

## Basic Concept

**Anritsu upholds respect for human rights as one of the highest priority issues in both the Anritsu Group Charter of Corporate Behavior and Anritsu Group Code of Conduct. Given the rapid evolution of business worldwide, we believe it is important to attract a diverse workforce in terms of nationality, gender, age and views on work. This enables us to develop systems and programs that allow every individual to demonstrate their strengths based on their lifestyles, and to provide safe, secure and comfortable working conditions.**

### Human Rights Training and Plan

To cultivate sensitivity for human rights among Anritsu employees, we incorporated experiential learning—such as using a wheelchair or simulating the experience of elderly persons—into the human rights portion of our new employee education program. The training was conducted in cooperation with the Aozora Voluntary Group for the Promotion of Social Welfare Education based in Atsugi City. We also implemented a number of activities such as organizational level training to foster an awareness of human rights within and outside the company on issues that require constant vigilance, including discrimination against minority groups, sexual harassment and abuse of power in the workplace, and to improve communication.

To promote respect for human rights across the entire supply chain, the Anritsu CSR Procurement Guidelines contain articles calling for the abolition of forced labor and prohibition of inhuman treatment, child labor and discrimination.

### Creating Jobs for People with Disabilities

Our employment ratio of people with disabilities for fiscal 2013 (as of December 2013) declined for the second consecutive year to 1.70%. We were unable to meet the legally mandated employment ratio, which was raised to 2.0% as of April 1, 2013. To meet this higher requirement in fiscal 2014, we will continue our recruitment efforts and workplace improvements while establishing greater cooperation for people with disabilities and expanding the range of available jobs so they can better apply their strengths.

As of the end of December

	2010/12	2011/12	2012/12	2013/12
Planned ratio (non-consolidated)	1.80%	1.80%	1.80%	2.00%
Actual ratio (non-consolidated)	1.98%	2.25%	1.95%	1.70%
Ref: Actual ratio (in Japan, consolidated)	1.50%	1.56%	1.69%	1.59%

### Employee Data: Group Companies in Japan

Employee Data of Group companies in Japan as of the End of March (eg., data for fiscal 2013 is as of March 31, 2014)

	FY2010	FY2011	FY2012	FY2013
Total No. of employees of Group companies in Japan	2,240	2,206	2,194	2,206
Male	1,952	1,927	1,900	1,913
Female	288	279	294	293
Foreign nationals	20	16	24	26
Average age	40.3	41.5	41.5	41.9
Average working years	18.5	18.6	18.5	18.9
Non-regular employee	376	463	525	567
Ratio of Employees with Disabilities (non-consolidated) %	1.98	2.25	1.95	1.71
Ratio of Employees with Disabilities (The Anritsu Group in Japan) %	1.50	1.56	1.70	1.75
Planned ratio (Reference)	1.80	1.80	1.80	2.00

### Employee Data (Anritsu Corporation)

Anritsu Corporation Employee Data as of the End of March (eg., data for fiscal 2013 is as of March 31, 2014)

		FY2010	FY2011	FY2012	FY2013
No. of employees: Figures in parentheses refer to number of managers included in total count	Male	711 (165)	711 (176)	712 (174)	646 (165)
	Female	114 (4)	113 (4)	119 (4)	111 (4)
	Total	825 (169)	824 (180)	831 (178)	757 (169)
Average age	Male	41	40.4	41.7	41.5
	Female	36.4	36.1	37.3	37.3
	Total	40.3	39.9	41.0	41.0
Average working years	Male	17.4	16.5	17.6	17.6
	Female	13.8	13.4	14.5	14.9
	Total	16.9	16.1	17.1	17.2
Annual rated working hours	1,875.50	1,875.50	1,860.00	1,860.00	
Average days of paid holidays used per year	14.6	15.6	14.2	14.5	
No. of employees who took paid childcare leave	6	9	8	9	
No. of employees whose employment has been extended beyond normal retirement age (for hiring employees over retirement age)	No. of eligible employees	19	18	19	6
	No. of employees over retirement age hired	11	15	14	4

## Diversity

Anritsu emphasizes the creation of a safe, secure and comfortable workplace environment in which employees can enrich their lives and develop their careers.

In regard to supporting women in their career development, we are proactively working to establish a workplace environment that supports balancing work and childcare. This includes providing programs for paid leave, maternity leave and reinstatement, both before and after childbirth and during childrearing. To ensure that employees applying for these programs can balance work and family with greater peace of mind—regardless of gender—we disseminate information companywide to establish familiarity with the programs and raise awareness to inspire greater understanding.

### Worldwide Percentages of Female Employees

		Japan	Americas	EMEA	Asia and Others	Total
Percentages of female employees (No. of female employees / Total employees)	FY2013	13%	30%	22%	26%	19%
	FY2012	17%	31%	25%	31%	22%
	FY2011	14%	31%	26%	27%	23%
Percentages of female managers to male Managers ((No. of female managers / No. of female employees) / (No. of male managers / No. of male employees))	FY2013	9%	59%	74%	78%	47%
	FY2012	8%	59%	82%	57%	45%
	FY2011	14%	59%	60%	54%	48%

### Balancing Work and Family

Anritsu Corporation is preparing the third stage of its three-year plan (see the following chart) and taking the necessary measures to advance employees' work-life balance. In fiscal 2013, we launched a new website in a reinforced effort to provide information on balancing work and life, and we sought to encourage fathers to participate in the experience of raising their children by introducing a paid leave program for this purpose in April 2014. In fiscal 2014, we will seek to firmly establish and validate these new programs and more broadly disseminate information to employees who can benefit from them. Moreover, we will continue considering ways for enhancing our support for other needs such as nursing care.

Anritsu Corporation's Action Plan to Support Child Welfare 3rd Stage (April 1, 2012 to March 31, 2015)

Objectives	Measures	Actions Taken
Allow male and female employees to take leave for child-raising with greater peace of mind.	Enhance the child-raising leave program, widen the eligibility for shorter schedules for working parents, etc.	-Shorter work hours available for more parents of children up to the sixth grade (FY2012). -Introduced parental leave for child-raising (FY2013).
Reinforce system to temporarily help employees with children pay for day care fees.	Subsidize child-raising service charges at a family support center run by a local government.	Introduced a program to subsidize day care fees of a family support center (FY2012)
Enhance understanding among employees that we support a greater work-family balance in child-raising.	Launch a website on programs that support child-raising, achieving a work-life balance, etc.	Launched a website on programs that support child-raising and achieving a work-life balance.

### Global Recruiting Actions

#### ■ Borderless Recruiting

Anritsu Corporation and Group companies in Japan conduct recruitment activities regardless of nationality through such means as participating in recruiting fairs\* held by universities outside Japan, offering internships to students from universities in Japan and abroad, and employing foreign students in Japanese universities. As of the end of March 2014, 26 Anritsu Group employees of foreign nationality are working in Japan.

In addition, three foreign nationals hired in Japan are currently stationed overseas.

\* Forums for information exchange and mutual understanding between job applicants and employers

#### ■ Employee Support Program in America

The Wellness Program for employees that the Anritsu Company (U.S.A.) offers includes Bike to Work Days, hiking and marathons. These programs not only improve the health of employees through participation and physical exercise, but also enliven communication among them.

Bike to Work Day

-Hiking in the state park

-Half-marathons and other events



Bike to Work Day



Hiking in the state park

## Basic Concept

**Anritsu believes in the importance of being an organization in which employees feel they are contributing to society and growing while being vibrant and actively achieving the company's goals. With this belief, we constantly strive to create a workplace in which employees can grow through their work.**

### Education/Training System

Anritsu Corporation focuses on on-the-job training as a framework for supporting every employee in identifying the areas of work that are in line with their individual interests and developing the skills that enable them to realize their aspirations. Programs that are shared among all Anritsu Group companies in Japan include new recruit orientation, training by organizational level, correspondence courses and language studies, which all support the professional development of every Group employee.

Development of core human resources	Specialized Training by Job Style	Others
<p><b>Manager</b></p> <p>Global Leader Development Program/Management training/Training newly assigned managers</p>	<p><b>Technical Training</b></p> <p>Electricity and electronics / Optical technology /Signal processing/FPGA/Communications and networks/Project management/Production and quality/Process improvement/Intellectual property</p>	<p><b>Self-development support</b></p> <p>Correspondence course/E-learning/Foreign conversation</p>
<p><b>Middle Management/leader</b></p> <p>Management training/Leadership training</p>	<p><b>Sales training</b></p> <p>Business etiquette/Sales practice/Legal affairs/Response to customers/marketing/Product knowledge/Sales management</p>	<p><b>Career development support</b></p> <p>Career design training/Life plan training/Self-assessment system/Open recruitment within the company</p>
<p><b>New recruit</b></p> <p>New recruit follow-up training/New recruit training</p>		<p><b>Global human resource development</b></p> <p>Global employee exchange program/Cross-cultural communication</p>

### Education and Training in Fiscal 2013

In fiscal 2013, we held training for mid-career employees at all Group companies in Japan using content revised in fiscal 2012. Our objective was to develop the mindset employees need to become valued staff members who can achieve more as leaders in the workplace and as team members, as evaluated from the perspectives of five primary roles that mid-career employees are expected to take in their mid-thirties.

We also carried out marketing training based on case studies for mid-career employees engaged in marketing and sales operations. Participants consider themes from the various case studies in order to develop the skills required for formulating marketing strategies such as analysis, insight and planning.



Group work in mid-career employee training

### Global Human Resource Development

Anritsu is working to expand its business overseas, primarily in the area of test and measurement. Developing human resources capable of leading these overseas businesses represents a key challenge for achieving growth in the coming years.

In developing global human resources, we think it is particularly important to raise the level of language proficiency and build on that foundation by strengthening our communication skills with non-Japanese people.

For example, new employees from the Philippines participated in group sessions during new employee training in fiscal 2013 in the mission of developing and presenting a plan to bring innovation to the Anritsu Group. Over a two-month period, each group engaged in recurring discussions simulating actual project activities and presented their proposals at the end of the training period. The experience provided them with insights into the difficulties and importance of communicating with workers from other countries.

We will continue to focus on providing education and training to develop global human resources, including lessons in languages other than English and training sessions to help our employees understand different cultures.



Innovation Training for New Employees

## Global Training for the Test & Measurement Business

We held our 2013 Global Training session at headquarters for about two weeks beginning on April. Each year, sales engineers working in the Test & Measurement business at Anritsu's overseas bases gather to exchange information on market trends, the latest news on major customers and Anritsu strategy, and to learn about products by attending lectures and operating the actual equipment.

Approximately ninety engineers participated in the training, with the support of about ten employees serving as trainers.



Global Training

## Global Meeting

Each Anritsu department holds a global meeting every year. Members of the business division, Global Audit Department, Environment and Quality Promotion Department, Management Information System Department, Accounting and Control Department, Human Resource and Administration Department, Trade Control Department, and Procurement Department gather at locations in Japan and abroad to share information about business guidelines, external trends and issues from a global perspective.

## Global Activities on Respect for Human Rights and Promotion of Diversity and Human Resource Development

	Results for Fiscal 2013	Plans for Fiscal 2014
U.S.	<ul style="list-style-type: none"> <li>- Conducted training for managers on laws related to employee supervision.</li> <li>- Completed engagement survey in December 2013.</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct training on laws related to employee supervision.</li> <li>- Continue engagement survey.</li> </ul>
EMEA	<ul style="list-style-type: none"> <li>- Held regular team meetings.</li> <li>- Conducted face-to-face interviews with managers.</li> </ul>	<ul style="list-style-type: none"> <li>- Promote online newsletter to provide information on activities by other teams.</li> </ul>
China	<ul style="list-style-type: none"> <li>- Complete employee satisfaction survey.</li> <li>- Hold a monthly party for birthdays during that month.</li> </ul>	<ul style="list-style-type: none"> <li>- Continue employee satisfaction survey.</li> <li>- Continue holding a monthly party for birthdays during that month.</li> </ul>

### VOICE

## Focusing Our Efforts on Developing Global Human Resources

As a global enterprise, Anritsu recognizes the importance of developing human resources to drive its overseas business operations. We will continue to strengthen our existing initiatives while deepening our discussions on the kind of human resources that are required at a global level and the means to develop them.

We are also actively recruiting across nationalities. Under this initiative, we have been offering internships for university graduates in the ASEAN region and setting up scholarships at Chinese universities. Reinforcing our relationship with educational institutions overseas will establish greater recognition for Anritsu among students while bolstering the underlying technological capabilities of each country.

The development of human resources is a long-term effort. We will steadfastly maintain our activities with a firm eye on the future.



**Toshisumi Taniai** Director and Vice President, Chief Administration Officer, Anritsu Corporation

## Basic Concept

**Our Charter of Corporate Behavior calls for “Respect for employees.” Anritsu believes that in order to enable every employee to fully achieve their potential, it is important to secure employee safety and health and to create an ideal workplace.**

### Safety and Health, Health Management System

The Anritsu Group in Japan established a safety and health management system that complies with Japan’s Occupational Safety and Health Act. Industrial health staff, led by industrial physicians and counselors assigned to the Health Management Center, provide support services to maintain the health of group employees.

### Major Efforts for Safety and Health, Health Management

- Having the Safety and Health Committee review activity status and formulate plans to prevent employees from accidents
- Reducing the risk of accidents by conducting inspections before introducing, relocating or changing equipment, or when purchasing chemical materials
- Enhancing the awareness of safety and health through training at different organizational levels, and providing training on specific issues such as risk assessment
- Providing safe, secure and comfortable workplaces by assessing working environments and conducting periodic inspections
- Conducting health checkups—initial, periodic, special, and for expatriates, as well as follow-up examinations
- Screening through questionnaire and industrial physician interviews to those who work extended hours to prevent impaired health
- Raising health awareness through lectures by industrial physicians, for example, on preventing lifestyle diseases
- Mental healthcare education for managers
- Counseling



Safety and Health Committee meeting

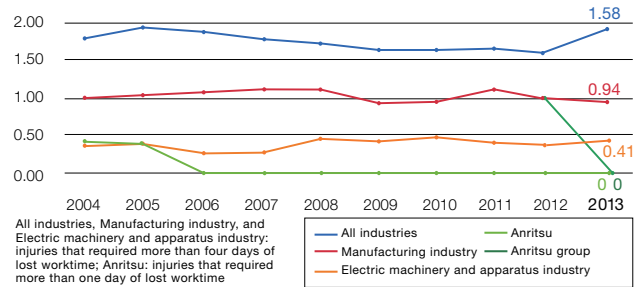


Lecture on preventing infectious diseases

### Labor Accident

No accidents leading to absence from work were reported in the Anritsu Group in Japan during fiscal 2013 (one case for the Anritsu Group in Japan in fiscal 2012). At the end of March 2013, Anritsu Corporation in Atsugi reached a record of 15.25 million labor hours without any accidents, and as of the publication of this report, the record of no accident performance continues.

### Frequency Rate of Lost-worktime Injuries (per million hours)



### Seminars and Lectures at Anritsu

In fiscal 2012, the number of commuting accidents involving Group employees in Japan increased by three from the previous year to eight. In view of this, we held traffic safety seminars and training with the cooperation of the Atsugi Police Department for anticipating dangerous traffic situations, primarily focused on bicycles. While commuting accidents in fiscal 2013 decreased from the previous year to five, two of the incidents resulted in lost work time. We will further strengthen our efforts to raise awareness to prevent accidents.

Meanwhile, the ratio of abnormalities found in regular health checkups for Group employees in Japan continues to steadily increase in line with the national trend. In 2013, our industrial health staff offered guidance for individual employees based on health checkup results. We also promoted health education opportunities, such as lectures for small groups by industrial physicians on each health checkup criterion, as well as general health education classes.

### Overseas Topic (OHSAS 18001 Certification)

In May 2012, Anritsu EMEA Ltd. in the United Kingdom obtained certification for OHSAS 18001 (2007 version), the international standard for labor safety and health. These standards for management practice comply with labor standards laws and regulations in various countries and mandates companies to effectively oversee labor safety and health. The objective is to raise the level of labor safety and health as well as labor productivity and the overall awareness of labor safety.

