

Company Name: **ANRITSU CORPORATION**  
Representative: Hirokazu Hamada; President & Director  
Code Number: 6754 (Listed at Tokyo Stock exchange, 6754)  
Media Contact: Akifumi Kubota; Director, Executive Vice President, CFO  
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### **Notice Regarding Continuation of Performance-Related Stock Compensation Program**

Anritsu Corporation (“Company” or “we”) announces that the Board of Directors of the Company (“Board of Directors”) has resolved at its meeting held on April 27, 2021, that the currently running Performance-Related Stock Compensation Program (“Program”) for the Company’s directors (excluding Outside Directors and Directors on the Audit & Supervisory Committee, the same shall apply hereinafter.) (“Directors”) shall be continued as follows:

#### 1. Continuation of the Program

In considering the remuneration system for the Directors and its specifics, the Company principally aims to encourage their willingness to contribute to achieving our management objectives and promoting the continued enhancement of corporate value. In this connection, based on the approval at the 89th Ordinary General Shareholders’ Meeting held on June 25, 2015, we introduced the Program as an incentive plan employing a trust structure for the distribution of shares. The system linked the number of shares for distribution with each Director’s achievement degree of his/her numerical target related to the Company’s performance key indicators. Subsequently, with the approval at the 92nd Ordinary General Shareholders’ Meeting held on June 26, 2018, the Program was partially amended and operated up to the present. For that operation, the Company established the “Trust for Distribution of Shares” to the officers on August 7, 2015 (“Initial Trust”). Further, in July 2018, to maintain the Program, we set up a new trust (“Current Trust”) and transferred the trust property from the Initial Trust to the Current Trust, maintained up to the present.

We have now compiled our three (3) years middle-term business plan commencing in this year of 2021 (“GLP2023”). To accomplish GLP 2023, we consider it necessary to continue motivating the Directors to achieve the performance goals and encourage them to strive toward the Company’s management vision by sharing profits and risks of fluctuating stock price with our shareholders. That is “Beyond testing, beyond limits, for a sustainable future together.”

For that purpose, the Company has determined to extend the Program's applicable period for three business years until the end of March 2024, the close of the final business year covered by GLP2023. With the continuation of the Program, we have also decided to extend the Current Trust’s term, ordinarily scheduled to expire at the end of September 2021, for three years until the end of September 2024.

Since the existing Program has also covered our Vice Presidents and Executive Officers (excluding those who are residents overseas, the same shall apply hereinafter.) (“Officers”) so far, the Company has determined to continue the application of the Program to them as well.

Note: For continuing the Program, we intend to make necessary modifications to specific requirements for achieving performance targets and other matters to be decided for the operation. However, we will follow the matters resolved at the 92nd Ordinary General Shareholders’ Meeting held on June 26, 2018.

Note: The Directors’ remunerations will continuously consist of (i) basic salary (fixed pay), (ii) pecuniary performance-related salary (annual bonus), and (iii) the performance-related compensation under the Program (stock compensation)

Note: The continuation of the Program and other matters regarding remunerations for the Directors and Officers were already deliberated in advance by the Compensation Committee, an advisory body to the Board of Directors (consisting of four (4) Outside Directors and two (2) Executive Directors).

(Reference) Outline of Trust Agreement for the Trust

- ① Trust Settlor : The Company
- ② Trustee : Sumitomo Mitsui Trust Bank, Limited  
Re-trust (*Sai-Shintaku*) Trustee : Custody Bank of Japan, Ltd.
- ③ Beneficiaries : Persons those who have satisfied beneficiary requirements from among the Directors, Vice President, and Executive Officers
- ④ Trust Administrator : A third party with no interest in the Company nor the officers shall be appointed.
- ⑤ Exercise of Voting Rights : Through the Trust Term, voting rights pertaining to the Company Shares in the Trust shall not be exercised.
- ⑥ Type of Trust : Pecuniary trust other than money trust (Third-Party Benefit Trust)
- ⑦ Trust Term : From July 2018 to September 2024 (scheduled)
- ⑧ Purpose of Trust : To distribute the Company Shares to the beneficiaries in accordance with the Rules on Distribution of Shares

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