

ESG Data

Non-Financial Information

Social:		FY2017	FY2018	FY2019	FY2020	FY2021
Human resources	Number of employees (figures in parentheses are the number of employees at overseas Group companies)	3,717 (1,466)	3,778 (1,530)	3,881 (1,609)	3,954 (1,657)	4,168(1,662)
	Average annual salary and average age of employees	7,309	7,658	8,204	7,833	7,609
	(Average of Anritsu Corp.)	43.3	43.7	43.9	44.7	44.2
	Ratio of women in management positions (Women in management positions ÷ total management positions)					
	Japan	1.0%	1.1%	1.8%	2.3%	2.8%
	Americas	23.0%	20.2%	18.3%	17.9%	21.6%
	EMEA	22.1%	23.5%	21.6%	24.2%	20.3%
	Asia, other	21.6%	24.1%	23.4%	24.0%	23.7%
	Global total	9.9%	10.5%	10.4%	10.8%	10.9%
	Anritsu Corporation					
	Number of employees taking childcare leave					
	Male	3	2	2	4	7
	Female	8	4	7	5	7
	Rate of employees who took paid childcare leave (Anritsu Corp.)					
	Male	13%	8%	14%	17%	36%
	Female	100%	100%	100%	166%	87%
	Anritsu Corporation					
	Number of employees returning to work after childcare leave					
	Male	2	2	2	4	6
	Female	2	12	4	7	8
	Anritsu Corporation					
	Ratio of employees returning to work after taking childcare leave					
	Male	100%	100%	67%	100%	100%
	Female	100%	100%	100%	100%	100%
	Anritsu Corporation					
	Retention rate of employees one year after coming back from childcare leave					
	Male	100%	100%	100%	100%	100%
	Female	100%	100%	100%	100%	100%
	Training hours per employee	—	8.8	7.4	5.3	7.0
Occupational health and safety	Annual scheduled work hours (hours) Domestic Anritsu Group average	1877.3	1872.2	1875.2	1860.0	1867.8
	Incidents of on-the-job accidents (cases) Domestic Anritsu Group total	7	6	4	5	4
	Incidents resulting in absence (four or more days) (cases) Domestic Anritsu Group total number	0	0	1	0	0
	Ratio of labor accidents (per one million hours)	0.00	0.00	0.65	0.22	0.00
Environmental:						
CO ₂ emissions (Scope 1, 2) (t-CO ₂)* ¹	Global total	12,797	12,736	12,443	12,556	12,431
Energy consumption (crude oil conversion basis) (kL)	Global total	7,698	7,774	8,274	8,436	6,909
Total energy consumption within the organization (GJ)	Global total	298,961	301,920	321,340	331,766	285,850
Subtotal of fuel derived from non-renewable energy sources* ²		24,066	24,364	23,539	23,268	21,995
Solar power generated in-house		783	812	859	3,208	16,110
Purchased electricity* ³		274,112	276,744	296,942	305,290	247,745
Water usage (m ³)	Global total	70,837	72,777	79,588	77,085	73,911
Total volume of discharged water (m ³)	Global total	58,373	58,530	64,978	63,105	59,117
Water discharged to sewers		47,170	47,167	53,267	53,497	48,566
Water discharged to rivers		11,203	11,363	11,711	9,608	10,551
Excellent eco-products (cumulative)	Number of registered equipment	49	49	52	53	53
Governance						
Anritsu Group tax payments (billion yen)	Domestic total	—	—	2.7	4.4	—
	Overseas total	—	—	0.7	0.9	—
	Total	—	—	3.5	5.3	—

*1 Scope 2 Guidance uses the market-based method.

*2 A Heavy oil, light oil, gasoline, etc.

*3 Source on conversion factor: "Manual for preparing the Regular Reports and Medium- and Long-Term Plans for specific operators under the Act on the Rational Use of Energy," prepared by the Agency for Natural Resources and Energy.