

Society

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Human Capital Management

Our diverse human capital supports corporate value growth, while we support our employees' personal growth by providing environments and opportunities where people with diverse backgrounds can utilize their strengths and maximize their potential.

Policies Regarding Human Capital

Human capital is the foundation for R&D capital, manufacturing capital, and customer relationship capital, which are necessary to realize our management strategies. Advantest promotes a variety of initiatives that focus on both the "individual strength" and the "organizational strength", the wheels needed to enhance the comprehensive strength of human capital. The Advantest Group, thereby, has established two basic policies regarding human capital development and internal environment development.

Basic Policy Regarding Human Capital Development

The Advantest Group ("Advantest") regards employees as human capital essential for its sustainable growth. Advantest strongly believes developing employees as human capital indicates an investment in human capital, and that the "individual strength" enhanced through the development and the "organizational strength" utilizing the enhanced individual strength are the two "wheels" that drive employee engagement and become the sources of future value creation. Accordingly, Advantest proactively, continually and fairly implements measures to develop human capital under The Advantest Way, INTEGRITY Core Values, technical and professional management strategies, and the skills required to grow within the development framework.

(1) Self-Directed Career Development

We encourage employees to be proactive in their career development, while Advantest provides the resources and support to acquire the experience and knowledge necessary to enhance their careers inside Advantest.

(2) Global Human Capital

From a long-term perspective, we are committed to developing human capital with a global viewpoint, this includes providing opportunities to enhance expertise and management literacy on a global scale.

(3) Leading-Edge Human Capital

To achieve our corporate mission statement, "Enabling Leading-edge Technologies," we aim to develop the strengths of every employee and foster high performers to take on leading-edge challenges.

(4) Advantest Development Framework

Under The Advantest Way and our management strategies, we have defined and provide resources for all employees to enhance their skills required to advance their careers within the Advantest Development Framework.

Established on April 25, 2023

Internal Environment Development Policy

The Advantest Group ("Advantest") regards employees as human capital essential for its sustainable growth. Advantest also recognizes that maximizing the value of human capital will directly lead to increase its corporate value. Accordingly, Advantest proactively, continually and fairly implements measures to develop the internal environment for human capital under The Advantest Way, its management strategies, and this policy.

(1) Corporate Culture

We understand The Advantest Way is a corporate culture to bring together our diverse employees to a globally unified team. We continue efforts to instill The Advantest Way as a deeply-rooted corporate culture, aiming to ensure all employee's embody and practice The Advantest Way in our daily work life.

(2) Human Capital Development/Cultivation

We are committed to strengthening the development and cultivation of human capital to facilitate self-directed career development for motivated employees. We regularly conduct employee engagement surveys to gain a deep understanding of the strengths and issues of human capital and appropriately reflect the survey results in our measures and action plans to develop and cultivate the Advantest human capital.

(3) Health Management

Under our Health and Productivity Management (HPM) Policy, we are strategically committed to maintaining and improving employees' health from a managerial perspective.

(4) Workstyles and Work Environments

We accept, encourage, and support diverse workstyles which enables every employee to achieve a good work-life balance. In addition, we promote developing an office environments that provides the necessary resources and support for employees to enhance their remote work environments.

Established on April 25, 2023

Efforts to Develop Human Resources

Triggered by the employee engagement survey, which was conducted in 2018, we have launched our INTEGRITY Core Values, as a means to listen deeply to our employees' stories, and instilled them in everyone's hearts as a set of values that unite us. From the summer of 2019, we offered interactive INTEGRITY workshops for all our employees. This training, which incorporates the theme of the core values into daily work and encourages changes in the corporate culture, lasted until the end of FY2020 while avoiding the spread of COVID-19. Build upon a firm springboard, there were positive effects on internal communication and also offered a place where leaders thrive, and ideas prosper. In FY2023, as in FY2022, as a next phase of our cultural evolution, we worked on cultivating "leaders" who will drive the organization, and human resource development with a focus on the growth of individual employees.

The Leading with INTEGRITY Program

In an era of high uncertainty and unpredictability, leaders must understand and make decisions about how to effectively demonstrate their skills and expertise in various circumstances. A new Advantest Leadership Model was created for our leaders worldwide to further develop skills and expertise in the four key areas - LEADER, MANAGER, COACH and EXPERT, and Leading with INTEGRITY workshops were held. Over 1,200 Advantest leaders have participated in this learning opportunity. In this training, leaders from various organizations, transcending national borders or organizations, participate in the same workshop, form a group of two ("learning buddies"), and spend about five months together discussing their progress toward their skill development goals and their concerns. These workshops not only play a role in mutually inspiring our colleagues but also provides insight on diversity.

Four areas of the new Advantest Leadership Model

- Leader :** The core purpose is to set vision, mission, and direction, which requires visionary thinking and the ability to inspire others.
- Manager :** The core purpose is to organize and direct teams to achieve business objectives and ensure compliance, which requires the ability to orchestrate work in teams and excellent people and project management skills.
- Coach :** The core purpose is to enable others to perform at the highest level possible, which requires leaders to enable learning opportunities and encouraging others.
- Expert :** The core purpose is to provide domain expertise, which requires the education, teaching and mentoring of others.

Activities for Succession

In order to pool human resources and retain the best talent in the industry who will be our future leaders of the company, we implemented a "talent management program" for nine months, including a curriculum

in management, finance, and liberal arts, for members selected from among our managers from FY2021. In FY2022, we expanded the scope of the program to include participants from group companies in each country and implemented a "Global Talent Management Program" for 13 months starting in September 2022.

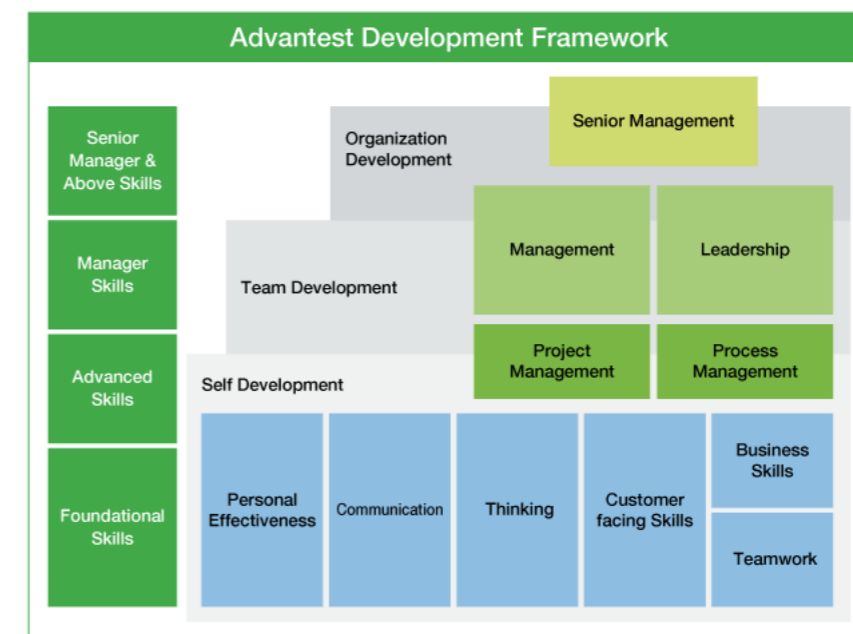
Through group work activities, in which participants were asked to consider Advantest's challenges and its countermeasures propose them to the management, the participants were able to form strong connections with the management and members outside of their own departments. These training activities also helps Advantest to become a "learning organization" - one of our long-term goals.

Visualization of Skills Expected for Employees and Support Systems

In order to improve corporate value over the long term, each employee must clearly understand the roles they play and improve their individual capabilities. In addition, we are required to combine these individual strengths and fully demonstrate them as an organizational strength in the global business playing field. With this in mind, Advantest has established the Advantest Development Framework which defines the foundational skills, advanced skills, manager skills, and senior management skills that Advantest seeks for in all levels of our employees, and shared it among all employees globally in January, 2022. In conjunction with the development framework introduction, we also introduced two new online learning platforms which are intended to provide all employee's and manager's access to training classes to further enhance the skills for their career advancement. Since some of these should be adapted to local customs and rules, the HR in each country decides the details of operation.

Advantest promises to actively support our employees who constantly strive to better themselves and seek to acquire advanced expertise and broad education.

Advantest Development Framework



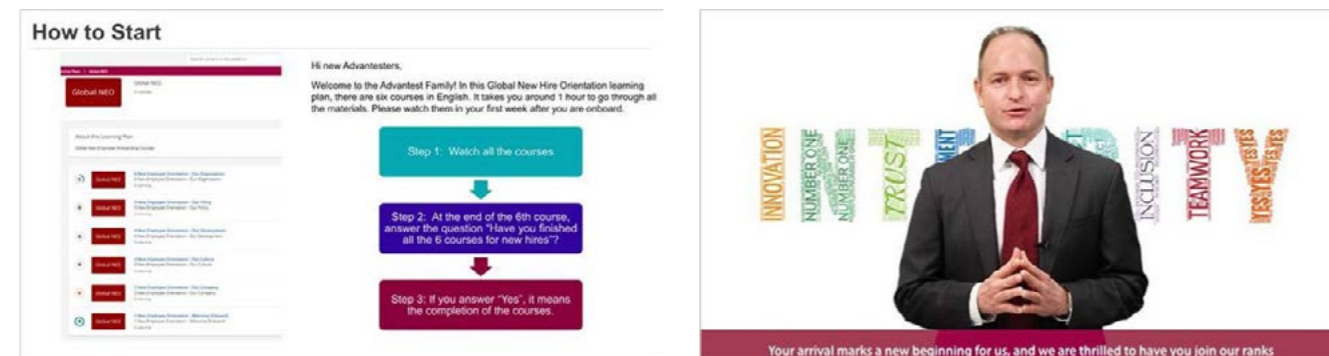
* The implementation will be adapted to local rules and practices

In FY2023, two systems were established to support the Advantest Development Framework: the Group-wide Compliance Education Program (GCEP), a mandatory training curriculum for all employees, and the Global New Employee Orientation (NEO), a training curriculum for new hires and mid-career recruits.

Global New Employee Orientation (NEO)

Many new employees have joined Advantest with our business expansion from 2022 to 2023. For new employees who are curious and anxious to know more about Advantest's corporate culture and organization, rules and regulations, and other information, the company's intranet was not user-friendly as a lot of information was scattered everywhere, despite its availability. After several months of design by the IT team and HC (Human Capital) team in each country, we launched Global New Employee Orientation (NEO) in December, which allows new employees to automatically receive course information as soon as they join the company, and provides them with the necessary global information to help them adjust quickly to the company. In April 2024, we added a welcome message from the Group CEO. We will continue to update and improve the program to serve the greater good.

For more information on GCEP, please refer to "[Compliance Education](#)".



Launch of the Task Force "Rethinking Employee & Workplace Learning"

The introduction of e-learning and the #myADV guide, as a means to instill collaboration tools within the company, has encouraged the creation of an environment where people can learn if they want to. On the other hand, having too many options has made decision-making processes overwhelming for many people who allegedly reported that they cannot choose what they need to know or what they need to learn to be effective. In the meantime, some wanted to share what they know. In August 2023, a task force of HR and volunteers, "Rethinking Employee & Workplace Learning," was created to offer a place to respond to these issues related to learning. The group meets twice a month to discuss customer journeys based on design thinking to create a win-win situation for both those who teach and those who are taught. We will start with a trial in Japan, and then, going forward, will consider establishing a system to expand the program on a more global scale.

Education and Training System and Implementation Status

Advantest has prepared a training program that anyone can participate in, and where a wide range of topics can be learned, from basic knowledge up to the latest technology trends. In addition, we will continue to make improvements to adapt the training program to the changing environment, providing industry-leading superior human resource training, and attracting the best talent in the industry through this program, in cooperation with Advantest Academy, which specializes in employee education.

To adapt to the business environment that is drastically changing due to globalization, we are strengthening the human resources development training system in line with our mid/long-term management policy. To make this training even more effective, we are forging and implementing new programs, including the expansion of 1-on-1 communication trainings. New programs will also be delivered by specialists to make them more effective, and we will selectively use in-house or external lecturers depending on the program content.

At each Group company, we will also provide a wide range of education to increase the skills and expertise of individuals based on the needs in each country and region in addition to education through day-to-day operations.

For example, Advantest Taiwan inc. has implemented the "Sales Force Reinforcement Program" for account managers and engineers who work closely with customers to request customer support. Product updates were given by the development managers, including V93000, memory, and DI. Through these programs, employees share information and exchange ideas related to products and services, as well as learn about new market trends and solutions, ultimately helping them grow and improve their daily work. We aim to develop and instill a system that boosts the level of the entire Advantest Group by sharing information on these efforts between Group companies.

Training in Japan

In FY2023, we continued to offer events that integrated both virtual and in-person as a flexible hybrid program due to restrictions by COVID-19 issue. We incorporated web conferencing systems to provide opportunities to learn despite the pandemic, offering environments for training that did not require coming in to work. By increasing online group work activities, which proved to be effective in boosting employee motivation, we were able to promote mutual awareness building across departments and expand connections regardless of work location.

In terms of language education, we focused on strengthening in-house marketing by introducing courses to employees and holding pre-learning sessions to solicit a wide range of participants. While spending most of the time at home due to the COVID-19 pandemic, we introduced micro-learning, allowing employees to effectively use their spare time, making it easier for learners to secure time to study. A total of 1,349 employees, roughly 40 more than last year, participated to improve their language skills.

As part of our leadership development initiatives, we introduced a liberal arts educational program to

cultivate a sense of culture and have newly appointed managers obtain the "power to think" by themselves. As we enter a new post-pandemic era, this initiative develops the big picture of what is necessary for leaders from wide perspectives that include religion and philosophy. Through the three training sessions, group members deepened their awareness of issues and exchanged opinions, while also revitalizing exchanges in preparation for the presentation of their results.

As a demonstration of "Inclusion and Diversity," one of Advantest's core values, we have made it possible for working mothers who have returned from childcare leave and are working shorter hours to participate in outside seminars, mainly career education, from FY2021. Advantest is a tech company, and naturally, the number of female employees is not as large as that of male employees. The program is designed to offer participants an opportunity to think about balancing childcare and work, in other words, their own careers, while sharing opinions with other working mothers outside the company who are in the same situation, and to learn how to communicate effectively with their supervisors and coworkers.

Training Time

At the Advantest Corporation (non-consolidated) in FY2023, a total of 33,459 employees received training of some kind, and the average number of training hours per employee was approximately 1.6 hours for 54,954 hours of total lesson time. A total of 84,896 people took part in e-learning globally, including Japan, and the average number of training hours per employee was approximately 0.4 hours for 36,002 hours of total lesson time. In total, the average training hours per employee was approximately 2 hours.

Training category	Target	Number of trainees	Lesson time (hours)
Business Training (human resource management, etc.)	Managers, General	1,134	7,563H
Technical Training (technology)	Managers, General	1,032	2,993H
e-learning (human resource management, etc.)	Managers, General	29,689	10,312H
New Employee Training (by job level)	General	39	15,067H
Language/TOEIC (global)	Managers, General	1,349	17,623H
Outside seminars (e.g., on business skills, etc.)	Managers, General	216	1,397H
Total		33,459	54,954H

* Data range for tabulation: Advantest Corporation (non-consolidated) data

Development of Engineers (Japan)

We place particular emphasis on educating engineers, with the aim of ensuring that our products continue to underpin leading-edge technologies.

We have created a training program accessible to every employee of the Group and covering a wide range of subjects, from basic knowledge to the latest technologies.

In FY2023, we continued to offer various technology seminars and technical training programs, with 1,032 engineers participating, double the number of last year. Some of the programs include courses in which Advantest's senior engineers appear as internal trainers. For example, one of the seminars featured a lecture on design quality by an employee in charge of design, thereby shedding light on the basic technologies required to maintain and improve product quality based on the speaker's first-hand experiences. Courses are held by inviting instructors from outside the company based on themes requested by engineers or management-level personnel, so as to support them in adapting to a rapidly changing business environment.

The program acts as a means of imparting not only technical knowledge but also Advantest's corporate DNA to future generations.

Software-Related Education

Since 1992, we have held the "Software Engineering Forum" more than 200 times. These forums offer a place where employees can learn not only the latest technical information on Agile, AI, GPU, etc., but also a wide range of security-related and up-to-date information from internal and external lecturers, including those from overseas. In FY2023, there were many in-house presentations on IT, business management, and technology development, as well as from outside the company on quality, AI services, container technology, and more.

In 2019, we started "Advantest Engineering Friday" as a place for engineers to share their interests on an ongoing basis. We offered opportunities where engineers can share their insights on different themes and learn from each other, going beyond their own organization or community. These activities have served as a bridge for software engineers, who are eager to learn and share, to expand their knowledge, and as a place for in-house technical exchange.

Other Courses on Advanced Technologies

We invite external instructors to provide course on themes and the latest trends that are of great interest to our employees, which also serve as a means to pass on technical know-how to the next generation.

In FY2023, we co-sponsored a D2T Symposium by the Systems Design Lab (d.lab) of the School of Engineering at the University of Tokyo and in-house seminars on semiconductor markets, manufacturing technologies, and business strategies by inviting outside speakers. We devised ways to provide lectures and symposiums on a wide range of topics, regardless of whether they are related to work or not, providing opportunities to broaden one's scope as an engineer and to increase their motivations.

We are planning to increase the number of participants not only by holding various trainings and lectures, but also by establishing an environment where participants can learn what they wish to learn (on-demand education), and encourage employees to learn independently.

New Employee Education and Training (Japan)

Advantest's training program for new employees starts with one month of basic business training covering the basics of working life. After that, the new recruits are put into one of two occupation-specific training regimes, depending on whether they have been hired for engineering or administrative job assignments.

Engineering employees first learn the basics of design, and then go on to learn the necessary skills as Advantest engineers through basic technology training to obtain the basic knowledge required, hardware training, software training, and device test training. New administrative employees receive basic training for administrative operations to learn the basics of administration and brush up on their administrative skills, while learning the contents of the Group's business and how the divisions are interrelated.

New employees for FY2023 underwent training camps organized at Kinugawa Onsen (hot spring) immediately after joining the company so that they can better communicate with their peers.

Prior to their assignment, they take a "talent assessment" together with their OJT leaders, of which data is used as reference information for mutual understanding.

By having new employees experience diverse types of training in this manner, we are able to ensure that they will clearly understand their own roles, and will recognize the importance of teamwork with other divisions. Our training period for new recruits acts as a key formative phase in their professional development as Advantest employees.

New employees training

	April	May	June	Three years after assignment
Engineering roles	Combined group training	Basic engineering training ● Safety training ● Software training ● Quality assurance training ● Device test training, etc. ● Hardware training		OJT period
Administrative roles		Basic administrative training ● Microsoft training ● Manufacturing training, etc.		
Manufacturing roles, Others		Manufacturing training ● Screw tightening, Soldering, etc.		

Employee Engagement

Advantest conducted our first global-wide Employee Engagement Survey in 2018. Though the implementation of the survey was postponed due to the outbreak of COVID-19, three years later, in the fall of 2021, we repeated the Gallup survey (Next implementation scheduled for October 2024).

Ever since gaining various insights through the initial survey in 2018, Advantest has continued to make steady efforts. We believe that each of these activities will become a retention measure and become the driving force that turns the wheels of both "individual strengths" and "organizational strengths", ultimately leading to the improvement of the Group's profitability and productivity, customer satisfaction, and reduced turnover. In other words, engagement improvement measures per se serve as profit margin improvement measures, productivity improvement measures, customer satisfaction increase measures, and retention measures.

Purpose of the Survey

Advantest continuously pursues a culture in which all employees are appreciated, respected, and work together to achieve common goals. The purpose of this survey is to provide employees with opportunities to share their thoughts on our company or organization. It stimulates dialog between the manager and the team, which ultimately leads to creating ideas for improving our company or organization from every level. The survey results provide a clue to knowing what the employees think of their work or work environment and how the company can support its employees. The survey makes it possible to identify the company's strengths and the fields that require improvement through open feedback from employees. In addition, we will take actions for improvements so as to raise the level of employee engagement in work and workplace environments, with the aim of improving the performance of the company as a whole as well as the performance of individual employees. Advantest believes that individual and organizational strengths are the two "wheels" that not only drive employee engagement but are needed to enhance the comprehensive strength of human capital.

Engagement and its Basics

Employee engagement refers to the emotional commitment of employees to their organization or its goals. An employee who is engaged in work does not only do what is minimally required, but goes about his/her work enthusiastically and energetically, with an effort to output more than what is required. According to a survey conducted by Gallup, Inc., engagement among employees worldwide is only 15%. In addition, it has become clear that there is a connection between employee engagement and the following indexes.

- Profitability, customer ratings, and productivity (in direct proportion)
- Turnover, absenteeism, safety incidents, and quality defects (in inverse proportion)

Implementation of the Survey and Future Plans

The survey during fiscal 2021 was conducted from October 12th to 26th for all employees of the Advantest Group who had been employed for three months or longer at that point. The response rate was 90%. The survey was conducted using the platform of Gallup, Inc. in an online format in which anonymity is ensured.

Results

The results showed significant improvements, including an increase in scores for all items in Q¹²® (12 questions for engagement measurement derived from the findings of Gallup, Inc.). The overall average score was 3.64, an increase of 0.16 points from the previous survey. This is by far the biggest improvement among companies who consecutively completed the Gallup survey. We also saw an improvement in awareness and opportunities related to the category of Recognition (the need to know that efforts are recognized and valued) and Development that were highlighted during the previous survey, marking 26% for the ratio of Engaged (diligent) employees, a 6-point increase from the previous score. This survey confirmed that the engagement level of Advantest Group companies is considerably higher than the standard for each country. These are clear indications of each of our employees' efforts to understand the importance of engagement, and shows how they have embraced and implemented our corporate reforms such as "INTEGRITY" and "Leading with INTEGRITY," yielding measurable results.

Our overall score is not high, when compared to other companies participating in Gallup's survey, and there is still room for improvement. After sharing information with each department, where department leaders discussed the factors that may have led to these results, we drew up action plans to address each issue.

[🔗 12 Questions of the Gallup Survey](#)

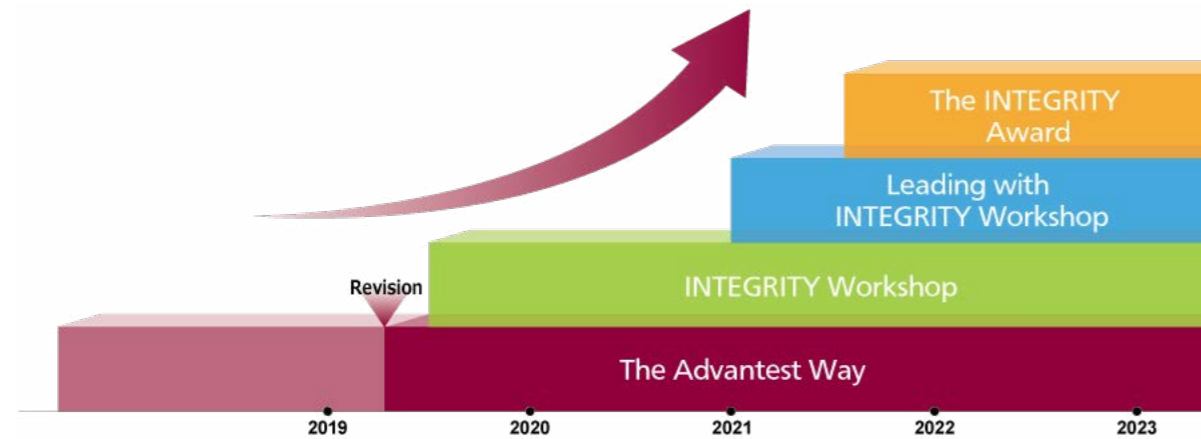
Future plans

The same Gallup survey is scheduled to be conducted in 2024. This survey plays a meaningful role not only in confirming activity results in numerical terms, but also in terms of instilling an awareness of engagement as part of our corporate culture. Engagement varies considerably depending on the customs and cultures of each country. While localized efforts are necessary, our INTEGRITY Core Values, which are the foundation of our corporate philosophy, The Advantest Way, are shared globally. We believe that it is essential to enhance engagement by executing action plans that address the characteristics and challenges of each department, sharing information about activities across the entire Group, and promoting investment in human and economic resources aiming to foster our corporate culture.

Company-wide Activities to Further Boost Engagement

The results of the 2018 Gallup employee engagement survey provided us an opportunity to reflect on our attitudes and mentality towards work.

Since 2019, we have held multiple workshops to deepen all employees' understanding of INTEGRITY Core Values, and since FY2021, we encouraged all our managers to participate in the Leading with INTEGRITY workshops. In addition, the "INTEGRITY Award" was also introduced, enabling Advantest employees to recognize and express their appreciation for colleagues who have demonstrated our corporate culture in exceptional ways.



Inculcation and Evolution of Our INTEGRITY Core Values

The INTEGRITY Awards is a peer-to-peer program that offers Advantest employees worldwide a platform to recognize and express appreciation for colleagues who have demonstrated the Advantest's Core Values in exceptional ways and who contributed significantly to the transformation of our corporate culture. Nominations are solicited and selected on a quarterly basis, and the selected employees are nominated for the CEO Awards, which are presented on an annual basis. In FY2022, a total of 400 cases named 1,203 nominees for the INTEGRITY Awards. Among them, three groups were chosen and commended in the INTEGRITY category of the CEO Awards.



Workshop held by INTEGRITY ambassadors and Culture Council (At Advantest headquarters in Tokyo, December 2022)

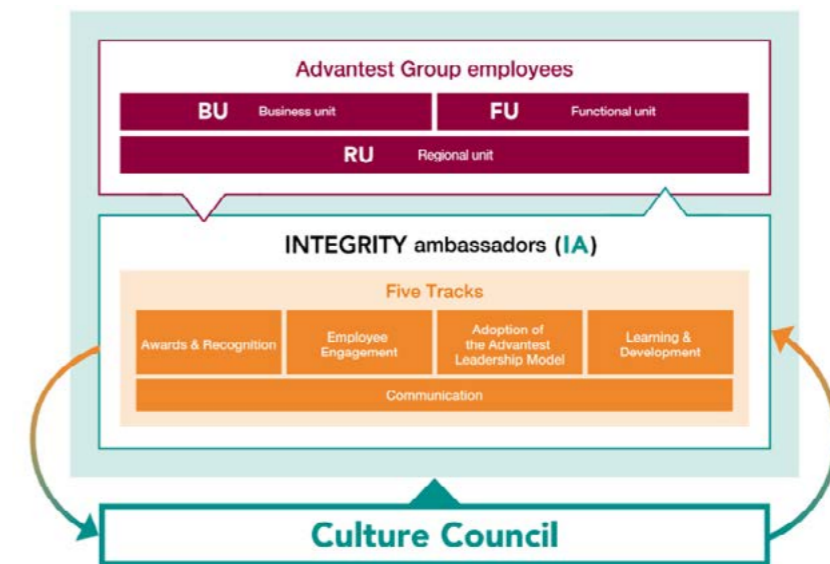
The Advantest Group continues to pursue a corporate culture where the contributions and values of individual employees are recognized and respected by showing appreciation for peers. These company-wide activities have penetrated down to the level of each organization and team, generating self-directed activities not only within each organization, but also across multiple organizations.

In 2022, to further promote activities related to INTEGRITY, a "Culture Council" consisting of then President Yoshida and several executive officers was established, and representatives nominated by each business unit, functional unit, and regional unit were appointed as "INTEGRITY Ambassadors (hereinafter IAs)." The INTEGRITY Ambassadors are 38 enthusiastic employees (as of May 2024), selected from seven countries and regions. The INTEGRITY Ambassador Community is made up of Five Tracks focused on Awards & Recognition, Employee Engagement, the adoption of the Advantest Leadership Model, Learning & Development, and Communication. They are working to further implement INTEGRITY throughout the Advantest Group.

In FY2023, efforts to improve the corporate culture spread by word of mouth at an incomparably fast manner through regular exchanges among IAs, and the favorable circle of influence grew larger. We have also accelerated efforts to develop the system itself to better serve our employees.

We also launched "The Advantest Forest" sponsored tree initiative as part of The INTEGRITY Award program. Starting in FY2024, both the nominators for The INTEGRITY Award and nominees will receive certificates as a sponsor of a tree planting in Ecuador, the Philippines, and Thailand, in collaboration with NGOs and a tree planting vendor. We believe that dedicating certificates to the nominators as well would serve to honor their cooperation with The INTEGRITY Award, and raise awareness for sustainability, both for employees and the environment.

INTEGRITY Promotion Structure



Cross-organizational Initiatives

"Cross 1on1" is a little different from the conventional 1on1, referring to a place where mentors (advisers) and mentees (those who are advised) can talk one-on-one across organizational boundaries. Mentees are able to gain insights that cannot be obtained from their own department or daily work alone, and foster their potential. Mentors also have the opportunity to improve their coaching skills, which is one of the most important elements of the leadership model.

What started as merely 10 participants in the ATE Business Group (Japan) in 2020, has increased in number over time with each round of 1on1 activity. The number of mentors and mentees reached more than 70 (including mentors and mentees) by the ninth phase of 2023, due in part to the selection as one of the CEO Award winners of The INTEGRITY Award in FY2021 in recognition of its efforts to implement the EMPOWERMENT aspect of INTEGRITY core values and the expansion network of its values, and also due to the active exchange among IAs. In the 10th phase in 2024, there were also applicants for mentors from overseas bases.

Examples of Visualization Tools

From April 2021, the ATE Business Group (Japan) has incorporated an engagement visualization tool to survey the team, followed by team discussion and improvement activities every three months. These initiatives are managed by survey feedback activity promotion members who are volunteers from inside and outside the department, and their participation is optional, decided upon a consensus of the team. We continue to provide support to participating teams by regularly inviting outside lecturers to hold webinars and creating opportunities to share examples of each team's activities.

Since two of the IAs appointed in FY2022 were members of the promotion team, survey feedback activities are being shared as case studies with regular exchanges among IAs. These activities, which began in April 2021 with 169 members (22 teams), have increased to 573 members (64 teams) as of March 2024, with more participants from units other than the ATE Business Group. Five of the promotion team members are IAs.

We have received a strong response from those who were gifted INTEGRITY chocolates as petit gifts for their actions that embody the nine core values. One division made INTEGRITY chocolates, which were distributed to managers throughout the department who spread the word, ultimately increasing the engagement score. The recipients were all very pleased as this experience provided an opportunity to learn that praise is strongly related to engagement. We then created INTEGRITY gums as variants of chocolates, and distributed them to a wider group. It has now become an indispensable communication tool to recognize and praise behavior change.

In addition, one division of the ATE Business Group has gone further into conducting "off-site meetings" to address department-wide issues.

Off-site Meetings to Revitalize the Organization

The T2000 Product Unit (T2000PU) has held 10 interactive off-site meetings (20 participants x 2 days) since March 2023 at a café near its office, which was attended by all members, including the director in charge.

The impetus for holding these meetings came from a sense of urgency on the part of the officer in charge of the T2000PU. There were concerns over lack of mutual understanding among employees across departments as well as a stronger development of self-interest among peers. To resolve these issues, members spent eight months developing a concept with the advice of an outside consultant, and after a trial period, the team successfully held the event.

The first day began with a talk by the director in charge himself on the current status of the T2000PU and his expectations for the workshop. Groups were divided into the same proportions in terms of age and area of responsibility as the organization's overall personnel structure to increase opportunities for mutual understanding. This allowed for a session exploring the history of T2000 R&D, in which those with experience spoke about how they felt about their work in each transition and created interactive dialogues with the younger members of the group. The second day ended with a session to think and share about what they want to do with the organization in the future, with a focus on personal experience.

After the implementation of the off-site meeting, we have made efforts to vitalize communication within the PU. The journey to promote organizational revitalization continues, as we move forward in incorporating activities that seem necessary based on the organization's situation.

Examples

- Provide 15 minutes of chat time in groups after monthly department meetings
- Hold a random mystery lunch with members of the PU chosen by lottery



All-hands Management Visualization Workshops

The Field Service (FS) Business Group held a series of four workshops for all FS employees in Japan in fiscal 2023 with the main theme of improving customer experience*. The event was held in the form of workshops to deepen understanding of the concept of improving customer experience, which was newly added to the FS policy, and to provide an opportunity to make personal connections with the issue.



The workshop was designed to help everyone share the company's mid- to long-term management policy and the FS Group policy, and then to systematically understand individual and team mission, and to exchange opinions among teams so that they can share the values of their company/department/individual members.

- Session 1: Thinking about your team's mission and vision "With CX" (April 2023)
- Session 2: Understand what your team needs to do with the "As-Is/To-be Gap" (July 2023)
- Session 3: Understand adjacent departments with a mandala chart (October 2023)
- Session 4: Think of a scenario that will impress your customers (February 2024)

The workshop also incorporated plans to foster a sense of unity among all participants while having fun by asking participants to wear uniforms and sharing elaborate works in a photo competition. In fiscal 2024, we will enter the practical phase of realizing what was discussed at the workshop.

*Customer experience refers to a series of processes that customers experience through the purchase of a product or service.

Improvement of Corporate Culture (Advantest Korea Co., Ltd.)

Advantest Korea Co., Ltd. (ATK) has been working hard to improve its corporate culture since 2022. These activities were first implemented in the administrative division in 2022, which included "praise activities" to express gratitude and praise to colleagues who made outstanding efforts in their daily work, and successfully created a culture of mutual admiration. As a result, the internal survey showed a 12% improvement in the praise question and a 13% improvement in the question regarding the promotion of growth. To further enhance these positive results, we expanded the program to the entire company in fiscal 2023.

"Change Agents" were selected from each department to implement improvement activities, who then gathered ideas for changes and activities needed by employees and formulated them into workable plans. A variety of initiatives to encourage employees to change their actions/mindsets and culture, including culture days (discussions about corporate culture), praise activities, and opportunities for conversations with colleagues and subordinates, were also organized. Workshops were also held at the company-wide level to help employees better understand peers of different generations and positions, and to provide them with

opportunities to learn smooth communication skills that will help them interact in their daily work. As a result of these efforts, we received positive feedback from employees, such as "Encouragement from supervisors is a powerful motivator," and "There are ongoing efforts to raise psychological safety throughout ATK."

In April 2023, we opened the "Health Lounge," a welfare facility (see "Health Initiatives") based on feedback from an internal survey. Through these various improvement activities, we were able to obtain Great Place to Work® certification in April 2024 (See "Creating a Workplace with Higher Job Satisfaction").

INTEGRITY With New Members of Integrated Companies

As of January 1, 2023, R&D Altanova (RDA) was integrated into the Advantest Group. There was much to be done, including officially consolidating RDA onto the Advantest payroll, benefits and other platforms, but also RDA employees in the US, Pakistan and Costa Rica needed to be inducted into the Advantest Way and learn our INTEGRITY Core Values. The HC team of Advantest America held a total of 17 Core Values Workshops for RDA US, Taiwan, Pakistan, and Costa Rica, including 11 onsite sessions as well as six virtual sessions, to share our values with these new members of the Advantest Group. At the end of these workshops, each participant received the official Core Values Certificate of Completion.



Employees of R&D Altanova, who newly joined Advantest Group.

The workshops for these new colleagues were then passed on to the HC departments of the respective countries, and the same initiatives are being taken by Shin Puu in Taiwan and Salland in the Netherlands, whose acquisitions were subsequently completed.

Promotion of Health and Productivity Management

Thus far, Advantest has implemented various initiatives for employee health and productivity, including measures on lifestyle disease prevention, mental health, and abstinence from smoking. To further promote these initiatives, we have decided to incorporate Health and Productivity Management, and in September 2019, we formulated a Declaration of HPM Policy.



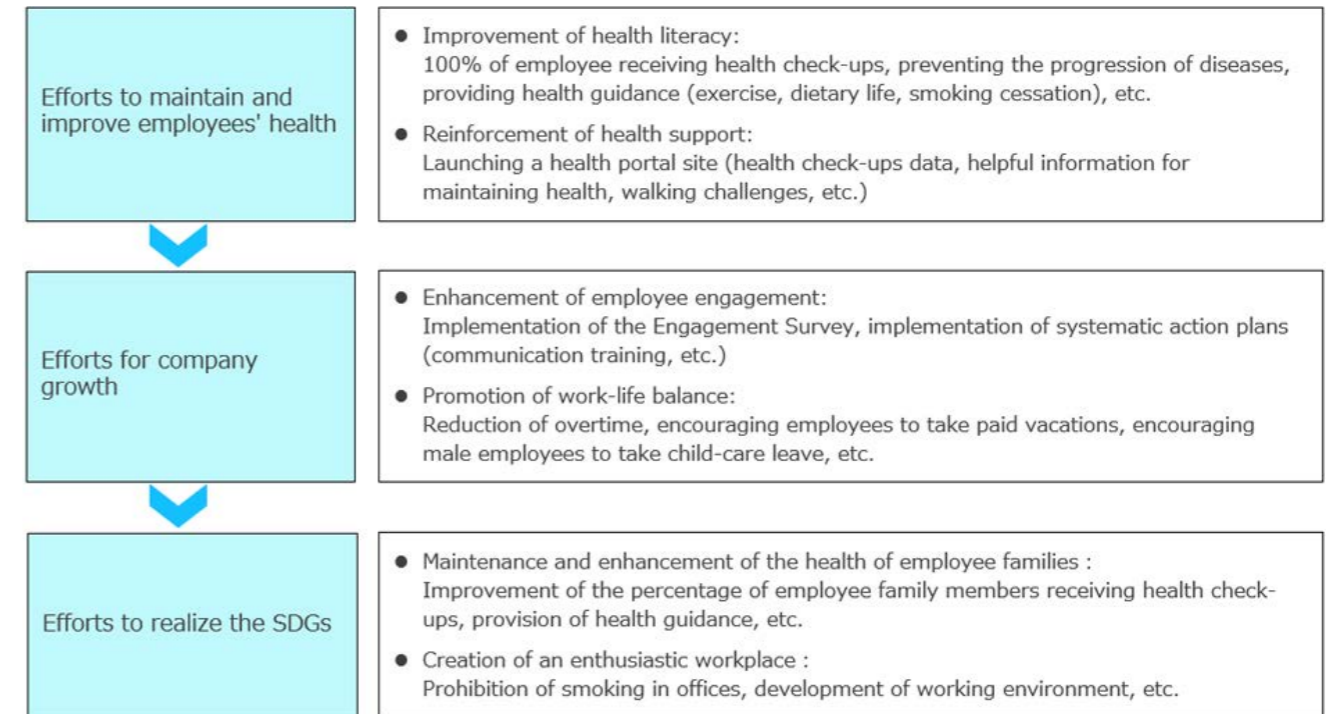
Advantest actively promotes support programs for balancing work and private life by setting up days when all employees are encouraged not to work overtime and to take more paid leaves. We have acquired "Certification level 2 (two stars)" of the "Eruboshi" certification based on the Act on Promotion of 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. Advanfacilities Co., Ltd. has also obtained the "Eruboshi" certification since 2022.

Furthermore, Advantest has once again been recognized under the 2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program, which is jointly implemented by the Ministry of Economy, Trade and Industry (METI) 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.

Declaration of Health and Productivity Management Policy

In order to realize Advantest's mission, we will strive to create a workplace where every employee can work in good health, both physically and mentally, to contribute to the achievement of a sustainable society as a corporate citizen.

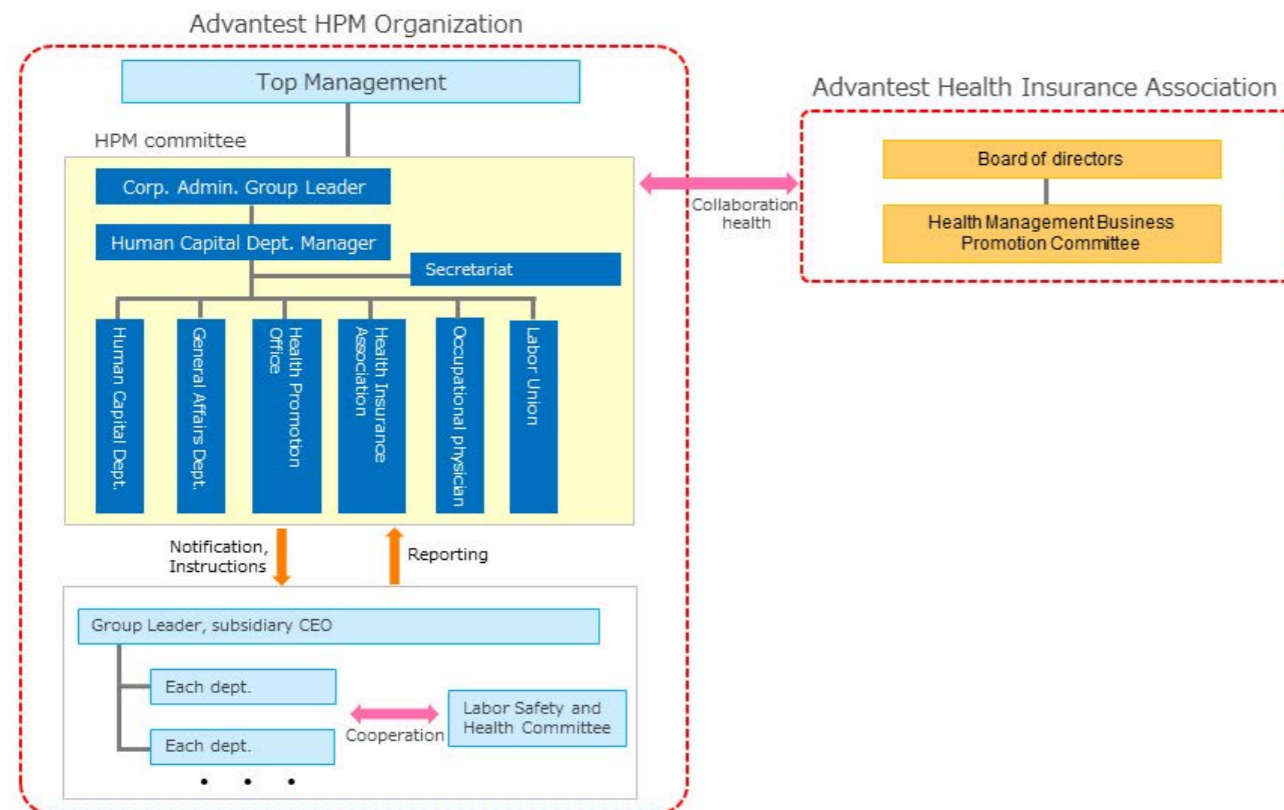
Based on HPM policy, promote HPM from the following three viewpoints.



Organization

Advantest and the Advantest Health Insurance Union are actively working together to maintain and promote various initiatives for employee health and their families based on a clear division of roles and by promoting a favorable work environment (Collaborative Health).

Advantest's Human Resources Department, Health Promotion Office, and labor union work together to promote health management, while the Advantest Health Insurance Union promotes health services based on the Data Health Plan, centered on the Health Management Business Promotion Committee, which includes the employers and the labor union.



Health Initiatives

Advantest and Domestic Subsidiaries

Since establishing the Declaration of HPM Policy, Advantest, our domestic Group companies, the health insurance association, and labor union have come together to promote health check-ups, boost the implementation rate of specified health guidance, and introduce a health portal site, along with various other activities that directly affect employee health. These activities include online dieting/smoking cessation programs, encouraging exercise using a mobile app-based health promotion, and health literacy training.

In fiscal 2023, as part of our activities to promote health management, the second walking event "Summer Health & Wellness Promotion 420,000 Steps Challenge" was held for Advantest Health Insurance subscribers from June 1, and the "Autumn Health & Wellness Promotion Challenge" from November 1.

Korea:

Upon requests from the employee survey, we renovated the vacant space at the Cheonan Factory and opened the "Health Lounge" welfare facility in May 2023. The Lounge consists of two areas: a gym with 12 pieces of exercise equipment and three recovery rooms, which are utilized according to employee preferences and physical condition.



U.S.A.:

The San Jose office offers office yoga for one hour twice a week. The exercises focus on the back, shoulders, neck, and other areas affected by long hours of desk work. We have received positive feedback from the participants, so by the time employees return to their seats after the class, they feel more physically and mentally fit and are more likely to get work done.

Advantest Test Solutions conducted its first walking challenge to improve employee health and teamwork. We began by setting an ambitious target of reaching a total of 5,760,000 steps by the end of June, and the 41 participants almost doubled that target, reaching 10,139,655 steps. This is equivalent to the distance from our office to Brazil, and the turnout exceeded our expectations by far.

Taiwan:

We organized a fitness course to encourage people to avoid standing or sitting all the time on the anniversary of the company, and rather to move around and exercise. We offered two courses, one gentle and one strenuous, and many enjoyed both. Participants were very impressed with the unique experience of dancing together with their colleagues and found the course very refreshing.

Mental Health

At Advantest we believe that a vigorous workforce makes for a vigorous workplace. Accordingly, our Health Promotion Office supports efforts to ensure both the mental and physical health of our workforce, so that we can provide a safe and comfortable workplace environment. We introduced stress checks in FY2012 before they became required by law because we consider preventative measures as the key to our mental health activities. By quantifying stress (thus making it visible), we promote stress awareness among everyone in our workforce, which is useful for self-care.

In the 2023 stress check, which achieved 92% response rate, 6.9% of the employees with the highest diagnosed stress levels were referred to mental health consultations, and 5.8% of them actually received consultations. We also held seminars (during FY2023, e-learning seminars were held) to reinforce self-care, and the participation rate was 91%.

Organizational analysis stated that high stress workplaces decreased from 17.2% in FY2017 to 3.5% (2.2% in FY2022). From fiscal 2019, this initiative was narrowed down to target managers in workplaces

with high levels of stress and offered more practical training for workplace environment improvement. We continuously work on improving stress levels by following up on the implementation situation to create a workplace that mitigates the occurrence of mental health disorders.

We have also formulated recovery plans with occupational physician from the latest reports as well as provide support for employees to return to the workplace after taking a leave of absence, enabling them to take time off without worry if their mental state worsens due to a variety of stress. In addition, an eight-step process (which includes status reports, consultation with occupational physician, return to work planning, and follow-up interviews after returning to work) has been set up to avoid overstressing people and the workplace.

Health Consultations

At Advantest's Health Promotion Office, a comprehensive range of health professionals (including occupational physician, clinical psychologists, public health nurses, nurses, and industrial counselors) provide counseling services for physical and mental problems of all kinds. Applications for counseling can be submitted easily by telephone or e-mail, or via the company's intranet. In fiscal 2023, counseling services were provided on 744 occasions.

Health Check-ups and Health Guidance

Advantest and its domestic Group companies provide regular health check-ups to maintain and improve the health of employees in addition to regular physicals through subsidies from the health insurance association. We provide health check-ups once or twice each year both in domestic and overseas bases. We have achieved a 100% health check-up ratio since FY2018 for domestic employees, with a 69.6% ratio of individuals undergoing thorough examination in FY2023 (60.8% in FY2022), and a 83.0% ratio of individuals receiving specific health guidance in FY2023 (75.7% in FY2022).

In FY2023, 97.6% of our employees received health literacy training (97.7% in FY2022), while 26.1% of our employees are using health promotion applications. Advantest is also promoting projects that allow employees who do not have the habit of exercising to start doing so (ratio of employees with exercise habits: 31.1% in FY2023) by holding walking events using this health promotion application.

In addition, we held medical seminars by specialists. In FY2023, the seminar focused on breast cancer as a theme to address women's health issues, promoting knowledge and awareness of breast cancer and the need for regular checkups to motivate people to improve their health. In a post-seminar questionnaire, more than 90% of participants were satisfied with the seminar.

The Health Promotion Office provides health guidance, email support, and staff/occupational physician consultations for employees who have received a diagnosis through checkups. Furthermore, employees with a history of brain and heart disease are interviewed regardless of their health check-up results, and work restrictions are put into place to ensure their safety.

Initiatives to Improve Labor Productivity

Presenteeism refers to a situation where an employee is physically present at work but is unable to perform their job to a full standard due to an illness, injury, or other condition. Absenteeism refers to a situation where an employee is unable to work due to illness or poor health. Both terms are indicators of lost productivity caused by health problems, and were proposed by the World Health Organization (WHO). As these health problems among employees are a major issue for corporate management, Advantest conducts surveys to assess the situation of its employees.

Regarding presenteeism, we conducted an employee survey by converting the WHO-HPQ's absolute presenteeism into a 0 to 4 scale, and the productivity for FY2023 was 3.58 points (3.58 points for FY2022).

Regarding absenteeism, we measured the number of days of absence from work due to personal injury or illness as an indicator, and the actual value for each employee in FY2023 was 1.1 days (FY2022: 1.1 days).

Promotion of Occupational Health and Safety

Basic Stance

Advantest delivers safety, security, and comfort to people worldwide through semiconductor test. "Safety, security, and comfort" are also linked to our attitude towards our employees, and equally, we have established the Advantest Group Health and Safety Policy as a management issue to be realized at all business sites.

This policy is communicated not only to employees but also to stakeholders to encourage greater awareness of the importance of health and safety management.

 [ADVANTEST Group Health and Safety Policy](#)

Promotional System

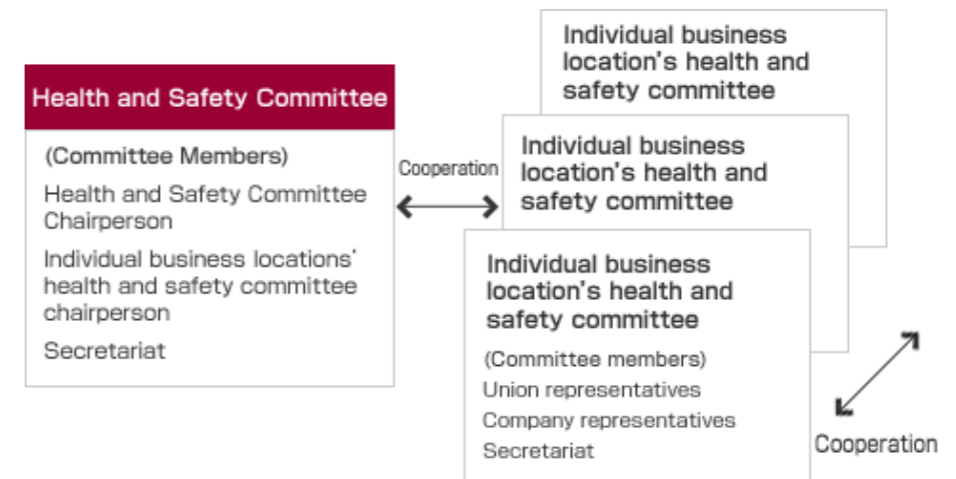
At Advantest, every year we convene the "Health and Safety Committee Meeting" which decides the health and safety direction and policy for the whole group. The approach to health and safety is based on the main activity themes decided on at this meeting, upon which the health and safety committees at each location set their annual targets and plans.

We also regularly hold health and safety committee secretariat meetings throughout the company, and strengthen each location's health and safety activities through this sharing of information about relevant activities.

Japan's company-wide Health and Safety Committee, chaired by the Co-CHO & Co-CCO, is made up of officers, who are the heads of the Health and Safety Committees at each business location, and presidents of domestic Group companies. Furthermore, the Health and Safety Committees at each business location are composed mostly of representatives of both the company and union employed at the business location.

The Health and Safety Committee examines revisions to and compliance with laws and regulations related to occupational health and safety, and through deliberations on hazardous risk, it votes on proposed countermeasures, while communicating them to employees through minutes of the meeting.

Organization of Health and Safety Management (Japan)



Collaboration with Overseas Group Companies

Advantest collaborates with overseas group companies to share information on the occurrence of occupational accidents on a global scale. In the event of an occupational accident, the causes are identified, recurrence prevention measures are formulated, and necessary measures are horizontally deployed at each site to prevent similar accidents from occurring again.

ISO45001:2018 Certification obtained at the Gunma Factory

On April 19, 2023, Advantest obtained ISO45001 certification, an international standard for occupational health and safety management systems, at Gunma Factory.

ISO45001 is a global standard for occupational health and safety, established in 2018 by the International Organization for Standardization (ISO), and is a universal framework that defines the establishment and operation of systems to prevent work-related accidents and disasters and to achieve the provision of safe and healthy workplaces.

With the introduction of the occupational health and safety management system, risk assessments have been disseminated to workplaces, and each respective department is actively implementing activities to recognize and reduce potential hazards or harmful effects. In addition, a system is in place to receive information on revisions to laws and regulations, and to confirm whether a response is required, as well as to record the status of implementation.

The Gunma Factory continues to work on zero accidents resulting in lost work time.

Advantest will continue its effort to improve our working environment and create a comfortable workplace.



Bureau Veritas Certification (copy)

Advantest Corporation ISO45001 certification scope

Applicable standards	ISO45001 : 2018
Certification number	JP023542
Certification scope	Manufacture of semiconductor and component test systems, mechatronics-related products and maintenance services, other related equipment and electronic components, electronic circuit boards
Certifying body	Bureau Veritas Certification Holdings SAS
Date of first certification	April 19, 2023
Applicable business locations	Gunma Factory (including subsidiaries at the site)

Specific Initiatives

Advantest promotes activities to achieve zero occupational accident rate (Lost Time Incident Rate: LTIR) set forth in the ESG Action Plan, with each site aiming to achieve zero personal injury in the workplace, while implementing the PDCA cycle to achieve the target.

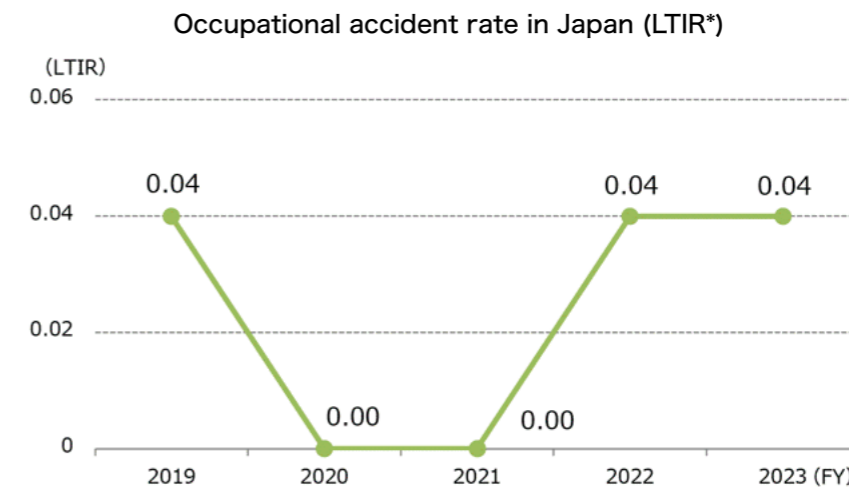
Major initiatives in FY2023 are as follows:

- Workplace inspections are conducted on a regular basis, and improvements are reported to the Health and Safety Committee.
- Preliminary reports on accidents and disasters are disseminated to relevant personnel via CSR safety e-mail.
- With the aim of preventing accidents and disasters caused by changes in the working environment due to the aging of the workforce, lack of awareness of information, inadvertent errors, and other human errors, general education through e-Learning was conducted for all employees to reconfirm their awareness of the importance of safety.

Measurement of the Occupational Accident Rate

There have been no fatalities in operations in the last five years.

In FY2023, the rate of occupational accidents (LTIR) was 0.04 for domestic Group companies, and 0.21 when including both domestic and overseas Group companies.



* LTIR: Number of incidents x 200,000 per actual total number of employee hours worked in a year

* Boundary of data: Advantest Group (Japan)

* The data includes temporary employees.

Occupational Health and Safety Education

The Advantest Group regularly conducts occupational health and safety education and strives to build a safe workplace where everyone can work with peace of mind by preventing occupational accidents before they happen and raising awareness about occupational health and safety. E-learning has been incorporated to some areas of Advantest's unique health and safety education. We will strive towards further participation from employees.

Occupational health and safety results achieved in fiscal 2023

Education category	Target employees	Number of trainees (Total)	Hours of education
General education	Managers, General employees	13,233	6,795
Specialized education	Managers, General employees	867	5,818

Promoting Sustainability Through Cooperation with Business Partners

Since FY2023, the Advantest Group began communicating various sustainability-related policies to its business partners in the administrative divisions, surveying the status of activities at each company, and providing feedback on the results.

Namely, the Advantest Group's sustainability-related policies, including The Advantest Way, ESG Initiatives Basic Policy, Human Rights Policy, Environmental Policy, and Advantest Group Health and Safety Policy, are communicated to business partners to gain their understanding. At the same time, the status of initiatives in the six areas of human rights and labor, health and safety, environmental conservation, fair trade and ethics, business continuity, and supply chain management was surveyed, and provided feedback based on the results to promote the sustainability activities of each respective company.

Going forward, we will broaden our target business partners and promote initiatives to realize a sustainable society through cooperation with our business partners, aiming for more effective two-way communication.

Respect for Human Rights

The Advantest Group recognizes that respect for the human rights of all those affected by our global business activities is essential. We support and participate in the ten principles of the United Nations Global Compact, which take into account the fundamental responsibilities of business in the areas of human rights, labor, environment, and anti-corruption, as advocated by the United Nations Global Compact, and we have also joined the Global Compact Network Japan, a local network in Japan that support the same principles of the United Nations Global Compact. We are continuing to promote initiatives in each of these areas.

This respect for human rights is stipulated in "The Advantest Way" and forms the basis of all our activities.

Advantest Group Human Rights Policy

In July 2021, Advantest formulated the Advantest Group Human Rights Policy. This policy expresses our respect for human rights as set forth in the Universal Declaration of Human Rights, the ten principles of the United Nations Global Compact, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

With the appointment of our new Group CEO in April 2024, we have once again reviewed the Advantest Group Human Rights Policy based on these international norms. In revising the policy, we interviewed not only relevant departments within the company, including the labor union, but also external human rights experts, and created a draft based on their opinions and advice. The draft was then deliberated and approved at a management meeting, and the policy was revised accordingly.

[PDF Advantest Group Human Rights Policy \(PDF 255KB\)](#)

[PDF Advantest Group Priority Issue Related to Human Rights \(PDF 122KB\)](#)

We also place importance on stakeholder engagement so that human rights can be respected in our activities throughout the supply chain. The contents of our human rights policy are reflected in our procurement policy and the Supply Chain CSR Promotion Guidebook. We also ask that our stakeholders, who may potentially affect human rights through their business activities, consider not only themselves but also their procurement partners.

In addition, since it is necessary to comply with the laws and regulations of each country regarding human rights, we comply with the laws and regulations regarding human rights while also working with the legal department. For details, please refer to "Country Specific Regulations".

System for Promoting Respect for Human Rights

Led by our Chief Human Capital Officer (CHO), we have established a global common framework and a framework for individual regions for addressing human resources issues, including human rights.

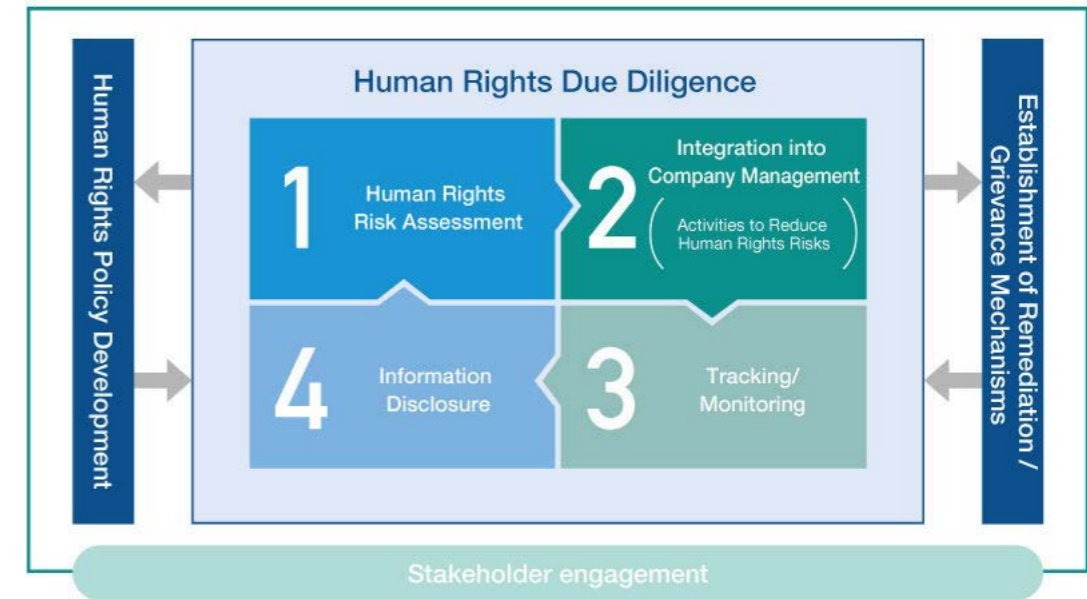
All compliance-related risks are reported to the Chief Compliance Officer (CCO) on a timely or regular basis, and the CCO reports to the Executive Committee and the Board of Directors. Since the CHO has also been serving as the CCO since July 2023, all risk information, including those related to people who have contacted the Human Rights Protection and Personnel Mediation Committee, is summarized by the CCO. This governance system, which allows information to be gathered in a centralized manner through the dual role, is a strength of our risk management.

Furthermore, the human rights policy and key measures are reviewed on a regular basis.

[Risk management system and organization](#)

Key Issues Related to Human Rights and Due Diligence

We have identified six key issues related to human rights. In these key issues, we are working to assess and identify human rights risks while preventing and mitigating negative impacts on human rights through various means of human rights due diligence.



Key Issues		Advantest's Response				
		Employees	Suppliers	Partners (local communities)		
		Investigation of human rights risks			Integration into company management (education, etc.)	
1	Discrimination	●	●	●	<ul style="list-style-type: none"> Employee Compliance Awareness Survey Internal Dissemination of The Advantest Way (e-learning, etc.) Implementation of assessments by external evaluation organizations (RBA SAQ/VAP audits, Ecovadis) Supplier CSR surveys Assessment of new business partners 	<ul style="list-style-type: none"> Internal Dissemination of The Advantest Way (e-learning, etc.) Fostering a corporate culture based on our INTEGRITY core values Dialogue between labor and management Dialogue with external experts (including participation in training) Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners
2	Child labor, forced labor	●	●	●	<ul style="list-style-type: none"> Supplier CSR surveys Implementation of assessments by external evaluation organizations Survey of conflict minerals Assessment of new business partners 	<ul style="list-style-type: none"> Dialogue with external experts (including participation in training) Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners
3	Basic labor rights	●	●	●	<ul style="list-style-type: none"> Employee Compliance Awareness Survey Implementation of assessments by external evaluation organizations Supplier CSR surveys Assessment of new business partners 	<ul style="list-style-type: none"> Dialogue between labor and management Dialogue with external experts (including participation in training) Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners
4	Fair wages, working hours	●	●	—	<ul style="list-style-type: none"> Employee Compliance Awareness Survey Implementation of assessments by external evaluation organizations Supplier CSR surveys Assessment of new business partners 	<ul style="list-style-type: none"> Dialogue between labor and management Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners
5	Safe working environments, health management	●	●	●	<ul style="list-style-type: none"> Employee Compliance Awareness Survey Stress surveys Health checkups Supplier CSR surveys CSR surveys of subcontractors 	<ul style="list-style-type: none"> Implementation of occupational health and safety education Acquisition of ISO45001:2018 certification Industrial physician interviews Dialogue between labor and management Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners
6	Violence, harassment	●	●	—	<ul style="list-style-type: none"> Employee Compliance Awareness Survey Internal Dissemination of The Advantest Way (e-learning, etc.) Supplier CSR surveys Assessment of new business partners 	<ul style="list-style-type: none"> Internal Dissemination of The Advantest Way (e-learning, etc.) Implementation of harassment training Establishment of compliance contact points (remedial measures) Establishment of a contact point for inquiries and reports from business partners

* The linked reference contains related contents.

Dialogue with Stakeholders

The effective promotion of human rights due diligence (human rights DD) requires interaction with external experts. In fiscal 2023, we participated in a program jointly planned by the ILO Office in Japan and the United Nations Global Compact Network Japan to develop human resources within companies who can respect international human rights and labor standards. We will continue to use the advice of experts on our company's human rights initiatives and issues to guide our future activities.

Use of Assessments by External Evaluation Agencies

<p>RBA SAQ and VAP audits</p>	<p>The Responsible Business Alliance (RBA) is a global industry coalition dedicated to responsible business conduct in global supply chains, particularly in the electronics industry, ensuring proper management of labor, health and safety, the environment, and ethics. Advantest submits the RBA's self-assessment sheet every year, analyzes the results, and makes respective improvements.</p> <p>Our domestic factories have undergone RBA VAP (Validated Audit Process) audits(*1) and received certification.</p> <p>*1 : RBA VAP audits (Validated Assessment Program) are audits in which a third-party auditing organization checks compliance with the RBA Code of Conduct.</p>
<p>EcoVadis Sustainability Assessment</p>	<p>In fiscal 2023, we performed a self-assessment provided by EcoVadis to determine the gap between our human rights efforts and international standards, and took corrective actions based on the results.</p> <p>This 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. Based on our performance, EcoVadis awarded Advantest their Bronze Medal, which was reserved for companies that rank in the top 35% of the companies on their scoreboard. Going forward, we will continue to promote our human rights initiatives with the aim of receiving an even better assessment in the future.</p>

Efforts for Human Rights in the Workplace

Focused around the Corporate Ethics Office and the Human Rights Protection and Personnel Mediation Committee, Advantest strives to promote and set policies on human rights issues and deal with complaints about discriminatory treatment.

Human Rights Education

The Advantest Way, our corporate philosophy, is the basis for all of our activities. The Advantest Way incorporates a pledge that we will respect human rights without discriminating on the basis of race, gender, age, nationality, religion, social origin, physical disabilities, disease, sexual orientation or any other factors.

The e-learning training for The Advantest Way, which has been in place since fiscal 2013, is the most important training for our company, and it is the first course to be taken in the Group-wide Compliance Education Program (GCEP), which was established in fiscal 2023. In FY2023, this training was completed by all employees in the Advantest Group, both in Japan and overseas.

The INTEGRITY Workshop, a face-to-face training session based on The Advantest Way, is held as part of the training for new employees (including mid-career hires and those joining the company through M&A), and provides an opportunity to gain a better understanding of the company's corporate culture.

We have also formulated a human rights and discrimination manual and a harassment prevention guide, as we promote the protection and respect of human rights by setting a target of 100% GCEP course completion as part of our Sustainability Action Plan 2024-2026.

[The Advantest Way](#)

Freedom of Association and Labor-Management Dialogue

Advantest respects the basic human rights of freedom of association and collective bargaining. In countries and regions permitting the formation of labor unions, Advantest recognizes the right of a union to organize, the right for collective bargaining and the right to hold strikes through labor agreements. Even in countries and regions which do not permit the formation of unions due to laws and regulations or labor practices, we strive to build sound relationships and solve problems through dialogs between labor and management with the goal of fostering freedom of association and collective bargaining.

Organizations include the Advantest Labor Union at Advantest and its domestic subsidiaries. In FY2023, 80.2% of employees are members of labor unions at Advantest. All unions engage in discussions on labor and management.

Furthermore, safety, health, and settlement of grievances are described in the labor agreement with the Advantest Labor Union, and both sides cooperate to respond to issues such as Health and Safety Committee operations, human rights issues, and personnel grievance settlements at each business base.

Reporting and Consultation Framework (Whistleblower Office) for Human Rights Issues

Advantest has set up a common global Corporate Ethics Helpline to address human rights issues and concerns that are not readily resolvable in the workplace, designed so that those facing such issues can report to and consult with our Corporate Ethics Office. We have adopted a system that allows anonymous report and consultation, which are accepted in 16 major languages. Posters with QR codes have also been posted at each business location for reporting and consultation via mobile devices like smartphones. Reports and consultations are overseen mainly by the Corporate Ethics Office, and every precaution is taken to prevent those employees seeking help from suffering any disadvantage or retribution. Additionally, we have established, an external law firm (lawyer) as a contact point, in order to make it easier for our employees to consult with or report to the helpline. The helplines and contact point can also be used from overseas, and links are available on the Global Intranet page.

Moreover, in Japan, we have established a Human Rights Protection and Personnel Mediation Committee together with the labor union to oversee consultations about domestic human rights issues. There is three harassment-related consultations received by the Helpline and Human Rights Protection and Personnel Mediation Committee in FY2023. The Human Rights Protection and Personnel Mediation Committee properly responds to all incidents to seek a rapid resolution while giving due consideration to the privacy of the employees concerned.

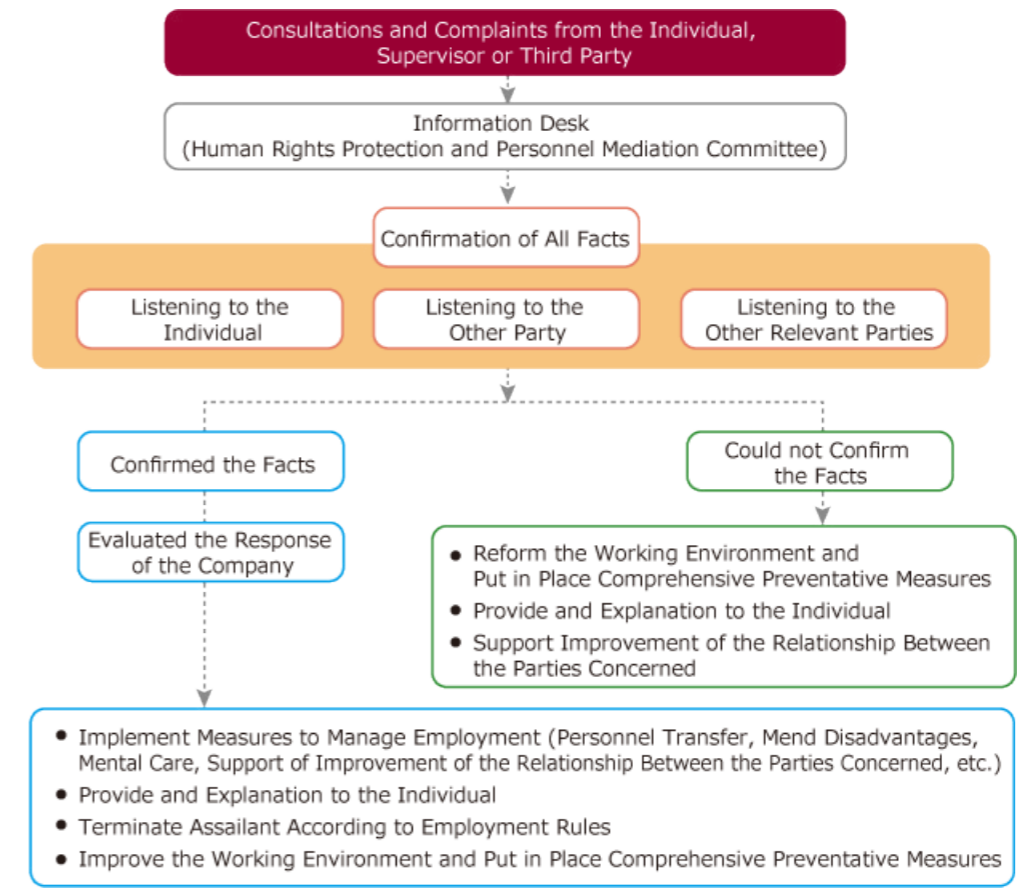
Through this activity, Advantest aims to foster a workplace environment in which employees can work with peace of mind while respecting each other's human rights.

Efforts Within Japan

The Human Rights Protection and Personnel Mediation Committee responds to consultations and complaints received in a flexible manner which cause no disadvantage to the consultants, while taking into consideration the consultants' intentions and the contents of the hearing.

When the Human Rights Protection and Personnel Mediation Committee receives a consultation or complaint from the person concerned (or from the head of the department or a third party), a primary contact person is selected from among the committee members according to the content of the hearing. The committee members and the labor union then conduct hearings with the "person concerned (victim)," the "other party (perpetrator)," and the "bystanders". The following actions are taken depending on the factual situation.

<p>If the facts are confirmed</p>	<p>After reviewing the company's response, the following actions are taken:</p> <ul style="list-style-type: none"> • Measures in terms of employment management (personnel relocation, recovery of damage, mental care, support for improving the relationship between the parties involved, etc.) • Explanation to the person concerned • Disciplinary action against the perpetrator in accordance with employment regulations • Improvement of the workplace environment and implementation of recurrence prevention measures
<p>If the facts are NOT confirmed</p>	<ul style="list-style-type: none"> • Review of the workplace environment and thorough implementation of prevention measures • Explanation to the person concerned • Support for improving the relationship between the parties involved



Harassment Prevention

In July 1999, Advantest created a manual to prevent harassment, and has since made efforts to prevent all forms of harassment. This manual has been revised and expanded following amendments to laws and regulations to include pregnancy, childbirth, and parental leave. The manual is published on the intranet to offer easy access to employees.

The key points are as follows.

1. Recent harassment trends
2. Sexual harassment in the workplace
3. Workplace bullying in the workplace
4. Workplace pregnancy, childbirth and parental leave harassment
5. Impact of harassment
6. Harassment from a legal and regulatory perspective
7. Harassment prevention measures
8. Dealing with harassment

We are working to devise methods for self-checking that can be conducted in response to the issues above.

To boost employee understanding of harassment prevention, every year starting from April 2006, training for new employees and new managers has incorporated training on harassment prevention as well as human rights education. We also provide extensive training for our managers. In fiscal 2019 and 2020, we provided harassment training for all managers. From November 2022 to May 2023, we held more than 20 in-person training sessions on harassment prevention and communication for officers and managers at Group companies in Japan and other recommended participants.

Diversity, Equity & Inclusion

We believe that it is essential for a diverse workforce to be able to play an active role in order for a company to grow sustainably. We respect the diversity of our employees, support flexible working styles, and treat them fairly, striving to create an environment where employees can work in their own way and find fulfillment. Additionally, we are working to protect and respect the human rights of all people involved in our business.

Efforts to Promote Diversity

Active participation of each employee is crucial for a company's sustainable growth. Thus, Advantest has "INCLUSION AND DIVERSITY" as one of its core values. We believe that creating a comfortable and inclusive workplace environment and instilling working practices that maximizes employee capabilities while balancing work and home is imperative to a company. Under this philosophy, Advantest actively works to create a workplace and corporate culture that allows each employee to maximize their capabilities and individuality, and continue to work with great enthusiasm.

Employment and Utilization of Global Human Resources

Advantest has consistently strived for success and growth by attempting to leverage our talented human capital on a global basis. One of the most notable examples of this is the integration of Verigy, acquired in 2011. This integration resulted in a major change in our workforce composition, with nearly half of our employees located overseas at that time. Today, this trend is even stronger, with approximately 60% of our workforce now located in our overseas bases. In the recent years, in order to further expand its business globally, Advantest has been recruiting personnel who have deep cross-cultural understanding and communication skills and can work in a global arena.

For instance, Advantest will continue personnel exchange among group companies so that employees can experience working in a global environment, and share their skills and know-how through routine work and training in each organization so that individual employees can acquire more advanced skills, including skills to adapt to various business environments.

In order to make personnel exchange easier, Advantest has been globally implementing the "Global Transfer Policy," a system that offers fair treatment and enables personnel exchange on a global level, regardless of job type.

In addition, as competition for human resources intensifies on a global scale, we are striving to retain excellent human resources by expanding the scope of stock compensation and grant.

As of July 2024, 14 out of 26 executive officers, who are management personnel, have foreign nationalities, and employees from 11 countries are currently working for Advantest Corporation. Advantest will give fair opportunities to talented personnel, regardless of their nationality, and promote global personnel development and organizational globalization through borderless personnel recruitment and exchange.

Support for Diverse Workstyles Through a Second Job System

Advantest acknowledges diverse workstyles for the sake of our employees' diverse lifestyles and individual growth. As part of this effort, in November 2022, we established rules for second jobs for all employees with the aim of improving employee skills and acquiring and retaining a wide variety of talents. As of July 2024, 25 employees are engaged in second jobs.

Advantest has a diverse group of employees with special skills. We believe that second jobs not only provide employees with opportunities to improve and develop their skills, but also help to create innovation within the company by giving the company a grip on these talented skills.

On the other hand, second jobs naturally come with risks. For this reason, along with requiring employees to obtain approval to engage in second jobs, the company also requires that both the employee and his/her supervisor read the manual thoroughly and take an e-learning course to guarantee that they fully understand the precautions before starting a second job.

While due consideration is to be paid to the risks involved, second jobs are attractive not only to employees but also to the company itself as a way to develop and improve employees' skills and produce innovation within the company. We will endeavor to make the system meaningful while developing rules in response to the changes over time.

Promotion of Women's Participation in the Workplace

Advantest always accepts diverse values and is promoting the creation of a corporate culture where everyone can work regardless of race, gender, age, and nationality.

As of March 2024, the percentage of female employees to total employees is 21.8% (21.2% in the previous fiscal year), and the percentage of female managers to total managers is 9.4% (9.0% in the previous fiscal year). Increasing the number of female employees and managers still remains an urgent task.



Advantest has been recruiting students with a technical background, which has not motivated female students to take entrance exams for Advantest in recruitment activities. In light of these circumstances, Advantest has been strengthening public relations activities for women with a focus on conveying the attraction of Advantest to female students, particularly those with a technical background. Information on active female employees in the workforce has been disseminated through corporate websites and recruitment brochures, and at recruitment events, Advantest has explained about programs and career plans for women and introduced how our female employees are working at Advantest.

From FY2018, Advantest Corporation (non-consolidated) has set numerical targets to boost the ratio of women in management positions to meet or exceed the industry average founded on the General Employer Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace, and has been making efforts toward this goal. In November 2020, we 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. We give consideration to the various changes in female employees' life stages, with a focus on providing support to enable good work-life balance through flexible working styles that correspond to each individual's circumstances.

Advantest will move forward with initiatives to raise the female employee ratio and establish systems for long-term employment toward increasing the ratio of female employees in management positions.

Initiatives to Improve Communication Among Mid-Career Employees (Japan)

Although the majority of Advantest's employees are new graduates, the number of mid-career employees has been increasing over the past few years. To promote understanding of Advantest's corporate purpose & mission and our product portfolio among mid-career employees and to help them get to know members of other departments, the following initiatives are being implemented starting from 2023.

- Mid-Career Hire Follow-up Day
- Mystery Lunch
- R&D Department Tours
- Greeters

These initiatives were developed from the voices of our fellow employees. In response to these requests, a group of volunteers communicated with each other, formulating an even larger project, which promoted interaction with those who joined mid-career and led to new projects. An environment in which mid-career employees can play active roles leads to an environment in which all employees can play active roles. We will continue to value diversity and revitalize our organization.

Please note that there is also a global NEO program for mid-career employees. For more information, see "[Global New Employee Orientation \(NEO\)](#)".

Mid-Career Hire Follow-up Day

A follow-up training program was launched for employees who joined the company in the last two years and 98 employees participated in the program.

So far, training for mid-career hires has consisted mainly of introductory training by the Human Capital Department on the hire date, which included an explanation of regulations, etc., and business training in which other employees also participated. The Human Capital Department devised opportunities to see if there are any other good training programs or to increase horizontal connections, while mid-career hires wished to learn more about the company's products and history, as well as to visit other business sites. The training, therefore, was achieved as a perfect result by the two parties.

This training is a one-day program that allows mid-career employees to deepen communication with each other.

Supervisors and general managers also attended the reception, providing a casual and relaxed atmosphere.

In a questionnaire after the training, many participants remarked that, "It was good to be able to communicate with people we don't normally have much contact with".

We are planning to hold a second discussion on The Advantest Way in the future.

Mystery Lunch

To improve employee communication, which remains a challenge, lunch gatherings were organized with members from different departments, especially those who had joined the company mid-career and were having trouble making horizontal connections. We have named this lunch gathering as "Mystery Lunch", since the three to four participants are chosen at random from those who wish to attend, to eat lunch together. During the planning process, many mid-career employees took the initiative to join the secretariat. The lunch gatherings were held at the Marunouchi Head Office, Gunma R&D Center, and Saitama R&D Center, with a total of more than 100 people attending. Since this was an unprecedented initiative, the lunch gatherings provided a valuable opportunity to resolve simple questions about the company and gain those to turn to in times of trouble.

Some of the mystery lunch participants went on to have get-togethers afterwards, and some made friends within the company. For reference, Q¹²® on Gallup's Engagement Survey asks the question, "Do you have a best friend at work?" We believe that the mystery lunch was an outstanding initiative, for having friends within the company enhances employee engagement.

For more information on Gallup's engagement survey, see "[Employee Engagement](#)".

Tour of the R&D Department

This initiative was suggested by a manager in the administrative department who proposed, "Many people in the administrative department do not know much about our products, so we want to give them a chance where they can learn. Seeing and learning about the products should lead to better engagement!"

After receiving lectures on memory, T2000, and V93000 products from the employees in charge, the participants were given a tour of the actual equipment. The program was then rolled out to new hires, mid-career employees, and indirect department employees as well as the Corporate Administration Group. The program received a stream of positive feedback from the participants, and we plan to continue hosting these tours in the future.

Greeters

In April 2024, a community called "Greeters" was launched at the initiative of 11 volunteers at four domestic locations to support an environment in which employees who have joined the company mid-career can play active roles.

Greeters provides a place where newly joined employees can feel free to ask questions and seek advice, mainly from employees who have similar experiences, so that they do not run into any obstacles. In the Greeters group chat room, which has about 60 registered members from various locations in Japan,

information useful for both inside and outside the company, such as self-development seminars held by volunteers and introductions to technical events, is exchanged, providing opportunities for mid-career employees to unlock new discoveries.

Active Utilization of Senior Employees (Japan)

Following the amendments to the Act on Stabilization of Employment of Elderly Persons in April 2013 and the increase in the minimum age for pension eligibility by the government, Advantest has revised its re-employment program for utilizing employees who retire at the age of 60. Advantest is actively utilizing the skills and know-how of experienced employees by employing senior personnel steadily and treating and assigning them to jobs with consideration towards their past experience and assigned positions during their working years. In addition, Advantest has established a system to reflect each individual's achievements in their wages to motivate senior personnel and expect them to produce results that match their wages. Furthermore, in FY2018, Advantest introduced a system where employees are allowed to reduce their working hours or days as desired and have a second job on non-working days.

In FY2023, of the 50 individuals who started with our re-employment program, one employee is working shorter hours and five are working shorter days. This system will allow senior personnel to work more flexibly according to their lifestyles, contributing to further enhancing work-life balance.

Example

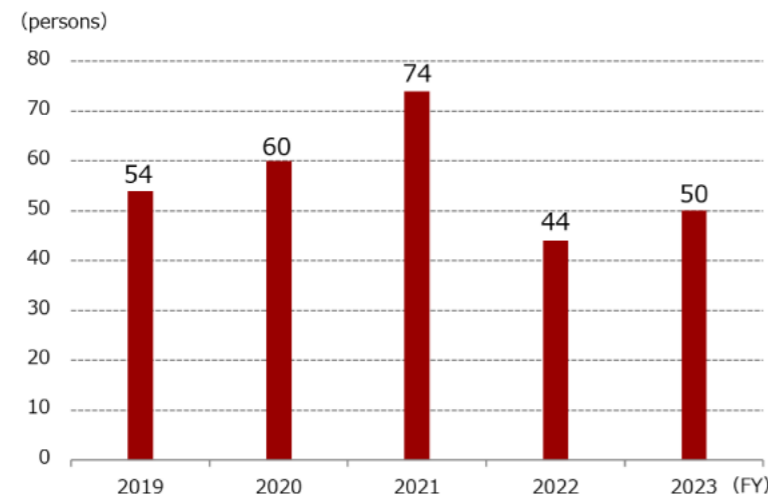
At Advantest, a senior employee with many years of experience in the Production Unit has begun holding a training course for employees at the Gunma Factory titled "What is a Tester?" since June 2022. When asked of his motives for developing this course, he mentioned that products are increasingly difficult to understand as they have evolved in complexity, and the psychological burden on employees has been swelling due to the spread of COVID-19 pandemic as well as by the challenges faced in parts procurement with production volume increasing rapidly. The senior employee planned the event hoping that by learning about testers, it would teach people the relationship between their own work and products, as well as between products and society as a whole, and ultimately, everyone could find their work rewarding.

The training course is held in small groups, and the style of explanation is based on the level of understanding of the participants, making it an interactive learning experience for both the participants and the organizers. 47 sessions were held by April 2023, with 237 participants, more than half of the Production Unit employees.

With each session, the program has evolved to make it easier for employees to understand the relationship between their work and the products and how products are beneficial in society. We, too, feel that this has led to improved employee engagement.

From May 2023, employees who have shared their understanding of this activity through the internal newsletter have begun developing their own courses. "What is a Tester?" courses are currently being developed in six divisions in Japan and overseas.

Trends in the number of employees who use the re-employment program



*Boundary of data: Advantest Corporation (non-consolidated)

Advantest is tallying the number of employees who have started using the re-employment program. (These numbers do not include those who have been using the program since the previous year.)

Employment of the Disabled

In order to promote the employment of the disabled, Advantest established a special subsidiary company, Advantest Green Corporation, in September 2004. Since its establishment, this company has been working to promote stable employment of the disabled under the slogan of "Independence of individuals and growth of society."

Its core business includes landscaping, cleaning, front gate reception work, delivery, baking and sale of bread, and recycling promotion. Advantest Green is providing workplaces where its employees can work comfortably, and is also actively collaborating with local communities and relevant organizations to develop workplaces where disabled and non-disabled people can work together.

Currently, 13 highly motivated disabled employees are working at overseas affiliated companies.

As of March 2024, Advantest's employment rate of the disabled is 2.84%, which exceeds the mandatory employment rate. However, Advantest will continue to actively promote the employment of the disabled to address future amendments to the mandatory employment rate.

Efforts to Explore New Occupational Fields

Advantest promotes initiatives such as standardization of work procedures and work visualization to create a work environment in which employees with disabilities will be able to work to their full potential, and also refer our workplace as one in which people with various disabilities can actively participate to outlets such as special-needs schools. We also actively accept training and visitation requests for employment as well as consider new job categories and more.

Advantest introduced a paper-making machine, which produces new paper from used paper such as rejected documents, in order to launch a business that manufactures and provides items such as copy paper, business cards, and calendars made from recycled paper. We continue to support initiatives that promote employment and contribute to environmental improvement.

For more information on recycling using paper machines, please refer to "Recycling Resources" on the Environment page.

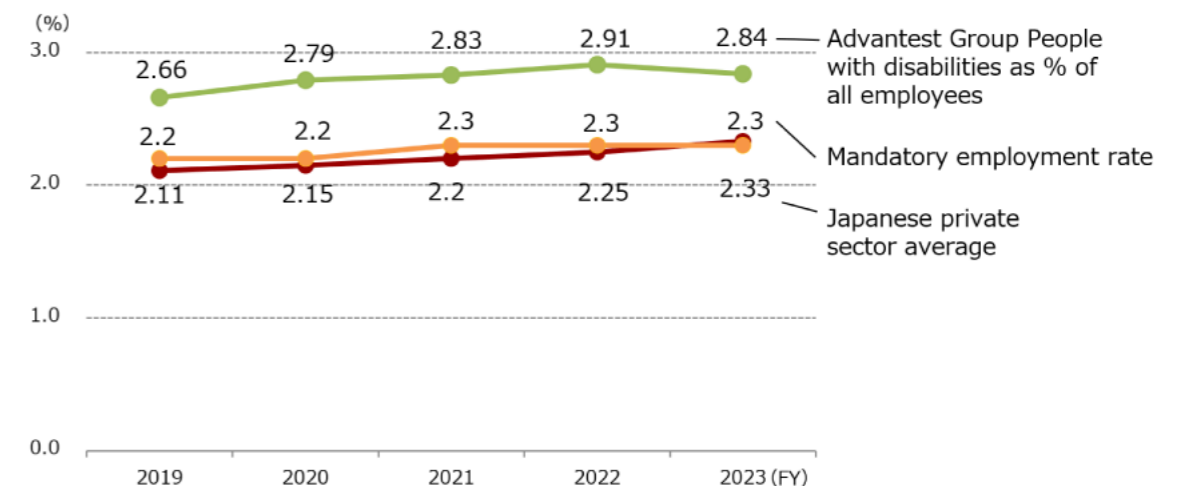
Efforts to Enhance Job Fulfillment

We also foster a culture of mutual respect and recognition by actively implementing initiatives through a goal or commendation system to enhance their motivation, such as "meaningfulness" and "job fulfillment," and established a "Monthly MVP" award system that involves evaluation and praise by others.

Additionally, Advantest assigns qualified staff including job coaches, counselors for the disabled, and career consultants at each workplace, along with conducting regular four-way meetings with support organizations, the company, and family members for early detection and information sharing on issues, in order to offer workplace support catered to the characteristics of employee disabilities.

In FY2021, these initiatives and the many efforts made by our employees over the years were recognized by Saitama Prefecture, and two Advantest Green employees received the President's Award from the Saitama Prefecture Employment Development Association as excellent workers with disabilities.

Trends in the percentage of disabled employees



* Boundary of data:

Advantest Corporation (non-consolidated) + Advanfacilities Co., Ltd. + Advantest Green Corporation

Initiatives for Work-Life Balance

Advantest believes that the realization of a good work-life balance will ultimately contribute to the improvement of corporate value. We believe that a well-balanced workstyle is necessary to allow employees to maximize their capabilities while balancing their private life with work, and to maintain their motivation. Based on this philosophy, Advantest has continued to create good working environments that offer flexible working systems.

In Japan, Advantest has been promoting active use of existing systems, such as days to finish work at the appointed time, use of annual paid leave, and flextime (for all employees). The ratio of employees using annual paid leave usage (23 days a year (22 days for employees with less than 10 years of continuous service)) has maintained a high standard at around 70% each year, marking 80.0% in fiscal 2023.

Moreover, a remote working system and a home office working system for all employees have been established, aiming to expand systems in which many employees will be able to conduct flexible and efficient work according to their tasks, workstyles, and lifestyles.

In addition to enhancing working practices, we also believe that supporting the health of employees is important from the perspective of work-life balance. We are therefore promoting the creation of workplaces where employees can work in good physical and mental health globally. For details, please refer to "Promotion of Health and Productivity Management".

Remote Working System

The Advantest Group in Japan has introduced the remote working system since April 2020. We withdrew the restrictions on the maximum number of days that remote work is possible. We provide an environment in which most of the tasks can be done remotely in accordance with the basic information security policies.

The introduction of the remote working system has led to an expansion of new workstyles, helping employees, not only those who are raising children or caregiving family members, but also many others, to balance work and private lives.

Work-Life Balance Programs for Childcare and Caregiving

Advantest actively promotes support programs for balancing work and private life, providing flexible ways of working according to each individual's situation at various stages in employees' lives.

Examples of support programs in Japan

At Advantest, pregnant employees can receive 100% compensation during prenatal checkups and pregnancy complications leave, and are offered the choice to work shorter hours if instructed by a doctor. Advantest offers childcare leave and caregiving leave that exceeds legal standards. Childcare leave can be taken until the child reaches the age of two years and three months, and caregiving leave can be taken for a maximum of three years. Other leave programs are also widely used, such as the accumulated holiday program, which can be taken for a variety of reasons, by fathers as well as mothers, including a spouse's

childbirth, childcare, fertility treatment, and other caregiving responsibilities.

Furthermore, Advantest offers shorter work hours for employees who are raising children or looking after ill relations. Shorter working hours for childcare can be used until the employee's youngest child reaches the sixth grade, and is currently being used by many employees with children to balance work and childcare. There is no restriction on the period in which employees can work short hours in order to care for ill family members, so that employees can best balance their jobs with their home lives.

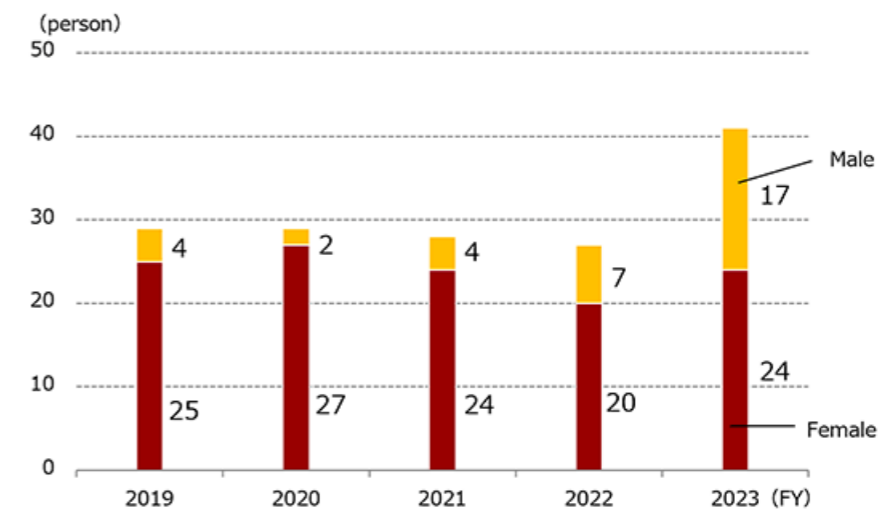
As there are cases in which employees resign their jobs during life transitions, such as marriage, childbirth, childcare, caregiving for the family, and spouse job relocation, Advantest has established a re-employment program for employees who meet a certain criterion.

We are also working on support for childcare participation for fathers, which includes the provision of personal consultations for male employees with children and their supervisors, guidance for childcare-related systems, and support for using childcare leave. In addition, starting in fiscal 2022, we have institutionalized a childcare leave subsidy of up to four weeks for employees who take childcare leave within eight weeks of the birth of their child.

It should be noted that re-employment of female employees following childcare leave as a result of these efforts, was 100% in fiscal 2023, and the ratio of male employees taking childcare leave in fiscal 2023 was 34%.

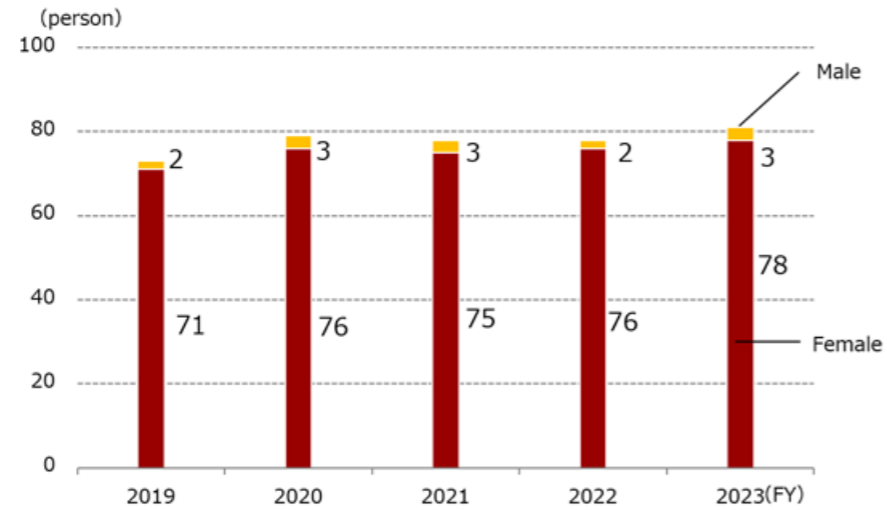
Advantest will continue to support fathers' participation in childcare by offering individual consultations for fathers raising children.

Number of employees using childcare leave



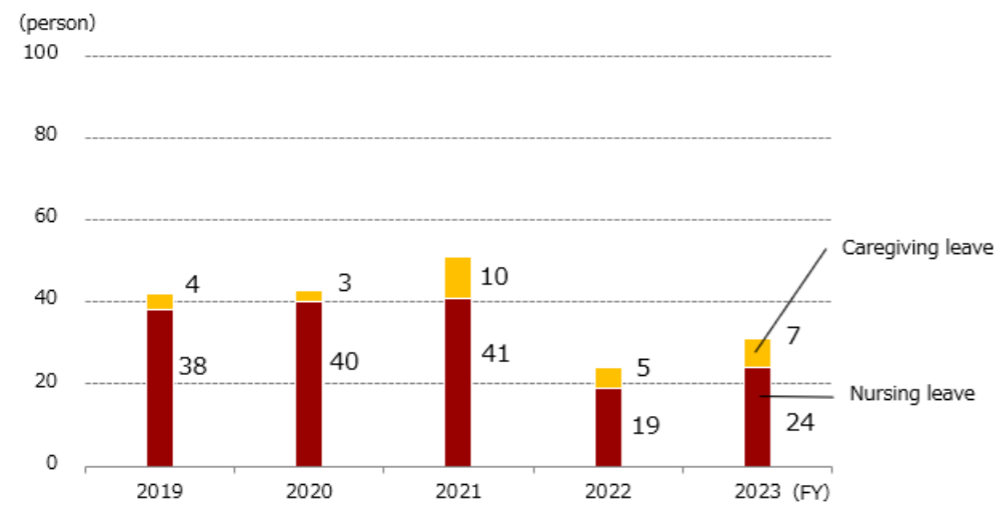
Boundary of data: Advantest Corporation (non-consolidated)

Number of employees using shorter working hours for childcare



Boundary of data: Advantest Corporation (non-consolidated)

Number of employees using caregiving and nursing leave



Boundary of data: Advantest Corporation (non-consolidated)

Evaluation of Activities Supporting Work-Life Balance

In Japan, based on the Act on Advancement of Measures to Support Raising Next-Generation Children, efforts were made (measures and initiatives to increase the ratio of fathers taking childcare leave and creating environments that support work-life balance, and initiatives to reduce overtime and promote the use of annual paid leave) in accordance with the action plan period from April 2022 until March 2024. These activities so far were recognized, and Advantest received its second "Kurumin" certification in October 2022.

We will continue to focus on each employee's work-life balance and promote various initiatives toward creating work environments in which diverse human resources can play active roles.

Promotion of Work-Life Balance Programs

In Japan, Advantest launched the "Work-Life Balance Support Guide" website on the company intranet, offering information on work-life balance programs that can be used according to one's lifestyle, and raising awareness of the various programs that Advantest provides and encouraging utilization of the same. In recent years, Advantest has actively announced the work-life balance program, posted experiences of our male employees taking childcare leave, and also developed an environment that allows easier consultation, such as establishing a consultation service, to promote an environment in which employees can use work-life balance programs with peace of mind.

Reducing Overtime Hours

Advantest strives to ensure employees work appropriate hours to protect their health and achieve a work-life balance.

The Advantest Corporation (non-consolidated) has set the goals specified below and focused on increasing operational efficiency, encouraging a change in employee mindsets, and making the most of available work arrangements such as flextime and shift work while striving to reduce the amount of overtime.

Our overtime reduction goals

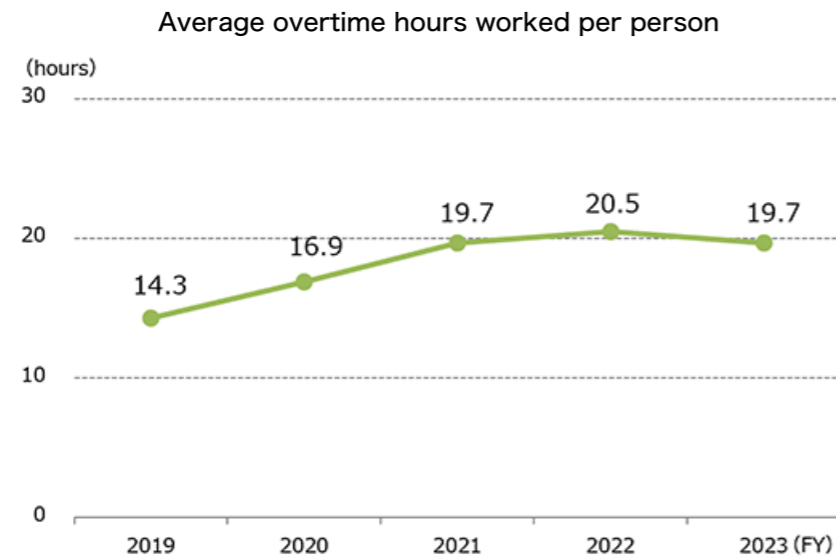
Number of employees with a monthly overtime of 80 hours or more	0
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From fiscal 2020 onwards, we will continue to adopt the reduction of overtime work into our action plan under the Act on Promotion of Women's Participation and Advancement in the Workplace. We will raise awareness via the company intranet and promote initiatives to achieve flexible workstyles in order to further reduce the number of overtime hours.

Despite these initiatives, we were unable to achieve our company plan of zero employees working 80 hours or more of overtime per month for FY2023.

We were unable to achieve these goals due to troubleshooting an unexpected issue.

The overtime hours per employee for FY2023 were an average of 19.7 hours as of March 2024. We saw a decrease in our overtime hours from the previous fiscal year due to a decrease in efforts to address increased demand and to meet short delivery deadlines, which were common in FY2022.

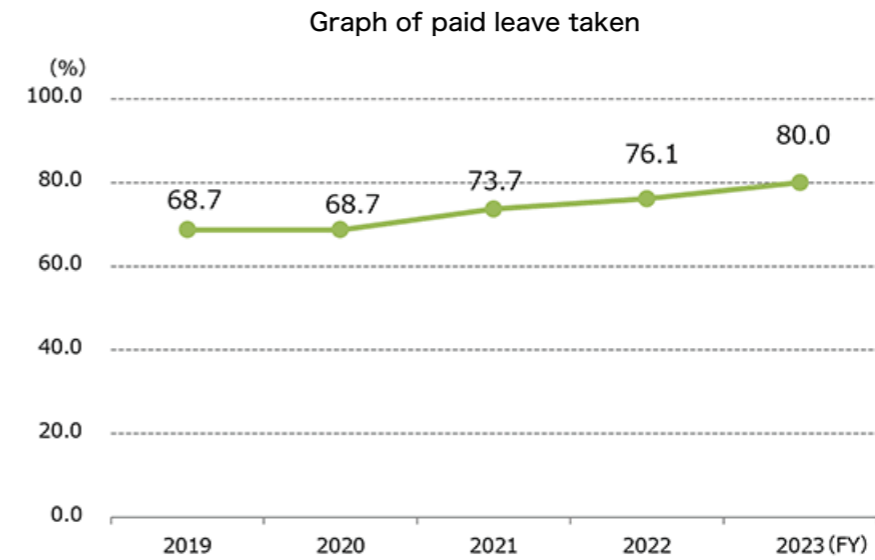


* Boundary of data: Advantest Group (Japan, China, Korea)

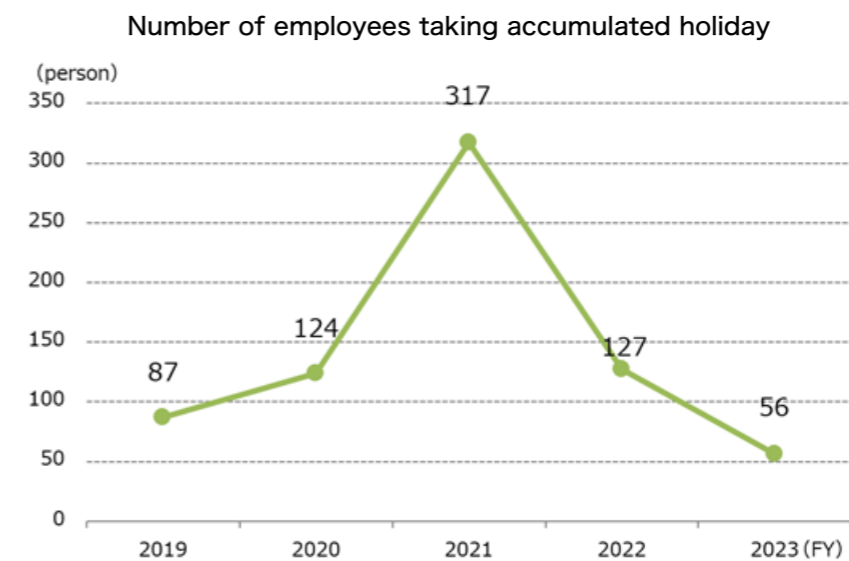
* Overtime hours are included for management positions with no subordinates (For Korea only).

Annual Paid Leave and Other Leave Systems

We encourage employees to take annual paid leave (up to 23 days per year) according to the job schedule of each person, work-life balance, and other work conditions to realize work-life balance at Advantest (non-consolidated). In addition to planned paid leave (6 to 12 days each year), we have also introduced multipurpose consecutive leave (3 days a year) and refresh leave (3, 5, and 8 days of leave given to employees after working continuously for 10, 20, and 30 years, respectively). Furthermore, annual paid leave that will be lost can be carried over as cumulative paid leave for 5 days a year up to a maximum of 30 days to use for reasons that include injury to the employees themselves or the need to take care of a child or family member as well as volunteering, self-development, infertility treatments, or to help with donor activities, and due to disasters. In FY2023, we have introduced paid leave by the hour to support employees in taking paid leave flexibly.



* Boundary of data: Advantest Corporation (non-consolidated)



* Boundary of data: Advantest Corporation (non-consolidated)

Creating a Workplace with Higher Job Satisfaction

Advantest has been striving to realize good work-life balance for all employees and to create a work environment in which each and every employee can work with higher job satisfaction.

With the spread of remote work and the progress of globalization and workstyle reforms due to the current COVID-19 situation, the working environment has changed drastically, forcing us to recognize a need for a more diverse form of office use. Under such circumstances, we have been unceasing in our exploration for the very existence of the office that ensures comfort, safety, and productivity, and have prompted improvements to further enhance the work environment by renovating the office.

Office Building Renovated to Support New Workstyles

Advantest has been renovating offices at each of our sites to realize new workstyles.

Gunma R&D Center began a complete renewal of its office floors from FY2022 against the backdrop of aging fixtures and fittings that have been in use since construction was completed (Building 1 in 1996 and Building 2 in 2001) and changes in workstyles, including an increasing trend in remote work and web conferencing.

In FY2023, we conducted an effectiveness and verification survey of the two office floors that were renovated in the previous fiscal year. We confirmed that points increased in almost all items measuring satisfaction with the office environment, and that the ease of working has improved. In FY2023, we suspended major construction work, but installed café machines and tea servers on each floor, replaced water servers in the communication area, and made comprehensive efforts to improve the office environment while reducing CO₂ emissions without compromising quality.

In FY2024, we will begin renovations of two new office floors to accommodate work styles where in-office workstyle is the norm.

Owing to the large-scale nature of this renewal, we are also conducting post-renovation effectiveness and verification to determine what kind of fixtures and layouts will be effective in realizing the overall concept, with long-term benefits in mind. In addition, with an eye on the progression of global operations, the work environment will change dramatically in the future, and diversity in working places and styles will be required. As one measure to consider what the company's offices should be like under such circumstances, we hold regular meetings with facility managers at our overseas offices. We aim to create a better environment by exchanging information on how to realize an office that is comfortable, safe, and productive.

Revitalization of Workplace Communication

After the COVID-19 pandemic, we shifted our workstyle from encouraging remote work to one based on in-office workstyle, and began efforts to revitalize communication in the workplace. As part of this initiative, we designated the days when we hold all-hands meetings, New Year greetings, founding ceremonies, technical conference, and other events as "Real Communication Days (RCD)" (excluding employees on business trips or vacation), when all employees are required to come to work. Gunma R&D Center introduced RCD on a trial basis in January 2024, ahead of other business sites. To accommodate the increase in the number of employees coming to work as part of this initiative, we increased the number of seats in some office areas and renovated the cafeteria.

We plan to expand this initiative to all offices and will continue to promote the revitalization of face-to-face communication.



Mini cafes on each floor (café machines, tea servers)



Water servers in the communication area



Additional seating in the office area



Renewal of VIP dining room (Japanese style)



Provision of snacks on RCD

Promotion of Digital Workplace Activities #myADV

Advantest has been continuously improving the #myADV digital workplace (#myADV), which started in May 2020, in order to encourage and support global business development and a "hybrid" way of working for employees globally.

#myADV is promoted by the Global IT Collaboration team and supports volunteer #myADV guides (over 200 guides as of July 2024). Specifically, the Global IT Collaboration team conducts regular coaching sessions for #myADV guides, as well as organization-specific use case analysis and training for specific business entities to support company-wide dissemination and use of collaboration tools.

In fiscal 2023, we introduced a company-wide shared translation tool with the aim of promoting global communication and provided training on its usage and functions on #myADV guides.

In addition, we are working to unify tools for creating departmental websites. By unifying the tools, it will be easier to search for keywords on the website regardless of department, and #myADV guide will also be available as support for the creation of the respective websites.

Furthermore, we are developing an AI-based keyword search application, with the goal of expanding it to department wise websites.

Advantest Germany Earns Great Place to Work® Certification

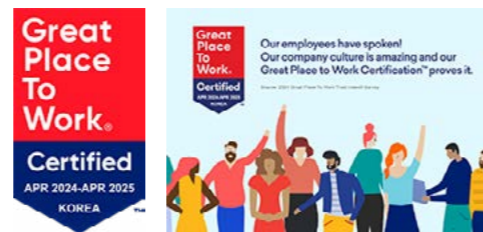
Advantest Europe GmbH (AEG) has participated in the surveys on employee job satisfaction of the international human resources consulting agency "Great Place to Work®" every other year since 2017. AEG has been recognized as one of the top 100 companies in 2017, 2019 and 2021 and ranked in the top 10 companies in Information Technology and Communication sector in 2023. Great Place to Work® evaluates companies of all sizes, industries, and regions, and annually recognizes companies whose survey results exceed a certain level as "Best Workplaces" and announces the top list of companies in its "Best Workplaces" lists each year.



In addition, workstyle reform is being tackled in each Group company in order to create workplaces where all employees can work while having a sense of worthwhile.

Advantest Korea Acquires Great Place to Work® Certification

Advantest Korea (ATK) took the challenge of conducting a "Great Place to Work" assessment for the first time in May 2023, achieved good results exceeding a certain level in its second attempt in March 2024, and finally earned the "Great Place to Work®" certification in April 2024. The certification came as the result of various initiatives to create a comfortable workplace, including "culture day" events to discuss the corporate culture, and "praise activities" to praise and thank colleagues for their outstanding efforts in their daily work. (For details, see ["Improvement of Corporate Culture."](#)) These efforts also resulted in 80% of employees feeling welcomed when they newly joined the company.



Advantest Korea, 'Family Friendly Corporation' certified

Advantest Korea (ATK) has been certified as a Family Friendly Corporation, a credential awarded by the South Korean government to exemplary companies that foster a family-friendly culture and successfully operate work-life balance programs, since December 2022. Certified companies are benefited from certification mark, extra points when participating in government projects, and discounts on public facilities for those employees.



ATK's employees have taken full advantage of the systems and benefits of the work-life balance program. Therefore, ATK is very proud to receive the certification, passing with high scores. In particular, ATK received perfect scores for the utilization of flexible worktime, maternity/childcare leave, reduced working hours for pregnant employees. Besides, employee satisfaction with the family-friendly culture turned out to be very high and ATK was assessed quite remarkable for vacation use, PC-off system, and inviting families to events.

Fair Evaluation and Treatment

Performance assessments and career development are conducted under a common global system. Goals are set at the beginning of the fiscal year, communication with superiors is conducted as necessary during the year, and an evaluation interview is conducted at the end of the fiscal year. This interview is conducted not only for full-time employees but also for some contract and temporary employees.

In terms of compensation, we are not only committed to fairness, but also to the retention of the best talent who will ensure our future growth.

Advantest Resource Management System (ARMS)

With overseas sales ratio of over 90%, and more than 60% of our employees located in overseas affiliated companies, this allows Advantest to grow as a global company. Given this structure, we introduced the Advantest Resource Management System (ARMS), a unified human resources system, in April 2012. ARMS promotes cooperation among multiple bases around the world, as well as smooth personnel exchanges and transfers.



Under ARMS, the unique job classification systems decided on by Group companies in each country have been replaced by a new 10-level job system that is common to all. In this system, job levels 1 to 6 are for general employees, while levels 7 to 10 are for management positions. There are two management paths in this system: one for "people managers," who manage budgets and deal with staff merit and labor issues, and one for "functional managers," who tend to business and ensure that operations are carried out properly. Line managers with subordinates are assigned to the first path, and all other specialists are assigned to the second. With these two lines for advancement, we ensure that our diverse personnel have opportunities to develop as managers.

We also apply common global rules to our pay scale, including basic pay and bonuses. Previously, for example, bonus payments in each country mainly reflected the performance of Advantest's subsidiary or affiliate in that country, but under the new system, bonus payments reflect the Company's consolidated earnings. Starting in fiscal 2012, we have applied a new system of evaluating employee performance. No matter where Advantest employees work, they can now be evaluated and rewarded according to the new common global system, with every employee receiving an evaluation/cultivation interview at least once a year.

Since the introduction of our global human resources system, during which efforts have been made to increase the number of employees seconded from Japan to overseas postings and the number of personnel exchanges with overseas affiliates; this system has contributed to invigorating the organization and improving corporate performance.

Global job level and title

Job Level	Job Title		Descriptions
1	Entry		Performs routine tasks of a repetitive nature in a...
2	Career		Duties and responsibilities focused on structured and...
3	Associate		Requires specific knowledge of a business function or...
4	Developing		Handles moderately complex assignments and works...
5	Senior		Provides specialist or technical recommendations to...
6	Expert		Requires ability to make tactical judgments that are...
7	(Sr.)Manager	(Sr.)Consulting Manager	Operational team leader or professional/technical advisor...
8	Director	Consulting Director	Sets goals and targets for a department or management team...
9	Sr. Director	Principal	Sets annual plans in accordance with the global or regional strategy...
10	VP (or SVP)	Fellow	Accountable for developing and establishing long-term plans in line with the Advantest Group strategy...

Meanwhile, the new human resources framework offers labor management flexibility in setting up working hours, telecommuting arrangements and other job specifics, so that managers can more aptly address such matters directly in accordance with the laws and regulations of their respective nations and in line with local

employment practices.

Starting from fiscal 2014, we have established a global personnel database, which is effectively utilized for project team composition and smooth personnel changes on a global scale. Beginning in fiscal 2015, we began using a new global personnel evaluation system to replace the existing personnel evaluations. In the future, we will be setting up human resource development schemes with a worldwide reach, promoting employee diversity through active efforts to hire and promote employees with different backgrounds, and taking decisive steps toward forging an employee recruitment strategy that is in accordance with the business strategies of our operations in diverse countries.

In the spirit of establishing ourselves as a truly global company going forward, Advantest will continue to work hard to create a professional business environment where every member of a diverse Advantest Group workforce can make the most of his or her individual capabilities.

Reflection of the core values in the evaluation system

Since the launch of the INTEGRITY Core Values in 2019, we dedicated a section of the evaluation sheet in the personnel evaluation system to the core values, providing an opportunity to reflect on our actions during the term.

Specifically, the nine values of INTEGRITY (Innovation, Number One, Trust, Empowerment, Global, Respect, Inclusion & Diversity, Teamwork, and Yes) are used as the behavioral evaluation items on the evaluation sheet, where employees describe their own actions for each of the items on the sheet. Employees are encouraged to discuss with their supervisors during the evaluation interview, and their supervisors provide feedback with comments after the interview.

It is crucial for us to not only understand our core values in words through trainings or other means, but also act for it by linking these values to our own actions. Reflecting on them during the evaluation process will ultimately encourage changes in each employee, which help realize an organization that can flexibly address various issues.

Advantest Introduces New Managerial Candidate Training & Manager Assignment System (ATJ)

Advantest launched MP-1 (Management Program 1), a new managerial candidate training and manager assignment system. To date, promotion to managerial positions has been conducted through executive interviews based on the recommendation of the executive vice president, but the rising average age of new managers and the difficulty of early promotion have been challenges. In addition, the training opportunities for employees aspiring to managerial positions were not sufficient, which called for an urgent need to develop global human resources. We will therefore provide capable employees, regardless of age or gender, with opportunities to take on greater responsibilities, self-direct their careers, and become active and productive managers, contributing to Advantest's sustainable growth.

- **Based on show of hands/application system**

Participants are selected upon application, not on recommendations.

- **Diverse training menu**

MP-1 graduates are those who have successfully completed and passed all 12 units of the training program, including leadership, management, coaching, language, composition, group training, and executive interviews.

- **Completion of MP-1 as a condition for promotion to managerial positions**

After the transition period, new managers must have completed the MP-1 to be promoted to managerial positions, which may be filled through internal open requisition or personnel transfers when suitable positions become available.

- **Potential for young employees to be promoted to managerial positions**

New graduate employees can apply to MP-1 from their fourth year with the company, meaning that managerial positions are now open to employees in their 20s.

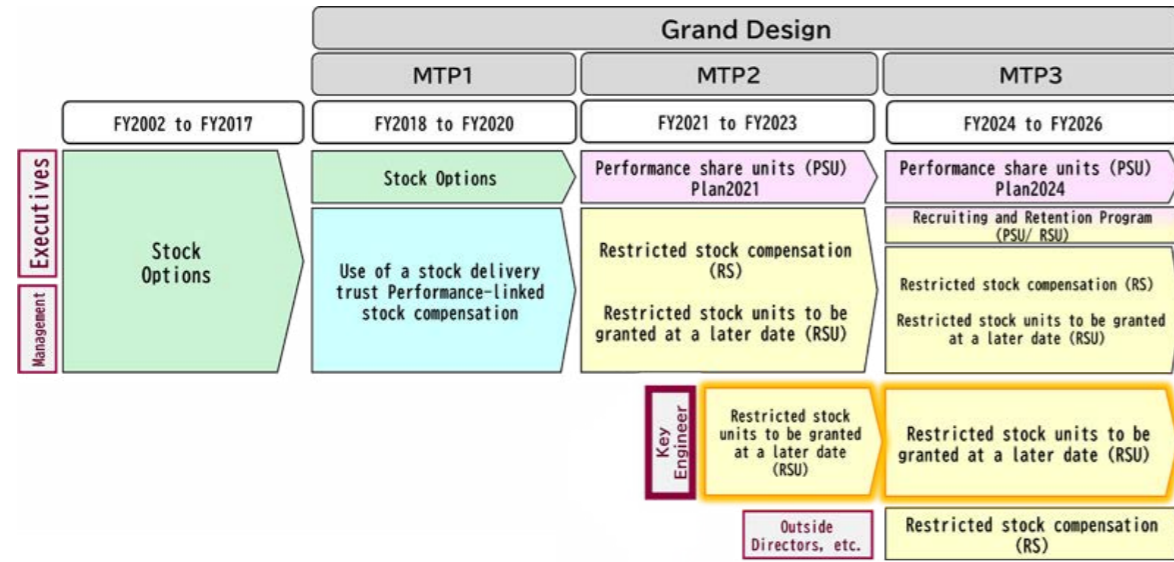
Incentives and Retention

Since 2002, Advantest has introduced stock options as stock compensation for directors and executive officers, as well as domestic and international executives and employees. While ensuring the functionality of the stock compensation system as an incentive and/or as a retention measure, we established a framework that allows employees to own shares in the Company globally in conjunction with the formulation of the 2nd Mid-Term Management Plan for FY2021, having undergone several transitions.

Competition for talent is intensifying in many countries than ever before. In order to secure world-class engineers, we have expanded the scope of compensation grants and introduced RSUs for retention as stock compensation with a three-to-five-year transfer restriction period. We are continuing to review the scope and scale of our retention compensation.

In addition to appropriate guidelines for payroll and creating a comfortable and rewarding workplace in the spirit of our INTEGRITY core values, we believe that such incentive and/or retention measures will also help improve employee turnover.

Overview and Changes in Stock Compensation Plans



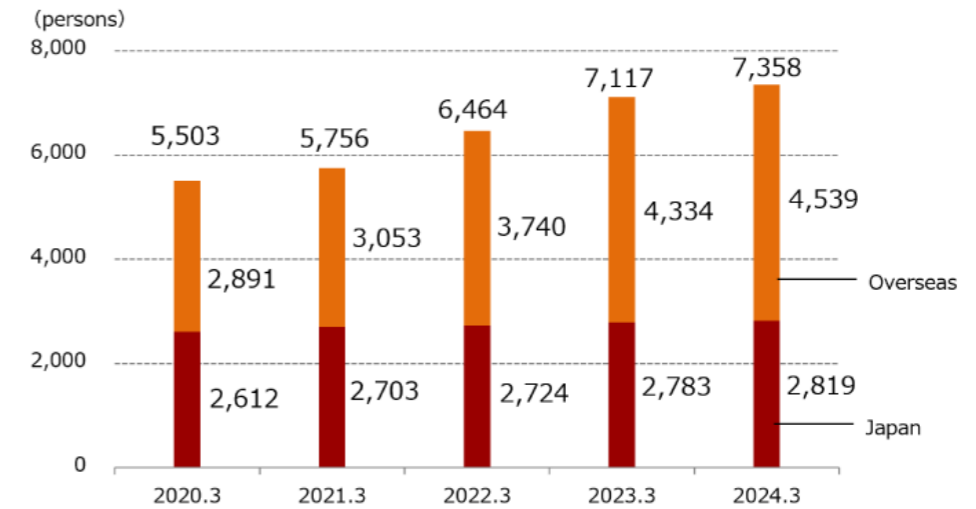
Pension system

Domestically, Advantest has introduced a point system to determine retirement benefits. In addition, Advantest has introduced a fund-type defined benefit corporate pension system as part of the retirement benefit system, where the retirement benefit can be received as pension under certain conditions. In fiscal 2018, Advantest incorporated a defined contribution corporate pension system as part of its defined benefit corporate pension system and started the defined contribution corporate pension system in addition to the point-based retirement benefit system. As a result, retirement benefits will be divided into a retirement lump sum paid by the Company, the benefit from the fund which can be paid out as pension according to the years of service and the defined contribution.

Employment Data

Advantest Group has formulated a basic policy to promise that it respects the human rights of individual employees, eliminate discrimination based on race, gender, age, nationality, religion, social status, disability, disease, sexual orientation, and so on. Advantest is also eliminating discrimination in employment and promotion and actively employing, developing, and promoting personnel who can play a leading role in global situations.

The graph below shows the trends in the number of employees.



Employment data

Number of employees by region

		FY2021			FY2022			FY2023			Percentage of female employees	Percentage by region
		Male	Female	Total	Male	Female	Total	Male	Female	Total		
Japan	Japan	2,220	504	2,724	2,256	527	2,783	2,289	530	2,819	18.8%	38.3%
Overseas	Asia	959	321	1,280	1,088	372	1,460	1,105	379	1,484	25.5%	20.2%
	Europe	763	157	920	903	202	1,105	955	220	1,175	18.7%	16.0%
	North America	1,178	362	1,540	1,363	406	1,769	1,402	478	1,880	25.4%	25.6%
	Overseas total	2,900	840	3,740	3,354	980	4,334	3,462	1,077	4,539	23.7%	61.7%
Total		5,120	1,344	6,464	5,610	1,507	7,117	5,751	1,607	7,358	21.8%	

* Boundary of data: Advantest Group

Number of managers by region

		FY2021			FY2022			FY2023			Percentage of female employees	Percentage by region	Number of locally recruited employees	Promotion rate of locally recruited employees
		Male	Female	Total	Male	Female	Total	Male	Female	Total				
Japan	Japan	465	18	483	465	20	485	472	20	492	4.1%	37.4%	491	99.8%
Overseas	Asia	225	45	270	237	45	282	233	49	282	17.4%	21.5%	273	96.8%
	Europe	214	23	237	223	25	248	239	25	264	9.5%	20.1%	261	98.9%
	North America	246	36	282	251	27	278	247	29	276	10.5%	21.0%	268	97.1%
	Overseas total	685	104	789	711	97	808	719	103	822	12.5%	62.6%	802	97.6%
Total		1,150	122	1,272	1,176	117	1,293	1,191	123	1,314	9.4%		1,293	98.4%

* Boundary of data: Advantest Group

* Definition of managers: Level 7 or higher in the 10-level qualification system. In this 10-level qualification system, Job Levels 1 to 6 are applied to general employees and Job Levels 7 to 10 to managers.

Number of employees by type

	FY2021			FY2022			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time employees	4,739	1,202	5,941	5,194	1,350	6,544	5,326	1,440	6,766
Non-full-time employees	381	142	523	416	157	573	425	167	592
Total	5,120	1,344	6,464	5,610	1,507	7,117	5,751	1,607	7,358

* Boundary of data: Advantest Group

Number of employees by age

	FY2021			FY2022			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age -29	627	215	842	884	262	1,146	913	256	1,169
Age 30-39	969	291	1,260	1,088	338	1,426	1,153	380	1,533
Age 40-49	1,328	356	1,684	1,325	382	1,707	1,283	419	1,702
Age 50-59	1,519	289	1,808	1,581	317	1,898	1,681	331	2,012
Age 60-	296	51	347	316	51	367	296	54	350
Total	4,739	1,202	5,941	5,194	1,350	6,544	5,326	1,440	6,766

* Boundary of data: Advantest Group (full-time employees only)

Number of new employees

		FY2021			FY2022			FY2023			Percentage of female employees	Percentage by region
		Male	Female	Total	Male	Female	Total	Male	Female	Total		
Japan	Japan	49	18	67	70	23	93	85	12	97	12.4%	11.4%
Overseas	Asia	147	45	192	209	60	269	95	27	122	22.1%	14.4%
	Europe	67	12	79	188	46	234	99	25	124	20.2%	14.6%
	North America	563	181	744	421	133	554	318	188	506	37.2%	59.6%
	Overseas total	777	238	1,015	818	239	1,057	512	240	752	31.9%	88.6%
Total		826	256	1,082	888	262	1,150	597	252	849	29.7%	

* Boundary of data: Advantest Group (full-time employees only)

Employee turnover

		FY2021			FY2022			FY2023			Percentage of female employees	Percentage by region
		Male	Female	Total	Male	Female	Total	Male	Female	Total		
Japan	Japan	21	4	25	25	5	30	22	4	26	15.4%	4.8%
Overseas	Asia	89	15	104	74	8	82	65	12	77	15.6%	14.1%
	Europe	17	6	23	30	3	33	32	7	39	17.9%	7.2%
	North America	144	48	192	247	78	325	284	119	403	29.5%	73.9%
	Overseas total	250	69	319	351	89	440	381	138	519	26.6%	95.2%
Total		271	73	344	376	94	470	403	142	545	26.1%	
Turnover rate		6.39%	7.16%	6.54%	7.93%	7.82%	7.91%	7.76%	10.52%	8.33%		

* Boundary of data: Advantest Group (full-time employees only)

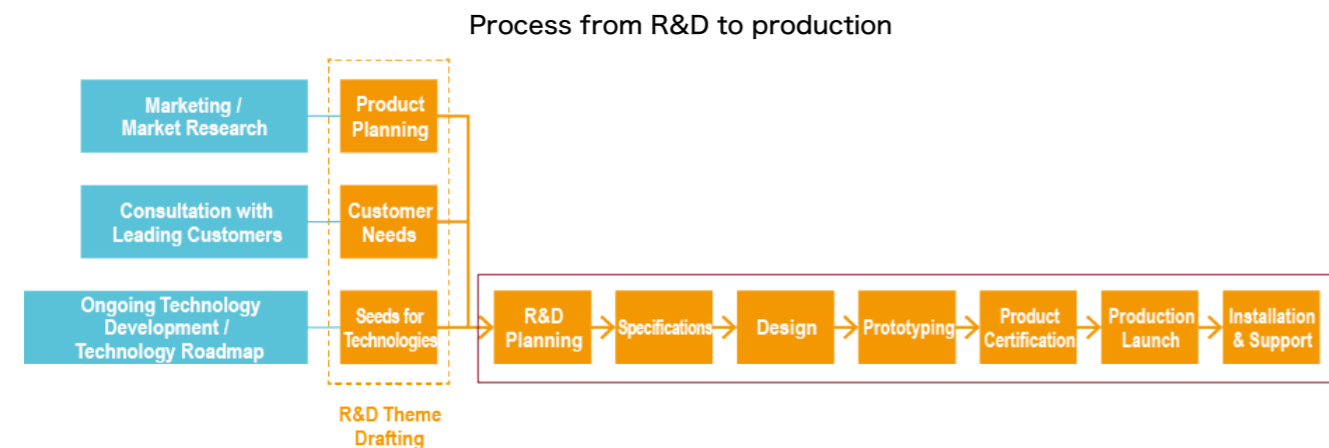
* From December 2019, the method of aggregating the number of employee turnover has been changed from including month-end employee turnover in the number of employee turnover on that month to including them on the next month.

Efforts to provide value through business

Advantest provides products and services that meet our customers' needs by maintaining high product quality and innovating on the technological forefront. Our supplier relationships form the foundation of our business. We aim to grow together with our suppliers through these cooperative relationships.

Supporting Product Safety and Quality

The process from product planning to completion of development and transfer to the production department requires collaboration with various departments such as marketing, sales, quality assurance, manufacturing, and service. In this section, we explain how we face the challenges of improving product safety and quality with the aim of enhancing customer satisfaction.



Initiatives to Secure Product Safety and Quality

Aiming to meet the increasingly high product safety standards seen as important by modern society, we adopted the Advantest Product Safety Charter in May 1995.

To achieve the above, we formulated the “Product Safety Promotion Regulations” and established a company-wide committee as an organization to promote advances in product safety. From May 1995 to the present, this committee has continued to actively take part in product safety improvement initiatives.

In FY2023, we commissioned external specialists to undertake inspections of the safety and durability of 13 major Advantest products. The results indicated that there was no need for further revision of improvement of Advantest's safety specifications.

Advantest operates a 10 m Radio Anechoic Chamber (EMC Center) that complies with the EMC Act required for the sale of products worldwide.

Europe (CE Marking) and South Korea (KC Marking) in particular have strict EMC laws and regulations.

Even in The United States, Advantest takes measures to comply with American EMC laws and regulations (FCC) due to a risk of litigation caused by noise in the surrounding environment when operating products as well as due to customer requirements.

The EMC Center is run by staff who have acquired the ISO17025 international standards regulating the operation of test facilities, in addition to EMC engineers who have been certified under the International Association for Radio, Telecommunications and Electromagnetics (iNARTE), which allow internationally recognized in-house EMC certified testing.

The facilities of the EMC center also put in place an environment that is capable of testing large industrial machinery that is only available in a few places in Japan thanks to equipment that include a turntable with an 8-meter diameter to equip with products, a 3-phase power supply able to supply a total of 148 KVA power capacity that can withstand 10 t, and equipment that can provide water cooling.

It is necessary to keep an eye on the latest legislative trends for each country of origin particularly for EMC laws and regulations. Advantest collects information about EMC laws and regulations by participating in the KEC Electronic Industry Development Center (KEC) working group. We also provide EMC regulatory information to the semiconductor manufacturing industry through the Semiconductor Equipment Association of Japan (SEAJ).

Advantest Group Quality Policy

Customer satisfaction is the ultimate goal of all our activities.

- (1) We maintain product quality for the entire life cycle of our products and services and satisfy our customers' requirements throughout the value chain.
- (2) We fulfill our social responsibility and increase stakeholder satisfaction through continuous improvement of our quality management system to optimize business processes, while complying with all applicable laws and regulations.
- (3) We provide technologies, products, and services that satisfy customers in a timely manner.

Quality Management System

In keeping with our product quality plan where customer satisfaction is the fundamental basis of all our activity, we have designed our quality management system to comply with the international quality assurance standard ISO9001 throughout the Company.

We have established an organization to promote the system within the company-wide framework, led by the Quality Assurance Manager under the supervision of the executive management, which maintains and improves quality systems, with the goal of raising customer satisfaction. We have also constructed our own internal audit framework, and we maintain and improve our systems through regular internal audits.

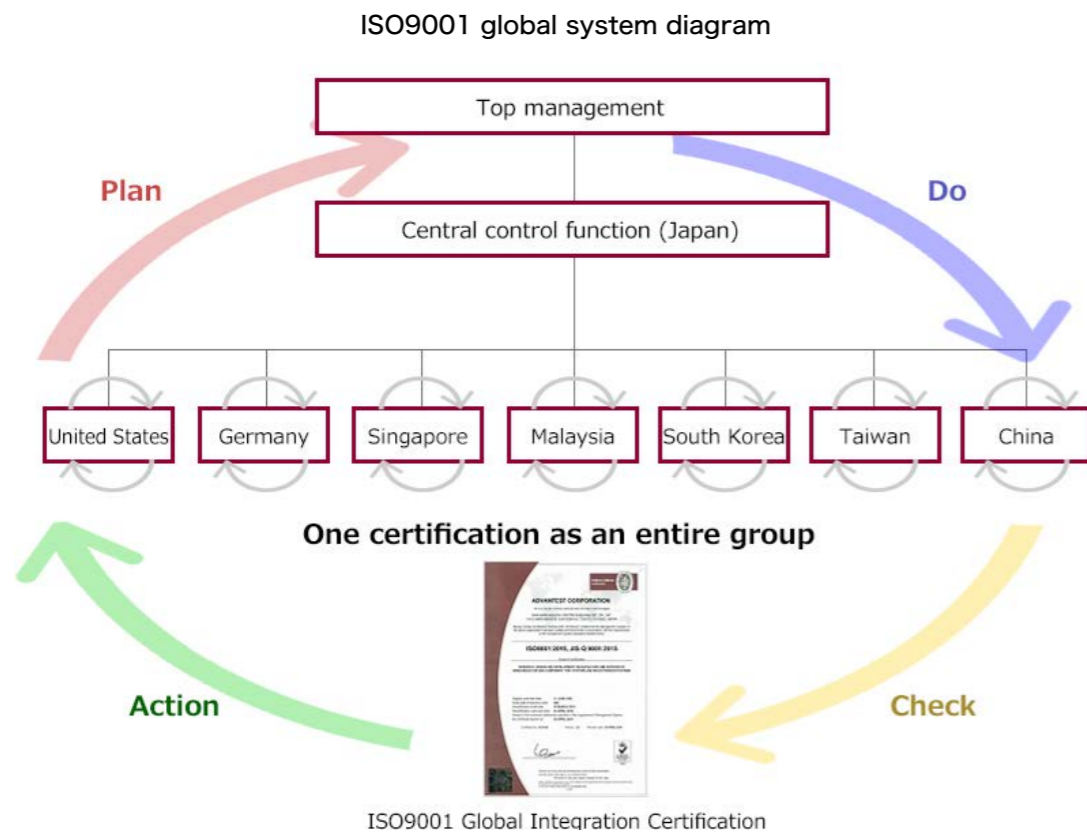
Furthermore, the entire Group (eight countries and 21 sites) is advancing system integration and has acquired the ISO9001 Global Integration Certification as of April 25, 2018 to strengthen global quality management systems.

By FY2023, system integration has expanded further to eight countries and 26 sites.

The number of product recalls in FY2023 was zero with the help of this quality control system. In the future, we aim to strengthen and expand quality control while maintaining this framework.

Number of Product Recalls in Past Five Years

Fiscal Year	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Product Recalls	0	0	0	0	0



Design Review System Aimed at Improving Quality

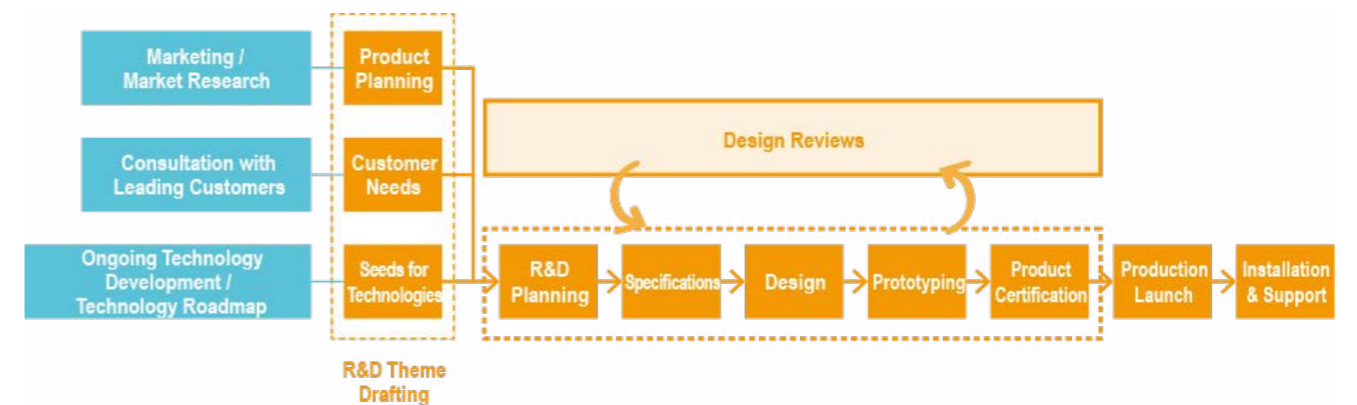
Customers constantly require functionality, performance, and quality in Advantest products. In response, our circuitry has become increasingly larger and complex. Meanwhile, we are also responding to demands for shorter development lead times, a challenge we feel is best addressed by instilling quality at the upstream design phase so that we can detect potential issues early on. Accordingly, we introduced a new design review system in 2008 as a framework for achieving these goals.

- Our design review system was amended to ensure that the project leader establishes a design review plan when product development begins, so that reviews are conducted regularly.
- We changed the system so that the relevant staff and the project leader, as well as the quality assurance group, carry out monitoring to prevent follow-up omissions, by enabling the visual identification of issues raised.
- We also adopted the Design Review Meister System, which involves forming groups of in-house experts for each technical area to participate in the related design reviews. This system increases the rate of problem detection in design reviews, encourages the succession of technologies, and facilitates in-house education. Many positive results have been achieved through these activities.

For instance, the rate of defect detection during the design phase has recently improved, leading to a decrease in setbacks and minimizing development delays. The new design review system has resulted in improvements in design quality and a reduction in development lead times. However, it has also revealed some cases in which problems that should have been detected by the designer ultimately found their way into the design review or the post process.

Advantest regularly collects analysis and feedback on issues that have gone undetected and makes improvements to the review framework as necessary. Moreover, going forward we will implement further improvements to the design process involving thorough checking prior to design reviews to achieve better design quality.

R&D process and the design review



Activities to Improve Component Quality (SQE Activities)

We are committed to the belief that individual components underpin overall product quality, and therefore the quality of each and every component has to be exceptional. Based on this belief, the Advantest Group engages in SQE (Supplier Quality Engineering) initiatives beginning at the component adoption phase, drawing on the support of our supplier network. SQE initiatives are undertaken with the aim of enlisting a team of experts to bring about improvements to component quality. Accordingly, it is critical that we engage in practices to ensure component quality, particularly given that the number of parts used in our products is roughly equivalent to the 200,000 to 3,000,000 parts that make up an aircraft.

Our SQE initiatives involve the following three practices.

- Careful selection of components: When given the choice of multiple components with similar performance specifications, we select the best item through a process involving in-house quality analysis and evaluation.
- Quality improvement through PDCA: We apply PDCA-cycle practices from the component design phase to manufacturing to achieve improvements prior to high-volume production and thereafter.
- Ensuring that tolerances are maintained in component design: We aim for component design benchmarks determined on the basis of tolerances rather than standard specifications.

In this way, by running SQE activities from the product development stage, we can reduce problems with components in the manufacturing process and the risk of component problems reaching the marketplace, which contributes to greatly reducing the risk of losses. The results of this approach can be seen in the smooth running of our end users' processes and in the increased security that our clients enjoy when using our products.

In addition, by decreasing the number of rejected parts, we decrease the need for their exchange and disposal, and thus contribute to reducing the environmental impact.

Availability

Advantest is committed to helping its customers achieve higher levels of productivity by offering them products that guarantee high availability – meaning that they are unlikely to malfunction, and will recover immediately should failure occur. More specifically, availability refers to the ratio of time that a system is operational over a given time, and as such constitutes one of the benchmarks of product integrity. The Advantest Group delivers high availability by working hard to improve MTBF*1 so that systems will operate without malfunction over longer duration of use, while also reducing MTTR*2 so that systems will be more readily serviceable when a malfunction does occur.

*1 To improve MTBF: MTBF: Mean Time Between Failure

*2 To reduce MTTR: MTTR: Mean Time To Repair

Initiatives Aimed at Improving Software Quality

Advantest continues to implement initiatives aimed at improving software quality. Software for test systems, handlers and other such systems shipped by Advantest first goes through a process that involves quality verification by the Quality Assurance Group. The specification sheet, a parallel product of development, is examined by the Quality Assurance Group in real time and feedback is given, which helps to ensure quality at upstream stages of development. The examination is implemented before development is completed, and after it has been confirmed that quality standards have been met, products are shipped.

Advantest promotes the incorporation of Automotive SPICE*1 into the development process in order to ensure the quality of embedded automotive software. In 2021, we obtained Automotive SPICE Level 1 certification for the V93000 system software SmarTest. We are also working to obtain Automotive SPICE Level 2 certification for T2000 system software. These initiatives help to bring about the timely delivery of even better products.

*1 Stands for "Automotive Software Process Improvement and Capability Determination", which is an automotive industry standard software development process model

Efforts to Improve Customer Satisfaction

To improve customer satisfaction, we strive to develop and manufacture products that satisfy customers' needs, keeping abreast of market trends. In order to develop products that exceed customer expectation, we conduct appropriate design reviews in the process of product development including various departments; not only Manufacturing Division and Quality Assurance Division but also Sales Group, Field Service Group, Marketing Division, and other related departments who directly communicate with our customers. We will continue to serve our customers by quickly responding to customer needs as our customers deal with the ever-changing markets and the development of competitive next-generation technologies.

Basic Policy for Improving Customer Satisfaction

Customer satisfaction is the most fundamental principle underpinning Advantest's business.

- (1) We maintain product quality for the entire life cycle of our products and services and satisfy our customers' requirements throughout the value chain.
- (2) We fulfill our social responsibility and increase stakeholder satisfaction through continuous improvement of our quality management system to optimize business processes, while complying with all applicable laws and regulations.
- (3) We provide technologies, products, and services that satisfy customers in a timely manner.

By sharing the above product quality policy throughout the Group, we strive to offer products that provide not only superior performance but also superior environmental friendliness and safety. We are committed to keeping our customers satisfied at every stage, from design and manufacturing to sales and service, by providing an ever higher level of guaranteed quality, top-notch service, and support on a global scale.

Sales and Marketing Practices to Ensure Higher Customer Satisfaction

In the semiconductor market, where technology continues to evolve, our customers consistently take on the challenges of addressing environmental and social issues. Advantest believes that a proactive and speedy provision of comprehensive solutions is crucial in increasing customer value while our customers keep striving ahead for new challenges. As part of our efforts to increase customer value, we have been improving sales and marketing organizational structure. Advantest integrated marketing function of our business units, which was responsible for product strategy and new product planning, into our sales headquarters in December 2016 and we also integrated system solutions department, which provided semiconductor test system support, in June 2017. The integration of marketing department into the sales headquarters has enabled sales units to provide timely feedback to the marketing units on needs gathered through communication with customers, enabling more efficient development and delivery of products to customers. In addition, the integration of system solutions into the sales headquarters has also helped us to provide prompt technical support for our customers.

Furthermore, the sales and marketing units within the sales headquarters were integrated in March 2020 to create a system that can more speedily and accurately reflect customer needs in product development. We aim to further improve customer satisfaction by taking measures in response to changing market and customer needs.

Sales and Marketing Activities to Improve Customer Satisfaction

Not only do we provide test solutions, but also keep our customers up-to-date on the latest technology and product information related to the market so as to stay committed in supporting our customers' technical innovations. Due to the impact of COVID-19, we held our conventional face-to-face exhibitions and customer events online; however, beginning in 2022, we are resuming in-person events while taking vigilant measures to prevent the spread of infection. In May 2023, we successfully held the VOICE - Advantest Developer Conference in Santa Clara, California, USA. VOICE is run by a committee made up of Advantest and voluntary customers, serving as an international community where users and strategic partners related to our product portfolio gather and grow together, and celebrated its 15th anniversary this year. The conference is also a place for participants to deepen their insights and build lasting relationships by discussing the efficiency and productivity of semiconductor testing and learning about the latest technology trends and applications.

Promoting Customer Support

The Advantest Group has established its basic policy for customer support with the aim of realizing the globally-oriented restructuring of the Group's service businesses.

Our basic policy is outlined as follows.

Basic policy for customer support

- We will propose total solutions in the form of support packages designed to deliver maximum efficiency to our customers in their device measurement operations.
- We will propose unified service support matching the customer's business model from development to the mass production environment.
- We will respond to customer demands by proposing service support packages that encompass total solutions.
- We will always take the customer's point of view and draw on our global organization in offering solutions.
- Our premium services and customer support will not only be efficient, but will also take the environment and safety into consideration.
- We will offer high-value-added professional services.
- We will strive to maintain our zero-accident record by thoroughly observing safety standards in field service provision and elsewhere.

Better Customer Support with a Global Focus

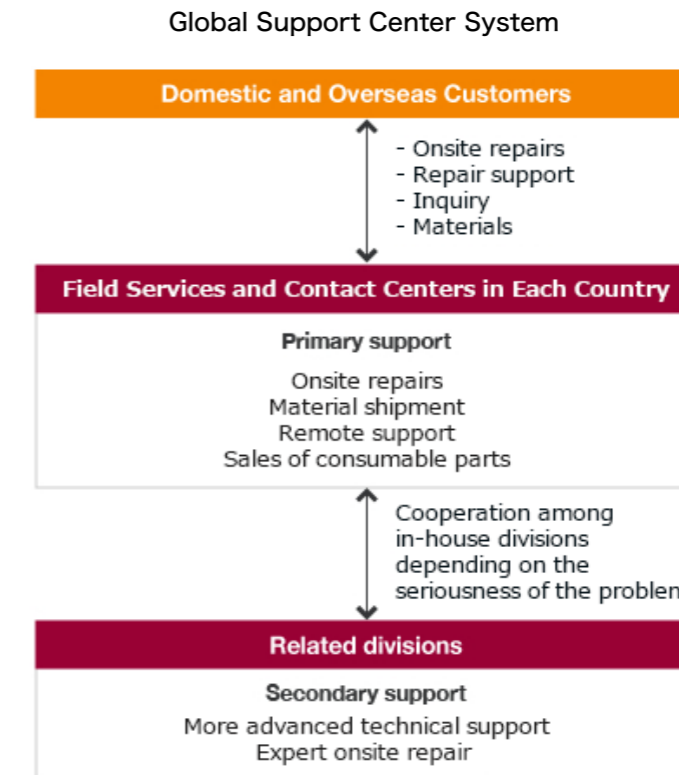
Advantest is building a global support framework capable of responding effectively to a variety of customer support requests and inquiries from customers. While responding to routine inquiries through customer contact centers in each country, as well as by telephone and e-mail, we are also implementing primary support consisting of technical service and onsite repairs by field service engineers.

We place expert global support teams in product development bases to carry out secondary support, allowing us to respond appropriately based on the content and degrees of difficulty of customer support. This way, we are working to improve customer satisfaction while building relationships of trust with customers through a system that can provide high-quality services.

We have developed a global supply-chain network covering customer operations ranging from their development bases to mass production facilities. Moreover, we also operate a supply-chain control mechanism through which replacement equipment and parts at service centers in each country are monitored to determine inventory needs at respective locations worldwide.

We continue to run an engineer exchange program between overseas subsidiaries and our secondary support division, which helps field service engineers improve their professional skills and raises the quality of our support. This two- to three-year human resource development program aims to sharpen engineers' technical skills, develop cross-cultural competencies, and raise foreign language and communication proficiencies.

In the mass production facilities of customers, we offer on-request expert engineering consulting and solutions regarding productivity issues and issues related to apparent expectations. We aim to increase customer value through collaborative creation with our customers for issues related to latent expectations that customers themselves are unaware of, by incorporating methods such as ethnography and service science to explore the issues.



Customers' Contribution to 3R

Advantest is actively involved in 3R initiatives for our product through Advantest Pre-Owned Solutions Corporation, our subsidiary.

When customers no longer use our products, we purchase them instead of simply disposing them, ultimately contributing to "reduce". We promote the "reuse" of our products by reselling the equipment we purchase to other customers who have been using them for a long time, or by providing them with parts.

If there is no demand for the equipment or parts, we sort the equipment we take back to the resource levels and "recycle" them.

We have defined our approach to the used products as "remarketing" and are committed to working together with our customers to solve their issues by providing a single point of contact and integrated services.

[Product Recycling](#)

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

Advantest aims to grasp customer needs accurately and strives to provide customers with high-performance, high-quality total test solutions in a timely manner.

We make efforts to gain a better understanding of our customers' needs through information that we acquire from our daily business activities, and also through yearly participation in the customer satisfaction survey conducted by TechInsights, a company renowned for its semiconductor market research.



In the 2024 Customer Satisfaction Survey, Advantest captured the No.1 spot of global semiconductor companies for the fifth consecutive year. The company has also been named on the 10 BEST Suppliers list of large suppliers of test equipment for the 36th consecutive year. Advantest achieved high customer ratings in the areas of Partnering, Recommended Supplier, Trust in Supplier, Technical Leadership, Commitment, Support After Sales, and Product Performance and was the only ATE supplier to receive a five-star rating again this year.

Some reviews from our customers

- [Advantest, NXP and Arizona State University Collaborate to Launch New Test Engineering Curriculum](#)
- [Advantest Wins 2022 Best Supplier Award from ASE Holdings](#)
- [ISE Labs Chooses Advantest's V93000 EXA Scale™ SoC Test System for Production Test Services](#)

Related News

- [Advantest Ranks THE BEST Assembly Test Equipment Supplier and the #1 Large Supplier of Chip Making Equipment in 2024 Customer Satisfaction Survey](#)

Innovation Initiatives

With the aim of "enabling leading-edge technologies," Advantest conducts research and development of fundamental technologies and products that will lead to greater value creation in the area of measurement technologies that support the semiconductor industry, the electronics industry, and the information and telecommunications industry. The results of these R&D activities contribute to the evolution of the semiconductor value chain on which our business is based on. In addition, we contribute to the realization of a safe, secure, and comfortable society by promoting the widespread use and social implementation of semiconductors with high performance and economic efficiency. Since R&D activities are a direct source of not only our own growth, but also of expanding our contribution to society, we have positioned R&D as an area of investment of utmost importance, and have invested a large amount of capital over the long term.

Summary of Innovation Initiatives

We wish to continue to be a company that provides high-value, world-class, state-of-the-art semiconductor test technology to all of our semiconductor customers. Our customers include many of the world's technology leaders, including the world's leading semiconductor manufacturers and IT companies, and their future success leads to the success of Advantest. On the other hand, in order to continue to create products and solutions that meet the high expectations of these customers, we must overcome a number of technological hurdles, which requires long-term, sustained, large-scale R&D management with a timeframe of 5 to 10 years. Our R&D management is based on a medium- to long-term roadmap, which is formulated based on the future technology needs and investment forecasts gathered through close communication with our customers, as well as market research on future technology trends and demand forecasts in the semiconductor-related market.

We are also engaged in developing new measurement solutions for medical devices and other applications outside the semiconductor value chain that leverage our electronic and optical measurement technologies.

Major basic technology developments in the most recent fiscal year

- Development of optical semiconductor devices, light sources, and optical integrated circuits for optical measurement and collective optoelectronic device test systems
- Development of sensor technology, algorithm technology, and application technology for ultra-sensitive magnetic measurement
- Elemental technologies such as pin electronics, pattern and timing generation, and DC test resources for semiconductor and component test systems
- Development of compound semiconductors such as low-distortion devices and high-speed, high-frequency devices for use in semiconductor and component test systems
- Development of technologies that enable testing of next-generation protocols and optical signal interfaces, including multi-level transmission

- Development of calibration methods capable of simultaneously adjusting the timing and waveform quality of ultra-high-speed signals with multiple pins
- Development of data linkage and analysis methods throughout the semiconductor supply chain, from the design process to the test process

Expansion of Direct Contributions to the Realization of a Sustainable Society through Innovation

At Advantest, all products undergo a product environmental assessment. In addition, we are committed to incorporating the improvement of environmental performance, such as power consumption efficiency, into our R&D process for new products, in view of contributing to a decarbonized society. Our contribution to the realization of a sustainable society is therefore integrated with our business activities.

[Green products](#)

Test solutions appealing to diverse customer needs

V93000 Series

The requirements of today's industry for even higher speeds, performance and pin counts means that test systems must offer greater functionality while maintaining low cost of test. With its scalable platform architecture, the V93000 tests a wide range of devices, from low cost IoT to high end, such as advanced automotive devices or highly integrated multicore processors. It also requires not only innovative technology, but also a system architecture with a long use-life, high scalability, and high investment efficiency.



V93000

The V93000 tests a wide range of devices, from low cost IoT to high end, such as advanced automotive devices or highly integrated multicore processors. Staying focused on the single scalable platform strategy, the V93000 is widely accepted at the leading IDMs, foundries and design houses. Outsourcing IDMs and fabless companies find V93000 test capacity installed in all leading OSATs worldwide.

- [iTest Selects Advantest V93000 EXA Scale™ SoC Test System](#)
- [ISE Labs Chooses Advantest's V93000 EXA Scale™ SoC Test System for Production Test Services](#)
- [Advantest Rolls Out Pin Scale Multilevel Serial – Next-Generation High-Speed ATE Instrument](#)
- [Advantest Unveils New Ultra-High-Current Power Supply for V93000 EXA Scale SoC Test System](#)

Memory Test Systems

Since the 1990s, Advantest has continued to provide close technical support to customers developing cutting-edge technologies, and over the past 30 years, we have accumulated a wealth of experience and solid technical expertise in memory testing by seamlessly following the technological evolution of memory semiconductors. We have consistently established our position as a de facto standard in memory testing by enabling faster time-to-market for optimal test solutions, especially for high-end memory.



T5230
Memory Test System

[Advantest Targets NAND Flash/NVM Market with New Group of Memory Test Products](#)

Test Handlers

AI/HPC ICs require 2.5D/3D advanced packaging technologies to provide the high computing power necessary to generate, train and run data-intensive AI models. These ICs generate massive heat due to their high compute power, creating unique testing challenges. The new Advantest test handlers are designed to address these challenges and help contribute to the AI/HPC market growth.



HA1200
Die-level Handler

[Advantest Expands M4841 Handler with Active Thermal Control for Faster Device Throughput and Test Times](#)

[Advantest Expands Device Handler Offerings](#)

Advantest Cloud Solutions™ (ACS)

With the aim of expanding and growing corporate value, Advantest is extending its solutions by enhancing test solutions and introducing new technologies. As an example, Advantest has been promoting Advantest Cloud Solutions™ (ACS), which integrates data generated through customers' semiconductor manufacturing processes with semiconductor testing data, which is then analyzed to generate new value.



The Advantest Cloud Solutions™ (ACS) ecosystem helps customers accomplish intelligent data-driven workflows. The ACS open solution ecosystem, a family of cloud-based products and services, is based on a single scalable data platform, which enables customers to develop or procure market-leading solutions from Advantest and its partners. Using these real-time machine learning, market-leading solutions, customers can automate turning insights into production actions in an easy-to-use and accessible way across the entire semiconductor value chain.

[Advantest Launches Real-Time Data Infrastructure \(RTDI™\) Platform Driving the Next Generation of Semiconductor Test](#)

System Level Test Systems

As a new test solution, Advantest is developing products that support system level testing to guarantee the performance of the final product. While System Level and Burn-In tests are not new methodologies, both are gaining more momentum particularly for production test.

[Advantest Rolls Out Thermal Control Products for MPT3000 Solid-State Drive Test Platform](#)

[Advantest Receives PCI Express® Gen 5 Certification for MPT3000 Solid-State Drive Test Systems](#)



MPT3000EV2

Fluorescence Detection System

The E5620 During laparoscopic surgery, the fluorescence detection system, Lumifinder™ irradiates the observation site, to which a contrast agent (indocyanine green) has been administered in advance, with a near-infrared laser beam. The intensity of the resulting fluorescence is displayed numerically and graphically, providing quantitative data for better real-time decision-making. Fluorescence intensity spectrum waveforms and changes in intensity can also be observed. In addition, the Lumifinder™ can connect to the laparoscopic camera video signal, enabling medical staff to observe fluorescence while checking the laser irradiation position visually.



Lumifinder™
Fluorescence Detection System

The Lumifinder™ is the first medical device Advantest has released in its approximately 70-year history (medical device approval number: 30500BZX00031000). It has been introduced at select medical institutions starting in 2023, and began offering the product on a lease basis to general medical institutions in Japan from April 2024. Please note that at present, it can only be used within Japan.

[Advantest Announces Lumifinder™ Fluorescence Detection System](#)

External Collaboration

Advantest aims to contribute not only to semiconductor testing but also to the entire semiconductor value chain by promoting innovation through industry-academia collaborations and other external collaborations, as well as through human capital development initiatives.

[Advantest, NXP and Arizona State University Collaborate to Launch New Test Engineering Curriculum](#)

[Advantest Collaborates with Amarisoft for 5G/IoT Device Testing](#)

[Advantest & Toray Engineering Establish Technical Partnership](#)

In addition to the above, we have established "The Advantest D2T Research Division" at the Tokyo University Systems Design Lab (d.lab), with the aim of developing specialist in test design and supporting research activities for SoC (System on Chip) design.

Together with the University of Tokyo, Advantest has begun working on research and development of new, advanced system technologies from April 1, 2023 in the Research Association for Advanced System (abbreviated as RaaS, hereafter referred to as RaaS*1)" (Chairperson: Professor Tadahiro Kuroda, Director of the System Design Lab (d.lab) of the Graduate School of Engineering, the University of Tokyo). The six members of the cooperative, the University of Tokyo, Advantest, Toppan Inc., Hitachi Ltd., Mirise Technologies Corporation, and Japan's RIKEN Scientific Research Institute, will work together to do R&D on a next-generation leading-edge semiconductor development platform that can be shared among the members.

*1 RaaS

An acronym of the Research Association for Advanced Systems. It advocates the provision of semiconductors not as components (products) but as core system knowledge (services), and reads "Raas". It also stands for "research as a service".

[Advantest & Other Members of the Research Association for Advanced Systems Launch Advanced Semiconductor Design Platform R&D Project for Democratization of Access to Silicon Technology](#)

Intellectual Property Initiatives

Basic Stance Toward Intellectual Property

The basic principles of Advantest's intellectual property management are compliance with intellectual property laws and regulations and respect for the intellectual property of third parties.

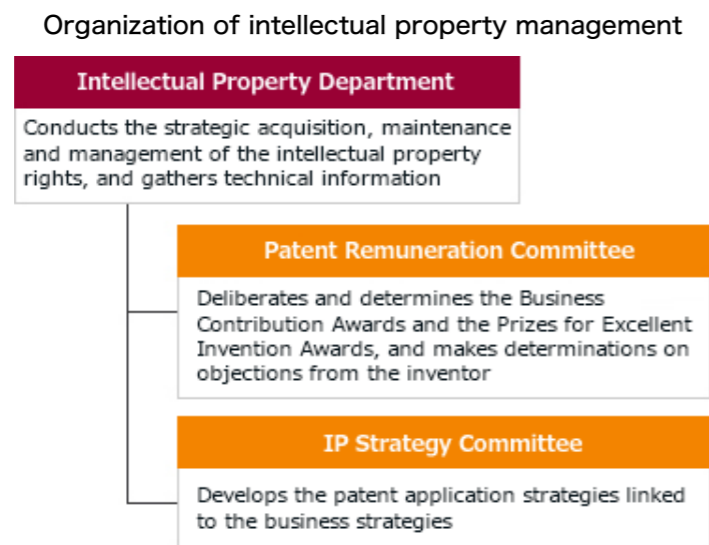
Organization of Intellectual Property Management

Advantest has established the following intellectual property management systems, and carries out appropriate intellectual property management in cooperation with business units in Japan, Germany and the U.S., which are our main development bases, Advantest Laboratory, and affiliates in each country.

The Intellectual Property Department conducts online meetings as necessary with intellectual property managers in Germany, the U.S., Singapore and China, and holds IP Strategic meetings twice a year with the IP Strategic Committee members to promote intellectual property activities in accordance with business unit, research and management plans.

The Patent Remuneration Committee consists of members in Japan, Germany and the U.S., and the members meet together to determine the Business Contribution Awards and the Prizes for Excellent Invention Awards every year.

The IP Strategic Committee is selected from among the various business units, laboratories and subsidiaries in Japan, Germany and the U.S., and formulates IP strategies linked to the business strategies.



Providing Information to the Management and the Business Units

The strength of Advantest is our state-of-the-art technological capabilities. Therefore, we believe protecting our intellectual property as the source of our competitiveness vital to persist as an enterprise. In recent years, Advantest has been working to protect and manage our intellectual property, as well as to leverage our and other companies' intellectual properties. For instance, Advantest promotes an IP landscape and provides information on intellectual property to the management and each business unit.

Intellectual Property Education

Advantest conducts education on intellectual property every year and strives to raise each employees' awareness of intellectual property.

In fiscal 2023, we conducted a two-day training, including a series of hands-on training, for new technical employees and mid-career employees to acquire knowledge on intellectual property necessary for engineers. In addition, as part of the Global Compliance Education Program launched in fiscal 2023, we provided intellectual property training on our ethical standards, stipulated under "14. Protection of Assets and Confidentiality" of [The Advantest Way](#), for all employees of the Advantest Group via e-Learning.

As part of our Efforts Toward Social Contribution, we held classes and workshops for elementary school students to promote IP creation education. Please refer to "[Community Activities](#)" for details.

Implementation of the Advantest Technical Conference

With over 30 years of experience, Advantest has held annual technical conferences (in-house presentations and commemorative lectures).

In fiscal 2023, in addition to the conventional in-house presentations, we established an "Empathy Day" as a one-day pilot event to promote active interaction between engineers and non-engineers. The event imparted to us a viewpoint of Inclusion and Diversity where the audience participants and speakers were able to feel involved with technology.

These means of interaction faced many challenges in achieving its success, however, they contributed to the understanding of diverse perceptions. We hope to establish this event as a formal event in addition to the technical conferences in the future.

Disputes and Litigation Relating to Intellectual Property

As of March 31, 2024 there were no such disputes.

Responsible Sourcing

Cooperative relations with our business partners are the foundation of all our businesses. We value communication with our business partners, and maintain fair business dealings with them based on related laws and regulations.

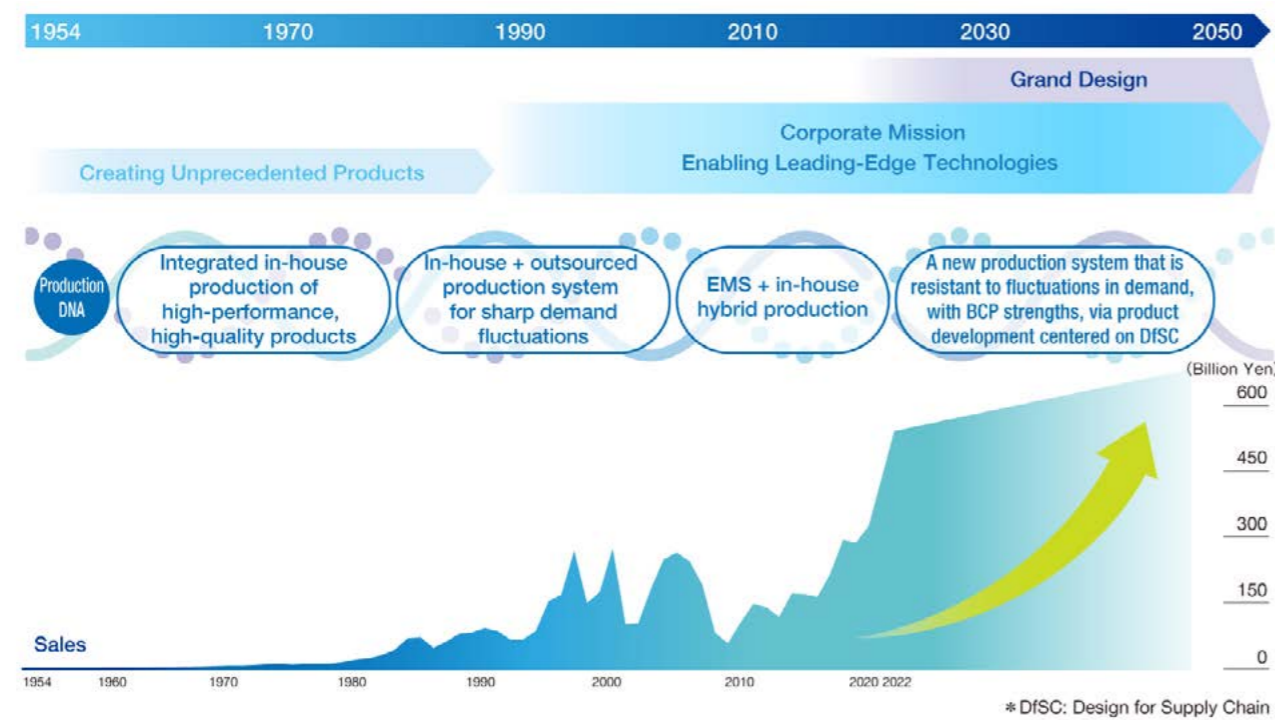
Procurement Policy and its Stance

Basic Stance

Advantest effectively combines three different production methods: all-in-house production, EMS production by a company that handles the entire supply chain, and outsourcing to partners that handle only the manufacturing of products. With the slogan Design for Supply Chain (DfSC) in mind, we aim to build a manufacturing system that is resilient to supply-demand fluctuations and BCP, while exploring ways to maximize the benefits of each method.

The Gunma Factory, our in-house production facility, is evolving into a “mother factory” that operates the entire manufacturing process in collaboration with our outsourcing partners. Now, we have expanded the ratio of outsourced production to more than 80%.

A cooperative relationship with our business partners is essential for developing the best supply system based on three different production methods. Advantest upholds fair business relations in accordance with relevant laws and regulations while maintaining close communication with our business partners.



Manufacturing Capital – Design for Supply Chain

Procurement Policy

Advantest upholds collaboration and cooperation with our suppliers, who are our important stakeholders, to build a sustainable supply chain that considers environmental, social and ethical considerations through comprehensive engagement activities, as stated in its Sustainability Policy. We place value on open communication with our business partners, which will ultimately lead to building trusting relationships and mutual development.

In order to maintain fair business relationships in accordance with relevant laws and regulations, we have established a Procurement Policy, to which we have shared and sought cooperation from our suppliers. We have also prescribed the [Supply Chain CSR Promotion Guidebook](#) and [Green Procurement Guidelines](#), and endeavor to build a supply chain with the need to respect human rights, occupational safety, and environmental considerations.

[Procurement Policy](#)

[Supply Chain CSR Promotion Guidebook](#)

[Green Procurement Guidelines](#)

Supply Chain Management System

Advantest's Supply Chain Division and Global SCM Center of the Production Group, headed by the Chief Production Officer (CPO), are responsible for formulating and implementing procurement, outsourcing, logistics strategies, and other additional services. Moreover, we procure parts, which have been certified by each global base, in a timely and appropriate manner based on globally standardized evaluation criteria for parts selection.

In addition, the Supply Chain Division regularly reports key procurement strategies and activity results to the Executive Committee. The Board of Directors and the Audit and Supervisory Committee are also informed annually of key procurement strategies, as well as items identified in the previous year and the status of responses to them. Feedback from the Audit and Supervisory Committee is reflected in the following fiscal year's activities.

Policies are deliberated and decided by the Unit ESG leaders of the Sustainable Management Promotion Working Group in the Supply Chain Division under the direction of the CPO. Policies and guidelines are reviewed once a year, as they need to be revised depending on global trends. Any changes to policies and guidelines are reported to the Board of Directors by the CPO after approval by the Executive Committee.

Updated policies are published on our website and notified to suppliers via a dedicated tool.

In July 2024, the head of the organizational structure was replaced from CPO to Chief Supply Chain Officer (CSCO). As the next step in strengthening supply chain operations, we will aim to achieve the Grand Design by transforming supply chain operations from an internal process-driven to a market and customer-driven approach.

Measures against procurement risks

Procurement risks due to supply chain uncertainties such as climate change, natural disasters, and geopolitical risks persist. On top of the ongoing visualization of the factory (visualization of processes and information from parts procurement to production and shipping), we have established a system to predict supply-demand balance in real time to enable prompt and appropriate response. Furthermore, at our global bases, the CPO is spearheading partnership agreements with our suppliers, exchanging information at the top level, and boosting cooperation with EMS.

Advantest promotes procurement from multiple companies in principle as a contingency for the procurement of components from the perspective of BCP. In FY2022, we created a BCP map of our suppliers and manufacturing bases to speed up information collection and countermeasure examination in case of a disaster.

Education for Implementing Fair Trade

Advantest offered education on the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors for all employees of group companies in Japan, along with company-wide compliance education. As a result, we saw an upliftment of the levels of consciousness among all employees in Japan, irrespective of the department they belong to.

Going forward, we will continue to maintain fair trade through ongoing employee education and individual support.

Responsible Mineral Sourcing Initiatives

Although Advantest is not subject to Section 1502 of the US Dodd-Frank Wall Street Reform & Consumer Protection Act (Conflict Minerals Clause), we are addressing the issue of conflict minerals. Since 2013, Advantest has been implementing an annual mineral procurement survey of our business partners using the Conflict Minerals Reporting Template (CMRT) tool developed by the Responsible Minerals Initiative (RMI)*.

*RMI : [Responsible Minerals Initiative](#)

*CMRT : [Conflict Minerals Reporting Template](#)

Survey System

The survey is led by the Supply Chain Division. A survey schedule is developed in May each year, and the survey policy and the target products are determined together with the CPO. A survey of our business partners is conducted around July, and the results are reported to the CPO and relevant departments at the end of the fiscal year after verifying the smelters/refineries listed in the CMRT with the information disclosed by the RMI.

Stakeholders are highly concerned about conflict minerals, and wish to promote procurement from conformant smelters. However, it is difficult to assure confirmation that a supplier is free of conflict minerals, therefore, we are continuing to work on this issue while internally examining how to improve the accuracy of the survey and how to provide feedback to our business partners, referring to information obtained through international organizations and experts.

From FY2024, we expanded our scope to include additional minerals such as cobalt and mica, alongside the 3TG (tantalum, tin, tungsten, and gold).

Survey Results for FY2023

The results showing the verification of refineries/smelters listed in the FY2023 CMRT with the information disclosed by the RMI are as follows:

Survey (CMRT) collection rate	99%
• Total number of smelters/refineries	357
• Number of conformant certified smelters/refineries (including pending smelters/refineries)	212
• Number of smelters/refineries without conformant certification	145

In total, the ratio of conformant smelters was 59.4%.

Although we have not been able to conduct sufficient on-site investigations due to the disruptions on the supply chain triggered by the COVID-19 pandemic, we will continue to seek cooperation from our business partners who we are yet to confirm.

We also respond appropriately to all requests from our customers regarding responsible mineral sourcing.

Initiatives with Our Suppliers

ESG Action Plan 2021-2023

Based on The Advantest Way and our corporate purpose & mission of "Enabling Leading-edge Technologies", Advantest is actively working to contribute to solving social issues through our business. The "ESG Promotion Basic Policy" formulated in 2021 outlines our social responsibilities as a global company and the roles we should fulfill for our stakeholders, and the "ESG Action Plan 2021-2023" disclosed in conjunction with the policy sets specific themes, targets, and KPIs to promote company-wide activities ever since.

In the supply chain, we are working together with our business partners in order to promote CSR procurement, with the goal of realizing a sustainable society by promoting activities for climate change, respecting human rights, occupational safety, fair trade, and observing compliance.

From fiscal 2024, we will promote activities based on the "Sustainability Action Plan 2024-2026" in accordance with the Sustainability Policy.

[Our Activities](#)

Initiatives towards Human Rights Due Diligence

We closely monitor cases where our suppliers or other business partners may have contributed to any action with adverse impacts on human rights. In case these adverse impacts are directly linked to the Advantest Group's business activities, we will work on encouraging respect for human rights through dialogue and consultation to ensure that the [Advantest Group Human Rights Policy](#) is understood.

With the aim of incorporating human rights due diligence into our procurement process, we disclose a clear procurement policy to our suppliers, who are important members of our value chain, and provide guidance on human rights, labor, and health and safety in the "[Advantest CSR Procurement Guidebook](#)".



Assessment and Monitoring

As part of our supply chain due diligence, Advantest uses multiple approaches to risk-based assessment and monitoring.

Supplier Evaluation Method

	Target	Details	Assessment & Response
General Suppliers Supply Chain CSR Questionnaire	Suppliers accounting for 85% of the Advantest Group's total transaction value	Based on the RBA Code of Conduct, this questionnaire examines supplier status with regard to human rights and labor, occupational safety, environmental conservation, fair trade and ethics, business continuity planning, supply chain management, etc.	Score, check for significant risks, conduct individual interviews and seminars as necessary
Strategic Suppliers Supplier Performance Management Evaluation	Approximately 25 strategic suppliers identified based on sales and procurement risks	Survey on the following items: TQRDCEB (Technology, Quality, Responsiveness, Delivery, Cost, ESG, Business)	Independent evaluation on a scale of 0 to 4 points Provides feedback of assessment results (scores and reasons, requests for improvement, etc.) and joint creation of action plans for the following year
Specific Suppliers Conflict Mineral Investigation	Check for 3TG, cobalt, mica Suppliers using target minerals in key products.	In this investigation we utilize Responsible Minerals Initiative (RMI) templates (Conflict Minerals Reporting Templates)	Confirm number of smelters that are compliant with the relevant standards / certifications. If significant risks are identified, request remediation

FY2023 Implementation of CSR questionnaire (Global)

Advantest conducts a CSR Questionnaire for business partners who account for 85% of the transaction value of all Advantest Group companies. The contents of the questionnaire mainly refer to the "Supply Chain CSR Promotion Guidebook" in line with international norm and initiatives such as the RBA Code of Conduct*. We also confirm the awareness and status of respect for human rights, including the elimination of child and forced labor and the implementation of occupational health and safety practices, as well as the prevention and detection of bribery and corrupt practices.

Advantest believes that the CSR Questionnaire serves to achieve mutual growth with our suppliers not only by building fair and sound partnerships, but also by promoting sustainability-oriented business activities such as the introduction of renewable energy and reporting of GHG emissions as a response to climate change.

In FY2023, we were able to obtain responses from all of the 42 companies that received the questionnaire. Although no significant risks related to human rights were found, we not only provided each supplier with

materials summarizing the results of their responses to enable them to address social issues throughout their supply chain, but also provided feedback on points that were highly rated and points that require improvement. We are working to raise the level of the entire supply chain through this close interactive communication.

In Japan, we also evaluate the QCD* of our business partners every quarter aimed to ensure the stable supply of products while maintaining and improving quality. On a global basis, we also conduct annual evaluations of our major suppliers, including their technology, quality, and procurement measures.

Survey period	March 2024
Feedback to business partners	October 2024

FY2023 Business Partner QCD Evaluation (Japan)

Evaluation period	Quarterly (July/October 2023, January/April 2024)
Feedback to business partners who require improvement	Quarterly (August/November 2023, February/May 2024)

* RBA Code of Conduct: A code of conduct pertaining to social responsibility advocated by the Responsible Business Alliance.

* QCD: An acronym of Quality, Cost, and Delivery.

Assessment for New Business Partners

We ask new business partners to understand and cooperate with our social initiatives including labor (human rights), ethics, safety and health, and environmental initiatives of reducing environmental impact, as stated in our procurement policy.

No business partner joined in FY2023.

Establishment of a Contact/Reporting Window

We ask our business partners to report cases where our employees may be subject to any suspected violations of the Advantest Code of Conduct, business contracts, laws and regulations, etc., using a dedicated [compliance hotline](#) on our website, when completing the CSR questionnaire. There were no complaints filed (no cases) in FY2023. Note that Advantest will not subject the whistleblower, nor the whistleblower's company, to any disadvantage. If an investigation finds any issues, the relevant action shall be stopped and measures shall be taken to prevent recurrence.

[Contact Fair Trade \(Compliance Hotline\) \(https://www.advantest.com/en/compliance/contact/\)](https://www.advantest.com/en/compliance/contact/)

Announcement of the Declaration of Partnership Building

Advantest and Advanfacilities Co., Ltd. have agreed to and endorsed the Declaration of Partnership Building and announced our framework on Declaration of Partnership Building* in the fall of 2021. The Declaration of Partnership Building declares, in the name of the representative of the company, that it will build new partnerships by promoting further collaboration and prosperous coexistence with business partners in the supply chain and encourage businesses that create value. The following are few examples of matters to observe for the promotion of partnership building.

- Leveraging information technology to promote operational efficiency throughout the supply chain
- Working together with suppliers and vendors to improve quality and productivity, aiming for mutual development
- Working together towards the realization of a decarbonized society throughout the entire supply chain, including Advantest.

* The Declaration of Partnership Building was founded by the Council on Promoting Partnership Building for Cultivating the Future, which consists of representatives from business circles and labor organizations including the Chairman of Keidanren, the Chairman of the Japan Chamber of Commerce and Industry, and the Chairman of the Japanese Electrical Electronic & Information Union as well as related ministers (Cabinet Office, Ministry of Economy, Trade and Industry, Ministry of Health, Labor and Welfare, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Land, Infrastructure, Transport and Tourism).

[The Declaration of Partnership Building portal site \(Japanese only\)](#)

Examples of ESG promotion with our business partners

Advantest supports the philosophy of the Declaration of Partnership Building and promotes various ESG activities together with our business partners.

Introduction of GoGreen Plus, DHL's Service Using SAF

Gunma Factory and Advantest Singapore (ASP), where our Parts Center is located, have both introduced GoGreen Plus, a shipping service using Sustainable Aviation Fuel (SAF) provided by DHL Japan (DHL).

SAF is a biomass fuel produced from sustainable raw materials (plants such as corn and sugarcane and waste cooking oil from restaurants and homes) that is said to reduce GHG emissions by up to 80% compared to fossil fuels such as conventional jet fuel.

Delivered by



By using this service to transport our products from Malaysia to Japan we have contributed to a reduction of approximately 56.5 tons equivalent of GHG emissions, in addition to 31.5 tons equivalent for the transportation of parts from Singapore to other countries, for a total reduction of 88.0 tons equivalent of GHG emissions. This has led to contributions to GHG emissions Scope 3 Category 4 (upstream transportation and distribution) and Category 9 (downstream transportation and distribution).

Introduction of environmentally friendly pallets

The Gunma Factory introduced environmentally friendly pallets for parts storage in 2022 in response to a proposal from Alps Logistics Co., Ltd., to whom we outsource parts warehousing. These pallets are made from a blend of marine plastic waste, with logos of "Plastics Smart" printed on the sides, an initiative to reduce marine plastic waste lead by the Ministry of the Environment. Using these pallets represent our commitment towards our contribution in combating marine plastic debris from a logistics perspective.



Awarded from the Tokyo Metropolitan Government for eco-driving

Musashiseki Unyu Co., Ltd., our freight forwarder who transports our products via eco-drive technology, was awarded the highest rating of "three stars" for the third consecutive year in the 2023 "Tokyo Freight Transportation Evaluation System" (evaluation of efforts, such as eco-driving, of freight forwarders based on actual driving fuel efficiency and consumption), and was also selected as one of the top two highest rated forwarders. Advantest has set the reduction of greenhouse gas emissions throughout the value chain as one of its key themes. We believe that the fact that our business partner won such an outstanding award shall be a further driving force for ESG promotion, as we continue to promote efforts to reduce supply chain emissions.

Social Contributions

Basic Stance and Structure of Community Activities

The community activities of the Advantest Group focus on "preserving the global environment," "developing the next generation," and "contributing to local communities" under our basic policy of "We will respect our stakeholders, promote harmony with society, and contribute to the SDGs in order to achieve a sustainable society" within the "ESG for Sustainability" established in July 2019. In addition, we use our business activities to meet the needs of our stakeholders and of society, and to fulfill our social responsibilities as a group throughout the world.

Academic Support and Next-generation Development Support

Enabling Leading-Edge Technologies: the business activities of Advantest are supported by the skills of many engineers from around the world and the understanding of the communities in which we operate. With this, Advantest supports academia and science education, mainly in regions that host our research and development sites, to contribute toward the development of human resources for science and technology. For example, in Japan, we have established "The Advantest D2T Research Division" at the Tokyo University Systems Design Lab (d.lab), to provide students in Japan studying design technology of very large scale integration (VLSI) with an integrated education environment from VLSI design to testing, with the aim of developing specialist in test design and supporting research activities for SoC (System on Chip) design. Advantest also makes efforts to promote mutual understanding and exchange between international students and Japanese society, etc. through supporting (by making donations to) the Foundation of Corporate Friendship Network for Foreign Students with the aim of supporting students from around the world studying in Japan. We also are continuing our community-based activities such as holding science craft classes for children in elementary schools near our Japan business bases, and hosting "Girl's Day" workplace experiences by inviting German female students interested in electronics to our offices.

Humanitarian Support

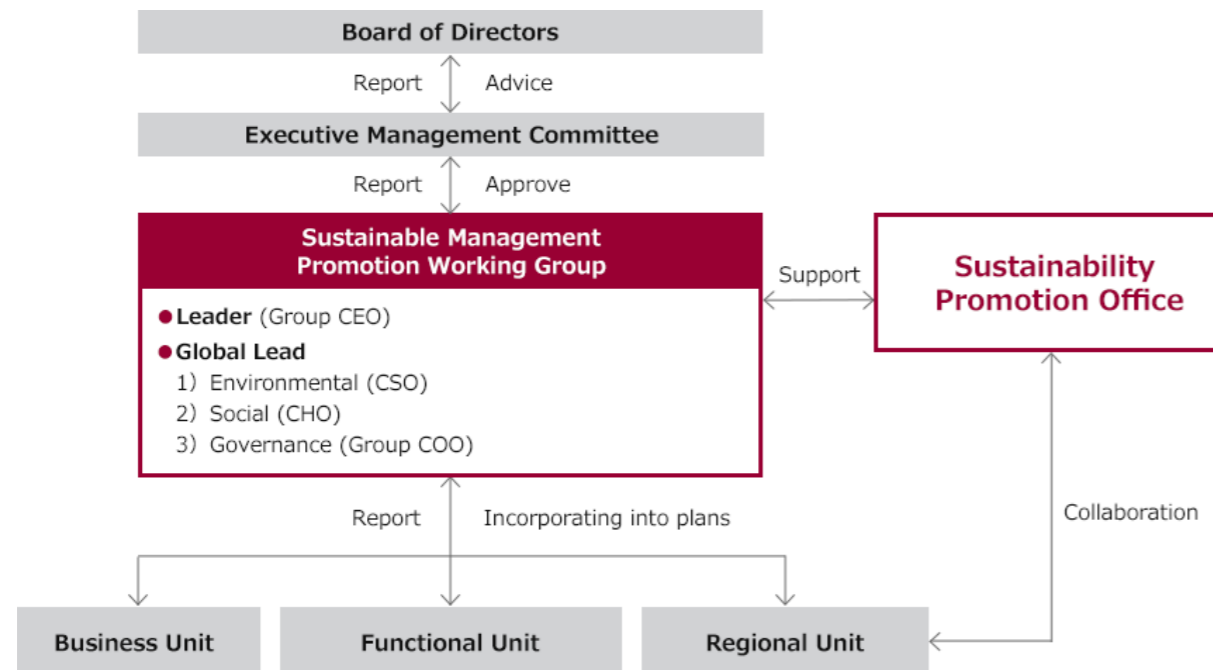
Advantest has been involved with many social support and charitable activities around the world for many years, rooted in "The Advantest Way."

In 2022, when the disruptive effects of the war in Ukraine intensified, we donated a total of JPY 90 million to UNICEF and four other domestic and international organizations as crisis relief efforts aiding people afflicted by difficult situations. In addition to these donations, our German subsidiary has set up an in-house "Ukraine Task Force Team," which is carrying out volunteer activities such as providing accommodation, clothes, and hygiene-related goods to refugees from Ukraine via local aid organizations in Europe.

Advantest also supports victims of major disasters. Furthermore, Advantest continues to engage in charitable activities in accordance with local needs at our global business sites to support disabled people, refugees, and people facing economic hardships.

Promotional Structure

Advantest promotes ESG activities under the Sustainable Management Promotion Working Group (SMWG), a company-wide organization. For community activities, we have formed team members to promote SDG activities at eight global locations, who work together with the Sustainability Promotion Office. In addition, discussions on community activities are held in both Japanese and English at the SMWG's Global ESG Meetings held twice a year.



Framework to promote employee participation

The Advantest Group actively advocates for employee participation in volunteer activities. Volunteer activities for giving back to the community recruit participants through systems such as an intranet message board. Reports on activities in each region are also published in our internal newsletter and social media (My LIFE. ON.), which contributes to attracting new participants. Employees can save up their unused paid holidays that would otherwise not be carried over to the next year and use them for volunteer activities.

For details on My LIFE. ON., please refer to "Global Educational Activities on Our Internal Social Networking Platform "My LIFE. ON."(Environmental Education page).

Examples of Social Contribution Activities

The Advantest Group is engaged in a variety of social contribution activities at its locations around the world so that each individual employee contributes to the betterment of society. In FY2023, we continued to implement a total of more than 90 social contribution activities worldwide, including nature conservation activities, welfare support for the elderly and disabled, disaster relief, and next-generation education support.

See also "Environmental Initiatives" and "Initiatives for Biodiversity" for details.

Nature Preservation

Philippines: Tree Planting Volunteer

Together with the Baguio City Environment and Parks Management Office, we planted trees at the Baguio Botanical Garden, one of the largest in the Philippines. The botanical garden is an oasis in the city and plays an important role in the city's greening policy. Eight employees from the Philippines participated in the event, and together we planted 16 coffee trees. The tree-planting event generated a strong sense of camaraderie among employees who participated and contributed to a greener future for the Earth.



Employees who planted the trees

China: Bamboo Forest Conservation Activity

At a forest protection campground in Anji city, Zhejiang Province, employees engaged in bamboo forest conservation activities such as bamboo cutting and forest road maintenance under the guidance of local forest rangers. Bamboo forests have a huge carbon sequestration capacity and play a major role in combating global climate change mitigation. However, if they are left unattended, bamboo forests resources deteriorate and pose unprecedented challenges. The employees cut down a total of 16 bamboo trees and effectively reused the bamboo by making vases, pen holders, chopsticks, and other handicrafts from the bamboo they cut down..



Employees checking the bamboo crafts they have made

Japan: Undergrowth Clearing Session at the Biotope

Employees volunteered to clear undergrowth during their lunch break at our biotope. Undergrowth clearance aims to cut back weeds and seedlings to promote and conserve the growth of target species. This time, we cut "Azumanezasa" (species of bamboo grass). This bamboo grass needed to be removed since if neglected, it would spread all over the area and make it difficult for other flora and fauna to grow in their natural habitat. With the guidance of our biotope manager, the employees were able to understand the value of biodiversity and the importance of protecting ecosystems through the undergrowth clearance.



Employees clearing the undergrowth

Welfare Support

Singapore: Volunteering at Ageing Centers

52 employees participated in volunteer activities at two Active Ageing Centers located near our office. Participants were divided into six groups and spent a heartwarming time together while enjoying fun memory quizzes and musical performances with approximately 90 elderlies aged between 60 to 95. The games and performances brought a lot of laughter and smiles to the elderlies and some of them even mentioned that it was their best day of the year.



Employees explaining the quiz to the elderlies

Malaysia: Ramadhan Charity Cookout for the Community in Need

Advantest Malaysia collaborated with Mutiara Food Bank and organized a Ramadhan Charity Cookout for the community in need. Mutiara Food Bank is a Non-Governmental Organization (NGO) based in Penang, established with the aim of distributing food and meals to the people in need. The employees prepared tomato rice, red sauce chicken, and other dishes using ingredients and kitchen supplies donated by Advantest Malaysia, and packed the meals into 200 boxes, which were then distributed by the Mutiara Food Bank to families in need. Through this activity, employees were able to support and contribute to the United Nation's Sustainable Development Goal 2, which is about creating a world free of hunger by 2030.



Employees preparing a meal

Korea: Fishing Experience for the Visually Impaired

With the aim of providing a leisure opportunity for the visually impaired, 12 employees volunteered to participate in the fishing experience event and assisted the visually impaired. One volunteer was assigned to each visually impaired participant, who helped inserting baits and removing the hook when a fish was caught, allowing those who cannot see to enjoy the experience. The cost of this activity, KRW 6,000,000, was reimbursed by the Company.



The fishing experience

U.S.A.: Playhouse Workshop for Children

Volunteers partnered with Habitat for Humanity East Bay/Silicon Valley, an international NGO that supports housing construction, to build playhouses for the local community/family in need. Employees and their children participated in the project, cutting and attaching shingles onto the roof, doing woot cutouts, and painting to add artwork to the two playhouses, which were given to families in need. The recipient families sent thank you messages, saying that their children loved them so much that they played in them every day.



Playhouse built by employees and their children

Disaster Relief

Italy: Support for the Flood Victims

Advantest Italia S.r.l. donated EUR 5.000 to the foundation and relief organization "Specchio d'Italia" to support the victims of flooding caused by the torrential rains in May 2023 in the Emilia-Romagna region, northern Italy. The funds donated contributed towards humanitarian aid, including emergency relief supplies, shelter assistance, and community rebuilding initiatives. The donation recipient sent a letter of thanks to our Italian office.



Letter of thanks for the donation

China: Donation of Sleeping Bags to Jishishan County, Gansu Province for Earthquake Relief

On December 19, 2023, we promptly donated 260 sleeping bags in response to the urgent assistance appeal from the government and society of the disaster-stricken Jishishan County, Gansu Province. Thanks to our prompt shipment with priority, the sleeping bags arrived at the site on December 25 and were used to help set up temporary shelters and provide protection for affected residents.



Donated sleeping bags

Developing the Next Generation

Japan: Development of Semiconductor Human Resources

In the early 2010s, the Japanese semiconductor industry was in decline due to a long period of stagnant performance. Students were being discouraged from undertaking electronics and engineering studies and finding employment in semiconductor-related companies. Facing this reality, Advantest realized that unless we could build a foundation and acquire human capital for the continued growth of the semiconductor industry, it would be difficult for us to sustain our own growth. That aim drives our support for the [Power Device Enabling Association \(PDEA\)](#) which was established in 2012 in anticipation of growing demand for power devices*, from the conceptual stage, and we have been working with car manufacturers, electronic device manufacturers, semiconductor manufactures, and public organizations under the auspices of the PDEA over the past 10 years.



"Measuring x Understanding Semiconductors" Advantest printed the 3 books: Introduction, Applications, and Power Electronics.

When the PDEA launched its "[Semiconductor Engineer Career Certification](#)" in 2014, we published "Measuring x Understanding Semiconductor," a series of three textbooks that enables comprehensive study of semiconductor fundamentals, development, manufacturing, testing, and quality assurance, to support people preparing for this examination. Although these materials were mainly aimed at engineers involved in semiconductor design, manufacturing, testing, quality assurance, in recent years, demand from learners in their 20s and 30s is increasing on account of changes in the semiconductor industry environment. The textbooks have also been adopted in special curricula at technical high schools and technical colleges in Kumamoto Prefecture, as well as in the education of new employees at major device manufacturers. Furthermore, these educational materials may enjoy even wider adoption in future, as evidenced by the joint seminars held using "Measuring x Understanding Semiconductor" in cooperation with affiliated organizations such as SEMI Japan, Kitakyushu Foundation for the Advancement of Industry, Science and Technology (FAIS), and Oita LSI Cluster Promotion Council.

Advantest will continue to focus on developing future talent with the aim of continuously developing and building a foundation for the semiconductor industry.

* Power devices: Also called power semiconductors, used in power converters like inverters. In recent years, these semiconductors have been attracting more and more attention amid increasing interest in environmental technologies such as energy conservation and low power consumption.



A seminar held by PDEA.

Together with registered companies, academic associations, and experts in the related industries, the PDEA promotes awareness-raising activities within the industry by sharing themes for the practical realization of power devices.

Japan: Implemented IP Creation Education

The Japanese government has proposed an IP creation education* to enhance society by having children and students understand and enjoy "creating something new" and "respecting what has been created". Schools and communities need to work together to create educational materials in order to promote IP creation education with consideration for their development stage.

Advantest has held classes and workshops based on the concept of invention and great inventions in the history of Japan for elementary school students from 2021. The children learned that people's lives have been enriched by inventions, garnering positive feedback from their schools. We will continue our activities so that more children can receive IP creation education.

* For details of IP creation education, please refer to the materials on IP creation education of the Cabinet Office.

<https://www.kantei.go.jp/jp/singi/titeki2/tizaikyoku/pdf/s-1.pdf>

Japan: Programming Classes at Elementary Schools

We held our first programming classes for 6th graders at two elementary schools near our office. On the day of the programming class, using a mouse-shaped robot developed by our training representatives, the students completed a program in which a sensor causes the robot to stop in front of a wall. Through these fun-filled classes, our employees were able to contribute to next-generation education.



Mouse-shaped robot in motion

Taiwan: Educational Camp Activity for a Remote Elementary School in Hsin-Chu

We designed an educational camp for English and science for a remote elementary school in Hsin-Chu, with a total of 30 students. In the English class, we taught the students how to order food. At lunch time, we served the same dishes as those used in the class and the children were very pleased with the program. In the science class, we offered a DIY experience where children enjoyed learning about "non-Newtonian fluids". The elementary school later presented us with a letter of appreciation for our educational support activities.



Our board member giving opening remarks at the event

Japan: Usage of The Interactive Digital Globe

We have installed an interactive globe at Advantest's Gunma R&D Center, displaying real-time Earth data, for use in environmental education for children who, we believe, are the generations that will bear the responsibility of shaping the world's future, our employees, and our stakeholders. This tool not only allows us to learn about global atmospheric temperature changes, but also about the past, present, and future of the Earth.

In FY2022, this globe was also set up in the ESG corner of our booth at SEMICON Japan, a premier international exhibition offering latest insights into semiconductor manufacturing equipment and materials. It was well received by our visitors and provided an opportunity to discuss various social issues such as climate change. Likewise, we used the globe for environmental learning during the training of new employees in FY2023, following on from FY2022. We will continue to make effective use of this tool for environmental learning for a wide range of our stakeholders.



Interactive digital globe

Japan: Advantest Participates in Edu Town SDGs Alliance

In addition to science classes for elementary school students, Advantest has also participated in the "EduTown SDGs Alliance" (produced by Nikkei Business Publications and TREE / operated by Tokyo Shoseki) project since fiscal 2021, which provides education on the SDGs to elementary and junior high school students.

The "EduTown SDGs Alliance" is a project that supports the development of creators of a sustainable society, and has created and operates the educational website "EduTown SDGs" as well as freely distributes supplementary materials (booklet).



[Advantest's page on the EduTown SDGs website](#)

[Advantest's page on the EduTown Ashitane website](#)

China: Developing Human Capital for Semiconductor Test

Under the theme of "Social Contribution", Advantest (China) Co., Ltd. has been offering a program for universities, called "University Education Plan" since 2018. The program aims to strengthen the collaboration with universities and research institutions on talent development in the IC industry, especially in the field of IC testing. The program has been successfully implemented for the past several years and has brought IC test knowledge to thousands of students in universities.



In 2023, the program took a giant leap forward, after the pandemic. We invited a group of university faculty to our office to convince them how training with the CloudTesting™ Service (CTS) platform is suitable for university education. We hosted a seminar with over 30 faculty/professors from 26 universities to share their thoughts and plans for industry-university collaboration. We also visited over 10 universities to share our knowledge of IC testing with more than 900 students.

We are committed to fulfilling our social responsibility as a leading company in the industry and we believe these efforts will contribute to the realization of a more sustainable society. We plan to introduce more CTS systems and establish highly efficient working models so that we can collaborate with more universities in the future.

Global: Developing human resources for semiconductors with global industry-academic collaboration

In 2007, Advantest established the Advantest D2T Research Division within the campus of VDEC (the VLSI Design, Education, and Research Center at the University of Tokyo). The Systems Design Lab (d.lab), affiliated with the Graduate School of Engineering at the University of Tokyo, was established in 2019 as a result of reorganization of VDEC, and together with Advantest, it is currently conducting joint research and educational activities aimed at bridging the gap between "design" and "testing".

In June 2023, Advantest established a test engineering course at Arizona State University in collaboration with NXP Semiconductors, a world-class semiconductor manufacturer based in Arizona, USA. Arizona has a significant concentration of semiconductor industry, with many semiconductor manufacturers investing to establish their production bases and wafer-fabs within the state. With Arizona's burgeoning semiconductor industry driving the demand for test engineers, we are aiming to develop semiconductor test personnel with local roots so as to meet these expectations.

Other Examples of How We Support the World

Germany: Donation of Medical Supplies to Support Ukrainian Refugees

As part of our activities to support Ukrainian refugees, Advantest Europe GmbH decided to donate EUR 5,000 to Kindernothilfe e.V., a Non-Governmental Organization (NGO) in Duisburg that has been helping disadvantaged girls and boys and their families around the world. The goal of the donation was to provide a year's supply of medication for young refugees living in the Ukrainian shelters. The donation was handed over by local Advantest employees at the local Kindernothilfe e.V. office in Duisburg.



Scene from the donation handover

Germany: Donations from End-of-Life IT Equipment Raffles

We held our annual raffle of retired IT equipment (laptops, smartphones, etc.) and raised a total of EUR 9,900. The money was distributed among eight charities (organizations for premature babies, those with severe disabilities, animal shelters, those dedicated to children, etc.) selected by the works councils.



Scene from the donation handover