 President and Representative Director of Ricoh Leasing Co., Ltd.
- Jun. 2000 Senior Vice President of Ricoh Co., Ltd.
- Jun. 2004 Managing Director of Ricoh Co., Ltd.
- Jun. 2005 President and Chief Executive Officer of Ricoh Leasing Co., Ltd.
- Jun. 2009 Resigned as President and Chief Executive Officer of Ricoh Leasing Co., Ltd.
Corporate Auditor of Ricoh Co., Ltd.
- Jun. 2013 Resigned as Corporate Auditor of Ricoh Co., Ltd.
- Jun. 2015 Outside Director of the Company (Audit & Supervisory Committee Member)
- May 2016 Outside Corporate Auditor of Ryohin Keikaku Co., Ltd. (Incumbent)
- Jun. 2017 Resigned as Outside Corporate Auditor of Infoteria Corporation
Outside Director of the Company (Incumbent)
- Mar. 2018 Outside Corporate Auditor of Kyowa Hakko Kirin Co., Ltd. (Incumbent)

Director*

(Audit & Supervisory Committee Member)

Takaya Seki

- Apr. 1977 Joined Toyo Trust and Banking Co., Ltd. (Currently Mitsubishi UFJ Trust and Banking Corporation)
- Mar. 2001 Resigned from Toyo Trust and Banking Co., Ltd.
Joined Mizuho Securities Co., Ltd.
- Oct. 2001 Senior Research Manager and Chief Researcher, Japan Investor Relations and Investor Support, Inc.
- Apr. 2006 Lecturer at Meiji University Graduate School of Global Business (Incumbent)
- Jun. 2008 Resigned from Mizuho Securities Co., Ltd. and Japan Investor Relations and Investor Support, Inc.
Managing Director of Corporate Practice Partners, Inc.
- Mar. 2009 PhD (Econ), Kyoto University
- Jun. 2011 Outside Director of the Company
- Jun. 2015 Outside Director of the Company (Audit & Supervisory Committee Member)
- Feb. 2017 Director of Corporate Practice Partners, Inc. (Incumbent)
- Apr. 2017 Professor, Risho University Faculty of Business Administration (Incumbent)

Director*

(Audit & Supervisory Committee Member)

Norio Igarashi

- Apr. 1977 Registration of CPA
- Jul. 1988 Representative Partner of Aoyama Audit Corporation
- Sep. 2006 Representative Partner of Aarata Audit Corporation (Currently PricewaterhouseCoopers Aarata LLC)
- Mar. 2007 Resigned from Aarata Audit Corporation
- Apr. 2007 Professor, Graduate School of International Social Sciences, YOKOHAMA National University
- Mar. 2013 Outside Corporate Auditor of Kao Corporation
- Apr. 2014 Visiting Professor, Center for Economic Growth Strategy, YOKOHAMA National University (Incumbent)
- Jun. 2016 Outside Director (Audit & Supervisory Committee Member) of Mitsubishi UFJ Securities Holdings Co., Ltd. (Incumbent)
- Jun. 2017 Outside Director of the Company (Audit & Supervisory Committee Member) (Incumbent)

Director

(Audit & Supervisory Committee Member)

Osamu Nagata

- Apr. 1981 Joined the Company
- Jul. 2002 Senior Manager of Sales Coordination Dept. of Marketing Div., Photonic Measurement Solutions
- Apr. 2003 Senior Manager of Europe Dept. of Global Business Div.
- Apr. 2008 General Manager of APAC Sales Center of Sales & CRM Strategy Group
- Apr. 2010 Vice President
Chief Officer of Global Sales
- Apr. 2014 Chief Officer of Information, Chief Officer of Risk Management
- Apr. 2015 Senior Executive Officer
General Manager of Management Audit Dept.
- Jun. 2017 Director of the Company (Audit & Supervisory Committee Member) (Incumbent)

* Outside Directors as specified in Japan's Company Act, Article 2-15

Executive Officers

Hirokazu Hashimoto*

Chairman of the Board
Group CEO

Hirokazu Hamada*

President
Measurement Business Group President

Takashi Seike

Senior Vice President
Chief Measurement Business Strategy Officer

Akifumi Kubota*

Senior Vice President
CFO
Chief Corporate Officer

Masumi Niimi*

Senior Vice President
PQA Business Group President

Yasunobu Hashimoto

Vice President
Chief Japan Sales Officer

Toru Wakinaga

Vice President
Chief Americas Business Officer

Yukihiro Takahashi

Vice President
CTO
Chief New Business Development Officer

Akio Takagi

Vice President
Chief Environment and Quality Officer
Chief Device Business Officer

Ichiro Takeuchi

Vice President
Chief Human Resource and Administration Officer

Hiroyuki Fujikake

Vice President
Chief SCM Officer

Takeshi Shima

Vice President
Chief Global Sales Officer

Noboru Uchida

Vice President
Vice Chief Corporate Officer

Yoshiyuki Amano

Vice President
Chief APAC Sales Officer

Toshisumi Taniai*

Senior Executive Officer

Tetsuo Kawabe

Senior Executive Officer

Gao Chen

Executive Officer, Chief China Business Officer

Masahiko Kadowaki

Executive Officer, Chief Corporate Strategy Officer

* Concurrently serving as director

ESG Highlights

The activities of the Anritsu Group undertaken for important environmental, social, and governance (ESG) issues are provided in digest form. For details, see "Anritsu Sustainability Report 2018."

Important ESG issues

Maintaining Harmony with the Global Socio-Economy

Together with diverse human resources, we seek to contribute to the creation of workplaces where each individual can achieve personal growth and experience job satisfaction.



Respect for human rights and diversity

Human resources development

Occupational health and safety

Supply chain management that gives due regard to human rights

Promoting Global Environmental Protection

Contributing to the creation of a society with sustainable consumption and sustainable corporate production practices



Reduction in CO₂ emissions volume (energy usage volume) and water usage volume

Developing and manufacturing of high-quality and environmentally friendly products

Supply chain management that lowers environmental burden

The Creation of Shared Value through the Promotion of Communication

Contributing to the creation of shared value with collaboration among all stakeholders



Providing information to and communicating with stakeholders

Establishing compliance as a part of our mind-set

Promoting risk management

Main achievements in fiscal 2017

Women's empowerment in the workplace

Efforts to improve the work environment for women include surveying and hearing directly from female managers and employees on the front lines of business to formulate training programs and support systems for women's work-life balance. Given the hopes and requests learned from this survey, in fiscal 2017 the Company introduced a new career development and training program catered specifically to female professionals. The number of participants accepted for this program actually exceeded capacity.

Expanding education and training systems

In fiscal 2017, in line with the basic concepts of "choose what to study and study it voluntarily," (if it's your wish, anyone can attend), and "employees should know their own capabilities and strengths," the Company undertook a major overhaul of its conventional correspondence courses and Group training. As a human resource development program shared among the Anritsu Group in Japan, the Company supports career advancement that meets the lifestyle needs of employees.

2018 Certified Health and Productivity Management Organization Recognition Program

For the second consecutive year, Anritsu was certified as a "White 500" company, having cleared the criteria under the large enterprise category in the 2018 Certified Health and Productivity Management Organization Recognition Program established by Japan's Ministry of Economy, Trade and Industry (METI). This recognition was based on a confirmation of the status of the Company's regular health checkups, work-life balance, promotion of health, measures to prevent lifestyle-related illness, its mental health system, and related measures.

Response to the U.K. Modern Slavery Act

In fiscal 2016, Anritsu Corporation and Anritsu EMEA Ltd. posted its U.K. Modern Slavery Act statement, and, in fiscal 2017, created a taskforce comprised of related departments to conduct due diligence with regard to human rights in the supply chain. As a result, the Company confirmed that its human rights-related risks are low.

Review of measures to mitigate the impact of global warming

Until fiscal 2017, the result of the Anritsu Group's efforts to cut energy usage was a reduction of 3.3% over the most-recent three-year period. From fiscal 2018, the Company switched its focus to cutting CO₂ emissions, and, together with starting on the formulation of a long-term plan that would take a farsighted approach toward 2030 and 2050, tentatively, the Company is striving for a reduction in CO₂ emissions of 2% per year compared to fiscal 2015 levels (a 26% reduction by fiscal 2030).

High-quality product development and manufacturing, with consideration to the environment

In fiscal 2017, Anritsu created five models of Excellent Eco-Products*, including the MP1900A Signal Quality Analyzer-R, and the U.S.-based Anritsu Company developed the MS2760A Ultraportable Spectrum Analyzer.

* Excellent Eco-Products: This designation refers to industry-leading environmentally friendly products that meet Anritsu's proprietary standards for consideration to the environment. These are classified as ISO 14021 Environmental labels and declarations – Self-declared environmental claims (Type II environmental labelling).

Environmental Partner Company certification system

Anritsu has created an Environmental Partner Company certification system that works to evaluate the progress of business partners' environmental management system development and the status of product assessments, and, together with a three-stage rating system, it strives to promote business partners' efforts for the environment. In fiscal 2017, the Company identified four partner companies with room for improvement with regard to the Restriction of Hazardous Substances Directive (RoHS). By working with these companies to conduct activities for improvement, all four were moved up in their rankings in the Environmental Partner rating. There are currently 245 companies certified as Environmental Partners (results as of the end of April 2018).

Building trusting relationships through dialogue

The Company actively approaches institutional investors in Japan and overseas to hold individual meetings, and, in 2017, management conducted 268 such meetings with domestic investors and 120 with overseas investors. The Company also developed information disclosure policies, internal rules, and a framework taking into account the spirit of the "Fair Disclosure Rule" that went into effect as of April 1, 2018. Anritsu also actively engages with NPOs, and, since fiscal 2016, the Company has worked to collect money for charity. The collected funds were donated to the "Living Together Fund," established by Japan Platform, an NPO that distributes funding to support groups in Fukushima Prefecture.

Compliance with GDPR

In order to comply with the EU's General Data Protection Regulation (GDPR) that went into effect May 25, 2018, the Company concluded Standard Contractual Clauses (SCCs) across the entire Anritsu Group. Education with regard to GDPR is being smoothly conducted in the EU with the appointment of Data Protection Officers. SCCs are not only for internal purposes, but are also concluded with external contractors, and work to protect personal information in the EU region.

Initiatives that strengthen activities against global risks

Anritsu has created a risk assurance map to gain a thorough grasp of the increasing importance of global risks, given the difficulties of understanding that through the "Framework of Internal Controls over Financial Reporting," and with the aim of strengthening the Group's ability to respond to such risks. The map consolidates "risk assessments that analyze the specific points for each risk category, including business and compliance," and "the status of control activities undertaken by each organization of the Corporate Communication Department at the headquarters and overseas subsidiary companies." Moreover, it clarifies items for future improvement.