

Anritsu
Sustainability Report 2020

Anritsu
envision : ensure

Creating value to realize the sustainability of a safe, secure, and prosperous global society



Company Philosophy	Contribute to the development of a safe, secure, and prosperous global society by offering Original & High Level products and services with sincerity, harmony, and enthusiasm
Company Vision	Achieve continuous growth with sustainable superior profits through innovation, using all knowledge of all parties and contribute to the sustainability of society
Company Policy	1. Make energetic organization synthesizing the knowledge of all employees 2. Capture growth drivers through innovation 3. Be a leader in the global market 4. Contribute to the creation of a society that is friendly to people and the Earth as a good corporate citizen

Anritsu Group Charter of Corporate Behavior | **Anritsu Group Code of Conduct**

Sustainability Policy

The Anritsu Group believes our business should increase our long-term value through contributions to the sustainability of global society with sincerity, harmony, and enthusiasm.

1. We will contribute to building a safe, secure, and comfortable society through our business activities, based on our long-term vision.
2. We will maintain harmony with the global socio-economy and society through ethical company activities.
3. We will contribute to the preservation of the global environment by promoting environmental management for the coexistence of people and nature.
4. We will build strong partnerships by promoting communication with all stakeholders.

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At a Glance


Anritsu EMEA Ltd. (U.K.)

EMEA
Number of Employees
338

EMEA: Europe, Middle East, Africa

Japan
Number of Employees
2,272


Anritsu Corporation (Japan)


Anritsu Company (U.S.A.)

Americas
Number of Employees
654

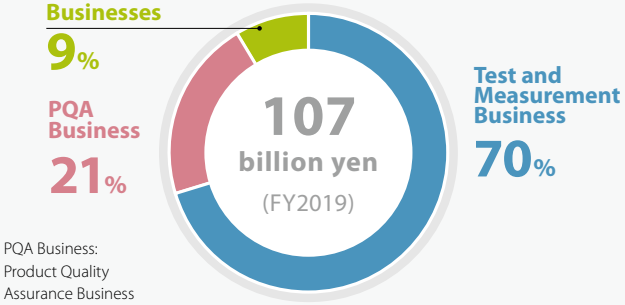
Asia and Others
Number of Employees
617

Company Founded:	1895
Subsidiaries:	42 (as of August 31, 2020)
Number of Employees (Consolidated)	3,881 (as of March 31, 2020)

Revenue	107 billion yen
Operating profit margin	17.4 billion yen
Operating margin	16%
Profit from continuing operations	13.4 billion yen
ROE	15%

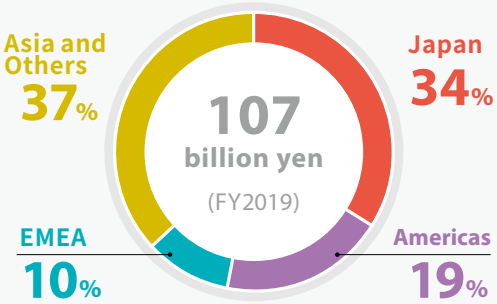
*Results are rounded off for each item. (FY2019, Anritsu Group on a consolidated basis)

Revenue Breakdown by Business



PQA Business: Product Quality Assurance Business

Revenue Breakdown by Region



Who We Are

"Original & High Level"



Ensuring Connectivity of 5G/IoT

Anritsu contributes to the creation of a society securely connected to 5G and IoT by supplying measuring instruments to support the development and manufacturing of mobile and IoT devices as well as wireless base stations.



Contributing to the Resolution of Social Issues

- Development of mobile devices that can be used regardless of manufacturer or telecommunications operator
- Construction and maintenance of base stations to ensure ubiquitous connectivity

P.009 Test and Measurement Business



Creating Ultra-High-Speed Networks

Anritsu supports the realization of ultra-high-speed networks by providing measuring instruments to check the waveform quality of transmission signals in optical/digital networks and transmission equipment.



Contributing to the Resolution of Social Issues

- Development of high-speed data transmission devices and data centers
- Construction and maintenance of optical and digital networks

P.009 Test and Measurement Business



Supporting the Manufacture of Safe Foods and Pharmaceuticals

Anritsu helps people lead healthy lives by offering contaminant detectors and checkweighers for verifying the quality of processed foods and pharmaceuticals.



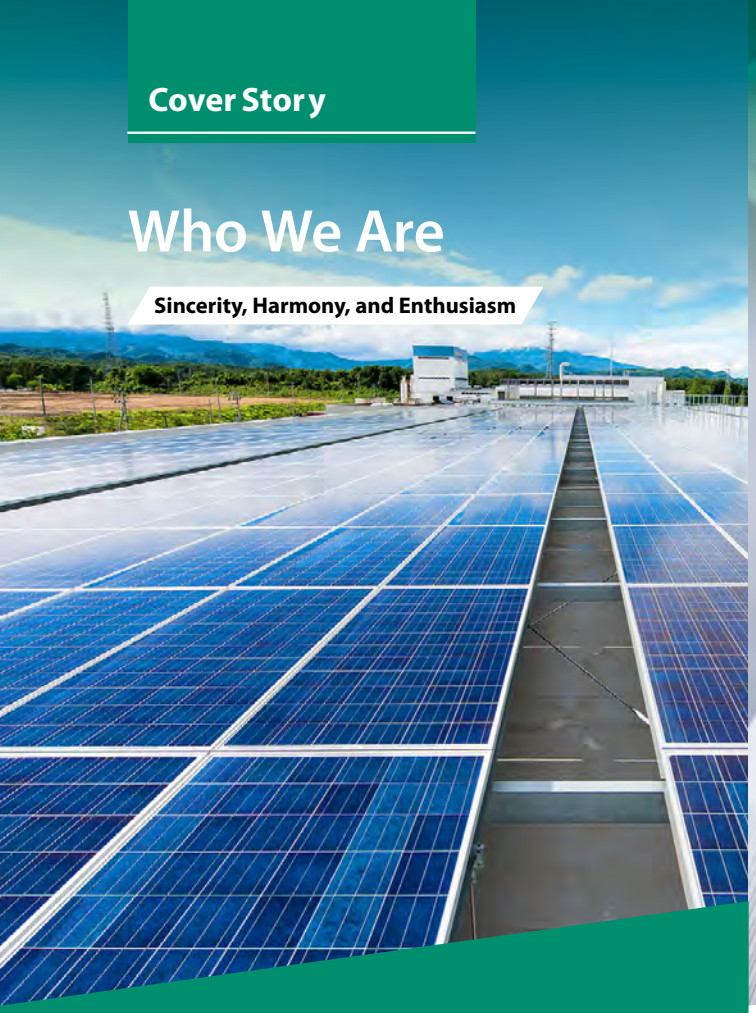
Contributing to the Resolution of Social Issues

- Distribution of safe and secure foods and pharmaceuticals
- Reducing food loss
- Improving manufacturing efficiency

P.011 PQA Business

Who We Are

Sincerity, Harmony, and Enthusiasm







"Sincerity"

The Anritsu Group sincerely responds to social issues such those related to human rights and the environment. And as part of our measures to prevent global warming, we are introducing renewable energy generation equipment as a unique contribution to in-house power generation.

"Harmony"

The Anritsu Group conducts business globally. All employees collaborate worldwide to improve Group customer support systems while deepening their knowledge of the latest market trends and needs as well as our solutions and products.

"Enthusiasm"

The products of the Anritsu Group support the creation of a society based on increasingly sophisticated telecommunications through the development of measurement technology. The unyielding passion of employees at our manufacturing sites for innovation and skill enhancement support the production of high-quality products.



With Our Sustainability Management, We Contribute to the Realization of "Safe and Secure Society"

Hirokazu Hamada
Representative Director, President of Anritsu, Group CEO

To contribute to the sustainability of society, the Anritsu Group intends to be a sustainable company by realizing the "safe and secure society" by further efforts to protect the Earth's environment as well as addressing social issues through our business activities with the understanding and cooperation of customers and other stakeholders.

For a Safe and Secure Society

In April 2018, the Anritsu Group formulated its Sustainability Policy to increase its corporate value through contributions to the sustainability of global society with sincerity, harmony, and enthusiasm.

Under the policy, we set targets linked to SDGs, and in our business activities we provide technologies, products, and solutions that contribute to the building of safe and secure infrastructure that leads to the foundation for industries and technological innovation. From aforementioned, we take group-wide actions to establish industries that contribute to the construction of sustainable society and to promote innovation. In the area of ESG, we have raised themes such as "environmental protection", "harmony with society", and "governance" as the important issues we should address.

We properly disclose those activities and leverage stakeholder understanding and expectations to increase our corporate value as a key management issue.

Supporting 5G Communications as a Foundation for Social Innovation

Online services in the fields of business, healthcare, education, and public services are dramatically proliferating as a means for preventing the spread of COVID-19. This trend increases the urgency of developing and manufacturing a safe, secure, and robust network infrastructure that is essential for our business activities and daily life. Digital transformation (DX), which plays a key role in Society 5.0, proposed by the Japan Federation of Economic Organizations, is introducing innovation that enhances everyday life through the evolution of digital technologies. Communications services provide the infrastructure upon which DX relies.

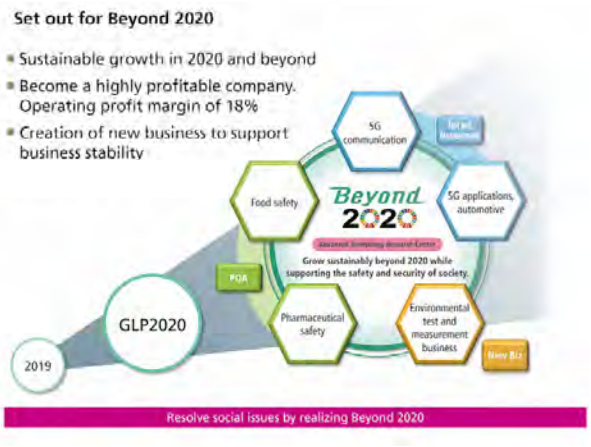
Since its foundation in 1895, Anritsu has supported the development of a society as a pioneer in the telecommunication equipment industry and contributed to the development of telecommunications systems, leveraging its measurement technology as the core. Further technological innovations in 5G (fifth-generation mobile communications systems) and the progress of DX represent opportunities in which the Anritsu Group can offer high social value and continue to support a communications infrastructure that constitutes the foundation for social innovation.

Protecting Life and Health

In the food industry as a source of life and health, the Anritsu Group contributes to the distribution of safe and secure foods and helps reduce food loss by providing inspection equipment for detecting contaminants as well as solutions for automating and controlling production to eliminate both surpluses and shortages of raw materials. We are also enhancing our quality assurance business to ensure the safety of pharmaceuticals. In addition, we provide optical modules for medical devices and video surveillance systems that allow for a prompt response in the event of natural disasters that put human lives at risk.

The Anritsu Group is implementing its Beyond 2020 plan with the goal of achieving sustainable growth starting in 2020. This plan also states that we are committed to supporting the safety and security of society. We will create and develop our businesses from

the perspective of social issues and contribute to a society through initiatives unique to Anritsu.



Unique Initiatives for Reducing CO_2 Emissions to Prevent Global Warming

Climate change due to global warming causes large-scale natural disasters, famine, and poverty as a result of deteriorating conditions for food production, and thus it threatens the sustainability of society. We must therefore strive to reduce greenhouse gas emissions as a company.

Due to the nature of its business, the Anritsu Group has relatively little impact on the environment. Nevertheless, following discussions with related sections, we set a long-term target of raising the percentage of private renewable energy generation to about 30% by around 2030 as our commitment to mitigating global warming, and we publicly announced this target. Our focus in this initiative is on in-house power generation rather than purchasing green power certificates. This is unique and based on our philosophy that "we directly contribute to the wider use of renewable energy by introducing renewable energy generation equipment and generate and consume renewable energy within the Group." We believe this will help achieve SDG goals and targets.

Ensuring Employee Safety and Security, and Business Continuity

COVID-19 has rapidly spread across the world and is a major problem that all humankind must work together to solve. The Anritsu Group has done its best to address the virus by exploring the possibly of helping those who fight it, with the equipment, technologies, and supplies the Group possesses.

In the course of pursuing business, the Anritsu Group places top priority on doing everything possible to protect employees from infection, such as by reducing the chance of personnel contact and preventing the spread of droplet infection. Preparing for natural disasters is also essential for protecting employees and businesses. In fiscal 2019, the operations of the 1st Factory in Koriyama were disrupted by flooding caused by typhoon No. 19, which also affected regional suppliers. Consequently, the supply chain was exposed to the effects of climate change. We were, however, able to recover quickly from the damage and resume product shipments within two weeks by employees' thorough understanding of Business Continuity Management and their experiences of past floods.

The Anritsu Group has an important social mission to secure communication infrastructure and the safety of foods and pharmaceuticals. Group management is responsible for reducing and eliminating risks associated with infections and natural disasters and will spare no effort to address them.

Promoting Sustainability Management

My mission, as I see it, is to lead the Group in a better direction so that we are recognized and supported as a corporate entity that contributes to resolving social issues by meeting the demands of society, such as respect for human rights, strengthening governance, and protecting the environment under the declaration, "No one will be left behind."

We must establish a corporate culture that allows employees with diverse values to come together and grow through friendly competitions, regardless of gender or national origins, and take on new challenges with an enterprising spirit toward creating a corporate group that supports the development of a society with advanced technologies and offers fulfilling jobs and comfortable workplaces. Through these efforts, we will globally exert the Group's total capabilities with sincerity, harmony, and enthusiasm.

The Future Goal of Our Sustainability Management

Company Philosophy

Company Vision

Company Policy

Sustainability Policy

Solving Social Issues Through Business

Anritsu Group

Put into place a safe and secure infrastructure which leads to the building of a sustainable society and encourages innovation

Test and Measurement Business

- Put in place a robust network infrastructure

PQA Business

- Reducing food loss
- Ensuring product quality

Information and Communications Business

- Put in place a robust network infrastructure
- Preventing and mitigating natural disasters

Sensing & Devices Business

- Put in place a robust network infrastructure
- Ensuring healthy lives

Challenges to Meet the Needs of Society (ESG)

Promoting Global Environmental Protection

Contributing to the creation of a sustainable society with sustainable consumption and corporate production practices

- Increasing the share of private renewable energy generation of total energy consumption
- Reduction in CO_2 emissions volume (energy consumption volume) and water usage volume
- Developing and manufacturing high-quality and environmentally friendly products
- Supply chain management that lowers environmental impact

Maintaining Harmony with the Global Socio-Economy

Together with our diverse human resources, we seek to contribute to the creation of workplaces where each individual can achieve personal growth and experience job satisfaction.

- Respect for human rights and diversity
- Human resources development
- Occupational health and safety
- Supply chain management that gives due regard to human rights

Expanding and Strengthening Governance

Ensuring ethical corporate activities through risk management and transparent, fair, quick, and resolute decision making

- Corporate governance
- Establishing compliance as a part of our mind-set
- Promoting risk management

The Creation of Shared Value through the Promotion of Communication

Contributing to the creation of shared value with collaboration among all stakeholders

- **Providing information to and communicating with stakeholders**

Test and Measurement Business

- Communications semiconductor manufacturers
- Communication module manufacturers
- Smartphone manufacturers
- Wireless base station manufacturers
- Telecommunications operators
- Automobile makers
- IoT terminal manufacturers
- Home electronics manufacturers
- Aerospace industry
- Others

PQA Business

- Processed food producers
- Pharmaceutical manufacturers
- Others

Customers

Information and Communications Business

- Financial services providers
- Educational institutions
- Local governments
- Telecommunications operators
- Others

Sensing & Devices Business

- Medical equipment manufacturers
- Telecommunications operators
- Telecommunications parts manufacturers
- Others

The Future Goal of Our Sustainability Management

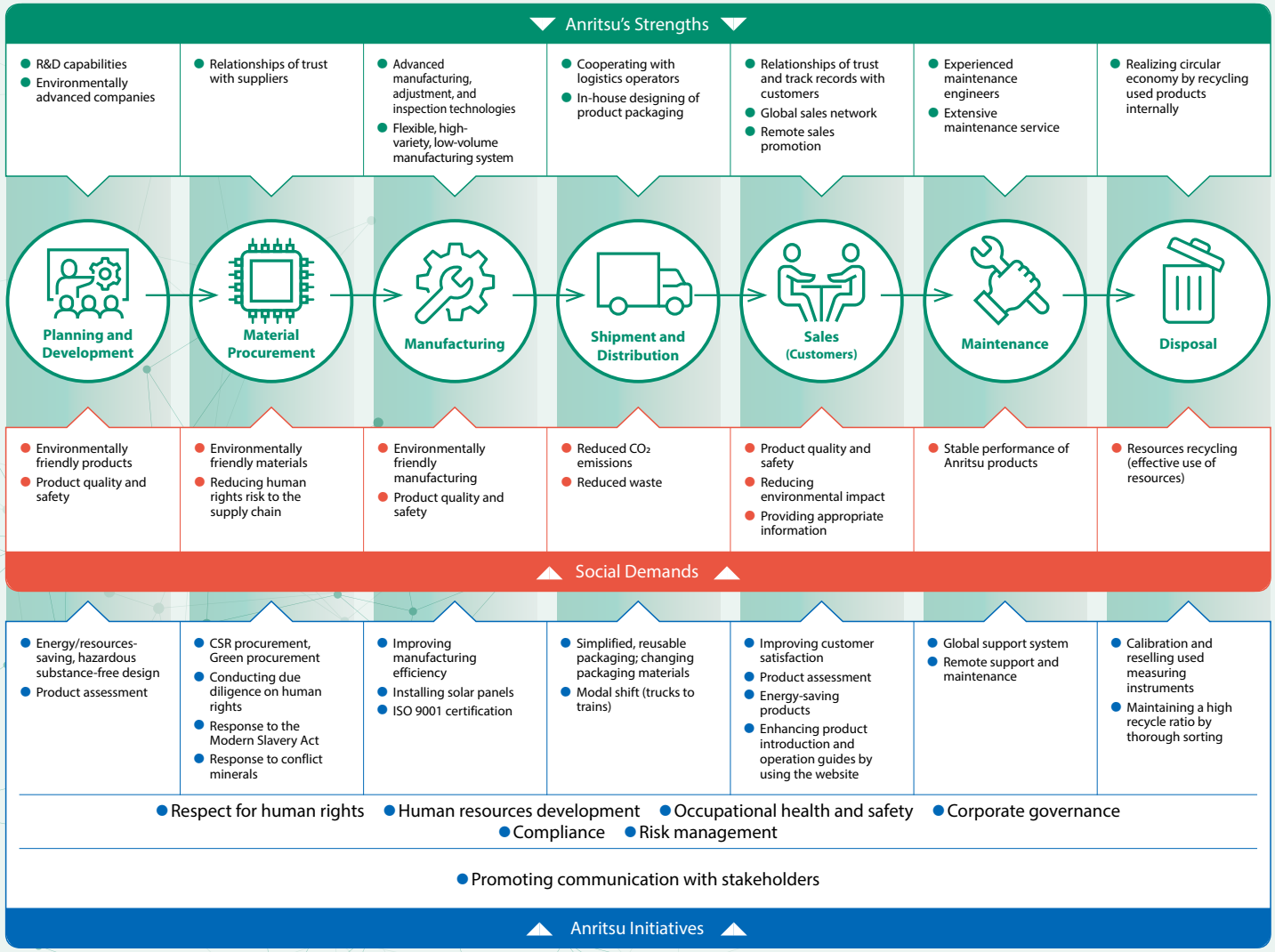
Developing a Safe, Secure, and Prosperous Global Society

Anritsu will contribute along with its customers to the resolution of social issues through its business operations. The Company takes on challenges to meet the needs of society and places great value on communication with stakeholders while working to advance the sustainability of a global society.



Anritsu's Value Chain and Its Strengths for Supporting Business

Anritsu contributes to the creation of a safe, secure, and prosperous society by addressing social expectations such as environmental protection and respect for human rights throughout our entire business operations, from planning to development and the ultimate disposal of products. To that end, the Company is establishing a value chain through co-creation with stakeholders.



Solving Social Issues Through Business

Anritsu Group

Put into place a safe and secure infrastructure which leads to the building of a sustainable society and encourages innovation

Test and Measuring Business

- Put in place a robust network infrastructure

Measuring solutions for the telecommunications market

PQA Business

- Reducing food loss
- Ensuring product quality

Quality assurance solutions for the production lines of processed foods and pharmaceuticals

Information and Communications Business

- Put in place a robust network infrastructure
- Preventing and mitigating natural disasters

Bandwidth control devices, video surveillance system

Sensing & Devices Business

- Put in place a robust network infrastructure
- Ensuring healthy lives

Optical devices, Ultrafast electron devices

Test and Measurement Business

With a mission of being the first to deliver optimal testing and measurement solutions with its advanced measurement technologies, Anritsu contributes to the creation of industry and advances in innovation that assist with the development of a sustainable society by helping customers maintain safe and secure communication infrastructure.

Social Issues and Customer Needs

Anticipating the next social transformation through digital transformation

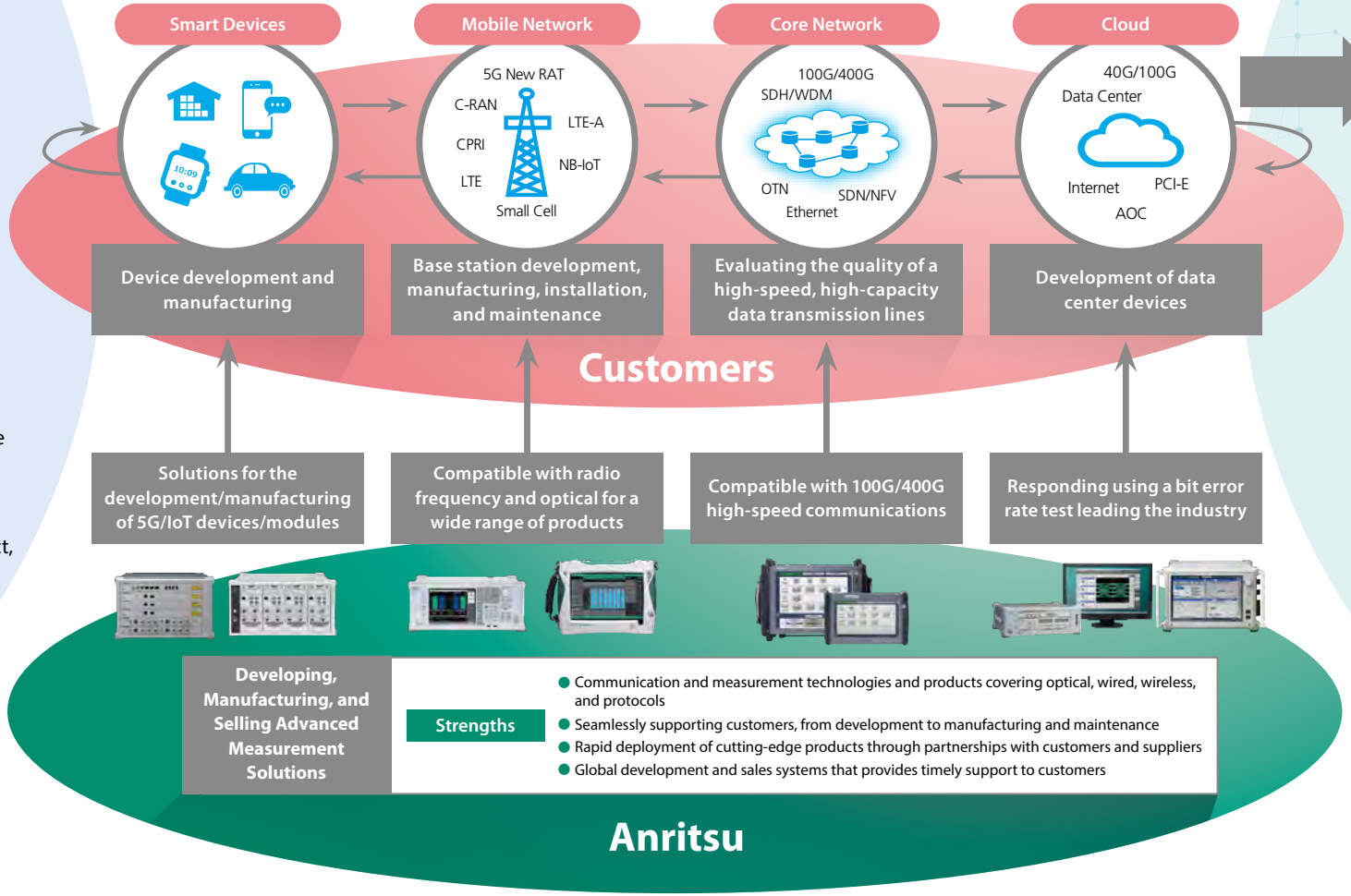
Social Issues

- Digital transformation
- Strengthening telecommunication infrastructure
- Improving telecommuting environment
- Reducing traffic accidents
- Improving industrial efficiency
- Eliminating regional disparities

Customer Needs and Interests

- Quick response to cutting-edge 5G technology
- Global support
- High Return on Investment
- Reducing environmental impact, etc.

Evaluating and Inspecting the Development, Manufacturing, Construction, and Maintenance of 5G Infrastructure Using Anritsu's Measuring Instruments



Future Society

Leveraging 5G advantages to create a prosperous future with solutions that address social issues

5G

- Ultrahigh-speed, large-capacity
- Multiple simultaneous connections
- Ultra-low latency

Factories



Remote monitoring

Agriculture



Farming support

Construction



Remote control

Automobiles



Autonomous driving

Healthcare



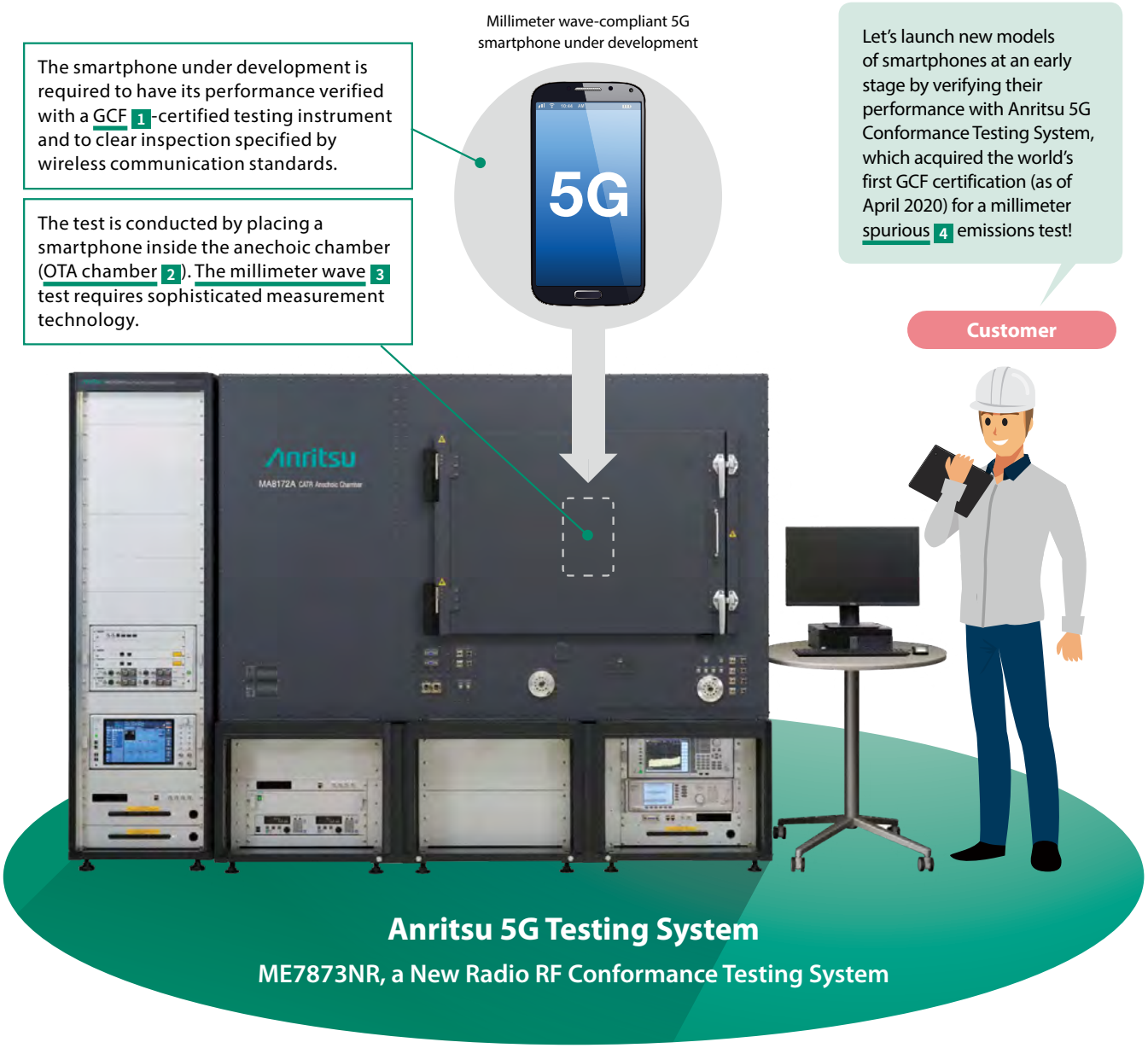
Telemedicine

Anritsu's Test and Measurement Business Support Customers Develop 5G Smartphones

Smartphones are now essential tools for daily communication. Cutting-edge 5G smartphones are expected to transfer a larger volume of data faster than 4G in real time and new services and applications will be created that leverage these advantages.

5G smartphones, as with conventional smartphones, are required to meet international wireless communication standards and clear stringent inspections under these standards before they are launched into the market. Anritsu was the first in the industry to develop, manufacture, and market a testing system for these inspections. The Company helps customers such as smartphone makers and communications operators launch 5G smartphones at an early stage using the system.

The diagram on the right is an example of a 5G-compliant automated testing system that enables users to quickly review hundreds of test patterns.



Glossary

1 GCF (Global Certification Forum)
An organization that formulates network operations and testing standards for the certification of mobile terminals to ensure the global interoperability of mobile terminals

2 OTA chamber
A chamber that blocks external radio waves and prevents the internal reflection of radio waves to transmit and receive radio waves over the air and measure the performance of a smartphone

3 Millimeter wave
Conventionally refers to waves with a frequency of 30–300 GHz. The term includes waves with a frequency of 27.0–29.5 GHz for 5G in the telecommunications industry in Japan

4 Spurious emissions
Unwanted frequency components other than the design intent of signals

PQA Business

The PQA Business provides solutions for automating the quality inspection process on production lines of the food and pharmaceutical industries. Representative Anritsu initiatives (presented below) address social issues faced by the food industry and account for over 80% of our PQA business.

Realizing the Automation of Quality Inspection Process with Anritsu's Quality Assurance Solutions

Social Issues and Customer Needs

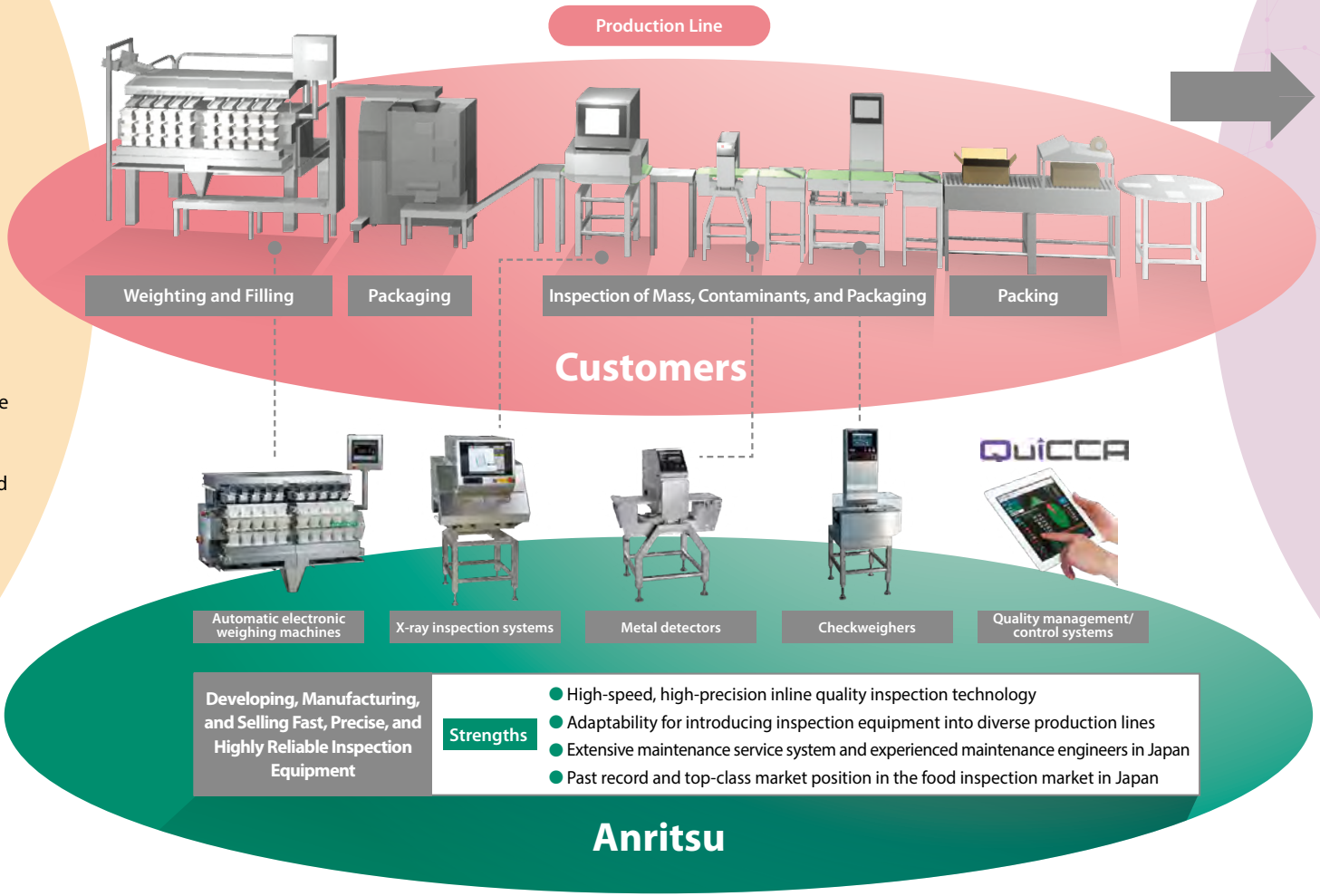
Stable supply of safe and secure foods

Social Issues

- Stable supply of healthy, tasty foods
- Assurance of safe and secure food quality
- Reducing food loss
- Alleviating labor shortages

Customer Needs and Interests

- High-speed, high-precision inspection
- Excellence in sanitation and ease of cleaning
- Easy maintenance
- Automated production lines and remote monitoring
- Improved productivity through the use of data



Future Society

Increasing the sophistication of quality assurance for food to achieve:

- A safe and secure society
- A sustainable society with little food loss





Anritsu's PQA Business Contributes to Reducing Food Loss by Increasing the Sophistication of Quality Assurance

Amid a dramatic rise in food demand due to a growing population and economic development, the problem of food loss, or food that is discarded rather than consumed, has become a major social concern and is the target of an SDG. In this context, many food manufacturers cite reducing food loss as a key issue along with improving food taste and ensuring safety and security. Various food processors and distributors have been raising awareness of the issue and cooperating to reduce food loss.

Advances in sterilization, storage, and packaging technologies can significantly extend the expiration dates of processed foods, leading to reduced food loss. However, foods that are fit for consumption longer can remain for extended periods on the market or shelves at home, while recalling or discarding these products can lead to substantial losses. For food manufacturers, extending expiration dates reduces the risk of food loss, but the increased risk of losses when the products are recalled highlights the need for the strictest standards in quality assurance.

Anritsu's quality assurance solutions have been used to prevent the intrusion of defective products at the manufacturing process and minimize the risk of product recalls. Our state-of-the-art X-ray inspection equipment with dual energy sensors and AI can effectively inspect and pull from the line certain products, including overlapping items that are difficult for conventional equipment to inspect. We are contributing to reducing food loss further by increasing manufacturing yield with improved accuracy in determining product acceptance.



Information and Communications Business

Anritsu contributes to realizing a safe, secure, and comfortable society with its customers by providing highly reliable solutions to improve communications quality and video surveillance solutions while leveraging its advanced technology.

Social Issues and Customer Needs

Anticipating the next social transformation through digital innovation.

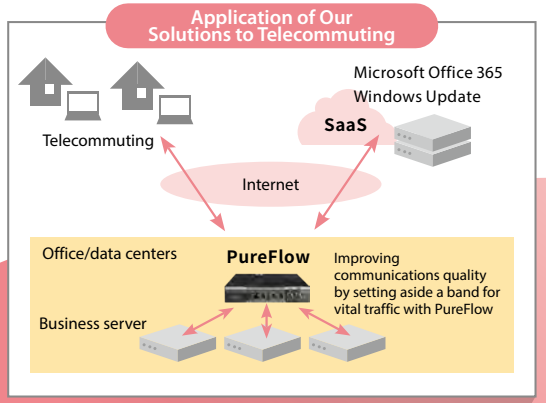
Social Issues

- Dramatic rise in traffic due to increased telecommuting and online education
- Increase in natural disasters such as torrential rains and earthquakes

Customer Needs and Interests

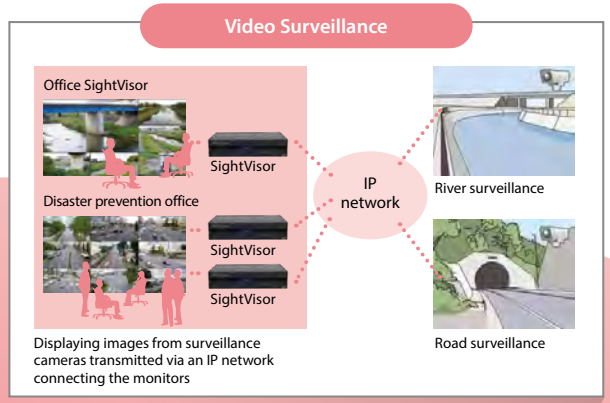
- Easily dealing with communication failures in a company (late transmission, disconnection)
- Accurately grasping the state of a monitoring site with visual images in real time

Application of Our Solutions to Telecommuting



Eliminating unstable access to an operating server due to an increase in the number of telecommuting employees by introducing PureFlowWS1 to implement priority control of the communications band.

Video Surveillance



High-resolution images, from surveillance cameras across a wide area to monitor rivers and roads, are displayed on monitors in the disaster prevention office. They capture multifaceted information from multiple locations to prevent and mitigate the impact of disasters.

Customers



Bandwidth Controller PureFlowWS1
Improving communications quality and stabilizing network access



Video Information System SightVisor2
Broadcasting high-vision images on a nine-window screen

Developing, Manufacturing, and Selling Highly Reliable Communications Network Equipment

Strengths

- Proprietary technologies and solution proposal capability
- Strong installation base

Anritsu

Future Society

Creating a communications environment that ensures stress-free, comfortable connectivity anywhere, anytime



Realizing a society in which measures to prevent and mitigate natural disasters have advanced and everyone can live securely



Sensing and Devices Business

Anritsu contributes to realizing a safe, secure, and comfortable society by improving convenience in our lives together with customers through the provision of optical devices that constitute core components of industrial products and Ultrafast electron devices across the world.

Social Issues and Customer Needs

Anticipating the next social transformation through digital transformation

Social Issues

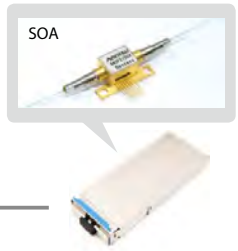
- Building a robust communications infrastructure that handles increased data traffic
- Increased number of patients with eye diseases due to the aging population

Customer Needs and Interests

- Secured quality of optical signals transmitted through optical fiber that constitutes part of the communications infrastructure
- Development of a high-resolution retinal examination device



Data center

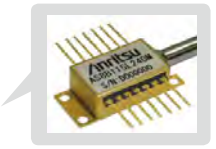


Optical transceiver

Anritsu's SOA, a low-noise optical signal amplifier, between data centers for long-distance optical communications, realizes a reliable communications environment.



Optical coherence tomography (OCT) for ophthalmology



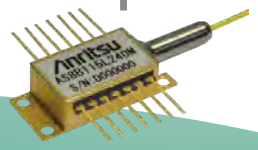
SLD light source

Incorporating Anritsu's SLD light sources into ophthalmic OCT systems allows for high-resolution retinal examination, leading to the early detection of age-related macular degeneration and glaucoma.

Customers



Semiconductor Optical Amplifier (SOA)
Amplifies weak optical signals of long-distance communication



SLD Light Sources for Optical Sensing for Medicine
High resolution imaging for ophthalmic OCT systems

Developing, Manufacturing, and Selling High-performance, Highly Reliable Devices

Strengths

- Advanced device technologies, many with compound semiconductors
- Realizing flexible responses and high product quality through integrated processes

Anritsu

Future Society

Helping to resolve social issues through digital transformation and high-speed, high-capacity communications



Realizing a society in which people of all generations can enjoy healthy lives due to medical advances



R&D and Intellectual Property that Support the Anritsu Brand Value

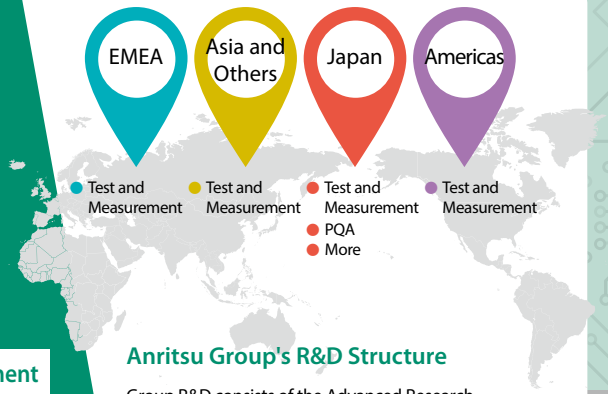
The Anritsu Group contributes to realizing a sustainable society with its customers by developing "Original & High Level" products and solutions and delivering them globally through the acquisition, retention, and utilization of advanced technologies.

Strategic Intellectual Property Management

Sources of "Original & High Level"

Management Strategy

Business Strategy



Anritsu Group's R&D Structure

Group R&D consists of the Advanced Research Laboratory, which handles R&D activities for basic and future technologies, and the product development divisions of each business.

The Test and Measurement business of the Company operates R&D sites in Japan, the Americas, EMEA, Asia and others. It is accelerating innovation through the effective use of technologies it owns as well as diverse human resources.

Advanced Research Laboratory

Cooperation Cooperation Cooperation

Test and Measurement Business	PQA Business	Other Businesses
Product development department	Product development department	Product development department

Participating in Standards Organizations

Participating in **11** organizations (as of March 2020)

WEB Participating in Organizations

Partnership with Customers

R&D

Ratio of R&D expenses to net sales **12%** (FY 2019)

WEB Changes in R&D expenses

Acquisition / Retention / Utilization

Technologies of the Anritsu Group (Excerpt)

Mobile communications 2G, 3G, 4G, and 5G ● Signaling technology ● Signal analysis technology	**Automotive IoT connectivity** ● Wide range of wireless technologies ● Communications analysis technology
Cloud computing ultra-high-speed serial interface ● Ultra-high-speed digital signal technology ● Optical analysis technology	**Common fundamental technology** ● FPGA design technology ● Software design technology
X-ray contaminants inspection ● Image processing technology ● Application of deep learning	**Mass inspection** ● High-speed, high-precision dynamic weighing technology ● Weighing stabilization technology

Use of Intellectual Property

Intellectual property is an important management resource for sustainable corporate growth and closely related to the Company's business strategy. Making full use of R&D results, researchers and the intellectual property division work together to register them as intellectual property rights in accordance with the business strategy.

Disclosure of New Products and Technologies

Information on new products and technologies is published on the Company's website, where the Anritsu Group's technical journal Anritsu Technical and research papers published in the journals of various academic societies are also available.

WEB Anritsu Technical

System for Promoting Sustainability

MESSAGE



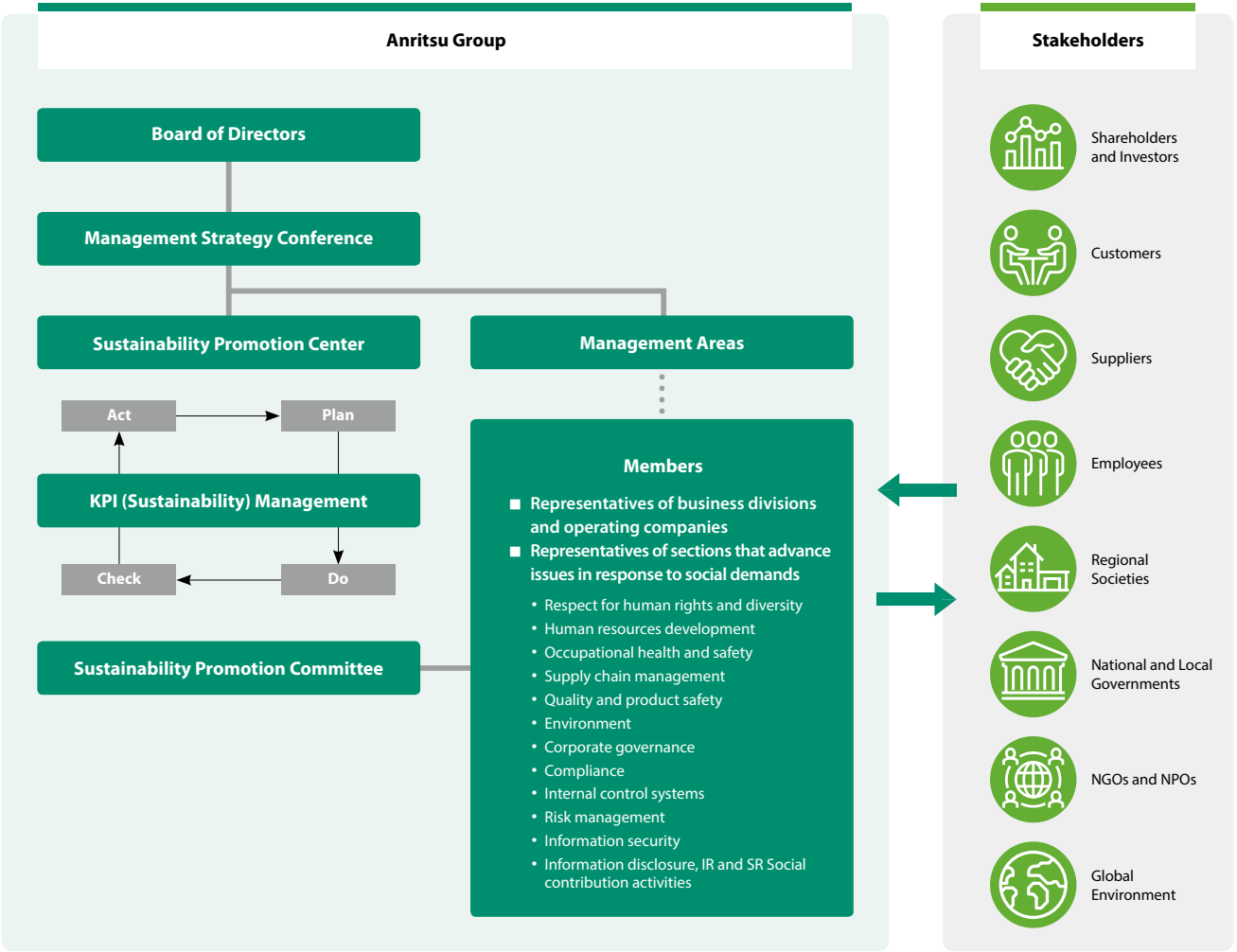
Akio Takagi

Senior Executive Officer
General Manager, the Sustainability Promotion Center

To achieve the SDGs, a shared goal of the international community, Anritsu looks ahead into the future and promotes activities through its business that contribute to the resolution of social issues together with customers, and to respond to the social requirements on ESG. Also, we are tackling those themes such as development of measuring instruments supporting telecommunications that are the foundation of technological innovation, development of quality assurance inspection instruments that effectively reduce food loss, Anritsu's unique actions against global warming, as well as support of human rights.

One thing we emphasize in our activities is what we refer to as "recognizing issues as his/her own." It is important for each employee to think about and act when it comes to solving social problems that affect our business and private lives. We are committed to be an ethical company. We conduct related activities with "Sincerity, Harmony, and Enthusiasm," as stated in our Corporate Philosophy and Sustainability Policy. Moreover, we trust that our contribution to the sustainability of a global society will result in improvement of our corporate value and hence making us a sustainable company.

Anritsu has aggressively pursued sustainability activities based on its Company Philosophy, Company Vision, Company Policies and Sustainability Policy that was formulated in April 2018.



Providing Information to and Communicating with Stakeholders

Anritsu establishes good partnerships with stakeholders by providing disclosure information in an appropriate and timely manner and ensuring transparent, fair, prompt, and resolute decision making to its various stakeholders.

Stakeholders	Status of Activities	Examples of Communication Opportunities and Related Sites
Shareholders/ Investors	Covered period: April 2019–March 2020 ● Participated in three overseas IR events (North America, Hong Kong, and Singapore) and five domestic conferences. Conducted multiple face-to-face discussions proactively with investors in North America and Asia. ● Interviewed 249 Japanese investors and 224 overseas investors ● Provided a voice from shareholders and investors as feedback to the board of directors Management Strategic Conference and shared it on the intranet for managerial level employees	▶ Investor relations briefings ▶ Shareholders meetings ▶ IR individual interviews ▶ IR activities for overseas investors ▶ Convened the Information Disclosure Committee Meetings, in which members of management participated ▶ Responded to questionnaires for assessment WEB Rating Information for Stocks and Corporate Bonds WEB Disclosure Policy
Customers	● Creating cutting-edge products and services with a high degree of safety and quality and providing appropriate product and service information, satisfying customer inquiries. ● Facilitate development in partnerships	▶ Customer help line and information on a website
Suppliers	● Hosted a social gathering for our suppliers to explain our business policies and material procurement policy and give awards as well as information exchange meetings ● Jointly promoted green procurement with suppliers ● Created business opportunities through activities such as supplier product exhibitions, seminars, and technical exchange meetings ● Promoting Partner QU (Quality Up) Activities to facilitate proposals for improvements and requests from suppliers ● Implementation a questionnaire at the time of interviews to receive feedback on interviews with our employee	▶ Suppliers Gathering ▶ Information Exchange Meeting ▶ Exhibition of suppliers products and technologies ▶ Partner QU (Quality Up) Activities ▶ Established a collaboration room ▶ Questionnaire at the time of interview
Employees	● Implementation of surveys into satisfaction levels of employees ● Implementation of ethics questionnaire ● Establishment of Helpline ● Support of self-education	▶ Employee satisfaction survey ▶ Ethics questionnaire ▶ Establishment of Helpline ▶ A range of other training
Regional Societies	● Developing community-based social contribution programs under the three pillars of "partnerships for educating youth," "contributing to local communities," and "protecting the environment (biodiversity conservation)"	Contributions include; Fun Science Classroom sponsored by Atsugi City Board of Education, The Anritsu Cup, an Atsugi city invitational U12 Soccer Tournament, Atsugi City Kids' Softball Competition, Anritsu Cup Dodge Ball Competition hosted by a citizen group in Atsugi, Donation of unused socks to the Atsugi City child consultation office, Radio Production Experience Class, sponsored by the Koriyama City Board of Education, Fukushima Prefecture, and Mt. Fuji Green Fund Afforestation Campaign WEB Corporate Philanthropy
NGOs and NPOs	● Information sharing in the event of disaster ● Delivered donations to Japan Platform (JPF), a registered NPO	▶ Provided support for the emergency response to Typhoon No. 19 (Hagibis)

Greenhouse Gas Reduction Target Approved by the SBT Initiative

Severe natural disasters associated with climate change due to global warming have been occurring around the world. The Anritsu Group, which is working to address social issues through its business, has set its greenhouse gas reduction target for 2030 as its commitment to addressing the issue. The target was approved by the SBT Initiative in December 2019. The SBT determined that the level of our target is scientifically based from the perspective of achieving the 2°C target stated in the Paris Agreement. Anritsu will promote in-house power generation and the consumption of renewable energy to achieve the target.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

P.027 Climate Change and Energy: Goals

ESG Highlights

Anritsu takes on ESG-related challenges that it believes are important and is working to realize a sustainable global society.

COVID-19 Countermeasures and Business Continuity



The company is continuing to conduct its usual sales and maintenance services and provide products while placing priority on preventing employees from being infected. Measures include a telecommuting program, in which the ratio of telecommuting employees varies gradually to respond quickly to the changing rate of infection. To deal with a possibly prolonged spread of the infection, we are working to ensure employee safety and security as well as business continuity by adopting new normal in business and taking measures such as installing partitions. We also donated DS2 masks that we had in storage to Atsugi City Hospital, a facility for treating COVID-19 patients.

P.081 Business Continuity Management: Response to Infectious Diseases

PGRE30 Renewable Energy

We formulated the Anritsu Climate Change Action PGRE 30* as a voluntary action plan to mitigate climate change. Under the plan, we will promote the introduction of solar power generation equipment as a renewable energy source and increase the ratio of the Anritsu Group's share of private power generation of total energy consumption to about 30% around the year 2030 from 0.8% for fiscal 2018, the base year. This ambitious initiative targets a renewable energy ratio that significantly exceeds the Japanese government's 2030 target of 22–24%, in which solar power generation comprises 7%. Anritsu will take on this new challenge and thereby contribute to realizing a sustainable society.



*Private Generation of Renewable Energy, with the number 30 representing both 30 in the year 2030, the approximate target year, and the target ratio of about 30% for in-house power generation.

P.028 Climate Change and Energy: Established Anritsu Climate Change Action PGRE 30

Supporting Telecommuting Customers



Anritsu website

The company's online customer support services are particularly focused on the handling of an increase of telecommuters. In the Test and Measurement business, we hold Web exhibitions and present solutions that meet the requirements of advanced communications systems such as 5G and ultra-high-speed networks. We also offer remote demonstrations, webinars, and product operating guides on our special site for telecommuters. In the PQA business, in addition to the above services, we provide solutions that enable the remote monitoring of inspection equipment and troubleshooting for recovery.