

Human Resources

Workstyle Reform

Life-Work Balance

Placing the lifestyle of each individual at the center of how they spend the 24 hours of each day and where they place work in that day, Anritsu Group is focused on enabling its employees to enjoy a harmonious life-work balance (we use this term to emphasize “life” first, rather than the more common “work-life balance”). In fiscal year 2021, we introduced a system for tracking and visualizing screen time on the computers of teleworking employees to reduce overtime. As a result, the average annual total of overtime in the Domestic Anritsu Group decreased by 36% and 6.5% from fiscal year 2019 and fiscal year 2020, respectively. We will continue to improve working conditions in fiscal year 2022 under our workstyle reform.

In regard to childbirth and childcare, we offer programs that exceed legal requirements including in terms of leave, reinstatement, and shorter working hours, both before and after childbirth as well as during child-rearing. In fiscal year 2022, we extended the childcare leave period by one year, allowing employees to take the leave until the end of April of the following year in which their child turns two, instead of one. During fiscal year 2021, seven female and seven male employees took childcare leave. Efforts by labor and management through the Committee for Promoting Life-Work Balance are also underway. Anritsu was recognized as a “company supporting child-rearing” by the Ministry of Health, Labour and Welfare in 2015 and 2018 and was awarded the Kurumin Triple Star Certificate by the Ministry in 2020.



Employee Satisfaction Survey

In order to maximize employee performance, it is important to foster employee engagement by creating a supportive workplace environment and boosting each employee’s work satisfaction. Domestic Anritsu Group conducts an engagement survey with all employees every year to ascertain their levels of satisfaction and identify issues that may need to be addressed. The survey results are disclosed to all employees through the intranet, and departments receive feedback for applying the results to improve their workplace environments.

We have also introduced a Self-Reporting System as an opportunity for employees to discuss their career aspirations with their supervisor annually. Starting in fiscal year 2022, the interviews are conducted twice a year and now include additional sharing of information on roles and also providing employee feedback.

Results of the Engagement Survey

	FY2017	FY2018	FY2019	FY2020	FY2021
Response rate	93 %	92 %	98 %	98 %	97 %
Satisfaction with the workplace	88 %	88 %	87 %	90 %	90 %
Satisfaction with work	70 %	70 %	70 %	75 %	75 %

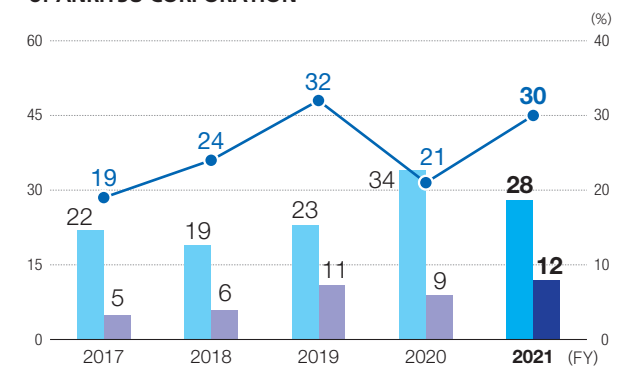
Satisfaction = positive responses (ratio of those who are “very satisfied” and “satisfied”)

Promoting the Advancement of Female Employees

Women-focused recruiting and career-development initiatives are underway at Anritsu to support female employees more directly involved in the process of growing the Company and raising its corporate value while also supporting them to maintain a life-work balance.

The female participation rate of the tier-based training system for leaders and sub-leaders increased to 15% in fiscal year 2021. Other measures, such as the training program aimed at supporting the advancement of women’s careers, also proved to be successful, leading to the appointment of two female managers in fiscal year 2020 and two more in fiscal year 2021 (14% of all newly appointed managers in both years).

Ratios of Female Employees Among New Graduate Recruits of ANRITSU CORPORATION



*Aggregate for the fiscal year in which recruitment was conducted

In April 2022, we introduced a new career path program with an emphasis on life-work balance that allows female employees to work in a style that meets their stage in life stage and personal needs and to advance their career while also contributing to business performance and solutions.

Anritsu hires employees on a gender-neutral basis in all positions, be they in office administration or technical

areas. We have set a target of raising the ratio of female employees to 20% of all new recruits. The ratio of women among all new hires in April 2022 was 30%, exceeding the target for the fourth consecutive year since 2019. We will keep working on this target ratio to further increase the ratio of female employees with the hope that many will become significant assets for the Anritsu Group.

Investment in Human Capital

To encourage employees to develop and upgrade their strengths at their own initiative, and thereby drive future corporate growth, we provide employees with on-the-job training and off-the-job education.

Off-the-job education is built on the concept of voluntary choice of what and when to learn. Comprised of level-based training and a self-development program (Learning Content), the education programs are shared across the Anritsu Group.

We are working to provide specialized training for engineers across all business departments throughout the Anritsu Group. In fiscal year 2021, employees of the Domestic Anritsu Group received an average of 7.0 hours of training conducted by the Human Resource Department.

We conduct YDP and MDP training programs with a primary focus on developing leaders and sub-leaders who will lead the next generation of the Anritsu Group. The program content was renewed in 2021 with the aim of developing human resources who can increase engagement and link their own growth to that of the Company. This training is designed to clearly communicate the Company's expectations and intentions, motivate employees to self-improvement, and support their growth.

In fiscal year 2022, we will start a new career program for middle-aged and senior employees, apart from the life planning seminar we have held for a number of years, because we are living in the age of 100-year life spans.

Human Resource Development Programs

