

# Advantest's Sustainability

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## Management Message on Sustainability

### Towards a "safe, secure, and comfortable society"

Advantest has consistently contributed to global prosperity by supporting the development of cutting-edge electronics technologies with our Group's measurement technology based on our purpose and mission of "Enabling Leading-Edge Technologies". We believe that semiconductors will continue to be essential to the present and future of a stunning array of industries and to a more sustainable future for humanity. Our business activities contribute to the creation and utilization of semiconductors with superior performance, and we believe this will continue to contribute directly to the safety, security, and comfort of people worldwide, as well as to our own growth.



In the revision of our Grand Design and the four strategies listed in the Third Mid-term Management Plan (MTP3) announced on June 25 this year, in addition to the three core strategies that focus on solving customer issues, "Outpace the growth in our core market", "Expand adjacently / new businesses" and "Drive operational excellence", we have added a fourth strategy of "Enhance sustainability". We have set the pillars of the strategy for the next mid-term management plan by strengthening various initiatives that will lead to the realization of a sustainable society and also to our own growth, and promote the four strategies in an integrated manner.

In order to achieve the fourth strategy of "Enhance sustainability", it is essential that we appropriately reflect the expectations and demands of all stakeholders in our business activities, including "shareholders and investors", "employees", "customers", "suppliers", "partners", "local communities" and "all the environments surrounding us". I would like to reiterate that the foundation of a corporation is to appropriately respond to the demands of society, which is ultimately our corporate social responsibility. We aim to expand the significance of our existence and the value we provide in a balanced and multifaceted manner both economically and socially. In addition, the following three elements are necessary for our specific activities: "to work on solving global social issues," "to understand the needs of each stakeholder in solving issues and to work together through communication," and "to strive for transparency and appropriate information disclosure in our efforts to solve these issues". It is important that all three of these elements be carried out in accordance with global standards.

In the announcement of our "Grand Design", we described the environment in which we find ourselves as the "Era of Complexity". This refers to the fact that today, the world is facing significant changes in its environment, including the abnormal imbalance in the natural world caused by climate change, energy shortages that will accompany future global population growth and economic development, global shortage of labor, and the rise in political, military, and social tensions that are becoming apparent in certain regions and the impact on the global economy itself. At the same time, the challenges for companies, such as appropriate procurement of resources and energy, sufficiency of human capital, and redeployment of

supply chains, are becoming dramatically more complex. That is why we must continue to take a broader perspective than ever before and perceive the social issues that are occurring globally, place importance on dialogue with all stakeholders, and continue to work to further strengthen corporate governance.

Finally, I would like to touch on the significance of our sustainability activities in relation to the word "innovation". Innovation is considered the most important mission of corporate activities. However, I believe that innovation is not only within our organizations, but innovation is the change we bring about outside our organizations. It is not science or technology per se, but about the contribution and value that a company can provide to the outside world through its business activities. Here, not only the management but also each and every employee plays a leading role. That is why we need to think about providing value not only to those within our organization, but also to the various stakeholders outside of our organization, and together with each stakeholder, we could do our utmost to realize a truly sustainable society.

Thank you for your continued support.

October 2024

Yasuo Mihashi

Senior Executive Officer, CFO & CSO

Executive Vice President, Corporate Strategy Group

# Policy and System for Promoting Sustainability Initiatives

## Advantest's Sustainability Journey

### Semiconductors and Sustainability

We believe that semiconductors will help secure and support a sustainable future for all of us.

In fact, almost all of our businesses are related to semiconductors, which are indispensable for the future development of various industries and for the realization of a more sustainable future society.

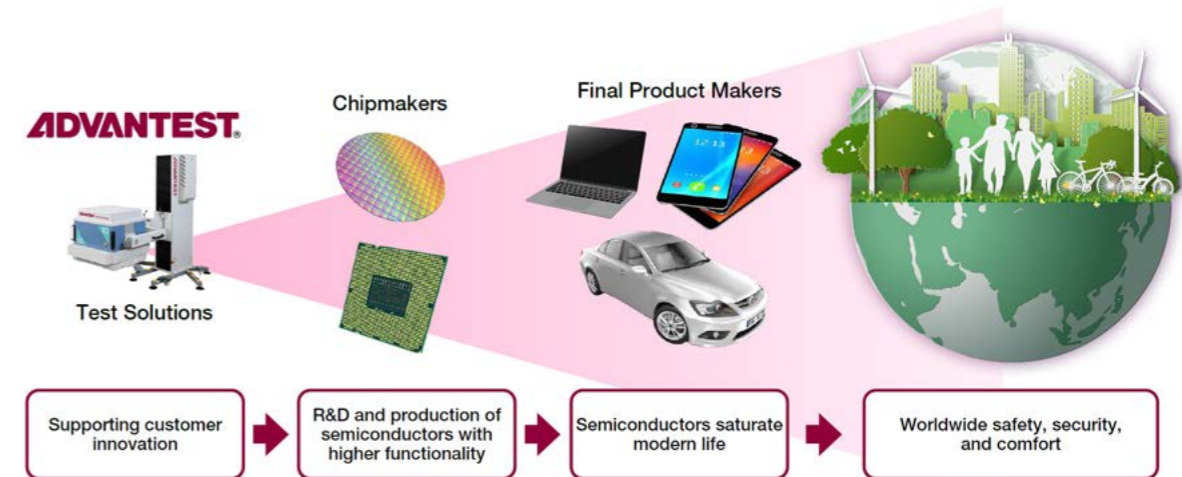
Semiconductors are now embedded in every part of our lives. They are indispensable components not only of personal computers and smartphones, but also domestic appliances, automobiles, and industrial equipment. We now live in a world where everything is connected to the Internet. As the number of networked devices connected to the network increases, the amount of data in the world is expected to increase every year.

On the other hand, demands for reducing environmental impact are also affecting semiconductors. The growth of their energy consumption has been restrained thanks to the advances resting on miniaturization, higher-performance gains, and an emphasis on energy-saving. There has also been a remarkable improvement in the performance and proliferation of power semiconductors. Advantest is responsible for offering test solutions so as to aid semiconductor manufacturers in providing higher-performance semiconductor devices. These efforts will ultimately lead to contributions to future global energy conservation.

Advantest's mission is to continue to meet the challenges (high quality and performance assurance, shortest time to mass production) that our customers face in the evolution of semiconductors, which is driven by the two axes of digital transformation (DX) and green transformation (GX). In carrying out that mission, all executives and employees are guided by "The Advantest Way," and commit to respecting all stakeholders and working for sustainability, while at the same time seeking to ensure the sustainable development of our company and achieve medium- to long-term improvement of corporate value.

For details, please refer to "[Innovation Initiatives](#)".

Semiconductor Test Delivers Safety, Security, and Comfort



### Our Approach to Sustainability

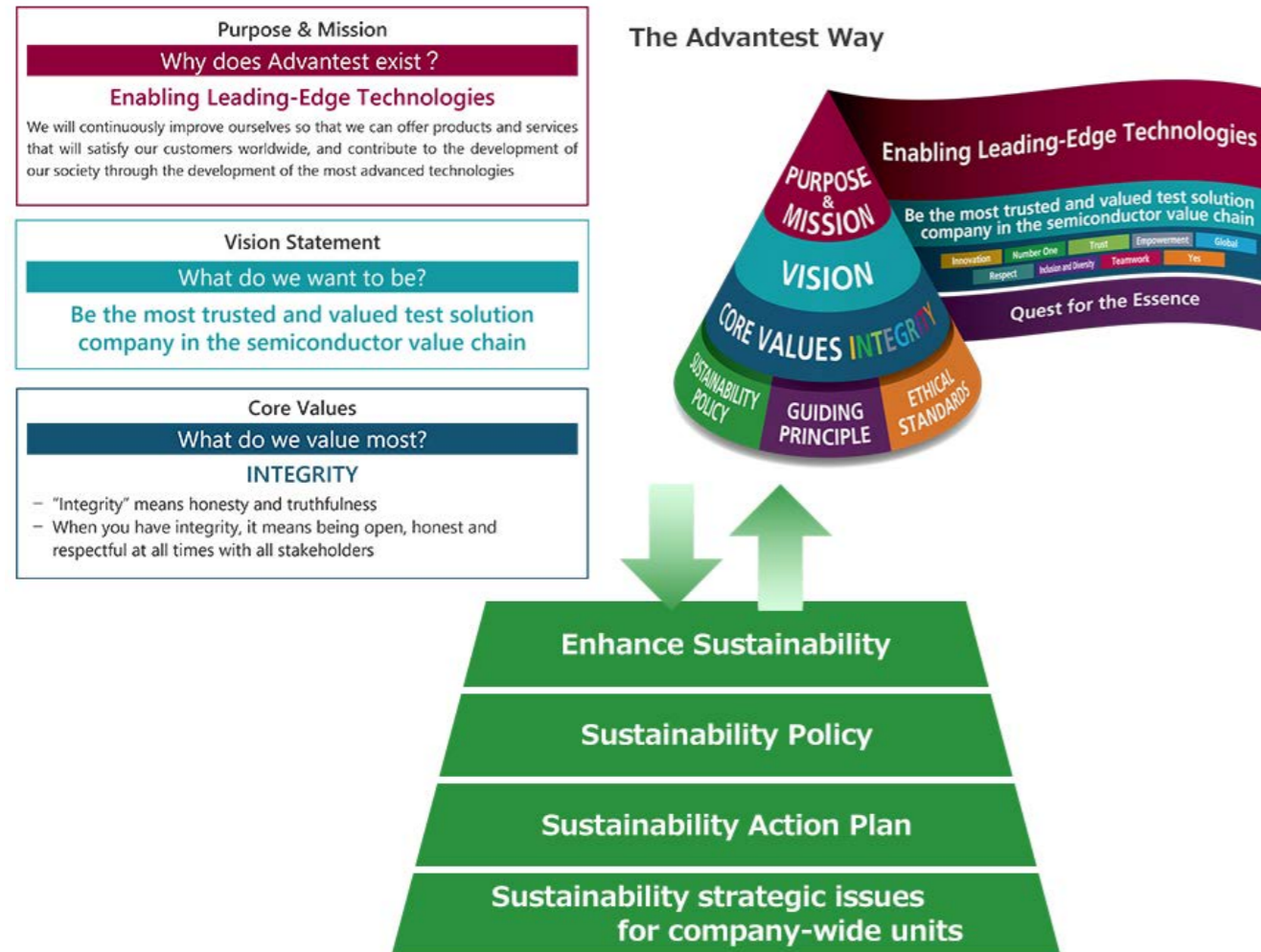
Advantest recognizes that attentive management based on our purpose and mission is essential for resolving sustainability issues, and creating corporate value over the medium to long term, and has formulated a mid/long-term management policy, our Grand Design, as well as a mid-term management plan. In addition, we are now focused on instilling "The Advantest Way" among our executives and employees.

"The Advantest Way" is the foundational set of our guidelines and commitments that unites the members of the Advantest Group, embracing diverse cultures, languages, customs, and values into one team, and assuring maximum potential of our diverse human capital. The Advantest Way consists of six elements: the first three, our "purpose and mission", "vision", and "core values" stipulate what the Advantest Group aims to be and what we should do in order to create value and contribute to the common good over the mid/long term. The second three, "Sustainability Policy", "guiding principle (Quest for the Essence)", and "ethical standards" define the basic mindset required of Advantest's executives and employees for successful implementation of the first three elements.

We have laid out "Sustainability Policy" as one of the three foundations that support our vision. Advantest has formulated the sustainability policy as a component of "The Advantest Way" from the perspective of expanding our contribution to society and further creating value for its stakeholders, and is working to promote sustainable management on this basis. In addition, we will continue to identify issues related to the creation of business value, such as improving customer value; strengthening the business foundation, such as upgrading human capital; strengthening the management foundation, such as reviewing the management execution system; addressing social and environmental regulations and risks; and trends in international disclosure standards on sustainability, from the perspectives of both stakeholders and our own company. The issues identified as important from the perspective of both stakeholders and the company are organised into "Sustainability Action Plan", which is a subordinate plan of the Med-Term Management Plan. In formulating a new medium-term sustainability action plan, we have completely reorganised the themes to be addressed to be linked to the Grand Design and the Third Med-Term Management Plan (MTP3), from the

perspective of increasing the value provided to stakeholders, and have set new medium-term targets for each of these themes. New medium-term targets have been set for each of these themes. In conjunction with this, the name of the plan was changed to better reflect the content and scope of future initiatives.

Advantest will continue its sustainability journey based on Sustainability Policy.



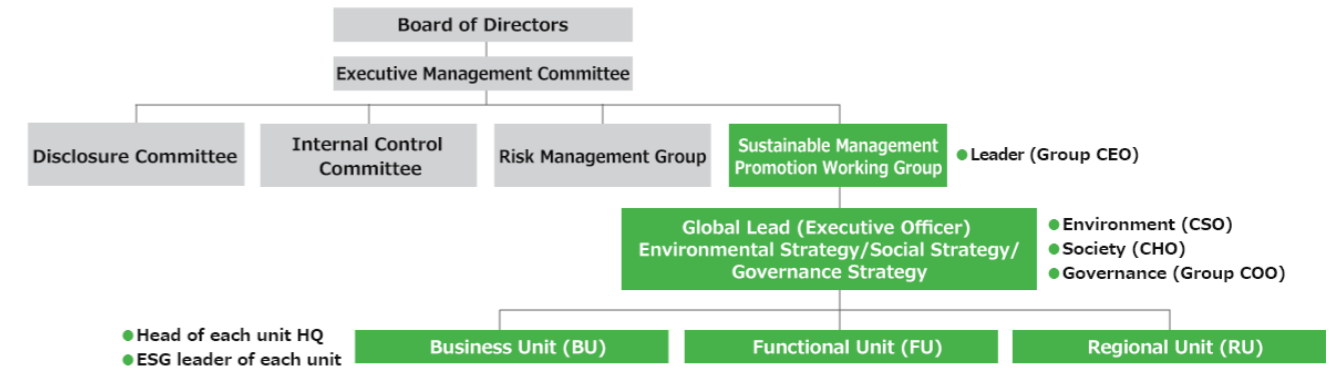
[Sustainability Policy](#)

## Sustainability Promotion System

Based on the Sustainability Policy, which sets medium-term targets, Advantest promotes overall activities while assigning each CxO, including the Group CEO, to be responsible for individual issues. Furthermore, by incorporating the Sustainability Action Plan into specific annual business plans for each unit, Advantest strives to make steady progress in our overall initiatives.

In addition, in order to promote sustainability-related initiatives in a flexible manner throughout the company, Advantest established the Sustainable Management Working Group (SMWG) in 2020, an organization directly linked to the Executive Management Committee, to promote both the growth of our own businesses and our contribution to social issues. This is a company-wide committee comprising the leaders of all business, functional and regional units, and is headed by the Group CEO. This committee regularly updates and discusses sustainability issues that need to be addressed across the company, based on analyses of the significance of ESG issues in each unit and other information, in order to further promote and deepen sustainable management.

The overall progress of sustainability initiatives in Advantest is regularly reported to the Executive Management Committee and corrective measures are discussed as necessary.



## Reporting and Information Disclosure

Sustainability initiatives in Advantest are promoted with the involvement of the Board of Directors, with individual reports to and supervision from the Board of Directors depending on the importance of the matter. The [Sustainability Action Plan 2024-2026](#), which was formulated in synchronization with the third Medium-Term Management Plan (MTP3) starting in FY2024, was also reported to the Executive Management Committee and the Board of Directors on its content and targets. The contents and targets of the plan were discussed and decided by the Executive Management Committee and reported to the Board of Directors.

Advantest strives to disclose information on sustainability areas and issues that Advantest identifies as important, as well as their indicators and targets, to its stakeholders in a timely and appropriate manner through Integrated Reports and Sustainability Data Book. As part of this, third-party assurance is obtained for key indicators.

# Materialities and the Sustainability Action Plan

The Mid-Term Management Plan is an initiative to achieve our Grand Design and to continue sustainable growth thereafter. In order to contribute to a sustainable future through our business, we made the four strategies in the third Mid-Term Management Plan, which began in fiscal 2024.

One of the four strategies is "Enhance Sustainability". To promote this, we have set up the Sustainability Policy and formulated the Sustainability Action Plan 2024-2026 as the overall picture of our med-term sustainability initiatives and their respective medium-term targets from 2024 onwards in line with this policy.

In developing a new medium-term sustainability action plan, we have completely reorganised the themes to be addressed to be linked to the Grand Design and the third Med-Term Management Plan (MTP3), from the perspective of increasing the value provided to stakeholders, and have set new medium-term targets for each of these themes. New medium-term targets have been set for each of these themes. In conjunction with this, the name of the plan was changed to better reflect the content and scope of future initiatives. We are currently identifying materiality for the entire Advantest Group in line with the priority themes in the new Sustainability Action Plan 2024-2026.

The Sustainability Reort describes the new Sustainability Action Plan 2024-2026 and reports on the results of our sustainability initiatives to date, based on the ESG Action Plan 2021-2023.



## Sustainability Action Plan 2024-2026

Stakeholders	Priority Themes	Target	Executive in charge <sup>*1</sup>	KPIs	KPI Target (FY2026)
Shareholders and capital market	Mid-/long-term and sustainable enhancement of corporate value	Aiming further sales growth, improved profitability, and more efficient use of capital	CFO	In accordance with MTP3 Management Indicator	In accordance with MTP3 Management Indicator
	Enhancement of sustainability information disclosure	Timely and appropriate disclosure of financial and non-financial information	CFO	ESG evaluation by rating agencies	Maintaining and improving evaluations by major ESG evaluation by rating agencies
Employees	Respect for diversity	Promoting gender diversity	CHO	Ratio of female managers <sup>*2</sup>	11%
			CHO	Ratio of female employees among candidates (Level6) for executive and managerial positions <sup>*3</sup>	16%
	Employee Engagement	Fostering and instilling an attractive corporate culture	CHO	Turnover rate	Below semiconductor industry average
			CHO	Gallup Survey Scores <sup>*4</sup>	3.8
			CHO	INTEGRITY Award nominations/year <sup>*5</sup>	400

Stakeholders	Priority Themes	Target	Executive in charge <sup>*1</sup>	KPIs	KPI Target (FY2026)
Employees	Investment in human capital	Promoting health and wellbeing management and work-life balance	CHO	Japan: White 500 Certified (Japan) Global: To be decided during FY2024 <sup>*6</sup>	Japan: Certified as White 500
		Promoting human capital development based on the Advantest Development Framework	CHO	Education and training expenses	0.8 (Billions of yen)
Customers	Providing superior solutions	Provision of new products and integrated solutions that solve customer issues	CTO	Market position	Maintaining 'No.1 position in the focus markets'
	Customer satisfaction and trust	Provision of more value added and comprehensive customer support quickly and accurately	CCRO	Market position	Maintaining 'No.1 position in the focus markets'
	Climate change countermeasures and reduction of environmental impact	Improving the environmental performance of our products	CTO	Development of "power optimized products"	To be decided during FY2024
			CCRO	Promotion of products with excellent environmental performance	To be decided during FY2024
CSO	Enhanced Product Life Cycle Assessment	Expansion of the life cycle assessment management scope and data refinement			
Suppliers	Respect for human rights and fair deals in the supply chain	Responsible Mineral Procurement	CSCO	Supplier response rate to conflict minerals survey	99%
		Penetrating Sustainability in the Supply Chain	CSCO	Due diligence implementation rate for designated business partners <sup>*7</sup>	100%
	CSCO		Number of designated business partners <sup>*7</sup>	50 suppliers (Designated 42 suppliers as business partners in FY2023) <sup>*7</sup>	
Greenhouse Gas Emission Reduction (Scope 3)	Supply chain decarbonization	CSCO	Percentage of main business partners that have introduced renewable energy sources <sup>*8</sup>	60%	
Partners	Creation of innovation and contribution to local communities and global society	Implementation of activities related to innovation and social good	CSO	The number of strategic partnerships	Maintain the same level as FY2023
			CCO	The number of employees' activities contributing to local communities (both inside and outside of work)	180 (FY2024-FY2026 Cumulative Total)
Global Environment	Greenhouse gas emission reductions (Scope 1+2)	Reducing GHG emissions from Scope 1+2	CSO	GHG emissions reduction rate	65% (vs. FY2018)
		Raising renewable energy usage	CSO	Renewable energy coverage rate	80%
		Reducing energy consumption by shortening the production period of major products	CSCO	Reduction of production period by reviewing production processes	Reducing production period by 20% (vs. FY2020)
	Contribution to the Circular Economy	Improvement of recycling rate through promotion of 3Rs (Reduce, Reuse and Recycle)	CSO	Waste recycling rate (Japan and overseas)	Japan:90% or more Other regions: 73% or more
		Maintaining company-wide water consumption at FY2016 levels	CSO	Water resource usage	Less than 288,000m <sup>3</sup> /year
Conservation of biodiversity and natural capital	Preservation of biodiversity, promotion of nature conservation activities (protection of endangered species in biotopes, tree planting, beach cleanups, etc.)	CSO	Total number of participants in social contribution activities related to natural capital	600 (FY2024-FY2026 Cumulative Total)	

	Priority Themes	Target	Executive in charge <sup>*1</sup>	KPIs	KPI Target (FY2026)
Governance	Promoting ethical management and business	Compliance with international/industry standards	CSO	Compliance with business codes of conduct and management system standards	Maintain and recertify ISO certification and pass RBA audit
		Implementation of Global Compliance Education Program (GCEP) *e-learning for all employees	CCO	e-learning participation rate	100%
		Fair and Transparent Workplace	CCO	Aiming to obtain third-party certification for whistleblowing system	Obtaining third-party certification for whistleblowing system
		Maintaining and improving occupational health and safety	CHO	Incidence of serious occupational accidents which result in absence from work (LTIR: Lost Time Incident Rate)	0%
		Fostering internal understanding of sustainability	CSO	Implementation of measures for different levels of the organization to promote understanding of sustainability	Implementation of the measures for different levels
	Continued enhancement of Corporate Governance structure	Enhancement of board structure and governance to increase effectiveness of corporate governance	COO	Ensuring the effectiveness of the Board of Directors	Enhancement of disclosure of effectiveness evaluation results
			COO	The board composition that satisfies the skill set required in line with management strategy and the business environment, and also ensures diversity	Periodic review by the Board of Directors and review and revision as necessary
	Enhancing risk management	Strengthening internal control	CCO	Risk clarification and response based on twice-yearly risk reviews	Implementation of risk review twice-yearly

\*1 List of Executive in charge is described in [the Securities Report under "Item4 Status of the Company 4. Corporate Governance \(2\) Directors 1\) List of Directors."](#)

\*2 The non-consolidated Female manager ratio and Differences in Wages between Male and Female Workers are described in ["Item 1. Company Overview 5. Status of Employee."](#)

\*3 Advantest's qualification system is a 10-level system which is globally standardized, with Level 6 being the highest level of qualification for general employees."

\*4 A group-wide survey is conducted every three years.

\*5 This award system honors employees who embody INTEGRITY through nominations from other employees.



\*6 As the White 500 is a certification system in Japan, the Company and its subsidiaries in Japan are subject to certification.

\*7 Tier 1 suppliers, which represent the top 85% of suppliers in terms of transaction value, and Tier 2 suppliers, which are the main suppliers of the Tier 1 suppliers, are subject to due diligence. These suppliers are defined as designated business partners.

\*8 The top 85% of suppliers by transaction value are defined as main business partners.

# Our Activities

## ESG Action Plan 2021-2023 Activity Results

ESG	Key Issue	Executive in charge	Goal	KPI	2023	
					Target Value	Results
E (Environment)     	Climate Change (Scope 1 + 2)	CSO	Reduce GHG emissions from business activities by 60% by 2030 (vs. FY2018)	GHG emissions reduction amount/rate	40%	53%
			Raise renewable energy usage to 70% by 2030, Group-wide	Coverage rate by renewable energy	55%	65%
		CPO	Reduce production times 30% through production process reviews (vs. FY2020)	Production time reduction rate for target models (vs. FY2020)	30%	28%
	Value Chain (Scope 3)	CPO	Promote the use of renewable energy by suppliers and contractors	Number of suppliers who use renewable energy	40 companies	40 companies
			CTO	Reduce CO <sub>2</sub> -equivalent emissions (basic unit) per test by 50% by 2030	Reduction rate in basic units (vs. FY2018)	20%
	Green Products	CTO	Develop products that are free from polluting substances	Total elimination of PFAS in coolant	Announce release plan	Release date undisclosed Considering Release date
	Resource Recycling	CHO	Improve in-house recycling rate by promoting the 3Rs	Waste recycling rate (Japan/overseas)	JPN:90% Other regions:73% or more	JPN:95% Other regions:61%
			Maintain Group-wide water usage at FY2016 levels	Water resource usage	288,000m <sup>3</sup> /year	279,740m <sup>3</sup> /year
	Biodiversity	CSO	Promote nature conservation activities (protection of endangered species in biotope, tree planting, beach clean-up, etc.)	Planning and implementation rate of nature conservation activities	18 activities planned, 80% implemented	20 activities planned, 80% implemented
	S (Social)  	ESG management at Supply Chain	CPO	Share and solve/mitigate ESG issues (risk management, human rights/occupational safety, environment, fair trade, compliance, etc.)	Due diligence implementation rate for major suppliers	100%
Diversity, protection, and respect for human rights		CHO	Fair treatment in gender	Female manager ratio	10.5%	9.4%
			Edification and practice of human rights	Participation rate of educational training	100%	100%
			Work-life balance	Return-to-work rate after maternity leave (JPN) <sup>2</sup>	100%	100%
				Exercise rate of childcare leave by males (JPN) <sup>2</sup>	25%	34%
Conflict minerals elimination	CPO	Conflict minerals elimination	Percentage of suppliers confirmed to be free of conflict minerals	100%	60%	



ESG	Key Issue	Executive in charge	Goal	KPI	2023		
					Target Value	Results	
	Customer satisfaction, employee engagement	CCRO	Raise customer satisfaction under New Normal circumstances	Ranking of TechInsights customer satisfaction survey	1st	1st	
		CHO	Edification and improvement of attractive corporate culture	Score of Gallup survey	3.8	Survey not conducted (Implemented once every 3 years)	
	Investing in human resources	CHO	Maintaining and enhancing occupational safety and health	Occupational accident rate (frequency rate)	0	1.03	
			Promotion of health management	To be selected in White 500 (JPN) <sup>*3</sup>	Selected	Selected	
			Employee capacity building	Education and training expenses (100MY)	6	5.5	
	G (Governance)	Board effectiveness	Group CEO	Provide outside directors with updates on business and management issues	3 times/year	3 times/year	3 times/year
Intensify discussion through Off-site meetings by board members				2 times/year	2 times/year	1 times/year	
Succession planning				Policy/process making, planning, updates	Discussion at Nomination and Compensation Committee and report to the Board of Directors	Discussion at Nomination and Compensation Committee and report to the Board of Directors	Decided to transition to new organization from April 2024
Diversity of board members				Outside directors must include female representation (>40%)	At least 40% outside directors and 1 female	Outside directors 56%, 2 females	
Add ESG performance assessment to compensation				Start from FY2021	ESG linked performance assessment	Implemented	
Corporate culture and Code of Conduct, compliance, risk management				CHO	Work Shop/training for all employees (The Advantest Way, Law, Regulations, Information securities, etc.)	Participation rate for e-learning (100%)	100%
Promotion & support of ESG management (Sustainable Management Working Group)		CSO	Strengthening Internal Control	Regularly discuss internal control issues	Regular discussion	2 times/year	
			Support & Report group-wide Policy, Strategy, Plan and implementation	Report to Executive Management Committee and BoD (once a year)	2 times/year	2 times/year	
			Timely and appropriate disclosure (Integrated Annual Report, Sustainability Databook)	Issuance every year	Publication of Integrated Report, Sustainability Data Book, etc.	Published	

\*1 It is difficult to calculate the reduction rate in basic unit, so we are reviewing the goal.

\*2 Figures are on a non-consolidated basis due to differences in personnel systems between the Company and its subsidiaries.

\*3 As the White 500 is a certification system in Japan, the Company and its subsidiaries in Japan are subject to certification.

# Stakeholder Engagement

We strive to earn the trust of our stakeholders by providing value to them. As part of our efforts to enhance stakeholder engagement, we are implementing the following types of communication.

Stakeholders	Main communication methods
Shareholders and capital market	<ul style="list-style-type: none"> <li>● Communication with shareholders                             <ul style="list-style-type: none"> <li>- General Meeting of Shareholders</li> <li>- Financial results briefing</li> <li>- Meetings with domestic and overseas institutional investors and major shareholders</li> <li>- Dialogue through various briefings</li> </ul> </li> <li>● Timely and appropriate disclosure of financial and non-financial information                             <ul style="list-style-type: none"> <li>- Annual financial securities reports</li> <li>- Financial results</li> <li>- Corporate governance reports</li> <li>- Website, Integrated Annual Report, Sustainability Report</li> </ul> </li> </ul>
Employees	<ul style="list-style-type: none"> <li>● Investment in human capital</li> <li>● Labor-management negotiations</li> <li>● Employee Engagement Survey</li> <li>● Internal newsletter, intranet</li> </ul>
Customers	<ul style="list-style-type: none"> <li>● CSR questionnaire</li> <li>● User group meetings (VOICE)</li> <li>● Exhibitions (SEMICON, etc.)</li> <li>● Providing customer service via the website</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>● Implementation of due diligence</li> <li>● Suppliers New Year Meeting</li> </ul>
Partners	<ul style="list-style-type: none"> <li>● Establishment of a strategic partnerships</li> <li>● Social contribution activities                             <ul style="list-style-type: none"> <li>- Science craft classes and other next-generation education</li> <li>- Community contribution activities</li> <li>- Activities through industry groups</li> <li>- Dissemination of information through publications and websites</li> </ul> </li> </ul>
Global Environment	<ul style="list-style-type: none"> <li>● Reduction of greenhouse gas emissions through business</li> <li>● Promotion of the introduction of renewable energy</li> <li>● Nature conservation activities (tree planting, bamboo grove conservation, biotopes, etc.)</li> </ul>

## Shareholders and capital market

### General Meeting of Shareholders

The 2024 General Meeting of Shareholders was held immediately after the announcement of the Mid-term Management Plan, and the Group CEO gave an explanation of the Mid-term Management Plan. At the General Meeting of Shareholders, we answered questions from shareholders. After the General Meeting of Shareholders, we held the round-table discussion with our shareholders, which had been suspended after the COVID-19 pandemic, to receive various opinions directly from our shareholders and engage in interactive communication.

In order to promote dialogue with our shareholders, we are implementing the following initiatives.

- Holding a virtual general meeting
- Holding the meeting in an area with good access
- Disclosure of the notice of convocation at least three weeks before the general meeting
- Disclosure of the Annual Securities Report prior to the General Meeting of Shareholders
- English translation of the entire Convocation Notice and Annual Securities Report

We will continue to enhance the openness and accessibility of our General Meeting of Shareholders while taking sustainability into consideration.

### IR activities

To fulfill the company's duty to demonstrate the company's accountability to our shareholders and investors, and to further increase the level of trust placed in the company, Advantest has formulated the Basic Investor Relations Policy, which summarizes policies related to information disclosure, IR activities and shareholder communication. Based on this policy, we are working to foster more enhanced communication with shareholders and investors under the direction of our Group CEO.

Specifically, we will disclose important information in a timely, fair and appropriate manner to shareholders and investors both in Japan and overseas, and hold a financial briefing every quarter, during which senior Advantest managers will give presentations. We also hold individual meetings with domestic and overseas institutional investors (approximately 640 meetings in fiscal 2023), as well as business and technical



For securities analysts and institutional investors, we held a briefing on Mid-to Long-Term Management Policy in a hybrid format in June 2024

briefings, in order to promptly disseminate updates and industry trends in semiconductor technologies, which are closely related to our business, to the stock market.

Advantest is also working to enhance information disclosure on the corporate website. Feedback and opinions received from shareholders and investors is shared at the Board of Directors, and incorporated into our planning to drive sustainable business growth and mid-to-long term enhancement of corporate value.

## Employees

We believe that improving employee engagement is an important foundation for our sustainable growth. Every three years, Advantest conducts the Gallup Q12® employee survey, which we use to improve employee engagement.

In addition, we continue to expand learning opportunities for our employees through a variety of training programs designed to enhance their competencies. We have also introduced an e-learning platform that provides educational content for all employees, and we also provide access to external paid e-learning tools for those who wish to use them, so that we can continue to support our employees as they grow as professionals.

In order to promote communication with our employees, we send out messages from the Group CEO and CxOs, and hold dialogue sessions throughout the year. In Japan, we hold monthly Morning Meetings and all hands meetings at each office, as well as New Year's greetings (January), Spring Labor Talks (starting in February), the ceremony to mark the company's founding (July), the Central Labor Negotiations and social gathering (September), etc. In 2024, events to celebrate our 70th anniversary were held at each location. In Japan, we held an "Employee Appreciation Day", with around 2,000 employees, their families and alumni gathering at Saitama Super Arena, and celebrated the 70th anniversary with an online connection between sites and venues in various countries.

## Customers

Advantest continuously strives to strengthen relationships with our customers in various ways so that we can contribute to solving their challenges in this ever-changing market.

We hold an annual user group conference, "VOICE," together with our voluntary customers, where we present the latest market information, including technical papers and the latest testing solutions. We also provide opportunities for our engineers and participants to interact and communicate with customers and partner companies.

We also organize technical seminars for our customers in various countries around the world and co-host technical exchange meetings with our customers to strengthen our relationships with them.

## Suppliers

We would like to develop together with our suppliers through close collaboration. We periodically conduct CSR surveys for our suppliers and hold interviews based on the results of the surveys, with the goal of building a more resilient supply chain.

Furthermore, we facilitate opportunities for suppliers and our top management to engage in dialogue to foster sustainable relationships with our business partners.

We will continue to maintain strong partnerships with our business partners.

## Partners

To foster further innovation, we continue to collaborate not only with our customers and suppliers, but also with industry organizations, educational institutions, and other ecosystem/business partners. We have established partnerships with academic institutions and private companies in Japan and overseas, and are working to develop the electronics industry through joint research and development and regular technology exchange meetings.

In addition, our involvement in local communities allows us to contribute to the creation of a society in which people can live more prosperous lives. We provide academic support and support for the development of the next generation through donation of lectures and educational programs to higher education institutions in Japan and overseas, as well as the hosting of science and craft education for elementary school students near our business sites in Japan. We also provide humanitarian assistance, including support for those affected by war and for victims of large-scale disasters.

## Global Environment

We perceive the global environment as one of our major stakeholders and are committed to contributing to a sustainable global environment through our business activities and global environmental conservation activities. We are working to reduce greenhouse gas emissions through the introduction of renewable energy and the reduction of energy consumption by shortening the manufacturing periods for our major product lines. We also contribute to the realization of a circular economy by improving recycling rates, eliminating hazardous substances, and providing green products. In addition to our business activities, our employees in Japan and overseas are involved in efforts to protect the global environment, and we also conduct activities in the community, such as tree planting and beach cleanup activities. For instance, the Gunma R&D Center, our research and development base, has one of the largest biotopes of any private company in Japan, contributing to the preservation of the local ecosystem.

## Involvement with External Initiatives

### Commitment to External Initiatives

Advantest’s management goal is to improve corporate value over the medium to long term by contributing through our business activities to a sustainable society that is safe, secure, and comfortable. As part of this, we hope to develop balanced relationships with all stakeholders through activities such as our sponsorship for and participation in various domestic and international statements and guidelines, and international standardization activities.

#### UN Global Compact

The United Nations Global Compact is a voluntary initiative that calls for each company and group to act as a good member of society by demonstrating responsible and creative leadership and to participate in the creation of a global framework for realizing sustainable growth.

Advantest joined the UN Global Compact in 2019 and supports its ten principles in four areas, namely "protection of human rights," "elimination of labor abuses," "environmental protection," and "anti-corruption," and we continuously endeavor to realize these goals.



[UN Global Compact](#)

#### Report at the United Nations Global Compact Annual Forum 2024

In March 2024, the Annual Local Network Forum (ALNF), the annual meeting of the United Nations Global Compact, was held in Japan, and approximately 153 members from the United Nations Global Compact and local networks in 58 countries around the world came to Japan.

Group CEO (at the time) Yoshiaki Yoshida attended the high-level meeting held in conjunction with the ALNF, and reported on the company's initiatives to address climate change to the executives of each company, including Assistant Secretary-General and CEO of the United Nations Global Compact Sanda Ojambo.

### Task Force on Climate-related Financial Disclosures (TCFD)

In April 2020, Advantest announced its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)\*1. We analyze the risks and opportunities posed by climate change on our business from the perspectives of strategy, risk management, and governance and globally deploy proactive measures. We also promote the enhancement of information disclosure based on the recommendations of the TCFD to achieve sustainable growth for the Advantest Group, enhance corporate value, and foster a sustainable society.



\*1 Task Force on Climate-related Financial Disclosures (TCFD)

A task force established in December 2015 by the Financial Stability Board (FSB), an international organization. In its final report issued in June 2017, the TCFD recommended that companies disclose information on the financial impacts of climate-related risks and opportunities.

[Task Force on Climate-related Financial Disclosures \(TCFD\)](#)

### RE100

In August 2020, Advantest participated in RE100\*2, an international initiative that aims to procure 100% renewable electricity for its energy consumption in business activities.

Expanding the adoption of renewable energy is essential to achieve 100% reduction of CO<sub>2</sub> emissions, which is one of our long-term goals related to climate change. By participating in RE100, which tackles the social issue of climate change on a global scale, we are promoting the further utilization of renewable energy with other participating companies.



\*2 RE100

An international initiative led by The Climate Group, a climate-related non-profit organization, in partnership with CDP, a non-profit organization that promotes global information disclosure and actions concerning environmental impacts. It was established in 2014. The number of participating companies is 399 globally and 78 from Japan (as of March 1, 2023).

[RE100](#)

### SBTi

In November 2021, Advantest obtained certification from the Science Based Targets Initiative (SBTi)\*3, a global corporate climate initiative that strives for science-based targets which provide a pathway for companies to reduce greenhouse gas (GHG) emissions, for committing to its 1.5-degrees Celsius target. This certification recognizes that Advantest's greenhouse gas reduction goals are based on scientific evidence and will contribute to achieving the target, as determined by the Paris Agreement.



\*3 Science Based Targets Initiative (SBTi)

A global body enabling businesses to set emissions reduction targets in line with climate science, which seeks to restrain rising global temperatures to within 1.5-degrees Celsius of pre-industrial levels.

[Science Based Targets Initiative \(SBTi\)](#)

### Green Power Partnership (U.S. EPA)

Green Power Partnership was established by U.S. Environmental Protection Agency (EPA) in 2001 to encourage organizations to use green power voluntarily to protect human health and the environment.

Advantest America, Inc. (AAI) joined Green Power Partnership in 2012.

AAI has purchased Green Electricity Certificate for wind power generation and sourced 100% of its electricity from renewable energy sources. AAI will continue to contribute to expansion of green energy.



### Semiconductor Climate Consortium (SCC)

Advantest has joined Semiconductor Climate Consortium (SCC), a consortium established by the Semiconductor Equipment and Materials International (SEMI), as a founding member in 2022. We are currently working with companies that agree to the commitment of the SCC to speed industry value chain efforts in reducing greenhouse gas emissions from the semiconductor ecosystem.

Our commitment to the SCC is also posted on SEMI's website.

In November of the same year, we shared a "We Commit" video during the SCC session of the 27th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP 27), demonstrating our active engagement in solving climate change issues. In addition, in January 2023, our SCC representative was also appointed as a new member of the SEMI North American Advisory Board (NAAB), serving as the primary advocate for member companies located in North America to address various challenges in the supply chain.



[SEMI](#)

### Japan Climate Initiative

Japan Climate Initiative (JCI) is a network of non-state actors who make serious efforts towards the 1.5-degrees Celsius target and the realization of a decarbonized society.

Advantest supports the declaration of the JCI, "Joining the front line of the global push for decarbonization from Japan," and participated in the initiative to support the transition to a decarbonized society by 2050.

We will contribute to the realization of a decarbonized society by voluntarily and proactively taking actions on climate change and by working together with local governments and private companies, which are actively engaged in climate change countermeasures.



[Japan Climate Initiative \(JCI\)](#)

### 30by30 Alliance for Biodiversity

Since April 2022, Advantest has been a member of the 30by30 Alliance for Biodiversity, a coalition of volunteer companies incorporated in the 30by30 Roadmap formulated by the Ministry of the Environment.

30by30 is a global promise agreed upon among all G7 countries at the G7 Summit held in June 2021, committed to conserving, or protecting at least 30% of their national land and sea areas by 2030 ("30by30") toward the goal of halting and reversing biodiversity loss (nature positive).



[30by30, 30by30 Alliance](#)

[15th meeting of the Conference of the Parties to the UN Convention on Biological Diversity \(CBD-COP15\)](#)

### RBA

We actively promote initiatives on labor, safety, health, the environment, and ethics in compliance with the RBA Code of Conduct, which was published by the RBA\*4, a corporate alliance that promotes corporate social responsibility in global supply chains..

\*4 RBA : [Responsible Business Alliance](#)

### Responsible Mineral Sourcing

Advantest conducts an annual survey of our business partners on the use of conflict minerals using the RMI\*5 reporting template (the Conflict Minerals Reporting Template (CMRT)).

\*5 RMI : [Responsible Minerals Initiative](#)

### Efforts in International Standardization Work

Advantest believes that engaging in international standardization activities is an important mission in terms of considering the various stakeholders. We hope to contribute to the development of the global market and realize innovations that help solve social issues by collaborating new social norms with diverse stakeholders around the world and providing solutions that meet international standards.

### International Standardization Activities

International standards for electronic devices such as semiconductors are developed and managed by the International Electrotechnical Commission (IEC). There are two working groups (WG) under IEC/TC91 that are involved in international standardization activities related to semiconductor design automation (EDA), and Advantest plays a major role in both WGs.



Working Group Name	Activities	
IEC/TC91/WG13 (Design Automation: Design Languages)	Convener	Leads the activities as a convener in collaboration with members in the United States. WG13 considers the harmonization of component, circuit, and system description languages, and models. - Consideration of interoperability between languages
IEC/TC91/WG15 (Design Automation: Electronic Product Testing)	Convener	Leads the activities as a convener in collaboration with British members. WG15 considers the Automatic Test Markup Language (ATML), a system test description language.

One of Advantest's directors received the IEC 1906 Award\*6 from IEC in October 2016. This was in recognition of many years of his contribution to the automation of design testing. In October 2023, a manager of Advantest received the Industrial Standardization Award from the Director-General of the Industrial Science and Technology Policy and Environment Bureau at METI (Japan's Ministry of Economy, Trade and Industry)\*7. He was recognized for his work in establishing IEC63055 (a language that can be used universally between LSI, packages and boards), the design standard for IEC/TC91/WG13, and for promoting its application domestically and internationally.

\*6 The IEC 1906 Award is given to experts on individual technical committees who have made significant contributions to the IEC and its efforts to standardize electrical and electronic technology.

\*7 The Industrial Standardization Award is given to individuals and organizations that have contributed to the development and promotion of these standards.

## External Recognition

### Recognition by Rating Agencies

#### Received "AA" Rating in MSCI ESG Ratings

Advantest received an "AA" rating in the 2023 MSCI ESG Ratings. This constituted an upgrade from the previous "A" rating.

MSCI ESG Ratings aim to comprehensively analyze and measure corporate initiatives for relevant ESG risks and opportunities in the areas of Environment, Social, and Governance. ESG Ratings range on a seven-level scale (AAA, AA, A, BBB, BB, B, and CCC).



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#### Selected for S&P Sustainability Yearbook 2024

Advantest was selected for inclusion in the S&P Sustainability Yearbook 2024, which recognizes companies with ESG evaluation scores within the top 15% of their industries.



#### Advantest selected again as the highest-rated Supplier Engagement Leaderboard in CDP's Supplier Engagement Rating

Advantest was selected as the highest-rated Supplier Engagement Leaderboard in the Supplier Engagement Rating (SER) conducted by the international environmental non-profit organization CDP for the third consecutive year.



CDP's SER recognizes companies that have excelled in addressing climate change throughout their supply chains, and our ratings show that we were highly evaluated for our preemptive efforts in cooperation with our suppliers in addressing issues on climate change.

CDP is an international not-for-profit charity that runs a global disclosure system for investors, companies, nations, regions, and cities to manage their environmental impacts. CDP surveys companies and cities on their environmental protection practices for climate change, water source protection, forest preservation, and so on, and discloses the assessment results to investors.

#### Advantest earns Bronze Medal Sustainability Rating from EcoVadis

Advantest has been awarded the Bronze Medal in the Sustainability Rating by EcoVadis (headquartered in France), an internationally recognized sustainability ratings provider.



EcoVadis has comprehensively assessed more than 130,000 suppliers across 180 countries to date. Their sustainability assessment is based on four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Many global companies refer to this assessment as an important criterion in selecting their suppliers.

The Bronze Medal rating is awarded to companies that rank in the top 35% of the companies evaluated by EcoVadis' scoreboard, and we recently received a rating within the top 25% of companies in our industry, which led us to receive the Bronze Medal.

## Inclusion in Investment Indexes

### Selected as A Constituent Stock of DJSI Asia Pacific

Advantest was selected for the second consecutive year as a constituent stock of the Dow Jones Sustainability Asian Pacific Index (DJSI Asia Pacific) for 2023, which is operated by S&P Dow Jones Indices in the United States.

The Dow Jones Sustainability Indices (DJSI) are composed of companies selected for their excellent sustainability performance on both general and industry-specific criteria. Since their launch in 1999, the DJSI has been recognized worldwide as an important indicator of corporate sustainability performance.



### Selected for FTSE4Good Index Series

Advantest has been selected as a constituent stock of the FTSE4Good Index Series.

Designed by FTSE Russell to measure the performance of companies that demonstrate strong Environmental, Social, and Governance (ESG) practices based on diverse relevant criteria, the FTSE4Good Index Series is a major index series used to create and assess sustainable investment funds and other financial products.



[FTSE4Good Index Series](#)

### Selected as A Constituent of the FTSE Blossom Japan Index

Advantest has been selected as a constituent stock of the FTSE Blossom Japan Index.

The FTSE Blossom Japan Index was designed by FTSE Russell to measure the performance of Japanese companies that demonstrate strong ESG practices.



[FTSE Blossom Japan Index](#)

### Selected as A Constituent Stock of FTSE Blossom Japan Sector Relative Index

Advantest has been selected as a constituent stock of the FTSE Blossom Japan Sector Relative Index.

The FTSE Blossom Japan Sector Relative Index is a performance benchmark created by global index provider, FTSE Russell, which reflects the performance of Japanese large- and mid-cap stocks that demonstrate outstanding Environmental, Social and Governance (ESG) practices relative to their respective sectors and is designed to be sector neutral.



[FTSE Blossom Japan Sector Relative Index](#)

### Selected as A Constituent Stock of the MSCI Japan ESG Select Leaders Index

Advantest was selected as a constituent stock of the MSCI Japan ESG Select Leaders Index.

The MSCI Japan ESG Select Leaders Index is a weighted index based on the MSCI Japan IMI Index, its parent index, designed to represent the performance of companies that excel in Environmental, Social, and Governance (ESG) performance relative to the peers, with a target market capitalization of 50% of each Global Industry Classification Standard (GICS®) industry sector.

**2024 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX**

\* THE INCLUSION OF ADVANTEST CORPORATION IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF ADVANTEST CORPORATION BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

### Selected as Component of MSCI Japan ESG Select Leaders Index

Advantest was selected as a component of the MSCI Japan ESG Select Leaders Index.

The MSCI Japan ESG Select Leaders Index is an index representing the performance of companies with excellent ESG evaluations from among the constituents of the parent index (MSCI Japan IMI Index), with the overall target of 50% of the constituents in each GICS® industry classification.

**2024 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX**

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### Selected for Inclusion in MSCI Japan Empowering Women Index (WIN)

Advantest was selected as a constituent of the MSCI Japan Empowering Women Index (WIN).

2024 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

MSCI Japan Empowering Women Index (WIN) is constructed by Japanese companies that have excellent performance in gender diversity selected from each GICS® Sector of the parent index (MSCI Japan IMI Index).

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### Selected as A Constituent Stock of the S&P/JPX Carbon Efficient Index

Advantest was selected as a constituent stock of the S&P/JPX Carbon Efficient Index.



The S&P/JPX Carbon Efficient Index is designed to measure the performance of companies in the TOPIX, a stock price index representative of trends in the Japanese market, while weighting constituent companies on sufficient environmental disclosure and carbon efficiency (carbon emissions per unit of revenue) within the same industry.

### Selected as A Constituent Stock of the Morningstar Japan ex-REIT Gender Diversity Tilt Index

Advantest was selected as a constituent stock of the Morningstar Japan ex-REIT Gender Diversity Tilt Index (hereinafter, "Index").

The Index utilizes data and evaluation methodologies provided by Equileap and is designed to enable investors to assess and focus on companies with established gender diversity policies that are embedded in their corporate culture and are committed to equal opportunities for their employees regardless of gender.

### Selected to be part of the SOMPO Sustainability Index

Advantest has been selected as a constituent stock of the SOMPO Sustainability Index.



The SOMPO Sustainability Index selects approximately 300 companies each year based on ESG criteria and their equity value. This index was created by SOMPO Asset Management for "SOMPO Sustainable Management," an investment product for pension funds and institutional investors.

## Recognition and awards for our activities

### Advantest Named THE BEST Supplier of Chip Making Equipment and #1 ATE Supplier for 5th Consecutive Year from TechInsights

In the TechInsights Customer Satisfaction Survey, Advantest captured the No.1 spot of global semiconductor companies for the fifth consecutive year. The company was also named on the 10 BEST Suppliers list of large suppliers of test equipment for the 36th consecutive year.



The TechInsights Customer Satisfaction Survey is the industry's only available opportunity since 1988 to receive feedback from semiconductor manufacturers. It evaluates and ranks equipment suppliers among 14 categories based on three key factors: supplier performance, customer service, and product performance. The categories span a set of criteria including cost of ownership, quality of results, field engineering support, trust, and partnership.

### Advantest Receives "White 500" Certification from METI for 4th Consecutive Year

Advantest has been recently recognized under the 2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program, which is jointly implemented by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi (Japan Health Council), as one of the organizations in the large enterprise category. At the same time, METI has certified Advantest as one of the "White 500"--the top 500 corporations recognized under the program--for the fourth consecutive year. This year, as with last year, all seven of Advantest's domestic subsidiaries were certified.



Ever since the formulation of the Declaration of Health and Productivity Management Policy in September 2019, Advantest has been working together with domestic subsidiaries, health insurance unions, and labor unions to encourage employees to get health checkups, improve the adoption rate of specific health guidance, and implement mental health measures. In addition, the company has built up a portfolio of activities that directly affect the health of employees and their families, such as online diet and smoking cessation programs, exercise promotion using health promotion apps, and health literacy education.

Advantest actively promotes support programs for balancing work and private life by setting up days when all employees are encouraged not to work overtime and to take more paid leaves. We have acquired "Certification level 2 (two stars)" of the "Eruboshi" certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace in November 2020, and was also granted the "Kurumin"

certification based on the "Act on Advancement of Measures to Support Raising Next Generation Children" in October 2022.

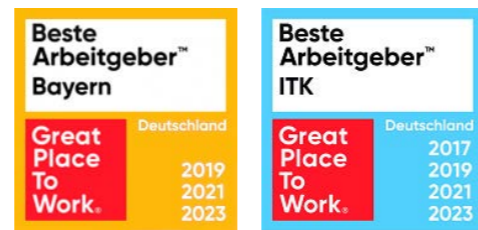
Advantest, the Japan Health Insurance Association, and our labor union will continue to work together to promote health management activities so that our employees, who are the company's greatest asset, can enjoy the best of physical and mental health, have abundant vitality, and maximize their abilities.

### Awarded as a "Best employers in the category of "Information Technology and Communication"" (Germany Great Place to Work®)

Advantest Europe GmbH (AEG) has been recognized in the Great Place To Work competition as one of top ten best employers in the category "Information Technology and Communication".

The award is by Great Place to Work®, a global survey institution, to evaluate the workplace culture of companies of various sizes in all industries. The companies are ranked on workplace culture based on credibility, respect, appreciation, team spirit, and unity between the company and its employees.

AEG was also ranked sixth in "Bavaria's Best Employer" (Bavaria: AEG Headquarters = Munich and Amerang Offices).



### Advantest Korea Co., Ltd. receives certification as a "Great Place to Work®"

Following our Germany subsidiary, Advantest Korea Co., Ltd. also received certification as a "Great Place to Work®" in April 2024.



### Advantest (China) Co., Ltd. received the "Outstanding ESG Practice Award" at the 2024-2025 China Healthiest Workplace Award

In July 2024, Advantest (China) Co., Ltd. (ATC) was awarded the "Outstanding ESG Practice Award" at the 2024-2025 China Healthiest Workplace Award hosted by Mercer China. The China Healthiest Workplace Award has been held since 2016 by Mercer, a global leading professional consulting firm specializing in human resources, employee health, and welfare. The event focuses on workplace health and aims to identify and honor outstanding employers who have created comprehensive, excellent health and well-being environments for their employees. 330 companies applied for the 2024-2025 China Healthiest Workplace Award, and the award-winning companies were selected through a screening process and presentations by the applying companies.



ATC successfully connected health promotion activities together with carbon footprint records and are making continuous efforts to construct a strong health working culture and wonderful working place.

The ATC Outstanding ESG Practice Award was given in recognition of ATC's continuous efforts and investment in occupational health to provide professional support on both physical and mental health with both online and offline solutions.