



Anritsu Sustainability Report 2024



Introduction

- 03 About the Anritsu Group
- 04 At a Glance

Sustainability Management

- 05 Message from the CEO
- 07 Approach to Sustainability
- 08 Sustainability Promotion System
- 09 Materiality
- 10 The Future Sustainability Management Aims to Create
- 11 Business Growth and Solutions for Social Issues
- 15 Sustainability Goals and Progress
- 16 Dialogue and Co-Creation with Stakeholders
- 17 Status of Inclusion in ESG Indices, External Evaluation

Contents and Editorial Policy

- Introduction
- Sustainability Management

The Anritsu Group publishes a Sustainability Report in PDF format once a year to report information about sustainability. The Sustainability Report 2024 primarily includes activities for fiscal year 2023. In addition to this report, the Anritsu Group also uses integrated reports and websites to improve communication with stakeholders.

Reports

- WEB Integrated Report
- WEB Corporate Governance Report
- WEB Annual Securities Report

Websites

- WEB Anritsu Corporation and Anritsu Group
- WEB Investor Relations
- WEB Sustainability

Boundary Definitions

This report covers Anritsu Corporation and its group companies and affiliates in Japan and overseas. Coverage of this report varies to either Anritsu Corporation alone or inclusive of Anritsu Group companies, depending on the subject. Definitions are described as follows.

- "Anritsu Group": Refers to the entire Anritsu Group.
- "Anritsu": Refers to Anritsu Corporation in Japan only.
- "Domestic Group": Refers to both Anritsu Corporation and Group companies in Japan.
- "Overseas Group": Refers to Group companies outside Japan.

Reporting Period

April 1, 2023 to March 31, 2024 and also includes some activities before and after that period.

Guidelines Used as Reference

- GRI Sustainability Reporting Standards
- This report has been prepared in accordance with the GRI Standards.
- The Environmental Reporting Guidelines 2018 published by the Ministry of the Environment
- The Ten Principles of the UN Global Compact
- ISO 26000: 2010
- IFRS Foundation (Sustainability Accounting Standards)
- TCFD (Task Force on Climate-related Financial Disclosures)

- WEB GRI Sustainability Reporting Standard Content Index
- WEB SASB Content Index

Date of Publication

October 4, 2024
(Date of publication in the previous fiscal year: September 1, 2023)

Third Party Verification

Some environmental data is verified by a third party. Please refer to the independent third party verification report for more information.

- WEB Independent third party verification report

Contact

Anritsu Corporation
Sustainability Promotion Center

- WEB Contact for Corporate Information



Anritsu signed the United Nations Global Compact in March 2006, and is a member of the Global Compact Network Japan.

- Return to the previous page
- Go to the next page
- Go back one page

About the Anritsu Group

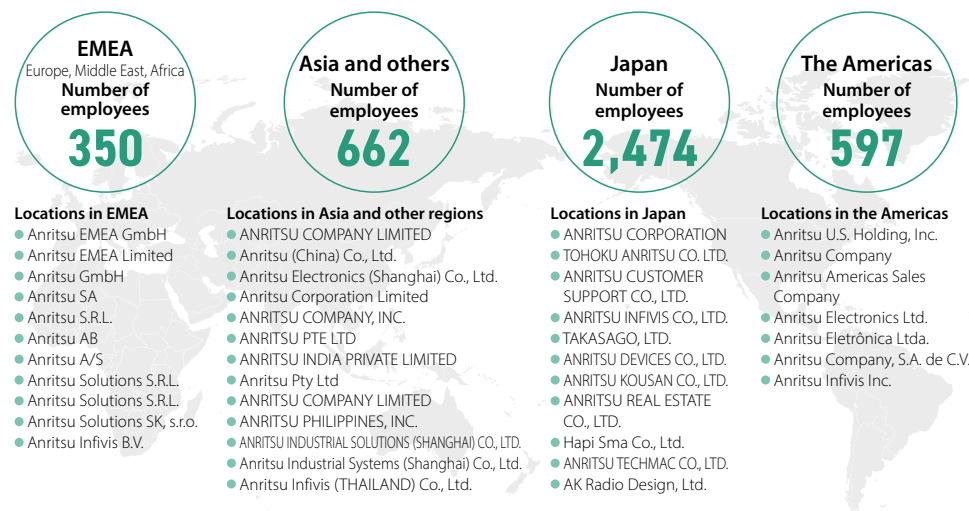
Sekisan-sha, founded in 1895 and later renamed to Kyoritsu Electric, and Annaka Electric, founded in 1900, merged in 1931 to form Anritsu Electric Co., Ltd. The company name was changed to Anritsu Corporation in 1985. Since its founding in 1895, the Anritsu Group has been leading the way as a pioneer in information and communications equipment, contributing to the evolution and development of communications technologies. Anritsu has since expanded its business to include test and measurement instruments and quality assurance inspection equipment for food products, and currently operates four primary businesses: Test and Measurement, PQA (Product Quality Assurance), Environmental Measurement, and Sensing & Devices. We have development, manufacturing, engineering and service locations throughout the world.

Company Name	ANRITSU CORPORATION
Head Office	5-1-1 Onna, Atsugi-shi, Kanagawa, 243-8555 Japan
Founded	1895
Capital	19.219 billion yen (as of March 31, 2024)
Net Sales	109.952 billion yen (fiscal year ending March 31, 2024: Consolidated)
Number of Regular Employees	4,083 (consolidated) (as of March 31, 2024) 1,732 (non-consolidated) (as of March 31, 2024)
Business	Development, manufacturing, and sales of electronic measuring instruments, quality assurance systems for food and pharmaceutical products, and environmental measuring instruments and devices



Anritsu Corporation

Development, Manufacturing, Engineering, and Service Locations (as of March 31, 2024)



Sales Ratio by Region (Consolidated, FY2023)

EMEA 15%	Asia and others 30%	Japan 31%	The Americas 24%
----------	---------------------	-----------	------------------

Test and Measurement Business

We provide test and measurement solutions that support the realization of a 5G and IoT society.



Radio communication test station

Primary Customers

Mobile Market

- Smartphone and tablet device manufacturers
- EMS (Electronics manufacturing service companies)
- Chipset manufacturers
- Telecommunications carriers
- Automotive and automotive-related manufacturers

Network Infrastructure Market

- Telecommunications carriers
- Telecommunications contractors
- Telecommunications equipment manufacturers
- IT-based service providers

Electronics Market

- Electronic device and component manufacturers
- Telecommunications equipment and device manufacturers
- Electronics manufacturers
- Automotive and automotive-related manufacturers
- Material manufacturers
- Universities and research institutions
- Government agencies

Environmental Measurement Business

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



Hybrid power supply

Primary Customers

Environmental Measurement Market

- Government agencies and municipalities
- Telecommunications carriers
- Financial institutions
- EV and battery manufacturers

PQA Business

We address a variety of issues related to the production of food and pharmaceutical products, in order to ensure safe and secure quality assurance while providing solutions that contribute to improving the productivity of manufacturing plants.



X-ray inspection system



Metal detector for inspecting tablets

Primary Customers

- Food product manufacturers (food ingredients, processed foods such as frozen foods and confectioneries, prepared dishes)

Pharmaceutical Market

- Pharmaceuticals (tablets, capsules, liquids), health food products (supplements)

Sensing & Devices Business

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



SOA (semiconductor optical amplifier)

Primary Customers

Sensing & Devices Market

- Electronics manufacturers
- Telecommunications equipment manufacturers
- Ophthalmic medical device manufacturers

Sales Ratio by Business (Consolidated sales in FY2023: 110 billion yen)

Test and Measurement Business 64%	PQA Business 23%	7%	6%
		Environmental Measurement Business	Other

Contents and Editorial Policy

Introduction

About the Anritsu Group

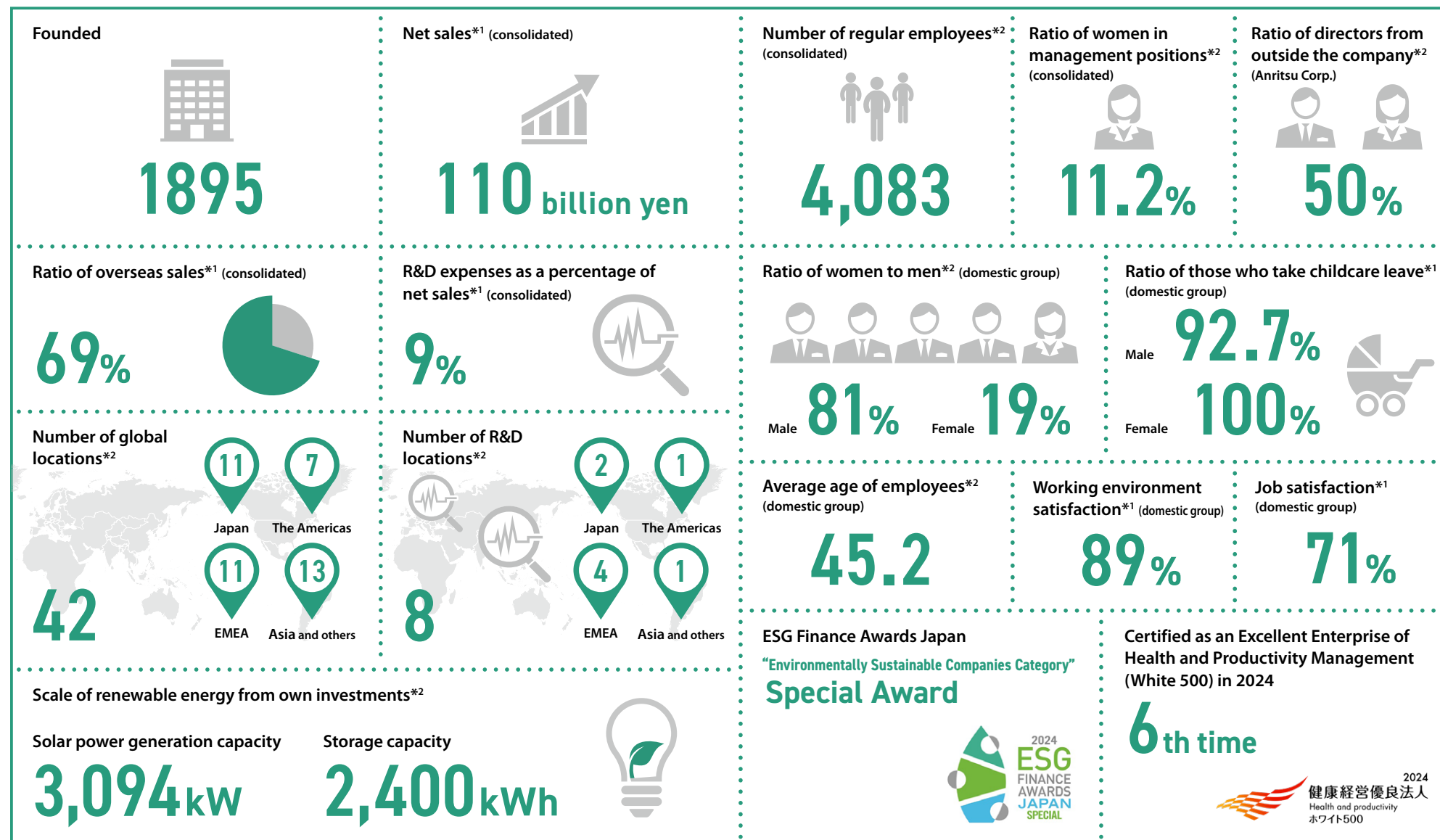
At a Glance

Sustainability Management

Return to the previous page

Go to the next page

Go back one page



Message from the CEO

We will contribute to solving social issues through our business activities, with the aim of developing a safe, secure and prosperous global society.

Representative Director, President, Group CEO

Hirokazu Hamada

Looking Back on FY2023

During FY2023, the Anritsu Group strengthened its “plastic-free” and “respect for human rights” activities. Regarding our “plastic-free” activities, we have established the Zero Plastic Waste Policy, which aims to achieve zero plastic waste by fiscal 2030. We are working to achieve zero plastic waste from packaging for products and purchased parts, as well as from plastic bottles used at business sites and food packaging used in cafeterias. Regarding our “respect for human rights” activities, we have conducted a human rights risk assessment and identified the following three human rights issues as priority issues to be addressed in the future: “acceptance of diversity in the workplace,” “response to changes in the work environment and work style,” and “promoting working environment surveys for parts and equipment suppliers.”

Among our sustainability activities in FY2023, the promotion of women's advancement made a particularly

strong impression. The ratio of women in management positions in the Domestic Group was very low at 2.3% at the end of March 2021. Since there were so few role models, there were almost no female employees who wanted to apply for management positions. We strengthened our recruitment of experienced female candidates for management positions and introduced a management course that allows employees to work in accordance with their life stage and lifestyle. As a result, of the 32 candidates promoted to management positions in April 2024, 10 (over 30%) were women, improving the ratio to 5.7%. This has encouraged an even greater number of female employees to take the examination for a management position in order to advance in the workplace. I am extremely happy with these results.

The Anritsu Group is promoting work style reform and health management in order to achieve diversity and inclusion. We will continue to strengthen these activities in order to achieve a work environment in which people with a diverse range of values can work and grow together while feeling safe in their search for self-fulfillment.



Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality


The Future Sustainability Management Aims to Create


Business Growth and Solutions for Social Issues


Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

 Return to the previous page

 Go to the next page

 Go back one page

In Preparation for “Techno Plaza 2025”

In July 2025 we will hold “Techno Plaza 2025,” a standalone technology exhibition that will act as a milestone to connect the present and future of technological development in the Anritsu Group. The latest solutions and cutting-edge technologies that will lead the next generation of technology will be on display toward our goal of “developing a safe, secure, and prosperous global society.” For 130 years since its founding, the Anritsu Group’s sustainability has been underpinned by its original and high-level technological capabilities. The mobile era has continued for a long time since 2000. However, in order to achieve sales of 200 billion yen in fiscal 2030, we are accelerating innovation to develop new markets. This exhibition, our first in 20 years, will be an opportunity to show stakeholders how the Anritsu Group is contributing to the realization of a sustainable future society through our



technological capabilities. I remember with fondness how as a young engineer I was amazed by our company’s advanced technology at “Techno Plaza” and how it made me excited for the future. I hope that Techno Plaza 2025 will be a place where visitors can experience what the future has in store through our Group’s cutting-edge technology, just as I did.

Initiatives to Maximize Human Capital

The Anritsu Group is maximizing its human capital under its management strategy of cultivating new business areas. In April 2024, we launched the Anritsu Skills Training Center (A-SKILLS) with the aim of strengthening human resource development to expand our business in new fields. A-SKILLS is responsible for providing education on technical knowledge and sales skills related to EVs, batteries, and general-purpose measuring instruments, and aims to double the number of personnel in new business areas over a three-year period. The training provided by A-SKILLS will be rolled out to employees in Japan and overseas simultaneously, and the entire group will work together to improve our skills.

I often hear customers say, “Anritsu has amazing technology.” This makes me feel proud, and I want to make use of these rare technical abilities and human resources rather than let them go to waste, so that they can lead to further growth beyond existing domains. No matter how good the strategy, if the employees working on the front line do not share the same aspirations and demonstrate their abilities, the company will not be able to grow. I want our employees to face challenges in new areas together without setting limits on their own abilities.

“GLP2026” Mid-Term Business Plan

The next three years will be a difficult period for us as the mobile market transitions from 5G to 6G. However, we have formulated GLP2026 with the determination to continue to boldly take on challenges, aiming to transform ourselves into a strong organization that can generate profits and grow in any situation.

In the area of sustainability goals, we have newly added realization of a circular economy in the environmental field. We will work on releasing products that support resource recycling. We will establish a complete process from product design to the collection of used products, as we transition Anritsu products to a circular economy.

Society is facing more challenges than ever before, including natural disasters caused by climate change, widening disparities, and labor shortages. The Anritsu Group will promote businesses that contribute to solving social issues while ensuring medium- to long-term growth, with the aim of developing a safe, secure, and prosperous global society. In order to achieve this growth, it is important that all employees pursue sustainability in their daily work. In order to use the technological capabilities of the Anritsu Group to achieve a prosperous future society, we will promote reform with “sincerity, harmony, and enthusiasm” together with our employees.

I would like to ask all of our stakeholders for their continued understanding and support for our Group.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality


The Future Sustainability Management Aims to Create


Business Growth and Solutions for Social Issues


Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

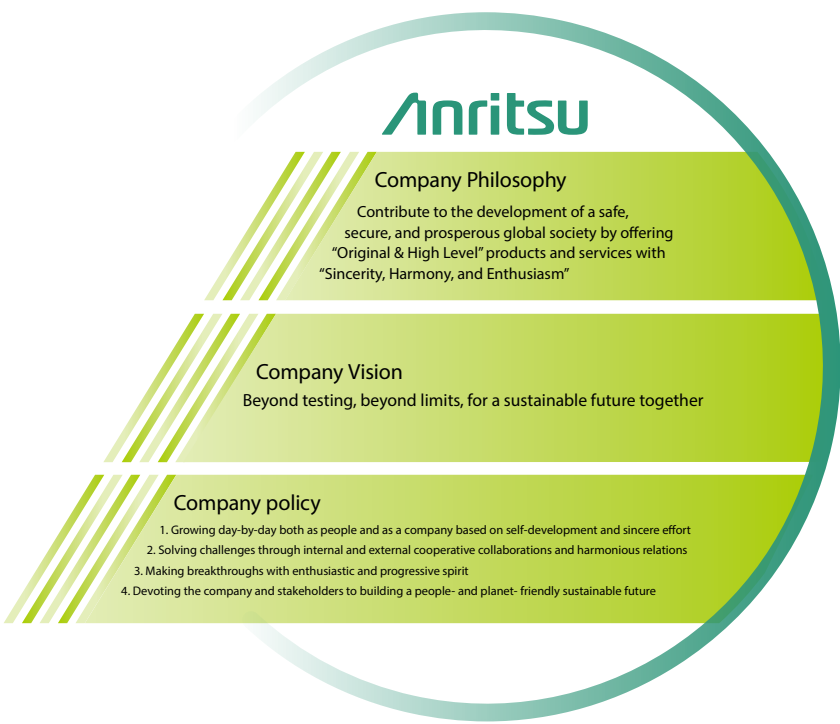
 Return to the previous page

 Go to the next page

 Go back one page

Approach to Sustainability

In April 2021, the Anritsu Group formulated its new company vision and company policy toward 2030 and revised its sustainability policy. We take on the challenges of creating a sustainable society together with our stakeholders through the actions of every employee under the philosophy, vision, and policy.



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."

- 1 We will contribute to building a safe, secure, and prosperous global society through our business activities, based on our long-term vision.
- 2 We will take the initiative in solving environmental issues, such as climate change, to contribute to building a people- and planet- friendly future.
- 3 We will respect the human rights of all people and strive to create a workplace offering healthy lives and decent work for all where diverse individuals can grow together.
- 4 We will operate as a peaceful, just business with high corporate responsibility and ethics while maintaining business transparency to meet our social obligations.
- 5 We will promote communications with stakeholders to develop strong partnerships and meet the challenges of solving social issues.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

Return to the previous page

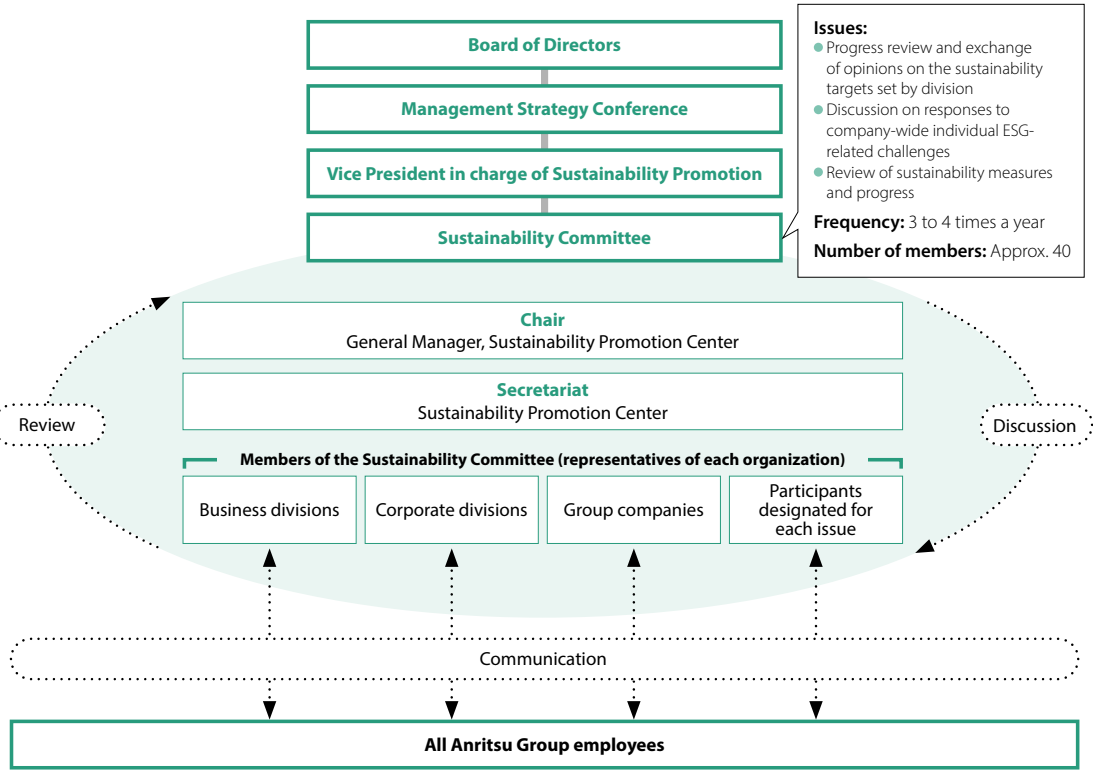
Go to the next page

Go back one page

Sustainability Promotion System

The Anritsu Group promotes the activities implemented by its Sustainability Committee in accordance with its company philosophy, company vision, company policy, and sustainability policy.

Sustainability Promotion System



Governance

In April 2023, the Anritsu Group changed the meeting body, which consists of representatives from major divisions, from the Sustainability Promotion Committee to the Sustainability Committee in order to clarify key issues for action, share information, hold discussions for improvement, and communicate and disseminate actions to be taken by each division through its representative. Progress is discussed at the Management Strategy Conference and Board of Directors meetings, to which the Vice President in charge of Sustainability Promotion reports. In FY2023, 19 sustainability issues were discussed at Board of Directors meetings.

Raising Employee Awareness

In promoting sustainability, we believe it is important to raise the awareness of every employee, and we are undertaking various initiatives to spread this awareness within the company.

- Training through the use of e-learning for all Anritsu Group employees
- Publication of SDG case studies and holding related discussions in the workplace
- Dissemination of articles addressing human rights issues
- Survey of the dissemination of SDGs among employees

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

Return to the previous page

Go to the next page

Go back one page

Materiality

The Anritsu Group has established materialities (key issues) for each business and ESG by focusing on our two pillars of sustainability management: solving social issues through business and taking on challenges to meet the needs of society (ESG). With the review of our company vision, company policy, and sustainability policy in April 2021 and the change in structure within the segment, as well as the addition of Takasago to the group in January 2022, we reviewed the materiality in FY2022.

	Business						ESG				
Perspective	Customer and Business Environment					🟢 Environment		🟦 Society		🟤 Governance	
Risks and Opportunities	Expanding into new business opportunities through digital innovation		Demand for safe and secure food, medical, and pharmaceutical products			Demand for decarbonization		Disasters due to climate change	Human rights violations (including supply chain)	Discrimination and harassment of minorities	Loss of societal trust due to lack of transparency in management
Materiality	Adapting to DX technological innovation	Developing robust IT infrastructure	Reduction of food loss	Providing solutions for quality assurance	Ensuring healthy lifestyles	Disaster prevention and mitigation for natural disasters	Providing products that contribute to a decarbonized society	Responding to climate change	Respect for human rights	Promoting diversity and inclusion	Maintaining management transparency

Materiality by Business

Test and Measurement Business Adapt to DX technological innovation and develop a robust IT infrastructure

Support customers who aim for new social transformation through digital innovation and contribute to the construction of safe and secure communication infrastructures with communication test solutions.

PQA Business Reduce food loss and provide solutions for quality assurance

Support customers who aim for a stable supply of safe and reliable food and pharmaceutical products, with highly reliable and sensitive inspection equipment and quality management control systems that contribute to the automation of quality inspection processes in production lines and the reduction of food loss.

Environmental Measurement Business Prevent and mitigate natural disasters, and provide products that contribute to a decarbonized society

Support customers who aim for new social transformation through digital innovation. Contribute to the transformation of a new digital society through information and communication solutions, and to the realization of a decarbonized society through EV (electric vehicle) and battery evaluation solutions.

Sensing & Devices Business Develop a robust IT infrastructure, and ensure healthy lifestyles

Support customers who aim for new social transformation through digital innovation, and contribute to the realization of a safe, secure, and comfortable society through optical device businesses and ultra high-speed electronic devices.

Materiality by ESG

Environment Respond to climate change

Addressing climate change is the most important materiality. This is because global climate change has a tremendous impact on social life and industry, causing natural disasters such as floods and droughts. The first factory at Tohoku Anritsu in Koriyama-shi, Fukushima-ken, an Anritsu Group manufacturing location, has suffered flood damage due to a river flooding on two previous occasions. Suppliers were also affected by the disaster, and we recognize that this is an issue that affects the entire value chain of Anritsu Group procurement, manufacturing, and logistics. In order to reduce greenhouse gas emissions, which have a significant impact on climate change, we will prioritize the in-house generation and consumption of renewable energy.

Social Promote respect for human rights and diversity & inclusion

We will promote respect for human rights and the promotion of diversity and inclusion as concepts for the entire Anritsu Group and disseminate these values throughout the company. We recognize that in order for a company to continue to grow in today's complex, ever-changing, and unpredictable world, we must harness the power of human resources with diverse values. We will also work to develop human resources, as improving the abilities of each individual is essential for the company's growth.

Governance Maintain management transparency

We aim to be a company that maintains management transparency and lives up to the trust and expectations of society. In addition to working to improve the effectiveness of the Board of Directors to strengthen corporate governance, we will promote risk management, and enhance information security as a part of our social responsibility.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

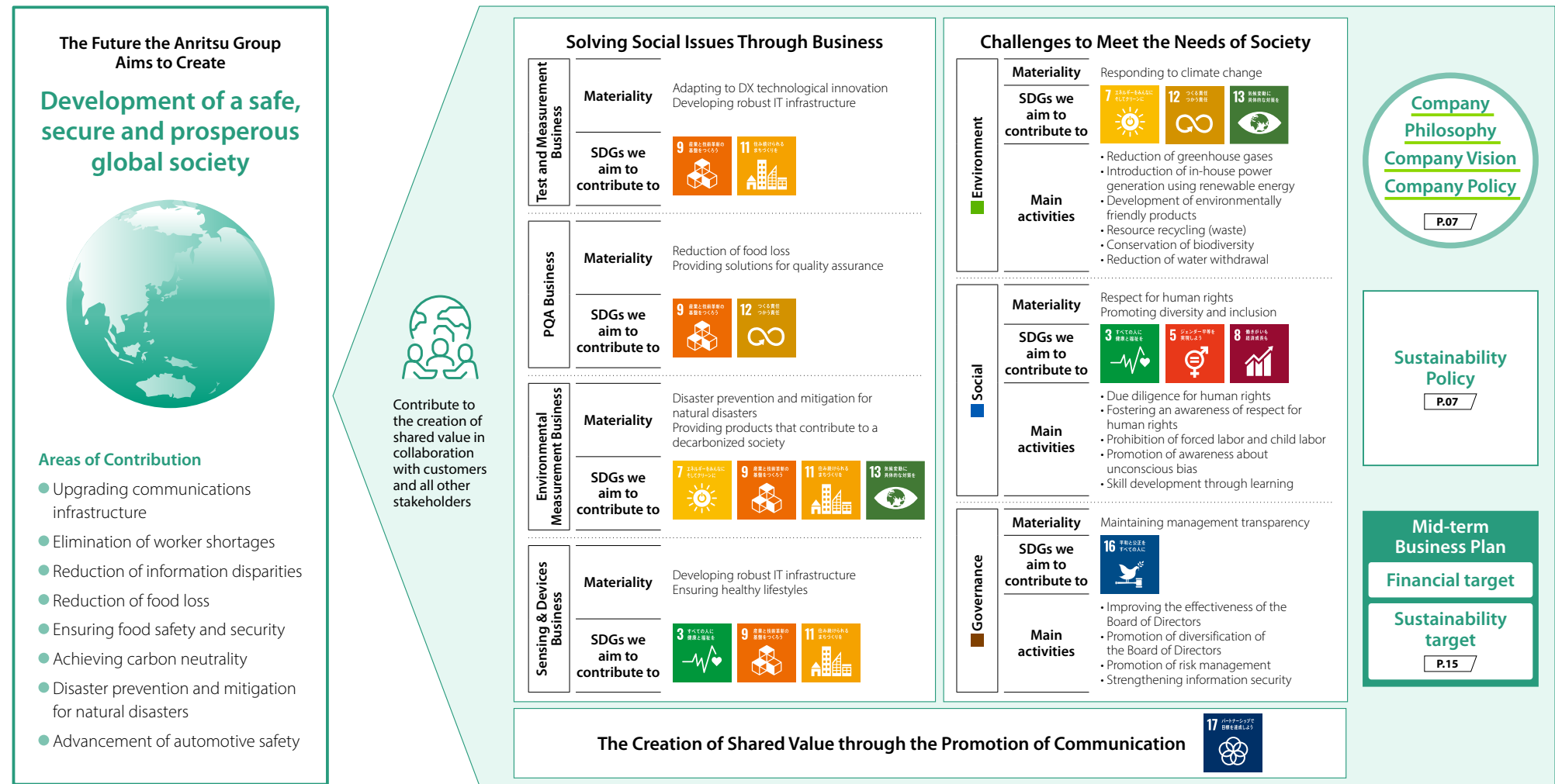
Return to the previous page

Go to the next page

Go back one page

The Future Sustainability Management Aims to Create

The Anritsu Group aims to contribute to the creation of a sustainable future for global society through the use of sustainability management. Through our business, we aim to create innovations centered on the Anritsu Group's competency in measurement technology and contribute to providing solutions to social issues together with our customers. We will also tackle issues that respond to the demands of society, place importance on communication with all of our stakeholders, and work toward the development of a global society.



Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality


The Future Sustainability Management Aims to Create


Business Growth and Solutions for Social Issues


Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

 Return to the previous page

 Go to the next page

 Go back one page

Aiming for a Safe, Secure, and Resilient Society with Test Solutions that Support “Uninterrupted Communication”

Director, Senior Vice President
Test & Measurement Company President
Takeshi Shima



Business Overview and the Society We Aim to Create

In the Test and Measurement Business, we provide measuring instruments for the development and manufacture of mobile terminals and chipsets, as well as measuring instruments for the quality assurance of in-vehicle wireless modules. We are contributing to the development of a safe and secure future society by providing test solutions to build an “uninterruptible communication” infrastructure, with the aim of realizing advanced services that utilize communication, such as automated driving and remote medicine.

Social Issues and Customer Issues

Communication services, which were a means of information transmission, are changing into social infrastructure that is essential for solving social issues such as aging, labor shortages, and depopulation. In particular, in the fields of automated driving and remote medicine, there is a need for “uninterrupted communication” to ensure the safety and reliability of services. In recent years, efficiency has become an important indicator in the development field, where there is competition to implement solutions in society as quickly as possible. As a result, there is a growing demand from customers for measuring instruments that can reduce both working hours and the amount of electricity consumed.

Strengths and Strategy of the Anritsu Group

The Test and Measurement Business has technologies that cover the entire range of wired, wireless, and monitoring fields, and its strength is that it can improve the quality of communication services in a one-stop service. We also provide solutions that contribute to improving the efficiency of our customers' operations, and we promote the implementation of media-free systems and the reduction of plastic packaging materials to reduce the impact on the environment. In order to develop new technologies, it is also essential to conduct research into technological trends in a wide range of fields with an eye to future market expansion. In the Test and Measurement Business, we have established a new advanced marketing department, and we are working to maximize group synergy by quickly grasping the needs of society. We collaborate actively with other companies with the aim of strengthening our competitiveness. By collaborating with key players in industry, we are expanding our areas of activity in cutting-edge fields and developing our business globally.

Case 1 Contributing to the introduction of a resilient, wide-area wireless communications infrastructure

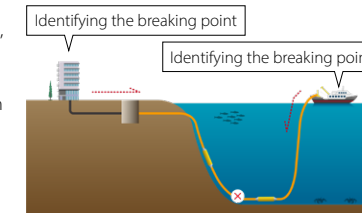
A Non-Terrestrial Network (NTN) is a wireless communication network that links mobile devices not only on land, but also in the sea, sky, and space. NTN is being introduced to ensure the use of wireless communication in mountainous areas, at sea, and parts of the sky where radio waves from base stations cannot reach, as well as to ensure network connectivity in times of disaster and other emergencies. Anritsu is supporting advanced and highly reliable wireless communication infrastructures by providing base station simulators that allow the evaluation of devices in simulated NTN environments, utilizing the wireless communication technology we have cultivated to date.



MT8821C Radio Communication Analyzer

Case 2 Contributing to the efficient construction and maintenance of international telecommunications infrastructures

In order to deal with an increase in data traffic and improve ICT infrastructure, there is a rush to lay submarine cables that handle international communications. Optical fiber is the main type of cable used in submarine cables today, and measuring equipment is used to check optical signals when laying cables and to identify the location of faults in the event of problems such as damage to optical fiber. Anritsu's optical pulse testers, which can measure long distances of up to 20,000 km in a short time and detect problem areas with high precision to within 10 m, contribute to the efficient laying and maintenance of submarine cables that connect continents.



Checking optical signals during cable installation and maintenance

VOICE



Worked with Skello in the joint verification of NTN tests

Mobile Solutions Div.
Test & Measurement Company
Yuta Hattori

In January 2024, I participated in a joint verification of NTN device testing with Skello Technologies (USA), one of the world's leading NTN service providers. Since NTN terminal tests handle radio waves that are weaker than those of terrestrial networks, I carefully checked the operation of the measuring instruments before starting. I was happy to get the results I was hoping for in the actual performance. Since the development of measuring instruments involves cutting-edge technology, we are required to find solutions to high-level problems on a daily basis, and that is what makes our work worthwhile.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation



Return to the previous page



Go to the next page



Go back one page

Contributing to the Realization of a Society where Everyone Can Enjoy Good Health, Safety, and Security through Quality Assurance Solutions for Food and Pharmaceutical Products

Vice President
Infivis Company President
Norikazu Murata



Business Overview and the Society We Aim to Create

The PQA Business works with customers to address a variety of issues related to the production of food and pharmaceutical products, in order to ensure safe and secure quality assurance while providing solutions that contribute to improving the productivity of manufacturing plants. By providing a stable supply of high-quality, reliable food and pharmaceutical products, we contribute to the realization of a society where everyone can live healthy lives.

Social Issues and Customer Issues

Reducing food loss during the processing of food is an urgent issue for food companies. Food products sometimes contain foreign objects such as stones and glass, or inedible parts such as bones. Such parts that are not suitable for eating are removed at the food processing stage. Food companies are not only working to guarantee quality products that are safe to eat, but also to minimize defective products and to reduce loss through disposal. High-precision quality inspections and data management are essential for pharmaceutical products. Pharmaceuticals have different quality risks from food, such as microscopic foreign objects, contamination by foreign substances, and abnormal ingredients. Inspection for such items at the manufacturing stage to guarantee safety and security has become an important issue for pharmaceutical manufacturers.

Strengths and Strategy of the Anritsu Group

The PQA Business has been focusing on “measuring” in production processes for more than half a century. The instant measurement of food products that vary in shape, size, and characteristics requires technology and know-how that differ from those used for industrial products. Our strength is in our accumulated expertise in this area. X-ray inspection systems that can penetrate packaging and food products have become the core of food quality inspection today. Anritsu provides quality inspection equipment, including X-ray inspection systems, to major countries, and boasts a top-class share in the Japanese market.

Case 1 Contributing to the reduction of food processing waste due to contamination by foreign objects

If foreign material is mixed in with the raw ingredients when processing food, that food product will be rejected as defective during the final inspection process, resulting in waste. The XR75HR X-ray inspection system with a dual energy sensor is a state-of-the-art inspection system equipped with new high-precision sensors and new image processing. This X-ray inspection system can detect foreign material such as bone fragments in thick, uneven meat, which was previously difficult to detect, with greater precision than ever before. This has greatly improved the accuracy of the removal of foreign material at the raw material acceptance stage, and has contributed to the reduction of defective products and waste.



Case 2 Contributing to the safety and security of pharmaceutical products through highly sensitive quality inspections

Metal detectors are used in the manufacturing process of tablets and capsules to check for minute amounts of metal contamination. Based on the highly sensitive sensing technology Anritsu has cultivated in the food market, we have developed a dedicated detection head that is suited to the characteristics of pharmaceutical manufacturing processes, and adopted it in metal detectors for tablets and capsules. This makes it possible to achieve stable and highly sensitive inspections for contamination by foreign material, even in environments where there are concerns about the effects of vibration and static electricity. We also comply with the FDA 21 CFR Part 11 regulations, which were established to prevent the falsification of data on pharmaceutical products, and contribute to the supply of safe and reliable pharmaceutical products.

VOICE



Proposing custom-made X-ray inspection systems that make use of the knowledge of engineers

Infivis Company
Development Div. Engineering Dept.
Daiki Kataoka

As a mechanical engineer, I am in charge of custom-made X-ray inspection systems that are customized to suit the factory equipment of our customers. Since custom-made systems are made by modifying standard systems, I always try to make proposals that take into account the balance of quality, cost, and delivery time from an engineer's point of view. As a result, we are able to manufacture good products that satisfy our customers. I have a great feeling of accomplishment when we receive their words of thanks. I would like to continue to work in a way that contributes to the growth of our business and the solution of social issues.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation



Return to the previous page



Go to the next page



Go back one page

Aiming to Create a Prosperous Society where People can Live Safely and Securely through Energy Control and Information & Communication Technology

Vice President
Environmental Measurement Company President
President, TAKASAGO, LTD.
Shinya Ajiro



Business Overview and the Society We Aim to Create

The Environmental Measurement Business provides high-performance power supply equipment that promotes the electrification of mobility, as well as highly reliable information and communications solutions that support the strengthening of network infrastructure and the digital transformation of industry. Through these projects, we aim to create a society where everyone can live safely and securely.

Social Issues and Customer Issues

As natural disasters caused by global warming threaten our way of life, society as a whole is facing the challenge of taking a multifaceted approach to reducing greenhouse gas emissions and preventing and mitigating disaster. Specifically, there is an urgent need to build a decarbonized society centered on the transition to alternative energy, and to create resilient cities, including disaster prevention measures for social infrastructure. In addition, in order to deal with the increasingly serious shortage of labor, efficient and labor-saving approaches to work through the use of IT are also an important issue.

Strengths and Strategy of the Anritsu Group

As the market expands, the number of EV models is increasing, and test specifications are also becoming more diverse. Takasago which joined the Anritsu Group in 2022, develops and provides power supply units that can handle a variety of test specifications, and which are highly regarded for their flexibility and applicability. These power supply units are equipped with a power regeneration function that reduces energy consumption, and they also contribute to energy conservation in the testing environment. In terms of solutions for social infrastructure, our remote monitoring systems, which utilize the communication control and video technologies that our group has cultivated over many years, are achieving energy savings by reducing the need for monitoring and limiting production loss. In industrial fields where DX is progressing, our Group's world-class 5G measurement and analysis solutions support the stable operation of manufacturing sites.

Case 1 Contributing to the development of EVs and PHVs, which are accelerating toward wider use

The development of a wide variety of EVs and PHVs is accelerating around the world. The performance and reliability evaluations of the main components, the battery, inverter and motor, are becoming more diverse, and shortening the evaluation period is becoming an issue for achieving wider use. Hybrid power supplies from Takasago can reproduce the complex behavior of these main components. This makes it possible to create an environment where testing can be carried out even without an actual vehicle, to greatly shorten the evaluation period. These power supplies can reduce power consumption by using power regeneration technology to reuse generated power, and they also contribute to reducing CO₂ emissions associated with power generation.



RZ-X2 Series Hybrid Power Supply

Case 2 Contributing to labor-saving approaches in the monitoring of social infrastructure to prevent river disasters

In recent years, in order to deal with the frequent wind and water disasters that have occurred in Japan, the number of sluice gates and other river management facilities has increased under the National Resilience Policy. On the other hand, there is a shortage of people to monitor and manage facilities, and there is a need for a more efficient response. Anritsu's distributed remote monitoring system uses edge computing technology to enable IoT for facilities such as sluice gates, allowing their operating status to be monitored remotely. For sites without power or communication lines, we work with partners to propose solutions such as low-power wide-area (LPWA) communication and the use of solar panels to secure power.



Remote monitoring device panel and solar panels

VOICE



Contributing to the reduction of CO₂ emissions through partner products

Sales Div. Business Promotion Dept.
Environmental Measurement Company
Yandan Chen

I am involved in the sales of measurement products for partner companies. Among these, ultrasonic cameras, which make it possible to visualize and check on-screen air leaks and partial electrical discharge that are not otherwise visible, are popular with customers for their ability to find problem areas easily. With these products, we are happy to be able to interact with customers from a variety of industries and to contribute to reducing energy loss and CO₂ emissions from factory equipment.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation



Return to the previous page



Go to the next page



Go back one page

Supplying Devices that Are at the Core of a Diverse Range of Industrial Products, and Contributing to the Realization of Healthy, Convenient Lifestyles and a Safe, Secure, and Comfortable Society

Senior Vice President
Sensing & Devices Company President
Yasunobu Hashimoto



Business Overview and the Society We Aim to Create

The Sensing & Devices Business is developing the field of high-capacity, long-distance optical communication networks through the use of device technology based on compound semiconductors, and is expanding its business by leveraging this technology to develop the optical sensing market. We are contributing to the realization of a safe, secure, and comfortable society through our sensing and device technologies and manufacturing capabilities, which we have cultivated over many years.

Social Issues and Customer Issues

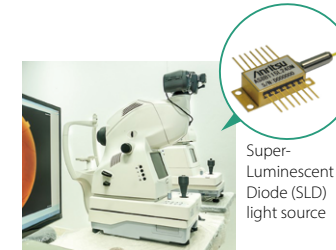
As global populations age, the number of patients with ophthalmological diseases is increasing. This has resulted in a growing need for high-precision testing equipment that enables early detection and testing environments that place less of a burden on patients. In recent years, the number of young people with myopia due to prolonged smartphone use has also increased, so there is a need for the spread and expansion of diagnostic environments for early prevention. In Japan, which is prone to earthquakes, the safety of aging buildings and efficient maintenance are becoming major issues in order to maintain a safe and secure social infrastructure. One solution to this problem is the increasing use of fiber sensing technology in the field of structural health monitoring.

Strengths and Strategy of the Anritsu Group

In addition to its cutting-edge device technology and its own manufacturing lines that it has cultivated in the communications field, the Sensing & Devices Business has also accumulated know-how for creating new value in the sensing field. In ophthalmological diagnosis, we provide the optimal light source for each type of examination to contribute to the early detection and treatment of diseases and to reduce the burden on patients. We have achieved light sources with higher output and smaller sizes to meet a diverse range of needs, and we are also contributing to the improvement of inspection accuracy and the widespread use of inspection machines. In the field of structural health monitoring, which is currently attracting a lot of attention, we supply the most suitable optical devices for each fiber sensing method, which are selected according to the distance and resolution required for measurement.

Case 1 Optical devices contributing to eye examinations that do not burden the patient

In recent years, ophthalmological diagnosis has become more important than ever before due to an increase in eye diseases as the population ages and an increase in juvenile myopia caused by prolonged use of smartphones. The Sensing & Devices Business provides SLDs and wavelength sweep light sources as optical devices for ophthalmic OCTs and axial length measuring devices that are used in eye examinations. These devices make it possible to perform examinations without touching the eyeball, avoiding any burden on the patient. They contribute to the early detection of age-related macular degeneration and glaucoma, the treatment of cataracts, and the prevention of myopia.



Ophthalmology OCT (cross-section retinal scanner)

Case 2 Contributing to the realization of compact LiDAR that can replace the human eye

LiDAR (Light Detection And Ranging) is a technology that irradiates laser light in order to measure the distance to an object and the shape of the object. This technology allows objects to be identified even at night or in fog. It is already being used as a substitute for the human eye in advanced driver assistance systems (ADAS) and autonomous transport robots. The Sensing & Devices Business develops and manufactures the laser (Gain Chip) that is at the heart of LiDAR. This laser is small and can output strong power even with a small amount of electricity. This makes it essential for the realization of compact LiDAR that can perform measurements over long distances and wide areas.



Gain Chip for external cavity lasers

VOICE



Insatiable pursuit of high-quality manufacturing

Sensing & Devices Company
Development Div.
1st Development Dept.
Ayumi Takeda

I am involved in the work of customizing the specifications of Gain Chips used in LiDAR and tunable laser sources to meet the needs of our customers. The difficult challenges I face at work always give me a fresh sense of wonder and inspiration. I will continue to provide high-quality products while never losing our inquisitive spirit, to support the smooth progress of our customers' research and development and ensure that our Gain Chip will be used in a variety of fields throughout society.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation



Return to the previous page



Go to the next page



Go back one page

Sustainability Goals and Progress

The Anritsu Group's business divisions, corporate divisions, and group companies have formulated the three-year Mid-Term Business Plan (GLP: Anritsu Global Long Plan). GLP2023, our mid-term business plan covering FY2021 through FY2023, sets sustainability targets in the ESG field, and we have been working to resolve various issues that hinder a sustainable society.

	KPI: Sustainability Targets for GLP2023 (Targets from FY2021 to FY2023)		Results for FY2023
Environment	Greenhouse gas (Scope 1 + 2) *1	23% reduction compared with FY2015	36.6% reduction
	Greenhouse gas (Scope 3) *1	13% reduction compared with FY2018	39.3% reduction
	Share of in-house power generation (PGRE 30) *2	13% or more (based on electricity consumption in FY2018)	10.4% As of March 31, 2024
Social	Advancement of women	Proportion of women in management positions: 15% or more (10.8% as of March 31, 2021), consolidated	11.2% As of March 31, 2024
	Advancement of the elderly	Employment until the age 70 and the establishment of a new compensation package (FY2020 results: Employment extended until the age of 65)	Employment until the age 70 and continuation of the new compensation package
	Promoting the employment of people with disabilities	Achieve 2.3% of the legally mandated employment rate through job development (2.05% as of March 31, 2021)	2.66% As of March 31, 2024 *Combined with Hapi Sma Co., Ltd., a special subsidiary
	Strengthening of supply chain due diligence	A cumulative total of 10 or more companies over 3 years (0 companies as of March 31, 2021)	Implemented by 8 companies (20 companies over 3 years)
	Developing awareness and providing training on CSR procurement to suppliers	At least twice a year for developing awareness and at least once a year for training (Twice for developing awareness and once for training, as of March 31, 2021)	Three times for developing awareness and two times for training
Governance	Promoting the diversity of the Board of Directors	Share of outside directors: 50% or more (44% (4 out of 9) as of March 31, 2021)	50% (5 out of 10)
	Establishment of an internal control system at overseas subsidiaries	All overseas subsidiaries meet the criteria of the Control Self-Assessment (CSA)	Companies that meet the criteria in all items: 90% (Number of items:157)

Sustainability Goals for the “GLP2026” Mid-Term Business Plan

The targets and KPIs to be achieved by FY2026 under the new three-year GLP2026, which begins in FY2024, are shown below.

	Target	KPI
Environment	Reduce greenhouse gases	Greenhouse gases (Scope 1 + 2) *1: 23% or more reduction compared to FY2021
		Greenhouse gases (Scope 3) *1: 17.5% or more reduction compared to FY2019
	Increase in the share of in-house power generation (PGRE 30) *2	In-house power generation ratio: 14% or more
	Realization of resource recycling (circular economy)	Release products that support resource recycling
Social		100% material recycling of plastic waste
	Promote diversity management	Advancement of women: A proportion of women in management positions of 15% or more (consolidated)
		Promote employment of people with disabilities: Achieve the legally mandated employment rate of 2.7% through job development
	Realization of a rewarding work environment	Positive response rate for job satisfaction in employee satisfaction survey: 80% or more
	Promote global CSR procurement (social responsibility in the environment, labor environment, human rights, etc.)	Strengthening of supply chain due diligence: A cumulative total of 10 or more companies per year
Governance		Developing awareness on CSR procurement to suppliers at least three times per year, and provide training at least twice each year
	Promoting the diversity of the Board of Directors: Ratio of female directors: 20% or more	
	Improve global governance	Intensive discussion of management issues at board meetings: 6 times per year

*1 Scope 1: Direct emissions of greenhouse gases by businesses themselves (fuel combustion, industrial processes), Scope 2: Indirect emissions from the use of electricity, heat, and steam supplied by other companies, Scope 3: Indirect emissions other than Scope 1 and Scope 2 (emissions of other companies related to the activities of the project operator). Anritsu has adopted Category 1 and 11 as KPIs for Scope 3.

*2 PGRE30, an Anritsu initiative, is based on the Anritsu Group's electricity consumption in FY2018. The goal of this action is to increase the ratio of in-house solar power generation, a renewable energy source, from 0.8% in FY2018 to approximately 30% by around 2030.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

Return to the previous page

Go to the next page

Go back one page

Dialogue and Co-Creation with Stakeholders

The Anritsu Group aims to collaborate with stakeholders and contribute to the creation of shared value. To this end, we emphasize communication with our stakeholders and strive to disclose information in an appropriate and timely manner. Through partnerships, we are working to solve various social issues.

Stakeholder	Themes and Objectives	Method of Communication	Reference
Shareholders and investors	<ul style="list-style-type: none">Fair, timely, and appropriate disclosureImprove corporate credibilityPromote understanding of Anritsu	<ul style="list-style-type: none">Financial resultsIndividual IR interviewsParticipation in conferences sponsored by securities firmsIntegrated reportShareholders' meetingsWebsites	<div>WEB</div> Latest IR materials
Customers	<ul style="list-style-type: none">Provide creative, high-level products and services that meet customers' needsImprove the brand value of Anritsu and Anritsu products and increase understanding and trust in AnritsuPromote fair operating practices	<ul style="list-style-type: none">Sales activitiesCustomer service departmentPublicity, advertisingWebsites	<div>WEB</div> Anritsu Corporation and Anritsu Group
Suppliers	<ul style="list-style-type: none">Build partnerships based on mutual trustPromote CSR throughout the supply chainPromote fair procurement practices	<ul style="list-style-type: none">Receptions and exchanges of informationCSR procurement surveys, green procurement, on-site surveysProduct exhibitsInstallation of collaboration roomsPartner Quality UP activities	Supply Chain Management
Employees	<ul style="list-style-type: none">Respect the individuality, diversity, and personality of each employee and achieve a work style that allows employees to fully demonstrate their abilitiesCreate a vibrant work environment that is health and safety conscious	<ul style="list-style-type: none">Employee engagement surveysInterviews with supervisors and subordinatesBusiness ethics surveysHotline (reporting and consultation)	<div>WEB</div> Human capital Promoting Diversity Human Resource Development Creating a Comfortable Working Environment Health Management Safety and Health
United Nations and international organizations, governments, and municipalities	<ul style="list-style-type: none">Contribute to international cooperation and developmentComply with international rules and laws	<ul style="list-style-type: none">Participation in international initiativesPublic-private partnership projectsPolicy recommendations	<div>WEB</div> Endorsement of the UN Global Supporter Participation in and endorsement of industry associations and initiatives Participating in Labor Standards Initiatives
Global environment	<ul style="list-style-type: none">Take a proactive approach to environmental issuesContribute to the creation of a prosperous society where people can coexist in harmony with the planetEnhance our environmental brand through information disclosure	<ul style="list-style-type: none">Promoting activities to reduce environmental impact at business sitesPromoting environmental communication with internal and external stakeholdersVolunteering in the community	TCFD Compliance Communication with Stakeholders Tanzawa Oyama Nature Restoration Initiatives
Local communities, NGOs and NPOs	<ul style="list-style-type: none">Cooperate with and contribute to regional development	<ul style="list-style-type: none">Social contribution activitiesVolunteering in the communityHumanitarian assistance for disasters	<div>WEB</div> Social contribution activities Sponsorship of Paralym Art Participating in Labor Standards Initiatives
Other	<ul style="list-style-type: none">Communicate with evaluation agencies regarding ESG	<ul style="list-style-type: none">Various ESG survey questionnairesResponse to CDPAudits and evaluations by external organizations (RBA, EcoVadis, SMETA)	<div>WEB</div> Status of inclusion in ESG indices, external evaluation

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

Return to the previous page

Go to the next page

Go back one page

▶ Status of Inclusion in ESG Indices, External Evaluation

The Anritsu Group's ESG activities have received recognition, as well as inclusion in ESG indexes and SRI investment (socially responsible investment) stock price indexes and funds both in Japan and around the world.

Selected for Inclusion in the GPIF ESG Index

We have been selected for inclusion in the following five ESG indices adopted by the Government Pension Investment Fund (GPIF).



FTSE Blossom
Japan Sector
Relative Index



FTSE Blossom
Japan



MORNINGSTAR GenDi J
Japan ex-REIT Gender Diversity
Tilt Index
TOP CONSTITUENT 2023

*2

2024 CONSTITUENT MSCI日本株
ESGセレクト・リーダーズ指数



S&P/JPX
カーボン
エフィシエント
指数

Other Domestic and Overseas Indexes

2024



Sompo Sustainability Index

STOXX


Indices by Qontigo

Member 2023/2024
Platinum Career
Index


*1 Morningstar, Inc. and/or its affiliates (referred to individually and/or collectively as "Morningstar") have granted Anritsu Corporation permission to use the Morningstar Japan Equity Gender Diversity Tilt (Ex-REIT) Logo to reflect the fact that Anritsu Corporation ranked in the top quintile of stocks comprising the Morningstar Japan Equity Gender Diversity Tilt (Ex-REIT) Index with respect to gender diversity in the workplace in the specified ranking year. Morningstar has authorized Anritsu Corporation to use the logo for the sole purpose of providing information. The use of the logo by Anritsu Corporation does not constitute a recommendation by Morningstar of Anritsu Corporation, nor does it constitute a recommendation, proposal, or solicitation to purchase, sell, or subscribe to any securities related to Anritsu Corporation. This index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness, or timeliness of the index or the data contained in the index. Morningstar makes no express or implied warranties with respect to the index or the logo, and expressly disclaims any warranty of merchantability or fitness for a particular purpose or use with respect to the index, the data contained therein, or the logo. Without limiting any of the foregoing, in no event shall Morningstar or its third-party content providers be liable for any damage (whether direct or indirect) arising out of the use or reliance by either party on any index or logo, even if Morningstar has been advised of the possibility of such damage. The Morningstar name, index name, and logo are trademarks or service marks of Morningstar, Inc. Past performance is not a guarantee of future results.

*2 Anritsu Corporation's inclusion in the MSCI Index, and the use of MSCI logos, trademarks, service marks, or index names herein, do not constitute a sponsorship, endorsement, or promotion of Anritsu Corporation by MSCI or its affiliates. The MSCI Index is the exclusive property of MSCI. MSCI and the MSCI index names and logos are the trademarks or service marks of MSCI or its affiliates.


External Evaluation of ESG




Received a score of "A-: Leadership Level" regarding CDP climate change (FY2023)



Received the "Special Award" in the Environmentally Sustainable Companies Category of the 5th ESG Finance Awards Japan, hosted by the Ministry of the Environment (February 2024)



Achieved an AA rating in the MSCI ESG Ratings (April 2024) *3



Received the Negligible Risk rating in the ESG risk evaluation category for Risk Ratings Rating disclosure (February 2023) *4

*3 THE USE BY ANRITSU CORPORATION OF ANY MSCI ESG RESEARCH LLC OR ITS AFFILIATES ("MSCI") DATA, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT, RECOMMENDATION, OR PROMOTION OF [ENTITY] BY MSCI. MSCI SERVICES AND DATA ARE THE PROPERTY OF MSCI OR ITS INFORMATION PROVIDERS, AND ARE PROVIDED 'AS-IS' AND WITHOUT WARRANTY. MSCI NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI.

*4 Copyright ©2023 Morningstar Sustainability. All rights reserved. This publication contains information developed by Sustainability (www.sustainability.com). Such information and data were proprietary of Sustainability and/or its third party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at https://www.sustainability.com/legal-disclaimers.

Contents and Editorial Policy

Introduction

Sustainability Management

Message from the CEO

Approach to Sustainability

Sustainability Promotion System

Materiality

The Future Sustainability Management Aims to Create

Business Growth and Solutions for Social Issues

Sustainability Goals and Progress

Dialogue and Co-Creation with Stakeholders

Status of Inclusion in ESG Indices, External Evaluation

Return to the previous page

Go to the next page

Go back one page



ANRITSU CORPORATION

5-1-1 Onna, Atsugi-shi, Kanagawa 243-8555, Japan
Tel: +81-46-223-1111
<https://www.anritsu.com>