Anritsu
Advancing beyond

Sustainability Report for All 2026



Individual awareness and actions can greatly advance the development of a sustainable society



Representative Director, President, Group CEO

Hirokazu Hamada

This "Sustainability Report for All" is a platform where each employee takes the initiative to cover efforts being made on the front lines and share them in their own words. I believe there is value in sharing not only the fruits of our activities, but also the process of trial and error and experiences where things didn't go as planned. This is because these cumulative efforts give rise to new insights and ideas, which in turn lead to the next activities.

Anritsu connects with society through its measurement technologies. Telecommunications, food, pharmaceuticals, disaster prevention, decarbonization—all of these are areas that contribute to solving societal challenges. However, what really matters is to take our thinking one step further.

How do our technologies and products contribute to solving social issues? I believe that the essence of sustainability lies in imagining the impact our products and technologies have on the environment and society beyond our customers, and consciously striving to address these effects.

Sustainability is not something that only specific people are responsible for. I hope that more Anritsu Group employees will actively find the connections between their daily work and sustainability, and take the initiative to think and act on their own. By deepening our realization that our work is contributing to society, the value Anritsu creates will spread throughout society in more multifaceted and tangible ways.

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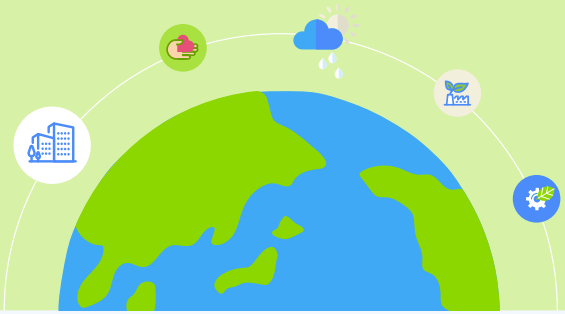


Sustainability Policy and Materiality

The Anritsu Group has established a Sustainability Policy and is committed to creating a sustainable future for global society.

Sustainability Policy

The Anritsu Group aims to increase our long-term corporate value through contributing to building a sustainable future of the global society with "Sincerity, Harmony, and Enthusiasm."



WEB Anritsu Group Sustainability Policy

WEB Business Growth and Solutions for Social Issues

WEB Materiality & Sustainability Goals

The Anritsu Group places importance on both solving social issues through business and meeting society's expectations (ESG). Using these as pillars, we have established key issues (materiality) for each business field and ESG field.

Materiality by Business

Test and Measurement Business	Adapt to DX technological innovation Develop a robust IT infrastructure
PQA Business	Reduce food loss Provide solutions for quality assurance
Environmental Measurement Business	Prevent and mitigate natural disasters Provide products that contribute to a decarbonized society
Sensing & Devices Business	Develop a robust IT infrastructure Ensure healthy lifestyles

Materiality by ESG

Environment	Respond to climate change
Social	Promote respect for human rights Diversity & Inclusion
Governance	Maintain management transparency

Special Report 1

Learn about our connection with living creatures

Starting Nature-Positive Initiatives at the Workplace

The green spaces at Anritsu's headquarters not only bring tranquility to employees, but also serve as areas that support the local ecosystem. We seek out the possibilities of nature-positive initiatives, beginning with the nature around us.



Anritsu headquarters

Let's go on a nature observation tour!

The first time I visited Anritsu's headquarters was during my job search. I remember thinking, "There's a lot of nature here." The Anritsu headquarters features a vast green space that spans 1.7 hectares. To learn more about the living creatures inhabiting this green space, we organized a nature observation tour. (Ayaka)



Small pond in the lawn area

First, let's take a look at the small pond located on the lawn just outside the Global Headquarters building (Building G). Birds come to drink water here. The endangered Braun's Stonewort was discovered in this pond during a professor's visit from the Tokyo University of Agriculture.





Braun's Stonewort



Woodland adjacent to the lawn area

This zelkova tree, believed to have been planted around 1961 when Anritsu opened its Atsugi facility, is the tallest tree on the grounds, standing 23 meters tall with a trunk circumference of 4 meters. Many birds gather in this area. Since the tour took place in June, which is breeding season, the chirping was especially lively.



Landscaping between the R&D Building and the Innovation Building (Building I)

I discovered a tree with big flowers blooming in this green space next to the cafeteria! It turned out to be a southern magnolia, a species native to the United States. A gentle, pleasant floral scent wafts through the air. I guess I was so preoccupied with my meals that I hadn't noticed it before...







Landscaping on the south side of the Global Headquarters building

This area was planted with native tree species during the construction of the Global Headquarters building in 2015. Those trees have since grown quite large and are now frequented by a variety of birds, such as Japanese tits and blue rock thrushes. Because short trees and grasses create a more favorable environment for living creatures, the area is managed with as little intervention as possible.

Fire cistern at the corner of the property

This fire cistern serves as a habitat where dragonflies lay their eggs and their nymphs grow. A pair of eastern spot-billed ducks came to visit this spring. I didn't know there was a place like this on the grounds. The water depth is about 1.5 to 2 meters.





Living creatures by the water

on the Anritsu grounds

In a region where development continues advancing and green spaces are shrinking, the Anritsu headquarters serves as a relay point, supporting the movement, rest, and foraging of living creatures. In particular, water features such as the fire cistern and ponds provide habitats for a wide variety of creatures.



Birds

Birds come to drink water and bathe


Warbling white-eye


Oriental turtle dove


Japanese tit


Grey-capped greenfinch

Insects

Dragonflies lay their eggs near the water and remain there until they emerge


Pied skimmer


Lesser emperor


Aciagrion migratum


Scarlet skimmer

"My favorite plant"

Members of "Sustainability Report for All" shared their favorite plants found on the grounds of the headquarters.

Osmanthus near the main gate



Its subtle fragrance wafts through the air as you arrive and leave work, reminding you that autumn is here (Ayaka)

Azaleas at the main entrance of Building I



The azaleas are spectacular when they're in full bloom around May (Mizuka)

Japanese maple in Building G's courtyard



I love that you can see the changing colors of the fresh greenery to autumn leaves (Kazu)

After the nature observation tour…

Before, I only had a vague sense that there was a lot of nature here, but when I actually walked around the grounds, I realized there were far more plant species than I had imagined.


Ayaka

I found myself becoming curious about the natural processes happening right around me. I hope their habitat will continue to thrive, and at the same time I also felt a desire to consciously keep an eye on them.


Mizuka

It was a good opportunity to learn that the green efforts at headquarters are not merely a formality, but are being carried out with a conscious effort to harmonize with the surrounding environment.


Kazu

Taking on the challenge of building floating islands for wildlife



The fire cistern we visited on the nature observation tour serves as a habitat where dragonflies lay their eggs, and where those eggs develop into nymphs and eventually emerge as adults. However, there are few plants and perches for them to cling to when they emerge as adults, so it cannot be called a suitable environment on its own. So, to create an environment where dragonflies and other creatures can thrive, we held a workshop on building floating islands.

How to make a floating island

01 Secure the plastic bottles to the tray, and place the coconut fiber mat



02 Plant the plants that grow in local wetlands and those found around the fire cistern in the tray



03 Gently pat the soil around the bases of the plants, and you're done



A few days later, when I went to check on the floating islands, I saw that they were already being used for dragonfly nymphs to emerge as adults! The floating islands are expected to serve not only as a habitat for dragonflies and dragonfly nymphs, but also as a resting place for small birds. I'm really looking forward to seeing what kind of creatures will make use of them in the future.



Interview with the person in charge



Aiming to create "a comfortable and pleasant place" for people, birds, and insects alike

Environment and Quality Promotion Dept.
Environment Promotion Team Mgr.
Mayuko Abe

Anritsu Group's biodiversity conservation efforts

Biodiversity refers to the state in which various living organisms coexist and interact within diverse ecosystems. Biodiversity loss is becoming increasingly severe worldwide, and efforts are underway to promote a "nature-positive" approach that will halt and reverse biodiversity loss and restore nature. Located in an area where green spaces are dwindling, Anritsu's headquarters serves as one such green space that supports the movement and reproduction of wildlife, and is engaged in the following activities to help conserve biodiversity:

1. **Expert-led ecological surveys of the premises**
2. **Continuously tracking and recording biodiversity on the site as part of routine site management**
3. **Managing the grounds to support diverse wildlife**

Advancing initiatives through collaboration with stakeholders

Biodiversity presents numerous challenges that cannot be addressed by the company alone, making collaboration with its stakeholders crucial. We are working in partnership with Atsugi City and the Tokyo University of Agriculture and are planning to submit an application in FY2026 to have the Atsugi district, where our headquarters is located, designated as a Nationally Certified Sustainably Managed Natural Site*. During a site visit by a professor from the Tokyo University of Agriculture, there was a pleasant surprise when an endangered plant species was discovered on the grounds. The cleaning staff have also kindly provided records of the birds they spot while carrying out their duties. We will accelerate our efforts with the help of expert insights and the cooperation of those around us.



Mr. Kusano, a member of the cleaning staff who is knowledgeable about birds

We have published a brochure that explains the connection between our business activities and nature in a way that's easy to understand. You can find it on WEB the Anritsu Group website.



*A system under which the government certifies action plans for promoting biodiversity developed by the private sector and other entities

Special Report 2

Anritsu products in unexpected places

A Visit to Akagi Nyugyo Honjo Senbon Sakura "5S" Factory!

In mid-June, during a break in the rainy season, the sky was clear and blue. I took the opportunity to visit the Akagi Nyugyo factory. Products from ANRITSU INFIVIS CO., LTD. play an important role at this factory.





Right from the entrance, the world of GariGarikun bursts into view. You can't help but feel excited!

This time, we visited...

Akagi Nyugyo Co., Ltd.

Honjo Senbon Sakura "5S" Factory



"Showing, seeing and appreciating" is the concept! A massive factory with a hugely popular tour

The Honjo Senbon Sakura "5S" factory is a massive facility that manufactures just over 50 percent of Akagi Nyugyo's products. It's said to have the capacity to produce about 10% of Japan's total ice cream output. There's a factory tour where visitors can learn about product quality inspections and the manufacturing process. By taking the tour, guests can enjoy ice cream tastings and games, making it especially popular with families.

A real... eye-opener!? The surprising way GariGarikun is made

On the tour, you can observe the treats being made one after another on the neatly arranged production lines. Their flagship product, GariGarikun, is manufactured at a rate of about 470,000 units per day per production line.

Manufacturing process of GariGarikun

1. **Pour the ice cream mixture into the mold and chill**
2. **Extract the center portion before it fully hardens**
3. **Fill the hollowed center with shaved ice**
4. **Put the lid on and insert the stick**

GariGarikun consists of two layers: the outer layer is a popsicle, and the center is shaved ice. You might think you make the shaved ice in the center first and then solidify the outer layer around it, but it's actually the other way around. I was surprised by that unconventional way of thinking!





You can see the entire production line on the tour. One of the pleasures of the tour is getting to sample ice cream!

Special Feature

Observing Anritsu products on the production line

We were given special permission to view Anritsu products up close on the production line.



To enter the production site, you have to change into the special work clothes located on the far right



You thoroughly use a sticky roller three times—both before and after putting on the work clothes



After thorough hygiene management—including an air shower, hand washing, and disinfection—and strict security measures, you can finally enter the production site!



You see a continuous procession of ice cream bars flowing by. It's really impressive! And the products flowing by at high speed are instantly inspected by Anritsu's Three Quality Musketeers—metal detector, X-ray inspection system, and checkweigher. This inspection ensures food safety and peace of mind, while also helping to minimize food waste caused by foreign object contamination.

Interview with the person in charge

Valuing our employees Upholding "High Quality, Safety, and Peace of Mind"



Akagi Nyugyo Honjo Senbon Sakura "5S" Factory
Deputy Director, Production & Manufacturing Headquarters
Keiichi Shibata

The connection with Anritsu

Our relationship with Anritsu began about 30 years ago. When this factory was newly built in 2010, we adopted metal detectors and X-ray inspection systems, and now all of our production lines are equipped with Anritsu inspection equipment. What inspection equipment checks for are foreign objects and product shape. If calcium chloride, which is used to chill the ice cream, gets on the product, while it doesn't pose any health risk, it can affect the taste. That's why we check for its presence too.



Emphasizing the safety and peace of mind of its employees

Guided by the philosophy that "without employee satisfaction, there can be no customer satisfaction," Akagi Nyugyo is working to create an environment where employees can approach their work with a positive attitude. At the production site, it is an important duty of the supervisors to reduce the workload on employees and establish an environment that enables the sustainable production of high-quality products. For example, quality inspection involves processes that require visual inspection by humans, and even when shifts are rotated every 30 minutes, it still places a significant strain on their eyes. If this process can be automated by equipment, it will reduce the strain on workers and allow them to dedicate more time to higher-value-added tasks. I really hope Anritsu will create new technologies that can take the place of the human eye in the inspection work.

Delivering the highest quality ice cream

We've experienced record-breaking heat waves in recent years, and thanks to everyone's support our factory has been extremely busy. I heard from someone in the medical field that even patients who have lost their appetite are able to eat Akagi Nyugyo's ice cream. One of the great things about ice cream is that it's easy to eat even when you don't have much of an appetite. I think it would be great if those characteristics could be utilized to create delicious, health-supporting ice cream that efficiently replenishes fluids and nutrients and helps prevent heatstroke. With that future in mind, Akagi Nyugyo will continue striving to produce products of the highest quality.

Honjo Senbon Sakura "5S" Factory Address: 850-10 Kodama, Kodama-cho, Honjo-shi, Saitama
Akagi Nyugyo's official website: https://akagiice-global.com/

Anritsu products in use at the Honjo Senbon Sakura "5S" Factory



Metal detector

Utilizing the properties of magnetic fields, it detects metallic foreign objects such as iron, stainless steel, and aluminum.



X-ray inspection system

By using X-rays to examine the interiors of products, it's possible to inspect not only for foreign objects but also for shape defects and insufficient quantities.



Checkweigher

Checks mass and missing products. With a maximum sorting accuracy of ±0.006 g, it can sort objects weighing one-third the weight of a grain of rice.



QUICCA

This system enables centralized management of measurement data and operational history from multiple testing instruments.

After the interview…

It was a truly valuable experience to tour a manufacturing facility where people, quality, and passion come together in harmony. I was very happy and proud to learn that Anritsu products are used by Akagi Nyugyo, a company I love.



Mikiko

Special Report 3

Learning from disasters to become stronger

Tohoku Anritsu's BCP*

*Business Continuity Plan: A plan to maintain and quickly restore a company's core business operations in the event of an emergency

Tohoku Anritsu has experienced several major disasters over the years.
We interviewed them to find out what kinds of preparations and strategies have become part of their daily work.



Plant No. 2 at Tohoku Anritsu

Tohoku Anritsu's disaster experiences and the evolution of its BCP

With each disaster, Tohoku Anritsu's preparedness has gradually evolved. Here's a timeline of the major disasters and the evolution of the BCP developed in response.

1986 April 1 — **Operations launch at Plant No. 1**

August 5 — **Torrential rain disaster**

A temperate low-pressure system brought record-breaking torrential rains, causing embankments to collapse in various places such as the Yatagawa River, which flows into the Abukuma River, resulting in major flooding. Plant No. 1 was flooded in the disaster.

2011 March 11 — **Great East Japan Earthquake**

2013 July 1 — **Operations launch at Plant No. 2**

In light of the August 5 torrential rain disaster and the Great East Japan Earthquake, Plant No. 2 was built on elevated ground with low risk of flooding and earthquakes.

2019 October 13 — **Typhoon Hagibis (Typhoon No. 19)**

2021 February 13 — **Fukushima earthquake**

A seismic intensity of 6 Lower was observed in Koriyama.

2022 March 16 — **Fukushima earthquake**

A seismic intensity of 5 Upper was observed in Koriyama.

July — **Plant No. 2 Building B expansion**

To reduce flood risk at Plant No. 1 and strengthen the production system, Building B was added to Plant No. 2.

2024 September — **Consolidation of production facilities**

Production facilities were consolidated into Plant No. 2, strengthening the production system.

WEB TOHOKU ANRITSU CO. LTD.

Anritsu Group's largest manufacturing base. We produce and ship products that support cutting-edge information and communications systems, such as measuring instruments for mobile communication terminals and measuring instruments for optical and ultra-high-speed digital communication networks, both domestically and internationally.



Great East Japan Earthquake

Koriyama, Fukushima Prefecture, where Tohoku Anritsu is located, was struck by a violent earthquake measuring a seismic intensity of 6 Lower. Buildings collapsed, roads cracked, and water outages occurred throughout the city. At Tohoku Anritsu, major damage occurred, including peeling exterior walls and collapsed ceilings.



Parts warehouse



Central corridor



Production line

Employee experience

- The ceiling collapsed, dust and dirt filled the air, and it was impossible to see even an inch ahead
- Shelves collapsed and their contents scattered everywhere, the air conditioner vent lid fell off, and both water and electrical leaks occurred
- When the elevators went out of service, moving the production line by hand upstairs was a real struggle
- There was no gasoline available, so commuting by car wasn't possible. It took three hours to refuel just ten liters

Typhoon Hagibis (Typhoon No. 19)



Flooded Plant No. 1



Employee entrance



Truck yard

Due to record-breaking heavy rain caused by the typhoon, the Abukuma River overflowed, and the area east of JR Koriyama Station was flooded. Plant No. 1 was also flooded.

Employee experience

- I found the first floor underwater when I returned to work
- Everything in the office—including computers, multifunction machines, desks, safes, and important documents—was completely submerged
- Although we were busy with the recovery work, we followed the manual and were able to restore operations quickly

A look at the disaster prevention equipment at Plant No. 2

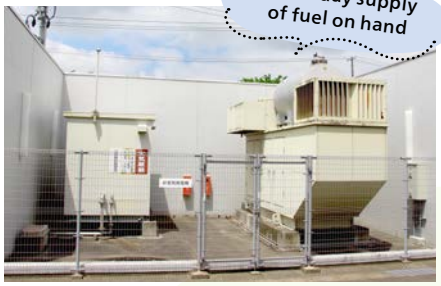
At Tohoku Anritsu's Plant No. 2, we prioritize the safety of employees and visitors and, as part of our BCP initiatives, we have established various facilities and systems to ensure operational continuity in the event of a disaster.



Seismic reinforcement of ceilings



The cause of the ceiling collapse during the Great East Japan Earthquake was the structure of the suspended ceiling supported by steel rods. Because the ceiling was not fixed to the walls, it swayed and collided with them, causing parts to break and the ceiling to collapse. As a countermeasure, we are leaving a 15-centimeter gap between the ceiling and the wall to prevent collision. As a proactive measure to minimize sway, horizontal reinforcements have been installed on the steel rods suspending the ceiling.

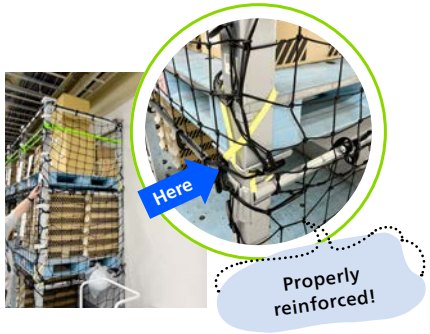


Emergency power supply

This equipment is used when the power supply is interrupted, such as during a blackout. It generates electricity using heavy oil as fuel and has a generating capacity of 500 kW. We have a three-day supply of fuel on hand. To ensure reliable operation in the event of a disaster, we conduct monthly operational checks and fire safety inspections twice a year.

Multi-level warehouse

Since Plant No. 2 has a smaller floor area than Plant No. 1, some materials are stored vertically to make the most efficient use of the available space. Nets and straps are attached to the shelves in the warehouse where storage materials are kept to prevent them from falling during an earthquake.

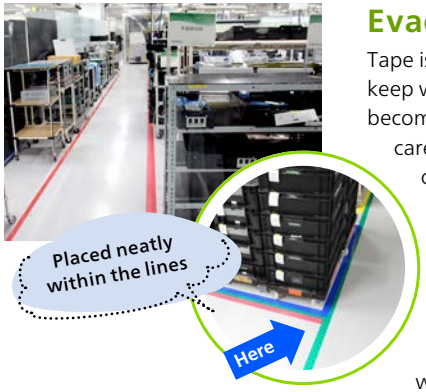


Disaster preparedness warehouse

The disaster preparedness warehouse stores a three-day supply of water, food, first-aid supplies, toilet supplies, tools, radios, and various other daily necessities. Since water is important not only for drinking but also for daily use, we ensure that a sufficient supply is maintained. We conduct regular inventory checks and rotate our stockpiled supplies.



Evacuation route



Tape is applied to the floor of the production line to keep walkways clear. In the event of a disaster, this route becomes the evacuation route. Shelves, carts, etc. are carefully kept inside the tape lines so they don't obstruct traffic flow. Even the drainage buckets have designated spots, reflecting the thoughtful attention given to maintaining an orderly environment. During the monthly workplace inspections, we check for any items encroaching on the evacuation route, ensuring it remains clear as part of our ongoing commitment to workplace safety.

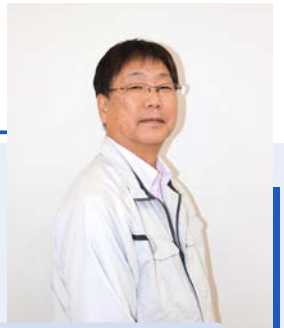
Rotating display board



The rotating display board indicating employee attendance can be removed plate by plate. In the event of a disaster, it is to be taken during evacuation and used to confirm employee safety. The upper part of the rotating display board contains information for confirming safety, and it is designed to enable people to respond calmly, quickly, and reliably during a disaster.

Interview with the BCP Manager

**"Renew yourself each day, and keep renewing yourself day after day."
We learn from disasters and are committed to ongoing improvement**



President and Representative Director,
TOHOKU ANRITSU CO. LTD.
Toshisaburo Sakai

Washing and disposing the muddy products

When Tohoku Anritsu was founded in 1986, it experienced significant damage in the August 5 torrential rain disaster, a formative event that shaped the company's early history. The public pay phones, which were our main product at the time, were immersed in water and covered in mud as they awaited shipment. Unable to discard them as is, I dismantled each one, washed them with water, and then had no choice but to dispose of them. It's something I still can't forget to this day. At the time, the concept of BCP was not yet common, but it served as the foundation for our future efforts to prepare for disasters.

Unexpected risks experienced during the earthquake

It was the Great East Japan Earthquake that made me newly realize the importance of a BCP. Although the buildings and equipment sustained damage, there were no injuries because a tall shelf used for standing work on the production floor caught the falling objects. On the other hand, one of the major challenges we faced after the earthquake was a gasoline shortage. Employees who commute by private car gradually became unable to come to work. The unforeseen impact of the nuclear power plant accident compounded the situation, making me acutely aware that risks threatening operational continuity are not limited to natural disasters.

Reviewing the BCP through practical experience

Although we had developed a BCP manual before an earthquake, actually experiencing a disaster revealed that there was no time to read a thick manual in an emergency. We organized the roles into 10 teams—covering infrastructure, occupational safety, manufacturing, production management, logistics, and so on—and revised the manual into a bullet-point format that anyone can use to take immediate action. These improvements, reflecting the lessons learned from our disaster experiences, continue to contribute to disaster response and early recovery.

Keep learning, keep evolving

In 2024, we consolidated the production functions of Plant No. 1 into Plant No. 2. Plant No. 2 has a lower risk of water and landslide disasters, has implemented countermeasures based on past experience, and provides an environment where manufacturing can be carried out with greater peace of mind.

At Tohoku Anritsu, there is a saying: “Renew yourself each day, and keep renewing yourself day after day.” This means continually learning, improving, and evolving with a fresh mindset and a spirit of constant renewal. The BCP is no exception; it is important to identify issues during disasters and drills and to make continuous improvements to it. Going forward, it will be necessary to prepare not only for natural disasters but also for new risks such as changes in international affairs and cyberattacks. That is precisely why we will never lose sight of this spirit; by pooling the wisdom of all our employees and continuously refining our approach, we aim to remain a company that society can trust.





Shots of an evacuation drill

After the interview...



Through this coverage, my family's awareness of disaster preparedness has also increased. Inspired by Tohoku Anritsu’s disaster preparedness warehouse operations, we will begin by regularly checking supplies.



Daichi

I became newly aware that, for operational continuity, not only equipment and manuals but also the awareness of each and every employee and their daily training are important.



Hono

President Sakai’s remark that “There’s no such thing as a perfect score for a BCP” really stuck with me. I was impressed by the attitude of repeatedly training, verifying, and improving, and felt a spirit of continually moving forward every single day.



Mikiko

Special Report 4

Starting from "Is this really necessary?"

Plastic Waste Reduction Initiative at Takasago

Packaging that protects products and parts. However, do we truly need all of it?
At Takasago, as part of its improvement activities, conventional packaging methods were reviewed, resulting in a reduction in plastic waste.
We introduce improvement initiatives that involve both internal and external stakeholders.

Introducing Takasago

An Anritsu Group company with advanced energy control technology

Takasago is an Anritsu Group company engaged in the research, development, manufacturing, and sales of industrial power supply equipment and information and communication devices. Leveraging our high-precision power control technology, we support a wide range of industries—including EV battery testing, the energy sector, and social infrastructure—as we strive to achieve a zero-emission society.



DZ-X/RZ-XA Series



RZ-X-100K Series

TAKASAGO, LTD.



The central hub of Takasago, located in Kawasaki, Kanagawa Prefecture. This site handles product research and development as well as sales operations.

TSURUOKA TAKASAGO, LTD.



A production site located in Tsuruoka, Yamagata Prefecture. It was newly established in April 2025 as a spin-off from Takasago.

WEB TAKASAGO, LTD.

Members of the Procurement Operation Team, Production Planning Department, Tsuruoka Takasago



Continuous improvement initiatives rooted in Takasago

Agenda initiative

The Agenda Initiative is a long-standing improvement initiative at Takasago. Drawing on reflections from the previous fiscal year, key company-wide issues are selected, and a cross-departmental team of volunteers is committed to addressing them over the course of a year. One of the themes for the 2024 agenda initiative was "Reducing plastic waste and achieving environmentally conscious manufacturing." This served as the catalyst for launching plastic waste reduction activities, and from 2025 onward, departments such as the Production Planning Department have continued these efforts.

Overview of FY2024 plastic waste reduction agenda initiative

Incoming plastic — Initiatives for plastic that "enters" from external sources during procurement and delivery

Target	Reduce plastic waste generated per unit of sales by at least 1% compared with the first half of FY2024
Measures	● Simplify packaging for parts ● Introduction of returnable containers ● Reuse of packaging and cushioning materials for parts
Results	A 9.2% reduction compared to the first half of FY2024

Outgoing plastic — Initiatives for plastic that "leaves" the facility when products are shipped

Target	Reduce the use of plastic packaging materials and shipped accessories per unit of sales by at least 5% compared with FY2023.
Measures	● Replacement and reduction of plastic packaging materials ● Change instruction manual distribution from CD to online download
Results	A 43.0% reduction compared to FY2023



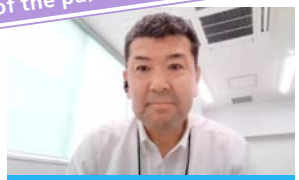
Plastic Waste Reduction Team Roundtable

To protect quality and reduce environmental impact.

Rethinking the things we take for granted, one by one

Introducing some of the participants

We interviewed the team members who were involved at the start of the agenda initiative in 2024 and the current people in charge.



Hideki Yoshida
Agenda initiative member. As Section Manager of the Quality and Environmental Guarantee Department at Takasago, he carries out product quality management and environmental activities.



Junichi Shirahata
Section Manager, Production Planning Department, Tsuruoka Takasago. After the agenda initiative, he has continued to actively promote efforts to reduce plastic waste.



Takashi Atsumi
Responsible for procurement in the Production Planning Department at Tsuruoka Takasago. He is a member of the agenda initiative and remains actively engaged in promoting its efforts.

Q1. Please tell us what prompted you to start this initiative.

Yoshida The sense of crisis that "producing plastic waste leads to environmental destruction." We observed a considerable amount of single-use plastic in the production and shipping processes at Takasago.

Q2. What was the most successful effort in 2024 when you started the initiative?

Yoshida For the "outgoing plastic" used during product shipment, we reviewed the packaging of our main products and stopped including instruction manual CDs. As a result, over the six-month period in the second half of 2024, we were able to reduce air caps (a cushioning material) by 23.4 kg and CDs by 15.9 kg.

Atsumi For "incoming plastic" generated during parts procurement, by simplifying the packaging for sheet metal products, we were able to reduce packaging material costs for suppliers by 90%. As a result, the Takasago side was able to reduce product unpacking time by 70%, achieving greater efficiency.

Q3. What were the challenges and creative solutions you encountered during the initiative?

Yoshida One challenge we faced was that, due to the lack of a database for packaging materials and packaging formats, it took six months to assess our current situation. Therefore, during the remaining six months of the initiative, we made it a priority to actively pursue efforts aimed at reducing the absolute volume of plastic waste. Another challenge we are addressing is to reduce packaging materials while maintaining product quality. We tested the stress on the products during transport at our logistics facility and adjusted the packaging to use the minimum necessary materials.

Atsumi I personally made a conscious effort to improve communication with our suppliers. I actively discussed our initiative at networking events and meetings, creating more opportunities for others to learn about it. I explained that this initiative would not only reduce plastic waste but also lead to cost savings and improved operational efficiency.

Shirahata I also made a conscious effort to express my gratitude to everyone who took part.

Atsumi By expressing gratitude together with the results, I believe the circle of cooperation expanded even further.

Q4. What changes have occurred as a result of the initiative?

Shirahata On site, our mindset has shifted so that things we previously regarded as "waste" are now treated as "resources." Personally, whenever I see the packaging for these parts, I find myself wondering, "Is all this packaging really necessary?"

Atsumi I think the quality of communication with suppliers has improved. In addition to reducing plastic waste, we can now also make suggestions for improvements in both directions.

Q5. Please tell us about plans for future efforts.



Yoshida For "outgoing plastic," we are testing simplified packaging operations using a dedicated logistics service provided by ANRITSU KOUSAN CO., LTD. Because dedicated logistics routes are easier to monitor than general logistics, we will leverage them to achieve further reductions.

Shirahata For "incoming plastic," we are establishing packaging standards based on the size and application of parts. Going forward, we will reflect these measures in our packaging specifications for suppliers to prevent excessive packaging, thereby promoting the reduction of plastic waste and the improvement of operational efficiency.

Tsuruoka Takasago's efforts to reduce "incoming plastic"

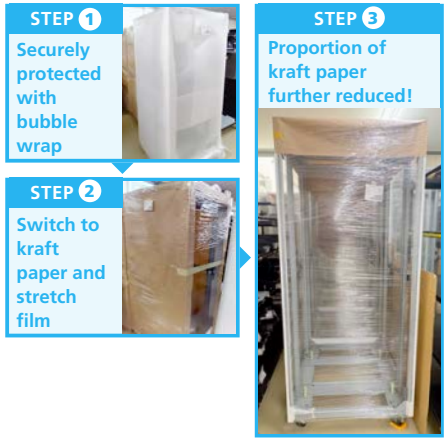
The parts warehouse at the Tsuruoka Takasago plant takes up half of the factory floor space. Every day, a variety of parts are packaged and arrive here. Here's a report on the activities taking place on the ground to reduce "incoming plastic."



A well-organized parts warehouse

Simplification of packaging

Sheet metal parts that were previously packaged with air caps (STEP 1) were changed to simpler packaging by making a request to the supplier (STEP 2). We started by replacing the air caps with kraft paper, and ultimately limited the areas covered by kraft paper to only what was strictly necessary (STEP 3). Because this supplier manages product transportation in-house, they are able to maintain thorough quality control and achieve rapid improvements.



Returnable containers

A returnable container is a dedicated case that can be repeatedly used for transport. Not only does this reduce the use of disposable packaging materials, but it also makes the unboxing process more efficient. At Tsuruoka Takasago, we are requesting the adoption of returnable containers, focusing on suppliers of kanban parts.





Kanban parts

The Tsuruoka Takasago plant uses a total of approximately 18,000 parts. From among these, we manage approximately 4,000 frequently used items as "kanban parts" and prioritize them in our efforts to reduce plastic waste. Since regular orders are expected, it has become easier for suppliers to adopt reusable containers, which has led to a reduction in unnecessary packaging.

Reuse of packaging and cushioning materials

Packaging and cushioning materials used to protect parts are reused whenever possible. The awareness of reusing resources instead of discarding them is spreading among suppliers these days too.



After the interview...



I was impressed by everyone's attitude of continuously improving environmental activities as a natural part of making things better, rather than treating them as something special.


Marina

I fully realized that reducing plastic waste is made possible by the cooperation and trust of many people. I would like to express my heartfelt gratitude to everyone who cooperated in the interview.


En

I realized that reducing plastic waste is not just an environmental measure, but a company-wide initiative that involves collaboration with suppliers and a transformation in awareness at the workplace.


Ryo

Expanding & Spreading:

Sustainability for All Activities

Our sustainability initiatives are steadily expanding, one step at a time.
Here is an overview of the various activities we carried out during the 2025 fiscal year.

Contributing to society through collective effort: EMEA* Volunteer Day

In autumn 2025, a coordinated volunteer initiative was carried out by the Anritsu Group in the EMEA region. Ambassadors at each location took the lead in planning and promoting activities to benefit the local community.

- **Mowing and cleaning at the zoo; landscaping at a homeless shelter; cleaning at educational facilities** (Slovakia)
- **Operational support for a cricket tournament organized by the NGO The SmartLife** (United Arab Emirates)
- **Cleaning foster family yards** (Italy)
- **Participated in National Clean-up Day** (Romania)
- **Volunteered at a shelter for dogs with special needs** (Finland)
- **Cleaning at a senior care facility** (Denmark)
- **Support for the activities of the food support organization Münchner Tafel** (Germany) and others

The activities on Volunteer Day deepened connections between people, fostered teamwork, and provided an opportunity for each individual to realize the significance of contributing to society. Sustainability is not just a word, but a shared responsibility for each and every one of us, and there is growing recognition that it is something we should approach with pride.



*EMEA: Europe, Middle East, Africa

Establishment of the Suzuyaki Mirai Fund







Suzuyaki is pottery that was produced in the area around Suzu, Ishikawa Prefecture from the late Heian period through the Muromachi period. Because production of this pottery ceased during the Sengoku period, it became known as "phantom ancient ceramics." Efforts to revive the craft began in 1976, and it has been passed down as part of the local culture—including being designated as a traditional craft by Ishikawa Prefecture—but the 2024 Noto earthquake damaged all of the kilns, putting its very survival at risk.

To preserve this region's valuable cultural assets for future generations, Anritsu established the Suzuyaki Mirai Fund, a general incorporated association, in collaboration with partner companies. This fund provides scholarships to students enrolled in the basic training program established by Suzu City, thereby supporting the development of the next generation of ceramic artists and the preservation of traditional techniques. We will continue to work together with the local community to contribute to the inheritance and revitalization of traditional culture.

Screening of the film *Musuko to Yobu Hi Made* ("Until the Day I Call You My Son")







In November 2025, Anritsu held a screening and talk for the film *Musuko to Yobu Hi Made* ("Until the Day I Call You My Son") at its headquarters, with approximately 100 employees and local residents in attendance.

The film depicts a transgender protagonist who overcomes societal prejudice and family conflict to live authentically. During a talk featuring director Ayumi Kurokawa and lead actor Takayuki Goda—who is also trans—the two discussed the importance of creating an environment where everyone can live authentically, and of each person demonstrating that they are an ally*.

Feedback from participants indicated a greater understanding of LGBTQ issues and recognition of the importance of consideration in the workplace, making it an opportunity for everyone to reflect on diversity and inclusion.

*Ally: A person who understands and supports sexual minorities, such as the LGBTQ community

Sustainability Highlights FY2025

The year 2025 marked our 130th anniversary.
We look back on the Anritsu Group's major activities and events, including the TECHNO PLAZA 2025 technology exhibition, the acquisition of DEWETRON, and the launch of the RAIJIN PROJECT.

April



WEB Participated in spring tree planting at Tanzawa-Oyama

WEB Sponsored the Osaka-Kansai Expo

May

Held Green Festa, a social gathering for employees and their families





June





WEB Participated in Tokyo Pride 2025

Atsugi Hayabusa FC hosted Anritsu special match

July

Held TECHNO PLAZA 2025



August



WEB Signed a comprehensive partnership agreement with Atsugi City for the conservation and restoration of biodiversity

Held Riko Challenge 2025 (STEM Career Challenge)

September

New X-ray inspection system wins Nisshoku Excellent Food Machinery/ Material Award



October





WEB Held children's factory tour

WEB DEWETRON became a Group company

November





WEB Screening of the film *Musuko to Yobu Hi Made* ("Until the Day I Call You My Son") and talk

December



Hapi Sma Co., Ltd. wins Silver Award at the 77th National Calendar Exhibition

WEB Held Fun Science Workshop

January

work with Pride Gold 2025

Climate CDP A List 2025

WEB Received Gold certification for PRIDE Index 2025

WEB Selected for the CDP Climate Change A List

February

Anritsu Future Lab opens



アンリツ未来ラボ Anritsu Future Lab

March

Exhibition of the RAIJIN PROJECT concept model at MWC Barcelona 2026



PICK UP July

TECHNO PLAZA 2025

A comprehensive technology exhibition by the Anritsu Group showcasing the latest next-generation solutions and advanced technologies. The event was held over two days, July 10 and 11, 2025, and attracted approximately 900 visitors.

TECHNO PLAZA 2025

PICK UP March

WEB RAIJIN PROJECT

A branding project created through collaboration between Anritsu and the lacquerware workshop SATO KIYOMATSU SHOTEN. We will continue to show the world our commitment to ongoing evolution by embracing new technologies and ideas, and by creating products that respond to user needs and reliably fulfill their expectations.

About the Anritsu Group

Since its foundation, the Anritsu Group has been involved in the evolution and development of communications as a pioneer of information and communication equipment. The company has expanded its business to include telecommunications measurement and food quality assurance equipment, and now has four main businesses: Test and Measurement, PQA (Product Quality Assurance), Environmental Measurement, and Sensing & Devices. We have development, manufacturing, engineering and service locations throughout the world.

Asia and others
Net sales: 31.6 billion yen
Employees: 649
Locations: 13 companies

EMEA
Europe, Middle East, Africa
Net sales: 17.3 billion yen
Employees: 412
Locations: 10 companies

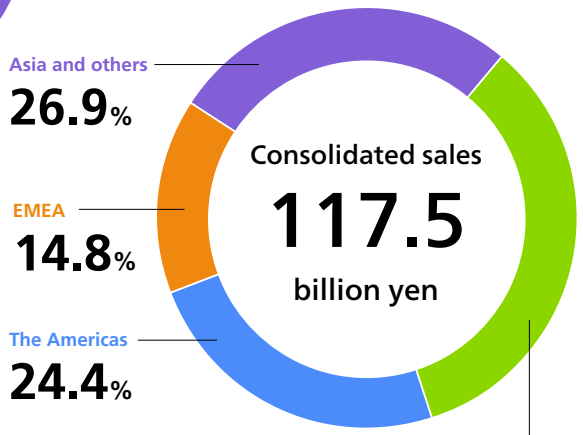
The Americas
Net sales: 28.6 billion yen
Employees: 537
Locations: 7 companies

Japan
Net sales: 39.9 billion yen
Employees: 2,516
Locations: 11 companies

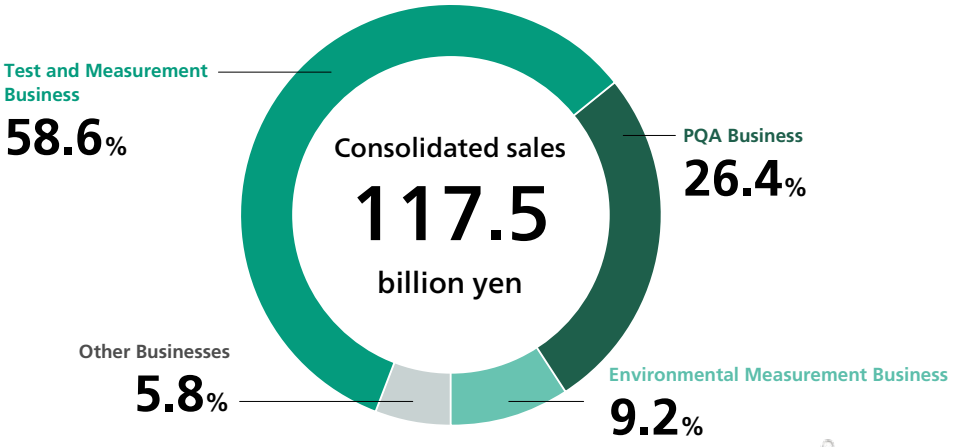
Number of employees
4,114

Number of global locations
41 companies

Sales Ratio by Region (FY2025)



Sales Ratio by Business (FY2025)



Test and Measurement Business

We provide test and measurement solutions that drive the advancement of data centers, 5G, and IoT.



Optical Transceiver Evaluation Instrument MP2110A BERTWave

PQA Business

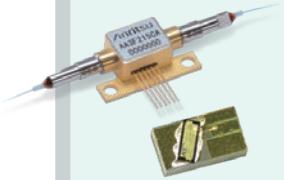
We provide quality assurance solutions to support the safety of food & pharmaceutical products, while also helping to enhance productivity.



X-ray Inspection System

Sensing & Devices Business

We supply high-quality products that meet the needs of our customers based on our cutting-edge device and sensing technologies.



Semiconductor Optical Amplifier (SOA)

Environmental Measurement Business

We provide environmental measurement solutions that help maintain social infrastructure and the creation of a decarbonized society.



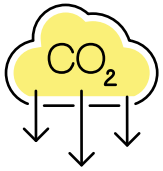
Hybrid Power Supply RZ-X-100K Series

*All data is as of March 31, 2026

Anritsu by Numbers

*All data is as of March 31, 2026

Reduction of greenhouse gas emissions



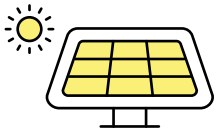
Scope 1+2: Compared to FY2021

31.0% reduction

Scope 3: Compared to FY2019

26.6% reduction

Ratio of private generation of renewable energy



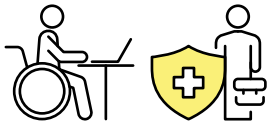
13.0%

Ratio of women in management positions (consolidated)



13%

Employment ratio of people with disabilities



2.8%

Environmentally Friendly Products



Excellent Eco Products

20 models

Eco Products

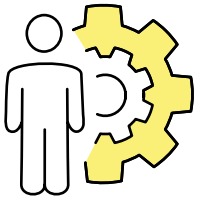
71 models

Percentage of Environmentally Friendly Products in overall sales of measuring instruments

98%



Number of Directors



Internal

4

External

5

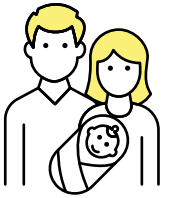
Ratio of those who take childcare leave*1 (Group Companies in Japan)

Males

95.2%

Females

75.0%



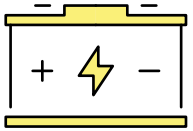
Scale of renewable energy from own investments

Solar power generation capacity

3,125 kW

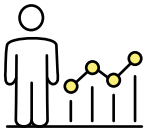
Storage capacity

2,400 kWh



Average age of employees (Group Companies in Japan)

46.6 years



Satisfaction with the workplace (Group Companies in Japan)

90.8%



CDP

5th time overall

Selected as a Supplier Engagement Leader with the highest rating



CDP

2 consecutive years

Selected for the Climate Change Assessment A List



PRIDE Index

2 consecutive years

Gold certification



Satisfaction with work (Group Companies in Japan)

74.5%



*1 Rate of employees who took childcare leave = Total number of regular employees who started childcare leave ÷ Total number of regular employees who had children. The rate of women who took childcare leave in FY2025 was lower than in previous years because it included employees who were on postnatal leave as of the end of the fiscal year.

Our Editorial Team

This year, we are presenting four special reports: "Starting Nature-Positive Initiatives at the Workplace," "Anritsu products in unexpected places," "Tohoku Anritsu's BCP," and "Plastic Waste Reduction Initiative at Takasago." These feature articles were written by members from various departments, who actually gathered information and wrote the articles based on the themes of "what we want to know" and "what we want to tell everyone."

More detailed sustainability information is available on our sustainability website.

WEB **Sustainability**

Please contact us via our website if you have any comments, opinions, or inquiries.

WEB **Contact**

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243-8555 Japan
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https://www.anritsu.com

Anritsu



Kazu

We created floating islands during the workshop in early July. Amazingly, just two weeks later, dragonflies and nymphs could be seen gathering at them. I was surprised that the effects became visible so quickly and felt the power of nature.

Article(s):
Starting Nature-Positive Initiatives at the Workplace



Mizuka

I was fortunate to have the opportunity to explore every corner of the headquarter grounds, and I thoroughly enjoyed doing so while interacting with the wildlife and feeling a sense of childlike wonder. Having the opportunity to interact with people from other departments, whom I rarely get to meet, was also a refreshing and meaningful experience.

Article(s):
Starting Nature-Positive Initiatives at the Workplace



Ayaka

Through my coverage for the article, I was able to learn about various initiatives I had not known about before and connect with the thoughts and feelings of the people involved. I would like more people to learn about the appeal of Anritsu that I myself newly discovered during this process.

Article(s):
Starting Nature-Positive Initiatives at the Workplace



Mikiko

Two features beyond the walls of the headquarters. I gained many insights and learned many things that I couldn't in my usual work, which was very stimulating. Knowledge is power. I have come to realize that learning new things empowers me. I would like to express my gratitude to everyone who contributed.

Article(s):
Anritsu products in unexpected places, Tohoku Anritsu's BCP



Daichi

By touring Tohoku Anritsu's ceiling and disaster preparedness warehouse and interviewing staff about disaster countermeasures, I gained a deeper understanding of the BCP. On the other hand, I also gained a sense of the difficulty of conveying the information I obtained through these interviews in an easy-to-understand manner when writing the article.

Article(s):
Tohoku Anritsu's BCP



Hono

While I experienced the difficulty of extracting the necessary information and conveying it clearly to readers within a limited timeframe, I also found enjoyment in learning about new fields as I wrote the article.

Article(s):
Tohoku Anritsu's BCP



En

It was a valuable opportunity to learn about the procurement and manufacturing sites, which I rarely have the chance to interact with. Holding this roundtable discussion allowed me to hear firsthand about the efforts and thoughts of those on the front lines, which deepened my understanding. I hope this article conveys their appeal.

Article(s):
Plastic Waste Reduction Initiative at Takasago



Marina

Through my coverage, I realized that everyone on site is promoting environmental activities through repeated trial and error. It was also an opportunity for me to reaffirm the importance of building relationships of trust with our business partners and maintaining regular communication with them.

Article(s):
Plastic Waste Reduction Initiative at Takasago



Ryo

At the roundtable discussion on the plastic waste reduction initiative, I was able to hear voices from the field that I normally wouldn't have access to, which all left a strong impression on me. It sparked my interest in increasing the plastic waste reduction efforts within the Anritsu Group.

Article(s):
Plastic Waste Reduction Initiative at Takasago