



Sustainability Report 2025

Contents

Contents	2
Editorial Note	4
Advantest's Sustainability	5
Management Message on Sustainability	6
Policy and System for Promoting Sustainability Initiatives	7
Advantest's Sustainability Journey	7
Sustainability Promotion System	8
Reporting and Information Disclosure	9
Materialities and the Sustainability Action Plan	9
Identification of Materiality	9
Sustainability Action Plan 2024-2026	11
Stakeholder Engagement	15
Involvement with External Initiatives	17
Efforts in International Standardization Work	17
Commitment to External Initiatives	18
External Recognition	21
Recognition by Rating Agencies	21
Inclusion in Investment Indexes	22
Recognition and awards for our activities	23
Awards by Customers	25
Environment	26
Mitigation of Climate Change (Prevention of Global Warming)	27
Approach to Climate Change	27
Environmental Management	28
Environmental Policy Based on ISO14001 Standard Requirements	31
Sustainability Education	32
Environmental efforts on our products	34
Green Products	34
Promoting Product Reuse/Recycling	36
Initiatives to Address Supply Chain Emissions	38
Recycling Resources	41
Initiatives on Environmental Risk Management	43
Management of Legal Compliance Regarding Environmental Impacts	43
Management of Chemical Substances	43
Involving Our Business Partners	46
Compliance with the Environmental Regulations in Each Country	47
Environmental Communication	49
Environmental Initiatives	49
Initiatives for Biodiversity	50
Initiatives for the Biotope	51

Social	54
Human Capital Management	55
Systems and Policies Regarding Human Capital	55
Initiatives for Employee Lifecycle	56
Efforts to Develop Human Resources	57
Creating a Workplace with Higher Job Satisfaction	62
Employee Engagement	65
Initiatives for Work-Life Balance	70
Promotion of Health and Productivity Management	74
Promotion of Occupational Health and Safety	78
Respect for Human Rights	81
Advantest Group Human Rights Policy	81
Key Issues Related to Human Rights and Due Diligence	82
Efforts for Human Rights in the Workplace	84
Diversity, Equity & Inclusion	86
Efforts to Promote Diversity	86
Fair Evaluation and Treatment	90
Efforts to provide value through business	92
Supporting Product Safety and Quality	92
Efforts to Improve Customer Satisfaction	95
Innovation Initiatives	98
Intellectual Property Initiatives	102
Responsible Sourcing	103
Procurement Policy and its Stance	103
Responsible Mineral Sourcing Initiatives	105
Initiatives with Our Suppliers	106
Social Contributions	109
Basic Stance and Structure of Community Activities	109
Examples of Social Contribution Activities	111
Governance	116
Corporate Governance	117
Management Structure	117
Executive Compensation System	125
Internal Control System	128
Risk Management	129
Risk Management System	129
TCFD-based Climate Change-related Information Disclosure	130
Business Continuity Initiatives	133
Compliance	135
Initiatives to Promote Ethical Business Practices	135
Export Control	137
Tax Compliance	139
Information Security	139

ESG Data

Material Flow

Data Collection

Environmental Data

Social Data

Governance Data

Approach to Data Aggregation and Third-Party Verification

Approach to and Methods for Environmental Data Collection

Third-Party Assurance

142

SASB Comparison Table

SASB Comparison Table

164

165

Editorial Note

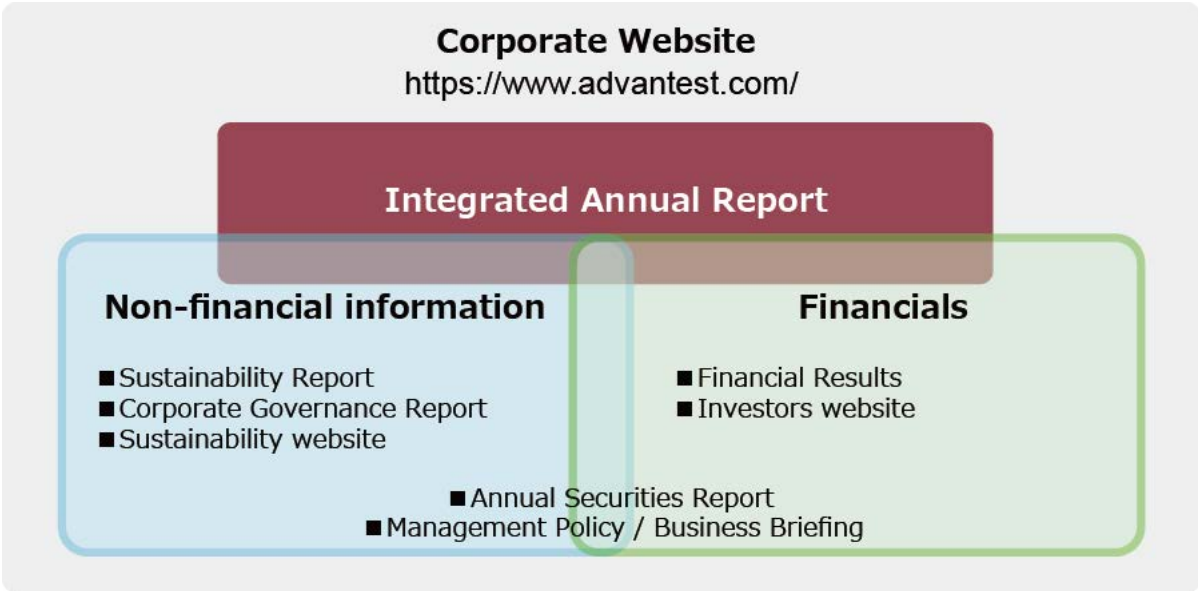
Advantest aspires to help realize a safe, secure, and comfortable society and sustainable future as well as to solve social issues by enhancing our semiconductor testing business while expanding our business into peripheral business areas. Just as the value of our semiconductor testing is hard to see, it is harder to discern what the value of non-financial information is. Precisely because of its uncertainty, we strive to disclose information on our approach and initiatives for sustainability in our Third Mid-term Management Plan (2024 to 2026) that is easy for our stakeholders to understand and access.

Our Sustainability Website shares our approach and initiatives for sustainability from an ESG perspective along with detailed performance data. It is updated as necessary with the aim of disclosing information on sustainability in a comprehensive and prompt manner.

The Sustainability Report is published as an annual report every December. We refer to the GRI Standards along with other guidelines in disclosing the Sustainability Report and the website.

Relationship with the Integrated Annual Report

Advantest positions our "Integrated Annual Report" as a "One-stop Handbook" for disclosing our corporate value from financial and non-financial perspectives. The Sustainability Website and the Sustainability Report are appendices to the Integrated Annual Report, compiled with the aim of providing a comprehensive and detailed report on information related to sustainability.



About information disclosure

Scope of the Sustainability Report

Period covered	April 1, 2024 to March 31, 2025 Some of the initiatives and activities before the period covered as well as those up to October 2025 are also included.
Target organizations	Advantest Corporation and its major domestic and overseas consolidated subsidiaries
Issuance	Issued in December 24, 2025 as an annual report (Next issue scheduled in December 2026)

Guidelines Referenced

- GRI Standards
- SASB Standards
- IFRS S1 "General Requirements for Disclosure of Sustainability-related Financial Information" and S2 "Climate-Related Disclosures"
- ISO26000 Guidelines
- Ten Principles of the United Nations Global Compact
- Ministry of the Environment of Japan, "Environmental Reporting Guidelines 2018"

Third-party Assurance

Third-party assurance has been obtained from Ernst & Young ShinNihon LLC to ensure increased reliability of selected social and environmental performance indicators included in the ESG Data on our website.

 [Independent Assurance Report](#)

Contact Information

For inquiries related to sustainability
Sustainability Promotion Office

Send comments by email to: [✉ PDL-AT-esgsuishin@advantest.com](mailto:PDL-AT-esgsuishin@advantest.com)

Send comments by fax to: +81-276-84-1150

Advantest's Sustainability

Management Message on Sustainability	6
Policy and System for Promoting Sustainability Initiatives	7
Advantest's Sustainability Journey	7
Sustainability Promotion System	8
Reporting and Information Disclosure.....	9
Materiality and the Sustainability Action Plan	9
Identification of Materiality	9
Sustainability Action Plan 2024-2026	11
Stakeholder Engagement	15
Involvement with External Initiatives	17
Efforts in International Standardization Work	17
Commitment to External Initiatives	18
External Recognition	21
Recognition by Rating Agencies	21
Inclusion in Investment Indexes	22
Recognition and awards for our activities	23
Awards by Customers	25

Management Message on Sustainability

Towards a "safe, secure, and comfortable society"

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



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

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

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

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

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

Thank you for your continued support.

September 2025
Yasuo Mihashi
Senior Executive Officer, CSRO
Executive Vice President, Corporate Relations Group

Policy and System for Promoting Sustainability Initiatives

Advantest's Sustainability Journey

Semiconductors and Sustainability

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

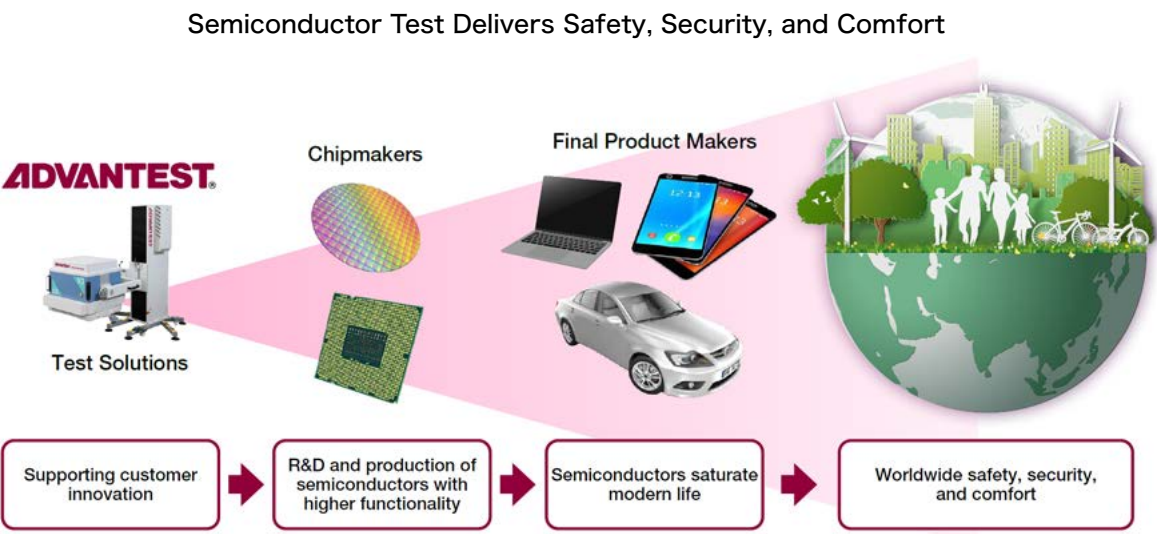
In fact, almost all of our businesses are related to semiconductors, which are indispensable for the future development of various industries and for the realization of a more sustainable future society.

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

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

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

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



Our Approach to Sustainability

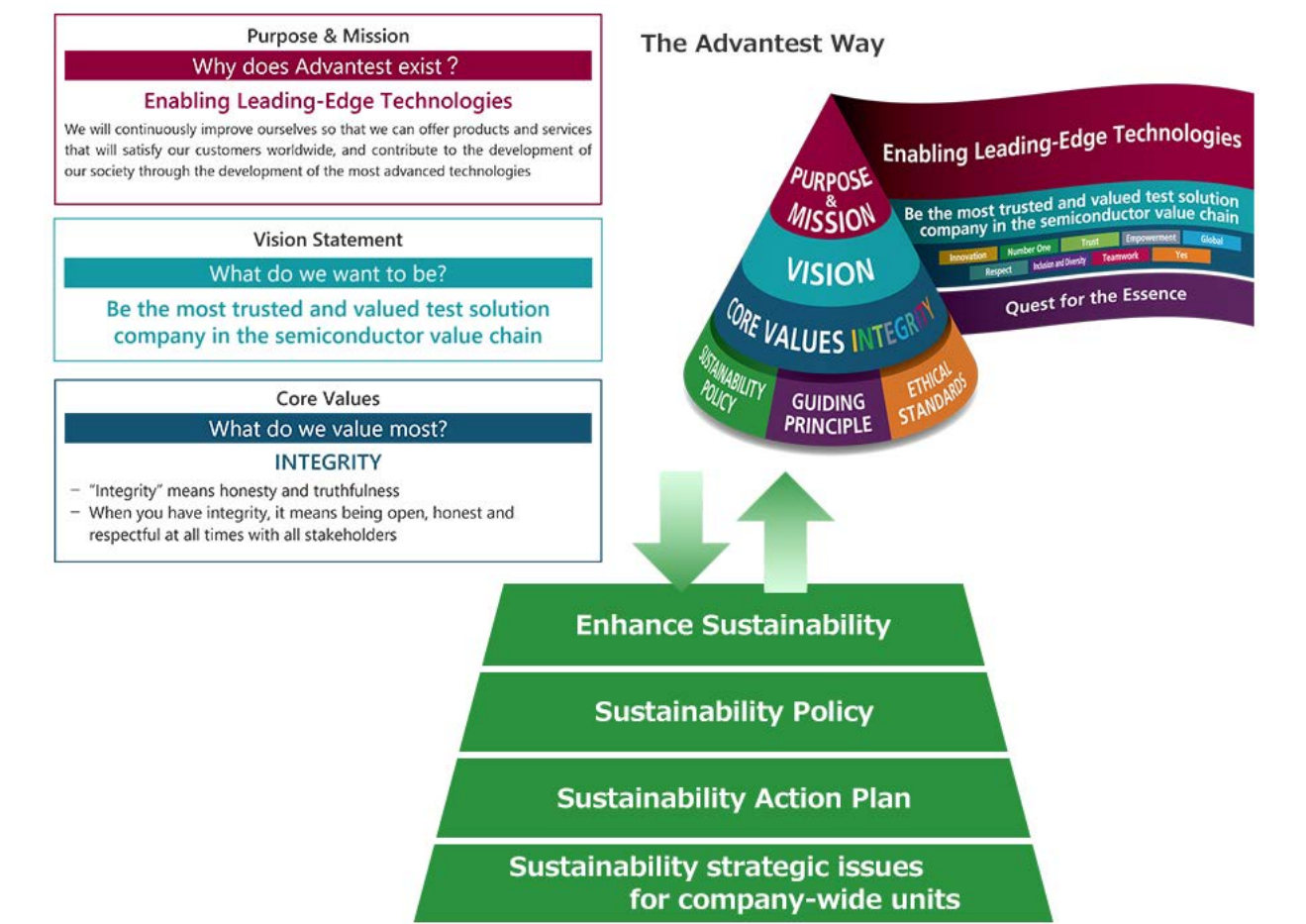
Advantest recognizes that attentive management based on our purpose and mission is essential for resolving sustainability issues, and creating corporate value over the medium to long term, and has formulated a mid/long-term management policy, our Grand Design, as well as a mid-term management plan. In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

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

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

be addressed to be linked to the Grand Design and the Third Med-Term Management Plan (MTP3), from the perspective of increasing the value provided to stakeholders, and have set new medium-term targets for each of these themes. New medium-term targets have been set for each of these themes. In conjunction with this, the name of the plan was changed to better reflect the content and scope of future initiatives.

Advantest will continue its sustainability journey based on Sustainability Policy.



Reporting and Information Disclosure

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

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

Materiality and the Sustainability Action Plan

Identification of Materiality

Advantest has identified sustainability-related risks and opportunities that may have a material impact on its financial position, business performance, and cash flow, and that could reasonably be expected to influence investor decision-making, with reference to the Sustainability Disclosure Standards issued by the Sustainability Standards Board of Japan (SSBJ).

In conducting the materiality assessment, scenario analysis was partially incorporated in consideration of climate change. As part of the assessment, Advantest reviewed its value chain and compiled a list of sustainability-related risks and opportunities that may be material to Advantest, referencing the SASB (Sustainability Accounting Standards Board) Standards, the European Sustainability Reporting Standards (ESRS) established under the EU Corporate Sustainability Reporting Directive (CSRD), along with other relevant frameworks and standards, as well as the disclosure practices of companies operating in the same industry. The significance of each identified risk and opportunity was evaluated based on its likelihood of occurrence and potential financial impact, through engagement with external stakeholders and discussions with relevant CxOs and departments. The sustainability-related risks and opportunities determined to be material, along with the materiality assessment process, were deliberated at the Executive Management Committee Meeting and reported to the Board of Directors. The materiality assessment is planned to be conducted annually, with specific targets to be incorporated into the Sustainability Action Plan.

Based on the results of our materiality assessment, we have identified the following items as areas of particular importance for our Group.

Sustainability-related Risks and Opportunities

Topic	Risk	Opportunity
Climate change	<p>Transition risk</p> <ul style="list-style-type: none">• Business costs may rise as a result of future compliance with climate regulations and the growing adoption of renewable energy.• An impact on our sales may arise if our products fail to meet customer expectations for energy efficiency. <p>Physical risk</p> <ul style="list-style-type: none">• Disasters driven by climate change may disrupt logistics and production, potentially resulting in substantial losses and lost revenue opportunities.	<ul style="list-style-type: none">• Enhanced customer trust through the development of products with superior environmental performance could lead to competitive advantage and business growth.• Reducing energy consumption through the shortening of construction periods, logistics optimization, and supply chain localization for key products could lead to lower operational costs and improved environmental performance.
Pollution	<ul style="list-style-type: none">• Future costs may arise from responding to environmental incidents involving the discharge of untreated water and hazardous substances, as well as from meeting regulatory requirements for pollution prevention.	-
Circular economy	-	<ul style="list-style-type: none">• Promoting product reuse strategies could lead to the creation of new sustainability-driven business models, enhanced brand image, and the acquisition of environmentally conscious customers.

Topic	Risk	Opportunity
Own workforce	<ul style="list-style-type: none">• A decline in corporate attractiveness could lead to talent outflow and recruitment challenges, resulting in reduced labor productivity and a loss of technological competitiveness.• Inadequate or negligent Occupational Health and Safety management may result in workplace accidents, posing risks to employee well-being and business continuity.• Compliance violations or human rights violations could negatively impact business operations and erode corporate credibility.• A lack of progress in promoting gender equity could lower employee satisfaction and motivation, potentially hindering efficient business operations.	<ul style="list-style-type: none">• Enhancing training systems and promoting work-life balance could lead to expanded recruitment opportunities, while continuous employee development could strengthen competitiveness.• Utilizing a diverse workforce could lead to greater innovation, improved performance, and enhanced problem-solving capabilities.• Promoting a positive workplace environment and fostering open communication between labor and management could lead to increased employee commitment and improved performance.
Workers in the value chain	<ul style="list-style-type: none">• Incidents involving human rights violations in the supply chain, such as child labor, poor working conditions, and the use of conflict minerals, could lead to negative impacts on business operations and a loss of corporate credibility.	-

Sustainability Action Plan 2024-2026

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

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

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

The Sustainability Reort describes the new Sustainability Action Plan 2024-2026 and reports on the results of our sustainability initiatives to date, based on the ESG Action Plan 2021-2023. Advantest strategically promotes initiatives to achieve the targets set for each issue in the Sustainability Action Plan. Furthermore,The action items and targets in the Sustainability Action Plan are regularly reviewed in accordance with changes in their importance to Advantest.

Sustainability Action Plan 2024-2026 : Targets and Progress

Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Shareholders and capital market	Mid-/long-term and sustainable enhancement of corporate value	Aiming further sales growth, improved profitability, and more efficient use of capital	CFO	In accordance with MTP3 Management Indicator	In accordance with MTP3 Management Indicator	Exceeding the target figures for all management indicators set as averages over the three-year period of the medium-term plan
	Enhancement of sustainability information disclosure	Timely and appropriate disclosure of financial and non-financial information	CFO	ESG evaluation by rating agencies	Maintaining and improving evaluations by major ESG evaluation by rating agencies	Maintaining high standards of evaluation by major rating agencies



Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Employees	Respect for diversity	Promoting gender diversity	CHO	Ratio of female managers ^{*2}	11%	9.7%
			CHO	Ratio of female employees among candidates (Level6) for executive and managerial positions ^{*3}	16%	15.5%
	Employee engagement	Fostering and instilling an attractive corporate culture	CHO	Turnover rate	Voluntary turnover rate is below average of the period of MTP2 (5.9%).	4.4%
			CHO	Gallup Survey Scores ^{*4}	3.80	3.76
			CHO	The INTEGRITY Award nominations/year ^{*5}	400 activities	465 activities
	Investment in human capital	Promoting health and wellbeing management and work-life balance	CHO	Japan: White 500 Certified (Japan) ^{*6}	Japan: Certified as White 500	Certification obtained
		Promoting human capital development based on the Advantest Development Framework	CHO	Education and training expenses	0.8 (Billions of yen)	0.68 (Billions of yen)
Customers	Providing superior solutions	Provision of new products and integrated solutions that solve customer issues	CTO	Market position	Maintaining 'No.1 position in the focus markets'	Maintaining the status
	Customer satisfaction and trust	Provision of more value added and comprehensive customer support quickly and accurately	CCRO	Market position	Maintaining 'No.1 position in the focus markets'	Maintaining the status
	Climate change countermeasures and reduction of environmental impact	Improving the environmental performance of our products	CTO	"GHG emission per AT innovations" reduction rate ^{*7}	86% reductionwhen comparing Ave. (FY2021-FY2023) and Ave. (FY2024-FY2026)	84% reduction
			CCRO	Market Share of ATE products, including those with enhanced environmental performance	58% or more	58%
			CSRO	Enhanced Product Life Cycle Assessment	Expansion of the life cycle assessment management scope and data refinement	Initiatives for improvement started

Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Suppliers	Respect for human rights and fair deals in the supply chain	Responsible Mineral Procurement	CSCO	Supplier response rate to conflict minerals survey	99%	99%
		Penetrating Sustainability in the Supply Chain	CSCO	Due diligence implementation rate for designated business partners ^{*8}	100%	100%
			CSCO	Number of designated business partners ^{*8}	50 suppliers (Designated 42 suppliers as business partners in FY2023) ^{*8}	44 companies
	Greenhouse Gas Emission Reduction (Scope 3)	Supply chain decarbonization	CSCO	Percentage of main business partners that have introduced renewable energy sources ^{*9}	60%	52%
Partners	Creation of innovation and contribution to local communities and global society	Implementation of activities related to innovation and social good	CSRO	The number of strategic partnerships	Maintain the same level as FY2023	Maintaining the status
			CCO	The number of employees' activities contributing to local communities (both inside and outside of work)	180 (FY2024-FY2026 Cumulative Total)	90 activities
Global Environment	Greenhouse gas emission reductions (Scope 1+2)	Reducing GHG emissions from Scope 1+2	CSRO	GHG emissions reduction rate	65% (vs. FY2018)	76% reduction
		Raising renewable energy usage	CSRO	Renewable energy coverage rate	80%	87%
		Reducing energy consumption by shortening the production period of major products	CSCO	Reduction of production period by reviewing production processes	Reducing production period by 20% (vs. FY2020)	40% reduction
	Contribution to the Circular Economy	Improvement of recycling rate through promotion of 3Rs (Reduce, Reuse and Recycle)	CSRO	Waste recycling rate (Japan and overseas)	Japan:90% or more Other regions: 73% or more	94% 67%
		Maintaining company-wide water consumption at FY2016 levels		Water resource usage	Less than 288,000m ³ /year	297,771m ³ /year
	Conservation of biodiversity and natural capital	Preservation of biodiversity, promotion of nature conservation activities (protection of endangered species in biotopes, tree planting, beach cleanups, etc.)	CSRO	Total number of participants in social contribution activities related to natural capital	600(FY2024-FY2026 Cumulative Total)	2,449 participants

Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Governance	Promoting ethical management and business	Compliance with international/industry standards	CSRO	Compliance with business codes of conduct and management system standards	Maintain and recertify ISO certification and pass RBA(Responsible Business Alliance) audit	Maintained and recertified ISO certification, and passed RBA audit
		Implementation of Global Compliance Education Program (GCEP) e-learning for all employees	CCO	e-learning participation rate	100%	96.4%
		Fair and Transparent Workplace	CCO	Percentage of respondents ^{*11} who answered that 'the convenience of internal reporting channels has improved' in the compliance survey ^{*10}	50% or more	82.8%
		Maintaining and improving occupational health and safety	CHO	Incidence of serious occupational accidents which result in absence from work (LTIR: Lost Time Incident Rate)	0	0.35
		Fostering internal understanding of sustainability	CSRO	Implementation of measures for different levels of the organization to promote understanding of sustainability	Implementation of the measures for different levels	Implemented
	Continued enhancement of Corporate Governance structure	Enhancement of board structure and governance to increase effectiveness of corporate governance	COO	Ensuring the effectiveness of the Board of Directors	Enhancement of disclosure of effectiveness evaluation results	The results of the effectiveness evaluation will be disclosed in the CG report
			COO	The board composition that satisfies the skill set required in line with management strategy and the business environment, and also ensures diversity	Periodic review by the Board of Directors and review and revision as necessary	Reviewed by the Board of Directors
	Enhancing risk management	Strengthening internal control	CCO	Risk clarification and response based on twice-yearly risk reviews	Implementation of risk review twice yearly	Implemented the risk review twice a year

*1 Please refer to "Management" for the list of CxOs.

*2 The non-consolidated Female manager ratio is described in [the Securities Report under "Item 1. Company Overview 5. Status of Employee."](#)

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

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

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

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

*7 GHG emission per AT innovations is calculated by dividing Scope 3 Category 11 GHG emission by AT innovation (number of transistors based on Advantest's market share, pins, frequency, DPS current in systems that account for 80% of annual sales, and number of the systems).

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

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

*10 A group-wide compliance survey is conducted every three years.

*11 Considering that not all employees wish to use the internal reporting system, the percentage of employees who answered that they would use the internal reporting system was calculated excluding those who answered 'I don't know' regarding the improvement of the convenience of the internal reporting system.

Stakeholder Engagement

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

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

Shareholders and capital market

General Meeting of Shareholders

We consider the General Meeting of Shareholders to be an important opportunity to deepen dialogue with our shareholders.

At the 2025 General Meeting of Shareholders, the Group CEO gave an explanation on the progress of the third Mid-term Management Plan and answered questions from shareholders. In addition, we amended our Articles of Incorporation to set May 15 as the record date for voting rights at the Ordinary General Meeting of Shareholders in order to enable the convocation of the Ordinary General Meeting of Shareholders in late July or early August, in view of the integrated disclosure of the Annual Securities Report and the business report. Following the conclusion of the shareholders' meeting, we held a round-table discussion with attending shareholders and company executives, where we received various opinions directly from our shareholders and engaged in interactive communication.

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

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

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

IR activities

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

Specifically, we will disclose important information in a timely, fair and appropriate manner to shareholders and investors both in Japan and overseas, and hold a financial briefing



every quarter, during which senior Advantest managers will give presentations. We also hold individual meetings with domestic and overseas institutional investors (approximately 600 meetings in fiscal 2024), as well as business and technical briefings, in order to promptly disseminate updates and industry trends in semiconductor technologies, which are closely related to our business, to the stock market.

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

Employees

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

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

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

To promote communication between supervisors and subordinates, we introduced a continuous performance management system called the “Check-In Process” in 2024. This is an initiative that promotes proactive communication throughout the year regarding results and objectives by enabling supervisors and subordinates to manage and change target objectives on the system at any time.



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

Customers

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

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

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

Suppliers

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

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

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

Partners

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

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

Global Environment

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

Involvement with External Initiatives

Efforts in International Standardization Work

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

IEC

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



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

One of Advantest's directors received the IEC 1906 Award*1 from IEC in October 2016. This was in recognition of many years of his contribution to the automation of design testing. In October 2023, a manager of Advantest received the Industrial Standardization Award from the Director-General of the Industrial Science and Technology Policy and Environment Bureau at METI (Japan's Ministry of Economy,

Trade and Industry)*2. He was recognized for his work in establishing IEC63055 (a language that can be used universally between LSI, packages and boards), the design standard for IEC/TC91/WG13, and for promoting its application domestically and internationally.

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

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

IEEE

The Institute of Electrical and Electronics Engineers (IEEE) is the world’s largest technical organization. IEEE provides many services to the engineering community, among which is the creation and promulgation of industry standards, through an operational unit, IEEE Standards Association or IEEE SA.

Ken Butler is an IEEE Fellow and has been a member of IEEE SA for several years. He was invited to join the team which eventually became the IEEE P2427 Working Group in 2017 as the sole representative of a previous employer, and he has continued through his employment with Advantest. The IEEE P2427 Working Group is now composed of dozens of members from more than twenty companies and universities worldwide. Members of any IEEE SA Working Group can contribute to standards development for the betterment of the industry, influence the direction of those standards, and have a good understanding of the content of the standard prior to its publication.

IEEE P2427 is the draft standard for defect modeling and coverage. As of this writing, it should successfully complete its second round of balloting soon and be submitted for approval by the IEEE SA Standards Board. The standard documents rules, recommended practices, and procedures for performing defect coverage analysis for tests for analog circuits. For many decades, the test industry has had in place de facto standards for measuring coverage for digital circuits, but there has been no similar reference for analog circuits, and coverage analysis approaches have been mostly ad hoc. With the ratification of IEEE 2427, the industry will have an established and aligned methodology to measure the coverage of analog test sequences and compare among various test approaches and tools. The result will be an overall improvement in defect coverage for analog circuits and better overall device quality for the consumers of those same devices.


- History of IEEE
- IEEE Standards Association History
- IEEE Draft Standard for Analog Defect Modeling and Coverage



Commitment to External Initiatives



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



Initiatives/Organizations Advantest is Involved In

Advantest participates in international initiatives and organizations to contribute to solving social issues on a global scale and promote sustainable activities.

Name of Initiative/ Organization	Details of Activities	
UN Global Compact (UNGC)	The United Nations Global Compact is a voluntary initiative that calls for each company and group to act as a good member of society by demonstrating responsible and creative leadership and to participate in the creation of a global framework for realizing sustainable growth.	<div>WE SUPPORT</div> 
	Advantest joined the UN Global Compact in 2019 and supports its ten principles in four areas, namely "protection of human rights," "elimination of labor abuses," "environmental protection," and anti-corruption," and we continuously endeavor to realize these goals.	
	Report at the United Nations Global Compact Annual Forum 2024	
	In March 2024, the Annual Local Network Forum (ALNF), the annual meeting of the United Nations Global Compact, was held in Japan, and approximately 153 members from the United Nations Global Compact and local networks in 58 countries around the world came to Japan.	
	UN Global Compact	
	Group CEO (at the time) Yoshiaki Yoshida attended the high-level meeting held in conjunction with the ALNF, and reported on the company's initiatives to address climate change to the executives of each company, including Assistant Secretary-General and CEO of the United Nations Global Compact Sanda Ojambo.	

Name of Initiative/ Organization	Details of Activities	
Task Force on Climate-related Financial Disclosures (TCFD)	<p>In April 2020, Advantest announced its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)^{*3}. We analyze the risks and opportunities posed by climate change on our business from the perspectives of strategy, risk management, and governance and globally deploy proactive measures. We also promote the enhancement of information disclosure based on the recommendations of the TCFD to achieve sustainable growth for the Advantest Group, enhance corporate value, and foster a sustainable society.</p> <p>^{*3} Task Force on Climate-related Financial Disclosures (TCFD) A task force established in December 2015 by the Financial Stability Board (FSB), an international organization. In its final report issued in June 2017, the TCFD recommended that companies disclose information on the financial impacts of climate-related risks and opportunities.</p> <p>Task Force on Climate-related Financial Disclosures (TCFD)</p>	
RE100	<p>In August 2020, Advantest participated in RE100^{*4}, an international initiative that aims to procure 100% renewable electricity for its energy consumption in business activities. Expanding the adoption of renewable energy is essential to achieve 100% reduction of CO₂ emissions, which is one of our long-term goals related to climate change. By participating in RE100, which tackles the social issue of climate change on a global scale, we are promoting the further utilization of renewable energy with other participating companies.</p> <p>^{*4} RE100 An international initiative led by The Climate Group, a climate-related non-profit organization, in partnership with CDP, a non-profit organization that promotes global information disclosure and actions concerning environmental impacts. It was established in 2014. The number of participating companies is 399 globally and 78 from Japan (as of March 1, 2023).</p> <p>RE100</p>	

Name of Initiative/ Organization	Details of Activities	
Science Based Targets Initiative (SBTi)	<p>In November 2021, Advantest obtained certification from the Science Based Targets Initiative (SBTi)^{*5}, a global corporate climate initiative that strives for science-based targets which provide a pathway for companies to reduce greenhouse gas (GHG) emissions, for committing to its 1.5-degrees Celsius target. This certification recognizes that Advantest's greenhouse gas reduction goals are based on scientific evidence and will contribute to achieving the target, as determined by the Paris Agreement.</p> <p>^{*5} Science Based Targets Initiative (SBTi) A global body enabling businesses to set emissions reduction targets in line with climate science, which seeks to restrain rising global temperatures to within 1.5-degrees Celsius of pre-industrial levels.</p> <p>Science Based Targets Initiative (SBTi)</p>	
Green Power Partnership (U.S.EPA)	<p>Green Power Partnership was established by U.S. Environmental Protection Agency (EPA) in 2001 to encourage organizations to use green power voluntarily to protect human health and the environment.</p> <p>Advantest America, Inc. (AAI) joined Green Power Partnership in 2012.</p> <p>AAI has purchased Green Electricity Certificate for wind power generation and sourced 100% of its electricity from renewable energy sources. AAI will continue to contribute to expansion of green energy.</p>	

Name of Initiative/ Organization	Details of Activities	
Semiconductor Climate Consortium (SCC)	<p>Advantest has joined Semiconductor Climate Consortium (SCC), a consortium established by the Semiconductor Equipment and Materials International (SEMI), as a founding member in 2022. We are currently working with companies that agree to the commitment of the SCC to speed industry value chain efforts in reducing greenhouse gas emissions from the semiconductor ecosystem.</p> <p>Our commitment to the SCC is also posted on SEMI's website. In November of the same year, we shared a "We Commit" video during the SCC session of the 27th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP 27), demonstrating our active engagement in solving climate change issues. In addition, in January 2023, our SCC representative was also appointed as a new member of the SEMI North American Advisory Board (NAAB), serving as the primary advocate for member companies located in North America to address various challenges in the supply chain.</p> <p>SEMII</p>	
Japan Climate Initiative (JCI)	<p>Japan Climate Initiative (JCI) is a network of non-state actors who make serious efforts towards the 1.5-degrees Celsius target and the realization of a decarbonized society.</p> <p>Advantest supports the declaration of the JCI, "Joining the front line of the global push for decarbonization from Japan," and participated in the initiative to support the transition to a decarbonized society by 2050.</p> <p>We will contribute to the realization of a decarbonized society by voluntarily and proactively taking actions on climate change and by working together with local governments and private companies, which are actively engaged in climate change countermeasures.</p> <p>Japan Climate Initiative (JCI)</p>	

Name of Initiative/ Organization	Details of Activities	
30by30 Alliance for Biodiversity	<p>Since April 2022, Advantest has been a member of the 30by30 Alliance for Biodiversity, a coalition of volunteer companies incorporated in the 30by30 Roadmap formulated by the Ministry of the Environment.</p> <p>30by30 is a global promise agreed upon among all G7 countries at the G7 Summit held in June 2021, committed to conserving, or protecting at least 30% of their national land and sea areas by 2030 ("30by30") toward the goal of halting and reversing biodiversity loss (nature positive).</p> <p>30by30, 30by30 Alliance</p> <p>15th meeting of the Conference of the Parties to the UN Convention on Biological Diversity (CBD-COP15)</p>	

Initiatives/Organizations Used as Reference

Name of Initiative/ Organization	Details of Activities	
Responsible Business Alliance	<p>We actively promote initiatives on labor, safety, health, the environment, and ethics in compliance with the RBA Code of Conduct, which was published by the RBA, a corporate alliance that promotes corporate social responsibility in global supply chains.</p> <p>Responsible Business Alliance</p>	
Responsible Minerals Initiative	<p>Advantest conducts an annual survey of our business partners on the use of conflict minerals using the RMI reporting template (the Conflict Minerals Reporting Template (CMRT)).</p> <p>Responsible Minerals Initiative</p>	

External Recognition

Recognition by Rating Agencies

Received "A" Rating in MSCI ESG Ratings

Advantest received an "A" rating by MSCI ESG Ratings in November 2025. This reflects a recognition of our sincere commitment to addressing ESG challenges in pursuit of a sustainable society. MSCI ESG Ratings aim to comprehensively analyze and measure corporate initiatives for relevant ESG risks and opportunities in the areas of Environment, Social, and Governance. ESG Ratings range on a seven-level scale from AAA (highest) to CCC (lowest).



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Advantest earns Bronze Medal from EcoVadis

Advantest has been awarded the Bronze Medal* in recognition of its sustainability achievement by EcoVadis (headquartered in France), an internationally recognized sustainability ratings provider.

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



* The Bronze Medal is awarded to the top 35% of companies assessed by EcoVadis.

CDP Climate Change and Water Security

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

Advantest discloses its environmental initiatives through responses to the CDP questionnaires. In February 2025, Advantest was rated "B" for climate change and "B-" for water security.



Inclusion in Investment Indexes

Selected as A Constituent Stock of DJSI Asia Pacific

Advantest was selected for the third consecutive year as a constituent stock of the Dow Jones Sustainability Asian Pacific Index (DJSI Asia Pacific) for 2024, which is operated by S&P Dow Jones Indices in the United States.

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

Selected for FTSE4Good Index Series

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

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



[FTSE4Good Index Series](#)

Selected as A Constituent of the FTSE Blossom Japan Index

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

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



[FTSE Blossom Japan Index](#)

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

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

The FTSE Blossom Japan Sector Relative Index is a performance benchmark created by global index provider, FTSE Russell, which reflects the performance of Japanese large- and mid-cap stocks that demonstrate outstanding



Environmental, Social and Governance (ESG) practices relative to their respective sectors and is designed to be sector neutral.

[FTSE Blossom Japan Sector Relative Index](#)

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

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

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

2024 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

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

Selected as Component of MSCI Japan ESG Select Leaders Index

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

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

2024 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX

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

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

MSCI Japan Empowering Women Index (WIN) is constructed by Japanese companies that have excellent performance in gender

2024 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

diversity selected from each GICS® Sector of the parent index (MSCI Japan IMI Index).

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

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

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

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



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

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

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

Selected to be part of the SOMPO Sustainability Index

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

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



Recognition and awards for our activities

Advantest Named THE BEST Supplier of Chip Making Equipment and #1 ATE Supplier for 6th Consecutive Year from TechInsights

In the TechInsights Customer Satisfaction Survey, Advantest captured the No.1 spot of global semiconductor companies for the sixth consecutive year. The company was also named on the Top 10 CustomerService (formerly 10 BEST Suppliers) list of large suppliers of test equipment for the 37th consecutive year.



The TechInsights Customer Satisfaction Survey is the industry's only available opportunity since 1988 to receive feedback from semiconductor manufacturers. It evaluates and ranks equipment suppliers among 14 categories based on three key factors: supplier performance, customer service, and product performance. The categories span a set of criteria including cost of ownership, quality of results, field engineering support, trust, and partnership. Among them, Advantest received high evaluations in seven categories and was the only Assembly Test Equipment Supplier to receive a 5-star rating again this year.

Advantest Receives "White 500" Certification from METI for Fifth Consecutive Year

Advantest has been recently recognized under the 2025 Certified Health & Productivity Management Outstanding Organizations Recognition Program, which is jointly implemented by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi (Japan Health Council), as one of the organizations in the large enterprise category. At the same time, METI has certified Advantest as one of the "White 500"--the top 500 corporations recognized under the program--for the fifth consecutive year. This year, as with last year, all seven of Advantest's domestic subsidiaries were certified.



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

Advantest actively promotes support programs for balancing work and private life by setting up days when all employees are encouraged not to work overtime and to take more paid leaves. We have acquired

"Eruboshi" certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace in 2020, was granted the "Kurumin" certification based on the "Act on Advancement of Measures to Support Raising Next Generation Children" in 2021 and 2022 consecutively, and was also granted the Platinum "Kurumin" certification as a company that provides superior childcare support.

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

Advantest Europe GmbH Wins “100 Best Employers” Award from Great Place to Work®

Advantest Europe GmbH (AEG) was selected as one of the "100 Best Employers" out of participating 1,080 German companies that entered the survey conducted by the Great Place to Work® in 2024. The company outperformed 980 competitors and ranked ninth in the size category.

This award is evaluated through an anonymous survey of employees, and whether a company is a "Great Place to Work" is determined primarily from the perspective of its employees. AEG was recognized in the survey in the key areas of development of maximum potential as a company, strategic leadership, values, and innovation by all.

The award also reaffirmed the deep trust between the company and its employees. AEG was also ranked third in Bavaria in the size category and third in the industry category "Fertigung und Industrie" (Manufacturing and Industry).



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

Following its certification in 2024, Advantest Korea Co., Ltd. (ATK) has been certified as a "Great Place to Work®" in February 2025. ATK was selected as one of Korea's Top 100 Best Workplaces, ranking 64th based on the GPTW survey scores and company culture essays. Additionally, ATK received high marks in the Global ESG & Human Rights Management category, earning another prestigious award.



On top of that, ATK received awards in the following four categories. The "Most Respected CEO in Korea Award" was awarded for leadership that promoted transparent communication and fostering employee engagement, the "GPTW Pioneer Award" for leading the transformation of ATK's corporate culture, the "Proud Working Mom Award" for building an outstanding team culture while balancing work and childcare, and the "GPTW Innovation Leader Award" for supporting culture improvement projects at the operational level.

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

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



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

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

Advantest Receives Smart Meal Certification

Advantest has been certified as a workplace that provides nutritionally balanced smart meals based on the Ministry of Health, Labour and Welfare's "Dietary Guidelines for the Prevention of Lifestyle-related Diseases and the Promotion of Health" (September 2015), in a healthy environment (including efforts to provide nutritional information and prevent passive smoking), on an ongoing basis.



This certification is a testament of Advantest's commitment to improving the food environment to maintain and promote the health of our employees.

Certified as Bronze Partner by TABLE FOR TWO

Advantest was recognized as a "Bronze Partner" by TABLE FOR TWO for our support in 2024 and have received a letter of appreciation.

This award was given in recognition of our employees' active participation in donation activities through the purchase of eligible products at the employee cafeterias and kiosks.

Please see [here](#) for details.



Advantest (China) Co., Ltd. Receives 2025 Outstanding Automotive-Grade Chip Tester Award at AutoSEMI

In June 2025, Advantest (China) Co., Ltd. (ATC) received the 2025 Outstanding Automotive-Grade Chip Tester Award at the AutoSEMI Conference held in Shanghai. This recognition marks significant achievements in automotive semiconductor testing technology and contributions to the industry.

In addition to on-site engagement with many visitors to our booth, we were able to showcase product exhibits and presentations, which yielded impressive results and earning much interest in Advantest's technologies and initiatives. In particular, we received many questions and opinions about our solutions for mass production testing of in-vehicle SoCs (which integrate CPU, GPU, memory, and communication functions on a single semiconductor chip), which generated meaningful dialogue with industry participants.

This award is a testament of our technical capabilities and reliability in the industry.



Awards by Customers

Advantest Wins BEST IN VALUE Award for 3rd Consecutive Year at Samsung Appreciation Day 2024

In October 2024, Samsung held its “Samsung Appreciation Day 2024” event, where Advantest received the “BEST IN VALUE” award for the third consecutive year. This award recognizes a select number of suppliers who made significant contributions to Samsung's business throughout the year, and this marks Advantest's fifth time receiving this honor. Going forward, Advantest will continue to cooperate with all its stakeholders in its sales activities, aiming to extend its streak as a BEST IN VALUE partner for Samsung.

Advantest Wins 2023 Excellent Supplier Award from Huahong Group

Advantest (China) Co., Ltd. has been awarded the “2023 Excellent Supplier” award by Huahong Group (HHG), a leading foundry manufacturer in China. Foundry manufacturers are companies that manufacture semiconductors on a contract basis, and they play an important role in the expansion of our products in the Chinese market. This award is the result of a long-standing relationship of trust between HHG and Advantest, and a high recognition of Advantest's technical capabilities and support.

Advantest Wins Best Supplier Award from Tongfu Microelectronics

Advantest (China) Co., Ltd. has been awarded the “Best Supplier Award” by its major customer, Tongfu Microelectronics Co., Ltd. (hereinafter referred to as “TFME”). TFME is the fourth largest OSAT (outsourced semiconductor assembly and test) worldwide and the second largest OSAT in China. With their business expansion into the SoC (system-on-chip, which integrates CPU, GPU, memory, communication functions, etc., into a single semiconductor chip) and Memory segments, TFME has become a key customer for Advantest's products. This award is a recognition of TFME's trust in Advantest's products and technical capabilities.

Advantest Wins Outstanding Advanced Technology Development Award from MediaTek

Advantest has received the “Outstanding Advanced Technology Development Award” from MediaTek. This award is in recognition of Advantest's long-standing commitment to technical innovation and a relationship of trust with MediaTek that has contributed to the development of next-generation semiconductors.

This award is the result of Advantest's comprehensive efforts in the joint development of cutting-edge test solutions tailored for MediaTek's next-generation SoCs (integrating CPU, GPU, memory, and communication functions into a single semiconductor chip) and ASICs (specialized semiconductor chips designed for specific applications), responsive and flexible engineering service to assist MediaTek's product development schedules, and for offering a collaborative roadmap aligned with MediaTek's long-term technology strategies.

Environment

Mitigation of Climate Change (Prevention of Global Warming)	27
Approach to Climate Change	27
Environmental Management	28
Environmental Policy Based on ISO14001 Standard Requirements	31
Sustainability Education	32
Environmental efforts on our products	34
Green Products	34
Promoting Product Reuse/Recycling	36
Initiatives to Address Supply Chain Emissions	38
Recycling Resources	41
Initiatives on Environmental Risk Management	43
Management of Legal Compliance Regarding Environmental Impacts	43
Management of Chemical Substances	43
Involving Our Business Partners	46
Compliance with the Environmental Regulations in Each Country	47
Environmental Communication	49
Environmental Initiatives	49
Initiatives for Biodiversity	50
Initiatives for the Biotope	51

Mitigation of Climate Change (Prevention of Global Warming)

We will strive to reduce GHG emissions by providing green products and innovating in our business processes in order to fulfill our corporate mission to control global warming as per the Sustainability Policy. Having declared support for the TCFD Recommendations, we will proactively continue to clarify risks and opportunities associated with climate change and implement information disclosure.

Approach to Climate Change

Based on "The Advantest Way," Advantest continuously engages in long-term initiatives to alleviate and adapt to climate change in order to contribute to tackling important social challenges related to environmental issues.

For [disclosures related to climate change based on the TCFD Recommendations](#), please refer to "Risk Management" on the "Governance" page.

International initiatives and Advantest’s efforts on climate change

As a mid/long-term climate change countermeasures target, Advantest has set a goal to reach net-zero Scope 1+2 GHG emissions by FY2050. In addition, we have set targets to reduce Scope 1+2 GHG emissions by 65% by FY2026 compared to FY2018.

Furthermore, Advantest has established Scope 3 GHG emissions reduction targets for FY 2030. However, in light of changes in the business environment, we are currently reviewing our Scope 3 targets and considering specific measures to achieve these targets.

Name of institution	Advantest’s efforts
TCFD The Task Force on Climate-Related Financial Disclosures	As part of our efforts to ensure information disclosure, we analyze the impacts of climate change on business continuity as well as management risks and opportunities associated with laws and regulations based on the temperature increase scenarios outlined by the IPCC.

Name of institution	Advantest's efforts
SBTi Science-based Targets Initiative	We formulate GHG emissions reduction targets based on scientific insights and implement relevant measures as we work to achieve the goal of limiting temperature increases adopted in the Paris Agreement. In November 2021, Advantest obtained certification from the Science Based Targets initiative (SBTi), which recognized that Advantest's GHG emissions reduction targets will contribute to achieving the target.(Scope1,2 : 1.5-degrees Celsius、 Scope3 : 2-degrees Celsius) For the latest information on Scope 1, 2, and 3, please refer to " Environmental efforts on our products (Initiatives to Address Supply Chain Emissions) ".
RE100 Renewable Energy 100%	We formulate and implement plans for transitioning to renewable energy sources for the electricity consumed upstream and downstream in our business operations and in our supply chain.
CDP Carbon Disclosure Project	We proactively disclose information on initiatives for risks associated with climate change, such as the TCFD Recommendations, SBTi, and RE100. In the Climate Change Report 2024, Advantest received a score of B.
IPCC Intergovernmental Panel on Climate Change	The IPCC is an intergovernmental organization established by the World Meteorological Organization (WMO) and the United Nations Environment Programme (UNEP). With the contributions of scientists from all over the world, it regularly produces reports and provides evaluations of the latest scientific findings on climate change. Advantest also leverages these evaluation reports and scenarios published by the IPCC as a basis for analysis of physical and transition risks.
The Paris Agreement (COP21)	The GHG emissions reduction targets are based on an international agreement adopted in 2015 with the goal of limiting the global average increase in temperature to 1.5-degrees Celsius, a level that is well below 2-degrees Celsius, compared to pre-industrial levels.

Initiatives Through Industry Groups

Japan Climate Initiative

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

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

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

Semiconductor Climate Consortium

The Semiconductor Climate Consortium (SCC) is a consortium established by the Semiconductor Equipment and Materials International (SEMI) to speed industry value chain efforts to reduce greenhouse gas emissions from the semiconductor ecosystem. Advantest joined the SCC, as one of the founding members, bolstering climate change measures along with member companies to achieve the 1.5-degrees Celsius target.

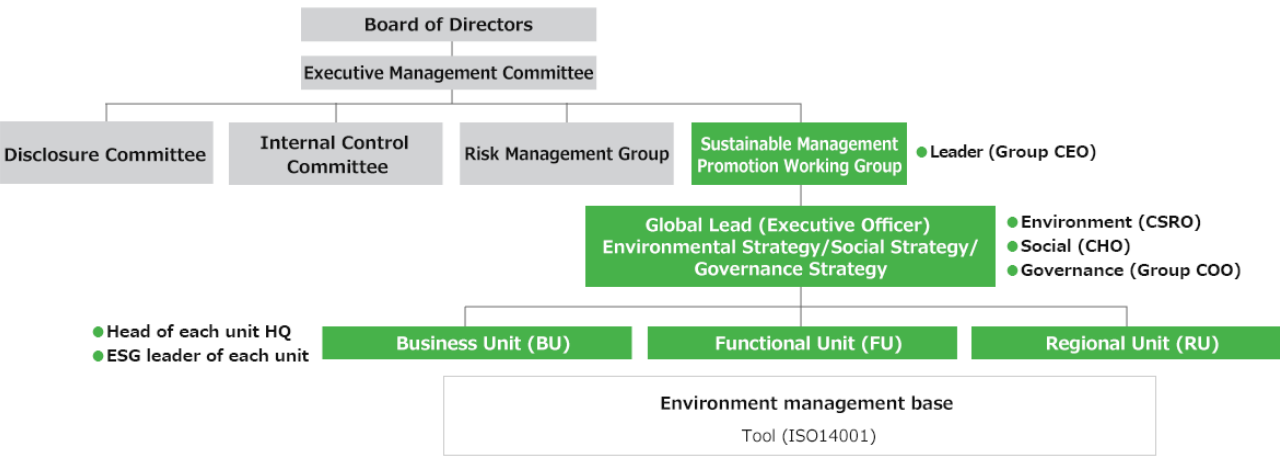


[Involvement with External Initiatives](#)

Environmental Management

Advantest has formulated the Sustainability Action Plan 2024-2026 to aim for the sustainability of the company and society through the enhancement of sustainability initiatives. The action plan's specific targets and indicator settings are based on international standards, such as those for climate change countermeasures. The results are reported to and discussed with the Sustainable Management Promotion Working Group twice a year. The Working Group will then report them to the Executive Management Committee and the Board of Directors in accordance with the Sustainability Policy, and discussed as part of our sustainability strategy. We use the ISO14001 management system as a tool to track our progress toward these goals.

For more information on international standards for climate change countermeasures, please refer to ["Approach to Climate Change"](#).



Acquisition of ISO14001 Certification

The Advantest Group has acquired the integrated ISO14001 certification for its offices, as well as its research, development, and production facilities in Japan. The Group has acquired ISO14001:2015 certification for its environmental management system, which is based on relevant laws and regulations in each country where it operates. Under the uniform standards provided by ISO14001:2015, we are promoting initiatives to reduce energy use, control waste generation, develop and provide environmentally friendly products (green products), and reduce the environmental impact of our business activities.

ISO14001 as an important management tool that serves as a driving axis for our sustainability initiatives and a cycle for checking its progress. We intend to maximize its use as an international standard that can be widely utilized in Japan and our overseas locations.

Acquisition of ISO14001 certification



As of June 10, 2025

Company	(Base)	First acquisition of ISO14001 certification
ADVANTEST CORPORATION (Including business affiliates)		1998/4
	Head Office	
	Sendai Laboratory	
	Gunma R&D Center	
	Saitama R&D Center	
	Kitakyushu R&D Center	
	Gunma Factory	
Advantest America, Inc.		2008/10
	San Jose, U.S.A.	
Advantest Test Solutions, Inc.		2008/10
	Lake Forest, U.S.A.	
Advantest Europe GmbH		2008/4
	Munich, Germany	
	Amerang, Germany	
	Boeblingen, Germany	
Advantest (Singapore) Pte. Ltd.		2008/6
Advantest (M) Sdn. Bhd. (Penang - Malaysia)		2008/9
Advantest Korea Co., Ltd.		2008/7
Advantest Taiwan Inc.		2006/12

Company	(Base)	First acquisition of ISO14001 certification
Advantest (China) Co., Ltd.		2008/5
	Shanghai, China	
	Beijing, China	
	Xi'an, China	
	Shenzhen, China	
Advantest (Suzhou) Co., Ltd.		2008/5
	Suzhou, China	
	Shanghai, China	



Bureau Veritas Certification (copy)

Advantest Corporation ISO14001 certifications scope

As of June 10, 2025

Applicable standards	ISO14001:2015
Certification number	15841998
Certification scope	Research, development, design, manufacture and services of semiconductor and component test systems and mechatronics systems
Certifying body	Bureau Veritas Certification Holding SAS
Date of first certification	April 21, 1998
Date of integrated certification	Integrated as Advantest Group as of December 8, 2000.
Applicable business locations	Head Office, Sendai Laboratory, Gunma R&D Center, Saitama R&D Center, Kitakyushu R&D Center, Gunma Factory(Including each business affiliate)

Addition of S (Social) and G (Governance) targets to ISO14001 Management Targets

At the 2022 ESG Global Meeting, a measure to achieve the ESG Action Plan (at that time) using the ISO14001 Management Program mechanism was proposed, given that ISO14001 is an existing mechanism involving the PDCA cycle and has already been in operation at major sites. We decided to expand the scope of management not only for E (Environment) but also to S (Social) and G (Governance)(*). Taking this opportunity, the scope of management by ISO14001 has expanded to the U.S. and Japan as we make maximum use of ISO14001 management targets to enhance our sustainability initiatives.

* S and G targets are not subject to ISO14001:2015 certification audit.

Expansion to Overseas Sites

In 2023, Advantest America, Inc. (AAI) updated its ISO14001 program and integrated it into its ESG program. At the same time, AAI expanded the scope of application of ISO14001 to all its manufacturing locations, and these locations have launched environmental initiatives.

In addition, we incorporated the flow of strengthening sustainability initiatives and activities utilizing the ISO 14001 program into our environmental education for fiscal 2024 and communicated this globally.

Adoption of ISO14001 in Japan

In expanding the scope of ISO14001management program to ESG, we have devised a method for setting our goals. While environmental target themes are attributed to "Significant Environmental Aspects," S and G target themes are attributed to higher-level targets.

We have also improved the process so that the ESG action plan (at that time) at the corporate level is firmly incorporated into unit strategies at the unit level and management programs at the division level.

Specifically, starting in 2023, outside experts and ESG leaders from the Sustainable Management Promotion Working Group (SMWG) were added as members of the joint goal-setting meetings to discuss and agree on targets. Those meetings, which had become mere formalities, were transformed into a forum of communication, and in fiscal 2025, 77.9% of all ESG management program department targets were attributed to higher-level targets.



Examples of Targets and their Attributed Strategies

	Sustainability Action Plan	Unit ESG Strategy	ESG Management Program
E	Improving the environmental performance of our products	Low power consumption design	Promote green design so that environmental assessment results for new products are at least 90 points above the eco-label standard
S	Fostering and instilling an attractive corporate culture	Revitalization of communication	Hold an exchange meeting with other departments once a quarter
G	Strengthening internal control	Compliance for product safety	Blend the requirements of regulations/laws of each country into the design and achieve zero violations per year

Environmental Policy Based on ISO14001 Standard Requirements

Advantest has established our environmental policies as an entire group and promotes environmental conservation in view of realizing a sustainable society. Based on the Sustainability Policy, Advantest continuously makes efforts to set long-term goals for environmental priority issues through our business. We have clarified KPIs for the three-year period of our third mid-term management plan (MTP3) (2024 to 2026), with the goal of contributing to the climate change mitigation and a decarbonized society.

Please refer to "[Materiality and ESG Action Plan](#)" for the Sustainability Action Plan.

Environmental policies of the Advantest Group

The Advantest Group contributes to the sustainable development of society through our business activities.

Moreover, we are committed to protecting the environment through climate change countermeasures, preservation of biological diversity, etc. as well as ensuring sustainable use of energy, water resources, etc. All our employees actively engage in the following environmental conservation activities so that our company can earn the trust of society.

1. Promoting Environmental Management

By maintaining our environmental management system, we promote global environmental conservation efforts that achieve a balance between business activities and environmental concerns.

2. Reduction of Customers' Environmental Burden

We promote energy conservation, improved recyclability, and the elimination of hazardous substances to provide environmentally friendly products and services that contribute to our customers' reduction of their environmental burdens while considering the life cycle of our products from material procurement to waste disposal.

3. Better Workplace Procedures

We reform work procedures to continually improve our environmental performance by creating environmentally friendly products.

4. Environmental Protection and Sustainable Use of Resources

By being alert to the environmental impact of our business activities, we strive to protect the environment from measures against climate change to the conservation of biodiversity, as well as sustainable use of resources such as energy and water.

5. Complying with Environmental Laws and Regulations and Preventing

Pollution Upholding all environmental laws and regulations and voluntary standards, we protect nature and shield our neighbors from environmental pollution and health hazards caused by chemical substances, waste and other contaminations.

Revision of the Environmental Policy

The Group CEO shows his firm commitment to the Advantest Group Environmental Policy.

In addition, the policy is reviewed when any of the following events occur, and in principle, the details of the changes are deliberated and decided by the Executive Management Committee before being disclosed internally and externally.

- When there is a significant change in the environmental impact of our products, activities, or services
- When the ISO 14001 standard is revised and differences from the requirements of the standard arise
- When there is a change of the Group CEO

Sustainability Education

In Advantest, education is being addressed within the larger framework of Sustainability promotion as well as the environment since 2022.

Basic Stance on Sustainability Education

The Advantest Group believes that it is essential for our employees to understand social issues in view of realizing a sustainable society. We promote global awareness-raising activities while holding the following two matters in mind.

1. Each and every employee needs to always feel that social issues are close to their heart; and
2. Think about what they can and should do both at work and in the home, and transform these ideas into action.

In fiscal 2024, the Advantest Group addressed “1”by providing environmental education on environmental contribution through our business activities, and “2” by using our in-house social networking platform, "My LIFE. ON.", for sharing individual employees’ efforts, and by holding sustainability workshops to promote sustainability awareness among employees.

Major Environmental Education Programs

We use the ISO14001 standard to promote our efforts to reduce the environmental impact. For details on ISO14001, please refer to "[Environmental Management](#)".

Program name	Educational Contents
Training for new employees	Education for new employees on the Advantest Group’s approach to Sustainability
General ISO14001 environmental education	General ISO 14001 environmental education, including "enhance sustainability" stipulated in the Third Mid-term Management Plan and an understanding of the Advantest Group's environmental policy, as basic education that should be understood throughout the Advantest Group
Management of chemical substances	Education on the handling and safety management of chemical substances
Capability training for specific tasks	Education to maintain and improve the skills that are needed by those engaged in specific tasks such as energy management, pollution control and waste management



Participation in General Environmental Education for fiscal 2024

	Target employees	Number of participants	Participation ratio (%)
Japan	2,918	2,918	100
Overseas	4,915	4,505	91.7
Overall	7,833	7,423	95.9

Other Sustainability Educational Activities

Discolsure of Sustainability Related Materials

The following video and documents have been disclosed to promote a broad understanding of Advantest's sustainability activities in fiscal 2024 among all stakeholders, including employees. Both materials provide an easy-to-understand introduction to Advantest's sustainability initiatives.

- [Advantest's Sustainability \(Video\)](#) 
- [Sustaiability Highlight](#) 

These contents aim to provide a deeper understanding of Advantest's sustainability initiatives.

Sustainability Workshop

Advantest offers workshops for new employee training and for those who wish to learn about sustainability in a fun way. The workshop uses a card game* that allows participants to experience the connection between their actions and society and the improvement of their wellbeing through different ways of using money and activities based on diverse values.

This initiative contributes to the internalization of sustainability and the improvement of employee engagement.

Participants provided the following comments:

- "It made me feel connected to society."
- “It was the first step toward accepting diverse values.”
- “I was able to experience how my actions affect society.”



* "from Me" is a hands-on card game created by the Japan Fundraising Association, a nonprofit.

Clarifying the Desired Impact

With the cooperation of Token Express Co., Ltd., we organized and designed our plan and roadmap for promoting sustainability activities within the company in fiscal 2024 based on the concept of impact. We will continue to actively promote sustainability within the company with the aim of achieving the visions we have established.



Usage of The Interactive Digital Globe

We purchased an interactive digital globe, that reflects real-time Earth data, and installed it in our Gunma R&D Center, our research and development base. This tool, which allows us to learn about global temperature changes and the past, present, and future of the Earth, is used to promote environmental education on a global scale.

We actively use the interactive globe for employee and supplier training. We also participate in local events to deepen people's understanding of sustainability through our interactive globes.



Interactive digital globe



Environmental education using the globe

Online Earth Day Event in 2024

In the U.S., we hosted an online Earth Day event for our employees, as we did last year. The event provided a good opportunity for many employees to raise their awareness of environmental conservation, with the Marine Mammal Center, an NGO which rescues, researches, and conserves marine animals, introducing ocean conservation through marine animal rehabilitation, and the SEMI Climate Consortium explaining the semiconductor industry's environmental initiatives.



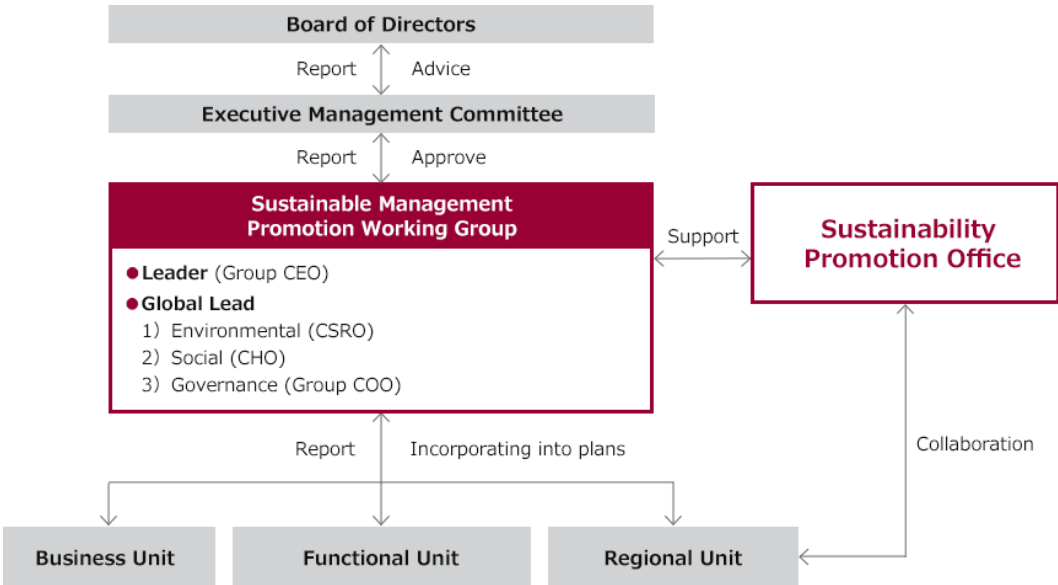
Speakers at online event

Global Educational Activities on Our Internal Social Networking Platform "My LIFE. ON."

The Advantest Group runs an internal social networking platform, "My LIFE. ON.". This social networking platform enables our employees to enjoy contributing to the SDGs by posting activities that are beneficial for people, the environment, and society and "liking" and commenting on each other's posts to demonstrate their support for such activities.

Establishment of a Global Promotion System

The Advantest Group has built a global system to encourage employee participation. Together with SDG promotion members at eight global locations, many employees use the in-house SNS as a place to introduce and share their activities in the community.



In fiscal 2024, employees worldwide continued to implement a variety of social contribution activities and shared them on My LIFE.ON.

We received many posts from our employees in China about their contributions for forest conservation. Japanese employees post in Japanese, while Chinese employees post in English and/or Chinese. My LIFE. ON. is a unique global exchange platform, which enables us to share information about our contribution activities in multiple languages.

Besides the above, other active contributions to society, such as one by an employee who participated in a hair donation program, donating her two-year long hair to help provide medical wigs to children experiencing hair loss due to illness, and another by an employee who achieved 100 blood donations, and receiving a commemorative gift from the Japanese Red Cross Society for his proud 100th milestone, were well received.



Post submitted in Chinese by an employee in China



Submitted post regarding the 100th blood donation



Submitted post regarding the hair donation program

Environmental efforts on our products

We understand the impacts our business activities have on the planet's environment and we carry out activities to reduce our environmental impact. This page introduces our initiatives for environmental conservation.

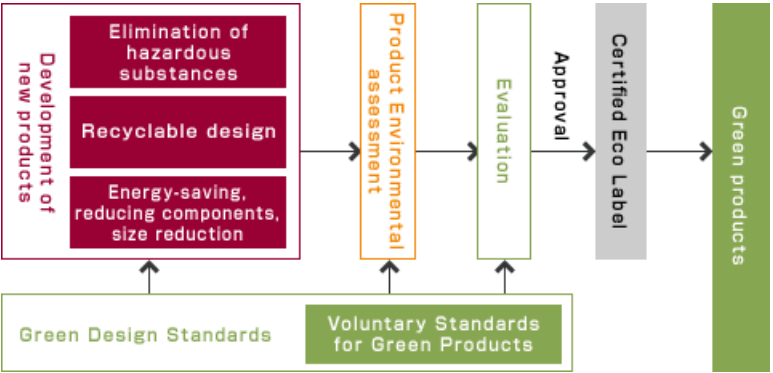
Green Products

Basic Stance

Contributing to the sustainable development of society and conducting environmentally friendly business operations are essential issues that need to be addressed in modern business management. The Advantest Group works to develop products from the perspective of environmental conservation while prioritizing high precision and high quality, and certifies as green products those products that are environmentally friendly in terms of the three key aspects of energy and resource saving, improving recyclability, and elimination of hazardous substances. There is demand in society for the supply of green products because they provide both a reduction in the environmental footprint and an improvement in economic value. The Advantest Group has been promoting business activities based on the belief that providing green products will be in response to these demands and beneficial for its customers since 2005.

Development Flow of Green Products

At the Advantest Group, all products undergo a product environmental assessment. During the product environmental assessment, products are assessed from various aspects, including energy-saving, reduction of the number of components, size reduction, recyclable design, and elimination of hazardous substances. New products that meet the Voluntary Standards for Green Products defined by Advantest are certified as green products and are awarded with an Eco Label (type II), in addition to the product environmental assessment. We design new products to be 100% green products.



Development flow of green products

Advantest Group Eco Label

The Advantest Group Eco Label features an original three-color design representing energy and resource saving, recyclable design, and elimination of hazardous substances through green procurement.

Energy and Resource Saving

Voluntary Standards
Energy saving design
Reducing component design
Size reduction design



Recyclable Design

Voluntary Standards
Design with recyclable plastic materials
Design for ease of dismantling
Release of information on disposal

Elimination of hazardous substances (Green Procurement)

Voluntary Standards
Improved rates of green procurement
Elimination of banned substances

Elimination of Hazardous Substances (Green Procurement)

To eliminate hazardous substances from our products, we have established Group standards on banned substances based on the IEC62474 standard, and we conduct surveys of hazardous substances contained in parts and materials used in our products. Advantest is building a response system for some of its products and eliminating relevant chemical substances using the results of this survey because these chemical substances are regulated by the RoHS directive as of July 2017.

Our main products are semiconductor examining devices, which are not manufactured products. Therefore, our main products do not cause emissions of gases such as PFASs.

Green Products Certified During Fiscal 2024

In fiscal 2024, a total of seven products related to semiconductor test systems, test handlers, and electronic measurement and medical equipment were certified as green products.

Energy and Resource Saving

We aim to reduce the environmental impact of our products through product designs that save energy, reduce components, and reduce size.

The reduction rate of energy against conventional products has been set to a standard of at least 20% for semiconductor test systems and measurement instruments, and at least 10% for other products such as handlers and nanotech products.

We have also set a reduction rate of at least 10% in the same way for components and the miniaturization for all of our products.

Note: The above reduction ratios are values based on performance computation.

Recyclable Design

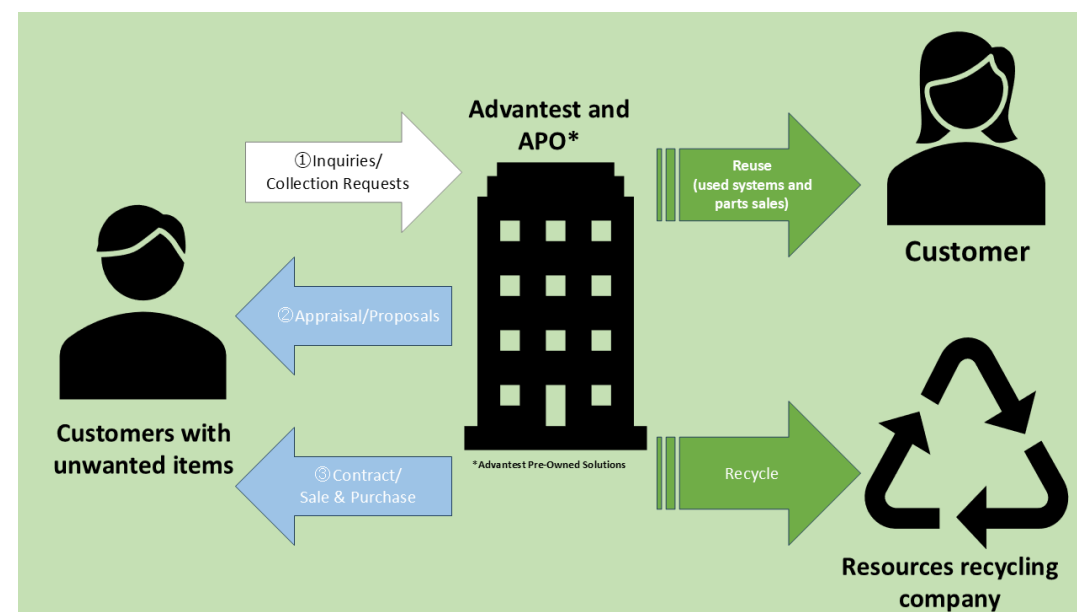
In recyclable design, we release information on parts that will require special attention during disposal, and plastic parts designed in-house use 90% or more recyclable materials. Moreover, we make sure that products are easy to dismantle with standard tools, and we use rechargeable batteries displaying a recycle symbol.

Promoting Product Reuse/Recycling

Advantest has been engaged with product reuse/recycling activities through Advantest Pre-Owned Solutions Co., Ltd. (APO), our subsidiary. Along with APO, Advantest not only provides maintenance support for products, but also tries to respond to a variety of customer requests, until the products are no longer in use.

For customers who no longer need our products, Advantest contributes to "reduce" by purchasing them instead of simply disposing of them. Advantest also promotes the "reuse" of our products across our entire customer base network by reselling purchased equipment to other customers who have used it for a long time, or by providing parts.

If there is no demand for the equipment or parts, Advantest implements initiatives to "recycle" the equipment it takes back by sorting it into resource levels.

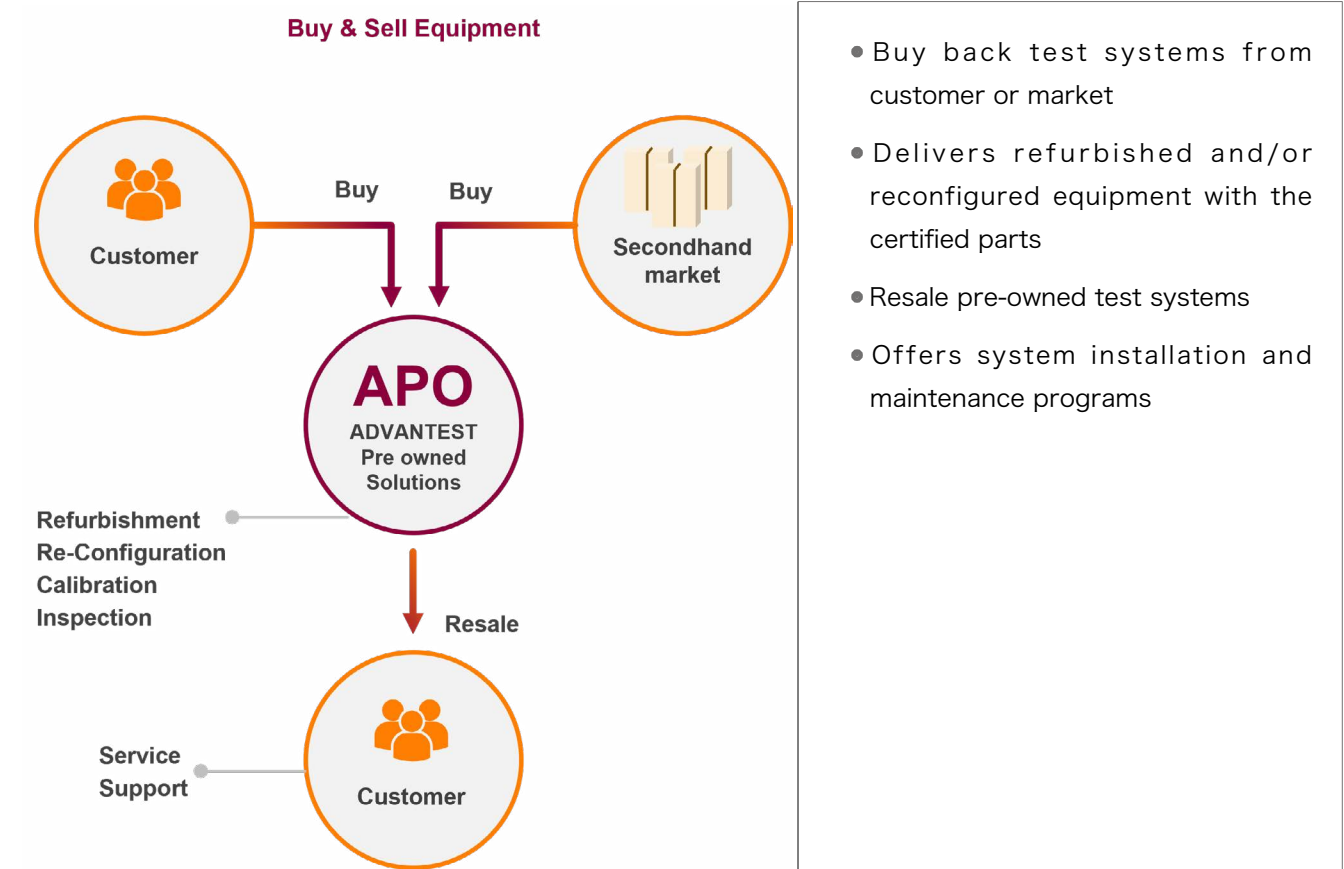


Product Reuse

Advantest buys back and resells products through APO.

Advantest purchases equipment from customers who no longer need our products and resell it with a one-year warranty to customers who still wish to use it after our engineers modify specifications, check operation, and switch licenses. Advantest also provides maintenance support after sale, just as it does for new purchases.

Provide safe and secure used system with guaranteed performance



- Buy back test systems from customer or market
- Delivers refurbished and/or reconfigured equipment with the certified parts
- Resale pre-owned test systems
- Offers system installation and maintenance programs

Product Recycling

Basic Stance

It is the Advantest Group's basic policy to take active steps to ensure that the products we sell are recycled after they are retired. As a basic policy, we buy back products that are not expected to be reused so that the resources can be recycled.

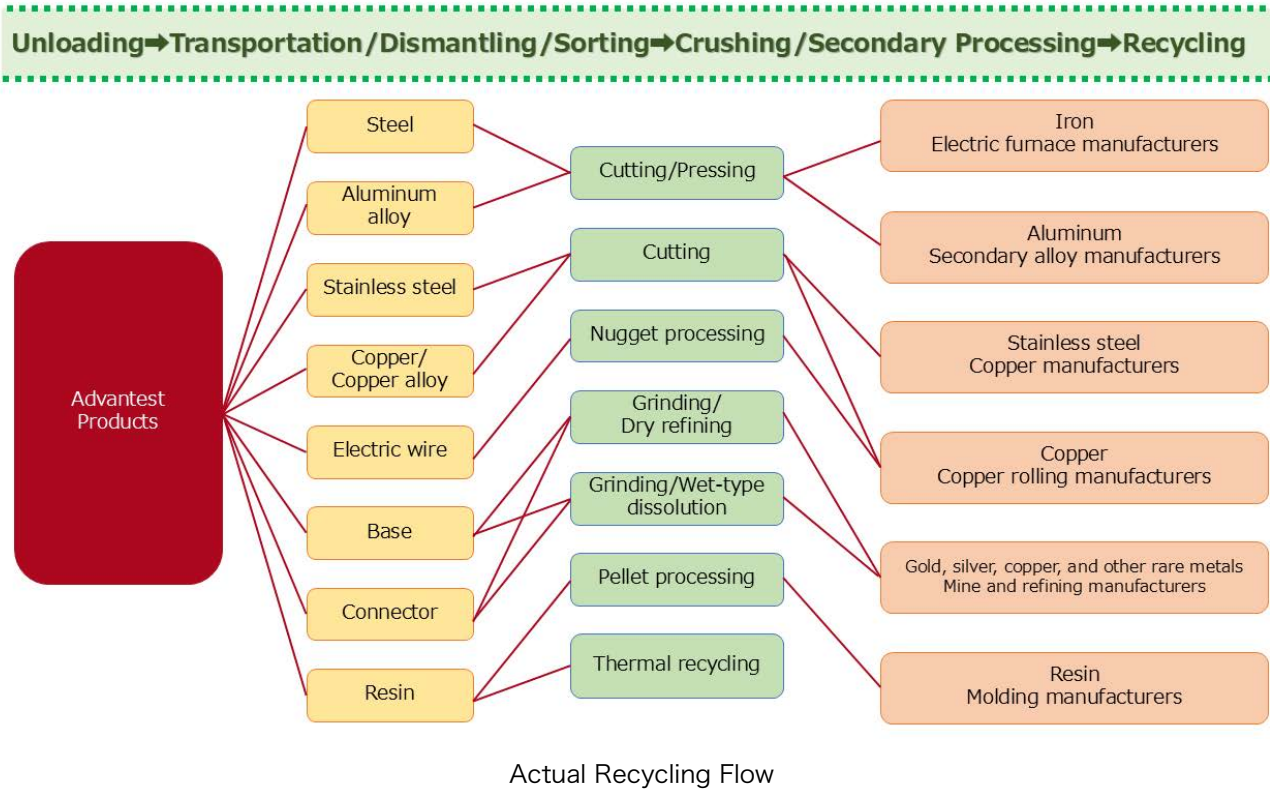
Recycling policy

1. Achieve 100% collection of recyclables through manual dismantling.
2. Clarify to whom recycling is to be commissioned, and ensure traceability.
3. Promote the conservation of the global environment in collaboration with customers.
4. Properly dispose of harmful substances.
(Hazardous substances: mercury relay, ion type smoke detector, internal cooling water, and Fluorinert)

Recycling Results for Fiscal 2024

At the request of our customers, we engaged in resource recycling. The following is a list of the results.

Year and month of processing	Number of units processed	Gross weight (kg)
April 2024	3	6,000
April 2024	1	730
December 2024	6	9,230
Total	10	15,960



Advantest's product recycling system ensures proper disposal of used products, a high recycling rate (over 90%), and recycling of resources at reasonable costs.

Benefits for Customers

- Based on the technical information of the products we have provided, expert staff at the recycling facility may dismantle and separate components containing valuable materials or hazardous substances and recycle them in an appropriate manner.
- Upon request, Advantest may issue a "Recycling Certificate."

Currently, resource recycling is a domestic Japan-only solution, but we will continue consider its global applications and expand our activities.

Contact Information

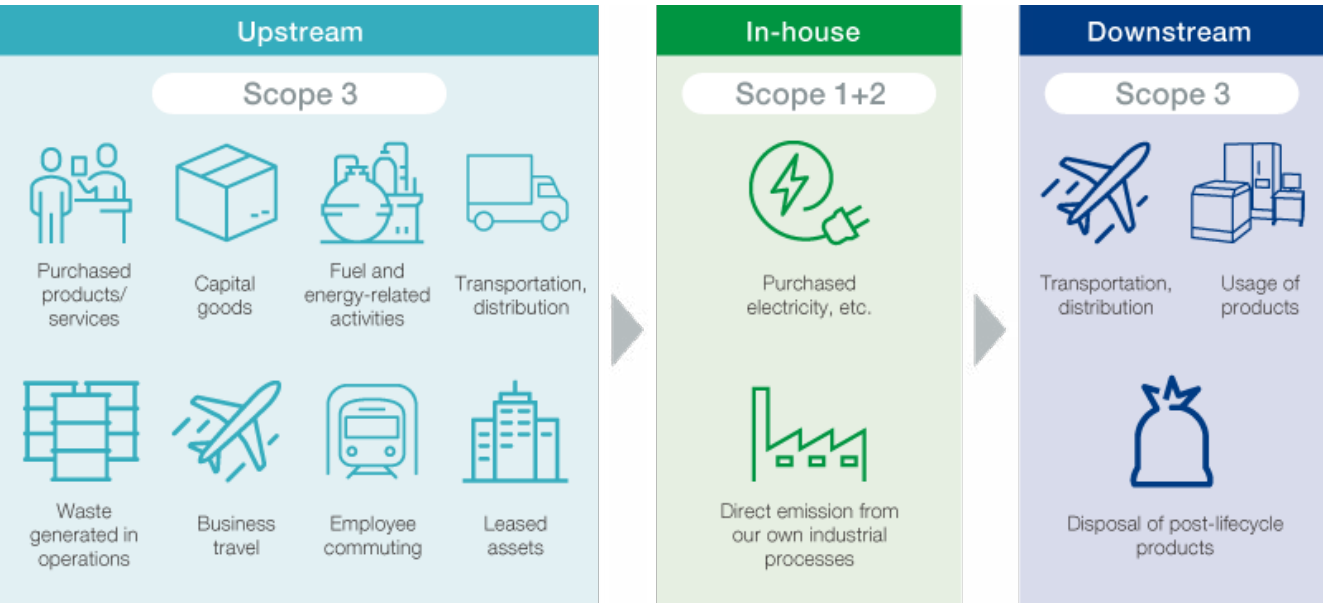
Operational practices, quotes, individual contracts with customers, recycling cost reimbursement, etc.

Advantest Pre-Owned Solutions Co., Ltd. (APO)
(Secondhand dealer license: Tokyo Metropolitan Public Safety Commission No.301011008681)

TEL +81-3-3214-7500
E-mail pdl-afi-inq@advantest.com

Initiatives to Address Supply Chain Emissions

Efforts by individual companies alone to address climate change will have only a limited effect, which prompts us to engage in initiatives involving the entire supply chain and industry associations. The Advantest Group will proactively work to reduce our environmental footprint over the mid- to long-term through our supply chain in order to reduce supply chain emissions.

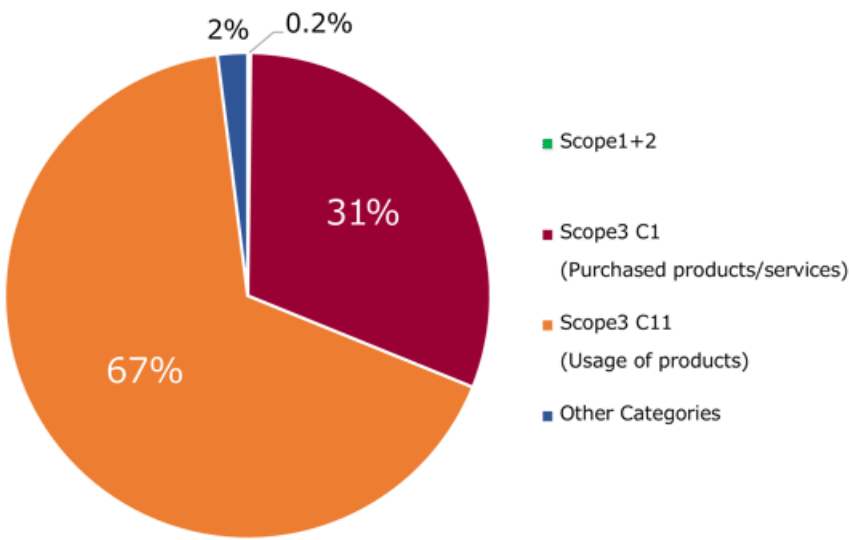


Emissions throughout the supply chain
Supply chain emissions = Scope 1, 2 and 3 emissions

Task Force to Promote Supply Chain Emissions Reduction Activities

We have established a task force in FY2021 to promote supply chain emission reduction activities and have been working on these activities throughout our supply chain ever since to achieve the SBTi certification targets for Scope 1 + 2, 3.

In our entire supply chain, Scope 3 "Category 1 (C1): Purchased products/services" and "Category 11 (C11): Usage of products" account for the majority of GHG emissions. In addition to our own Scope 1+2 emissions reduction, reduction in Scope 3 "Category 1 (C1): Purchased products/services" and "Category 11 (C11): Usage of products" represent a significant challenge for us.



GHG emissions ratio (FY2024 results)

(1) Task Force 1: GHG Emission Reduction Activities Through Product Development (Scope3 Category11)

Sustainability Action Plan 2024-2026

Stakeholders	Priority Themes	Target	CxO in charge ¹	KPIs	KPI Target (FY2026)	Progress (FY2024)
Customers	Improving the environmental performance of our products	Climate change countermeasures and reduction of environmental impact	CTO	"GHG emission per AT innovations" reduction rate ²	86% reductionwhen comparing Ave. (FY2021-FY2023) and Ave. (FY2024-FY2026)	84% reduction

Task Force 1 will collaborate with our R&D departments worldwide to promote the reduction of GHG emissions.

In our Sustainability Action Plan, we set the goal of improving the environmental performance of our products, with the GHG emission per AT innovations reduction rate serving as a KPI. Progress in FY2024 achieved an 84% reduction. We will continue to strive to meet the FY2026 target by enhancing product specifications and contributing to GHG emission reductions through product development.

(2) Task Force 2: GHG Emission Reduction Activities Through Cooperation with Business Partners

Sustainability Action Plan 2024-2026

Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Suppliers	Greenhouse Gas Emission Reduction (Scope 3)	Supply chain decarbonization	CSCO	Percentage of main business partners that have introduced renewable energy sources ^{*3}	60%	52%

Task Force 2 will work with the procurement department to support the reduction of GHG emissions by promoting the use of renewable energy among our suppliers.

In our Sustainability Action Plan, we have also set the goal of decarbonizing our supply chain and have adopted the percentage of our major suppliers adopting renewable energy as a KPI, with progress in FY2024 at 52%. We will continue to ask our major business partners to cooperate in the introduction of renewable energy in order to achieve the target for FY2026. As part of our request for cooperation, we conduct an annual “Supply Chain CSR Survey” among our major suppliers. Through this questionnaire, we have ascertained the status of suppliers' introduction of renewable energy and provided individual feedback based on analysis and evaluation of the survey results. By means of these activities, we will promote suppliers' use of renewable energy by helping them understand the necessity and importance of reducing GHG emissions.

In addition, in Scope 3 Category 1 (purchased products/services), the challenge is to break away from the method of calculating GHG emissions, which increases in proportion to the purchase price. We will consider promoting reductions by establishing a calculation method in which the Scopes 1, 2, and 3 values of our suppliers are reflected in the GHG emissions of Scope 3 Category 1 (purchased products/ services), and by requesting suppliers' cooperation in reducing GHG emissions as listed under Scopes 1, 2, and 3.

(3) Task Force 3: GHG Emissions Reduction Through Collaboration with Our Customers

Task Force 3 will work together with the sales department to promote the reduction of GHG emissions through collaboration with our customers.

Through dialogue with our customers, we share their policies and goals regarding climate change. We will also aim to understand policies and targets our customers have established to deal with climate change, and contribute to reduction of GHG emissions through collaboration with our customers as a member of the supply chain. At the same time, while considering our desires and expectations for their suppliers, we will distill and incorporate them into the roles we ought to play and the issues we ought to tackle through our strategies, and will reflect them in our Sustainability activities. In addition, in Scope 3 Category 11 (use of sold products), the challenge is to break away from the calculation method of GHG emissions that increases in proportion to the number of units sold. We will consider promoting reductions by establishing a calculation method that reflects customers' renewable energy values in Scope 3 Category 11 (use of sold products) and by requesting cooperation in increasing customers' renewable energy installation rates.

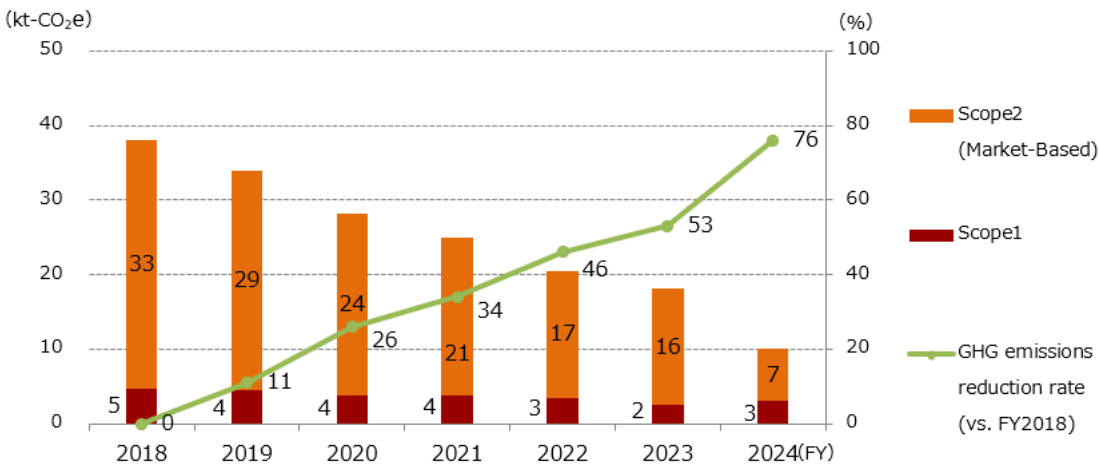
(4) Task Force 4: GHG Emissions Reduction Activities in Business Operations

Sustainability Action Plan 2024-2026

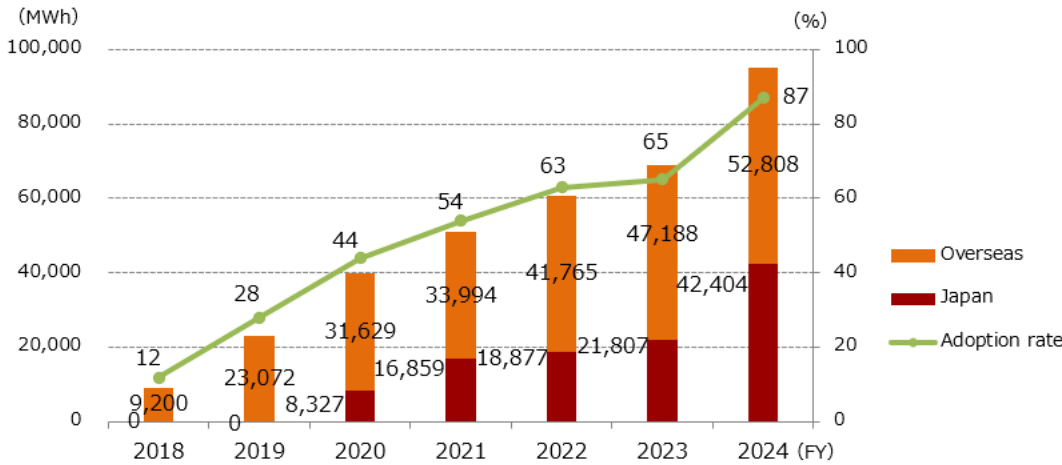
Stakeholders	Priority Themes	Target	CxO in charge ^{*1}	KPIs	KPI Target (FY2026)	Progress (FY2024)
Global Environment	Greenhouse gas emission reductions (Scope 1+2)	Reducing GHG emissions from Scope 1+2	CSRO	GHG emissions reduction rate	65% (vs. FY2018)	76% reduction
		Raising renewable energy usage	CSRO	Renewable energy coverage rate	80%	87%

Task Force 4 aims to reduce GHG emissions from our business activities through the introduction of energy-saving equipment and renewable energy.

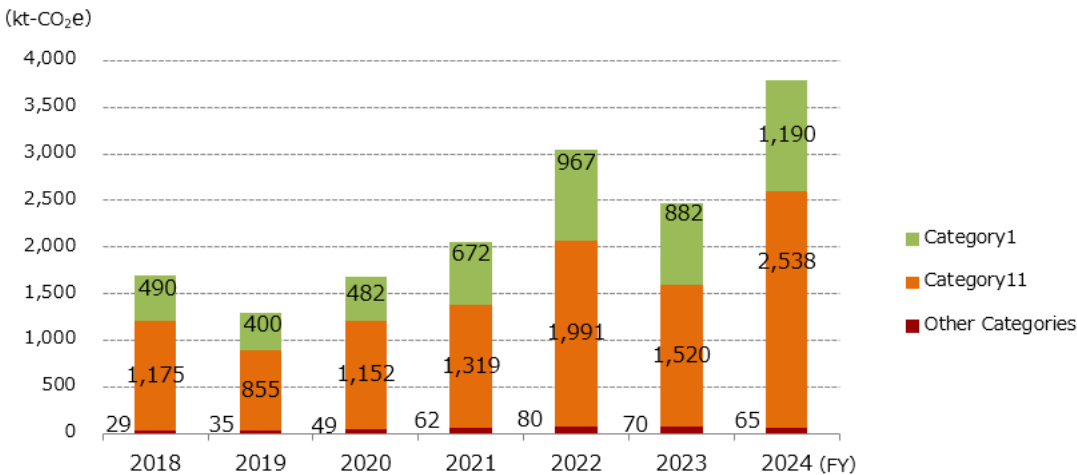
In our Sustainability Action Plan, we have set the goals of reducing GHG emissions and introducing renewable energy in Scope 1+2, and have been promoting activities with the GHG emissions reduction rate and renewable energy introduction rate as KPIs, respectively. With the introduction of renewable energy at our domestic sites reaching almost 100%, and the introduction of renewable energy at our Korean sites starting in FY2024, we have achieved a GHG emissions reduction rate of 76% and a renewable energy introduction rate of 87% in FY2024, both of which have far exceeded the FY2026 targets. In order to further reduce emissions going forward, we will be expected to introduce more renewable energy, however, the challenge is to introduce renewable energy in regions such as South Korea, Taiwan, and Singapore, where renewable energy supply is inherently limited and difficult to purchase. Through RE100 initiatives, of which we are a member, we expect to encourage governments to increase the supply of renewable energy, while we continue to survey the status of renewable energy in each country to find clues to promote the introduction of renewable energy.



GHG emissions and reduction rate over time (Scope 1+2)



Renewable energy volume and renewable energy introduction rate over time



GHG emissions (Scope 3)

- *1 Please refer to "Management" for the list of CxOs.
- *2 GHG emission per AT innovations is calculated by dividing Scope 3 Category 11 GHG emission by AT innovation (number of transistors based on Advantest's market share, pins, frequency, DPS current in systems that account for 80% of annual sales, and number of the systems).
- *3 The top 85% of suppliers by transaction value are defined as main business partners.

Climate change initiatives at our domestic locations

Introduction of Renewable Energy

Starting with the transition to 100% renewable energy at the Gunma Factory in 2021, we have also transitioned our Head Office, Gunma R&D Center, Saitama R&D Center, and Sendai Laboratory to 100% renewable energy. As a result, approximately 100% of the electricity used at our domestic sites is now powered by renewable energy sources.



Climate change initiatives at our overseas locations

Introduction of Renewable Energy


AAI has been purchasing Green Electricity Certificates for wind power generation since 2012 and obtains approximately 100% of its electricity from renewable energy sources. Furthermore, in 2012, AAI joined the Green Power Partnership, an initiative by the United States Environmental Protection Agency (EPA) to promote renewable energy and support the expansion of green electricity.

Since January 2025, AAI has been expanding this effort by installing solar panels on two buildings in Arizona to reduce AAI's GHG impact and alleviate the energy strain on our community.




Tradable Green Certificate (United States)

Advantest Europe GmbH (AEG) has been implementing renewable energy since 2019. AEG has introduced renewable energy sources such as solar power generation, and sourced approximately 100% of its electricity used from renewable energy sources ever since.



Tradable Green Certificate
(Germany)

Advantest (China) Co., Ltd. (ATC) has been implementing renewable energy since 2022. ATC has purchased a Green Electricity Certificate for solar power generation, and sourced 100% of its electricity used at the business sites from renewable energy sources.



Tradable Green Certificate
(China)

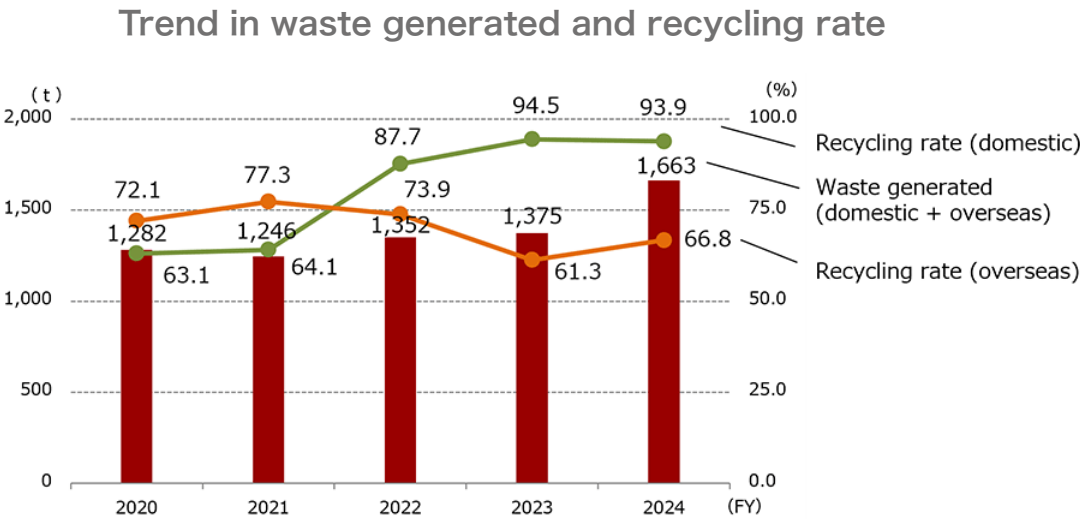
Recycling Resources

The Advantest Group pursues operations encompassing the "3Rs" (reduce, reuse, and recycle) with the aim of realizing a recycling society.

Waste recycle initiatives

The Advantest Group is committed to converting waste into valuables by reinforcing the initiative we launched in FY2009 to separate components. We ensure strict compliance in these activities.

In disposing of waste (including packaging materials) generated in our business activities, we clearly indicate to our outsourcing contractors the disposal method for each classification as per the relevant laws (including local laws and regulations) to ensure proper disposal and recycling by material type.



Data range for tabulation: Advantest Group data

- * The amount of waste generated, and the amount of waste recycled in Japan were calculated excluding valuable materials.
- * We found, through an inquiry to a waste disposal contractor, that some generated waste which had been allocated to the recycled quantity was not in fact recycled. We have recalculated and restated the past figures accordingly.

Efforts to Eliminate Plastic

For more than 15 years, Advantest Gunma Factory has used reinforced cardboard packaging to transport our products, such as test systems, contributing to the elimination of plastics and the reduction of waste. In addition, reinforced cardboards are also used for the pallets on which the products are mounted, thus achieving a reduction in plastics. Currently, plastic accounts for less than 6% of our packaging materials.

The cardboard boxes are manufactured in appropriate sizes with the cooperation of our cardboard suppliers, which serve vital roles in providing safe and efficient deliveries. Moreover, the cardboard boxes are about half the weight of the wooden boxes used in the past, not only contributing to reducing CO₂ emissions during product delivery but also reducing the burden on employees since they are not just easy to pack, but are also easy to unpack at the shipping destination. A single cardboard packaging material is used only once for transporting a single product, and is recycled based on the rules of the customer.

Realizing a New Circulation Cycle with the Introduction of a Recycling Equipment

Advantest has installed a recycled paper manufacturing machine from 2020, which can produce new paper from used paper such as rejected documents. With this machine, most of the confidential documents to be disposed, which were hitherto collected and sent to a contractor for disposal, will be processed in-house, and given "new life" by being recycled into paper and made use for various purposes, such as business cards.

We also made notebooks using recycled paper and gave them as gifts to local elementary school students who visited our biotope for nature observation events, as well as to special-needs school students and teachers who paid a visit during our company tours. These help in view of our social contributions by providing teaching materials for learning applications.

The equipment is operated by our employees with disabilities. It will also create more opportunities for people with disabilities to play an active role in the company. Once they embark upon their careers and showcasing their active roles as members of the Advantest Group will prove to be a way to repay their alma mater. With the introduction of the new paper manufacturing machines, Advantest has realized a new circulation cycle through various aspects such as environmental commitment, employment of people with disabilities, and educational support.

For more information on employment of the disabled, please refer to "Efforts to Promote Diversity".



Notebooks made from recycled paper



Operating the recycled paper manufacturing machine

Proper Disposal of Waste Plastics and Material Recycling

Advantest has been recycling all waste plastics at business locations in Japan.

At its Gunma Factory, trays and magazines, which are used as parts containers, are disposed of as waste plastics.

Individual employees check the recycling identification mark on each container to sort containers containing PVC.

This allows waste plastics to turn into the main raw material for RPF (Refuse Paper & Plastic Fuel), which is a high-quality solid fuel.

Waste plastics containing PVC are crushed, incinerated, and recycled as molten slag, which is used mainly as roadbed material.



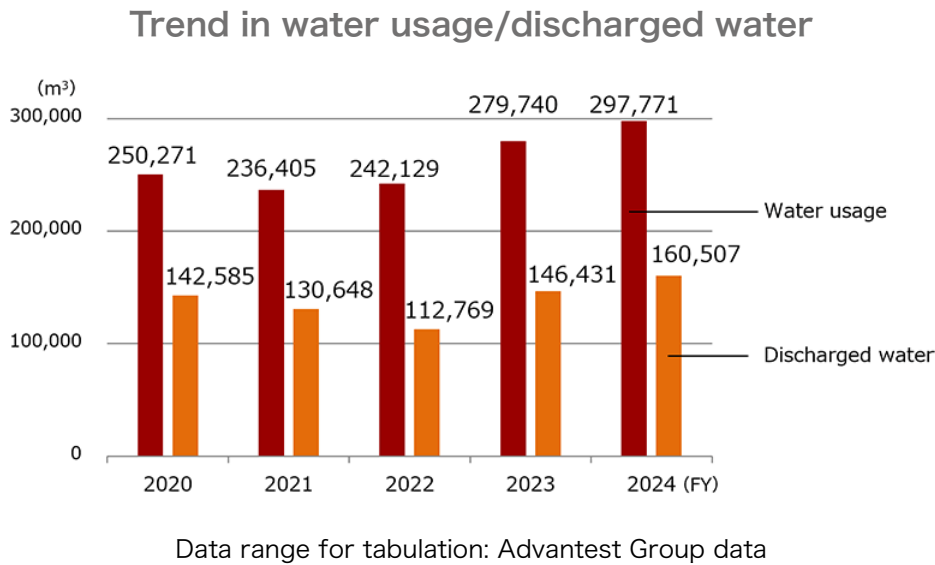
Proper Disposal of Equipment Containing PCB

Advantest owned three capacitors, fluorescent lights, and stabilizers that contained polychlorinated biphenyls (PCBs), but all pieces of the equipment that contained PCBs were properly disposed of during FY2017.

Effective Use of Water Resources

Advantest's main usage applications of its water resources are the operation of air conditioners, kitchen use, toilet cleaning, and drinking. At our main bases, we use water for industrial use efficiently. In addition to using this water for cleaning the toilets, we also use it with roof-mounted sprinklers to improve cooling in the summer. Advantest is also filtering drinking water and using ultra-pure water at some business establishments. It should be noted that approximately 90% of the discharged water produced by Advantest Group is classed as domestic sewage. Currently, domestic sewage and rain water cannot be recycled.

Of course, every member of our staff takes care not to waste water, and strives to make effective use of our water resources.



Initiatives on Environmental Risk Management

This page introduces our various initiatives for ensuring legal compliance in all our business activities, reducing their environmental impact, and so forth.

Management of Legal Compliance Regarding Environmental Impacts

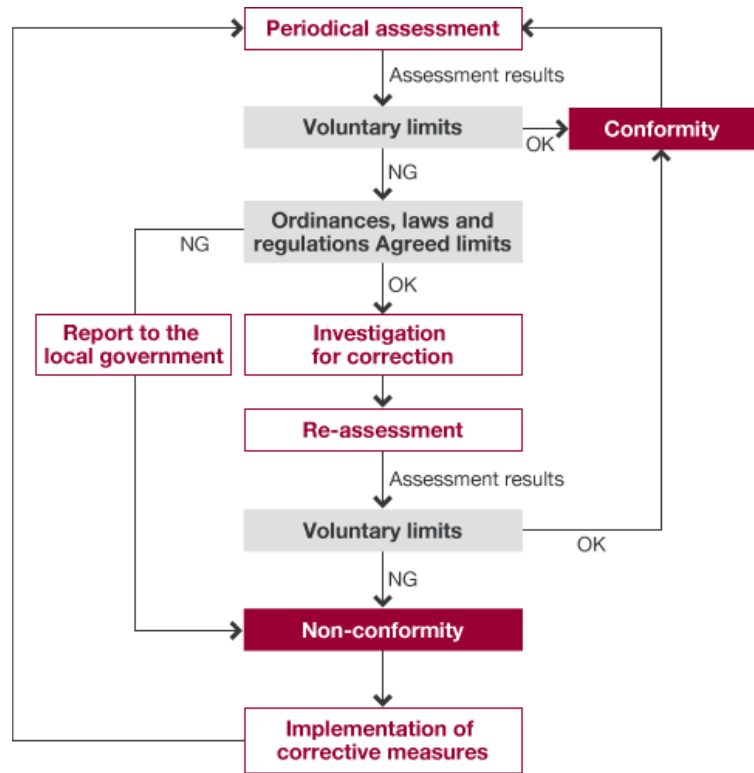
Basic Policy for Environmental Risk Management

The Advantest Group sets voluntary standards more stringent than prevailing environmental laws and regulations, and implements such standards in the course of operating equipment that could potentially impact the environment, and in monitoring and assessing those operations.

Furthermore, to ensure that we can respond without hesitation should an environment-related incident occur, we have established rules for addressing such risks, stipulated in documented operating procedures and chemical substance emergency-response procedures and other such guidelines, and have put management systems in place related to those rules.

Moreover, our employees and contractors handling particularly high-risk operations regularly take part in specialized training and emergency drills, which are conducted to ensure that they are able to act swiftly in the event of an emergency.

Compliance management at business sites



In fiscal 2024, there were no cases which exceeded our voluntary standards for water quality and air quality.

Items	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024
Emissions into the atmosphere	Japan	0	0	0	0	0
Waste water to water area	Japan	0	0	0	2	0

Management of Chemical Substances

Basic Policy for Chemical Substance Management

We are working to ensure safety management and compliance with laws and regulations in the use and storage of chemical substances used at Advantest Group business locations.

To this end, we have adopted a chemical substance management system. This system facilitates chemical substance registration, reviews, input/output control, and the calculation of data required by relevant laws and regulations, as well as making the safety data sheets (SDS) that are necessary for the safe handling of chemical substances available at any time.

In addition, in order to realize strengthened risk management and chemicals substance management, we are constructing a safety training system, and are conducting audits and providing guidance through the corporate chemical management division to ensure the safety of stored chemical substances, so as to further enhance our safety control system.

As described in the section "[Compliance with the Environmental Regulations in Each Country](#)", we have established a global legal compliance system for products, quality, and safety. Going forward, we plan to use this system to promote safety management of chemicals (chemical substances) at each company.

Improving Chemical Substance Management: "Aiming for More Precise Management"

At Advantest Group, we manage the chemical substances that we use by container through our chemical substance management system. Based on the chemical substances management level specified under the PRTR Law, the Poisonous and Deleterious Substances Control Law, the Industrial Safety and Health Law and other laws and regulations, we have established a classification system of management ranks and set the management method according to each rank, with the aim of having a flexible system.



Strict chemical controls

Furthermore, in response to the revision of laws and regulations,

Advantest built and executed a system for the risk management of chemical substances which had become a requirement as of June 2016.

Adopting the High-precision Management Methods in Line with the Different Level of Risks Posed by Different Chemical Substances

We implement training in chemical substance handling for Advantest Group employees, ensuring that employees understand how to handle particular types of chemical substances and are aware of the key points to note regarding their use. Management procedures are simplified for chemical substances that are less hazardous, and autonomous management is implemented with respect to commercially-available sprays, adhesives, etc.



Controls applied to each and every container

Chemical substance control ranks

Rank	Conditions for application	Locked storage	Dispensary control	Inventory checks
4	Some chemical substances are extremely toxic or have a profound social impact, so registration with the government, etc., is necessary to handle them. Examples: narcotics, stimulants, etc.	Yes	Yes	As required by law
3	Some chemical substances are highly toxic, so any loss must be reported. Examples: poisons, deleterious substances, etc.	Yes	Yes	Twice annually
2	Some chemical substances are inflammable, corrosive, or poisonous with prolonged exposure. Examples: organic solvents, acids, alkalis, etc.	Yes	Yes	Twice annually
1	Some chemical substances are not very harmful, but since a large amount is used, control is necessary. Examples: solder paste, PFAS, etc.	–	Yes	Twice annually
0	Some chemical substances are not very harmful and do not warrant special control. Examples: some adhesives, grease, lubricants, paint, lead-free solder, wire solder, bar solder, sprays (spray oil, cooling spray), etc.	–	–	–

In line with this management approach, proper after-use treatment will be followed, such as making a request to a waste treatment company.

Efforts to Address PFAS

Efforts to Eliminate PFAS Coolant in New Products

Advantest is continuously committed to the "development of products that are free from polluting substances". As for the total abolition of PFAS coolant by fiscal 2030, we are moving forward to adopting water as the coolant to be used in next-generation testers. In fiscal 2022, we confirmed the cooling performance and durability of indirect cooling technology using water. New products incorporating this technology were shipped in fiscal 2024.

The Challenges of Supplying PFAS Cooling Fluid

While we aim to eliminate PFAS cooling fluid, we are tasked to address the challenges of supplying PFAS cooling fluid for our current models.

To this end, the following measures continue to be taken by working cross-sectionally throughout the organization.

- Evaluation of alternatives to PFAS cooling fluid currently in use
- Procurement risk measures by the Production Group for PFAS cooling fluid

* PFAS is not a name of a specific chemical substance, but an acronym for "Per- and PolyFluoroAlkyl Substances".

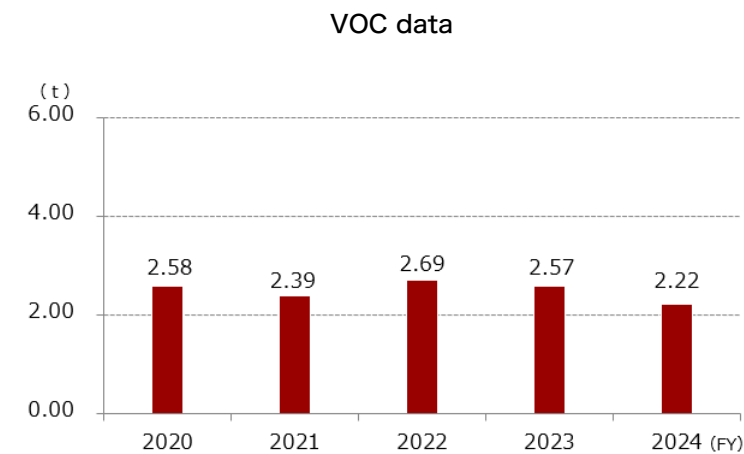
Efforts to Monitor Emissions

Efforts to Reduce VOC (Volatile Organic Compounds) Emissions

VOC substances are considered as substances that produce photochemical oxidants and suspended particulates. Facilities using a large amount of VOC are obligated by Article 17-13 of the Air Pollution Control Act to monitor VOC emissions into the atmosphere that are attributable to their business activities and take the measures that are necessary to reduce the emissions.

VOC is not used much in the electrical and electronic industry. However, the Ministry of Economy, Trade and Industry has requested companies to take voluntary measures to reduce VOC emissions, as we also cooperated in the survey from 2005 to 2020 representing the four electrical and electronic industry groups (JEMA, CIAJ, JEITA, and JBMIA).

These surveys cover 20 substances that are often used in the electrical and electronic industry. Advantest does not use them in large quantities, but has been conducting surveys on the consumption of these substances and report it as required.

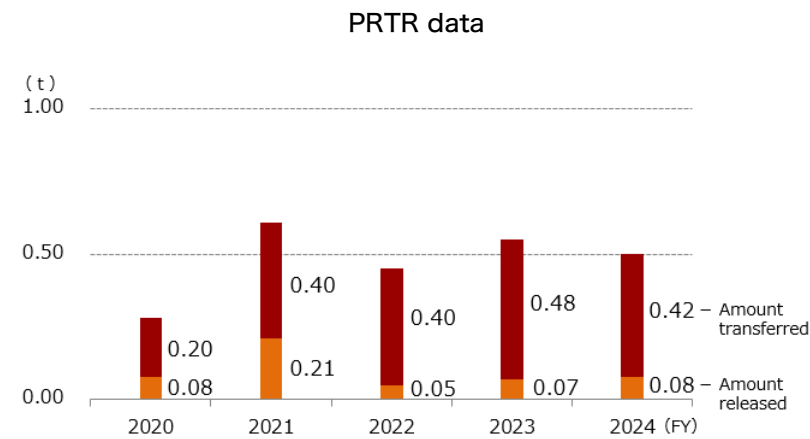


Data range for tabulation: Advantest Group (Japan) data

* The 20 substances (isopropyl alcohol, toluene, acetone, butyl acetate, methanol, xylene, methyl ethyl ketone, dichloromethane, styrene, ethanol, and others), that account for 95% of the total emissions covered in the status report submitted by the four electrical and electronic industry groups (JEMA, CIAJ, JEITA, and JBMIA) as part of their "Voluntary measures to reduce VOC emissions" requested by the Ministry of Economy, Trade and Industry, are aggregated.

PRTR Report

According to the Law Concerning Pollutant Release and Transfer Register, Advantest has been submitting reports to the government under the Pollutant Release and Transfer Register (PRTR) system.



Data range for tabulation: Advantest Group (Japan) data

* The table includes PRTR controlled substances whose annual amount of use was below the amount required to be reported.

Implementation of General and Specialist Chemical Substance e-learning Education

Used inappropriately, even familiar chemical substances may cause unexpected accidents and environmental pollution. We provide the general chemical substance education program to all our domestic employees in order to help them understand how to reduce such risks.

The specialist chemical substance education program is provided to employees who use chemical substances in their daily work. The purpose of this annual e-learning program is to raise awareness of the dangers and harmfulness of chemical substances as well as to promote the safe handling thereof through practical learning content.

In this program we explain things simply, using examples of accidents, regarding chemical substances regulated under the main laws such as poisons, deleterious substances, organic solvents, specific chemical substances, hazardous materials covered by the Fire Services Law, etc.

In fiscal 2024, we conducted general education for all newly hired employees in Japan and specialist training for 285 employees who handle chemical substances.



Materials used in training on chemical substances

Content

- The danger of chemical substances (effects on the human body)
- The importance of safety training for chemical handlers
- The importance of wearing personal protective equipment (gloves, goggles, masks, etc.)
- Points to be observed according to the requirements of the law
Special medical diagnosis, selection of a work leader, environmental measurement, inspection of ventilation equipment, notification of designated hazardous materials specified under the Fire Services Law, etc.

Involving Our Business Partners

Green Procurement/Initiatives Related to Regulations for Chemical Substances Contained in Product

At Advantest we are striving to eliminate hazardous substances across our manufacturing activities including suppliers of components and assembly and processing partner companies, and wish to connect this to the development of green products. We engage in communication with our business partners, and formulated the Advantest Green Procurement Guidelines in fiscal 2002 to facilitate this process. We operate according to these guidelines in order to give consideration to the environmental aspects in addition to quality, cost, and delivery throughout the whole process of production, including the purchasing of components and materials that are used for our products. Changes to the guidelines, if any, are notified to our suppliers via the electronic transaction and technical information exchange system (portal site) seeking for their cooperation.

We have created a database from the environmental information we received from our suppliers, and are utilizing it to promote eco-friendly product manufacturing, along with the implementation of product environmental assessments.

Advantest has also concluded the General Specification for the Environment(GSE)* with our suppliers as a contract for the same measures even at overseas bases to eliminate the chemical substances contained in products and to identify substances that need to be reported.

* The GSE provides Advantest's general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging purchased by Advantest worldwide, including specific reporting and labeling requirements.

Component Registration in Green Procurement

Regarding component registration, we are conducting environmental surveys for procured components using our environmental survey questionnaire with cooperation from our suppliers, based on the operation standard for chemical substances used in Advantest products. We investigate the components to find out if they contain chemical substances that can burden the environment, and promote green procurement initiatives to reduce environmental impact.

Banned and Restricted Substances

We have established the aforementioned operation standard for chemical substances used in Advantest products based on IEC62474* and use it in surveys on the use of hazardous substances in components used and to determine whether or not to adopt the components.

* IEC62474: Material Declaration for Products of and for the Electrotechnical Industry
(See: <https://std.iec.ch/iec62474>)

Survey of Suppliers on Hazardous Substances

Starting with the RoHS Directive, there have recently been additions and revisions to electrical and electronic regulations. In accordance with the revised IEC62474, Advantest has also revised its questionnaire on hazardous substances as needed and informed all suppliers. The survey form is scheduled to be revised by September 2025.

The Principles of the Green Procurement



[Advantest Green Procurement Guidelines\(PDF 169KB\)](#)

Compliance with the Environmental Regulations in Each Country

In complying with environmental laws and regulations, the Advantest Group is working towards eliminating the use of hazardous materials while also pursuing environmental conservation efforts that involve reducing the consumption of energy and resources. More specifically, we have been working with our suppliers since the autumn 2003 on initiatives to investigate and eliminate the use of restricted hazardous materials. We are in compliance with the European RoHS Directive*.

Collaboration with Overseas Subsidiaries

Advantest has organized a global team among those overseas bases that have R&D departments (Japan, Germany, USA) since the middle of 2020, and has built a system to work on compliance with laws and regulations related to environment, quality, and safety of our products.

Currently, we hold regular global meetings to agree to and unify our recognition as an Advantest Group. Based on this understanding, each company of the Advantest Group promotes the drafting and implementation of environmental law education materials for local engineers according to the product groups.

Chemical Substances Contained in Product EU-RoHS

Advantest's semiconductor Test system, Test handler are classified as Large-Scale Stationary Industrial Tools (LSSIT) under the EU-RoHS, and as such are exempt from the directive's provisions. Nevertheless, on the basis of our commitment to environmental conservation, we will continue to work towards continuing elimination of hazardous substances from these product lines.

* The European RoHS Directive and its revision stipulate ((EU) 2015/863) restrictions on the use of specified hazardous substances contained in electric and electrical devices in Europe; inclusion of the following substances (10 such substances are used for our products as of July 22, 2021) in excess of the maximum allowed limits is prohibited, except for exempted purposes.

- Lead (Pb)
- Hexavalent chromium (Cr VI)
- Mercury (Hg)
- Polybrominated biphenyl (PBB)
- Cadmium (Cd)
- Polybrominated diphenyl ether (PBDE)
- Bis phthalate (2-ethylhexyl) (DEHP)

- Dibutyl phthalate (DBP)
- Butyl benzyl phthalate (BBP)
- Diisobutyl phthalate (DIBP)

China RoHS

The China RoHS outlines the following items for selling products, which contain the same 6 substances set out in the first EU RoHS directive, within China: (1) identification marks (on the product) of whether or not it contains specified hazardous substances; (2) indication of environment-friendly use period (on the product); (3) description of the type, region, and amount of hazardous substances contained (in the product manual); (4) labeling of packaging materials (on the packaging materials themselves); and (5) year and month of production.

Advantest has established a system to assure that these labels are reliably displayed in products to be shipped for China.

REACH Regulation

REACH is a regulation of the European Union, which stands for Registration, Evaluation, Authorization and Restriction of Chemicals. REACH places the burden of proof on companies, where they are obliged to register, submit documents, and report on the linked to the substances they manufacture or import in the EU with a total amount of 1 ton or more per year to the European Chemicals Agency. Advantest's products or "molded articles" are exempt from REACH's provisions as said; however, candidates for substances of very high concern (SVHC) must be reported upon request.

Advantest products may contain the following SVHC:

- Diarsenic pentaoxide
- Diarsenic trioxide
- Boric acid
- Hexavalent chromium compound
- Cobalt chloride
- Disodium tetraborate, anhydrous
- Lead chromate
- Bis (2-ethylhexyl) phthalate (DEHP)
- Dibutyl phthalate (DBP)
- Butyl benzyl phthalate (BBP)
- Diisobutyl phthalate (DIBP)

Contents	Editorial Note	Advantest's Sustainability	Environment	Social	Governance	ESG Data	SASB Comparison Table
			<ul style="list-style-type: none"> • 1,2-Benzenedicarboxylic acid, di-C7-11-branched and linear alkyl esters (DHNUP) • Zirconia aluminosilicate, refractory ceramic fibers • Trixylyl phosphate (2-chloroethyl) (TCEP) • 4- (1,1,3,3-tetramethylbutyl) phenol • Bis (2-ethylhexyl) phthalate (DEHP) • Sulfurous acid, lead salt, dibasic • 1,2-dimethoxyethane; ethylene glycol dimethyl ether (EGDME) • Pentalead tetraoxide sulphate • Boric anhydride • N,N-dimethylformamide • Diisopentyl phthalate (DIPP) • N-pentyl-isipentyl phthalate • Lead titanate, lead titanium trioxide • Lead titanate zirconate • Lead oxide sulfate • (Phthalato (2-))dioxotrilead • Di-n-hexyl phthalate (DnHP) • Methylhexahydrophthalic anhydride • Cadmium • Cadmium oxide • Dipentyl phthalate (DPP) • 4-Nonylphenol, branched and linear, ethoxylated • Cadmium sulfide • Trixylenyl phosphate • Imidazolidine-2-thione, 2-imidazoline-2-thiol • 10-ethyl-4,4-dioctyl-7-oxo-8-oxa-3,5-dithia-4-stannatetradecanoic acid 2-ethylhexyl (DOTE) • 2-(2H-benzotriazol-2-yl)-4,6-di-tert-pentylphenol (UV-328) • 1,2-benzenedicarboxylic acid, di-C6-10-alkyl esters, mixed decyl and hexyl and octyl diesters • Benzo[def]chrysene (Benzo[a]pyrene) • Dicyclohexyl phthalate (DCHP) • 4,4'-isopropylidenediphenol (BPA) 	<ul style="list-style-type: none"> • Perfluorohexanesulfonic acid and its salts • Chrysene • Benz[a]anthracene • 1,6,7,8,9,14,15,16,17,17,18,18Dodecachloropentacyclo[12.2.1.16,9.02,13.05,10]octadeca-7,15-diene ("Dechlorane Plus" ™) • Octamethylcyclotetrasiloxane (D4) • Decamethylcyclopentasiloxane (D5) • Dodecamethylcyclohexasiloxane (D6) • Terphenyl, hydrogenated • Lead • 2,2-bis(4'-hydroxyphenyl)-4-methylpentane • Tris(4-nonylphenyl, branched and linear) phosphite (TNPP) with >= 0.1% w/w of 4-nonylphenol, branched and linear (4-NP) • Tetraboron disodium heptaoxide hydrate • Perfluorobutanesulfonic acid (PFBS) and its salts • Dioctyltin dilaurate, stannane, dioctyl-, bis(cocoacyloxy) derivatives, and any of the other stannane, dioctyl-, bis(fatty acyloxy) derivatives, wherein C12 is the predominant carbon number of the fatty acyloxy moiety • 4,4'-(1-methylpropylidene)bisphenol • Medium-chain chlorinated paraffins (MCCP) • 4-nonylphenol (branched and linear) • 6,6'-di-tert-butyl-2,2'-methylenedi-p-cresol 			
				<p>Regarding the California Law "Regulation of Handling Perchlorates"</p> <p>Businesses who manufacture, distribute, sell, use, dispose of perchlorates (containing 6 ppb perchlorate or more) for resale or use in California, and when exporting to California need to ensure that these perchlorates are properly labeled on their individual packaging boxes and carrier boxes (for shipping packaging). The majority of perchlorates are lithium-ion batteries, which are already labeled on our products.</p> <p>The following label or mark is necessary</p> <p>Perchlorate Material - special handling may apply, See www.dtsc.ca.gov/hazardouswaste/perchlorate.</p> <p>The following Advantest products may also contain perchlorate.</p>			

Test System	T Series, B Series, and H series
Test Handler	M Series
E-Beam Lithography and SEM Metrology/Review	F Series and E Series
Terahertz Analysis System	TAS7 Series and TS Series
Leading Edge Product	WM Series (AirLogger) and HA Series

Regarding the California Law "Proposition 65"

Proposition 65 is a law that protects the citizens of California from serious exposure to chemical substances that are known to trigger cancer, congenital anomalies or reproductive disorders.

The law requires companies and people conducting business in California to provide clear and reasonable warnings before knowingly and purposely exposing California's citizens to chemical substances on the Proposition 65 list.

Although Advantest products may contain chemical substances that are included in the Proposition 65 list, there is no risk of human exposure through skin contact, ingestion or inhalation if the products are used according to Advantest recommendations.
For this reason, Advantest has deemed that a warning label stating that a product contains chemical substances listed in Proposition 65 is unnecessary.

Based on customer requests, we can offer information on chemical substances included in Advantest products that are listed in Proposition 65.

Furthermore, as there is a risk of exposure to the chemical substances listed in Proposition 65 when handling Advantest products in a way that is not recommended by us, such as destroying or shattering the products, we recommend taking measures such as wearing dust masks, protective gloves, and ventilating to alleviate and reduce any risk of exposure.

Environmental Communication

This page introduces our environmental contributions and activities for biological diversity conservation.

Environmental Initiatives

Basic Policy on Environmental Information Disclosure

The Advantest Group discloses information on environmental burdens and environmental protection activities by including such information in our reports and website, holding exhibitions, and so forth. We believe it is important to share environmental information with our stakeholders and to reflect such information in our environmental management in order to continuously grow as a company without compromising our integrity.
We also engage in communication with local communities through various environmental protection activities.

Number of environmental compliance initiatives

	FY2020	FY2021	FY2022	FY2023	FY2024
Complaints from stakeholders	0	0	0	0	0
Serious violations of environmental laws	0	0	0	0	0

* Aggregation scope: Advantest Group

Environmental Information Disclosure

[Publication of the Sustainability Report](#)

Environmental Contribution Activities

We endeavor to foster communication with a variety of stakeholders through environmental contribution activities.

Food recycling

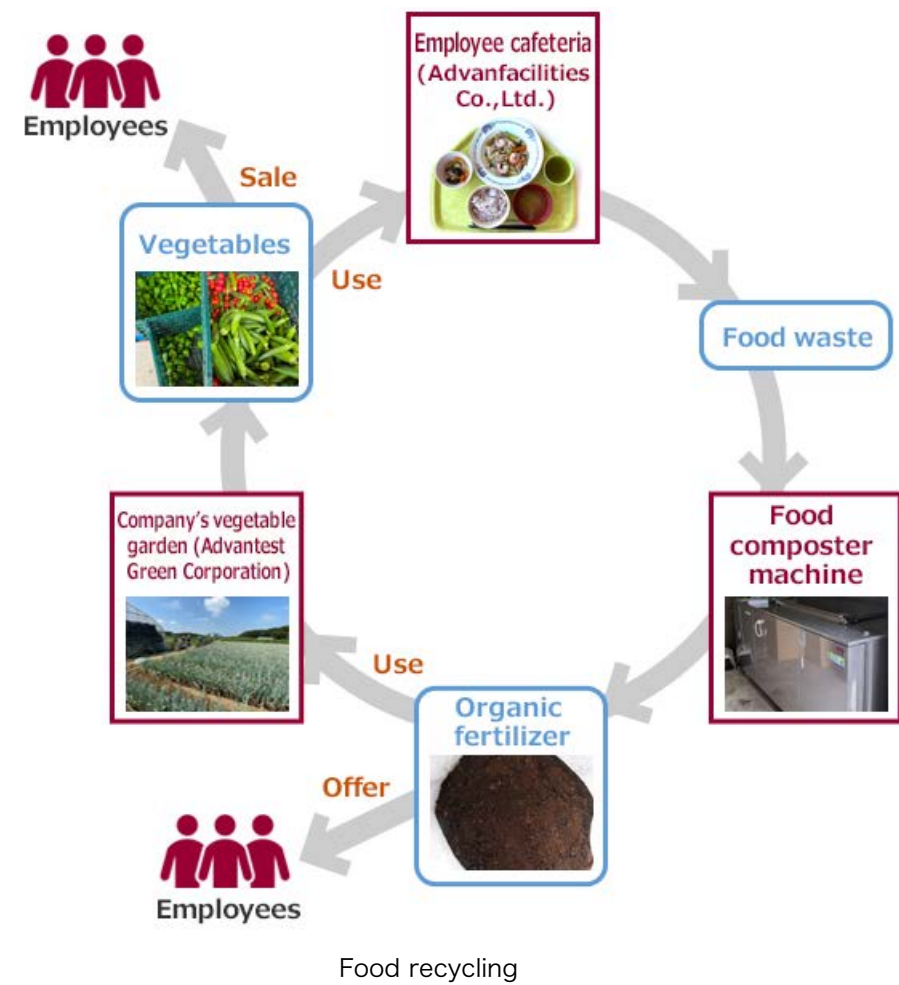
Having updated the food composter machines in September 2020, the Gunma R&D Center engages in food recycling by composting kitchen waste from the employee cafeterias of three facilities in Gunma and Saitama prefectures. Processed garbage is converted into compost, which is provided to interested



Our farm on the premises of the Gunma R&D Center

employees free of charge. After the compost matures, it is used to grow vegetables on our farm, which stretches over approximately 2,000m² of the premises of the Gunma R&D Center. On our farm, employees of Advantest Green grow pesticide-free vegetables throughout the year, and harvested vegetables are used in dishes served at the cafeterias run by Advanfacilities. We also make these vegetables available to our employees to purchase.

Advantest thus promotes employee health while reducing food waste and implementing food recycling in collaboration with affiliated companies.



Environmental Impact Assessment

Advantest records and assesses the environmental burden on the area surrounding its business establishments, such as office waste water, in accordance with ordinances and pollution control agreements. In addition, we are managing plants and cultivating biotope at our business establishments while considering biodiversity.

Initiatives for Biodiversity

As stated in the “Third Mid-term Management Plan (MTP3, FY2024-2026)”, Advantest is developing initiatives for biodiversity with a focus on contributing to a sustainable global environment. Having recognized the importance of biodiversity in supporting a prosperous and healthy society, we will work to meeting the needs of the present without compromising the ability of future generations to meet their own needs, based on the “Advantest Group's Guidelines of Action for Biodiversity”. Meanwhile, we will also work to expand the value we provide to our stakeholders in a balanced and multifaceted manner.

In addition, through our biotope established at the Gunma R&D Center, which is one of the largest biotopes of any private company in Japan, we will strive to earn the trust of our stakeholders by communicating with local residents, learning about the importance of the global environment, and further strengthening our awareness of our contribution to a sustainable global environment.

The Advantest Group's Guidelines of Action for Biodiversity

To show our gratitude for the gift of nature created by biodiversity, and to recognize the significance of biodiversity in supporting the prosperity and the wellness of our society, the Advantest Group will carry out initiatives in conserving biodiversity and in contributing to the sustainable use of biological resources.

1. Understanding Environmental Impact
- We identify, evaluate and share information on any aspect that may have a significant impact on biodiversity in the entire lifecycle of our business activities.
2. Understanding Biodiversity
- We increase awareness and understanding of biodiversity among all employees so that they are able to engage in activities that give consideration to biodiversity in their business activities and daily lives.
3. Reduction of Environmental Impact
- By seeking highly effective measures, and by carrying them out continuously, we reduce the impact of our business activities on biodiversity.
4. Cooperation with Stakeholders
- We cooperate with a variety of stakeholders such as the government, educational organizations, NPOs, local residents and our business partners to promote activities related to the conservation of biodiversity.

[Advantest's biotope](#)

Participation in the 30by30 Alliance for Biodiversity

Since April 2022, Advantest has joined the [30by30 Alliance for Biodiversity](#) [🔗](#), a coalition of volunteer companies incorporated in the 30by30 Roadmap formulated by the Ministry of the Environment.



[🔗 30by30, 30by30 Alliance](#)

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

Initiatives for the Biotope

Reflecting our commitment to living in harmony with nature, Advantest established a biotope in Gunma R&D Center in 2001 with the aim of helping to recreate the original, natural landscape of the Kanto Plain, a landscape that is being lost to development. This biotope, with a total area of 17,000m², is one of the largest of its kind established by any private company in Japan.

Advantest's biotope provides a venue in which Advantest employees can learn about the importance of protecting the global environment; the biotope is also used as a way to foster communication with local residents. More than 20 years have passed since the establishment, and the biotope now has an optimal environment for preserving the local ecological system and is playing a great role in protecting and growing threatened species. The total number of plant species recorded since the establishment of the biotope has exceeded 500. In addition, Advantest's biotope provides an ideal environment for achieving an SDG target, "Goal 15: LIFE ON LAND".

* Biotope: This word combines the Greek words "Bio", which means life, and "Tope", which means a place.



Front side of biotope



Biotope seen from the sky

[🔗 Advantest's biotope](#)

Cooperation with Local Communities

Participation in Gunma Biotope Forum

Advantest has been participating in the Gunma Biotope Forum since 2017. This forum is organized by Professor Shin-ichi Ishikawa, Faculty of Information Science, Gunma University. Under his guidance and advice, companies and organizations in Gunma Prefecture that are engaged in biodiversity conservation gather to share information and exchange opinions.

The fiscal 2024 forum was held at the Kanto Plant (Tatebayashi City, Gunma



Prefecture) of Toyo Suisan Kaisha, Ltd. on October 28. A total of 20 representatives from member companies, organizations, and Gunma University participated in the forum, reporting on their biotope-related activities and exchanging opinions. Advantest made a presentation on our biotope, including its plant and animal monitoring survey, use of fallen leaves and dead branches, our own farm, and the role of employment for people with disabilities.

Biotope Observation Classes

As part of our communication with the local community, Advantest has conducted biotope tours for elementary schools near our business sites every year since 2005, except for the year of the COVID-19 pandemic in 2020.

In September 2025, we invited 42 first graders and their parents from a nearby elementary school to observe underwater life in the biotope pond and catch insects. On the day of the event, an employee certified as a biotope manager served as a guide, and the children enjoyed interacting with nature while searching for butterflies, dragonflies, and other creatures.

In the pond, the children observed and painted lake prawns, freshwater shrimps, and gobies caught in the traps, and then returned them to the pond apart from the lake prawns. Through these activities, participants experienced the role of the biotope based on the concept of a satoyama, a landscape shaped by human stewardship of our natural inheritance, providing an opportunity to think about biodiversity.

We will continue to collaborate with local communities to expand opportunities for people to engage with nature conservation and biodiversity.



Observation of underwater life

Joint Research Project with Gunma University

Results of the 2024 Biotope Survey in the Joint Research with Gunma University

Collaborating with Professor Shin-ichi Ishikawa, Faculty of Information Science, Gunma University, we have

been monitoring our biotope annually.

In the 2024 survey, 159 plant species (119 native and 40 non-native) were found to be growing in the biotope, indicating that the flora is being maintained in a stable manner. An endangered species, *Eupatorium japonicum* have been growing naturally in the biotope, but it did not flower in these years because of heavy grazing by some insects. To protect the plants, we set a plastic net in 2022. As a result, in 2022, one plant flowered and bore fruit in the fall and three plants flowered in 2023. Additionally, plant seeds collected in 2022 were sown and successfully germinated, with approximately 25 plants progressing to transplanting stage by 2024. In April 2025, about 70 *Eupatorium japonicum* seedlings were transplanted near the pond at varying distances from the water's edge, and a monitoring was conducted to track their survival and growth. By September, seedlings closer to the water edge grew larger and flowered.

Estimations of CO₂ fixation by the biotope forests are conducted every five years, with the next measurement schedules for FY2026.



Flowering *Eupatorium japonicum*
The net visible in the background protects the *Eupatorium japonicum*



Survey of *Eupatorium japonicum* growth by Gunma University

Fieldwork Course with Gunma University

From August 26 to 28, 2024, a three-day fieldwork class conducted by students from Faculty of Information Science, Gunma University, was held at the Gunma R&D Center's biotope and Gunma University's Aramaki Campus. This was part of a Project-Based Learning (PBL) under the coaching by Professor Shin-ichi Ishikawa and entitled "Restoration of regional nature using an artificial vegetation in a corporate premises." The survey aimed to estimate CO₂ fixation rates and others by trees established in our biotope.



Students measuring DBH

On the first day at Gunma University, our company

representatives informed our business activities and biotope initiatives. On the second day, students measured the diameter at breast height (DBH) of numerous trees in our biotope (measured at approximately 1.5 meters above ground level). Then some formulas developed by prior researches were applied to these measurements to calculate CO₂ fixation rates. On the final day, students presented findings confirming that tree growth continued and CO₂ fixation increased, followed by feedback from Advantest.

Students also submitted numerous proposals for future biotope utilization, including improving walking paths, creating areas to enjoy insect sounds, and conducting drone surveys. This fieldwork provided an opportunity to reaffirm the importance of biodiversity conservation and the significance of a biotope open to the local community and our employees.

Moving forward, Advantest will continue to utilize the biotope as a learning space for students who will lead the next generation. We will collaborate with local communities and educational institutions to promote environmental education and activities contributing to biodiversity conservation.

Biotope videos released

Advantest began making videos of our biotope and publishing them on our website since fiscal 2022. The videos introduce the biotope that is rich in nature, with beautiful aerial images taken by a drone of the indigenous flora and fauna that live there. These images help communicate the biodiversity of our biotope, that leads to securing a nature-positive world, to our stakeholders in an easy-to-understand manner.

Please click on the Biotope Quarterly link below to watch the biotope videos.

 [Biotope Quarterly](#)

Place for conservation and cultivation of endangered plants

Since the establishment of the Advantest biotope in 2001, we have been conducting monitoring, and conservation of the flora and fauna and cultivation of some endangered plants inhabiting in the biotope, as well as exclusion of invasive species, under the guidance of Gunma University. We also have been conducting intensive conservation by cultivating *Eupatorium japonicum* and *Nymphoides peltata*, which are ranked as national near-threatened species and endangered (IA) species by Gunma prefecture.

There are only five sites, including the Advantest biotope, remained in Gunma Prefecture, in which *Eupatorium japonicum*, naturally inhabits. So our long-term intensive action of conservation by cultivating this species must provide its sustainable habitat.

Nymphoides peltata has been successfully cultivated in the biotope since 2012, for there is only one habitat for this species remained in Gunma Prefecture.

Amsonia ellipticas, ranked as national near-threatened species and endangered (IA) species by Gunma prefecture, has also been successfully cultivated in the biotope since 2019, for there is only one habitat for this species remained in Gunma Prefecture. The monitoring of this cultivation by Gunma University in September 2025 confirmed sustainable growth.



Eupatorium japonicum



Nymphoides peltata



Amsonia elliptica

Goshawks Identified in the Biotope

In January 2024, we identified two goshawks, birds of prey, in our biotope. Since behavior consistent with those of a pair was observed, they may have been looking for a place to build a nest. They reappeared again in 2025, suggesting that they continue to use the biotope as a feeding ground.

Goshawks are rare species occupying the apex of the ecological pyramid, and their arrival serves as a vital indicator that the local natural environment is stable. In fact, the presence of goshawks has been observed to cause other bird species to temporarily disappear, creating new dynamics within the biotope's ecosystem.

These changes demonstrate that our biotope provides an attractive and safe environment for diverse organisms, serving as clear evidence that our efforts toward biodiversity conservation are steadily yielding fruitful results.



A goshawk flying to the biotope and resting in the pond.

Social

Human Capital Management	55	Diversity, Equity & Inclusion	86
Systems and Policies Regarding Human Capital	55	Efforts to Promote Diversity	86
Initiatives for Employee Lifecycle	56	Fair Evaluation and Treatment	90
Efforts to Develop Human Resources	57	Efforts to provide value through business	92
Creating a Workplace with Higher Job Satisfaction	62	Supporting Product Safety and Quality	92
Employee Engagement	65	Efforts to Improve Customer Satisfaction	95
Initiatives for Work-Life Balance	70	Innovation Initiatives	98
Promotion of Health and Productivity Management	74	Intellectual Property Initiatives	102
Promotion of Occupational Health and Safety	78	Responsible Sourcing	103
Respect for Human Rights	81	Procurement Policy and its Stance	103
Advantest Group Human Rights Policy	81	Responsible Mineral Sourcing Initiatives	105
Key Issues Related to Human Rights and Due Diligence	82	Initiatives with Our Suppliers	106
Efforts for Human Rights in the Workplace	84	Social Contributions	109
		Basic Stance and Structure of Community Activities	109
		Examples of Social Contribution Activities	111

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.

Systems and 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. In addition to establishing a governance system, the Advantest Group, thereby, has established two basic policies regarding human capital development and internal environment development.

Governance System

The authority to make decisions on matters related to human capital is stipulated in its Global Organization and Authorization Rules, and the CHO's decision or prior approval is required for important matters, with reports to the Board of Directors as appropriate, to ensure governance that considers the entire Advantest Group.

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

Initiatives for Employee Lifecycle

Advantest believes in providing our employees with consistent access to support at all stages of their careers with the Company. Therefore, we have outlined a strategy called the "Advantest Employee Lifecycle" to visualize how our employees interact with the Company at each stage of his or her career and how the Company provides support. By providing support that is tailored to the diverse needs of each employee at each stage of his or her career, we foster continuous development that integrates personal growth with the company's business objectives.

Based on this "Advantest Employee Lifecycle," we will implement various initiatives at each stage of the employee lifecycle. In addition to globally common initiatives, we will tailor our approach to the characteristics and needs of each country and region. This aims to create more effective initiatives that maintain a global perspective while also considering local on-the-ground realities.

Going forward, we will continue to strive for the sustained growth of the Advantest Group while expanding multifaceted support for our employees. This will be achieved by promoting initiatives led by our global and regional human capital departments, as well as by collaborating with activities led by INTEGRITY Ambassadors and other volunteers.

Advantest Employee Lifecycle



Lifecycle Stages in Advantest

Lifecycle Stage	Stage Description	Examples of Initiatives
ATTRACTION	Communicate the Company's attractiveness to potential employee candidates through various disclosure materials, websites, and social media platforms	<ul style="list-style-type: none">• The Advantest Way• Disclosure through Annual Securities Report and Integrated Annual Report• Disclosure via websites and social media• Academic support and next-generation development support
RECRUITMENT	Recruitment of new human capital	<ul style="list-style-type: none">• Internship program• Job Fair• Academic collaboration, graduate program• Recruitment page on the website• Diversification of recruitment channels (LinkedIn, recruitment events, career fairs)• Promoting employment and job stability for people with disabilities
ONBOARDING	Support for learning job duties and adapting to corporate culture upon joining the company	<ul style="list-style-type: none">• GNEO (Global New Employee Orientation: curriculum for new employees)• INTEGRITY workshop• New employee training• OJT• Greeters (community for mid-career employees)
DEVELOPMENT	Support for skill improvement and career development through various training programs and systems	<ul style="list-style-type: none">• GCEP (Group-wide Compliance Education Program in 17 languages)• Advantest Development Framework (career development plan)• Skill enhancement support (improvement of language and professional knowledge and skills)• Leading with INTEGRITY Workshop• Performance Management "Check-In Process"• Global Expatriate Program• MP-1 (Management Program 1)• MP-2 (Management Program 2)• Internal open requisition• Second job systems, double career programs• RAKUICHI• Software Engineering Forum

Lifecycle Stage	Stage Description	Examples of Initiatives
REWARDS	Fair recognition of employee contributions through salary, bonuses, benefits, and recognition programs	<ul style="list-style-type: none"> • ARMS (Advantest Resource Management: unified global HC system) • Competitive compensation levels • Global bonus system • Global stock compensation system for key employees/engineers • The INTEGRITY Award (a system to recognize and commend employee performance) • Employee benefits system
RETENTION	Creating a workplace environment that enhances job satisfaction and psychological safety and allows employees to continue working for a long time	<ul style="list-style-type: none"> • The Advantest Way and initiatives by INTEGRITY Ambassadors • Global Engagement Survey and enhancing employee engagement • Office renovation • Hybrid workstyle combining in-office work and remote work • Promoting health management and supporting employee well-being • Support systems for balancing childcare and caregiving • Promotion of occupational safety and health • Dialogue between labor and management • Prevention of harassment • Establishment of consultation desks and helplines • Employee appreciation days and family invitation events by region and organization
TRANSITION	Support at milestones such as transfers, promotions, and retirements, as well as smooth handover and post-retirement relationship building	<ul style="list-style-type: none"> • Succession planning • Reemployment system after retirement at age 60 • Reemployment system for retirees due to childcare, caregiving, or spouse's job relocation • Pension system

Efforts to Develop Human Resources

Based on the "Basic Policy Regarding Human Capital Development" and the "Internal Environment Development Policy" mentioned above, we are making a strong commitment to human resource development. The guiding principles in this process are the "Advantest Employee Lifecycle" strategy, which supports growth throughout an employee's career, and the "Advantest Development Framework," a systematic development framework that includes paths for career advancement. We are promoting the creation of an environment that enables both individual growth and the company's sustainable development by combining global common policies with measures tailored to regional characteristics.

Approach and KPI

The Sustainability Action Plan was announced simultaneously with the Third Mid-Term Management Plan announced in 2024. We are working on KPIs with investment in human resources as a key theme.

Priority Theme	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Investment in human capital	Promoting human capital development based on the Advantest Development Framework	CHO	Education and training expenses	0.8 (Billions of yen)

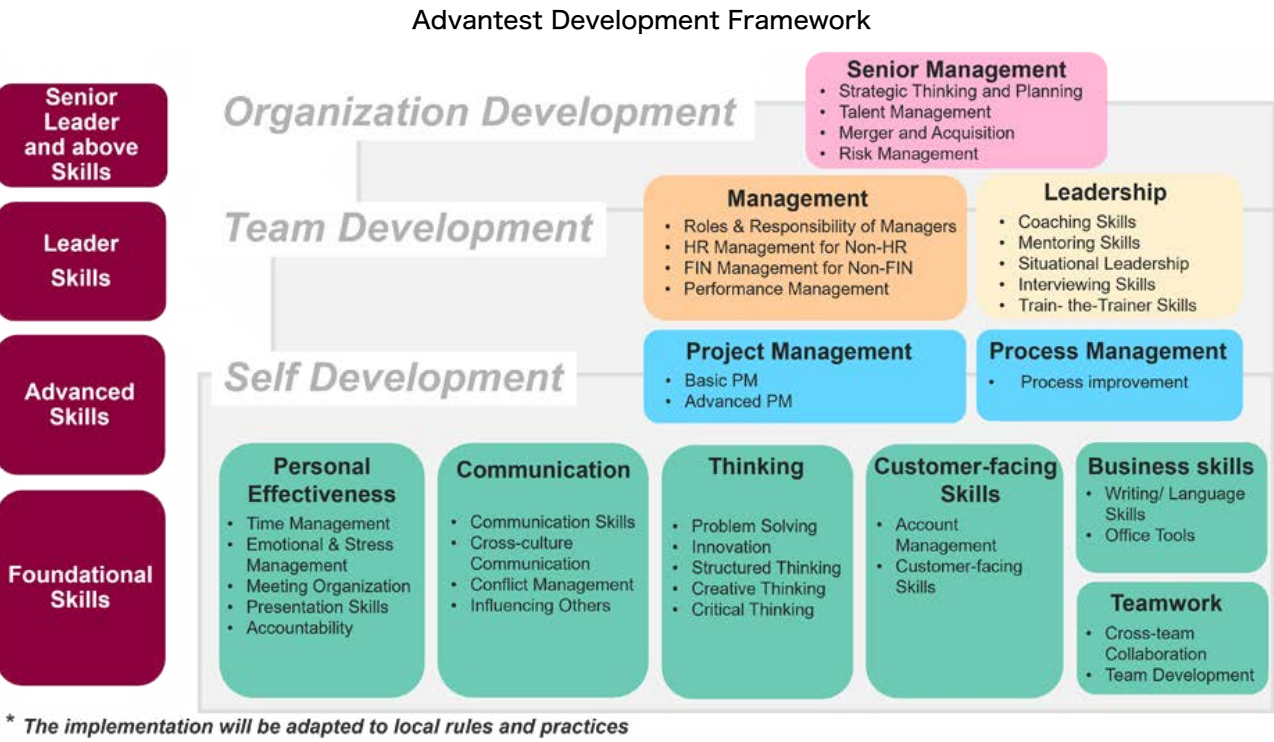
Advantest Development Framework and Support Systems

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.

Advantest outlines a strategy called the "Advantest Employee Lifecycle," which demonstrates consistent access to support at all stages of our employees' career with the company. This life cycle shows how each employee receives support at every stage of his or her career, thereby integrating personal growth with the company's business objectives. In FY2024, we combined the Lifecycle strategy with the "Advantest Development Framework" to provide each employee with a clear career path and a learning program tailored to his or her objectives.

We have introduced two new online learning platforms which are intended to provide all global employee's and manager's access to training classes to further enhance the skills for their career advancement. Since the implementation of some of these measures 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.



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.

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.

Global New Employee Orientation (GNEO)

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 (GNEO) in December 2023, 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 to give a sense of connection with the management team. The number of people who have completed the course has also exceeded 400 since the launch of GNEO. We will continue to update and improve the program to serve the greater good.

For more information on GCEP, please refer to "Compliance Education".

How to Start

Hi new Advantesters,
Welcome to the Advantest Family! In this Global New Hire Orientation learning plan, there are six courses in English. It takes you around 1 hour to go through all the materials. Please watch them in your first week after you are onboard.

Step 1: Watch all the courses

Step 2: At the end of the 6th course, answer the question "Have you finished all the 6 courses for new hires?"

Step 3: If you answer "Yes", it means the completion of the courses.

INNOVATION
NUMBERONE
TRUST
TEAMWORK
YES WE CAN DO IT

Your arrival marks a new beginning for us, and we are thrilled to have you join our ranks

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. From 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 and October 2024, respectively.

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.

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 General

Advantest offers systematic and practical training programs to support the growth of every employee. From new employees to management candidates, we provide training opportunities according to their career stages, aiming to develop human resources who can play active roles on a global scale. By combining various methods such as on-the-job training, group training, and online learning, we aim to develop both individual strengths and enhance organizational competitiveness. In particular, the "MP-1" management candidate development and certification system is a core initiative for the development of next-generation leaders at Advantest (Japan).

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 1,798 employees, roughly 450 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 two 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

For FY2024, Advantest Corporation (non-consolidated)'s ^{*1} total lesson time was 66,302 hours, with an average of approximately 26.9 training hours per employee.

Global e-learning, including Japan, totaled 26,299 hours of lesson time, averaging approximately 3.5 training hours per employee. In total, the average training hours per employee was approximately 30.4 hours. ^{*2}

Training Status at Advantest (Non-Consolidated)

Training category	Target	Number of trainees (Total)	Lesson time (hours)
Business Training (human resource management, etc.)	Managers, General	1,783	11,044H
Technical Training (technology)	Managers, General	570	1,791H
e-learning (human resource management, etc.)	Managers, General	21,052	8,949H
New Employee Training (by job level)	General	62	25,309H
Language/TOEIC (global)	Managers, General	1,798	17,601H
Outside seminars (e.g., on business skills, etc.)	Managers, General	149	1,608H
Total		25,414	66,302H

*1 Data range for tabulation: Advantest Corporation (including employees on secondment to subsidiaries, excluding employees on secondment from subsidiaries/excluding those implemented simultaneously by the Advantest Group)

*2 Until last fiscal year, the total training hours were calculated by dividing the total training hours by the total number of participants. Starting this fiscal year, the calculation method has been changed to divide the total training hours by the total number of employees as of March 31, 2025.

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 FY2024, we continued to offer various technology seminars and technical training programs, with 570 engineers participating. 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, but also a wide range of security-related and up-to-date information from internal and external lecturers, including those from overseas. In FY2024, there were presentations on cutting-edge technologies and case studies across diverse themes including generative AI, security, virtualization technology, and quality engineering, sharing industry trends and practical insights.

In 2019, we started "Advantest Engineering Friday (AEF)". AEF is an initiative for software engineers to hone their skills (axes). It fosters a habit of learning and provides a space for mutual growth within a cross-departmental community. Sessions cover diverse topics including latest programming languages, AI, operational efficiency, and English, featuring hands-on activities and interactive discussions. 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 FY2024, 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, followed by essential foundational knowledge required for technical roles, such as product usage, quality assurance, and intellectual property, through the basic technology training. Then they gain the skills necessary to become Advantest engineers by experiencing core development tasks through 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.

To cultivate the foundational skills among young employees, we review our training programs annually to ensure that they reflect the characteristics of newly hired employees and the company's policies. New employees for FY2024 underwent training camps organized at Maiko Resort so that they can better communicate with their peers.

Prior to their assignment, they take a "talent assessment," of which data is used as reference information to foster mutual understanding during OJT and with supervisors.

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 ● Seafety 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.		

Manager Education and Training (Japan)

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.

In May 2025, the first MP-1 graduates completed all 12 training modules and assessments. Several of them, including young professionals in their twenties, were subsequently promoted to management positions. The MP-1 program has begun to demonstrate its effectiveness as a system that supports employees' autonomous career development and cultivates talent capable of contributing to the sustainable growth of the Advantest Group.

MP-1 Overview

- **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.

Introduction of Training Program for All Managers (Japan)

Advantest launched the "MP-2 (Management Program 2)" training program for all managers in October 2024. This program aims to improve the performance of the entire organization through regular training, by helping managers to correctly understand and strengthen the responsibilities and skills required for their position. In the first year of the program, fiscal 2024, the following three measures were implemented under the theme of "knowing one's own position".

MP-2 Overview

- **360-degree survey and feedback session**
Reviewing oneself from multiple perspectives and seizing opportunities for growth
- **TOEIC test**
Understanding the current state of communication skills in a global business environment
- **Industry seminars by external lecturers**
Absorbing the latest industry knowledge and reaffirming Advantest's role and position within the industry

Based on these results, Advantest will continue our efforts by considering measures for fiscal year 2025 and beyond.

Creating a Workplace with Higher Job Satisfaction

With the acceleration of the shift to remote work and the progress of global operations, a new trend for embracing diversity in workstyles is increasing than ever before. In response to these changes, we have prompted improvements of our office environment to enhance comfort, safety, and productivity (creating a comfortable working environment), while also focusing on fostering a corporate culture that supports employee career development and where appreciation and praise are naturally shared among peers (creating an empathetic environment for employees).

We have been unceasingly promoting the creation of sustainable and vibrant workplaces, both in terms of the physical arrangements of our workplaces and in terms of mechanisms that support employees' motivation and growth.

Creating a Comfortable Working Environment

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, effectiveness and verification surveys were conducted among the two office floors that were renovated in the previous year. The survey showed that points increased in almost all items measuring satisfaction with the office environment, and that the ease of working has improved. We 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, two new office floors were renovated. In line with the shift from a remote work-recommended workstyle to an in-office workstyle, we collaborated with study members from each floor. We placed priority on securing the number of office seats while maintaining a balance between fully enclosed booths suitable for online meetings and 1-on-1 meeting with open spaces for conversations and discussions among multiple groups of people.

We will continue to reflect employee feedback as we strive to create better office environment.

* 1-on-1 meeting: A regular one-on-one meeting between supervisors and subordinates. These meetings are held to check on work progress, discuss concerns and career plans, and support individual growth and work satisfaction.



Cafe lounge in the center of the floor



ADVANTEST logo sign



Fully enclosed booths for online meetings, etc.



Well-balanced open meeting spaces

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.

Building an Entrance that Forms Connections

In FY2024, the Gunma R&D Center began renovating its entrance under the concept of "a place to connect with Advantest." We aim to create a place that will serve as a starting point for deepening existing relationships and building new, diverse relationships through face-to-face communication between Advantest employees and everyone connected with Advantest, including the local community.

The new entrance is scheduled for completion at the end of FY2025.

The Power of #myADV x Super User to Support Global Collaboration

Advantest is promoting continuous digital transformation to support global business development and diverse work styles based on #myADV (Digital Workplace), which was launched in May 2020.

Leading this initiative on the front lines are "Super Users" assigned to each department. Super Users embody the principles of #myADV in the field, leading the way in the use of digital tools in their daily work. Moreover, they contribute to improving operational efficiency and strengthening team collaboration through process improvement proposals and user support.

As of April 2025, there are approximately 130 Super Users active in the program, who are enhancing their skills and knowledge through cross-functional learning opportunities. In terms of human capital development, for instance, the Global IT Collaboration team plays a central role in planning and implementing intensive "boot camp-style" training, helping participants acquire practical skills in a short period of time.

Super Users not only promote the use of the tool but also play a vital role in ensuring that the values

behind #myADV take root in the field by co-creating global guidelines, developing training plans for each department, and understanding user needs. In addition, regular coaching and use case analysis by the Global IT Collaboration team helps to advance the use of digital tools throughout the Group.

Advantest will continue to promote field-led digital transformation and foster a culture of collaboration through these Super User activities.

Creating an Empathetic Environment for Employees

Advantest Forest, an Initiative to Recognize INTEGRITY

The Advantest Group has been promoting the "Advantest Forest" initiative as part of its efforts to honor its core value of INTEGRITY. In FY2024, the total number of digital tree certificates presented as tributes to our employees reached a cumulative total of 300.

Through this initiative, digital trees are presented to The INTEGRITY Award nominees, nominators, or employees who deserve a special thank you. The trees serve as symbols of recognition for the honesty and contributions of our employees, while also raising awareness of sustainable actions in our daily lives.

The Advantest Group will continue to encourage all employees to participate in this activity, fostering a culture of gratitude toward peers and working together to cultivate a greener future.



Commendation photo for a total of 300 digital trees

"Thank You Letter" Initiative to Foster a Culture of Gratitude

The Advantest Group values a culture in which employees express their gratitude to each other on a daily basis. One of the most symbolic initiatives in this regard is the "Thank You Letter".

Thank You Letters are an internal communication mechanism where employees mutually express their appreciation and praise through handwritten letters, which can be exchanged between supervisors to subordinates or among peers. The letter paper used features Advantest's core value of "INTEGRITY," giving the letters a meaning that goes beyond a simple message. These letters bring warmth to both the sender and the recipient as the sender carefully spells out the words with the recipient in mind. In today's increasingly digitalized world, the deliberate choice in the form of a "letter" allows feelings of gratitude to be conveyed more deeply and more meaningfully.

This initiative brings about a circle of gratitude that naturally spreads within the company, fostering a culture of caring and trust centered on INTEGRITY. The Advantest Group will continue to promote the Thank You Letter initiative in the future.



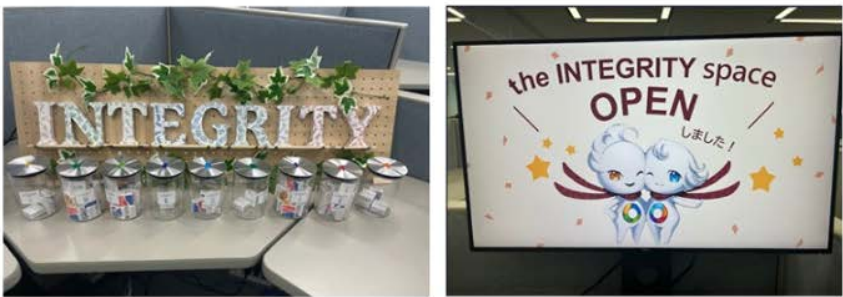
Thank You Letter

Establishment of "INTEGRITY Space" to Foster A Culture of Appreciation and Praise

Gunma R&D Center has set up an "INTEGRITY Space" within the office as part of our efforts to enhance employee satisfaction by fostering a culture of gratitude and recognition.

The "INTEGRITY Space" features chocolates and gum labeled with the word "INTEGRITY," which employees can freely give to their peers they wish to express their gratitude and admiration to. This initiative was planned based on employee feedback, with the employees themselves taking charge of all preparations and setup. The INTEGRITY Space has created an environment where employees can naturally express their gratitude and admiration to each other in their daily work, which later received the 2024 INTEGRITY Award.

Going forward, we will continue to adopt employees' ideas to foster a more comfortable and vibrant workplace.



Some photos from inside The INTEGRITY Space



INTEGRITY Chocolate



The Advantest Forest

Improvement of Corporate Culture with Higher Job Satisfaction

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 "Advantest Korea Acquires Great Place to Work® Certification").

The 2024 "Warm Greeting Campaign" led by change agents was recognized for bringing positive change to the workplace and received the CEO Award at the founding anniversary ceremony in July 2025.

Advantest Korea Acquires Great Place to Work® Certification

Advantest Korea (ATK) has been certified as a "Great Place to Work®" company for the second consecutive year following 2024, receiving the certification in February 2025.

ATK was selected as one of Korea's "Top 100 Best Workplaces" and ranked 64th based on its GPTW (Great Place To Work) survey score and corporate culture essay, and received high marks in the "Global ESG & Human Rights Management" category. ATK was recognized for four categories including, leadership that promoted transparent communication and improved engagement with employees, winning the "Most Respected CEO in Korea Award," the "GPTW Pioneer Award" for leading the transformation of ATK's corporate culture, the "Proud Working Mom Award" for building an excellent team culture while balancing work and childcare, and the "GPTW Innovation Leader Award" for supporting corporate culture improvement projects at the operational level. This recognition was especially significant as ATK had initially failed its first



GPTW certification attempt but successfully improved its organizational culture through company-wide initiatives before reapplying and finally getting the certification. (For details, see "Improvement of Corporate Culture with Higher Job Satisfaction.")

We will continue to foster a corporate culture of integrity while placing importance on creating a workplace where every employee can work in their own way and with a positive mindset.

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.

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. In 2024, AEG competed among 1,080 German companies and was selected as one of the "100 Best Employers.", outperforming 980 competitors, and also ranked 9th in the size category.

The award is based on an anonymous survey of employees, which determines whether a company is a "Great Place to Work" primarily from the perspective of its employees. Advantest Europe GmbH was exceptionally recognized in the key areas of development of maximum potential, strategic leadership, values, and innovation by all. The award also reaffirmed the deep trust between the company and its employees. In addition, AEG also ranked third in the size category in Bavaria and third in the industry category "Fertigung und Industrie" (Manufacturing and Industry).

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.



Employee Engagement

At Advantest, we are focusing on employee engagement as one of important factors in achieving sustainable corporate value improvement. To check the status of employee engagement, Advantest has been conducting Gallup engagement surveys globally since 2018. The third survey was conducted in October 2024 (next implementation scheduled for February 2027).

Approach and KPI

Ever since gaining various insights through the initial survey in 2018, Advantest has continued to make steady efforts to improve employee engagement by fostering and instilling an attractive corporate culture. In the Sustainability Action Plan announced simultaneously with the Third Mid-Term Management Plan in 2024, the following KPIs have been set and initiatives are being promoted respectively.

Priority Theme	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Employee Engagement	Fostering and instilling an attractive corporate culture	CHO	Turnover rate	Voluntary turnover rate is below average of the period of MTP2 (5.9%)
		CHO	Gallup Survey Scores ^{*1}	3.8
		CHO	The INTEGRITY Award nominations/year ^{*2}	400

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

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

We believe that each of these activities, which lead to increased employee engagement, will 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., globally, engagement among employees 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 2024 was conducted from October 15th to 30th for all employees of the Advantest Group who had been employed for three months or longer at that point. The response rate was 89%. The survey was conducted using the platform of Gallup, Inc. in an online format in which anonymity is ensured.

Results

KPI	2018 Results	2021 Results	2024 Results
Score of Gallup survey	3.48	3.64	3.76

In the fiscal 2021 Gallup survey, we saw significant improvements, with scores rising in all items in Q12^{12®} (12 questions for engagement measurement derived from the findings of Gallup, Inc.) from the previous survey. 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.

The results for fiscal 2024 will also be sequentially shared with each department to discuss the results and draw up action plans to address each issue.

[12 Questions of the Gallup Survey](#)

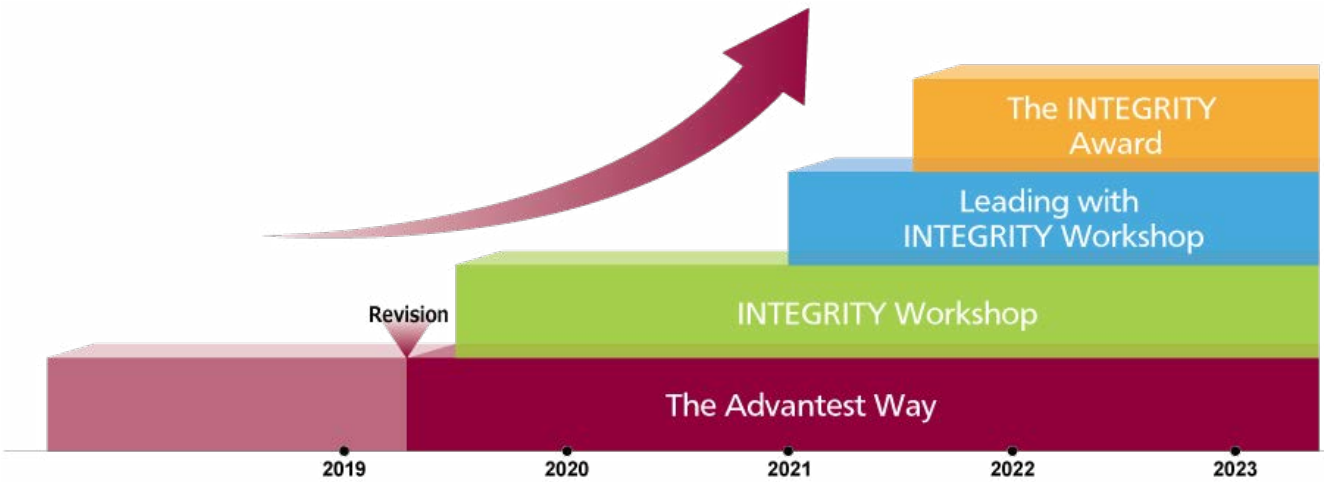
Future plans

The same Gallup survey is scheduled to be conducted in 2027. 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.

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.

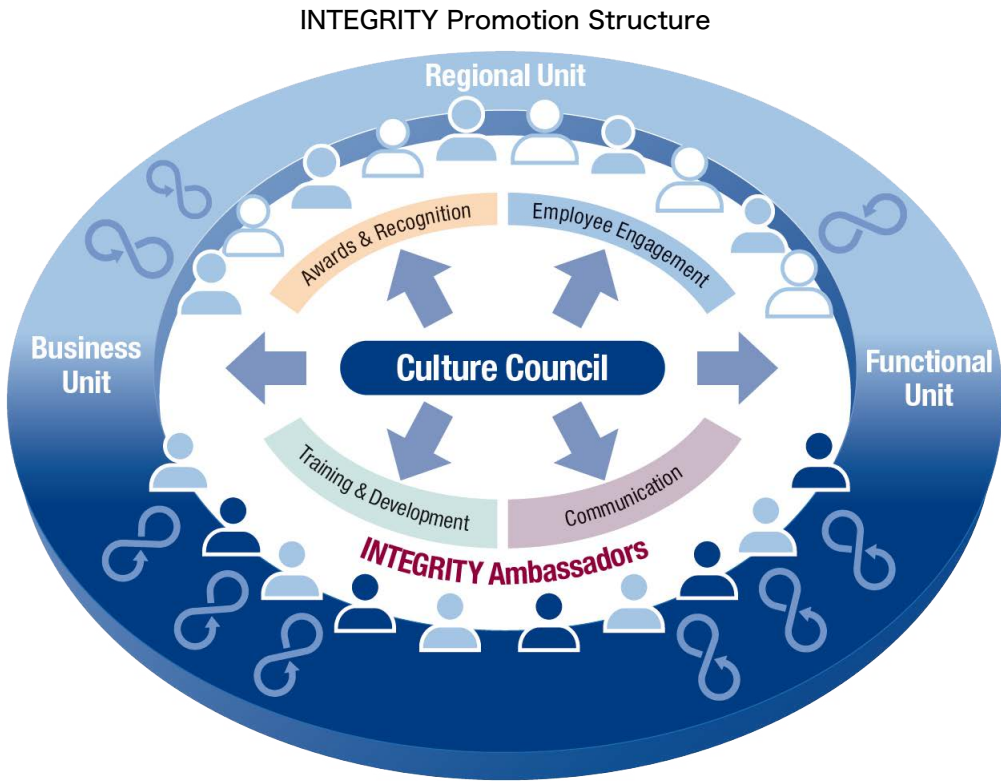
In 2022, to further promote activities related to INTEGRITY, a "Culture Council" consisting of then President Yoshida and several executive officers was established, and representatives nominated by each business unit, functional unit, and regional unit were appointed as "INTEGRITY Ambassadors (hereinafter 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 Four Tracks focused on Awards & Recognition, Employee Engagement, 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.



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



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 Japan's R&D department in 2020, has increased in number over time with each round of 1on1 activity. Upon 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 active exchanges among IAs, from the 10th phase in 2024, applicants from overseas began to express interest in becoming mentors. Likewise, in the 12th phase in 2025, two overseas mentors have been actively participating in the program.

Examples of Visualization Tools (Japan)

In Japan, more and more departments are trying to address job satisfaction and improve work environment by regularly measuring and visualizing organizational and individual conditions.

R&D Department

Since April 2021, we have been using an engagement visualization tool to survey the status of teams, followed by a cycle of team dialogue and improvement activities repeated every three months. The activities

are managed by a group of volunteers from within and outside the department who promote survey feedback activities. Whether to participate in the survey or not is decided by consensus of the team. We continue to support the participating teams by providing opportunities for them to share their activities on a regular basis.

Since fiscal 2022, survey feedback activities have been shared among "INTEGRITY Ambassadors (IAs)" in the course of regular exchanges among them. The activity started in April 2021 with 169 members (22 teams), and as of March 2025, there are 631 members (66 teams). Six of the promotion members are IAs.

The turning point in our efforts to promote these activities was the positive feedback we received for the INTEGRITY chocolates, a small token of appreciation given to employees who demonstrated some of the nine core values through their actions. We distributed chocolates to all managers across the department, encouraged them to make use of them, and ultimately, engagement scores increased. The positive feedback from recipients was significant, providing an opportunity to learn that praise is strongly linked to engagement. Subsequently, INTEGRITY chocolates increased in variety and distribution scope. Today, it has become an indispensable communication tool for recognizing and celebrating behavioral changes, adopted across various departments. In July 2025, we participated in RAKUICHI and recruited teams interested in participating. The positive feedback and increased awareness of the initiative have been significant motivators for the promotion team members.



Scenes from RAKUICHI presentations

Global Production Unit

Since fiscal 2019, we have been using a survey tool that allows employees to report monthly on their work, relationships, health, and comments to their managers. This way, we identify issues faced by the organization and individuals in a timely manner and follow up through interviews and other measures. Since there are various job types and organizational structures within the factory, we implement engagement improvement measures tailored to each department.

In October 2024 and April 2025, respectively, a consolation party was held in the cafeteria of the Gunma Factory to express appreciation for the efforts in addressing increased ramp production. The Group CEO and other executives also participated, and more than 400 employees enjoyed toasting with soft drinks, light refreshments, and mini games. This was the first attempt to hold such events at the factory, where full participation is difficult due to production schedules. The events were successful with joyful atmospheres and smiles from start to finish. We will continue to strengthen bonds among employees and strive to create a better working environment.

Visualizing Human Capital and Passing on Culture: Deepening Employee Engagement through "Storytelling"

On the occasion of our 70th anniversary in 2024, we launched the "Storytelling" project to share our management values and leadership with our employees through a series of videos in which our CEO, Chairperson, and other senior executives share their experiences and beliefs about the essence of decision-making and human capital development in times of change.

This project is not only a commemorative initiative for internal use, but also an initiative at the core of human capital management that promotes empathy and autonomous growth among employees through practical examples of Advantest's four leadership models (leader/expert/coach/manager). The stories told are filled with courage to overcome difficulties and management wisdom that brings out the potential of the team, encouraging the growth and challenge of each employee.

Our "Storytelling" is a unique initiative that supports a sense of organizational unity and intrinsic motivation among employees. We believe that this initiative will serve as an important foundation for the succession and evolution of our corporate culture, as it strengthens the "invisible assets" that support the sustainability of the company.

For more information on Advantest's four leadership models, please refer to "[The Leading with INTEGRITY Program](#)".

INTEGRITY With New Peer Members

All employees who join the Advantest Group undergo training on The Advantest Way and our core value of "INTEGRITY."

Especially in the case of integration or acquisition, it is necessary to not only integrate salaries, benefits, and other platforms, but also to make sure that the subsidiaries understand our company philosophy. Therefore, during the integration of R&D Altanova (RDA) in January 2023, the Human Capital team at Advantest America conducted workshops on core values in multiple countries and regions, both in person and online. Upon completion of the workshops, each participant received a Core Values completion certificate and shared the values with their new colleagues. Systems have been established to ensure that such workshops for new members are carried out by Human Capital departments in each country.

These workshops are offered through the GNEO when newly joining the company, including mid-career hires.

[Global New Employee Orientation \(GNEO\)](#)

Coffee Talk Sessions Hosted Around the World

Since the formulation of INTEGRITY core values 2019, the number of countries implementing "Coffee Talk" sessions, where the Group CEO and employees exchange ideas in a relaxed and informal atmosphere, has been increasing every year. In the ever-changing semiconductor industry, we must be constantly prepared to tackle any challenge. Under these circumstances, we also hope that direct interaction with the Group CEO—hearing firsthand about the company's mission, vision for the future, and the passionate aspirations of fellow individuals navigating the same era—will serve as a compass for employees. This ultimately will help them stay focused on their mission in their daily work.

The Coffee Talk session, first held in China in 2019, has been held nearly every year for the past five years. During the COVID-19 pandemic, online sessions were added alongside in-person style, and in 2023, simultaneous online events were held across five countries. During the Coffee Talk session, the Group CEO prepared materials to explain the company's mission and future semiconductor market outlook. They also discussed the importance of INTEGRITY and compliance using concrete personal experiences as examples. They also answered employees' questions with humorous remarks and closed with laughter and applause. The participating employees gained new motivation and realized that these small dialogues can lead to their own personal growth.

Advantest will continue to value such opportunities for direct communication between the Group CEO and employees to help instill the core values of INTEGRITY.

Luncheon Social Event Held in Korea

A luncheon social event (known as "Mystery Lunch") was held in Korea in July 2025. This event was originally preceded in Japan, and inspired by the initiative, it was subsequently launched in Korea.

In the course of daily work, employees often have few opportunities to talk with peer employees in other departments, often feeling isolated and unable to fulfill their needs for relationships within the company. And there is no denying that such instances may sometimes have an adverse impact on overall collaboration within an organization. The Mystery Lunch was held to help improve this situation by providing an opportunity for employees to have a productive conversation and deepen their relationship with each other over lunch.

Thanks to the members of the Human Capital Department who took the initiative in planning and organizing the event, including handmade posters, and the active support of the members of the neighboring departments, the event was a great success, with 210 employees participating on the day of the luncheon. Employees who rarely interacted before shared meals together, sparking new conversations and a sense of community. Participants offered many positive feedback, such as "The lunch they prepared for us was delicious, and we had a lively conversation." and "I was happy to be able to talk with employees I don't usually interact with, and that I could broaden my internal communication network.," making it an enjoyable and meaningful time for everyone. The boxed lunches prepared for this event also featured Japanese cuisine. It became a valuable opportunity to feel the global connection within the Advantest Group.

Coffee Talk Session History

FY	Details of the event
2019	First Coffee Talk session in China
2020	Five in-person and online coffee talk sessions held
2023	Coffee Talk sessions held in Taiwan, Korea, and China
	Hosted online Coffee Talk sessions for five countries
2024	Coffee Talk sessions held in Taiwan and China



Coffee Talk session (China)



During online Coffee Talk session



Coffee Talk session (Korea)



Poster created for the event



Event highlights



Event highlights

Advantest Receives "Ai Kawashima Award" at Nikkei Corporate Song Contest 2025

In February 2025, our original company song "INTEGRITY Journey" based on our core value "INTEGRITY" participated in the Nikkei Corporate Song Contest finals, winning 11th place out of 117 companies that entered the preliminary round and also winning a special "Ai Kawashima Award."

The decision to participate in the corporate song contest was made after the INTEGRITY Journey team performed a surprise original



Scene from the Corporate Song Contest

song, "INTEGRITY Journey," at the "Let's Talk about Advantest's Future!" event held at the Gunma R&D Center in August 2024. Their song impressed many people and received support from the management to enroll and submit the song for the contest. In the finals, members from Singapore and Japan gave speeches in English and Japanese, demonstrating their global solidarity.

In the music video, Advantest employees from around the world passed a baton to each other to express the nine core values of INTEGRITY. Advantest was the only team with "future perspective" footage as our theme among other candidates, and garnered attention. Executive officers and fellow employees came to support the event at the venue, along with those who watched the event in real time via the livestream on YouTube. It was an opportunity to experience a sense of togetherness with colleagues from around the world and beyond national borders.

This project has increased internal engagement and strengthened the foundation for global collaboration.

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 76.1% in fiscal 2024.

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 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

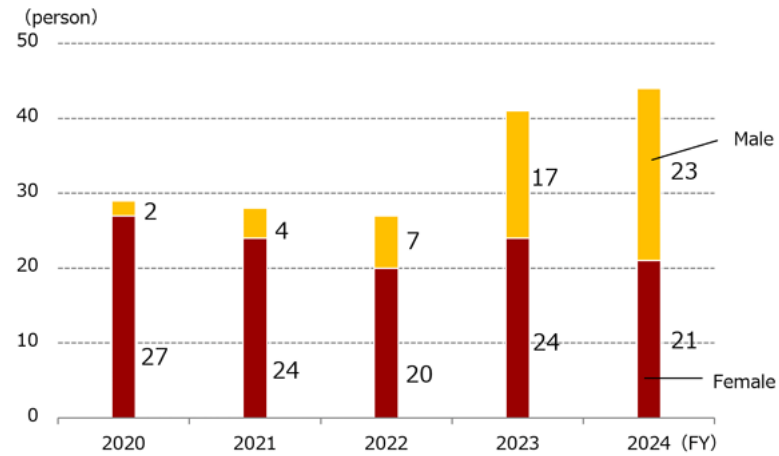
Advantest has established the following programs to help employees balance work with childcare and nursing care.

Pregnancy support	100% compensation during prenatal checkups and pregnancy complications leave and are offered the choice to work shorter hours if instructed by a doctor.
Childcare leave	Offered at levels that exceed legal standards. Childcare leave can be taken until the child reaches the age of two years and three months.
Caregiving leave	Offered at levels that exceed legal standards. Caregiving leave can be taken for a maximum of three years.
Accumulated holiday program	Leave program which can be taken for a variety of reasons, including a spouse's childbirth, childcare, fertility treatment, and other caregiving responsibilities.
Shorter working hours for childcare	Available for use until the employee's youngest child reaches the sixth grade.
Shorter working hours for caregiving ill relations	Available for an unlimited period to accommodate individual situations.
Re-employment program	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.

Advantest is also working to support fathers' active participation in childcare as follows. It should be noted that the return-to-work rate after maternity leave as a result of these efforts was 100% in fiscal 2024, and the ratio of male employees taking childcare leave in fiscal 2024 was 66.6%. Advantest will continue to support fathers' participation in childcare by offering individual consultations for fathers raising children.

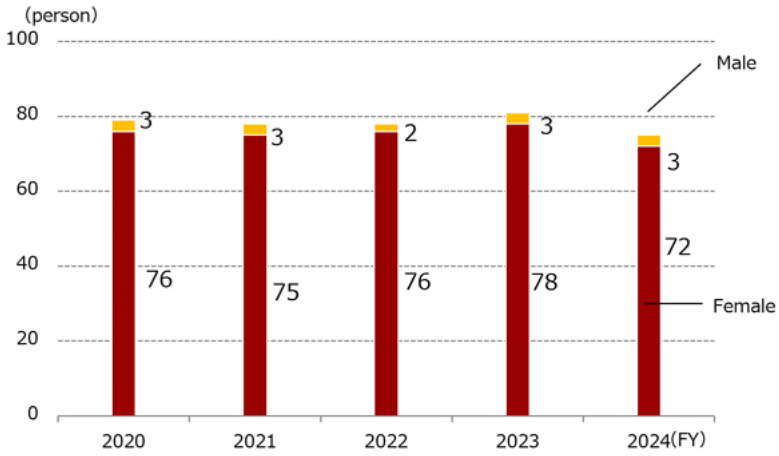
For fathers: childcare support	Provision of personal consultations for male employees with children and their supervisors, guidance for childcare-related systems, and support for confirming the intention to take childcare leave and using childcare leave.
For fathers: childcare leave subsidy	Starting in fiscal 2022, Advantest has 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.

Number of employees using childcare leave



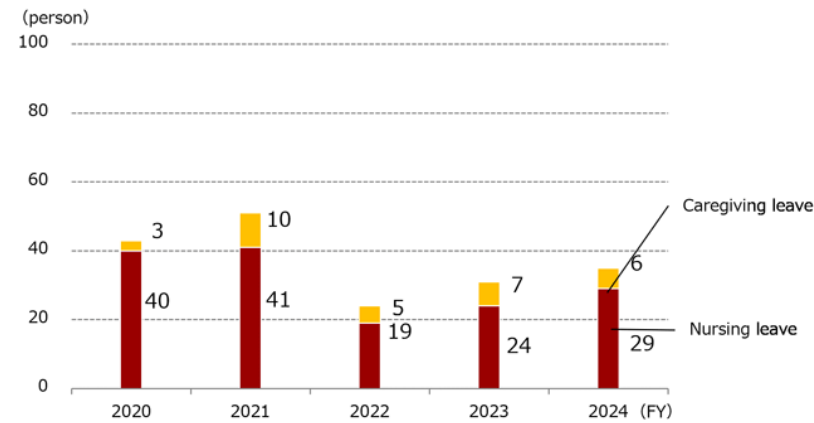
* Boundary of data: Advantest Corporation (non-consolidated)
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries)

Number of employees using shorter working hours for childcare



* Boundary of data: Advantest Corporation (non-consolidated)
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries)

Number of employees using caregiving and nursing leave



* Boundary of data: Advantest Corporation (non-consolidated)
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries)

Evaluation of Activities Supporting Work-Life Balance

In Japan, based on the Act on Advancement of Measures to Support Raising Next-Generation Children, we have formulated a next-generation action plan to promote 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. These activities so far were recognized, and Advantest received "Kurumin" certification in 2021 and 2022 consecutively, as well as the "Platinum Kurumin" certification in 2024. 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	2
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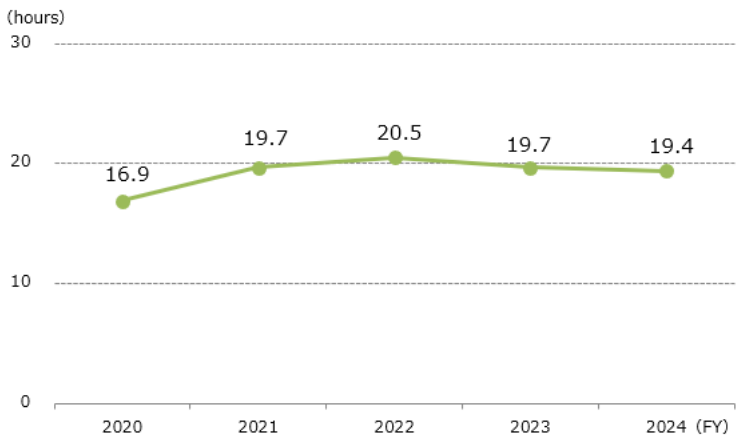
From fiscal 2020 onwards, we will continue to adopt the reduction of overtime work into our action plan under the Act on Promotion of Women's Participation and Advancement in the Workplace. We will raise awareness via the company intranet and promote initiatives to achieve flexible workstyles in order 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 FY2024.

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

The overtime hours per employee for FY2024 were an average of 19.4 hours as of March 2025. Our overtime hours remained below 20 hours, the same as in 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.

Average overtime hours worked per person

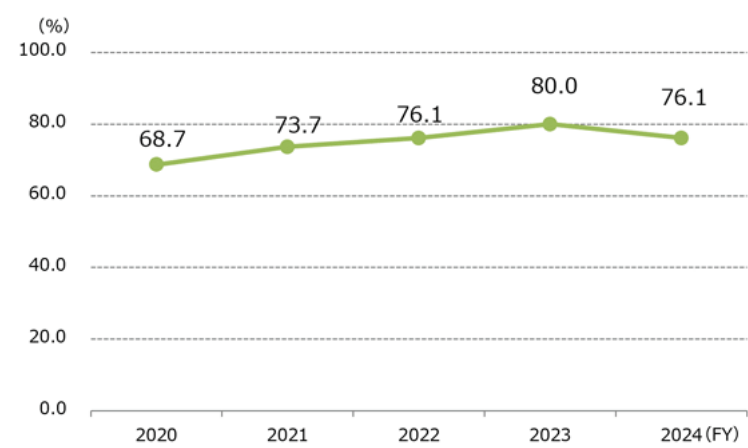


* Boundary of data: Advantest Group (Japan, China, Korea), excluding managerial positions
* Overtime hours are included for managerial positions with no subordinates (For Korea only).

Annual Paid Leave and Other Leave Systems

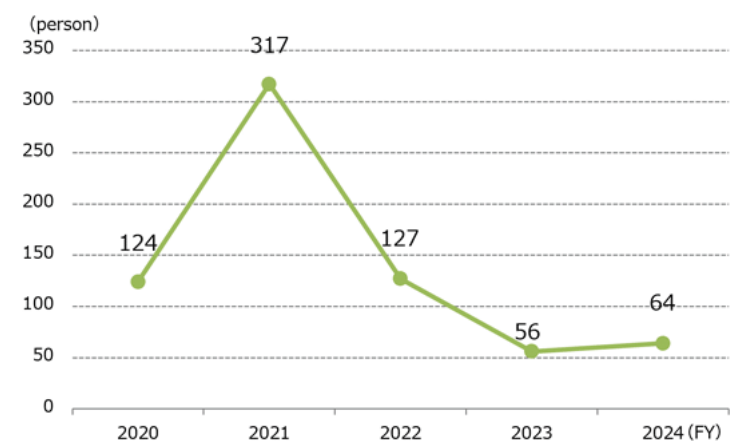
We encourage employees to take annual paid leave (up to 23 days per year) according to the job schedule of each person, work-life balance, and other work conditions to realize work-life balance at Advantest (non-consolidated). In addition to planned paid leave (6 to 12 days each year), we have also introduced 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. From FY2023, we have introduced paid leave by the hour to support employees in taking paid leave flexibly.

Graph of paid leave taken



* Boundary of data: Advantest Corporation (non-consolidated)
(excluding employees seconded to subsidiaries, including employees received on secondment from subsidiaries)

Number of employees taking accumulated holiday



* Boundary of data: Advantest Corporation (non-consolidated)
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries)

Promotion of Health and Productivity Management

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

Approach and KPI

Advantest believes that investing in employee health, working to improve their wellbeing, and promoting work-life balance are all important elements of investing in our human capital. To this end, the following KPIs are tied to the theme of investment in human capital in the Sustainability Action Plan.

Priority Theme	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Investment in human capital	Promoting health and wellbeing management and work-life balance	CHO	Japan: White 500 Certified (Japan)	Japan: Certified as White 500

Since the formulation of the Declaration of Health and Productivity Management 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 "Eruboshi" certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace in 2020, was granted the "Kurumin" certification based on the "Act on Advancement of Measures to Support Raising Next Generation Children" in 2021 and 2022 consecutively, and was also granted the Platinum "Kurumin" certification as a company that provides superior childcare support.

Furthermore, Advantest has once again been recognized under the 2025 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 fifth consecutive year. This year as with last year, all seven of Advantest's domestic subsidiaries were certified.



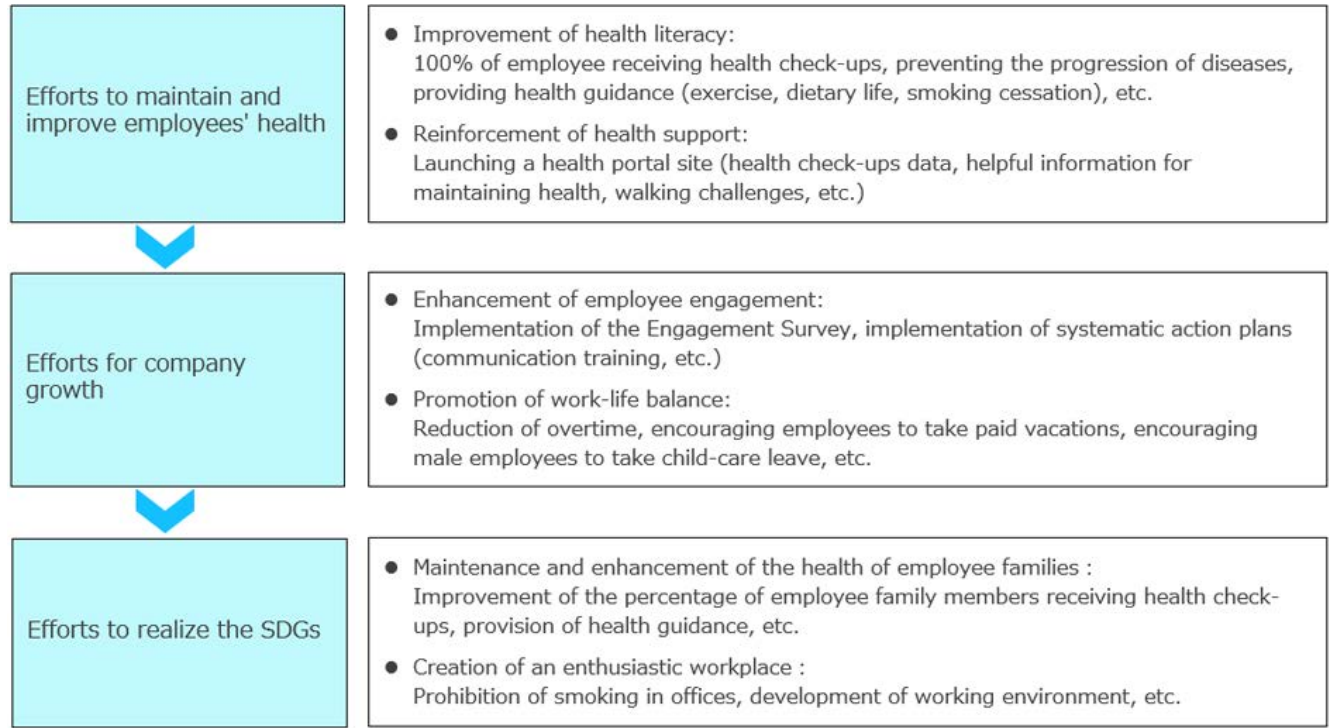
Declaration of Health and Productivity Management Policy

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.

Douglas Lefever
Representative Director, Senior Executive Officer, Group CEO
Advantest Corporation

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

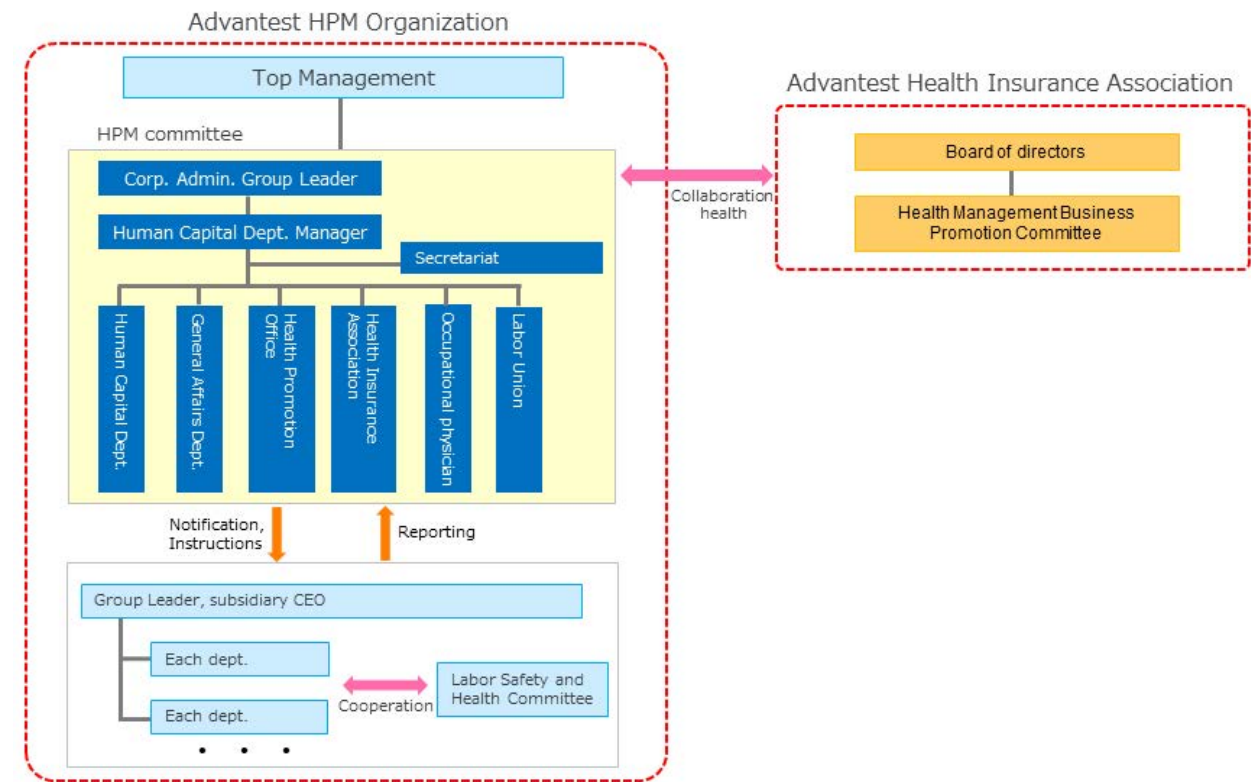
We have set the employee engagement score as one of the most important factors. In addition to improving work-life balance by reducing overtime work and increasing paid leave utilization rates, we are strengthening our initiatives with a focus on raising the implementation rate of specific health guidance and the rate of full, detailed examinations. These efforts aim to prevent and enable early treatment of lifestyle-related diseases, given the rising average age of our employees.



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 2024, Advantest hosted medical seminars led by specialists with the aim of improving health literacy regarding health issues. The seminars provided detailed explanations, including specific examples, on the importance of early detection, prevention methods, and the latest treatments for uterine cancer, which is specific to women. As a result, more than 95% of the over 100 participants expressed satisfaction with the content of the seminars.

In addition to these measures, we are also striving to raise awareness of infectious disease prevention as part of our efforts to support the creation of a safe working environment for employees. The subsidy for influenza vaccination has been continuously implemented, and the amount of subsidy for vaccination in

FY2024 was 1.58 million yen.

Advantest will continue to prioritize the health and well-being of our employees and strive to build a sustainable, healthy workplace culture that contributes to quality of life.

Japan:

Advantest Health Insurance Association received an award from the Minister of Health, Labor and Welfare for "Achievement in Prevention and Health Promotion of Health Insurance Association Members" at the Nippon Kenko Kaigi 2024 health conference held on October 30, 2024. Advantest scored third highest among 1,119 single-company health insurance associations in the overall evaluation. The Advantest Health Insurance Association works with labor unions to promote collaborative health, increase the implementation rate of health checkups and offering specific health guidance, providing disease prevention and smoking cessation programs, and introducing an exercise promotion application, holding walking events, and other activities.



Advantest has been certified as a workplace that provides nutritionally balanced smart meals based on the Ministry of Health, Labour and Welfare's "Dietary Guidelines for the Prevention of Lifestyle-related Diseases and the Promotion of Health" (September 2015), in a healthy environment (including efforts to provide nutritional information and prevent passive smoking), on an ongoing basis. This certification is a testament of Advantest's commitment to improving the food environment to maintain and promote the health of our employees.

U.S.A.:

Advantest America, Inc. hosted a Fitness Challenge event from August to September 2024, with 176 employees participating. The event used a special exercise promotion application where participants tracked their physical activity and exercise time to earn points. This opportunity encouraged them to try activities with which they are not familiar, thereby promoting physical and mental health. In some cases, the Challenge helped to make exercise a habit, and at the same time, led to the formation of new communities, resulting in a synergistic effect of improving the health and quality of life of our employees.

China:

Advantest (China) Co., Ltd. (ATC) won the Mercer China 2024-2025 Healthiest Workplace "Outstanding ESG Practice Award". The award focused on workplace health and aims to identify and honor outstanding employers who have created comprehensive, excellent health and well-being environments for their employees, and ATC was recognized for its efforts to support the physical and mental health



of its employees. In addition, from 2024, ATC has begun promoting Chinese traditional Brocade (Baduanjing/ 八 段 锦) including eight pieces, which is one of the most widely practiced series of Qigong. ATC aims to create a workplace where employees can enjoy good physical and mental health by embracing China's unique culture of health.

Mental Health and Stress Management

At Advantest we believe that a vigorous workforce makes for a vigorous workplace. In Japan, our Health Promotion Office supports efforts to ensure both mental and physical health of our workforce in Japan. Through a multifaceted approach that includes a consultation system with professional staff, regular mental health training, and stress checks, we are committed to fostering a workplace environment where employees can work with peace of mind. We promote the development of mental and physical health so that employees can thrive and perform at their best.

Stress Check

Mental health activities focus on "preventive measures," helping employees to recognize their own mental health conditions and deal with them as early as possible. Stress checks were voluntarily introduced from FY2012, prior to the legalization of the system. By quantifying stress (thus making it visible), we promote stress awareness among everyone in our workforce, which is useful for self-care.

In addition, to reinforce self-care, we also held seminars in an e-learning format to help employees acquire the knowledge and skills to deal with their own stress.

Trends in Stress-Related Indicators

Fiscal year	FY2022	FY2023	FY2024
Stress check response rate	85.0%	92.0%	82.0%
Percentage of highly stressed individuals	6.6%	6.9%	6.7%
Mental health consultations participation rate	5.2%	5.8%	6.0%
Percentage of high stress workplaces	2.2%	3.5%	4.5%

Trend in Self-Care Seminar (e-learning) Participation Rates

Fiscal year	FY2022	FY2023	FY2024
Participatio rate	94.9%	91.4%	90.7%

Improvement of workplace environment

Starting in FY2019, we are working to improve the workplace environment by providing more practical and effective training for managers in workplaces with high levels of stress on an ongoing basis. 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.

Return-to-Work Support Process

We have a support system in place to help both employees and the workplace, enabling employees to take leaves with peace of mind and return to work without undue strain, even when various environmental factors may disrupt their mental balance.

Our return-to-work support program includes an eight-step process, starting with a status report, followed by an interview with an occupational physician, formulation of a return-to-work plan, and a follow-up interview after the employee returns to work. By carefully implementing this process, we ensure that there is no undue burden on either the individual returning to work or the workplace accepting them.

Our goal is to create an environment in which everyone can work with peace of mind by responding flexibly according to his or her individual situation.

Health Consultations

At Advantest's Health Promotion Office, a comprehensive range of health professionals, including occupational physicians, clinical psychologists, public health nurses, nurses, and industrial counselors, provide counseling services for physical and mental problems of all kinds. We address a wide range of issues, from physical ailments and mental health concerns to workplace and personal life matters and it is designed to provide employees with a safe and comfortable environment for consultation.

Applications for counseling can be submitted easily by telephone, e-mail, or via the company's intranet, and are accessible to anyone in a privacy-conscious environment. Through these efforts, we aim to help employees to resolve their concerns and worries at an early stage and to realize a healthier and more positive work style.

Trend in Health Consultation Services

Fiscal year	FY2022	FY2023	FY2024
Number of consultations (total number of cases)	715	744	804

Initiatives Related to Health Check-ups, Health Guidance, and Labor Productivity

Health Check-ups and Health Guidance

Advantest provides annual health check-ups for all employees in Japan, striving to maintain and improve employee health. We have achieved a 100% health check-up ratio since FY2018 for domestic employees. This success stems from our employees' high level of health awareness and our ongoing support system.

The Health Promotion Office provides health guidance for employees who have received a diagnosis through checkups mainly for the purpose of preventing and improving lifestyle-related diseases, and provides detailed follow-up tailed to individual circumstances through ongoing support by emails and interviews with staff/occupational physician consultations.

Additionally, we encourage employees to undergo full, detailed examinations as needed, aiming to minimize health risks by facilitating early detection and prompt intervention. For employees with a history of brain or heart disease, we conduct individual consultations based on the occupational physician's judgement, regardless of their health check-up results, and take measures such as work restrictions as necessary.

Trends in Health Check-up Indicators

Fiscal year	FY2022	FY2023	FY2024
Health check-up ratio	100%	100%	100%
Ratio of individuals undergoing thorough examination	60.8%	69.6%	71.5%
Ratio of individuals subject to receiving specific health guidance	22.3%	21.6%	21.8%
Ratio of individuals receiving specific health guidance	75.7%	83.0%	87.9%

Initiatives to Raise Health Awareness

To enhance employee health awareness, we are implementing initiatives that support the establishment of daily exercise habits, such as introducing mobile app-based health promotion and organizing walking events. These activities contribute to creating opportunities for employees to take an interest in their own health and take positive actions.

We also regularly host health seminars featuring external experts to provide specialized knowledge and raise awareness about prevention. We place particular emphasis on seminars and information sharing aimed at deepening understanding of health issues specific to women. Through support tailored to each life stage, we promote the creation of an environment where women can work with peace of mind.

Initiatives for Domestic Employees

Fiscal year	FY2022	FY2023	FY2024
Percentage of employees taking health literacy training	97.7%	97.6%	96.1%
Usage of health applications(Percentage of regular exercisers)	19.6%(28.6%)	26.1%(31.1%)	28.2%(31.1%)
Themes of expert health seminars and participant satisfaction survey results	—	Theme: Breast cancer Satisfaction rate: 90% or higher	Theme: Uterine cancer Satisfaction rate: 95% or higher

Well-being Support

Advantest views the creation of a workplace environment where every employee can work with peace of mind, maintaining both physical and mental health, as a critical challenge in realizing a sustainable society. As part of these efforts, we have introduced the health support service "Cradle." This service is available not only to employees, but also to their families and partners, serving as an opportunity to raise health awareness both at work and at home.

Initiatives to Improve Labor Productivity

Presenteeism refers to a situation where an employee is physically present at work, but work performance is reduced 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. Vitality for work refers to a state where an individual feels a sense of purpose (pride) in their work, approaches it with enthusiasm, and gains energy from it, focusing on the relationship between the individual and their job. Advantest uses these indicators to understand the health status of its employees and utilizes them in corporate management.

Trends in Labor Productivity Indicators

Fiscal year	FY2022	FY2023	FY2024
Absolute Presenteeism (Evaluation Value) ^{*1}	3.58	3.58	65.1
Absenteeism (number of days) ^{*2}	1.1 days	1.1 days	0.7 days
Level of vitality at work ^{*3}	—	57.2%	56.7%

^{*1} Employee work performance is assessed and calculated using the WHO-HPQ absolute presenteeism scale. In FY2022 and FY2023, employee self-assessments were converted to a 0 to 4-point scale for calculation. For FY2024, the assessment method was changed to a 0 to10-point scale, with the work

performance score calculated as the average value multiplied by 10. Number of individuals surveyed in FY2024: 3,005, response rate: 81.9%

*2 Absenteeism is measured using the number of days of leave or absence due to personal illness or injury as an indicator, and the annual actual value per employee is calculated. Number of individuals surveyed in FY2024: 2,553, response rate: 100%

*3 The level of vitality at work (work engagement) is calculated based on the average of positive responses to questions related to vitality and enthusiasm in the Utrecht Work Engagement Scale of the New Brief Occupational Stress Questionnaire (shortened 80-item version). Number of individuals surveyed in FY2024: 3,005, response rate: 81.9%

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](#) 

Advantest is working to prevent occupational accidents with a focus on maintaining and improving occupational health and safety, which is also listed as a KPI in our Sustainability Action Plan.

Priority Themes	Target	CxO in Charge	KPI	KPI Target (FY2026)
Promoting ethical management and business	Maintaining and improving occupational health and safety	CHO	Incidence of serious occupational accidents which result in absence from work (LTIR: Lost Time Incident Rate)	0

Promotional System

Advantest promotes occupational health and safety activities based on its basic policy on occupational safety, sharing information with subsidiaries in Japan and overseas.

Health and Safety Committee (Japan)

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.

The health and safety committee secretariats at each business site hold regular meetings throughout the company to share information on relevant activities, thereby strengthening safety and health activities at each business site.

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.

Health and Safety Committee Organization and Roles



Health and Safety Committee	Site Health and Safety Committee	Health and Safety Committee Secretariat Liaison Meeting	Each Division
<ul style="list-style-type: none">• Decisions on important H&S issues• Evaluation of activity results• Determination of key activity themes• Information sharing on occupational accidents	<ul style="list-style-type: none">• Managing the progress of targets.• Trends in legal amendments• Investigation into the causes and set the measures to prevent recurrence.• Safety management measures• Other matters relating to the promotion of H&S	<ul style="list-style-type: none">• Sharing of targets and activities of each office• Progress management of activity themes• Sharing of common issues to be addressed• Sharing of accident cases and measures to prevent recurrence	<ul style="list-style-type: none">• Dissemination of targets and activities to employees• Promotion of H&S activities• Reporting of issues and case studies• Safety management measures in the workplace• Other matters relating to the promotion of health and safety

Strengthening Collaboration with Overseas Group Companies

The Advantest Group has begun to reinforce health and safety information sharing and collaboration between the Japanese company and its overseas affiliates. To promote health and safety activities based on global standards, we are conducting situation analyses at each overseas location with reference to the

RBA Code of Conduct (B. Safety and Health), setting specific goals and key themes, and promoting related activities.

In addition, by sharing each base's unique activities, safety and health measures, improvement policies, etc., we aim to improve workplace safety and health worldwide to ensure safe and secure working environments everywhere we operate.

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)

KPIs and Initiatives in Occupational Health and Safety

Advantest promotes activities to achieve zero occupational accident rate (Lost Time Incident Rate: LTIR) set forth in the Sustainability Action Plan, with each site aiming to achieve zero workplace accidents that result in death or injury resulting in absence from work, while implementing the PDCA cycle to achieve the target.

Major initiatives in FY2024 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.
- Hands-on safety trainings were implemented for key personnel in occupational safety and health within Japan and rolled them out to each workplace.

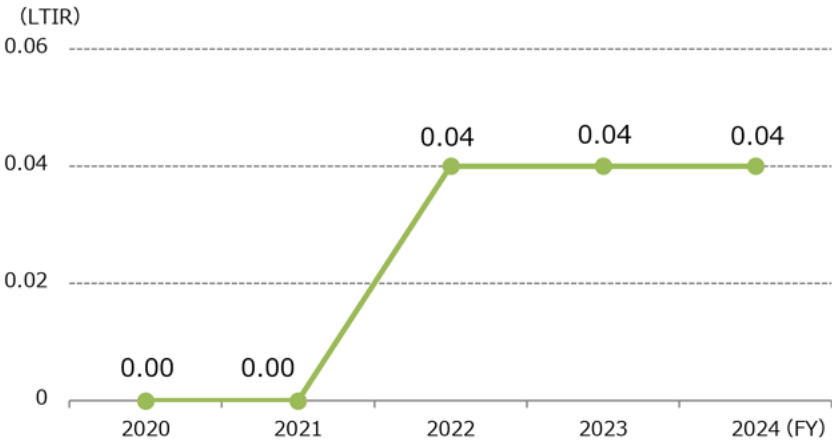
Measurement of the Occupational Accident Rate

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

In FY2024, the rate of occupational accidents (LTIR) was 0.04 for domestic Group companies, and 0.35 when including both domestic and overseas Group companies.

Starting in FY2024, Advantest has outlined the Sustainability Action Plan and has set a KPI of recording zero LTIR.

Occupational accident rate in Japan (LTIR*)

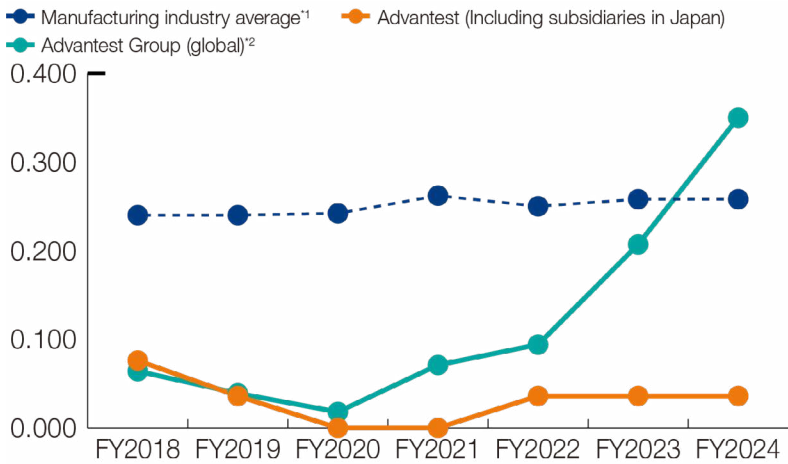


* LTIR: Number of incidents x 200,000 per actual total number of employee hours worked in a year

* Boundary of data: Advantest Corporation (excluding employees seconded to subsidiaries, including employees received on secondment from subsidiaries), subsidiaries in Japan

* The data includes temporary employees.

LTIR Trends



*1 Manufacturing industry average: The average frequency rate for the Japanese manufacturing sector, published by the Ministry of Health, Labour and Welfare, is converted into LTIR here.

*2 Advantest Group (global): For countries and regions that do not track working hours, total actual working hours are calculated approximately from the standard number of working days and the average number of employees. Overseas subsidiaries are AAI, ETS, RDA, ASP, ATH, API, AVC, ATK, AEG, ATI, AMY, ASM, and ATC.

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 2024

Education category	Target employees	Number of trainees (Total)	Hours of education
General education	Managers, General employees	10,292	5,533
Specialized education	Managers, General employees	1,285	10,868

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, Sustainability 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.

In FY2024, Advantest expanded the divisions covered and communicated with a wider range of business partners. Going forward, the Group will continue to engage in two-way dialogue and promote efforts aimed at realizing a sustainable society in collaboration with our business partners.

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 current 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.

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

[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 Deployment 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 CCO (Chief Compliance Officer) 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.

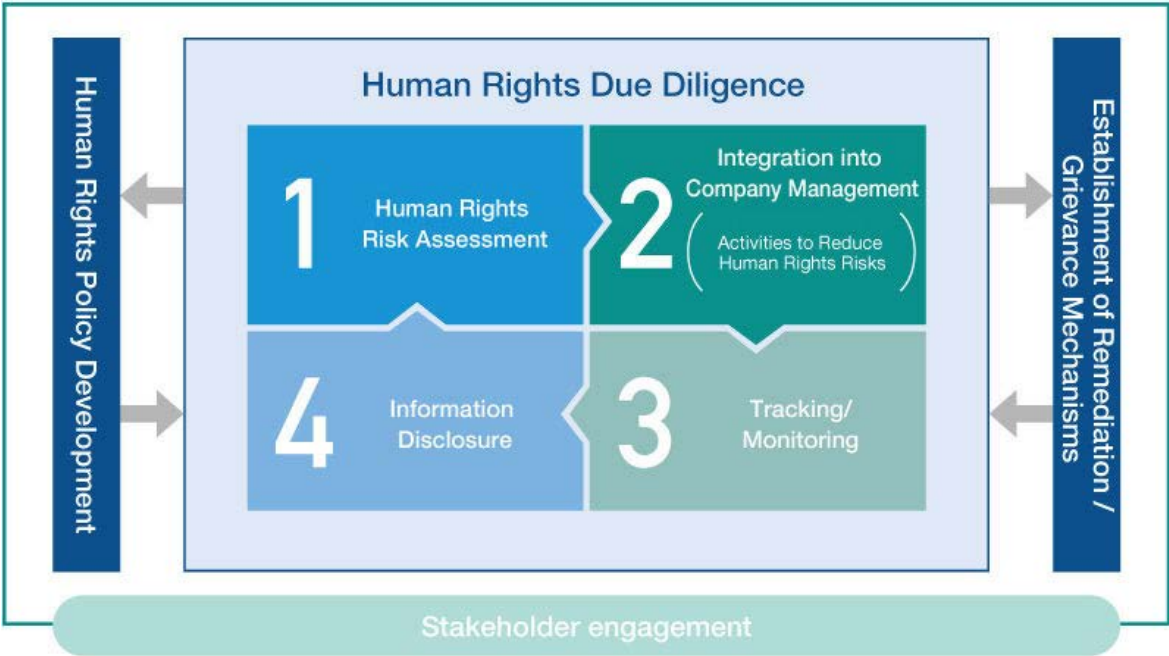
Furthermore, the human rights policy and key measures are reviewed on a regular basis. To ensure that our business activities are conducted with due respect for human rights, not only within Advantest but also in Advantest's supply chain, Advantest incorporates human rights into its supplier selection process and trade terms, and encourages its suppliers to embrace responsible corporate behaviors.

 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.

In order to understand whether Advantest's business activities have adverse impacts on people, including stakeholders in its supply chain, Advantest has adopted the assessment mechanism set forth below to identify and evaluate human rights risks and to prevent and mitigate them.



					Advantest's Response	
Key Issues		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 2024, we conducted a workshop on human rights due diligence with members from various industries and companies under the United Nations Global Compact Network Japan. At this workshop, we received advice from external experts, shared information on each company's initiatives and advanced practices, and summarized the results to present them. We will continue to promote future activities while exchanging information with external experts and other companies.

Use of Assessments by External Evaluation Agencies

In order to determine whether Advantest's human rights initiatives meet internationally recognized standards, Advantest actively participates in assessments conducted by external sustainability organizations.

RBA SAQ and VAP audits	<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^(*) and received certification.</p> <p>^(*) : RBA VAP audits (Validated Assessment Program) are audits in which a third-party auditing organization checks compliance with the RBA Code of Conduct.</p>
EcoVadis Sustainability Assessment	<p>Since fiscal 2023, we have been responding to a self-assessment provided by EcoVadis to determine the gap between our human rights efforts and international standards. Advantest has been awarded the Bronze Medal for two consecutive years.</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.</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 FY2024, this training was completed by more than 99% of all employees in the Advantest Group, both in Japan and overseas.

The INTEGRITY Workshop, an introduction 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](#)
[Compliance Education](#)

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 FY2024, 79.7% 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 17 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 are ten harassment-related consultations received by the Helpline and Human Rights Protection and Personnel Mediation Committee in FY2024. 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.

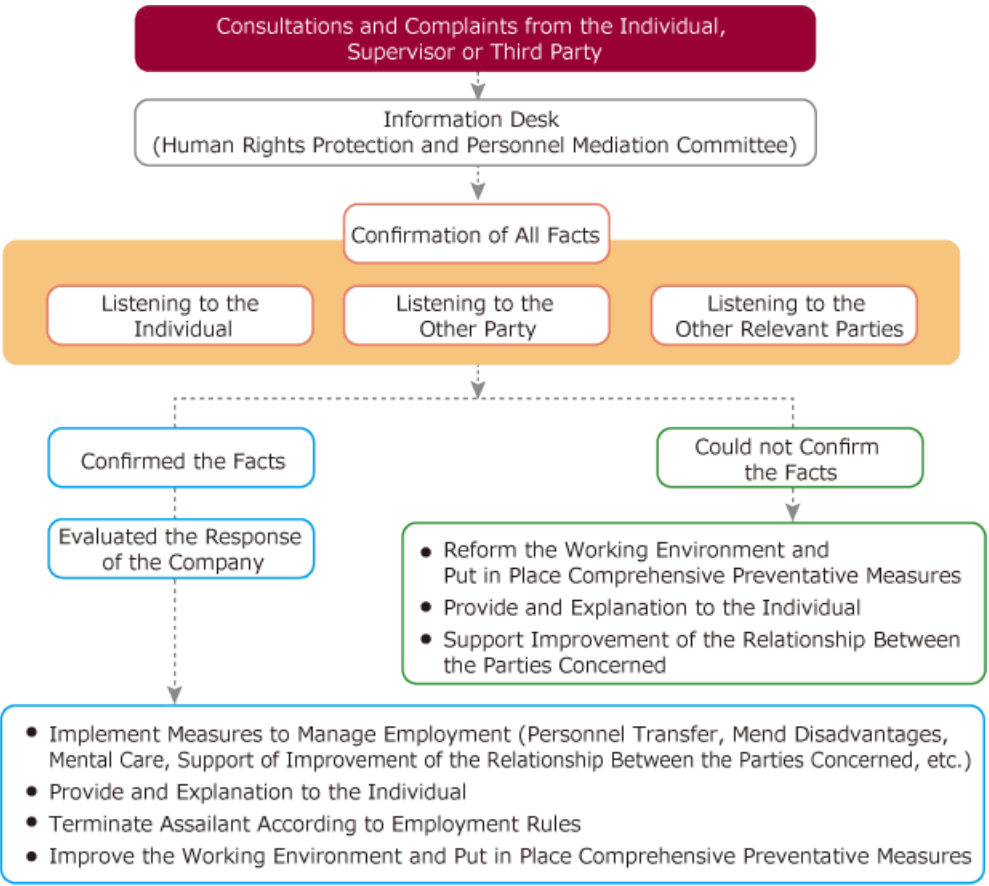
Through this activity, Advantest aims to foster a workplace environment in which employees can work with peace of mind while respecting each other's human rights.

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.

If the facts are confirmed	After reviewing the company's response, the following actions are taken: <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
If the facts are NOT confirmed	<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. Based on this idea, we are actively working to create a workplace and corporate culture where each and every employee at Advantest can maximize their individuality and abilities and continue to play active roles in the company.

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.

Advantest Group operates a "Global Transfer Policy" for inter-company transfers. In order to facilitate the exchange of talent among Advantest Group companies, the Global Expatriate Program was comprehensively revised in fiscal 2024, and is now in place to ensure fair treatment of employees regardless of their types of operations on a global basis.

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 2025, 16 out of 28 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 Divers Workstyles through Internal and External Second Job Systems/Double Career Programs

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 external double careers (second jobs) for all employees with the aim of improving employee skills and acquiring and retaining a wide variety of talents. As of July 2025, 28 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.

Internal Double Career Program

In April 2025, Advantest launched the internal double career program to encourage employees' self-directed and autonomous career development in a similar manner. Under this system, employees can apply for and be matched with jobs offered by recruiting departments within the company, allowing them to engage in work outside their current departments, with a maximum of 20% of their weekly working hours. The program is designed to provide opportunities for motivated employees to further develop their skills, and to promote organizational and individual growth by expanding opportunities for utilization of human capital, which would ultimately increase corporate value.

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 2025, the percentage of female employees to total employees is 22.0% (21.8% in the previous fiscal year), and the percentage of female managers to total managers is 9.7% (9.4% 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.

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 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. By promoting an environment where employees can continue to work for many years, we are supporting opportunities for all employees, including women, to play active roles.

In addition, in FY2024, a group of employees launched an internal community called "Co-sodate" with a focus on child-rearing. This community serves as a place for employees who are raising children to exchange information, helping them balance work and child-rearing.

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 a GNEO program implemented globally for mid-career employees. For more information, see "[Global New Employee Orientation \(GNEO\)](#)".

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".

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.

Mystery Lunch

To improve employee communication, which remains a challenge, lunch gatherings were organized. We have named this lunch gathering as "Mystery Lunch", since several participants are chosen at random from those who wish to attend, to eat lunch together. During the planning process, many employees took the initiative to join the secretariat. The lunch gatherings have been held at almost every business location Japan, with a total of more than 500 people attending. Since this was an unprecedented initiative, the lunch gatherings provided a valuable opportunity to resolve simple questions about the company or 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, Q^{12®} 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 propsed, "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 12 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 90 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 and social gatherings, is exchanged, providing opportunities for mid-career employees to unlock new discoveries and tips for growth.

In June 2025, Greeters received "The INTEGRITY Award" (an internal award where employees nominate, recognize, and celebrate peers who embody INTEGRITY), further highlighting Greeters' activities.

Going forward, Greeters will continue to contribute to the growth and development of the company as a whole by supporting employees and promoting communication to build a better work environment.

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.

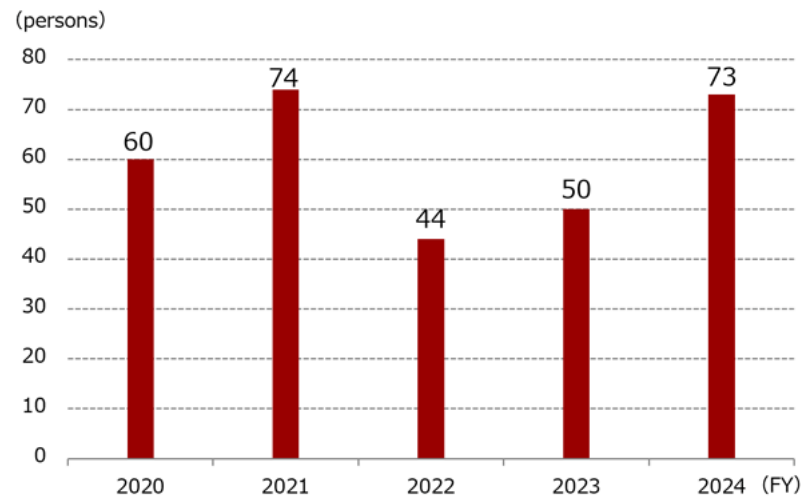
In FY2024, of the 73 individuals who started with our re-employment program, seven employees are working shorter days. This system will allow senior personnel to work more flexibly according to their lifestyles, contributing to further enhancing work-life balance.

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.

Since May 2023, in response to requests and feedback from employees who shared the enthusiasm for this initiative, which was published on the internal newsletter, a series of lectures titled "What is a Tester?" were launched in domestic and overseas' bases. The lectures were created from the perspective of senior employees with diverse career backgrounds. In FY2024, the Human Capital Department has been developing small-group, face-to-face training courses for administrative employees. By listening to firsthand accounts of how the lecturers have faced the history of semiconductor evolution, participants have been able to learn the importance of adapting to change.

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



* Boundary of data: Advantest Corporation (including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries), subsidiaries in Japan.
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, 31 highly motivated disabled employees are working at overseas affiliated companies.

As of March 2025, Advantest's employment rate of the disabled is 2.86%, 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.

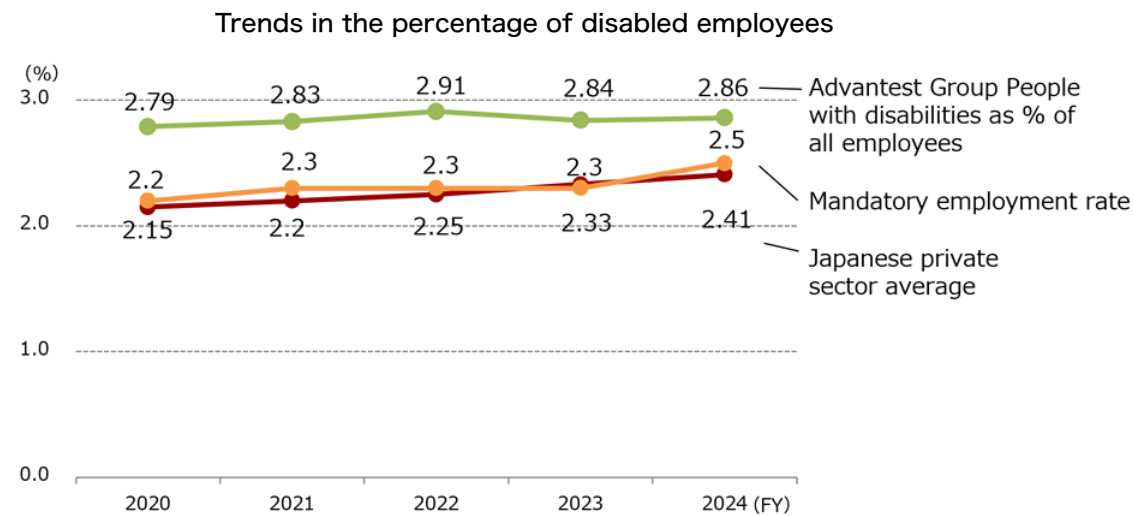
For more information on recycling using paper machines, please refer to "[Recycling Resources](#)" on the Environment page.

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

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.



* Boundary of data: Advantest Corporation
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries), Advanfacilities Co., Ltd., Advantest Green Corporation

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	People Manager	(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.

Incentives and Retention

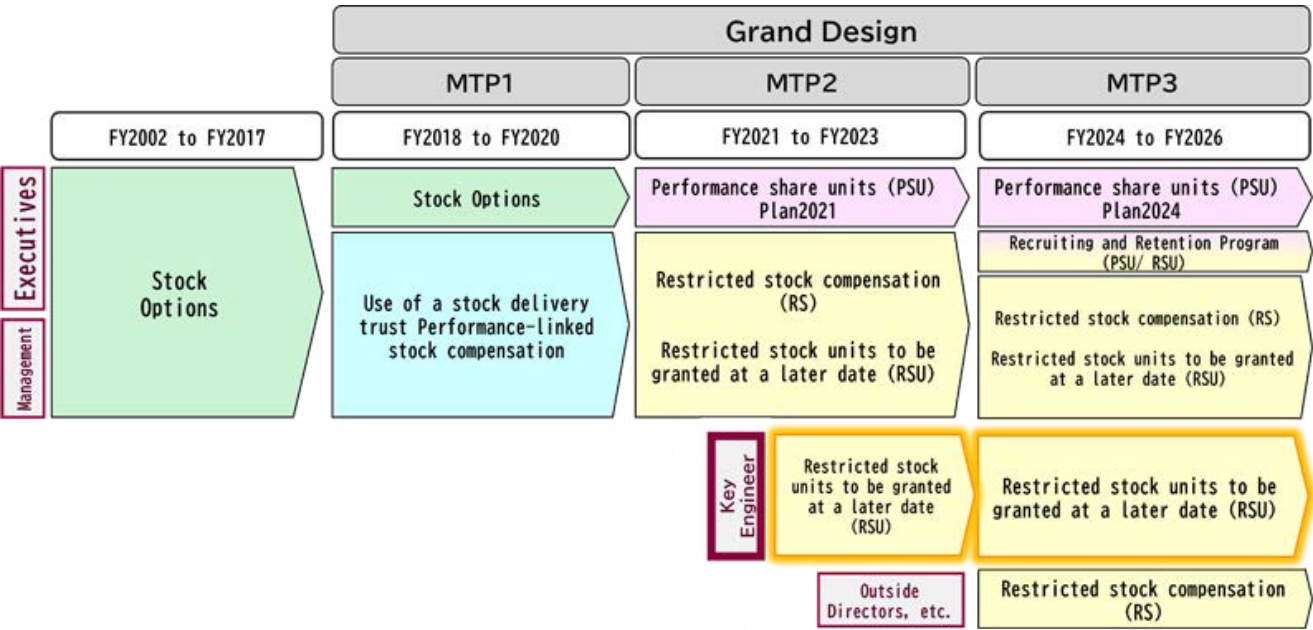
Since 2002, Advantest has introduced stock options as stock compensation for directors and executive officers, as well as domestic and international executives and employees. While ensuring the functionality of the stock compensation system as an incentive and/or as a retention measure, we established 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.

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

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.

Douglas Lefever
Representative Director, Senior Executive Officer, Group CEO
Advantest Corporation

Collaboration with various departments such as marketing, sales, development, quality assurance, manufacturing, and service is essential in ensuring safety and quality throughout the product lifecycle, from production planning to production discontinuation. 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

Advantest adopted the Advantest Product Safety Charter in May 1995 aiming to meet the increasingly high product safety standards and established a company-wide committee to carry out these activities.

In FY2024, 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).

Quality Assurance System

The entire Advantest group (eight countries and 26 sites) is advancing system integration and has acquired the ISO9001 Global Integration Certification as of April 25, 2018, to strengthen global quality management systems. In keeping with our product quality plan where customer satisfaction is the fundamental basis of all our activity, we have established and are operating a company-wide quality management system. 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.

As a result, the number of product recalls in FY2024 was zero.

Number of Product Recalls in Past Five Years

Fiscal Year	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Product Recalls	0	0	0	0	0

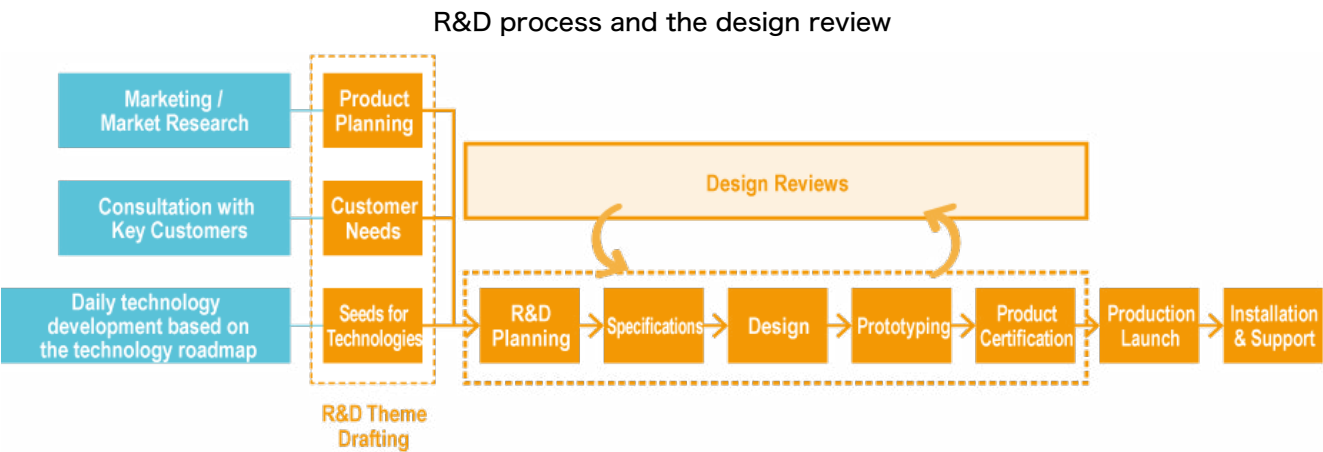
Design Review System Aimed at Improving Quality

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, which we continue to operate while regularly reviewing its effectiveness.

- At the start of product development, project leaders draw up plans for conducting design reviews, thereby strengthening double-checking of design quality.
- We changed the system so that not only the relevant staff and the project leader, but also the quality assurance group, identify unresolved issues and 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.

With the design review system, the rate of defect detection during the design phase has improved, leading to a decrease in setbacks and minimizing development lead time. On the other hand, 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 back-end processes.

Going forward, we will continue to build a design process that achieves higher design quality through careful preliminary checks prior to design reviews.



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

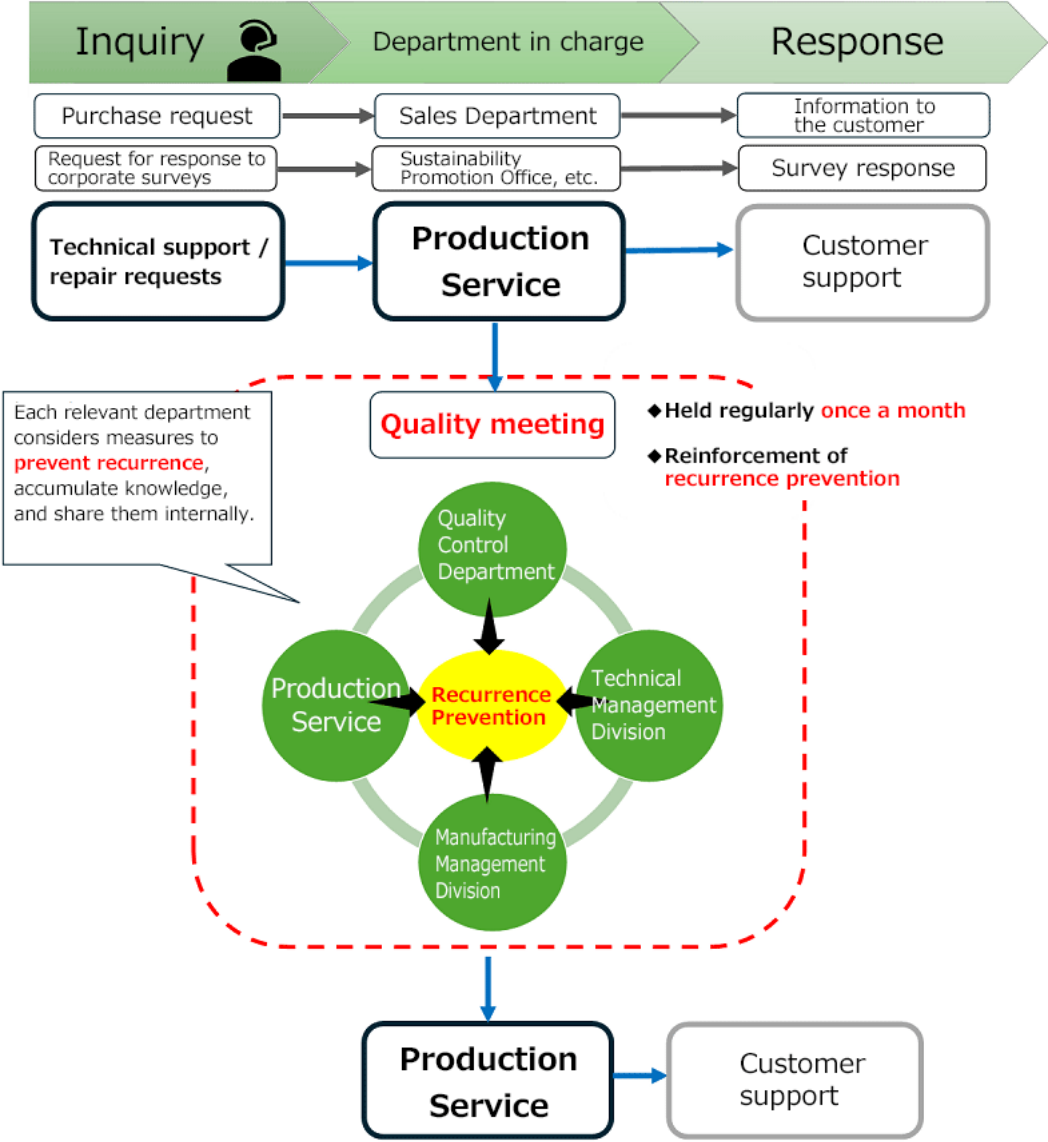
Use of Customer Feedback to Improve Product Quality

We have established a system to respond quickly and accurately to the diverse inquiries we receive from our customers.

Inquiries are categorized into three main types: "purchase requests," "requests for responses to corporate surveys," and "technical questions," and are promptly routed to the appropriate department. Inquiries regarding the introduction of products and services are handled by the sales department, while matters related to environmental and social responsibility are handled by the Sustainability Promotion Office and other departments. In the event that technical questions or on-site support is required, the Production Service Department, which has expertise in the field, will respond to the customer's request. Each department provides not only answers to customers' requests but also offers optimal proposals and arrangements as necessary to provide ongoing support. In this manner, we aim to build a relationship of trust with our customers and form long-term partnerships. At quality meetings held regularly by related divisions, the details of responses and knowledge gained in the field are shared among members and utilized in the consideration and implementation of measures to prevent recurrence.

In this way, we are working to continuously improve service quality and customer satisfaction by directly incorporating feedback from the field into our quality improvement efforts.

Customer Inquiry Flow



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, Production Service Group, Marketing Division, and other related departments who directly communicate with our customers.

In addition, we have set two KPIs in our Sustainability Action Plan with the aim of contributing to solving customer issues.

Priority Themes	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Providing superior solutions	Provision of new products and integrated solutions that solve customer issues	CTO	Market position	Maintaining 'No.1 position in the focus markets'
Customer satisfaction and trust	Provision of more value added and comprehensive customer support quickly and accurately	CCRO	Market position	Ranked #1 in TechInsights customer satisfaction survey

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.

* Production Service: a department in charge of product installation, product support and maintenance services, etc.

Sales and Marketing Practices to Ensure Higher Customer Satisfaction

Global operations in sales and marketing also require cross-functional and cross-regional teamwork.

Today, the process from semiconductor design to manufacturing is handled by both design-only companies, known as fabless, and many companies that are contracted to manufacture and test semiconductors, known as foundries/OSATs.

Many of our test systems are installed at those contractors, but testing begins at the upstream design evaluation stage. The tester business requires not only discussions with foundries/OSATs, but also coordination of fabless intentions and conclusion of business negotiations.

In addition, the semiconductor supply chain spans globally, with fabless companies in North America and foundries/OSATs based in Asia, and in many cases, the companies are geographically separated. We have a cross-regional team of account sales, marketing, systems engineers, production service, and even R&D working with our customers. We integrate customer needs, semiconductor market and test technology trends, and our solution portfolio to propose solutions that satisfy both fabless and foundry/OSAT requirements as much as possible. This global, seamless, and attentive support helps strengthen our partnership with our customers.

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 June 2024, we successfully held the VOICE - Advantest Developer Conference in San Diego, 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. 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 production 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 production service engineers.

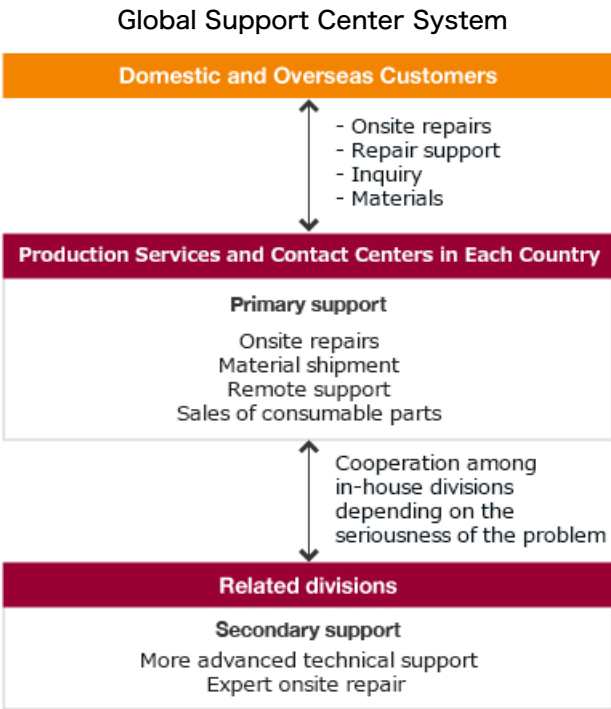
We place expert global support teams in product development bases to carry out secondary support, allowing us to respond appropriately based on the content and degrees of difficulty of customer support. This way, we are working to improve customer satisfaction while building relationships of trust with 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 production 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.

 [Use of Customer Feedback to Improve Product Quality](#)



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.

[Promoting Product Reuse/Recycling](#)

Advantest Named THE BEST Supplier of Chip Making Equipment and #1 ATE Supplier for 6th 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. These efforts have been incorporated into our Sustainability Action Plan.

In the 2025 Customer Satisfaction Survey, Advantest captured the No.1 spot of global semiconductor companies for the sixth consecutive year. The company was also named on the Top 10 Customer Service (previously known as 10 BEST Suppliers) list of large suppliers of test equipment for the 37th consecutive year. Advantest achieved high customer ratings in the areas of Partnering, Recommended Supplier, Trust in Supplier, Technical Leadership, Commitment, Engineering Support, and Application Support and was the only ATE supplier to receive a five-star rating again this year.



Some reviews from our customers

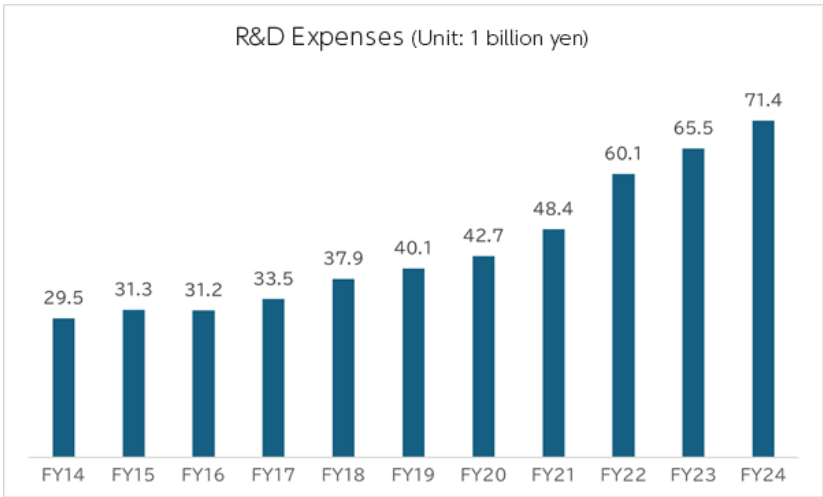
- [Advantest Wins BEST IN VALUE Award for 3rd Consecutive Year at Samsung Appreciation Day 2024](#)
- [Advantest Wins 2023 Excellent Supplier Award from Huahong Group](#)
- [Advantest Wins Best Supplier Award from Tongfu Microelectronics](#)
- [Advantest Wins Outstanding Advanced Technology Development Award from MediaTek](#)

Related News

- [Advantest Ranks Global #1 in Assembly Test Equipment Supplier and Top 10 Customer Service Categories in 2025 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.

Major basic technology developments in the most recent fiscal year

- Development of electro-optic devices, optical sources, and photonic integrated circuits for photoelectric fusion device test systems

- 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 new test signal generation methodologies with low power consumption for multi-level modulation or future RF signal
- Development of calibration methods capable of simultaneously adjusting the timing and waveform quality of ultra-high-speed signals with multiple pins
- Development of micro area metrology with emerging sensor technologies for structural failure inside devices
- Development of data linkage and analysis methods throughout the semiconductor supply chain, from the design process to the test process
- Development of an automated silicon validation solution "SiConic™" offering a seamless flow between Electronic Design Automation tools and our ATE solutions

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. These initiatives highlight that 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

The requirements of today's industry for even higher speeds, performance, and complexity mean that there is a constant need for test solutions that offer greater functionality while maintaining low cost of test. Hardware solutions must not only provide innovative technology to solve immediate test problems but also be highly scalable to meet the needs of future device evolution.

V93000 Series

For SoC devices, which are becoming more diverse, higher-performance, and multifunctional, a test system that can flexibly reconfigure the functions required for testing in modules (cards) according to the application will be a highly valuable solution for customers. The "V93000" test system has a scalable platform architecture that supports testing of a wide range of devices, from low-end to high-end, over the medium- to long-term. Staying focused on the single scalable platform strategy, the V93000 is widely

accepted at the leading IDMs, fabless, foundries and leading OSATs worldwide, and has remained the leading product in the SoC tester market for the past quarter century.

- [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](#)
- [Advantest Achieves ASPICE Level 2 Certification for V93000 SmarTest 8 Software](#)
- [Advantest Rolls Out Wave Scale RF20ex: High-Frequency, High-Bandwidth RF IC Test Card for V93000 EXA Scale Platform](#)
- [Advantest Announces Advanced Power Multiplexer for V93000 EXA Scale Test Platform](#)

Memory Test Systems

Since the early 1970s, Advantest has 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 new test solutions, especially for high-end memory, using the knowledge we have acquired.

- [Advantest Targets NAND Flash/NVM Market with New Group of Memory Test Products](#)
- [Advantest Unveils T5801 Ultra-High-Speed Memory Test System to Power Next-Generation DRAM Devices](#)

System Level Test Systems

As semiconductors continue to evolve in performance and complexity, methods for testing semiconductors must also evolve. System Level testing tests semiconductors in a simulated environment similar to that in which they are integrated into the final product, thereby preventing defective products that cannot be detected by conventional semiconductor testing from reaching the market. Advantest's 7038 Series can meet the needs of System Level Test (SLT), Burn-In (BI), or a combination of both in a single unit.



SoC Test System
V93000 EXA Scale



T5230
Memory Test System



7038 High Parallelism SLT and BI
Platform

Test Handlers

AI/HPC devices such as GPUs and CPUs have recently adopted advanced packaging technologies. Advanced package devices are manufactured using more complex processes than previous semiconductors, making it more challenging than ever to maintain and improve yields, while increasing attention is being paid to solutions that enable efficient and effective testing at the die level. In addition, these devices for AI/HPC generate massive heat when processing data, and devices also self-heat during semiconductor testing, therefore, controlling temperature poses unique challenges during testing. Advantest's device handling technology addresses these industry challenges, contributing to the proliferation of devices for AI/HPC applications and helping in the realization of a digital society.

- [Advantest Expands M4841 Handler with Active Thermal Control for Faster Device Throughput and Test Times](#)
- [Advantest Expands Device Handler Offerings](#)
- [Advantest Launches KGD Test Cell for Power Semiconductors](#)



HA1200
Die-level Handler

Advantest Cloud Solutions™ (ACS)

Advantest has been promoting "Advantest Cloud Solutions™ (ACS)", an open solution ecosystem that integrates the semiconductor supply chain.

The ACS open solution ecosystem, a family of cloud-based products and services from Advantest and our partners, is based on a single integrated data platform. By introducing the ACS ecosystem, our customers and partners are able to accelerate improvements in the efficiency of their testing processes and enhance the quality and reliability of their products.

- [Advantest Launches Real-Time Data Infrastructure \(RTDI™\) Platform Driving the Next Generation of Semiconductor Test](#)
- [Emerson and Advantest Join Forces to Deliver AI-Driven Test Ecosystem Enabling Real-Time Edge Analysis and Decision Making](#)
- [Advantest Launches ACS Gemini™ – New Developer Platform for Accelerating ACS RTDI™ Application Development](#)



Advantest SiConic™

SiConic™ is the latest example of Advantest's efforts to expand test solutions.

The semiconductor industry is facing unprecedented challenges. Growing SoC design complexity, together with the adoption of 3D packaging and chiplets, is straining traditional validation workflows. In addition, even as more devices with more intricate features are being developed within constrictive timelines, validation teams are under pressure to reduce time-to-market and time-to-quality,



Reusing the wealth of verification content developed in pre-silicon would provide an efficiency and quality breakthrough. However, the industry lacks the automated flow and tools to reliably re-use and extend verification tests for silicon validation.

To address these industry challenges, Advantest announced SiConic™ in 2025, a groundbreaking solution that enhances the automation of design verification and silicon validation. The SiConic ecosystem, including EDA partners such as Cadence, Siemens and Synopsys, helps overcome this barrier to reuse, enabling engineering efficiency and accelerated test execution on real silicon.

Examples of Systematic Efforts to Generate Innovation

We believe that innovation does not necessarily rely on cutting-edge technology but is the very situation in which social issues are solved with economic value. We are committed to the continuous creation of innovation guided by our corporate mantra "quest for the essence," by drawing from a wide range of knowledge within the organization, effectively condensing and sublimating them to a higher level.

Forecasting Mid- to Long-Term Technology Needs

The typical development cycle for Advantest's hardware products is three to six years, and the semiconductor test equipment installed at our customers is typically used for 10 to 15 years. Therefore, the starting point of our R&D department is to forecast mid- to long-term technology trends to determine what technologies the market will demand in the future. We then translate the technologies cultivated based on this mid- to long-term technology roadmap into the technical specifications for individual test equipment, while incorporating customer requirements. Finally, we deliver these as test solutions to the market.

Promoting A "Cross-functional Approach"

The semiconductor market is an extremely volatile market. Furthermore, given that semiconductor test equipment is designed for long-term use, accurately predicting the technologies customers will require in the future is no easy task. As semiconductor performance evolves, technical complexity increases exponentially. Addressing customer challenges with limited departments or through waterfall-style R&D

processes, that tends to create organizational silos, has inherent limitations. Therefore, our development projects bring together members from all departments involved in the product lifecycle, all of whom have the appropriate skills and experience, which is not limited to the R&D department, but also includes marketing, prototyping, mass production launch, and customer support. Members form a team that is dedicated to tackling customer challenges head-on.

Introduction of the "Funnel Model"

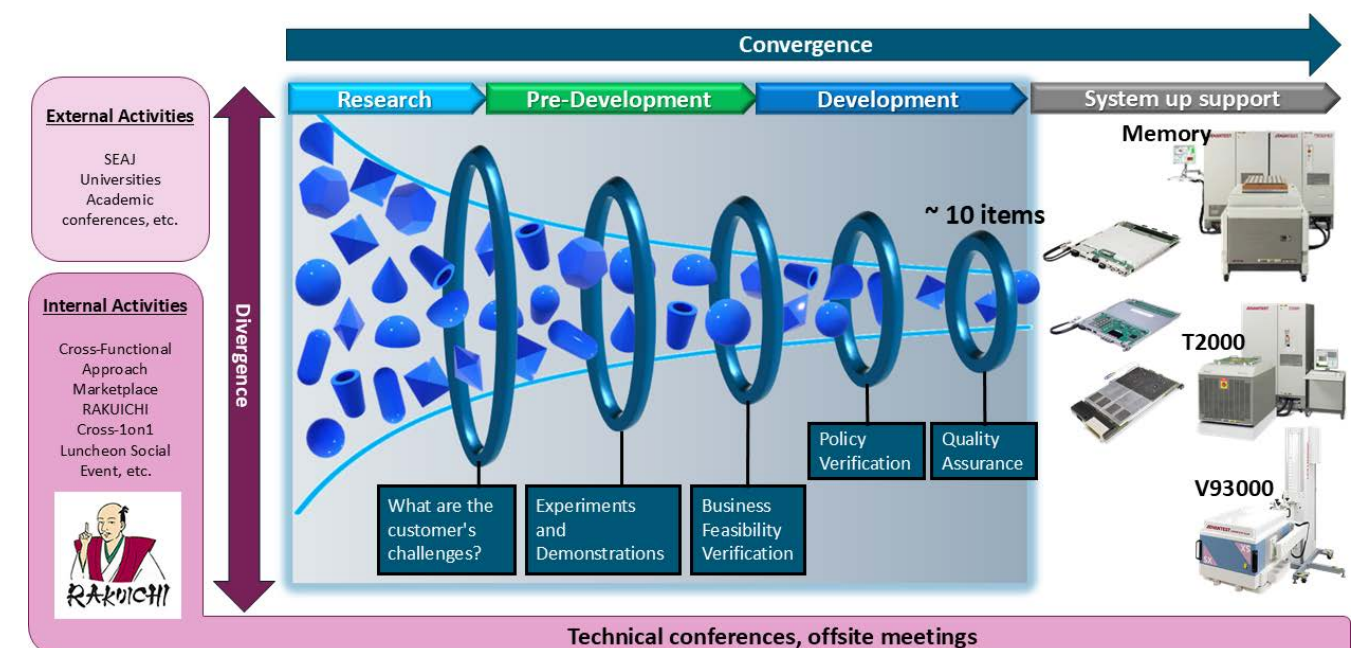
In parallel with the cross-functional approach, to further enhance the effectiveness of the R&D process itself, Advantest has adopted an approach to select and nurture the seeds of innovation in a funnel model^{*1}.

To generate outstanding technical themes, we require 10 to 100 times more ideas in the early stages of the R&D process. For this reason, we actively foster an environment where engineers can freely and openly express their opinions. What problems will customers face five or six years from now, and what technologies will be needed to address them? Can existing technologies be utilized, or is new technology development required? By actively engaging in such discussions during the research phase, we believe many unconventional, divergent ideas will emerge, free from conventional constraints. This approach will ultimately enhance our abilities to create innovation.

At the downstream stage of the R&D process, effective convergence of technological themes leads to better innovation. Off-site meetings are held once every three months from 2024 to further invigorate the R&D organization, with the aim of acquiring the thinking methods needed to achieve this goal.

^{*1} The funnel model is a framework that likens the process of narrowing down candidates by screening them through several gates (stages) along the path to reach a goal to an inverted triangular funnel.

An image of our funnel model and our efforts to further accelerate innovation



Human Resource Development

Cutting-edge testing technology is a collective intelligence of various theories and know-how, and its development cannot be achieved by simply introducing equipment or software from outside the company. After all, it is our employees who underpin our technological capabilities, and cultivating talents who can deeply understand customer needs and translate them into solutions is of utmost importance.

Previously, our human resource development primarily relied on on-the-job training (OJT), where employees learned by observing their predecessors. While OJT remains important, it alone is insufficient to keep pace with the rapid evolution of semiconductor technology. We are now implementing a foundational education program tailored to each growth stage for engineers worldwide.

Furthermore, we conduct design reviews at critical steps in the R&D process to enhance design quality early on. These reviews involve engineers known as “Meisters,” experts in their specialized fields, who also provide guidance and help train and develop junior engineers.

Furthermore, Advantest fosters a corporate culture where employees engage in open discussions regardless of rank, empower young employees to take on challenges, and treat failures as learning opportunities rather than blaming individuals. This culture and these systems also contribute to the development of our engineers.

 [Design Review System Aimed at Improving Quality](#)

Enhancing Mutual Enlightenment Opportunities

Our “Technical Conference,” with over 30 years of history, serves as a cornerstone for boosting engineer motivation and strengthening the organization's overall technical capabilities. This conference is not merely a venue for reporting results but is also a platform for embedding the essence of the funnel model, the “selection and convergence of ideas,” as solid organizational knowledge. Presenters share their development stories of how they found value in the technical themes they selected from among many ideas and how they overcame challenges to bring them to fruition as technology. This allows our engineers to share the logical thinking, lateral thinking, and hidden efforts required to turn ideas into tangible technologies, with a sense of familiarity and presence.

Feedback and follow-up discussions on individual presentations provide hints for the next R&D activities and serve as a cyclical learning opportunity that links the upstream (Divergence) and downstream (Convergence) of the funnel.

In response to the increasingly complex technological and market environment, we are required to create more advanced innovations than ever before. One of our efforts to respond to this trend is "RAKUICHI," an in-house technology exchange event inspired by the "Rakuichi Rakuza" of the Warring States period.

RAKUICHI was planned by incorporating the know-how of "Marketplace," a similar interdepartmental exchange program at our German base, and aims to prevent the development of technological silos by openly sharing each engineer's expertise, while simultaneously promoting free thinking and knowledge exchange. It is also characterized by the participation of not only engineers but also administrative department employees, under the perspective of a cross-functional approach. In FY2025, approximately 30 kiosk presentations were held. These covered diverse themes, extending beyond introducing cutting-edge technologies to include know-how for individual skill development, fostering cross-departmental knowledge sharing. While this RAKUCHI is held at our R&D site in Japan, video clips are shared in English, making it possible to utilize collective knowledge globally.



Crowd of Employees at RAKUICHI

In addition to strengthening intellectual productivity within the company, we also actively utilize opportunities for intellectual exchange with external parties, such as participation in academic conferences and industry associations, and lectures at universities. These opportunities broaden the horizons of our engineers and serve as an opportunity to generate new ideas and technical inspiration through interaction with outside experts.

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](#)
-  [Advantest Forms Strategic Partnerships with FormFactor and Technoprobe](#)
-  [Advantest Forms Strategic Partnerships with Micronics Japan](#)

In addition to the above, we have established "The Advantest D2T Research Division" at the Tokyo University Graduate School of Engineering, with the aim of developing specialists in test design and supporting research activities for SoC (System on Chip) design.

In addition, since 2023, we have been participating in the research and development of new, advanced system technologies being pursued by the "Research Association for Advanced System (abbreviated as RaaS)"¹⁾, which is composed of members including the University of Tokyo.

*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”.

URL: <https://raas-cip.org/>

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

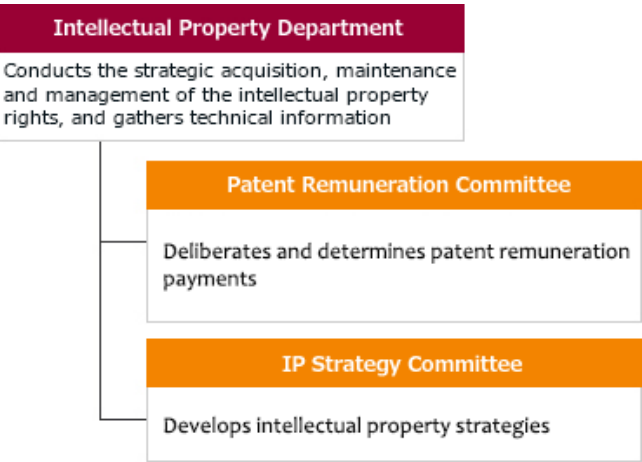
Advantest has established the following intellectual property management systems, and carries out appropriate intellectual property management in cooperation with business units in Japan, Germany and the U.S., which are our main development bases and affiliates in each country.

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 to determine patent remuneration payments as compensation or incentives to inventors.

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

Organization of intellectual property management



Intellectual Property Strategies

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. Therefore, Advantest is unceasing to build a strategic intellectual property portfolio from a Group-wide perspective, in close collaboration not only with the R&D department, but also with the marketing department and management.

Intellectual Property Education

Advantest is actively engaged in in-house education striving to raise each employee's awareness of intellectual property.

In fiscal 2024, training was provided to newly appointed managers on compliance issues related to intellectual property and the handling of intellectual property at Advantest. In addition, intellectual property education via e-learning was conducted for all employees of the Advantest Group in Japan and overseas to improve their intellectual property literacy.

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 "[Examples of Social Contribution Activities](#)" for details.

Disputes and Litigation Relating to Intellectual Property

As of March 31, 2025 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](#)

📄 [Responsible Mineral Sourcing Initiatives](#)

📄 [Initiatives with Our Suppliers](#)

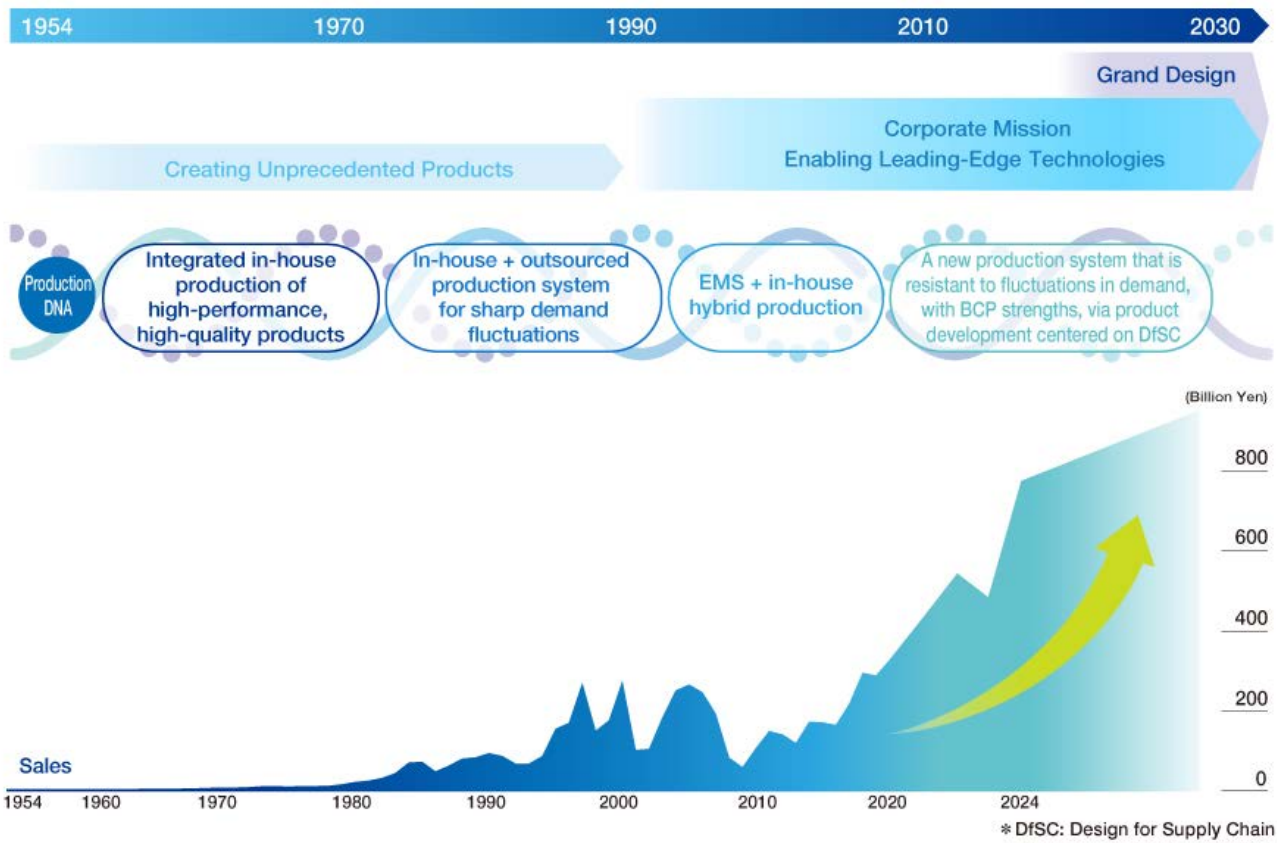
Procurement Policy and its Stance

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 Business Continuity Plan (BCP), while maximizing 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 an optimal supply system based on these 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 recognized as our important stakeholders, to build a sustainable supply chain that considers environmental, social and ethical considerations through comprehensive engagement activities, based on its Sustainability Policy. We place value on open communication with our business partners, which will ultimately lead to the establishment of trust and the sustainable development of both parties.

In order to maintain fair business relationships, we have established a Procurement Policy in accordance with relevant laws and regulations, to which we have shared and sought cooperation from our suppliers. We have also prescribed the [Supply-Chain CSR Deployment 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 Deployment Guidebook](#)
-  [Green Procurement Guidelines](#)

Supply Chain Management System

Advantest's Supply Chain Division headed by the Chief Supply Chain Officer (CSCO), 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.

The formulation and review of 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 CSCO. 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 CSCO after approval by the Executive Committee.

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

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 CSCO 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 (Subcontract Act) 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.

Number of Participants for Subcontract Act Education

Fiscal Year	FY2022	FY2023	FY2024
Number of participants	2,523	2,426	2,483

Responsible Mineral Sourcing Initiatives

Although Advantest is not subject to Section 1502 of the US Dodd-Frank Wall Street Reform & Consumer Protection Act (the so called “Conflict Minerals Clause”), we are committed to 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) and Extended Minerals Reporting Template (EMRT) tools developed by the Responsible Minerals Initiative (RMI)* and have set them as KPI in our Sustainability Action Plan.

Priority Themes	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Respect for human rights and fair deals in the supply chain	Responsible Mineral Procurement	CSCO	Supplier response rate to conflict minerals survey	99%

- * RMI : [Responsible Minerals Initiative](#)
- * CMRT : [Conflict Minerals Reporting Template](#)
- * EMRT : [Extended 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 CSCO. A survey of our business partners is conducted around September, and the results are reported to the CSCO and relevant departments at the end of the fiscal year after verifying the smelters listed in the CMRT and EMRT with the information disclosed by the RMI.

Future Initiatives and Issues

While stakeholders are highly concerned about conflict minerals, we are also working to promote procurement from conformant smelters. However, it is still 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.

Starting in FY2024, the scope of minerals was expanded to include cobalt and mica in addition to the conventional 3TG (tantalum, tin, tungsten, and gold).

Results of Responsible Mineral Sourcing

Fiscal year	FY2022	FY2023	FY2024	
Item	CMRT	CMRT	CMRT	EMRT
Survey collection rate	97%	99%	99%	100%
Number of business partners	250	99	60	5
Number of smelters surveyed	351	357	375	58

The survey did not identify any serious risks or issues at the smelters surveyed based on responsible mineral sourcing standards. We will continue to request sourcing from conformant smelters and seek continued 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

We have set out “Expanding business growth opportunities” and “Co-creation of sustainable social value” as the values we provide to our suppliers.

We aim to promote risk reduction and resilience in the supply chain through close collaboration with our suppliers, so that we can grow together. We also believe that promoting initiatives to build a sustainable supply chain that considers environmental, social, and ethical aspects through comprehensive engagement activities will also lead to generations of trust.

Sustainability Action Plan

We announced our "Sustainability Action Plan" at the same time as our 3rd Mid-Term Management Plan announced in 2024. We will work together with our suppliers on two KPIs to deepen our understanding of sustainability.


Priority Themes	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Respect for human rights and fair deals in the supply chain	Penetrating Sustainability in the Supply Chain	CSCO	Due diligence implementation rate for designated business partners	100%
		CSCO	Number of designated business partners	50 suppliers (42 suppliers in FY2023)

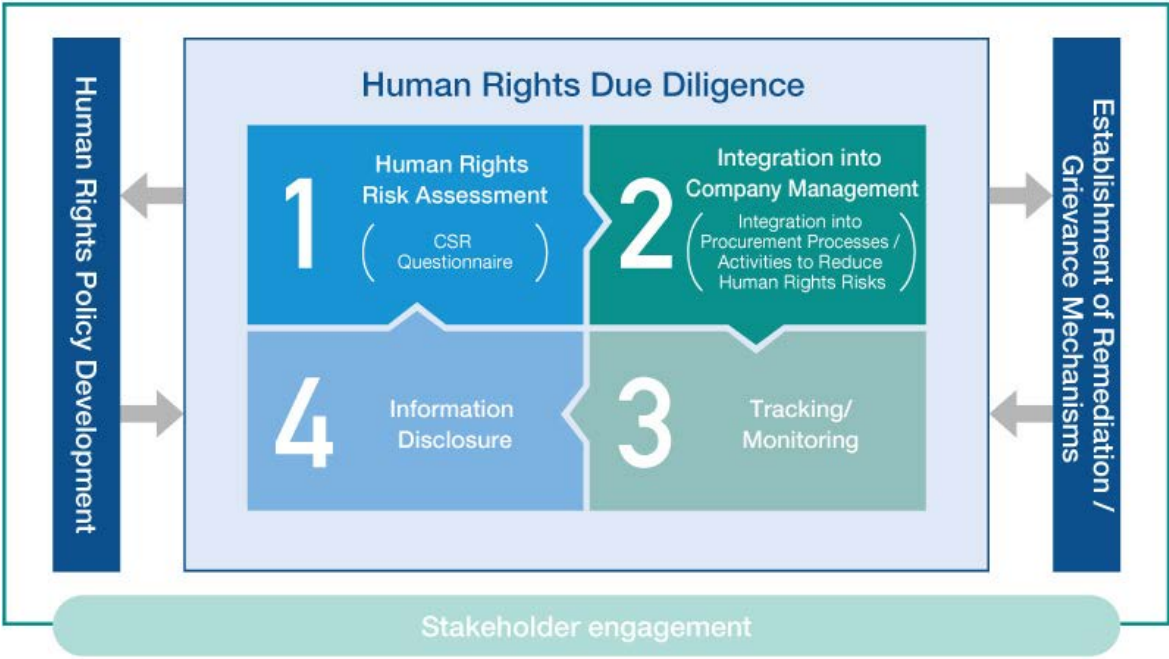
[Sustainability Action Plan 2024-2026](#)

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 a human rights violation is identified in connection with Advantest Group's business activities, we will work to correct it through dialogue and consultation in accordance with the [Advantest Group Human Rights Policy](#).

We have incorporated human rights due diligence into our procurement process, disclosed clear procurement policies to our suppliers, and specified our policies on human rights, labor, and health and safety through 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 SuppliersSupply 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

	Target	Details	Assessment & Response
Strategic SuppliersSupplier 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 SuppliersConflict Mineral Investigation	Check for 3TG, cobalt, micaSuppliers 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

FY2024 Implementation of CSR questionnaire (Global)

Advantest conducts a CSR Questionnaire for business partners who account for approximately 85% of the transaction value of all Advantest Group companies. The contents of the questionnaire mainly refer to the "Supply-Chain CSR Deployment 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 FY2024, 44 companies were requested to participate in the questionnaire and received responses from all. As a result, no significant risks related to human rights were identified. 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.

Survey period	April 2025
Feedback to business partners	October 2025

Subject of CSR Survey

Fiscal year	FY2022	FY2023	FY2024
Number of companies	55	42	44

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

FY2024 Business Partner QCD Evaluation (Japan)

In Japan, we 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. Going forward, we will also work to create a globally unified system for evaluating our business partners.

Evaluation period	Quarterly (July/October 2024, January/April 2025)
Feedback to business partners who require improvement	Quarterly (August/November 2024, February/May 2025)

Subject to supplier QCD evaluation (Japan)

Fiscal year	FY2022	FY2023	FY2024
Number of companies	121	121	114

* 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 (human rights, ethics, health and safety) and environmental initiatives based on our procurement policy. Two business partners joined in FY2024.

New Business Partners

Fiscal year	FY2022	FY2023	FY2024
Number of companies	2	0	2

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 FY2024. 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.

Number of complaints filed

Fiscal year	FY2022	FY2023	FY2024
Number of complaints	0	0	0

[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 59 tons equivalent of GHG emissions in 2024, in addition to 22 tons equivalent for the transportation of parts from Singapore to other countries, for a total reduction of 81 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 fourth consecutive year in the 2024 "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 Advantest Group is committed to meeting the needs of our stakeholders and of society, and to fulfilling our social responsibilities as a group throughout the world. As part of its community activities, the Advantest Group focuses on the areas of "preserving the global environment," "developing the next generation," and "contributing to local communities".

For our major stakeholders, "Global Environment" and "Partners", Advantest promotes activities by setting each as a KPI in our Sustainability Action Plan.

Stakeholders	Priority Themes	Target	CxO in charge	KPIs	KPI Target (FY2026)
Global Environment	Conservation of biodiversity and natural capital	Preservation of biodiversity, promotion of nature conservation activities (protection of endangered species in biotopes, tree planting, beach cleanups, etc.)	CSO	Total number of participants in social contribution activities related to natural capital	600 (FY2024-FY2026 Cumulative Total)
Partners	Creation of innovation and contribution to local communities and global society	Implementation of activities related to innovation and social good	CCO	The number of employees' activities contributing to local communities (both inside and outside of work)	180 (FY2024-FY2026 Cumulative Total)

[Sustainability Action Plan](#)

Academic Support and Next-generation Development Support

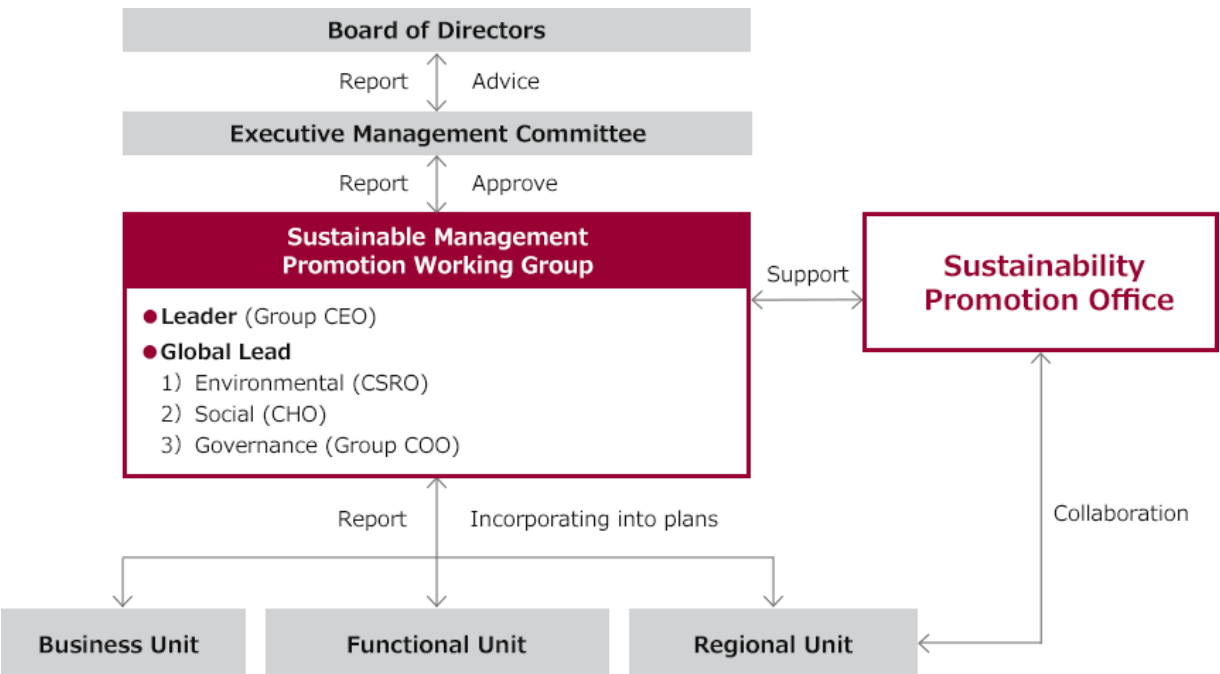
Enabling Leading-Edge Technologies: the business activities of Advantest are supported by the skills of many engineers from around the world and the understanding of the communities in which we operate. With this, Advantest supports academia and science education, mainly in regions that host our research 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 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 FY2024, we continued to implement a total of more than 100 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

Singapore: Coastal Cleanup

Advantest Singapore CSR committees organized its annual coastal cleanup event at Changi Beach Park. The team collected a total of 22.45kg of trash. This meaningful activity not only helped to protect marine habitats and wildlife but also contributed to providing a clean and safe beach environment where everyone can enjoy themselves.



Volunteers cleaning up the beach

Malaysia: Tree Planting Program

Amid the intensive development in Penang state's rural areas, Advantest Malaysia organized a Tree Planting & Farm Work Program for its employees in collaboration with the Penang Tropical Fruit Farm. Volunteers were assigned in groups to perform different types of farm work such as weeding, wrapping flowering fruit trees, stem cutting, planting in plastic bags, and preparing a potting mix of soil, compost, and cocopeat (a natural organic medium made from coconut shells that retains water and is environmentally friendly). These efforts contributed to mitigating the urban heat island effect and improving air quality.



Volunteer planting tree stems in plastic bags

U.S.A.: Beach Clean-up

Employees and their families and friends participated in a beach cleanup at Aliso Beach in Laguna Beach, collecting 80 pounds (approximately 36 kg) of trash and preventing marine pollution. The clean-up efforts contributed to marine conservation and the protection of marine mammals such as seals.



Volunteers who participated in the beach clean-up

Welfare Support

Singapore: Volunteering at Ageing Centers

Advantest Singapore (ASP) organized a large-scale volunteer event for 180 senior citizens from three ageing centers located near the office. 74 ASP employees participated in memory quizzes and games designed to stimulate the cognitive abilities and senses of the elderly. Songs celebrating the Chinese New Year were performed, and the venue was filled with smiles and laughter, creating a heartwarming atmosphere.



Volunteers who participated in the event

China: Volunteering at Baby Home Health Care Center

The Handcraft Club, which is dedicated to gathering a group of friends who love handicraft art, and Advantest (China) Co., Ltd. collaborated to host volunteer events at the Shanghai Baby Home Healthcare Center in July and September. During the event, participants engaged with children through hands-on activities such as making keychains, workshops highlighting the beauty of nature, and free painting sessions. This initiative was not merely a crafting event but a meaningful opportunity to share love and kindness, and to encourage children to be brave in the face of difficulties. Through these efforts, volunteers were able to bring smiles and sprout positive feelings among children.



Handmade keychains

Japan: Blood Drives

We organized blood drives at the Gunma R&D Center, Gunma Factory, and Saitama R&D Center, in support of the Japanese Red Cross Society between October 2024 to February 2025. Despite the difficulties in securing blood supplies due to the impact of infectious diseases, a total of 87 people participated in the blood donation activities.



Red Cross Bus

This initiative is not limited to employees but is also open to the participation of all Group companies and partner companies, broadening the support network throughout the local community.

Germany: Charity Event for Food Bank

The German team took part in the food drive event “Ein Teil mehr” (meaning “One More Part” in German) organized in collaboration with the food bank “Duisburger Tafel”. The aim of the campaign was to provide much-needed food and hygiene products to local people in need. Participants actively informed customers at a supermarket, encouraging them to buy an extra product for a good cause, and collected 30 full donation boxes of food and hygiene products in just six hours. In addition to these product donations, the team collected a cash donation of 205 Euro, which was handed over to Duisburger Tafel, to which our employees received words of appreciation.



Advantest team collecting food

Malaysia: Support for Autism Awareness

Advantest Malaysia team visited the Association of Resource and Education for Autistic Children (REACH), an organization dedicated to supporting autistic children to help them grow and become active in society. REACH has been a beacon of hope for around 60 children, offering specialized programs that promote their development. During the team’s visit, Advantest Malaysia donated learning aids, including tablet computers and musical instruments. Volunteers also had the opportunity to engage directly with the children through fun activities. These interactions not only provided joy and entertainment for the children but also provided a chance for the participants to learn and deepen their understanding of the challenges faced by children with autism and their families.



Handicrafts made with the children

Malaysia: Volunteering at Handicap Service Center

Advantest Malaysia organized an initiative to support the Eden Handicap Service Centre’s Recycling Unit, where a team of employees actively participated in sorting recyclable materials alongside Eden’s personnel. At the same time, Advantest Malaysia made an in-kind donation to support the center’s needs by contributing essential equipment such as a laptop, printer, and ceiling fans, as well as practical supplies like gunny sacks for recycling purposes. To further support the well-being of the staff and residents, the team restocked their pantry with a variety of confectionery and beverages. This initiative provided an opportunity to understand the daily challenges faced by people with disabilities and to learn about the importance of fostering an inclusive environment in the workplace.



Volunteers with in-kind donations

U.S.A.: Volunteer Activities for Children Fighting Cancer

A group of Advantest Test Solutions, Inc. employees and family members volunteered at the Jessie Rees Foundation in Irvine, California to stuff 100 JoyJars for children who are currently fighting cancer in a Children’s Hospital. JoyJar is a gift jar that brings smiles and hope to children battling cancer, containing toys and games that are delivered free of charge to the children. These activities helped in sharing the legacy of the founder and inspiration, Jessie Joy Rees, who lost her own battle to cancer at age 12, and at the same time gave encouragement to all children fighting cancer.



JoyJar making process

U.S.A.: Volunteer at Second Harvest Food Bank

Advantest America, Inc. and Advantest Test Solutions, Inc. collaborated with the food bank organization “Second Harvest of Silicon Valley” to conduct a total of four volunteer activities over the course of 2024. The activities included sorting 630 pounds (approximately 300 kilograms) of corn, 3,000 pounds (1,360 kilograms) of chili peppers, 24,000 pounds (10,886 kilograms) of agricultural produce, and 11,610 pounds (approximately 5,270 kilograms) of cabbage and other produce. Through these efforts, volunteers played a crucial role in delivering essential meals to numerous individuals and families grappling with food insecurity in the area.



Left) Volunteers sorting corn
Right) Volunteers sorting chili peppers

U.S.A.: Holiday Fundraiser for Food Bank Organization

Advantest's San Jose office has successfully reached its donation goal of \$4,500 for its virtual holiday fundraiser benefiting Second Harvest of Silicon Valley. Advantest generously matched the contributions, bringing the total to \$9,000. Second Harvest of Silicon Valley is an organization that supports families in need in Silicon Valley, and Advantest has been committed to serving the local community by cooperating with them through food drives and volunteer activities. As part of our efforts to contribute to the local community and take action against food insecurity, the goodwill of our employees took shape in this activity.



Japan: Certified as Bronze Partner by TABLE FOR TWO

Advantest was recognized as a "Bronze Partner" by TABLE FOR TWO for our support in 2024 and have received a letter of appreciation.



TABLE FOR TWO is a social initiative that aims to eliminate the food imbalance between developed and developing countries. While promoting employee health, this initiative delivers school meals to children in need in developing countries.

Advantest makes donations to this program by purchasing eligible menu items at the employee cafeterias located in the Gunma R&D Center, Gunma Factory, and Saitama R&D Center, as well as eligible beverages at the kiosks, and by conducting internal awareness campaigns.

This certification is the result of the cumulative efforts of our employees and is a testament to our commitment to health management and social responsibility.

Disaster Relief

U.S.A.: Helping Wildfire-Stricken Areas

In January 2025, Advantest America, Inc. donated US\$25,000 to the American Red Cross and the Los Angeles Fire Department Foundation, respectively, to support the victims of the wildfires in southern California and to help in the recovery of the affected areas.

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.

When the PDEA launched its “[Semiconductor Engineer Career Certification](#)” in 2014, we published “Measuring × Understanding Semiconductor,” a series of four 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 × 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.

We have also been working on creating new video materials to make semiconductors easier to understand and more interesting for beginners.

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.

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. In fiscal 2024, classes were held even in distant northern Kyushu. The children learned that people's lives have been enriched by inventions, and dream of becoming inventors themselves in the future. 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/tizaikyoiiku/pdf/s-1.pdf>

Japan: Programming Classes at Elementary Schools

We have been holding programming classes for sixth graders at two elementary schools near our office since fiscal 2023. 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

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" (operated by MIRAIE Inc. and Tokyo Shoseki Co., Ltd.) project since fiscal 2021, which provides education on the SDGs to elementary, junior high, and 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).



In fiscal 2024, we added course work (classroom activities in which students research and give presentations on assigned topics) utilizing our videos. The theme of semiconductors has now been combined with the technology that surrounds us.

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

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

U.S.A.: Annual Summer Intern Fair

The San Jose office held its annual Intern Fair. At the event, interns stood in front of posters of their presentations, and employees from the San Jose office were invited to attend to hear the interns' stories, ask questions, and connect about future opportunities at Advantest. The event served as an opportunity for the interns to not only showcase their own work, but to make connections with each other and full-time employees, expanding their networks.



Singapore: Talent Outreach at Semiconductor Awareness Day

In continuation of our support for Singapore Semiconductor Industry Association (SSIA), Advantest Singapore participated in the Semiconductor Awareness Day held annually at Singapore Polytechnic. This annual outreach event hit a record high attendance, with close to 1,000 engineering students, with its aim to help students unlock key insights into the advancing semiconductor industry.



Advantest Singapore hosted sessions at our joint lab, the Test Engineering Centre (TEC), with its key highlight being a Learning Journey that shared a 40-minute demo tour showcasing the concept of test cell automation on actual testers. This served as a good opportunity for the students to witness the setup on the actual test floor and introduced the role and importance that semiconductor testing plays in the manufacturing value chain. Advantest Singapore will continue to work to ensure that our efforts make a significant contribution to the development of young talent in the industry.

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

U.S.A.: Hosts Used Computer Equipment Drive to NPOs

Advantest America's San Jose office participated in a used computer equipment drive event from businesses in the California Bay Area. The San Jose office provided 121 laptops for the drive, making up nearly a quarter of all donations received that day. The donated equipment was serviced by a non-profit organization and provided to families and schools championing digital equity and accessibility. The recycling of the electronics and donations also contributed to reducing approximately 2,227 kg of carbon emissions from entering the atmosphere.



Scene from the donation handover

U.S.A.: Volunteer at the Historic Pallesen Apartments

Advantest America's San Jose office employees participated to volunteer at the renovation of the historic Pallesen Apartments. The century-old Pallesen Apartments faced demolition, however, through collaboration with the Preservation Action Council and the City of San Jose, the building was saved, relocated to a city-donated lot, and funds were raised to preserve it for future use. Employees worked on preparing and painting the roof shingles and windows. These activities contributed to helping many families who are facing a challenging housing market with soaring costs and limited affordable options.

Governance

Corporate Governance	117
Management Structure	117
Executive Compensation System	125
Internal Control System	128
Risk Management	129
Risk Management System	129
TCFD-based Climate Change-related Information Disclosure.....	130
Business Continuity Initiatives	133
Compliance	135
Initiatives to Promote Ethical Business Practices	135
Export Control	137
Tax Compliance	139
Information Security	139

Corporate Governance

Advantest strives to grow sustainably and improve corporate value through transparent management and proactive information disclosure.

Management Structure

Our Basic Policy of Corporate Governance

Advantest's Purpose & Mission is "Enabling Leading-Edge Technologies." Advantest constantly strives to improve so that we can offer products and services that will satisfy customers around the world, and contribute to the future of society through the development of the most advanced technologies.

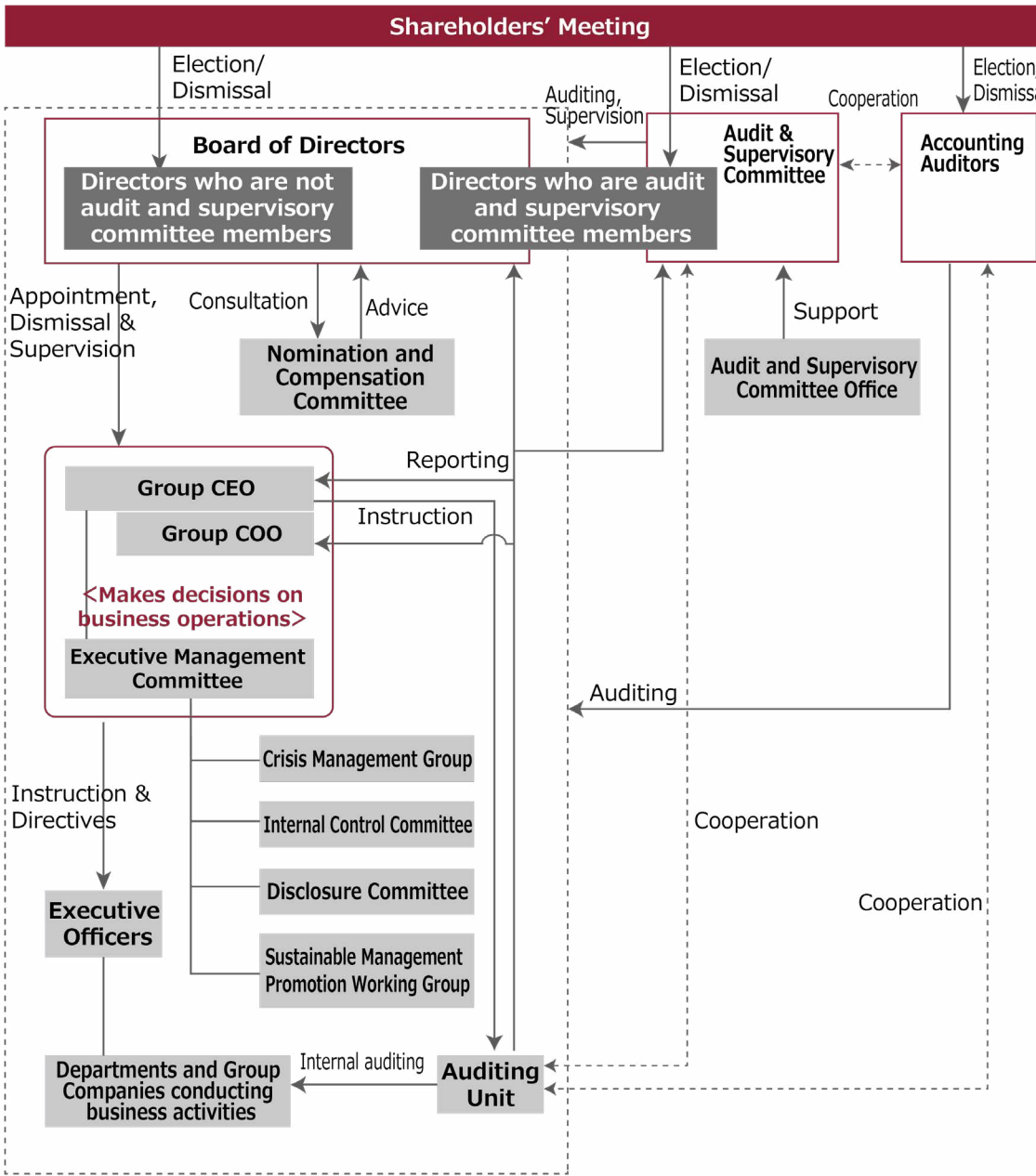
In accordance with the corporate mission described in the preceding paragraph, by being open, honest and respectful at all times with all stakeholders, Advantest aims to achieve a sustainable level of business development and enhance corporate value over the mid-to-long term. Advantest always strives to find the best solution to issues, by seeking out root causes and defining their "essence". To that end, Advantest will establish a fair, efficient and transparent governance system.

 [Advantest Corporate Governance Policy\(PDF 180KB\)](#)

Corporate Governance System

The global business environment is changing more rapidly than ever before, due to factors such as technological advancement and impact of geopolitical risks. To continuously increase our corporate value and competitiveness in today's world, we emphasize swift decision-making and execution. We also place an emphasis on sound, highly transparent business operations in compliance with relevant laws and regulations. In order to meet these challenges, we draw clear lines of authority within our organization and set responsibilities in accordance with each management function, assigning each role to the best person for the job.

We have become a company with an Audit and Supervisory Committee since June 2015. Advantest further strengthened its corporate governance and Board of Directors' audit function as a company with an Audit and Supervisory Committee, where the committee members use their voting rights in Board of Directors Meetings with the aim of further increasing our corporate value. Furthermore, we have established a structure that can quickly respond to the rapidly changing business environment, and in order to strengthen our corporate governance, we introduced an Executive Officer system in 2003.



Corporate governance structure

List of Governance Systems (As of June 27, 2025)	
Structure	Company with an Audit and Supervisory Committee
Number of Directors	9
Number of Outside Directors	5(55.5%)
Number of Non-Japanese Directors	2(22.2%)
Number of Female Directors	2(22.2%)
Term of Office for Directors who are Not Audit and Supervisory Committee members	1 year
Term of Office for Directors who are Audit and Supervisory Committee members	2 years
Number of Directors who are Audit and Supervisory Committee members	3
Number of Outside Directors	2
Chairperson of Audit and Supervisory Committee	Outside Director
Nomination and Compensation Committee	In place
Nomination and Compensation Committee Members	3 Directors (Two of which are outside Directors)
The Chairperson of the Nomination and Compensation Committee	Outside Director
Performance-linked Remuneration System	In place
Executive Officer System	In place
Executive Officers	28
Non-Japanese Executive Officers	16

Please see the information below for the Corporate Governance Report.

 [Corporate Governance Report\(PDF 809KB\)](#)

Board of Directors

The Board of Directors, as the decision-making body for management, decides on important matters such as the group's overall management policies and strategies, while also monitoring and supervising the execution of operations by the executive body. Advantest has strengthened the monitoring and supervisory functions of the Board of Directors by having a majority of Outside Directors and by separating the roles of Group CEO and Chairperson of the Board from April 2024, with a non-Executive Director serving as the Chairperson of the Board.

Regular board meetings are held once a month, with each meeting lasting approximately 3 to 5 hours to discuss important matters. To ensure that the discussions of the Board of Directors are reflected in the operations of the executive side, issues and advice pointed out by Outside Directors are documented, and the status of the executive side's response to these matters is reported at the next month's board meeting. Additionally, for medium- to long-term issues that cannot be fully discussed within the board meetings, an off-site meeting is held once a year where board members engage in discussions. In FY2024, the Board of Directors held 13 meetings and one off-site meeting. During the board meetings and off-site meetings, Directors with a wide range of knowledge and experience expressed their opinions from various perspectives, leading to active discussions.

In FY2024, the main discussion and reporting items of the Board of Directors meetings and offsite meetings were as follows.

- To further develop the Advantest group, the mid- to long-term management policy, “Grand Design,” was revised to a management policy based on a longer-term perspective, and the Third Mid-term Management Plan (FY2024-FY2026) formulated in accordance with the revised Grand Design was resolved.
- Based on the Third Mid-term Management Plan, the Nomination and Compensation Committee proposed revisions to the executive compensation system to provide sound incentives that contribute to enhancing the corporate value of the Group and to enhancing global competitiveness. These revisions were discussed at a meeting of the Board of Directors.
- Recognizing that building partnerships with key companies in the semiconductor supply chain is essential to delivering high-performance and comprehensive test solutions that meet future customer needs, the executive side proposed several strategic partnerships, which were discussed by the Board of Directors.
- Due to the expected increase in cash flow resulting from strong business performance, Advantest has resolved to implement a share repurchase program for the purpose of improving shareholder returns and capital efficiency.
- Monthly reports were presented to the Board of Directors on the current status of sales, profits, cash flow, inventory balances, and other matters.
- The status of communication with investors and the shareholding status of shareholders were reported to the Board of Directors as part of IR reporting.
- In addition to review results of the ESG Action Plan 2021-2023, reports were made on the Sustainability Action Plan 2024-2026 linked to the Third Mid-term Management Plan.
- Reports were made on the results of the employee engagement survey conducted company-wide in FY 2024 and future initiatives to improve engagement.
- Compliance reports were made four times a year, and internal audit reports were made twice a year, informing the Board of Directors about compliance incidents including reports made through a helpline, and about the internal audit system and items pointed out by internal audits.

Attendance at meetings of the Board of Directors and important committee meetings in fiscal year 2024 is as follows.

Classification		Name	Attendance at Board of Directors meetings (13 times)	Attendance at Nomination and Compensation Committee meetings (14 times)	Attendance at Audit and Supervisory Committee meetings (14 times)
Inside Director	Executive Director	Douglas Lefever	100% (13 times)	—	—
		Koichi Tsukui	92% (12 times)	—	—
	Non-Executive Director	Yoshiaki Yoshida	100% (13 times)	100% (14 times)	—
		Yuichi Kurita	100% (13 times)	—	100% (14 times)
Outside Director		Toshimitsu Urabe	100% (13 times)	100% (14 times)	—
		Nicholas Benes	100% (13 times)	—	—
		Naoto Nishida	100% (13 times)	—	—
		Sayaka Sumida	100% (13 times)	100% (14 times)	100% (14 times)
		Tomoko Nakada	100% (10 times)	—	100% (14 times)

As of June 27, 2025, the Board of Directors of Advantest (including Directors who are Audit and Supervisory Committee members) is composed of two executive Directors (Inside Directors), two non-executive Directors (Inside Directors) and five non-executive Directors (Outside Directors) as of the filing date of the Report. Two of the Directors have non-Japanese nationalities and two are female Directors. In order to maintain seamless communication despite the diversification of Directors, Advantest has arranged for simultaneous interpretation at the Board of Directors meetings so that Board members can speak freely in both Japanese and English. Materials and minutes are also translated into English.

Evaluation of the Board of Directors' Effectiveness

To evaluate the effectiveness of its roles and responsibilities, the Board of Directors conducts an annual survey of all Directors to collect and analyze their opinions on the composition, deliberations and operations, response from the executive side, and the support system for the Board of Directors.

(Action in FY2024)

In the evaluation of the effectiveness of the Board of Directors for FY2023, it was found that the number and composition of the Board of Directors were appropriate, and sufficient discussions were held regarding the succession plan for the Group CEO. However, there were areas identified for improvement, such as the consideration of rapid response measures to changes in the external environment, time management of the Board of Directors, and onboarding support for new Outside Directors. Based on these evaluation results, the following actions were taken in FY2024.

- The executive side reported the results of investigations into changes in the external environment that could affect Advantest’s performance.

- To ensure thorough discussions at the Board of Directors meetings, explanatory materials were submitted to the directors in advance for their review, and presenters were asked to provide concise explanations with organized issues and points. Additionally, Directors shared information and exchanged opinions outside of the Board of Directors meetings as needed.
- As an opportunity to provide more detailed business explanations to Outside Directors, online briefings on individual businesses and business strategies were held. Additionally, a visit to manufacturing contractor was conducted in conjunction with offsite meetings.

(Results in FY2024)

In the evaluation of the effectiveness of the Board of Directors for FY2024, it was found that the separation of the roles of Group CEO and Chairperson of the Board of Directors, accompanying the transition to a new management system, increased the neutrality of the Chairperson of the Board of Directors, leading to more appropriate operation of the Board of Directors. Additionally, it was confirmed that the Board of Directors is holding discussions contributing to the medium- to long-term enhancement of Advantest’s corporate value.

On the other hand, the following point was identified as an area for improvement to make the Board of Directors more effective.

- It is desirable to quickly capture changes in the external environment and conduct analysis and consideration of response measures, including downside scenarios.

Skill Matrix

In nomination and selection of Directors and Senior Executive Officers, Advantest recognizes that noteworthy issues around the corporate management and communication with stakeholders have to be taken into consideration, in addition to our Purpose & Mission, management strategies, and business strategies. Our business is indispensable for the manufacturing of semiconductors, which support the development of our society, and also assumes the important function of supporting the stable operation of the facilities and systems in our society and industries, creating great opportunities for growth even in the surrounding areas. Advantest has selected the following nine areas of management activities which are considered important for Advantest to grow the business in the medium to long term and realize the improvement of our corporate value: "Management & Corporate Strategy," "Semiconductor," "Technology," "Sales & Marketing," "Finance & Accounting," "Legal & Compliance," "Human Capital Management," "Global Business," and "Digital Transformation". The Board of Directors and the Nomination and Compensation Committee have discussed the essential "insight and experiences" required for the execution of duties and the fulfilment of the responsibly of supervision in the nine areas, and established the required skill sets for Senior Executive Officers and Directors. The skills of the Directors will be as shown in the table below.

Following the environmental changes, the skills required by Advantest will be constantly updated.

*1 The head of a large company or a company with complicated businesses or operations

*2 The executive of a specialized service company in the relevant field

*3 Supply Chain Management

Details of Skill

Areas for management activities		Items	Experience, knowledge, and abilities expected
①	Management & Corporate Strategy	Top management	Management experience at a company or legal entity (as a chairperson, president, representative director or equivalents)
		Management strategy	Experience and knowledge as a head of a management strategies department ^{*1,2}
		Business investment and M&A	Experience and knowledge of business investment and M&A
②	Semiconductor	Semiconductor-related industries	Experience in semiconductor-related industries and knowledge of the semiconductor industry
③	Technology	Industries & technologies (incl. Environment and Energy)	Knowledge of the electrical/electronics related industry and ICT technologies
		Research & development	Experience and knowledge as a head of an R&D department ^{*1,2}
		SCM ^{*3} , production, and quality assurance	Experience and knowledge as a head of SCM ^{*3} , production, production engineering, and quality assurance departments ^{*1,2}
④	Sales & Marketing	Sales and marketing	Experience and knowledge as a head of a sales and marketing department ^{*1,2}
⑤	Finance & Accounting	Finance, accounting and audit	Experience and knowledge as a head of a finance, accounting and audit department ^{*1,2} or as a certified public accountant and auditor
		Communication with the capital market	Experience and knowledge as a head of the department responsible for communicating with investors and shareholders ^{*1,2} , such as a head of IR (Investor Relations) or SR (Shareholder Relations) department
⑥	Legal & Compliance	Legal affairs, risk management, and compliance	Experience and knowledge as a head of a legal affairs, risk management, or compliance department ^{*1,2} or as an attorney at law
⑦	Human Capital Management	Human capital management	Experience and knowledge as a head of an HR department ^{*1,2} , or in recruiting & developing human capital, and talent management
⑧	Global Business	Global business	Experience at a global organization or experience working in a foreign country
⑨	Digital Transformation	IT & DX	Experience and knowledge as a head of an IT department ^{*1,2} , and as a head of a DX promotion department ^{*1,2}

As of November 1, 2025, the skills of the Directors and Senior Executive Officers will be as shown in the table below.

						Fundamental managerial activities deemed essential for carrying out management duties and guiding/supervising our management team												Key areas of our immediate management issues	
						① Management & Corporate Strategy			② Semicon ductor	③ Technology			④ Sales & Markething	⑤ Finance & Accounting		⑥ Legal & Compliance	⑦ Human Capital Management	⑧ Global Business	⑨ Digital Transformation
		Attribute				Management		Business investment and M&A	R&D, Semiconductor, Industries & Technologies			SCM, production, and quality assurance	Sales and marketing	Finance & Accounting, Communication with Capital Market		Legal affairs, risk management, and compliance	Human capital management	Global business	IT・DX
		Gender	Nationality	Member of the Audit and Supervisory Committee	Independent member	Top management	Management strategy		Semiconductor- related industries	Industries & technologies (incl. Environment and Energy)	Research & development			Finance, accounting and audit	Communication with the capital market				
Inside Directors	Douglas Lefever	Male	United States			○	○	○	○	○	○		○		○			○	
	Koichi Tsukui	Male	Japan			○	○		○		○	○	○		○			○	
	Yoshiaki Yoshida	Male	Japan			○	○	○	○				○		○			○	
	Yuichi Kurita	Male	Japan	○			○	○	○					○	○			○	
Outside Directors	Toshimitsu Urabe	Male	Japan		○	○	○	○									○	○	○
	Nicholas Benes	Male	United States		○		○	○							○	○		○	
	Naoto Nishida	Male	Japan		○				○	○	○	○						○	
	Sayaka Sumida	Female	Japan	○	○									○		○		○	
	Tomoko Nakada	Female	Japan	○	○											○		○	

* Skills of the Senior Executive Officers (excluding those concurrently serving as directors) are as follows.

						Fundamental managerial activities deemed essential for carrying out management duties and guiding/supervising our management team												Key areas of our immediate management issues	
						① Management & Corporate Strategy			② Semicon ductor	③ Technology			④ Sales & Markething	⑤ Finance & Accounting		⑥ Legal & Compliance	⑦ Human Capital Management	⑧ Global Business	⑨ Digital Transformation
		Attribute				Management		Business investment and M&A	R&D, Semiconductor, Industries & Technologies			SCM, production, and quality assurance	Sales and marketing	Finance & Accounting, Communication with Capital Market		Legal affairs, risk management, and compliance	Human capital management	Global business	IT・DX
		Gender	Nationality	Member of the Audit and Supervisory Committee	Independent member	Top management	Management strategy		Semiconductor-related industries	Industries & technologies (incl. Environment and Energy)	Research & development			Finance, accounting and audit	Communication with the capital market				
Senior executive officer	Keith Hardwick	Male	United States					○	○					○		○	○	○	
	Yasuo Mihashi	Male	Japan				○	○	○				○		○			○	
	Juergen Serrer	Male	Germany				○		○	○	○							○	
	Maokoto Nakahara	Male	Japan						○			○	○					○	
	Sanjeev Mohan	Male	United States				○		○	○		○						○	
	Richard Junger	Male	Germany						○			○						○	○
	Yong Xu	Male	China						○				○					○	
	Toshiaki Adachi	Male	Japan						○		○							○	○
	Hisako Takada	Female	Japan				○	○		○				○	○			○	

Reasons of Appointment of Outside Directors

Name	Reasons of Appointment
Toshimitsu Urabe	Mr. Toshimitsu Urabe has extensive management experience at a leading Japanese general trading company and a nonbank financial institution, particularly overseas experience in the United States and Asia, experience in business investment decisions, etc., and extensive experience in administrative management, for example human resources and IT. He is expected to reflect his knowledge in Advantest Group's global management, thereby contributing to the sustainable enhancement of corporate value and invigorating the activities of the Board of Directors. Thus, Advantest believes that he is a suitable person as an outside director.
Nicholas Benes	Mr. Nicholas Benes has extensive knowledge and experience about corporate governance matters, and experience in investment banking including M&A transactions. He is expected to reflect his knowledge of corporate governance, finance matters and the shareholder-oriented perspective in the Advantest Group's global management, thereby contributing to the sustainable enhancement of corporate value and invigorating the activities of the Board of Directors. Thus, Advantest believes that he is a suitable person as an outside director.
Naoto Nishida	Mr. Naoto Nishida possesses wide knowledge and experience as a laser technology expert, in addition to his expertise in technology, supply chain management (SCM), production, and research & development at a global company deeply involved in semiconductors. Advantest expects him to apply his expertise in our business, industry and technology as well as his perspectives on strategic innovation to Advantest Group's global management, thereby contributing to the sustainable enhancement of corporate value and the revitalization of the Board of Directors. Thus, Advantest has determined that he is well qualified to serve as an Outside Director.
Sayaka Sumida	Although Ms. Sayaka Sumida has not been directly involved in the management of a company in the past, she possesses wide knowledge and experience in finance and accounting gained through her engagement for many years in accounting/auditing services and internal control-related services as a certified public accountant at an accounting firm. Advantest expects to apply her knowledge of finance and accounting in Advantest Group's audit and supervision, thereby contributing to the enhancement of corporate accounting and internal control. Thus, Advantest has determined that she is well qualified as an Outside Director who is an Audit and Supervisory Committee member.
Tomoko Nakada	Although Ms. Tomoko Nakada has not been directly involved in the management of a company in the past, she possesses broad experience and a high level of expertise in law as a judge and as a lawyer, gained through her work as corporate legal affairs, general civil cases, and domestic and international inheritance cases. Advantest expects to apply her legal insights to Advantest Group's audit and supervision, thereby contributing to the enhancement of compliance. Thus, Advantest has determined that she is well qualified as an Outside Director who is an Audit and Supervisory Committee member.

[Directors and Executive Officers](#)

Director Training

It is stated in the "Director Training Policy" as follows;

Director Training Policy
<p>1. Advantest provides and arranges following actions for new Directors to acquire necessary knowledge on the Advantest's business, finances, organizations and other matters so as to enhance their understanding of their roles and responsibilities:</p> <p>(1) To explain the roles and responsibility required for Directors;</p> <p>(2) To explain Advantest group's business, finances, organizations, major internal regulations, corporate governance structure, and internal control systems;</p> <p>(3) To update above (1) and (2) for incumbent Directors as necessary.</p> <p>2. Advantest should provide and arrange training opportunities suitable for each director as necessary.</p>

In FY2024, as an opportunity to provide more detailed business explanations to Outside Directors, we held online briefings on individual businesses and business strategies. Additionally, in conjunction with off-site meetings, Directors, including Outside Directors, visited and inspected our manufacturing contractor.

All Executive Directors have taken an external training program on governance. Because governance skills are important, we are expanding the scope of the training to Executive Officers who are not directors.

Audit and Supervisory Committee

Pursuant to the audit policies, audit plans, priority audit items, allocation of duties, etc., and in coordination with the internal audit division and other relevant departments with jurisdiction over internal control, members of the Audit and Supervisory Committee attended important meetings such as Executive Management Committee, Business Plan Meeting, Internal Control Committee, received reports from Directors, Executive Officers and employees on the performance of their duties, requested further explanations as deemed necessary, reviewed important approval-granting documents, and inspected the state of business operations and assets at the head office and other important branch offices. With respect to subsidiaries, members of the Audit and Supervisory Committee communicated with and exchanged information via interviews with directors of the subsidiaries and opinion exchange meetings with corporate auditors of the subsidiaries and received business reports from subsidiaries as deemed necessary, and conducted audits of Advantest's main consolidated subsidiaries overseas (by interviewing via face to face or web conferences), and confirmed their state of business operations and assets. As a result of these investigations and audit activities, members of the Audit and Supervisory Committee shared our views with the directors and department heads on what we recognized as issues needing feedback.

Advantest's Audit and Supervisory Committee is composed of 1 inside director and 2 outside directors whom are Audit and Supervisory Committee members (of which one is a full-time Audit and Supervisory Committee member)* and is chaired by an outside director. Directors who are Audit and Supervisory Committee members are appointed by the General Meeting of Shareholders separately from other Directors who are not Audit and Supervisory Committee members. The Audit and Supervisory Committee, the

Auditing Unit and other internal control departments, the Accounting Auditors, and the corporate auditors of each Advantest Group company collaborate with one another so as to carry out regular discussions and timely meetings.

* The number of people given is correct as of June 27, 2025.

Accounting Auditors

Accounting Auditors perform accounting audits of the consolidated financial statements, accounting documents, etc., and produce an audit report. Regarding accounting audits, Advantest has audited with Ernst & Young ShinNihon LLC and received predetermined audits. EY Shin Nihon LLC Audit Corporation (formerly Daiichi Audit Office) has been conducting listing audits of Advantest since 1983, when Advantest was listed on the Second Section of the Tokyo Stock Exchange. The certified accountants who executed the accounting audit work of Advantest in FY2024 are Mr. Toshiyuki Matsumoto, Mr. Minoru Ota and Mr. Hiroyuki Nakada. The rotation of the certified public accountants is conducted appropriately at Ernst & Young ShinNihon LLC and no certified public accountants are involved in accounting audits of same company for more than seven consecutive fiscal years. Lead certified public accountants are not involved in accounting audits of the same company for more than five consecutive fiscal years. If a certified public accountant is involved in accounting audits of the same company for seven consecutive fiscal years, he or she will be involved in accounting audits of that company only after an interval of five fiscal years. Lead certified public accountants who are involved in accounting audits of the same company for five consecutive fiscal years will not be involved in accounting audits of that company again. In addition, assistants performing Advantest's accounting audit work include those with expert knowledge such as system experts, with CPAs as the main constituents.

Internal Audits

Advantest has established an internal auditing team that comprises the Auditing Unit in headquarter and overseas subsidiaries. To verify whether Advantest's day-to-day operations are carried out appropriately and efficiently in accordance with the requirements of relevant domestic and overseas laws ordinances, and internal rules, the internal auditing team implements operational auditing, compliance auditing and internal controls auditing. Besides evaluating the efficiency of the internal controls system, the internal auditing team also provides support to assist in making improvements at individual business locations, when necessary. The internal auditing team hold appropriate qualifications (such as Certified Public Accountant, Certified Internal Auditor, or Qualified Internal Auditor), and all team members are committed to enhancing auditing quality.

Nomination and Compensation Committee

In 2005, Advantest established a Nomination and Compensation Committee as a discretionary institution. The Nomination and Compensation Committee consists of three Directors (including two outside Directors selected by the Board of Directors' resolution)*, with an outside Director serving as the chairperson of the committee. The Nomination and Compensation Committee, in consultation with the Board of Directors, discusses matters related to the nomination and compensation of Directors and Executive Officers, and makes proposals to the Board of Directors. The Committee met 14 times during FY2024. All the members

were present at every Nomination and Compensation Committee meeting.

* The number of people given is correct as of June 27, 2025.

The main discussion agenda of the Nomination and Compensation Committee is as follows.

Candidates for Directors and Executive Officers and the Management Structure

Under the structure of Directors and Executive Officers after June 2024, the Nomination and Compensation Committee considered appropriate candidates and proposed them to the Board of Directors. The management structure on the strengthening of the CxO was discussed and proposed to the Board of Directors. The Nomination and Compensation Committee also discussed and proposed to the Board of Directors the timing of the change of the Executive Officers structure to April, the start of the fiscal year, and the structure for Executive Officers after April 2025.

Regarding the organizational structure for Directors after June 2025, the Nomination and Compensation Committee considered appropriate candidates and an optimal management structure and proposed its conclusions to the Board of Directors.

Experience, knowledge, and abilities required of Directors and Senior Executive Officers (skill matrix)

The skill matrix is a tool used to review the executive structure and the Board of Directors' structure when considering the flow from analysis and forecasting of the business environment to our management strategy and business strategy, the executive structure that implements them, and the Board of Directors' structure that supervises and guides management execution. Based on this understanding, we have confirmed the elements of knowledge and experience required of the Directors and Executive Officers appointed.



Operation of Base Compensation, Performance-based Bonuses and Stock Compensation

Evaluating the performance of each Director/Executive Officer against pre-defined roles and expected results, individual evaluations of executive bonuses for FY2023 were discussed and finalized.

The Committee discussed and proposed to the Board of Directors the base compensation, performance indicators for performance-linked bonuses and stock compensation for FY2024.

In light of the changes in the management structure and the Third Mid-term Management Plan, etc., the Nomination and Compensation Committee discussed a partial revision of the executive compensation system and proposed it to the Board of Directors.

We have established a policy and procedures to assure the objectivity and transparency of the nomination and compensation of Directors, which are publicly available on the website.

-  [Directors and Executive Officers Nomination/Dismissal Policy and Procedures\(PDF 143KB\)](#)
-  [Policies and Procedures for Determining Compensation for Directors and Executive Officers\(PDF 143KB\)](#)

Executive Management Committee

Advantest delegates the necessary authorities to ensure the prompt and efficient performance of duties and the Executive Management Committee is positioned as a decision-making body for Advantest's important business execution matters. Among Executive Officers, those who are deemed capable of leading the group management are nominated as Senior Executive Officers who serve as members of the Executive Management Committee. More than half of the members are executive officers of non-Japanese nationality, and Mr. Douglas Lefever is the chairperson. Meetings of the committee are held about twice a month, mainly online.

CxO System

We have Introduced a CxO system to clarify management accountability in order to reinforce a global HQ management system further. As of July 2025, six CxOs are responsible for nine CxO functions, with the Group CEO and Group COO sharing responsibility for each CxO. We have designated the CxOs as individuals who are suitable to assume these functions from a global perspective, and strive to build a system that enables management as a unified group.

 [Management](#)

Executive Compensation System

Advantest's executive compensation system consists of fixed compensation (monetary), performance-linked bonuses (monetary), and stock compensation (non-monetary). The executive compensation system is proposed by the Nomination and Compensation Committee to the Board of Directors, and is decided and implemented after a resolution by the Board of Directors and approval by the General Meeting of Shareholders.

 [Policies and Procedures for Determining Compensation for Directors and Executive Officers\(PDF 143KB\)](#)

Basic Concept of the Executive Compensation System

The basic concept of the executive compensation system is as follows.

1. Establish a compensation mix and level that attracts international human resources who can support our global business development
In order to continue growing in the semiconductor industry, which is complex and swiftly-evolving on a global level, we will appoint talented human resources from all over the world and compensate them according to global standards.
2. Well-balanced bonuses linked to performance
Given that Advantest's business performance fluctuates, we will reward the contribution of officers when business performance is good, and reduce the burden on our company when business performance is declining.
3. Stock compensation that encourages executives to share the shareholder perspective and promotes a medium/long-term perspective on management
We combine restricted stock compensation (RS), which encourages executives to pursue the medium/long-term corporate value improvement that shareholders desire, and performance share unit compensation (PSU), which encourages the achievement of medium-term management goals that lead to the improvement of corporate value.

Compensation Structure

Based on the above concept, we partially revised the executive compensation system in June 2025.

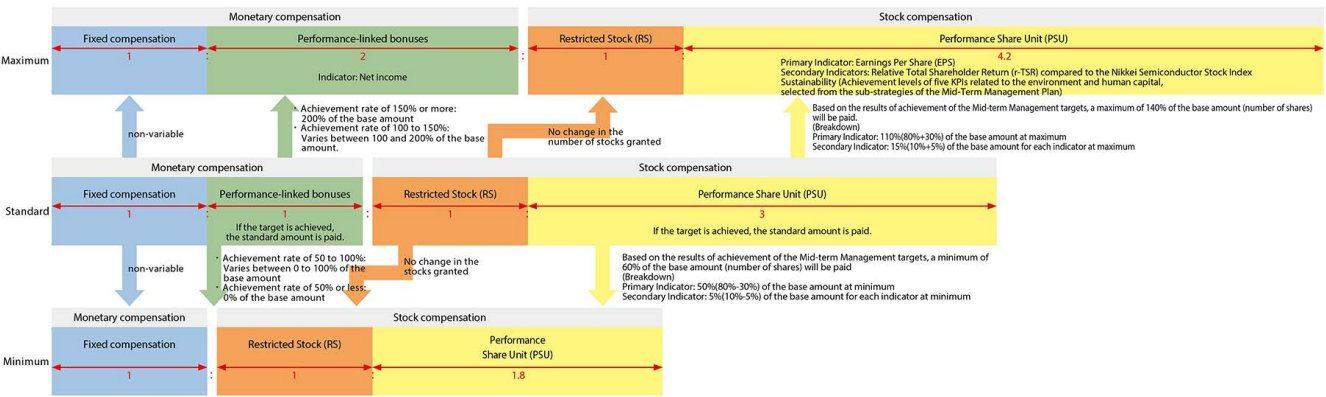
- Executive Officers:
We revised the standard model by changing the benchmarking companies and comparing compensation levels with peer groups. To further enhance incentives, we also adjusted the compensation structure by increasing the proportion of stock-based compensation (restricted stock and performance-linked stock compensation).
- Outside Directors and Audit and Supervisory Committee Members:
To further promote value sharing with shareholders and respond to rising compensation levels for Outside Directors and Audit and Supervisory Committee members, we revised the compensation structure by increasing both the amount and proportion of restricted stock compensation.

		Monetary compensation		Stock compensation	
		Fixed compensation	Performance-linked bonuses	Restricted stock compensation	Performance Share Unit compensation
Business Executives	Group CEO	1	1	1	3
	Group COO	1	1	1	1
	Senior Executive Officer	1	1	0.5 ~ 0.75	0.5 ~ 0.75
	Executive Officer	1	1	0.5	0.5
Non-business Executives	Chairman of the Board	1	-	1	-
	Audit & Supervisory Committee Member	1	-	Up to one-third of total compensation	-
	Outside Directors (excluding Audit & Supervisory Committee Members)	1	-	Up to one-third of total compensation	-

* Guideline for the standard amount

* Executive officers who are also directors will be compensated separately as directors.

Visualization of compensation for the Group CEO



* Apart from this, there is a redistribution adjustment (30%) of performance-linked bonuses based on individual evaluation

* Considering compensation levels in U.S. and European markets as well as among peer groups, we will implement flexible regional adjustments to fixed compensation and stock compensation.

Fixed Compensation

Fixed Compensation (cash compensation) for the Directors and Executive Officers shall be set at an appropriate level according to individual duties and responsibilities, and will be paid monthly, with reference to external objective data.

Performance-linked Bonuses

Performance-linked bonuses are short-term incentives for the results of a single year, and are paid once a year after the performance of the Advantest Group for the relevant business year is confirmed. The distribution according to performance indicators and individual evaluations is as follows:

Performance indicators	The KPI is net income. Target amounts will be set by referring to the net income targets of the single-year business plan and Mid-term Management Plan. The Company will pay the standard amount when the target values are achieved, but the amount paid will fluctuate from 0% to 200% of the standard amount depending on whether actual results undershoot or exceed the target values. * The standard amount is 100% of fixed compensation.
Individual evaluation	Up to 30% of the total amount of performance-linked bonuses for executive officers is redistributed based on individual evaluations conducted by the Group CEO. Evaluation and redistribution proposals are discussed and approved by the Nomination and Compensation Committee and reported to the Board of Directors. In principle, the Group CEO's performance-linked bonus is calculated based on the results of performance indicators, but if the Board of Directors deems it necessary and clearly states their reasoning, it may be increased or decreased.

Stock Compensation

Advantest will grant restricted stock (RS) and performance-based stock remuneration (PSU) with the intention of incentivizing the pursuit of medium- to long-term enhancement of corporate value in alignment with shareholder priorities.

For directors who do not serve as Executive Officers, Outside Directors, and directors who are Audit and Supervisory Committee members, Advantest will grant restricted stock (RS), which incentivizes the pursuit of medium- to long-term corporate value improvement, which is also beneficial to shareholders.

Restricted Stock compensation (RS)

- As a general rule, for residents in Japan, holding is obligatory during the term of office, and transfer restrictions will be lifted when an officer retires and for nonresidents in Japan, establish a transfer restriction period of 3 to 5 years.

Performance Share Unit compensation (PSU)

- Based on the achievements of the mid-term management targets (KPIs) over a three-year period, shares will be granted in accordance with the points awarded, which will fluctuate between 60 to 140% of the standard units.
- The KPIs are the following three items, and the weight of each item is as follows.

Primary Indicator	EPS	The standard value is 80% of the payment rate. It fluctuates within a range of +/-30 points, with a minimum of 50% and a maximum of 110%.
Secondary Indicator	Relative Total Shareholders Return (r-TSR)	Relative Total Shareholder Return (r-TSR) compared to the Nikkei Semiconductor Stock Index* is used as an indicator. The standard value is 10% of the payment rate. It fluctuates within a range of +/-5 points, with a minimum of 5% and a maximum of 15%. * The Nikkei Semiconductor Stock Index is the copyrighted work of Nikkei Inc.
	Sustainability	Achievement levels of five KPIs related to the environment and human capital, selected from the sub-strategies of the Mid-Term Management Plan will be used as indicators. The standard value is 10% of the payment rate. It fluctuates within a range of +/-5 points, with a minimum of 5% and a maximum of 15%.

- After the end of the Mid-term Management Plan period, a lump-sum delivery of three years' worth of shares will be delivered with the number of shares varying according to the level of achievement.
 - Appointments during the term of the Mid-term Management Plan will be prorated for the term and additional rights will be granted.
 - Retirements during the term of the Mid-term Management Plan will be prorated over the term and paid as standard performance.

Recruit & Retention Program

Depending on the human resource market conditions in each region and industry, additional compensation may be granted for the purpose of securing managers or those with expertise. In principle, adjustments in the level of compensation among regions shall be made by means of fixed compensation (monetary compensation) and stock compensation, while securing specific candidates shall be made by means of stock compensation. Stock-based compensation will be in the form of RSs or PSUs, but restrictions on the transfer of RSs under this section will be set for a period of at least three years.

Compensation Reduction and Clawback

Advantest may reduce future compensation or claw back past compensation by resolution of the Board of Directors in the event of certain circumstances, such as violation of relevant laws and regulations or internal rules, or material restatement due to errors discovered in the consolidated financial statements.

Stock ownership guidelines

Advantest recommends that Executive Officers hold Advantest's shares (including RS/RSUs) as follows. Advantest will set the criteria for the amount and the number of shares based on the amount of base compensation and the stock price at the start of the Mid-term Management Plan, and one of them shall be satisfied with a grace period of five years until the achievement of the criteria.

Group CEO	4 years of base compensation
Executive officers other than the Group CEO	2 years of base compensation

Internal Control System

Internal Control System

The internal control system is a framework for directors, executive officers, and employees to discipline themselves, aimed for Advantest to fulfill our social responsibilities and achieve growth. Various initiatives support sound corporate management so as to ensure that no one working at Advantest is engaged in injustice or wrongdoing.

Initiatives for Everyone Working in Advantest

- Spreading awareness of The Advantest Way to all employees
- Conducted "Leading with INTEGRITY" workshops for managers worldwide. Promoted support for the exercise of leadership based on the Core Values INTEGRITY.
- Implemented various e-learning programs once a year (education related to The Advantest Way, compliance education, information security education, etc.)

Please refer to "[Initiatives to Promote Ethical Business Practices](#)" for details.

Initiatives for Business Execution

- In accordance with the Regulations of the Board of Directors, the Board of Directors is responsible for management decision-making and supervision.
- Executive officers and employees shall perform their duties in accordance with the global organization and Global Authorization Statement.
- The Executive Management Committee shall be the decision-making body for important business execution matters.
- Help line contact points shall be established in Japan and overseas and thoroughly inform employees of its existence.
- A compliance consultation service for external parties shall be established and made sure that everyone is aware of it.

For details on human rights, please refer to "[Reporting and Consultation Framework \(Whistleblower Office\) for Human Rights Issues](#)", for details on internal reporting, please refer to "[Internal and External Reporting System](#)", and for details on consultation services for business partners, please refer to "[Establishment of a Contact/Reporting Window](#)".

Cross-organizational Initiatives

- The Internal Control Committee shall check the status of autonomous risk management in each Unit, the responses to company-wide risks, and shall report to the Board of Directors.
- The Disclosure Committee shall supervise and ensure appropriate disclosure and shall report to the Board of Directors.

- The Risk Management Group shall be responsible for emergency responses during floods and pandemic.
- The Health and Safety Committee shall promote the prevention of occupational accidents and injuries, create of a comfortable working environment, and promote employee health.
- The Global Information Security Committee shall consider and implement measures to protect personal information and prevent leakage of confidential documents, and shall maintain and improve the security of our IT systems.

Please refer to "[Risk Management System](#)" and "[Information Security](#)" for details.

Non-executive Initiatives

- The Audit and Supervisory Committee shall ensure appropriate business operations by understanding important matters and cooperation with the audit (accounting and internal audit) departments.

Please refer to "[Audit and Supervisory Committee](#)" for details.

Initiatives for Group Governance

- Establishes and operates a homogeneous internal control system in each company of the Advantest Group for performance evaluation based on consolidated financial results.
- The Auditing Group shall conduct internal audits of subsidiaries and report the audit results to the President and Chief Executive Officer, the Audit and Supervisory Committee, and the Board of Directors.

Please refer to the Corporate Governance Report "Matters Related to the Internal Control System."

 [Corporate Governance Report\(PDF 809KB\)](#)

Risk Management

Advantest's risk management system centers on our Internal Control Committee and a commitment to practicing the PDCA cycle.

Risk Management System

Approach to risk management

Because more than 90% of Advantest sales depend on overseas markets, we must implement risk management across multiple countries and regions. We believe that the key to quick response is a management system that addresses risks both top-to-bottom and bottom-to-top.

We believe it is essential to identify present and future risks, prepare for them, and take appropriate countermeasures in order to seize business opportunities and tackle challenges amidst the upheavals affecting our business environment.

Approach and KPI

Advantest is working on the key theme of “enhancing risk management” in our Sustainability Action Plan, with KPIs in place.

Priority Themes	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Enhancing risk management	Strengthening internal control	CCO	Risk clarification and response based on twice-yearly risk reviews	Implementation of risk review twice-yearly

Risk Management Structure by the Internal Control Committee

Advantest has established an Internal Control Committee in which the Group COO acts as the chairperson and outside Directors are observers. This committee identifies and analyzes significant risks for the whole company, and clarifies the responsible department and procedures for responding to each risk. The secretariat of the Internal Control Committee supports information sharing and other activities among the units.

Regarding the Internal Control System, the execution status of implementation of the system to ensure the appropriateness of business is reported directly to the Board of Directors once a year. Furthermore, if a material weakness is found in the internal control system development and operating status and the internal control evaluation process, it is reported to the Board of Directors.

For details on the Internal Control System, please refer to "[Internal Control System](#)".

Risk management system and organization

At Advantest, each unit carries out risk management under the risk control policy designated by the Internal Control Committee, and the Internal Control Committee supervises and assesses the statuses of each unit before offering feedback.

Compliance risks are reported to the Chief Compliance Officer (CCO) in a timely manner or a regular basis, and the CCO then reports risks to the Executive Management Committee and the Board of Directors. Certain types of risk information are reported directly to the Executive Management Committee, Board of Directors, and the Audit and Supervisory Committee.

Emergency response is allocated to the Crisis Management Group headed by the Group CEO.

Process of risk management

At Advantest, management supervises risk analysis and risk response implemented at the unit level. It is because we believe it is essential to identify present and future risks, prepare for them, and take appropriate countermeasures in order to seize business opportunities and tackle challenges amidst the upheavals affecting our business environment.

At the same time, regarding corporate-level risks, the Board of Directors or the Executive Management Committee makes timely decisions and gives instructions to relevant departments. Thus, risk management processes at Advantest consist of bottom-up and top-down approaches.

We have prioritized the creation of a system that can promptly respond to these risks if and when they materialize. Each unit strives to coordinate with the so-called second line (i.e. administration group) and third line (internal audit division) of defense so as to be fully prepared to respond to risks.

Bottom-up risk management

Based on the management plan formulated by the Board of Directors and the Executive Management Committee, each unit formulate the measures of its own division. Each unit identifies risks from a bird's-eye view, defining risks as factors that may hinder the achievement of management strategies, and takes appropriate countermeasures according to the magnitude of the risks. The Internal Control Committee defines the factors that may hinder achievement of those measures as risks. It requests individual units to identify risks and report on their risk responses. In this manner, the Internal Control Committee supports and reviews the risk analyses of individual units and promotes information sharing between units from a company-wide perspective.

Each unit reports its risk management status to the Internal Control Committee twice a year. The Internal Control Committee then checks the risk management status of individual units and provides feedback. The Secretariat of the Internal Control Committee also supports each unit in various manners as appropriate, such as providing proposals for risk analysis and countermeasures, and providing necessary information.

Top-down risk management

Corporate-level risks are reported to the Executive Management Committee or the Board of Directors in a timely manner, through the director in charge, and the relevant departments take prompt actions according to the instructions from management. In the event of a compliance-related incident, the CCO promptly instructs the relevant unit to take actions, and reports the status of the response to the Board of Directors and the Executive Management Committee. Depending on the nature of the risk, risk information may be reported directly to the Board of Directors or the Executive Management Committee. The Board of Directors or the Executive Management Committee handles risks at the corporate level by making timely decisions and giving instructions to related units.

In the case of an emergency, necessary measures are taken in accordance with the directions given by the Risk Management Group.

TCFD-based Climate Change-related Information Disclosure

Initiatives for the TCFD recommendations

Guided by "The Advantest Way," Advantest implements climate change mitigation and adaptation measures from a long-term perspective, aiming to help solve important environmental issues through our business. Advantest supports the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and is engaged in analyzing and disclosing information on business risks and opportunities attributed to climate change in alignment with the TCFD recommendations.

Governance

Advantest's environmental management system, which includes climate change-related matters, is led by the global lead of the SMWG. The SMWG is headed by the Group CEO, and consists of members representing all business units, functional units and regional units.

Advantest's climate change-related goals are defined in the Sustainability Action Plan, which is formulated through discussion and approval by the Executive Committee. The climate-related targets in the Sustainability Action Plan are reviewed annually, taking into account the trends in environmental consortia within industry associations, as well as relevant regulations, framework and standards, such as the Sustainability Disclosure Standards by the SSBJ, the TCFD recommendations, the CSRD and the ESRS.

The SMWG reports on initiatives and progress under the Sustainability Action Plan, which outlines sustainability-related targets, including those related to climate, at the Global Sustainability Meeting, and receives confirmation and approval from the management. In addition, the analysis of climate-related risks and opportunities is reported to the Executive Management Committee, who approves the results of the analysis, and the Board of Directors receives reports on climate-related risks and opportunities.

Strategy

Advantest regards climate change as one of the key themes in ensuring the continuity of our business while also contributing to the realization of a sustainable society, and is actively promoting measures to address climate change. Since collaboration with external stakeholders such as customers and suppliers is essential in promoting climate change countermeasures, Advantest has set mid-term targets for each climate change issue, focusing on the reduction of greenhouse gas (GHG) emissions and the introduction of renewable energy. Advantest has established unified task forces (TFs) that work with internal and external stakeholders to promote responsible efforts to address climate-related issues.

TF1 focuses on CO₂ reduction in product development and TF3 targets CO₂ reduction through collaboration with customers. Both TF1 and TF3 aim to address Scope 3 Category 11 through collaboration with customers. TF2 focuses on reduction of CO₂ emissions through collaboration with business partners to address Scope 3 Category 1 through collaboration with suppliers, and TF4 aims for reduction of CO₂ emissions through business activities with the introduction of energy-saving equipment and renewable energy to address Scope 1+2, which is direct emissions from our own production processes. All four TFs are implementing activities related to their goals.

Task Forces to promote CO₂ reduction

Task Force	Approach	Specific Activities
TF1	Scope 3 C11 (Use of sold products)	Development of optimal test solutions for semiconductors, which are becoming increasingly complex
TF2	Scope 3 C1 (Purchased products and services)	CO ₂ emissions reduction through cooperation with our business partners
TF3	Scope 3 C11 (Use of sold products)	CO ₂ emission reduction through cooperation with customers
TF4	Scope 1+2 (Direct emissions from our own production processes, such as purchased electricity)	Reduction of CO ₂ emissions from business activities through the introduction of energy-saving equipment and renewable energy

Climate change risks and opportunities

Advantest assesses and regularly reviews climate change risks and opportunities in accordance with the TCFD classification in order to understand the risks and opportunities brought about by climate change and work to improve its own resilience. These risks and opportunities were assessed according to their priority and impact and were classified into time frames for short (until 2027), medium (until 2030), and long term (until 2050). In the context of scenario analysis, the following time horizons are considered for both 1.5°C/2° C and 4°C scenarios.

- The scenarios related to transition risks and opportunities are set for the year 2030 in order to accurately reflect policy trends.
- The scenarios related to the physical risks are presented for the years 2030 and 2050, respectively, based on the assumption that the physical impacts of climate change have already begun to manifest themselves and that they will intensify in severity and frequency if global temperatures continue to rise in the future.

In evaluating the risks and opportunities associated with climate change, we consider a range of scenarios, including the IEA NZE2050, IEA APS, RCP 1.9, RCP2.6, SSP1-1.9, SSP1-2.6, RCP8.5, and SSP5-8.5.

Climate change risks

Two scenarios described in the TCFD categories were deliberated regarding business risks related to climate change.

- (1) "Risks related to the transition to a decarbonized society," which occurs mainly during the well below 1.5/2-degrees Celsius scenario
- (2) "Risks related to the physical effects of climate change," which occurs in the 4-degrees Celsius scenario in which global CO₂ emissions reduction goals are not achieved

Regarding physical risks, the potential impact of flood damage at Advantest’s production sites in 2030 and 2050 has been assessed. As a result of the risk assessment, it was determined that a risk of flooding exists at three production sites: the Gunma Factory, the Saitama R&D Center, and Essai, Inc. (Chandler, Arizona, U.S.A.). At the Gunma Factory, the construction to raise the level of the extra-high voltage substation was carried out when it was renewed and flood prevention measures such as the installation of waterproof panels have been taken. Advantest also plans to implement flood prevention measures at the Saitama R&D Center. Essai, Inc.'s Chandler plant has installed a drainage system to cope with heavy rainfall during the rainy season. Additionally, through all-hazards approaches in business continuity management initiatives, Advantest is taking measures to be able to respond to all kinds of disasters including those caused by climate change which will contribute to improving our resilience.

Well below 1.5/2-degrees Celsius scenario: Risks related to the transition to a decarbonized society

Category	Major risks	Response/Strategy	Time frame
Policies and regulations	<ul style="list-style-type: none">• Increased business costs resulting from compliance with climate change-related regulations (carbon tax, legal compliance costs, parts procurement costs, etc.)	<ul style="list-style-type: none">• Promoting the introduction of renewable energy at our company sites• Supporting supplier decarbonization	Short term
Technology and market	<ul style="list-style-type: none">• Increase in R&D costs due to the accelerated implementation of measures to reduce environmental impact and intensified competition in areas related to decarbonization (carbon footprint, etc.)• Decrease in sales resulting from changes in customer evaluations and lost sales opportunities due to inability to meet customer needs for low-carbon technologies	<ul style="list-style-type: none">• Enhancing the value of our products by optimizing power performance and improving test performance• Promoting products with excellent environmental performance• Developing human resources to respond to next-generation energy waving research and development	Short to medium term
Reputation	<ul style="list-style-type: none">• Deterioration in the competitive environment and changes in investor evaluations due to a decline in reputation for our efforts on climate change issues	<ul style="list-style-type: none">• Promote sustainability management, including climate change initiatives (achieve the goals of the Sustainability Action Plan 2024-2026)• Appropriate disclosure of climate change-related data and initiatives	Short to medium term

Well below 4-degrees Celsius scenario: Risks related to the physical effects of climate change

Category	Major risks	Response/Strategy	Time frame
Acute events	Major typhoons and increased rainfall may result in <ul style="list-style-type: none">Recovery costs incurred and sales decline due to damage to our production facilitiesSales decline due to supply chain disruptions	<ul style="list-style-type: none">Planning and implementation of flood prevention measuresPromoting an all-hazards approach in business continuity management	Short to long term

Climate change opportunities

Semiconductors will contribute significantly to the achievement of Net Zero, which requires stringent climate change countermeasures to be imposed. It is to be assumed that semiconductor production volumes will continue to grow in the future due to factors such as the expansion in semiconductor demand accompanying the digital revolution. Meanwhile, the quality and quantity of semiconductor testing will increase in step with the increasing sophistication and technological evolution of semiconductors. Demand for semiconductor test is expected to increase as a result of the combination of two factors: greater test content per chip, and increased semiconductor production volumes. Hence, Advantest recognizes the decarbonization movement to be an opportunity created by climate change, if its overall carbon footprint per test can be reduced below that of competitors. We will make investments to achieve the necessary technological advancements, such R&D costs and human capital development for next-generation technologies, as a part of our efforts to contribute to Net Zero through our semiconductor test business and product development that meets the needs of new semiconductor technologies.

Climate change-related opportunities

Category	Major opportunities	Response/Strategy	Time frame
Product & services/ market	Increased test demand due to strong market growth in semiconductors for AI/HPC, including high-end SoC and HBM	<ul style="list-style-type: none">Introduction of power optimized products alongside improvements in testing performanceDeveloping new testing methods and testing devices	Short to medium term
	Expansion of the test business for power semiconductors in line with the EV transition and growing demand for SiC/GaN semiconductors for power conversion efficiency	<ul style="list-style-type: none">Developing new testing methods and testing devicesProviding solutions to increasingly sophisticated testing needs and optimizing test efficiency	Short to medium term
	Maintaining competitive advantage and business growth through improved customer reliability through the development of products with superior environmental performance	<ul style="list-style-type: none">Steady implementation of the introduction of power optimized products based on the Sustainability Action Plan 2024-2026	Short to medium term

Risk Management

At Advantest, we consider the factors that may hinder business management to be risks and have established a company-wide risk management system. The company-wide risk management system is described in "3. Risk Factors (1) Risk Management Structure," and risks related to climate change are also managed within this system. Specifically, Advantest analyzes and evaluates urgent risks and anticipated risks posed by climate change and implements countermeasures to avoid and mitigate those risks within the company-wide risk management system.

Metrics and Targets

Climate change related metrics and targets are listed in the Securities Report under "(1) Sustainability in general 5) Metrics and Targets."

As part of our medium- to long-term strategy for addressing climate change, Advantest has set a goal to reach net-zero Scope 1+2 GHG emissions by FY2050. In addition, Advantest has set targets to reduce Scope 1+2 GHG emissions by 65% by FY2026 compared to FY2018. With the steady progress in the adoption of renewable energy at its domestic sites, Advantest expects to achieve a 75% reduction in GHG emissions for Scope 1+2 in FY2024 compared to FY2018. This indicates that Advantest is on track to meet its target ahead of schedule. In light of this progress, Advantest is currently reviewing its GHG emissions reduction targets for Scope 1+2 for FY2025 and beyond. Advantest has established Scope 3 GHG emissions reduction targets for FY2030. However, in light of changes in the business environment, Advantest is currently reviewing its Scope 3 targets and considering specific measures to achieve these targets. Also, Advantest is working to develop Scope 3 GHG emissions indicators that are operable in alignment with its business practices and readily understandable to investors.

GHG emissions (Scope 1+2) (Note 1)

Unit: 1,000 t-CO₂e

Boundary	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Japan	19.68	19.14	16.25	11.83	11.04	9.15	1.18
Overseas	18.45	14.71	11.93	13.21	9.43	8.92	8.14
Total	38.13	33.85	28.18	25.04	20.47	18.07	9.32

GHG emissions (Scope 3)

Unit: 1,000 t-CO₂e

Boundary	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Category1	489.53	400.46	482.02	671.61	966.74	881.84	1,189.56
Category11	1,175.02	855.01	1,151.98	1,319.35	1,991.31	1,519.50	2,538.07
Others (Note 2)	28.62	35.37	49.40	61.95	80.26	70.11	64.54
Total	1,693.16	1,290.84	1,683.41	2,052.92	3,038.31	2,471.46	3,792.17

*1 The Scope 2 calculations are based on the market-based method.

*2 Advantest does not conduct activities that fall under the following categories: 10 (Processing of sold products), 13 (Downstream leased assets), 14 (Franchises), or 15 (Investments). Therefore, these categories are not included in the calculation.

Business Continuity Initiatives

Advantest establishes a Crisis Management Group to respond promptly to emergencies such as natural disasters that could affect business continuity.

Purpose of the Crisis Management Group

In the event of a disaster or other emergencies, we establish a Crisis Management Group and take necessary measures to ensure business continuity.

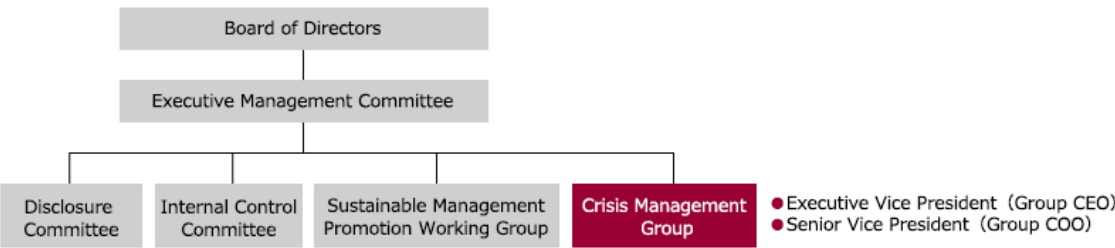
Business Continuity Plan (BCP) Basic Policy

Advantest will respond to disasters and other emergencies in accordance with the following policy:

- We will place top priority on ensuring human safety should a major disaster strike.
- We will minimize the adverse effect to our suppliers and other stakeholders, and fulfill our corporate responsibility.
- We will cooperate with local society in regular disaster prevention activities, and will assist the recovery of local society in case of disaster.

Crisis Management Structure

In September 2025, the Crisis Management Group reorganized its members to establish a system where Executive Management Committee members directly command crisis management, enabling faster decision-making during emergency situations. The Group CEO serves as the Crisis Management Group Lead, convening and directing the Group. Furthermore, to ensure close coordination with business units handling crisis response in the field, each Crisis Management Group member appoints a person in charge of each function to support the crisis management operations in cooperation with the Crisis Management Group Secretariat.



For global crisis management, we have established a chain of commands for close information sharing in the event of an emergency. At our overseas regional headquarters, we have established crisis management teams led by representatives of each company to ensure a smooth crisis response.

Activities of the Crisis Management Group

In addition to emergency response, the Crisis Management Group promotes Business Continuity Management (BCM) during normal times to enable rapid response in emergencies.

Response to crises

In the event of a natural disaster, a local Crisis Management Team will be set up at the affected site to assess the situation, determine response policies, and follow up on restoration, in cooperation with the Crisis Management Group.

Phases of disaster	Possible Responses
Emergency response phase	<div><div>● Ensuring human safety</div><div>● Preventing secondary disasters</div><div>● Confirming damage</div></div>
Crisis management phase	<div><div>● Ensuring communication between the site and the Crisis Management Group</div><div>● Formulating response policies</div><div>● Appropriate control of the situation and dissemination of information</div></div>
Business continuity phase	<div><div>● Switching to alternative measures for business continuity</div><div>● Activities for business recovery</div><div>● Appropriate follow-up activities until risk response is complete</div></div>

Activities in normal times

In order to promptly execute responses to emergencies, the following BCM promotion activities are conducted.

Creation of BCM documents and maintenance	Facilitating the creation of documents such as Emergency Response Plans (ERP*), Crisis Management Plans (CMP*), and Business Continuity Plans (BCP*) at our key locations and key departments.
Global BCM Meeting	Convening meetings twice a year with personnel in charge of crisis management at each overseas headquarters to discuss system development and share information to raise awareness of crisis management
Conducting risk management exercises	Conducting exercise drills at the Crisis Management Group and other stakeholders according to their level of importance.

Recent Initiatives

Emergency Responses (major events from 2024)

2024	Jan.	Noto Peninsula earthquake (Japan)	All employees in Japan carried out safety confirmation; no impact on employees or facilities
	Mar.	Southern Ibaraki Earthquake (Japan)	All employees in Japan carried out safety confirmation; no impact on employees or facilities
	Apr.	Hualien Earthquake (Taiwan)	Safety confirmation was conducted in Taiwan; minor damage to facilities, no impact on business continuity
		Bungo Channel Earthquake (Japan)	All employees in Japan carried out safety confirmation; no impact on employees or facilities
	Aug.	Hyuga-nada Earthquake (Japan)	All employees in Japan carried out safety confirmation; no impact on employees or facilities
	Dec.	Martial law crisis (Korea)	Crisis Management Group confirmed communication system; no impact on business continuity
2025	Jan.	Southern California wildfires (U.S.A.)	Crisis Management Group confirmed communication system; no impact on employees or facilities
		Southern Taiwan Earthquake (Taiwan)	Safety confirmation was conducted in Taiwan; minor damage to facilities, no impact on business continuity
	Jul.	Tokara Islands Earthquake (Japan)	All employees in Japan carried out safety confirmation; no impact on employees or facilities

Activity Results during Normal Times

- From April 2022 to June 2024, we implemented a restructuring of our global crisis management system. This included establishing communication channels with overseas regional headquarters and revising BCM documents at major domestic and overseas sites, with the results reported to the Board of Directors and Executive Management Committee.
- In February 2025, we conducted crisis management drills at the Gunma R&D Center, Gunma Plant, and Saitama R&D Center, simulating flooding along the Tone River.
- In March 2025, the Crisis Management Group conducted crisis management drills, including desktop simulation exercises of earthquakes and fires at key facilities in Japan and overseas.
- In June 2025, we conducted training at the Gunma Factory on the installation and operation of flood barriers in preparation for a potential flood of the Tone River.

Compliance

Each Advantest employee carries out his or her social responsibilities in line with our high ethical standards, honoring the trust our stakeholders place in us.

Initiatives to Promote Ethical Business Practices

Our Stance and Basic Policy on Compliance

Companies aiming for sustainable growth need employees who fulfill their social responsibilities and who possess a strong sense of ethics. They also need to earn the trust of stakeholders. Based on this belief, Advantest has established The Advantest Way as a basic principle for our management and business execution, which lays out our corporate mission, vision, core values, corporate mantra, enhancement of sustainability initiatives, and specific ethical standards, in order to enhance our ethical awareness.

 [The Advantest Way](#)

Approach and KPI

Advantest has set two KPIs from an ethical perspective to address the key theme of "promoting ethical management and business" in our Sustainability Action Plan.

Priority Themes	Target	CxO in Charge	KPIs	KPI Target (FY2026)
Promoting ethical management and business	Implementation of Global Compliance Education Program (GCEP) *e-learning for all employees	CCO	e-learning participation rate	100%
	Fair and Transparent Workplace	CCO	Percentage of respondents *1 who answered that "the convenience of internal reporting channels has improved" in the compliance survey *2	50% or more

*1 A group-wide compliance survey is conducted every three years.

*2 Considering that not all employees wish to use the internal reporting system, the percentage of employees who answered that they would use the internal reporting system was calculated excluding those who answered "I don't know" regarding the improvement of the convenience of the internal reporting system.

Compliance Promotion System

Advantest gives guidance and advice to all Group employees to ensure that they fully understand and comply with The Advantest Way and has established a global management structure.

The Chief Compliance Officer (CCO), who is the officer in charge of compliance, is responsible for collecting compliance-related information such as legal compliance, human rights protection, information security, and Corporate Ethics Helpline for the entire Group, and corrective actions are taken under the supervision of the CCO. Aggregated information is also reported to the Board of Directors through the CCO. Information gathered is also reported to the Executive Management Committee and the Board of Directors by the CCO.

The Compliance Department, which assists the CCO, plays a central role in strengthening the Group-wide compliance system by conducting periodic employee compliance awareness surveys and expanding and disseminating the internal reporting system. A Disciplinary Committee has been established to ensure due process and to enhance the reasonableness, appropriateness, and transparency of disciplinary actions.

Moreover, in order to fulfill our responsibilities as a member of international society, regular compliance auditing is conducted by the global audit team to confirm whether business is being conducted appropriately under each country's laws and regulations.

Compliance Education

When globally deploying its business, Advantest believes that it is important to ensure thorough legal compliance worldwide and to pay attention to compliance across the Group, after obtaining a good understanding of the different laws and regulations in each country.

In fiscal 2023, we systematized basic compliance education common to the entire Advantest Group and began its implementation as the Group-wide Compliance Education Program. Educational programs on "The Advantest Way," "Anti-corruption and Anti-bribery," "Export Control," "Intellectual Property," "Information Security and the Prevention of Insider Trading," "Personal Information," "Prevention of Anti-competitive Action," "Prevention of Embezzlement and Breach of Trust," and "Reporting Hotline (Compliance Hotline)*," etc., are implemented once a year on a global basis. To ensure that all employees of the multinational Group can accurately understand the content, the training is translated into up to 17 languages. Moreover, training is implemented in each country based on the relevant country's ordinances.

Course Name		Number of Participants (employees)	Attendance Rate
The Advantest Way		6,878	99.16%
Compliance / Rules		6,861	98.22%
Anti-corruption and Anti-bribery		7,027	96.55%
Export Control		6,900	97.61%
Intellectual Property		6,928	97.45%
Information Security	Information Security I	6,846	98.33%
	Information Security II(including the Prevention of Insider Trading)	6,919	96.80%
Personal Information		6,934	96.19%
Prevention of Anti-competitive Action		6,894	97.84%
Prevention of Embezzlement and Breach of Trust		6,865	98.03%

* The "Reporting Hotline (Compliance Hotline)" is covered within the courses on "The Advantest Way," "Anti-corruption and Anti-bribery," "Prevention of Anti-competitive Action," and "Prevention of Embezzlement and Breach of Trust."

Employee Compliance Awareness Survey

Advantest regularly conducts employee compliance awareness surveys of all Group employees to help analyze compliance risks. Based on the results of the employee compliance awareness survey conducted in May 2024, training is being conducted by region/department according to risk, and policies and process rules are being developed.

Advantest has signed a Memorandum of Understanding with waste management companies in its efforts toward the exclusion of anti-social forces

The Tokyo metropolitan government and other regional governments have issued organized crime exclusion ordinances, and each company is obligated to make efforts to stipulate in writing that it will terminate contracts if the business partner is found to be an anti-social force.

Furthermore, as a request for a comprehensive overhaul of corporate behavior and as a method to exclude anti-social forces, the Japanese Business Federation (Keidanren) recommends concluding the above memorandum.

To comply with the organized crime exclusion ordinances and the recommendations of Keidanren, the Advantest Group signs a Memorandum of Understanding that stipulates it will terminate contracts if the business partner is found to be an anti-social force with all partner waste management companies.

Prevention of Bribery and Compliance with the Anti-Monopoly Act

The basic philosophy of the Advantest Group, which is embodied in The Advantest Way, attaches great importance to the awareness of one's responsibilities to society, and to the maintenance of integrity in one's conduct. Advantest implements a variety of measures to prevent the occurrence of bribery or other corrupt practices, and to prevent anti-competitive behavior.

 [The Advantest Way](#)

Prevention of Bribery and Other Corrupt Practices

As a supplement to The Advantest Way, Advantest has also formulated an Anti-corruption and Anti-bribery Policy, which clarifies, in detail, Advantest's rules in relation to the prevention of bribery and other forms of corruption throughout the world.

All Group employees participate in annual "anti-corruption and anti-bribery training" (e-learning) to enable all employees to fully comprehend this policy and to behave in a manner that does not violate any laws or regulations of the country they are in.

In fiscal 2024, Advantest was not the subject of any legal action relating to bribery or other corrupt practices. Moreover, there have been no cases of violations of the company's internal rules on money laundering or insider trading.

 [Anti-corruption and Anti-bribery Policy\(PDF 319KB\)](#)

Compliance with the Anti-Monopoly Act

Advantest conducts annual e-learning training for all employees on all aspects of anti-competitive behavior prevention. It also conducts training based on the regulations of each country, wherein our subsidiary is located. For example, in Japan, Advantest offers annual training on the Subcontract Act for all employees in Japan. Going forward, Advantest intends to continue providing education and training aimed at ensuring fair business practices. In addition, Advantest's Internal Auditing Department samples purchasing transactions to verify that there are no violations of any kind.

Advantest was not subject to any legal action for anti-competitive behavior in fiscal year 2024.

Internal and External Reporting System

Advantest requires all officers and employees to disclose any suspected violations of laws, regulations, internal rules, or corporate ethics. The Company has established a reporting hotline as an alternative means of communication. The reporting hotline is available in multiple languages, and confidentiality and anonymity of whistleblowers is ensured. In addition, in several countries, the Company has contracted with law firms to establish external hotlines where officers and employees can report directly.

We have also established a reporting hotline(Compliance Hotline) that can be used by external stakeholders, including our business partners.

Information regarding the whistleblower and the content of the report, both internally and externally, will be handled appropriately by the appropriate person in charge within the company. Advantest prohibits unfair disadvantageous treatment or retaliation for filing a report.

 [Compliance Hotline](#)

Community Engagement

Advantest engages in business activities as a member of the community and society, and our stakeholders include various organizations, governments, and local government as well. Our goals are the sustainable growth of Advantest, participating in businesses that will resolve social issues, and contributing toward the attainment of a sustainable society through collaborations with these organizations, institutions, and local communities.

Economic and Industry Organizations

Through our participation in various organizations and associations related to the business and trade, semiconductor and electronics industries, Advantest collects information on elements such as next-generation technology standards and enforcement of further social regulations which will lead to future business opportunities and risks, in our efforts to enhance the sustainability of our company. We also make efforts in expanding our contributions toward a sustainable society by deepening our understanding of various social issues through participation in various organizations.

Of the organizations Advantest participates in, such as the Keidanren (Japan Business Federation), SEMI, and Semiconductor Equipment Association of Japan, some may make proposals regarding political and social issues. Participation in organizations does not necessarily imply that we fully endorse that organization’s perspective concerning various policies.

Political Contributions and Sponsorships

There are cases in which Advantest makes donations, etc. to various organizations. When doing so, screening and decisions are made in accordance with our internal regulations with regard to purpose and public interest, including whether the initiative contributes to social development and the degree of contribution made toward social missions. These donations, etc. are properly implemented under the relevant laws and regulations of each country.

Export Control

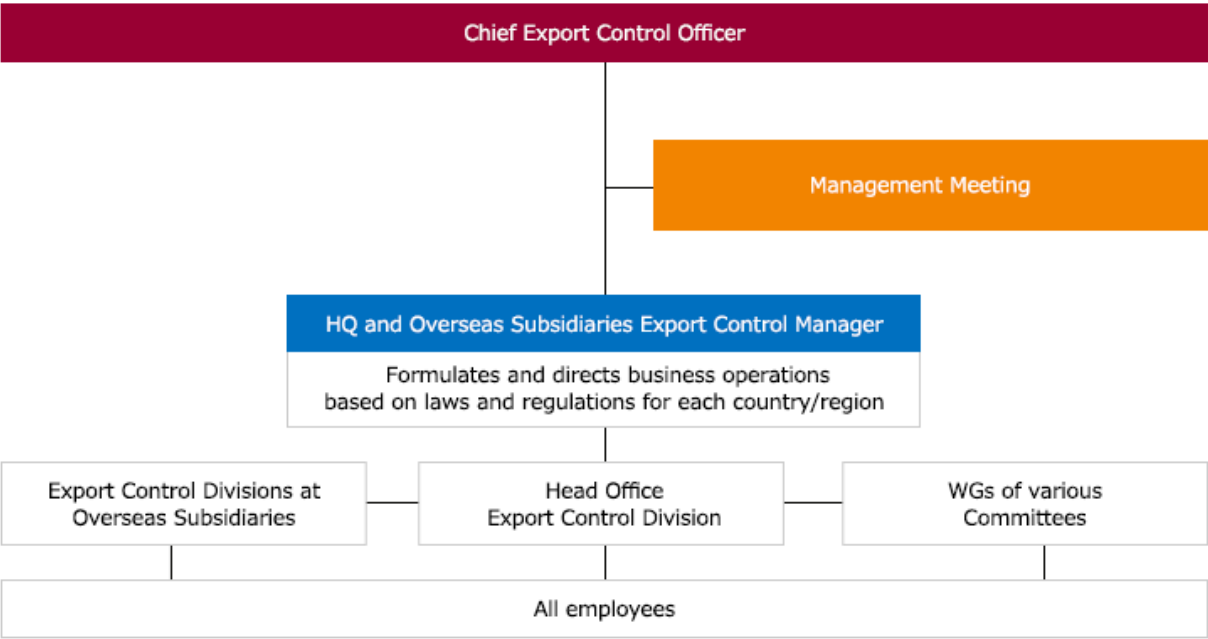
In order to keep products and technologies out of the hands of nations and terrorists that threaten the safety of the international community, the Advantest Group pays the utmost caution to laws and regulations regarding security export control, along with self-management. In the unlikely event of an illegal export, legal sanctions such as temporary export bans will be imposed, which will call into question the social responsibility of the company that made the illegal export and lead to severe damage. Advantest has a basic policy of global compliance with laws and regulations, and has established in-house regulations that require export control to be implemented based on each country’s laws and regulations.



In international society, which is changing rapidly, security issues such as terrorist attacks and the development of weapons of mass destruction are becoming more serious by the day. As many Japanese products incorporate advanced technologies, it is necessary to implement measures that prevent leakage to countries and organizations that are subject to international sanctions. The Advantest Group carries out appropriate business practices by having export control officers collect information based on updated laws and orders, etc., based on laws, preventing mishandling by applying them to the entire company system, and incorporating this information into on-site education and training programs.

An export control system in compliance with laws and regulations

At Advantest, the Representative Director, Senior Executive Officer and President serves as the chief executive for export control, who establishes and operates the management system under the leadership of the top management. Meanwhile, to ensure that management decisions are promptly communicated to all employees, the General Manager of Administration (Executive Officer) in Japan, where the company's headquarters are located, and the managers of each overseas subsidiary are responsible for export control respectively, who operate in accordance with the laws and regulations of each country or region and establish an internal system that conforms with our basic export control policy and regulations.



The Export Control Division of the Head Office regularly audits each country whether export procedures are being conducted properly in accordance with the basic policy/rules and regulations on export control, and the results are reported to the Chief Export Control Officer (Group CEO) and the Export Control Manager of each country.

Export control in the case of US-China trade friction

The working group in the figure considers and takes measures against the trade friction between China and the US. Although this is an issue in terms of international law, US export control regulations are applied extraterritorially to Japan. For this reason, working groups with the participation of related domestic and overseas parties have been established to share information at bi-weekly meetings and to ensure that there are no violations of laws or regulations that the US would regard to be problematic.

The specific operations of the working group are as follows:

- For transactions with specific customers
Checking the percentage of U.S.-origin items and direct product regulations to determine whether the product is subject to the regulations while considering the strengthening of regulations under the U.S. Export Administration Regulations (EAR).
- For concerns about the objectives of our products
In addition to the confirmation of conventional use, obtaining a written assurance that the product does not fall under any further restricted use.
- For concerns that arise regarding customer information due to the introduction of new laws and regulations or amendments to laws and regulations
In the case of new customer registration, the existence of and business activities of the company in question will be verified using public information to determine whether to do business with the company.

In addition, in terms of management of existing clients, a written confirmation of non-applicability to effectuated regulations that may newly come into conflict with regulations due to the introduction of new regulations or amendments to laws and ordinances is obtained.

Export control education

As the vast majority of Advantest employees operate globally, we provide e-learning that outlines export control along with annual training on export control concepts and necessary procedures. All employees in Japan and overseas participate. The content of these initiatives include "the business environment," "export control for security," "targets of export control," "Advantest's export control policy," "points of caution upon export," "export of technology (provision of services)," and "EAR." We will continue to develop and implement more practical content, such as rules reinforcement and addressing important topics.

Risk management related to international affairs

Amid today's rapidly changing business environment, whilst the US diplomacy towards China and the Russian-Ukrainian crisis, it is only natural that risks are also becoming more complex and diversified. Advantest has become a supporting member of the Center for Information on Security Trade Controls for the purpose of obtaining information on changes in the international situation and amendments to laws and regulations and reflecting our own requests during direct dialogues with regulatory authorities or when expressing opinions or making recommendations from the industry. We also participate in a working group owned by the Semiconductor Equipment and Materials International (commonly known as SEMI) to analyze the impact of revisions to laws and regulations and to gather information from various perspectives on how to respond to industry standards. In addition, we have a system in place to consult with outside experts such as lawyers, as necessary, when there is an introduction or amendment of laws and regulations that may have an adverse effect on our business.

Tax Compliance

Basic Principle

We assess tax risks on a quarterly basis and strive to establish appropriate tax governance throughout the Group under the leadership of our CFO, in order to address tax risks associated with the globalization of our business.

Basic policy on tax

We fulfill its corporate social responsibility by appropriately paying taxes based on compliance with national and regional laws, and tax guidelines published by international organizations such as the OECD and the BEPS (Base Erosion and Profit Shifting) Action Plan. We do not engage in contrived arrangements for the purposes of avoiding tax.

(1) Secure transparency

We shall have appropriate disclosures like Annual Financial Report in accordance with the Financial laws and regulations. With respect to taxes, we disclose tax information based on laws and regulations in disclosed reports.

(2) Build relationship of trust with tax authorities

We strive to reduce tax risks by building a strong trustworthy relationship with national tax authorities by responding appropriately and cooperatively to their requests for information disclosure.

(3) Appropriate management of the transfer pricing taxation

We recognize the importance of the transfer pricing taxation and executes inter-company transactions based on arm's length principle. We will also pay taxes in proportion to the contribution of the added value created in each country / region.

(4) Tax Havens

We do not engage in deliberate tax avoidance through the use of tax havens (i.e., countries or jurisdictions with no or significantly lower tax rates).

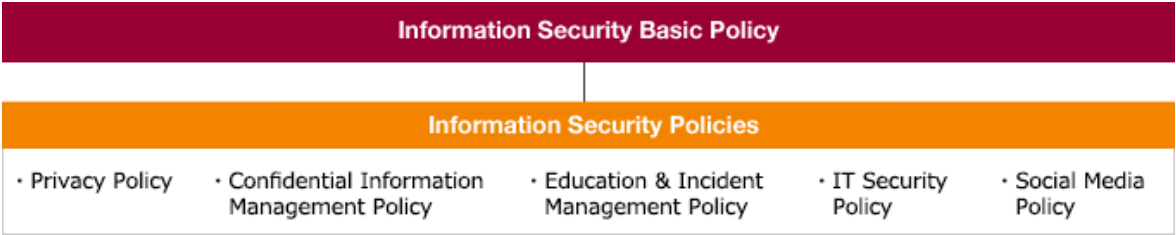
Information Security

Our Commitment to Information Security

The Advantest Group recognizes the importance of information received from customers and clients, in addition to our company's technology and sales information. We are committed to the proper management of information through the security measures of the Global Information Security Committee, which include establishing regulations, constructing control systems, and providing employee education.

Policies and Rules Related to Information Security

Advantest has established an Information Security Basic Policy. Rules are specified in five policies: our Privacy Policy, Confidential Information Management Policy, Education & Incident Management Policy, IT Security Policy, and Social Media Policy. Each policy will be reviewed by the responsible department, as necessary.

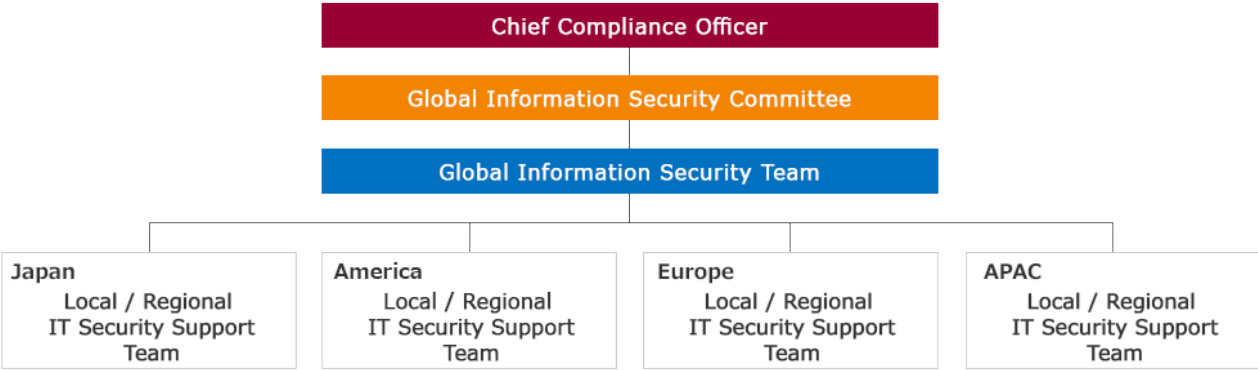


Organization of the Information Security Management System

Advantest acknowledges information security management as a critical business management issue and has instated the Chief Compliance Officer (CCO) as the Information Security Officer within a global system.

Under the CCO are the Global Information Security Committee and Global Information Security Team, with local/regional IT security support teams in each country/region.

The Global Information Security Committee deliberates on information security measures to be applied to the entire Group from various perspectives, and examines the establishment/revision/abolition of policies and rules to be applied to each country/region. Individual security requirements from each country/region are also examined by the Global Information Security Committee and unified responses are taken.



System for Responding to Information Security Incidents

In FY2020, Advantest formed the Advantest CSIRT*1 to reinforce initial response systems for information security incidents. Furthermore, a SOC*2 security monitoring system that operates 24 hours a day, 365 days a year has also been incorporated to facilitate early detection and swift response to global cyberattacks.

Cooperation between related parties in case of damage by a cyberattack is checked once a year. We also determine whether responses to information security incidents are properly functioning by conducting cyberattack training.

If an employee discovers a security incident, the employee will report to the manager immediately. Upon receipt of the report, the manager will contact the IT team of their company or regional headquarters. If the employee cannot reach his/her manager, the employee will contact the nearest IT team.

*1 CSIRT (Computer Security Incident Response Team)
*2 SOC (Security Operation Center)



Efforts to protect information

Information Security Training

Based on our belief that people are the last line of defense in information security, our Group is working to ensure that our information security policies and relevant regulations are thoroughly understood. Information security training, in which all employees participate, is based on the policies of "Personal Information Protection", "Confidential Information Management", "Training and Incident Response" and "IT Security" along with training that includes simulations of actual cyberattacks. From FY2021, we changed the information security training platform to provide an environment where employees can take lessons in an easier manner and deepen their understanding.

Furthermore, information on information security is published on the company website to provide information to employees in a timely manner.

Training/Awareness Raising as Part of the Information Security Training

- Information Security Training through e-learning for all employees: 2
- Targeted email threat training: 3
- Broadcast of information to raise awareness: 5

Initiatives for Strengthening Information Security

- The Advantest Group has established a system in which our audit division conducts information security audits. This enables more objective checks to be carried out based on specified rules and provides a way for the divisions that have been audited to give feedback.
- Since FY2019, we have been making efforts to further reinforce security by configuring multi-factor authentication in order to prevent identity theft.
- Security risk assessments and vulnerability tests conducted by external organizations are carried out to objectively evaluate our information security measures, and the results enable us to narrow down the points that need improvement in order to raise our level of security.
- As security measures, enhanced filtering functions and adding warnings on emails sent from outside the company have been added.
- Acquired ISO27001 certification to ensure continuous implementation of PDCA to reinforce our level of security. Efforts are underway to achieve certification among the entire Advantest group, including our overseas bases.

Acquisition status of ISO27001 certification

Country	Registration Date	Scope of Registration
Japan	August 20, 2021	Sales, design, development, service, manufacture, and repair of semiconductor and component test systems
Germany	July 29, 2022	Design, development, sales, and service of semiconductor and component test systems
U.S.A.	September 28, 2023	Design, development, sales, and service of semiconductor and component test systems
Singapore	August 15, 2024	Engineering support & service and supply chain management of semiconductor and component test systems
Korea	September 1, 2025	Design, development, and manufacture of semiconductor and component test systems
India	September 1, 2025	Design and development of semiconductor and component test systems

Confidential Information Protection

Our Information Security Basic Policy defines confidential information as information that has been disclosed by clients under contract along with information that is important to the company. Moreover, the policy stipulates that such information must be handled in accordance with relevant regulations.

Accordingly, we are committed to ensuring that confidential information is not divulged outside the company by ensuring that it is protected through the use of adequate controls governing its storage, disclosure and handling. In fiscal 2024, there were no incidents involving the unauthorized disclosure of important confidential information, etc.

Personal Information Protection

We consider the confidentiality of all personal information entrusted to us to be very important, and accordingly we take steps to ensure that such information is properly protected and managed.

Our commitment to safeguarding personal information entails posting personal information managers in divisions that handle such duties, and ensuring that those managers carry out their duties properly with regard to overseeing such information. Furthermore, we perform regular audits of personal information management and usage practices in each division, and make improvements whenever deficiencies are discovered.

In Group companies outside of Japan, Regional Information Security Officers work to protect and manage personal information in accordance with the laws, regulations, and demands of each respective country or region.

There were no major cases of personal information leaks in FY2024.

[Privacy Policy](#)

IT Security Incident Hotline

To report any IT security related incidents, please contact our 24/7 IT Security Hotline: +1 408-444-9778

ESG Data

Material Flow	143
Data Collection	144
Environmental Data	144
Social Data	151
Governance Data	159
Approach to Data Aggregation and Third-Party Verification	161
Approach to and Methods for Environmental Data Collection	161
Third-Party Assurance	163

Material Flow (FY2024)



Data Collection

Environmental Data

Energy

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Energy Consumption and Power Generation	Energy consumption	Japan	MWh	44,609	43,537	42,673	44,672	45,858
		Overseas	MWh	63,507	68,206	68,632	73,008	76,964
		Total	MWh	108,116	111,744	111,305	117,680	122,822
	Electricity consumption	Japan	MWh	40,038	40,321	39,716	41,734	42,937
		Overseas	MWh	50,620	54,648	56,582	64,460	67,052
		Total	MWh	90,658	94,969	96,298	106,194	109,989
	Gas consumption	Japan	m³	21,773	21,440	20,468	19,460	14,876
		Overseas	m³	1,044,524	1,078,604	968,752	783,372	881,749
		Total	m³	1,066,296	1,100,043	989,221	802,832	896,625
	Heavy oil consumption	Japan	kl	312	190	166	168	189
		Overseas	kl	24	48	32	18	47
		Total	kl	337	238	198	186	235
	Gasoline consumption	Japan	kl	43	42	41	42	34
		Overseas	kl	0	0	0	0	0
		Total	kl	43	42	41	42	34
	Diesel fuel consumption	Japan	kl	9	8	12	13	11
		Overseas	kl	0	0	0	0	0
		Total	kl	9	8	12	13	11
	Renewable power purchased	Japan	MWh	8,327	16,859	16,136	21,807	42,404
		Overseas	MWh	0	0	20,567	24,544	20,433
		Total	MWh	8,327	16,859	36,703	46,351	62,837
	Amount of Tradable Green Certificate purchases	Japan	MWh	0	0	2,741	0	0
		Overseas	MWh	31,629	33,994	21,198	22,023	31,477
		Total	MWh	31,629	33,994	23,939	22,023	31,477
	Power generation of solar power generation systems (Private power generation)	Japan	MWh	0	0	0	0	0
		Overseas	MWh	0	0	0	621	898
		Total	MWh	0	0	0	621	898

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
	Total quantity of renewable power	Japan	MWh	8,327	16,859	18,877	21,807	42,404
		Overseas	MWh	31,629	33,994	41,765	47,188	52,808
		Total	MWh	39,956	50,853	60,642	68,995	95,212
	Renewable Power Percentage	Japan	%	20.8	41.8	47.5	52.3	98.8
		Overseas	%	62.5	62.2	73.8	73.2	78.8
		Total	%	44.1	53.5	63.0	65.0	86.6
	Power generation of solar power generation systems (Electricity sold)	Japan	MWh	0	0	0	0	0
		Overseas	MWh	0	0	0	0	0
		Total	MWh	0	0	0	0	0

* Values for the total quantity of renewable power are a tally of renewable power purchased, amount of tradable green, and Power generation of solar power generation systems (Private power generation) certificate purchases.

GHG Emissions

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
GHG Emissions	Scope1 + Scope2 (* Scope 2 refers to the market based)	Japan	1,000t-CO ₂ e	16.25	11.83	11.04	9.15	1.18
		Overseas	1,000t-CO ₂ e	11.93	13.21	9.43	8.92	8.14
		Total	1,000t-CO ₂ e	28.18	25.04	20.47	18.07	9.32
	Scope1 ^{*1}	Japan	1,000t-CO ₂ e	1.43	1.23	1.21	0.89	0.85
		Overseas	1,000t-CO ₂ e	2.39	2.53	2.24	1.58	1.86
		Total	1,000t-CO ₂ e	3.81	3.75	3.45	2.48	2.70
	Scope2 (Location-Based)	Japan	1,000t-CO ₂	18.82	17.46	17.24	18.28	18.16
		Overseas	1,000t-CO ₂	18.91	20.40	20.49	23.64	24.84
		Total	1,000t-CO ₂	37.73	37.86	37.73	41.91	43.00
	Scope2 (Market-Based)	Japan	1,000t-CO ₂	14.83	10.60	9.83	8.25	0.33
		Overseas	1,000t-CO ₂	9.54	10.69	7.20	7.33	6.29
		Total	1,000t-CO ₂	24.37	21.29	17.02	15.59	6.62
	Scope3	Category1	1,000t-CO ₂	482.02	671.61	966.74	881.84	1,189.56
		Category2	1,000t-CO ₂	31.55	41.53	57.71	48.00	48.42
		Category3	1,000t-CO ₂	6.94	7.21	7.22	7.80	8.11
		Category4	1,000t-CO ₂	6.88	9.36	10.34	9.34	2.47
		Category5	1,000t-CO ₂	0.16	0.14	0.14	0.15	0.20
		Category6	1,000t-CO ₂	0.75	0.84	0.93	0.96	0.99

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
		Category7	1,000t-CO ₂	1.81	2.11	2.37	2.47	2.65
		Category8	1,000t-CO ₂	0.26	0.35	1.00	1.00	1.00
		Category9	1,000t-CO ₂	1.01	0.36	0.47	0.35	0.61
		Category10	1,000t-CO ₂	N/A				
		Category11	1,000t-CO ₂	1,151.98	1,319.35	1,991.31	1,519.50	2,538.07
		Category12	1,000t-CO ₂	0.05	0.06	0.07	0.05	0.08
		Category13	1,000t-CO ₂	N/A				
		Category14	1,000t-CO ₂	N/A				
		Category15	1,000t-CO ₂	N/A				
		Total	1,000t-CO ₂	1,683.41	2,052.92	3,038.31	2,471.46	3,792.17
	Total Emissions ^{*2}		1,000t-CO ₂	1,711.59	2,077.96	3,058.78	2,489.52	3,801.50

* 1 : From FY2018 onward, GHG emissions (PFCs and SF6), excluding those from energy sources, are included in the calculations.

* 2 : Total emissions, including Scope 3, have been calculated from FY2018 onward. The quantity of total emissions is calculated with Scope 2 as the market-based method.

* Referenced guidelines, electricity and fuel CO₂ emissions factors, and heat conversion coefficient

• Ministry of the Environment, "Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain"

• Ministry of the Environment, List of calculation methods and emission factors for calculating, reporting, and disclosure systems of Greenhouse Gas Emissions.

• CO₂ emission factors for overseas power consumption: Based on the emission factors announced by each electric company and government authorities of each country as well as those by country announced in IEA Emissions Factors 2024, which was issued by theInternational Energy Agency (IEA).

* Scope of calculations (Scope) of GHG emissions

• Scope 1: Direct GHG emissions by businesses themselves (fuel combustion, industrial processes)

• Scope 2: Indirect emissions due to use of electricity or heat/steam supplied by other companies

• Scope 3: Other indirect emissions, excluding those of Scopes 1 and 2 (emissions of other companies related to business activities)

Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
GHG emissions, excluding those from energy source	PFCs	t-CO ₂ e	9.54	12.31	11.61	9.34	4.30
	SF ₆	t-CO ₂ e	304.27	440.33	490.20	166.66	121.17
	Total	t-CO ₂ e	313.80	452.64	501.81	176.00	125.46

ADVANTEST CORPORATION
 Sustainability Report 2025

146

Water, Waste

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water	Water use	Japan	m ³	166,075	155,707	151,614	159,889	162,527
		Drinking water	m ³	58,722	55,646	55,522	56,853	54,831
		Ultra pure water (including in the total amount of drinking water)	m ³	1,540	1,264	732	501	424
		Industrial water	m ³	107,353	100,061	96,092	103,036	107,696
		Groundwater	m ³	0	0	0	0	0
		Overseas	m ³	84,196	80,698	90,515	119,851	135,244
		Total	m ³	250,271	236,405	242,129	279,740	297,771
	Drainage amount	Japan	m ³	58,389	49,950	55,974	55,388	58,144
		Drainage to sewage	m ³	17,258	16,384	18,113	18,242	18,014
		Drainage to public waters	m ³	41,131	33,566	37,862	37,146	40,130
		Overseas	m ³	84,196	80,698	56,795	91,043	102,362
		Total	m ³	142,585	130,648	112,769	146,431	160,507

* Overseas drainage amount has been calculated with the same values as the water use (except Korea).

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Waste	Amount of waste generated	Japan	t	1,005	960	1,039	947	1,124
		Overseas	t	277	287	313	427	539
		Total	t	1,282	1,246	1,352	1,375	1,663
	Amount of hazardous waste generated	Japan	t	11	6	7	7	7
		Overseas	t	18	2	11	27	35
		Total	t	29	8	18	34	42
	Amount of waste recycled	Japan	t	634	616	911	895	1,056
		Overseas	t	200	222	232	262	360
		Total	t	834	837	1,142	1,157	1,416
	Recycling rate	Japan	%	63.1	64.1	87.7	94.5	93.9
		Overseas	%	72.1	77.3	73.9	61.3	66.8
		Total	%	65.1	67.2	84.5	84.2	85.1

* Weight of waste generated and recycled in Japan, including valuables are aggregated and disclosed.

Therefore, the domestic recycling rate is calculated by the following formula.

Domestic recycling rate = (amount of waste recycled + amount of valuables) ÷ (amount of waste + amount of valuables)

Atmospheric emissions and chemicals

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of cases that exceeded air and water quality standard values	Emissions to the atmosphere	Japan	Cases	0	0	0	0	0
	Emissions to bodies of water	Japan	Cases	0	0	0	0	0

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Amount of air and water pollutants emitted	Emissions to the atmosphere Nox	Japan	kg	392	89	79	41	81
	Emissions to the atmosphere Sox	Japan	kg	302	37	32	11	29
	Emissions to the atmosphere Soot and smoke	Japan	kg	26	5	3	3	5
	Emissions to bodies of water (BOD)	Japan	kg	176	183	176	173	141
	Emissions to bodies of water (COD)	Japan	kg	215	145	160	198	202

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
PRTR data	PRTR substances released	Japan	t	0.08	0.21	0.05	0.07	0.08
	PRTR substances transferred	Japan	t	0.20	0.40	0.40	0.48	0.42

* Calculations include applicable substances whose annual use is less than the reported amount under the PRTR Law.

	Item	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
VOC data	Amount of VOCs used	Japan	t	2.58	2.39	2.69	2.57	2.22

* The 20 substances (isopropyl alcohol, toluene, acetone, butyl acetate, methanol, xylene, methyl ethyl ketone,dichloromethane, styrene, ethanol, and others), that account for 95% of the total emissions covered in the status report submitted by the four electrical and electronic industry groups* as part of their "Voluntary measures to reduce VOC emissions" requested by the Ministry of Economy, Trade and Industry, are aggregated.

Four electrical and electronic industry groups (JEMA, CIAJ, JEITA, and JBMIA)

Environmental Communication

Item		Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Environmental complaints	Complaints from stakeholders	Advantest Group	Cases	0	0	0	0	0
	Major violations of environmental laws and regulations		Cases	0	0	0	0	0

Environmental Education

Item	Boundary	Target (Persons)	Participants (Persons)	Participation ratio (%)
Participation in general environmental education	Japan	2,919	2,919	100
	Overseas	4,915	4,244	86.3
	Total	7,834	7,163	91.4

Environmental accounting

Japan

Targets: Seven bases in Japan (including consolidated subsidiaries), data collection period: April 2024 to March 2025

Environmental conservation costs

Unit: Mil. Yen

Cost classification	Main initiatives	Environmental capital investment	Cost
		FY2024	FY2024
1) Cost within the business area			
(1) Pollution control costs	Installation/repair of pollution prevention facilities, environmental measurement, and maintenance/inspection	0.00	84.43
(2) Global environmental conservation costs	Installation of energy-saving equipment/facilities	115.61	76.40
(3) Resource recycling costs	Waste processing/recycling and construction of water supply facilities	7.00	46.93
2) Upstream/downstream costs	Green procurement/purchasing and introduction/development of recycled packaging materials	0.00	4.10
3) Costs of management activities	Operation of environmental management systems, biotopes, and disclosure of environmental information	0.00	238.39
4) R&D costs	R&D of environmentally friendly products and manufacturing technologies	0.00	71,401.45
5) Social activity costs	Greening activities in surrounding areas	0.00	5.70
6) Environmental damage costs	Fines/lawsuits related to environmental remediation and conservation	0.00	0.00
Total		122.61	71,857.40

Environmental conservation effects

Unit: Mil. Yen

Effect classification	Main initiatives	Economic benefits
		FY2024
1) Economic impact		
(1) Reduction of energy usage fees	Reduction of energy usage fees by incorporating energy-saving equipment/facilities and energy-saving initiatives	0.00
(2) Gain from recycling sales	Gain from the sale of valuables (metal scrap, etc.)	105.13
(3) Decrease in treatment costs due to waste reduction	Decrease in waste liquid treatment costs due to wastewater processing facilities, etc.	0.00
Total		105.13

Effect classification	Main initiatives	Amount reduced/effectively used	
		FY2024	
2) Quantitative effects			
(1) Reduction of electricity consumption	Reduced electricity consumption due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities :	0(MWh)
(2) Reduction of energy consumption	Reduced energy consumption due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities :	0(GJ)
(3) Reduction of CO ₂ emissions	Reduced CO ₂ emissions due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities :	0(t-CO ₂)
(4) Effective utilization of resources	Amount of recycled metal scrap, office paper, and waste plastics, etc.		1056(t)
(5) Effective waste utilization ratio	Ratio of recycling versus total emissions of waste produced at business sites		94(%)

Overseas
Target: Nine overseas consolidated subsidiaries, data collection period: April 2024 to March 2025

Environmental conservation costs

Unit: Mil. Yen

Cost classification	Main initiatives	Cost
		FY2024
Global environmental conservation costs	Installation of energy-saving equipment/facilities and improvement of facilities, etc.	70.95
Resource recycling costs	Waste processing costs, etc.	8.64
Costs of management activities	Operation of environmental management systems, fees for environment-related seminars, etc.	4.21
Social activity costs	Greening activities in surrounding areas, donations to social organizations, etc.	40.83
Total		124.63

Environmental conservation effects

Unit: Mil. Yen

Effect classification	Main initiatives	Economic benefits
		FY2024
1) Economic impact		
(1) Reduction of electricity usage fees	Reduction of electricity usage fees by incorporating energy-saving equipment/facilities	0.00
(2) Gain from recycling sales	Gain from the sale of valuables	0.56
Total		0.56

Effect classification	Main initiatives	Amount reduced/effectively used
		FY2024
2) Quantitative effects		
(1) Reduction of electricity usage fees	Reduction of electricity usage fees by incorporating energy-saving equipment/facilities	0(MWh)
(2) Reduction of CO ₂ emissions	Reduced CO ₂ emissions due to the installation of energy-saving equipment/facilities	0(t-CO ₂)

Social Data

Human Resources

	Boundary	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employee by region	Japan	Male	Person	2,213	2,220	2,256	2,289	2,283
		Female	Person	490	504	527	530	529
		Total	Person	2,703	2,724	2,783	2,819	2,812
		Ratio of Female	%	18.1	18.5	18.9	18.8	18.8
		Ratio by region	%	47.0	42.1	39.1	38.3	37.0
	Asia	Male	Person	905	959	1,088	1,105	1,111
		Female	Person	290	321	372	379	390
		Total	Person	1,195	1,280	1,460	1,484	1,501
		Ratio of Female	%	24.3	25.1	25.5	25.5	26.0
		Ratio by region	%	20.8	19.8	20.5	20.2	19.7
	Europe	Male	Person	720	763	903	955	1,062
		Female	Person	153	157	202	220	230
		Total	Person	873	920	1,105	1,175	1,292
		Ratio of Female	%	17.5	17.1	18.3	18.7	17.8
		Ratio by region	%	15.2	14.2	15.5	16.0	17.0
	North America	Male	Person	756	1,178	1,363	1,402	1,477
		Female	Person	229	362	406	478	523
		Total	Person	985	1,540	1,769	1,880	2,000
		Ratio of Female	%	23.2	23.5	23.0	25.4	26.2
		Ratio by region	%	17.1	23.8	24.9	25.6	26.3
	Overseas Total	Male	Person	2,381	2,900	3,354	3,462	3,650
		Female	Person	672	840	980	1,077	1,143
		Total	Person	3,053	3,740	4,334	4,539	4,793
		Ratio of Female	%	22.0	22.5	22.6	23.7	23.8
		Ratio by region	%	53.0	57.9	60.9	61.7	63.0
	Total	Male	Person	4,594	5,120	5,610	5,751	5,933
		Female	Person	1,162	1,344	1,507	1,607	1,672
		Total	Person	5,756	6,464	7,117	7,358	7,605
		Ratio of Female	%	20.2	20.8	21.2	21.8	22.0

* Boundary: Advantest Corporation and its domestic and overseas affiliated companies (hereinafter referred to as the “Advantest Group”)

	Item		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees by employment type	Regular Employees	Male	Person	4,242	4,739	5,194	5,326	5,488
		Female	Person	1,019	1,202	1,350	1,440	1,513
		Total	Person	5,261	5,941	6,544	6,766	7,001
	Non-regular Employees	Male	Person	352	381	416	425	445
		Female	Person	143	142	157	167	159
		Total	Person	495	523	573	592	604
	Total	Male	Person	4,594	5,120	5,610	5,751	5,933
		Female	Person	1,162	1,344	1,507	1,607	1,672
		Total	Person	5,756	6,464	7,117	7,358	7,605

*Boundary: Advantest Group

	Boundary	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees in management positions	Japan	Male	Person	486	465	465	472	468
		Female	Person	15	18	20	20	22
		Total	Person	501	483	485	492	490
		Ratio of Female	%	3.0	3.7	4.1	4.1	4.5
		Ratio by region	%	41.4	38.0	37.5	37.4	35.5
		Of which, were hired locally	Person	501	483	484	491	485
		Ratio of locally-hired employees appointed	%	100.0	100.0	99.8	99.8	99.0
	Asia	Male	Person	226	225	237	233	249
		Female	Person	43	45	45	49	54
		Total	Person	269	270	282	282	303
		Ratio of Female	%	16.0	16.7	16.0	17.4	17.8
		Ratio by region	%	22.2	21.2	21.8	21.5	21.9
		Of which, were hired locally	Person	255	257	272	273	292
		Ratio of locally-hired employees appointed	%	94.8	95.2	96.5	96.8	96.4

	Boundary	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees in management positions	Europe	Male	Person	200	214	223	239	268
		Female	Person	19	23	25	25	26
		Total	Person	219	237	248	264	294
		Ratio of Female	%	8.7	9.7	10.1	9.5	8.8
		Ratio by region	%	18.1	18.6	19.2	20.1	21.3
		Of which, were hired locally	Person	215	232	243	261	292
		Ratio of locally-hired employees appointed	%	98.2	97.9	98.0	98.9	99.3
	North America	Male	Person	198	246	251	247	263
		Female	Person	24	36	27	29	32
		Total	Person	222	282	278	276	295
		Ratio of Female	%	10.8	12.8	9.7	10.5	10.8
		Ratio by region	%	18.3	22.2	21.5	21.0	21.3
		Of which, were hired locally	Person	217	276	269	268	286
		Ratio of locally-hired employees appointed	%	97.7	97.9	96.8	97.1	96.9
	Overseas Total	Male	Person	624	685	711	719	780
		Female	Person	86	104	97	103	112
		Total	Person	710	789	808	822	892
		Ratio of Female	%	12.1	13.2	12.0	12.5	12.6
		Ratio by region	%	58.6	62.0	62.5	62.6	64.5
		Of which, were hired locally	Person	687	765	784	802	870
		Ratio of locally-hired employees appointed	%	96.8	97.0	97.0	97.6	97.5
	Total	Male	Person	1,110	1,150	1,176	1,191	1,248
		Female	Person	101	122	117	123	134
		Total	Person	1,211	1,272	1,293	1,314	1,382
		Ratio of Female	%	8.3	9.6	9.0	9.4	9.7
		Of which, were hired locally	Person	1,188	1,248	1,268	1,293	1,355
		Ratio of locally-hired employees appointed	%	98.1	98.1	98.1	98.4	98.0

* Boundary: Advantest Group

* Definition of "management position": Level 7 or higher in a 10-level status system. Of the 10 levels, job levels 1 to 6 are general employees, while levels 7 to 10 are designated as management positions.

	Item		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees by age group	Age - 29	Male	Person	443	627	884	913	930
		Female	Person	156	215	262	256	263
		Total	Person	599	842	1,146	1,169	1,193
	Age 30 - 39	Male	Person	793	969	1,088	1,153	1,248
		Female	Person	258	291	338	380	433
		Total	Person	1,051	1,260	1,426	1,533	1,681
	Age 40 - 49	Male	Person	1,347	1,328	1,325	1,283	1,271
		Female	Person	334	356	382	419	419
		Total	Person	1,681	1,684	1,707	1,702	1,690
	Age 50 - 59	Male	Person	1,415	1,519	1,581	1,681	1,719
		Female	Person	228	289	317	331	339
		Total	Person	1,643	1,808	1,898	2,012	2,058
	Age 60 -	Male	Person	244	296	316	296	320
		Female	Person	43	51	51	54	59
		Total	Person	287	347	367	350	379
	Total	Male	Person	4,242	4,739	5,194	5,326	5,488
		Female	Person	1,019	1,202	1,350	1,440	1,513
		Total	Person	5,261	5,941	6,544	6,766	7,001

* Boundary: Only regular employees of the Advantest Group

Recruitment and turnover

	Boundary	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of new hires	Japan	Male	Person	41	49	70	85	69
		Female	Person	15	18	23	12	15
		Total	Person	56	67	93	97	84
		Ratio of Female	%	26.8	26.9	24.7	12.4	17.9
		Ratio by region	%	14.7	6.2	8.1	11.4	10.9
	Asia	Male	Person	110	147	209	95	55
		Female	Person	30	45	60	27	21
		Total	Person	140	192	269	122	76
		Ratio of Female	%	21.4	23.4	22.3	22.1	27.6
		Ratio by region	%	36.7	17.7	23.4	14.4	9.8
	Europe	Male	Person	58	67	188	99	139
		Female	Person	17	12	46	25	23
		Total	Person	75	79	234	124	162
		Ratio of Female	%	22.7	15.2	19.7	20.2	14.2
		Ratio by region	%	19.7	7.3	20.3	14.6	21.0
	North America	Male	Person	77	563	421	318	322
		Female	Person	33	181	133	188	129
		Total	Person	110	744	554	506	451
		Ratio of Female	%	30.0	24.3	24.0	37.2	28.6
		Ratio by region	%	28.9	68.8	48.2	59.6	58.3
	Overseas Total	Male	Person	245	777	818	512	516
		Female	Person	80	238	239	240	173
		Total	Person	325	1,015	1,057	752	689
		Ratio of Female	%	24.6	23.4	22.6	31.9	25.1
		Ratio by region	%	85.3	93.8	91.9	88.6	89.1
	Total	Male	Person	286	826	888	597	585
		Female	Person	95	256	262	252	188
		Total	Person	381	1,082	1,150	849	773
		Ratio of Female	%	24.9	23.7	22.8	29.7	24.3

* Boundary: Only regular employees of the Advantest Group

	Boundary	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employee turnover	Japan	Male	Person	13	21	25	22	24
		Female	Person	2	4	5	4	5
		Total	Person	15	25	30	26	29
		Ratio of Female	%	13.3	16.0	16.7	15.4	17.2
		Ratio by region	%	8.6	7.3	6.4	4.8	6.5
	Asia	Male	Person	37	89	74	65	48
		Female	Person	16	15	8	12	10
		Total	Person	53	104	82	77	58
		Ratio of Female	%	30.2	14.4	9.8	15.6	17.2
		Ratio by region	%	30.5	30.2	17.4	14.1	13.1
	Europe	Male	Person	9	17	30	32	21
		Female	Person	4	6	3	7	14
		Total	Person	13	23	33	39	35
		Ratio of Female	%	30.8	26.1	9.1	17.9	40.0
		Ratio by region	%	7.5	6.7	7.0	7.2	7.9
	North America	Male	Person	84	144	247	284	239
		Female	Person	9	48	78	119	83
		Total	Person	93	192	325	403	322
		Ratio of Female	%	9.7	25.0	24.0	29.5	25.8
		Ratio by region	%	53.4	55.8	69.1	73.9	72.5
	Overseas Total	Male	Person	130	250	351	381	308
		Female	Person	29	69	89	138	107
		Total	Person	159	319	440	519	415
		Ratio of Female	%	18.2	21.6	20.2	26.6	25.8
		Ratio by region	%	91.4	92.7	93.6	95.2	93.5
	Total	Male	Person	143	271	376	403	332
		Female	Person	31	73	94	142	112
		Total	Person	174	344	470	545	444
		Ratio of Female	%	17.8	21.2	20.0	26.1	25.2
	Turnover ratio	Male	%	3.48	6.39	7.93	7.76	6.23
		Female	%	3.30	7.16	7.82	10.52	7.78
		Total	%	3.45	6.54	7.91	8.33	6.56

* Boundary: Only regular employees of the Advantest Group

* From December 2019 onward, the method of including employees who leave at the end of the month within that month's tally was changed to include them in the count for the following month.

Diversity and Inclusion, Working Style

	Boundary		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of re-employment system users ^{*1}	Advantest Corporation ^{*3} , Domestic affiliated companies		Person	60	74	44	50	73
Employment rate of people with disabilities	Advantest Corporation ^{*3} , Advantest Green, Advanfacilities		%	2.79	2.83	2.91	2.84	2.86
(Legal ratio of employment of people with disabilities)			%	2.20	2.30	2.30	2.30	2.50
(Average ratio of employment of people with disabilities in the private sector nationwide)			%	2.15	2.20	2.25	2.33	2.41
Number of employees taking childcare leave	Advantest Corporation ^{*3}	Male	Person	2	4	7	17	23
		Female	Person	27	24	20	24	21
		Total	Person	29	28	27	41	44
Number of employees who applied for shortened working hours for childcare	Advantest Corporation ^{*3}	Male	Person	3	3	2	3	3
		Female	Person	76	75	76	78	72
		Total	Person	79	78	78	81	75
Number of employees taking nursing/care leave	Advantest Corporation ^{*3}	Nursing leave	Person	40	41	19	24	29
		Care leave	Person	3	10	5	7	6
		Total	Person	43	51	24	31	35
Ratio of employees taking paid leave	Advantest Corporation ^{*4}		%	68.7	73.7	76.1	80.0	76.1
Number of employees taking accumulated leave	Advantest Corporation ^{*3}		Person	124	317	127	56	64
Average amount of overtime per individual ^{*2}	Advantest Group ^{*5} , Domestic affiliated companies, Overseas affiliated companies (China/South Korea)		Hours	16.9	19.7	20.5	19.7	19.4
Ratio of occupational accidents(LTIR) ^{*6}	Advantest Corporation ^{*4} , Domestic affiliated companies		-	0.000	0.000	0.036	0.035	0.036
	Overseas affiliated companies ^{*7}		-	0.018	0.017	0.094	0.206	0.354

* 1: The number of individuals who have newly started to use the re-employment system. (Those who have continued to use the system from the previous year were not included.)

* 2: Excluding management positions. Overtime hours for management positions with no subordinates are included for South Korea only.

* 3: Including those seconded to affiliated companies, excluding those received on secondment from affiliated companies.

* 4: Excluding those seconded to affiliated companies, including those received on secondment from affiliated companies.

* 5: Excluding those seconded to affiliated companies (except AAY, APO, ATL), including those received on secondment from affiliated companies.

* 6: The number of casualties due to occupational accidents per 200,000 actual working hours.

From the fiscal year 2019, dispatched employees are included in the data.

* 7: Overseas affiliated companies are AAI,ETS,RDA,ASP,ATH,API,AVC,ATK,AEG,ATI,AMY,ASM,ATC.

Employee Education

	Training Category	Target	Participants (Persons)	Training hours (hours)
Status of education and training implementation	Business training (human resource management, etc.)	Management / General employees	1,783	11,044
	Technical training (technology)	Management / General employees	570	1,791
	E-learning (human resource management, etc.)	Management / General employees	21,052	8,949
	New recruit training (per level)	Management / General employees	62	25,309
	Languages/TOEIC (global)	Management / General employees	1,798	17,601
	External seminars (business skills, etc.)	Management / General employees	149	1,608
	Total		25,414	66,302

* Boundary: Advantest Corporation (including employees seconded to affiliated companies, excluding those seconded from affiliated companies / excluding those part of the Advantest Group-wide simultaneous implementation)

	Education Category	Target	Number of participants (total No. of individuals)	Hours of education (hours)
Status of safety and health education implementation	General education	Management / General employees	10,292	5,533
	Technical education	Management / General employees	1,285	10,868

*Boundary: Advantest Group

Governance Data

Governance System (As of June 27, 2025)

Structure	Company with an Audit and Supervisory Committee
Number of Directors	9(male : 7 / female : 2)
Number of Outside Directors	5 (55.5%)
Number of Non-Japanese Directors	2 (22.2%)
Number of Female Directors	2 (22.2%)
Term of Office for Directors Who Are Not Audit and Supervisory Committee Members	1 year
Number of Directors Who Are Audit and Supervisory Committee Members	3
Number of Outside Directors	2
Chairperson of Audit and Supervisory Committee	Outside Director
Term of Office for Directors Who Are Audit and Supervisory Committee Members	2 years
Nomination and Compensation Committee	Inplace
Nomination and Compensation Committee Members	3 Directors (Two of which are outside Directors)
Nomination and Compensation Committee Chair	Outside Director
Performance-based Compensation System	In Place
Executive Officer System	In Place
Executive Officers	28
Non-Japanese Executive Officers	16

Executive Compensation

Officer Category	Company category	Total Compensation (Mil. yen)	Total Compensation by category (Mil. yen)				Number of Eligible Directors
			Cash Compensation		Non-cash Compensation		
			Fixed Compensation	Performance-based Compensation	Restricted stock compensation	Performance-based Stock remuneration	
Directors (excluding Audit and Supervisory Committee members) (excluding Outside Directors)	Advantest Corporation (The Company)	1,188	221	254	289	424	3
	The consolidated subsidiaries	11	11	—	—	—	
Directors (Audit and Supervisory Committee members) (excluding Outside Directors)	Advantest Corporation (The Company)	47	44	—	3	—	1
Outside Directors (excluding Audit and Supervisory Committee members)	Advantest Corporation (The Company)	50	43	—	7	—	3
Outside Directors (Audit and Supervisory Committee members)	Advantest Corporation (The Company)	36	31	—	5	—	2

(Note)

1. As of March 31, 2025, the number of directors (excluding outside directors and directors who are Audit and Supervisory Committee members) and outside directors were three and five, respectively.

2. Performance-based bonuses are paid to directors (excluding outside directors and directors who are Audit and Supervisory Committee members) as performance-based compensation.

3. Restricted stock compensation and performance-based stock remuneration are recorded as expenses in accordance with IFRS for FY2024.

Approach to Data Aggregation and Third-Party Verification

Approach to and Methods for Environmental Data Collection

Targets and period of environmental data collection

Environmental data (Excel file) is available in [ESG-Related Information](#).

Period	April 1, 2024, to March 31, 2025
Targets	Advantest Corporation and its major domestic/overseas consolidated subsidiaries

Item	Region	2020	2021	2022	2023	2024
Aggregation range (Those in Japan includes including affiliated companies)	Japan	7 bases	7 bases	7 bases	7 bases	7 bases
	Overseas	Major overseas affiliates 6 companies				
Employee coverage	Global	-	85.6%	79.6%	86.5%	84.2%

Approach and methods for GHG-related data collection

Quantity of GHG emissions from business facilities

Calculations are based on usage of electricity, heat, and fuel at business facilities, and usage of GHGs (for manufacturing processes, equipment, etc.)

CO ₂ emissions (from energy) accompanying the use of energy	Calculations are performed by multiplying the usage amount of electricity, heat, and fuel (including fuel for vehicles, etc.) at each business facility against the CO ₂ emission factors. When using renewable energy (including certificates), the CO ₂ emission factors is set to zero.
GHG emissions from PFCs, etc. (with a non-energy origin)	Calculations are performed by multiplying the GHG emissions at each business facility against global warming potential values to convert into quantities of CO ₂ .

Referenced guidelines as well as energy and fuel CO₂ emission factors and heat conversion coefficient

Japan	Ministry of the Environment, "Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain" Ministry of the Environment, "Amount of Greenhouse Gas Emissions—List of Calculation Methods and Emission Coefficients within the Calculation/Reporting/ Disclosure System"
Overseas	Based on the emission factors announced by each electric company and government authorities of each country as well as those by country announced in IEA Emissions Factors, which was issued by the International Energy Agency (IEA).

Quantity of CO₂ emissions from purchased products and services

« Scope 3, Category 1 »

The quantity of CO₂ emissions from products and services purchased by Advantest is calculated by multiplying the corresponding primary unit in the "Global Embodied Energy and Emission Intensity based on the Standard Purchaser Price" (issued by the National Institute for Environmental Studies) per purchased item.

For items for which we are unable to separate transportation costs from the purchase prices, the quantity of emissions including transportation is not tallied under Category 4 "CO₂ emissions during transport from primary suppliers to our company," but such emissions are included in Category 1 emissions for calculation.

Quantity of CO₂ emissions during product usage « Scope3, Category 11 »

The amount of CO₂ emissions during product usage is calculated by multiplying the emissions coefficients from the World category in "IEA Emissions Factors" against the lifetime electricity consumption of products on the market this fiscal year. The amount of CO₂ emissions during product use is calculated according to the following formula.

$$\text{Numbers of units sold} \times \text{Electricity consumption at operation} \times \text{Annual hours of operation} \times \frac{1}{\text{Years used}} \times \text{CO}_2 \text{ emissions coefficient}$$

Among the semiconductor testing devices sold by the Advantest Group, CO₂ emissions calculations are for the SoC test systems and memory test systems.

The lifetime electricity consumption quantity assumes each product is used for 10 years, and calculations are performed by multiplying the amount of electricity consumed based on the product specification calculations for the target system against the number of units sold for the relevant product.

Scope3 calculation summary

	Category classification	Calculation summary
Category1	Purchased products and services	The quantity of emissions of some datacenter usage, along with emissions from the resource collection stage up to the manufacturing stage for raw materials/ components sold by the Advantest Group and its purchased items
Category2	Capital goods	Emissions from manufacturing facilities, etc. in which the Advantest Group has invested
Category3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	Emissions accompanying the procurement of fuel and energy used at Advantest Group business facilities
Category4	Upstream transportation and distribution	Emissions accompanying the transport of procured components and purchased products by the Advantest Group, and those accompanying the storage of such products
Category5	Waste generated in operations	Emissions accompanying the treatment of waste generated at business facilities of the Advantest Group
Category6	Business travel	Emissions due to business trips made by Advantest Group employees
Category7	Employee commuting	Emissions due to commuting by Advantest Group employees
Category8	Upstream leased assets	Emissions accompanying leased assets of the Advantest Group * Excludes those calculated under Scope 2
Category9	Downstream transportation and distribution	Emissions accompanying the transport of products sold by the Advantest Group
Category10	Processing of sold products	(N/A)
Category11	Use of sold products	Emissions accompanying electricity consumption due to use of Advantest Group products in customer businesses
Category12	End-of-life treatment of sold products	Emissions accompanying the disposal of products sold by the Advantest Group
Category13	Downstream leased assets	(N/A)
Category14	Franchises	(N/A)
Category15	Investments	(N/A)

Approach to and methods for data collection related to resources

Quantity of waste generated

The total weight of industrial waste and general waste generated from business facilities.
The amount of waste generated in Japan is tabulated and disclosed as weight including valuable materials.

Quantity of water used and discharged

Quantity of water used	The quantity of water used at business facilities (drinking water, industrial water, and groundwater). The purchased quantity is substituted for drinking water and industrial water.
Quantity of water discharged	The quantity of water generated at business facilities discharged to sewage and public waters. For business facilities for which the amount of water discharged cannot be readily determined, the amount of water used is considered to be the amount of water discharged.

Approach to and methods for data collection for other environmental data

Management of chemical substances

To ensure safe management of and compliance with laws and regulations on chemical substances, we implement registration, safety reviews, and control per bottle/package unit for chemical substances used in-house. Furthermore, SDSs, which are the foundation of chemical substance handling, are always available for viewing.

Quantity of chemical substances handled	The quantity of chemical substances purchased and used at each business facility is monitored and calculated.
Quantity of chemical substances emissions/transfers	The quantity of chemical substances emitted/transferred due to operations is calculated by multiplying the handled amount by coefficients.

Quantity of water pollutant discharge (BOD, COD)

The quantity is calculated by multiplying the discharged water concentration by the discharged quantity. This applies to business facilities with legal or other requirements (such as contracts).

Quantity of air pollutant emissions (NOx, SOx)

The quantity is calculated by multiplying the exhaust concentration by the exhaust quantity. This applies to business facilities with legal or other requirements (such as contracts).

Third-Party Assurance

Third-party assurance

Third-party assurance has been obtained from Ernst & Young ShinNihon LLC to ensure increased reliability of selected social and environmental performance indicators included in the ESG Data.

Please click ["here"](#) to view the "ESG Data Book".

 [Independent Assurance Report](#)

SASB Comparison Table

SASB Comparison Table..... 165

SASB Comparison Table

The Advantest Group reports sustainability related information based on the Sustainability Accounting Standards Board (SASB) standards.
(Advantest Corporation and its consolidated subsidiaries Each year from April 1 to March 31 of the following year)

TOPIC	ACCOUNTING METRIC	SASB Code	CATEGORY	UNIT OF MEASURE	FY2019 (2020/3)	FY2020 (2021/3)	FY2021 (2022/3)	FY2022 (2023/3)	FY2023 (2024/3)	FY2024 (2025/3)
Greenhouse Gas Emissions	(1) Total Scope 1 emissions on a global basis	TC-SC-110a.1	Quantitative	Metric tons(t) CO ₂ e	4,485	3,811	3,753	3,449	2,479	2,703
	(2) Total emissions of PFAS (perfluorinated compounds)	TC-SC-110a.1	Quantitative	Metric tons(t) CO ₂ e	344	629	899	999	830	608
	Long-term and short-term strategies or plans for managing Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	Examination and analysis	—	The Advantest Group is committed to the following strategies and targets and progress on Scope 1 emissions. (Reference: Sustainability Report: Materiality and the Sustainability Action Plan)					
Energy Management in Manufacturing	(1) Total energy consumption	TC-SC-130a.1	Quantitative	Gigajoules (GJ)	887,837	956,119	996,766	1,003,815	1,089,193	1,131,046
	(2) Percentage of electricity derived from the power grid	TC-SC-130a.1	Quantitative	%	66	52	44	35	34	14
	(3) Percentage of renewable energy	TC-SC-130a.1	Quantitative	%	28	44	54	63	65	87
Water Management	(1) Total water withdrawn	TC-SC-140a.1	Quantitative	Thousand cubic meters (m ³)	261	250	236	242	280	298
	(2) Total water consumed	TC-SC-140a.1	Quantitative	Thousand cubic meters (m ³)	112	107	106	129	133	137
	Percentage of areas with "high" or "extremely high" baseline water stress	TC-SC-140a.1	Quantitative	%	0	0	0	0	0	0
Waste Management	(1) Amount of hazardous waste generated from manufacturing	TC-SC-150a.1	Quantitative	Metric tons (t)	11.9	28.5	8.4	18.1	33.6	41.7
	(2) Percentage recycled	TC-SC-150a.1	Quantitative	%	99.9	91.1	71.9	86.8	84.3	98.4
Health and safety of the workforce	Description of efforts to assess, monitor, and reduce workforce exposure to human health hazards	TC-SC-320a.1	Examination and analysis	—	The Advantest Group manages the following risks related to employee health and safety. (Reference: Sustainability Report: Promotion of Occupational Health and Safety)					
	Total monetary losses resulting from legal proceedings related to employee health and safety violations	TC-SC-320a.2	Quantitative	¥	0	0	0	0	0	0
Recruiting & Managing a Global & Skilled Workforce (Old Edition)	Percentage of employees that are (1) Foreign nationals	TC-SC-330a.1	Quantitative	%	9	8	7	8	9	-
	(2) Located offshore	TC-SC-330a.1	Quantitative	%	0	0	0	0	1	-
Recruitment and management of a globally skilled workforce	Percentage of employees requiring a work visa	TC-SC-330a.1	Quantitative	%	-	-	-	-	-	4.2

TOPIC	ACCOUNTING METRIC	SASB Code	CATEGORY	UNIT OF MEASURE	FY2019 (2020/3)	FY2020 (2021/3)	FY2021 (2022/3)	FY2022 (2023/3)	FY2023 (2024/3)	FY2024 (2025/3)
Product Lifecycle Management	Percentage of sales revenue generated from products containing substances subject to declaration under IEC 62474	TC-SC-410a.1	Quantitative	%	85	91	91	92	90	93
	(1) Server, (2) desktop, and (3) laptop processor energy efficiency at the system level	TC-SC-410a.2	Quantitative	Various, by product category	n/a					
Materials	Description of risk management related to the use of critical materials	TC-SC-440a.1	Examination and analysis	—	The Advantest Group manages the following risks related to the use of critical materials. (Reference: Sustainability Report: Procurement Policy and its Stance)					
Intellectual Property Protection & Competitive Behavior	Total monetary losses resulting from legal proceedings related to the regulation of anticompetitive conduct	TC-SC-520a.1	Quantitative	¥	0	0	0	0	0	0
Total production		TC-SC-000.A	Quantitative	Output	2,065	2,336	3,082	3,467	2,523	3,331
Percentage of production from Advantest facilities		TC-SC-000.B	Quantitative	%	39	43	11	10	14	14