

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)

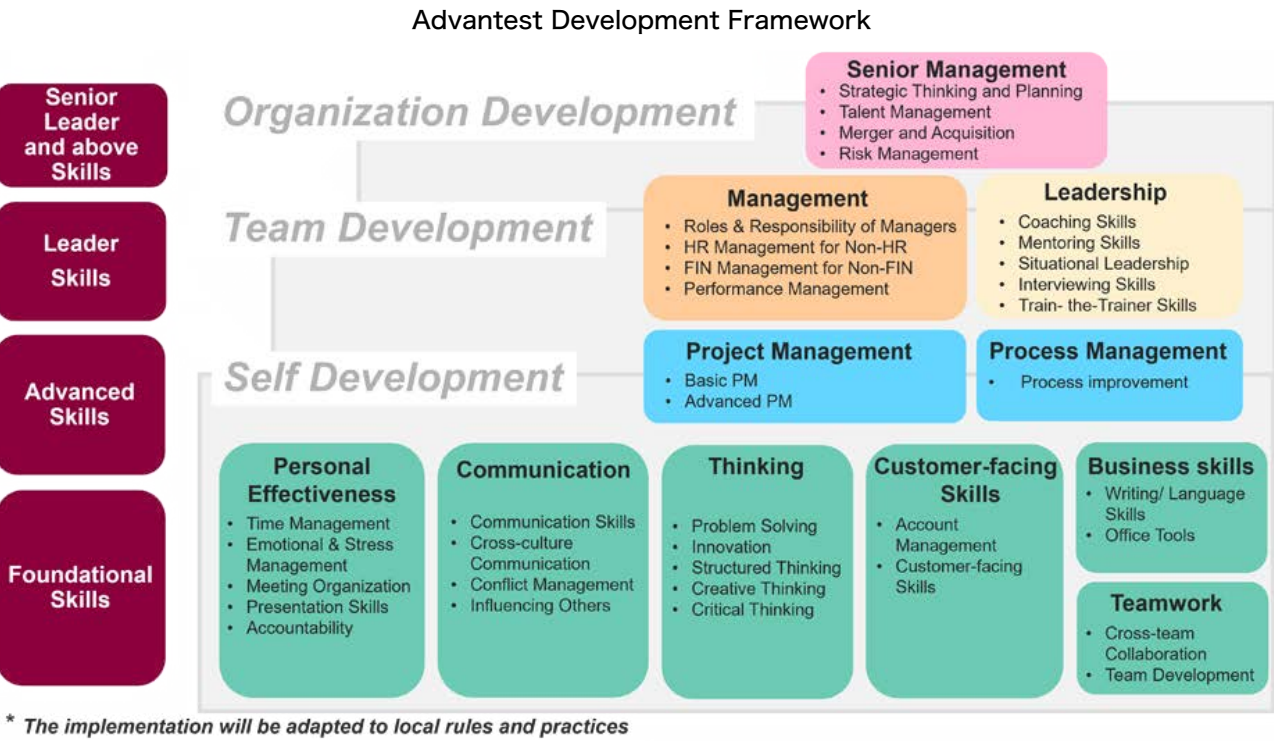
Advantest Development Framework and Support Systems

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.



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.

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

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.

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.



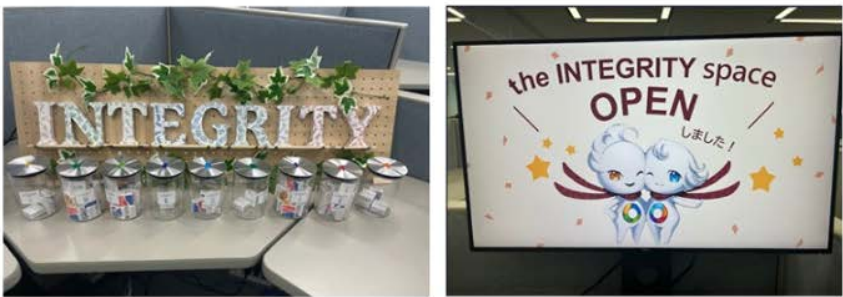
Thank You Letter

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](#)

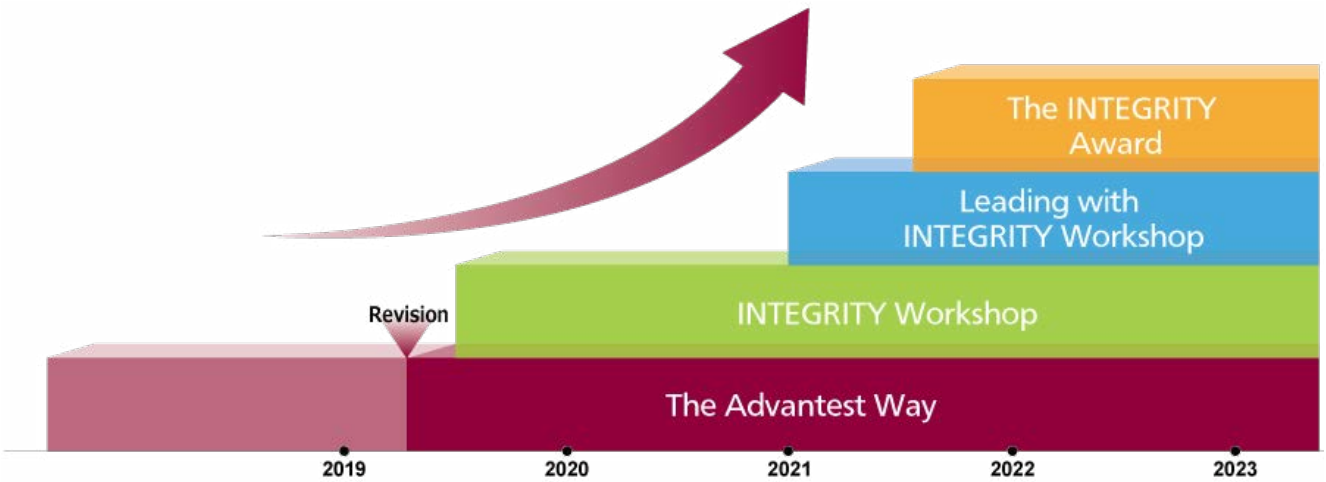
Future plans

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.

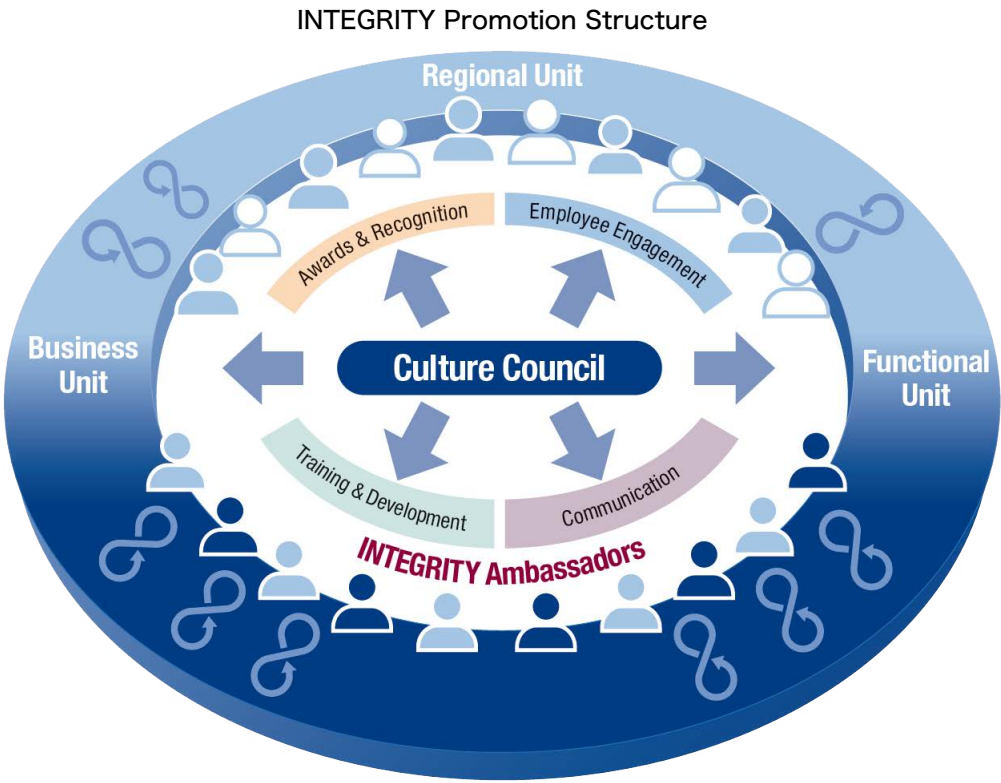
In 2022, to further promote activities related to INTEGRITY, a "Culture Council" consisting of then President Yoshida and several executive officers was established, and representatives nominated by each business unit, functional unit, and regional unit were appointed as "INTEGRITY Ambassadors (hereinafter 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



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



Coffee Talk session (China)



During online Coffee Talk session



Coffee Talk session (Korea)

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

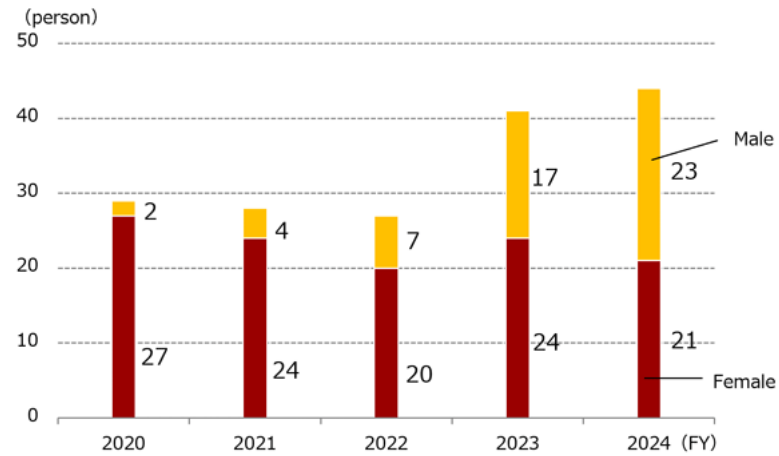
Advantest has established the following programs to help employees balance work with childcare and nursing care.

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.

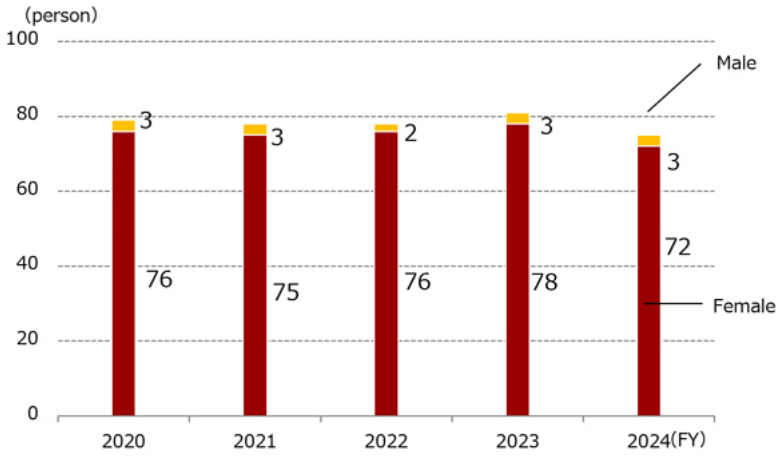
For fathers: childcare support	Provision of personal consultations for male employees with children and their supervisors, guidance for childcare-related systems, and support for confirming the intention to take childcare leave and using childcare leave.
For fathers: childcare leave subsidy	Starting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



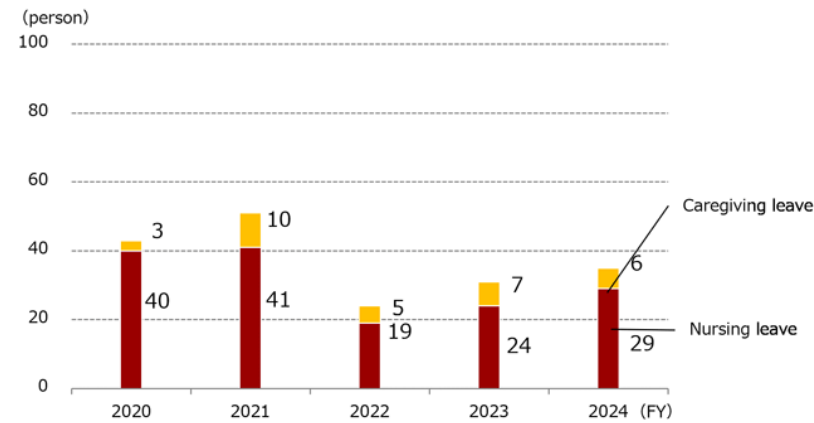
* Boundary of data: Advantest Corporation (non-consolidated)
(including employees seconded to subsidiaries, excluding employees received on secondment from subsidiaries)

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
---	---

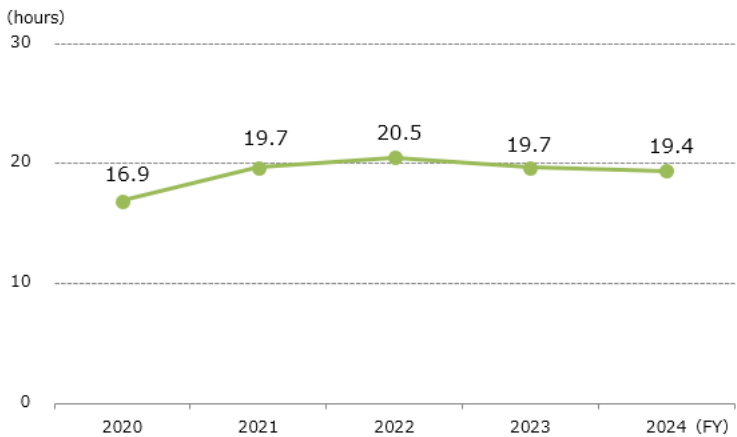
From fiscal 2020 onwards, we will continue to adopt the reduction of overtime work into our action plan under the Act on Promotion of Women's Participation and Advancement in the Workplace. We will raise awareness via the company intranet and promote initiatives to achieve flexible workstyles in order 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

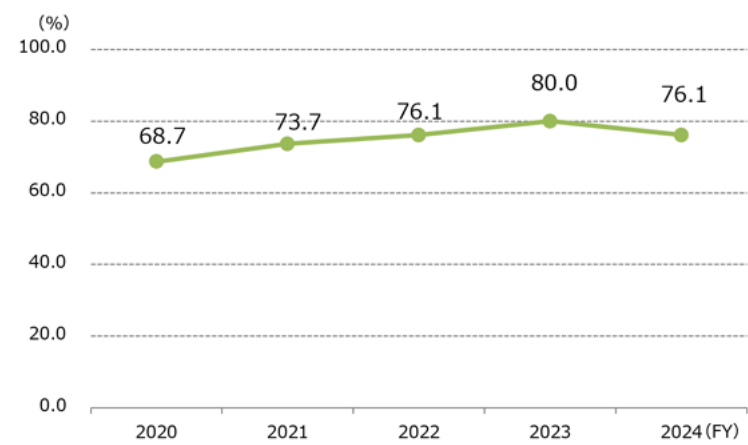


* Boundary of data: Advantest Group (Japan, China, Korea), excluding managerial positions
* Overtime hours are included for managerial positions with no subordinates (For Korea only).

Annual Paid Leave and Other Leave Systems

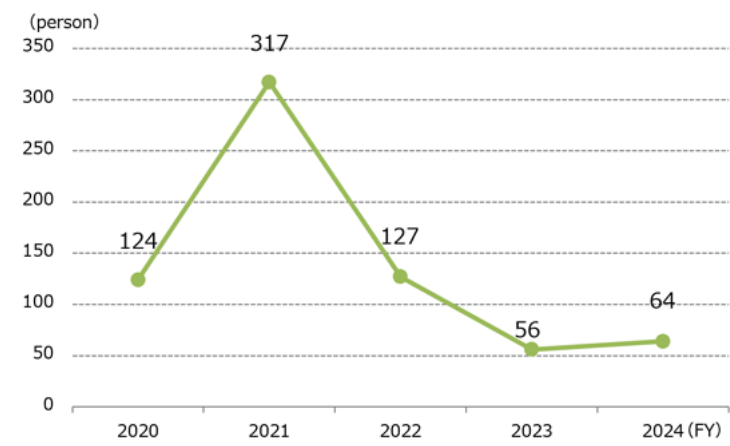
We encourage employees to take annual paid leave (up to 23 days per year) according to the job schedule of each person, work-life balance, and other work conditions to realize work-life balance at Advantest (non-consolidated). In addition to planned paid leave (6 to 12 days each year), we have also introduced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



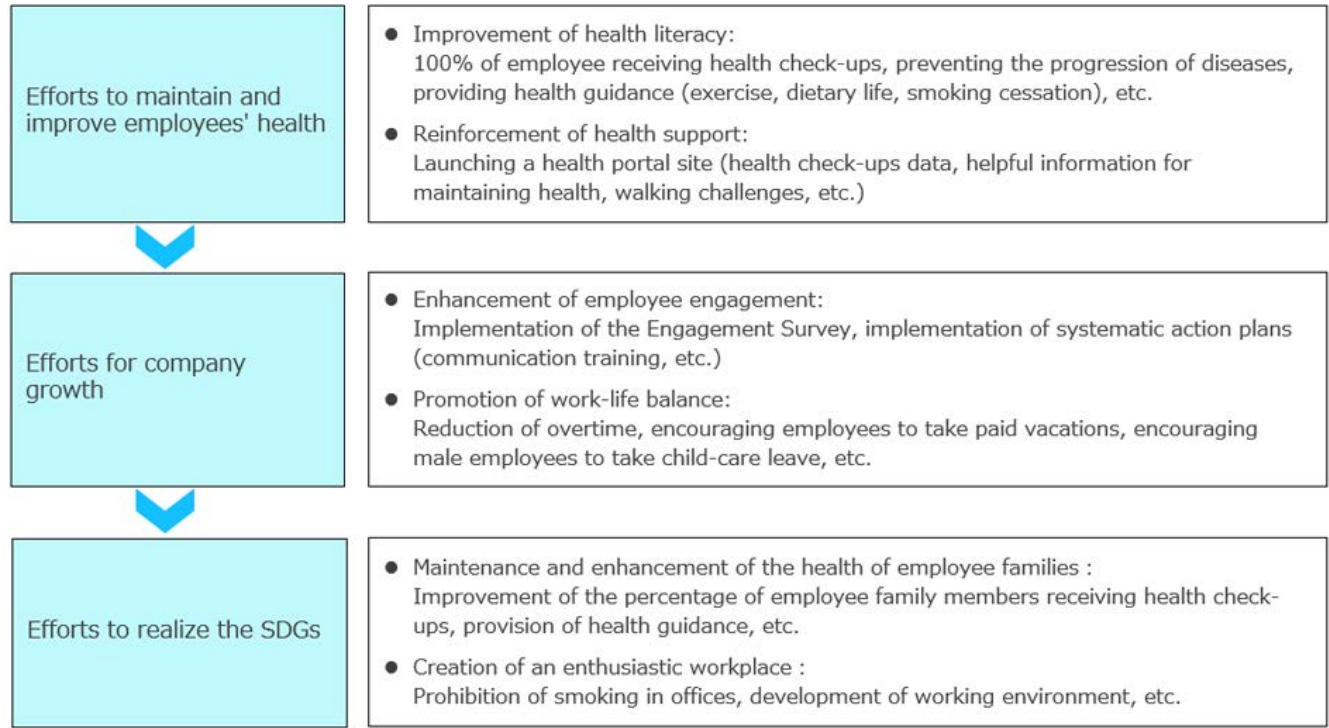
Declaration of Health and Productivity Management Policy

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.

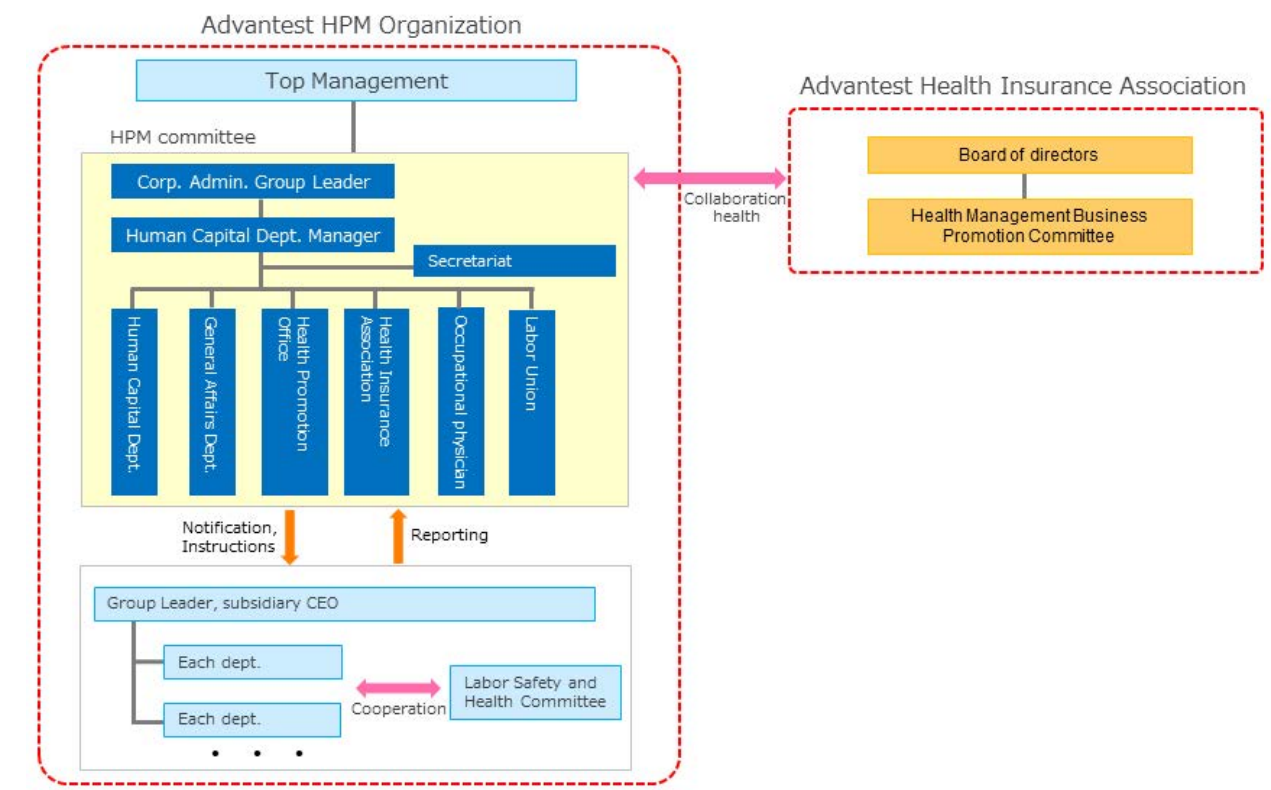
We have set the employee engagement score as one of the most important factors. In addition to improving work-life balance by reducing overtime work and increasing paid leave utilization rates, we are strengthening our initiatives with a focus on raising the implementation rate of specific health guidance 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.

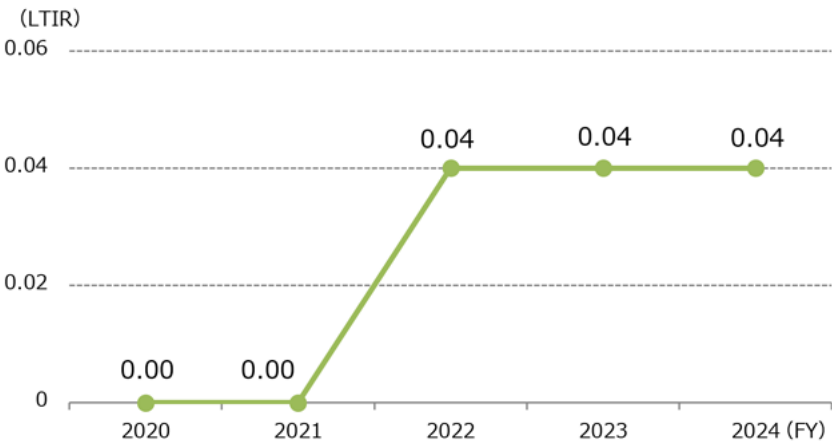
Measurement of the Occupational Accident Rate

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*)

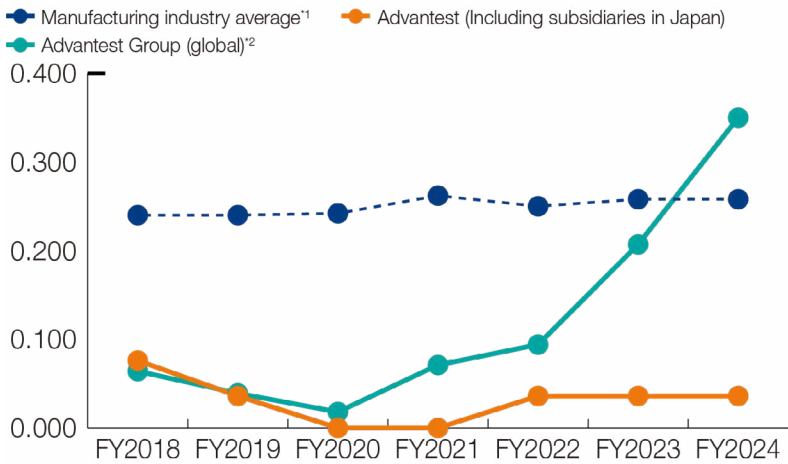


* LTIR: Number of incidents x 200,000 per actual total number of employee hours worked in a year

* 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.

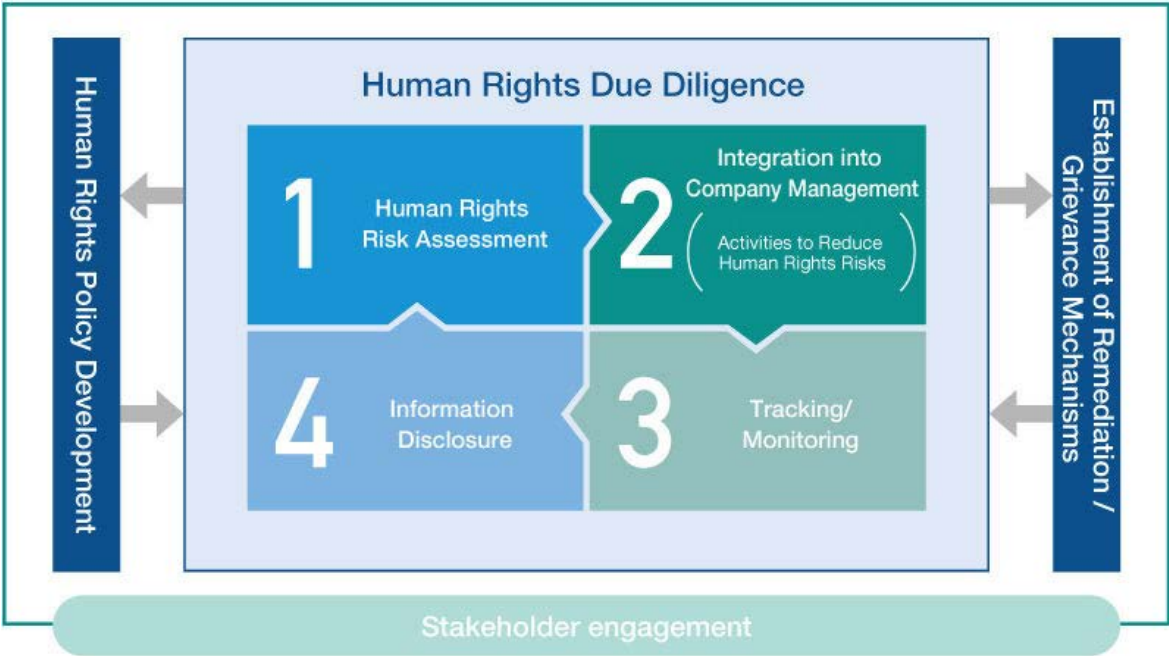
Furthermore, the human rights policy and key measures are reviewed on a regular basis. To ensure that our business activities are conducted with due respect for human rights, not only within Advantest but also in Advantest’s supply chain, Advantest incorporates human rights into its supplier selection 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>*1 : RBA VAP audits (Validated Assessment Program) are audits in which a third-party auditing organization checks compliance with the RBA Code of Conduct.</p>
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.

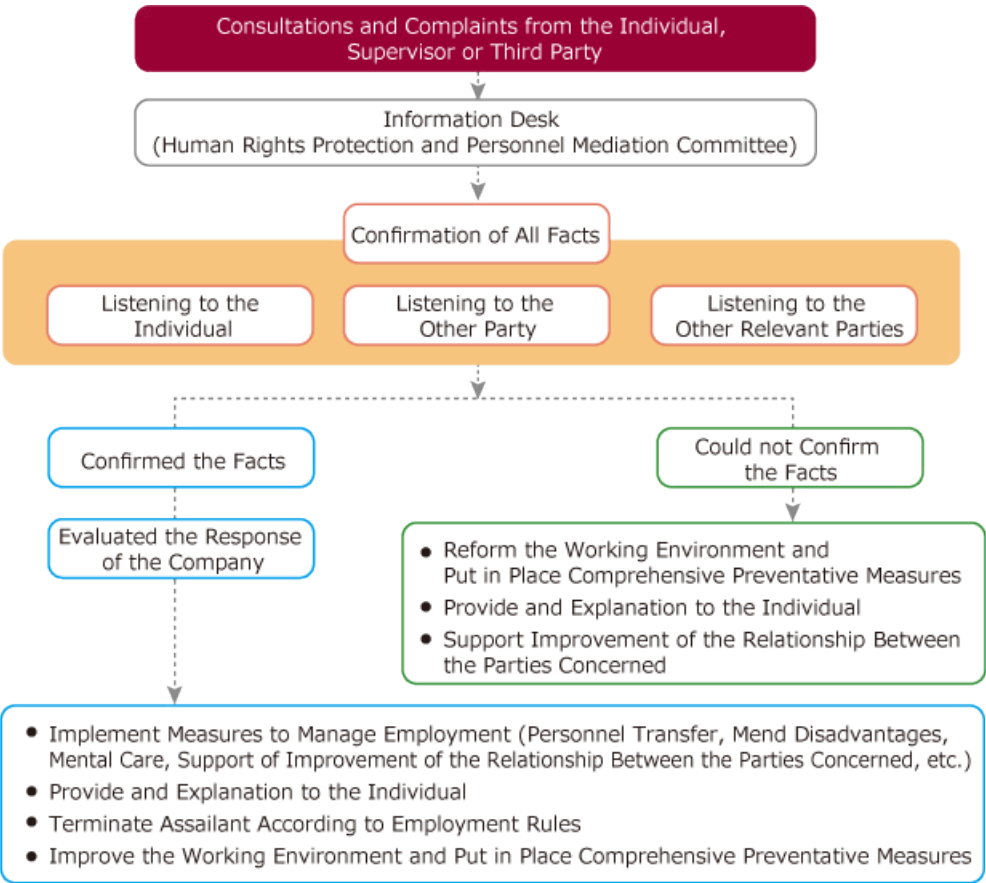
Through this activity, Advantest aims to foster a workplace environment in which employees can work with peace of mind while respecting each other's human rights.

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.

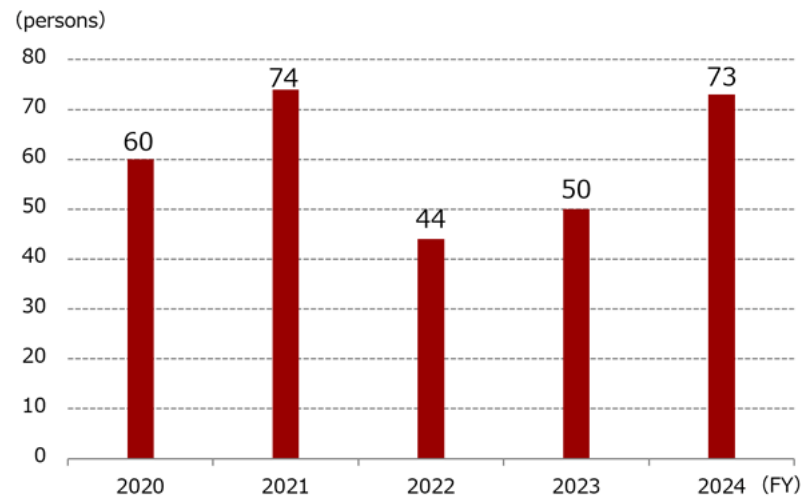
In FY2024, of the 73 individuals who started with our re-employment program, seven employees are working shorter days. This system will allow senior personnel to work more flexibly according to their lifestyles, contributing to further enhancing work-life balance.

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.

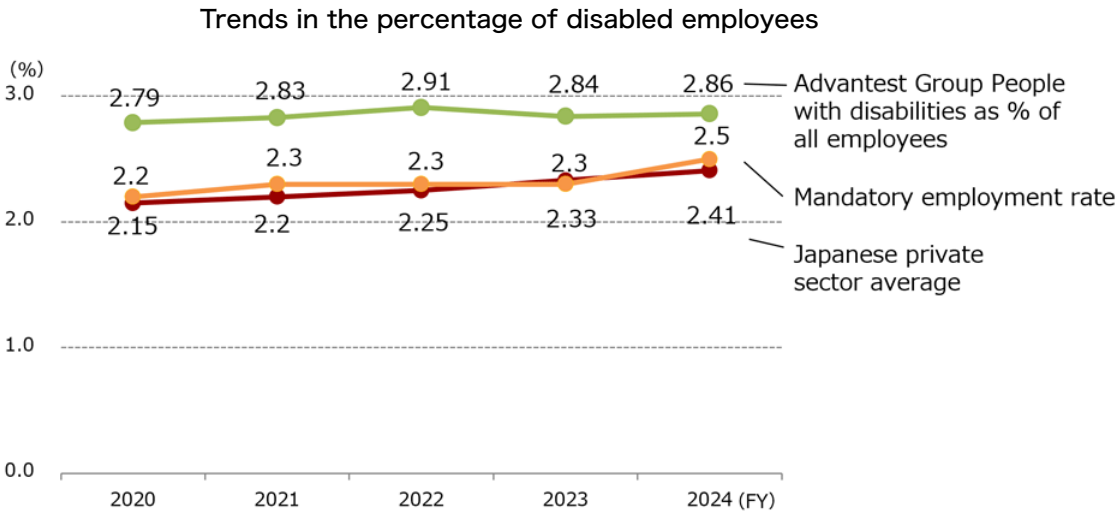
Efforts to Enhance Job Fulfillment

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

workplace support catered to the characteristics of employee disabilities.

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



* 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

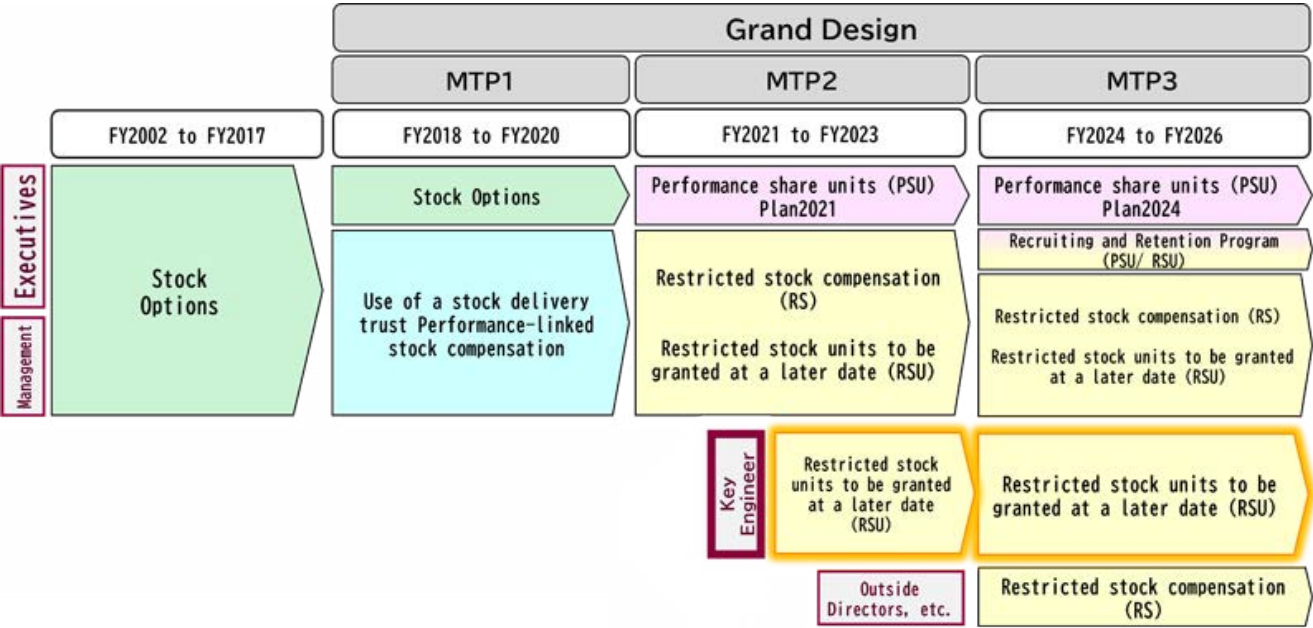
Since 2002, Advantest has introduced stock options as stock compensation for directors and executive officers, as well as domestic and international executives and employees. While ensuring the functionality of the stock compensation system as an incentive and/or as a retention measure, we established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

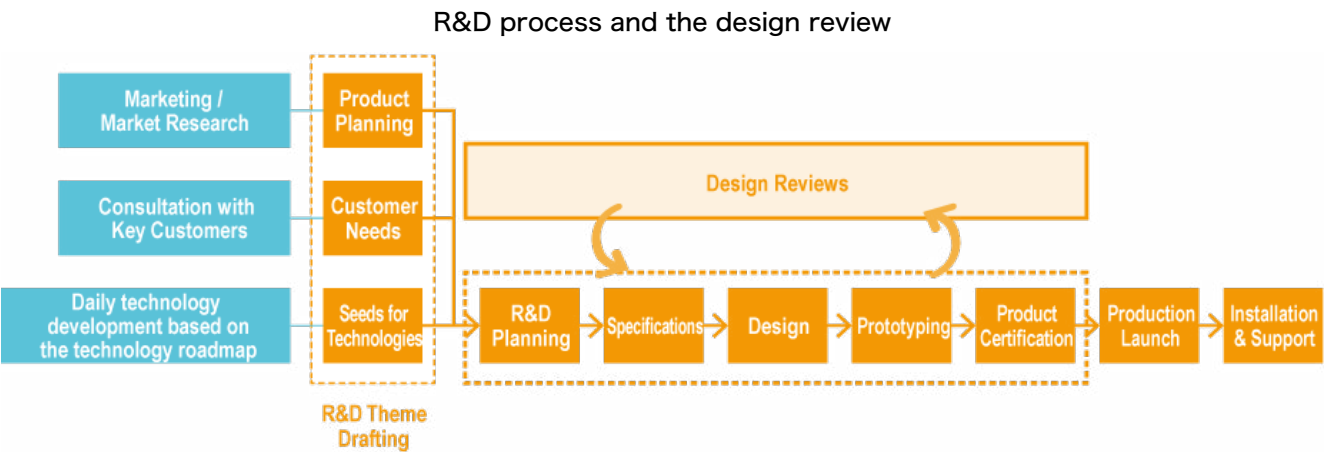
Design Review System Aimed at Improving Quality

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

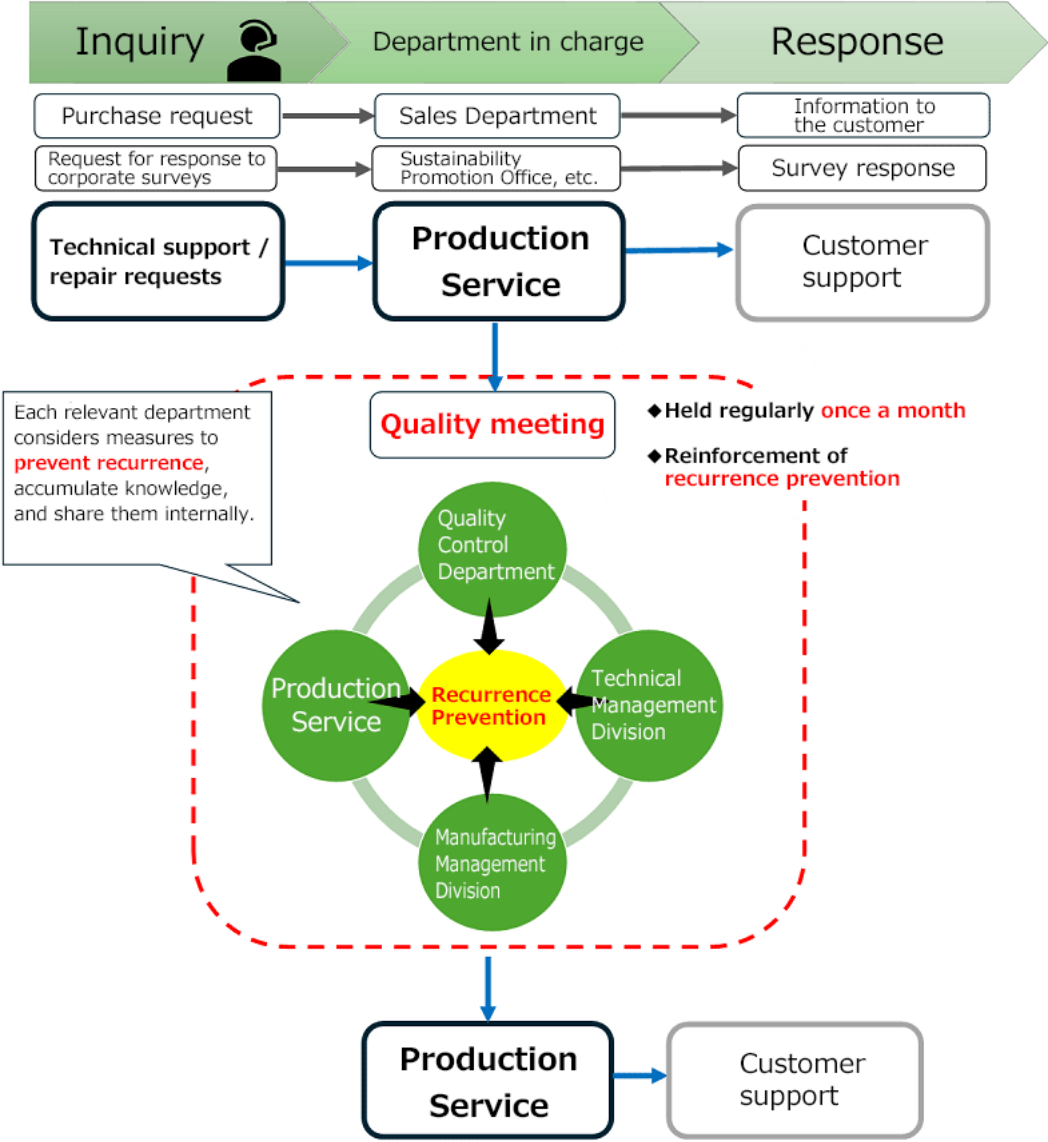
Use of Customer Feedback to Improve Product Quality

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.

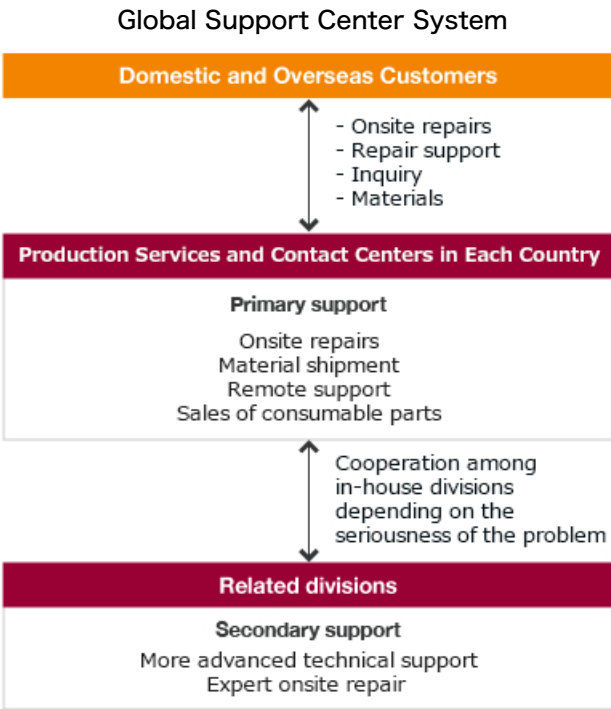
We place expert global support teams in product development bases to carry out secondary support, allowing us to respond appropriately based on the content and degrees of difficulty of customer support. This way, we are working to improve customer satisfaction while building relationships of trust with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

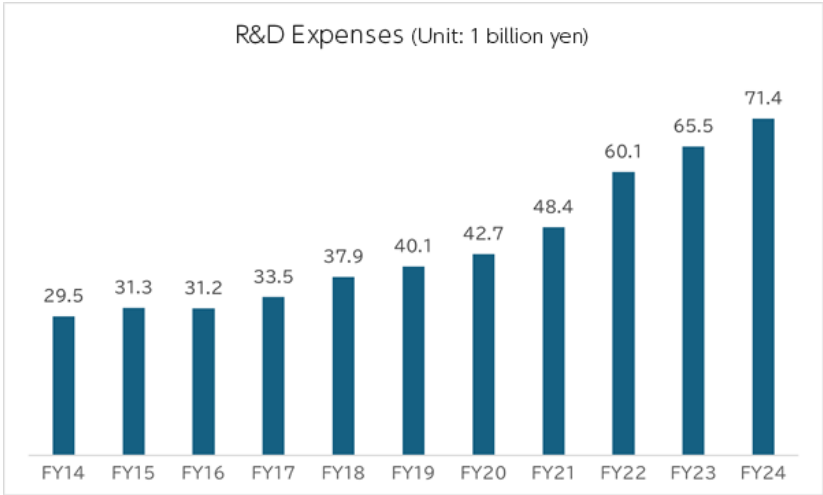
- [Advantest Wins BEST IN VALUE Award for 3rd Consecutive Year at Samsung Appreciation Day 2024](#)
- [Advantest Wins 2023 Excellent Supplier Award from Huahong Group](#)
- [Advantest Wins Best Supplier Award from Tongfu Microelectronics](#)
- [Advantest Wins Outstanding Advanced Technology Development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



HA1200
Die-level Handler

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

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"

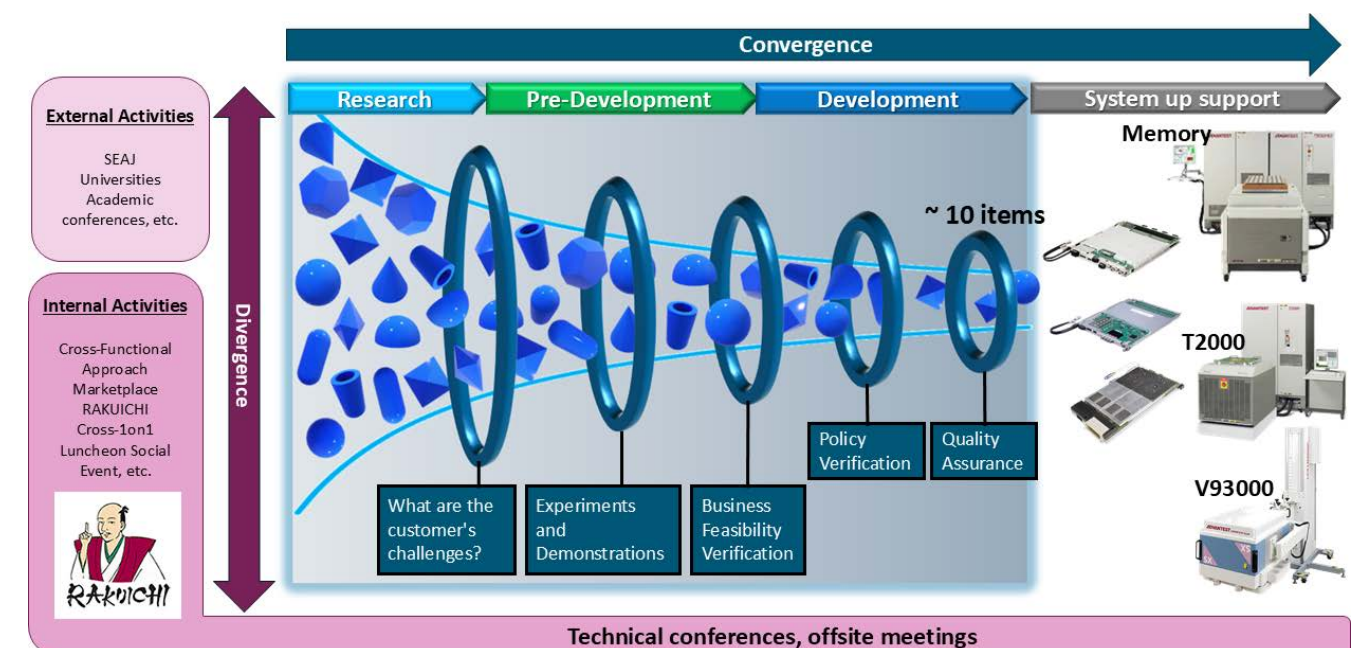
In parallel with the cross-functional approach, to further enhance the effectiveness of the R&D process itself, Advantest has adopted an approach to select and nurture the seeds of innovation in a funnel model^{*1}.

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

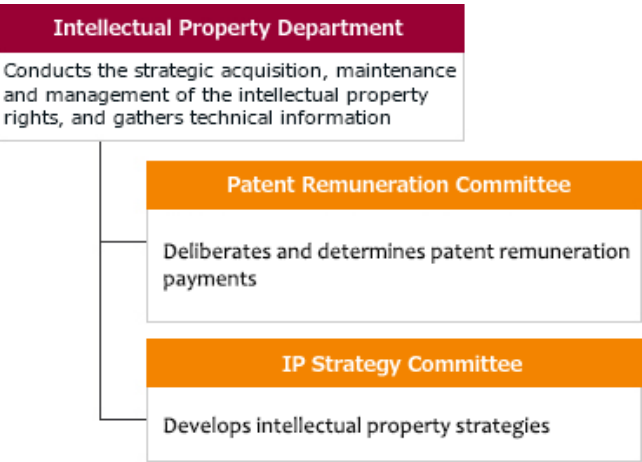
Advantest has established the following intellectual property management systems, and carries out appropriate intellectual property management in cooperation with business units in Japan, Germany and the U.S., which are our main development bases and affiliates in each country.

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](#)

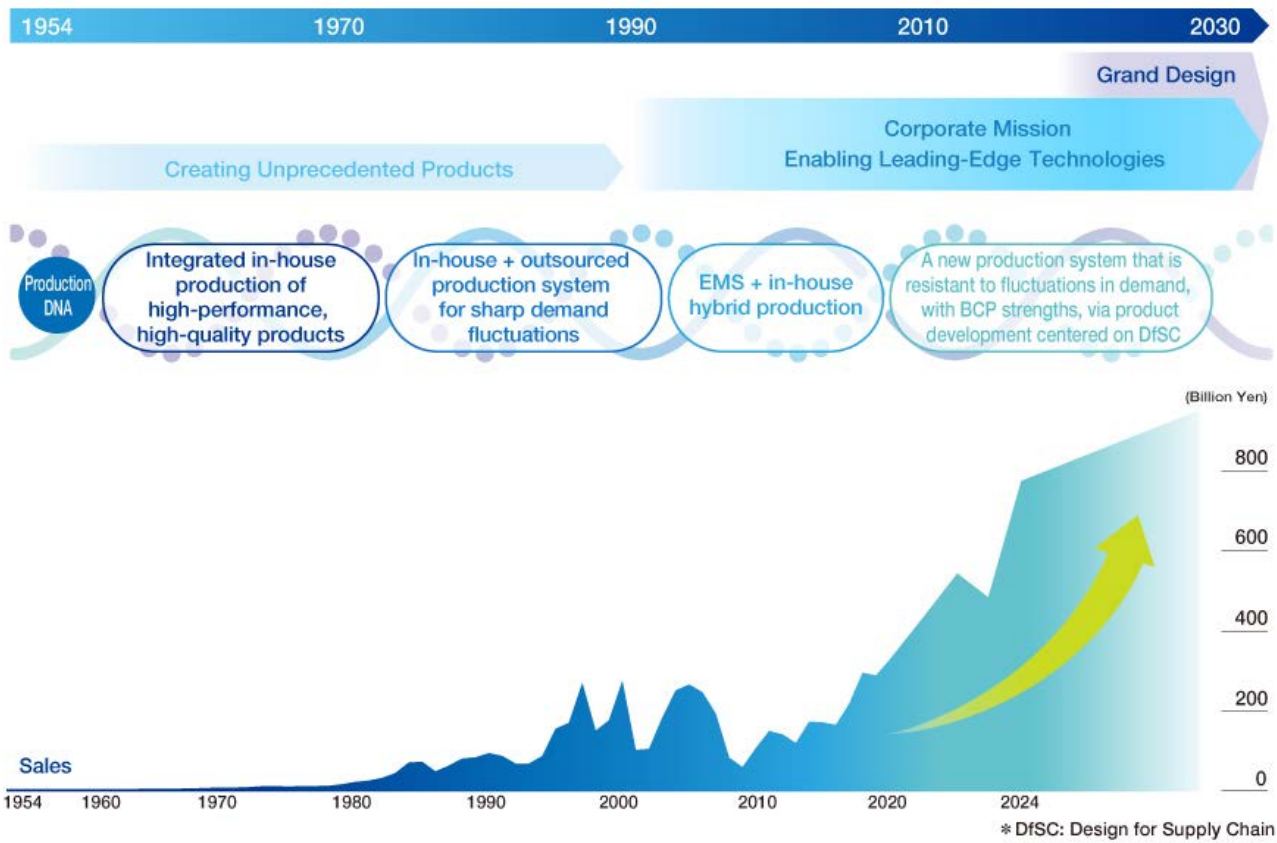
Procurement Policy and its Stance

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)

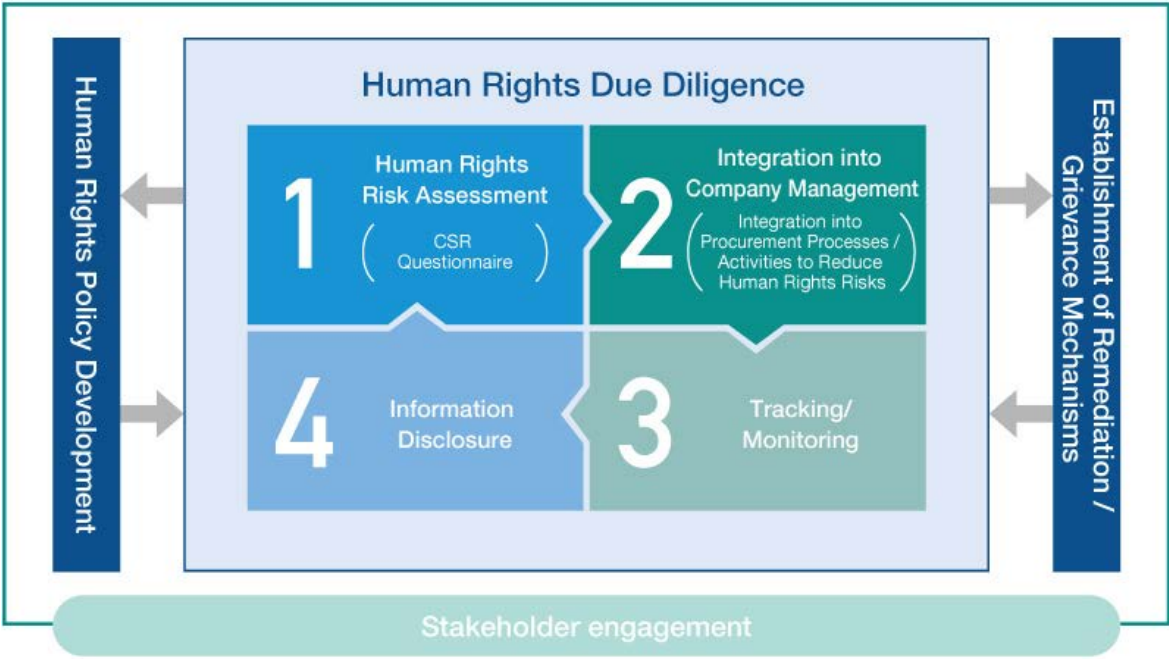
[Sustainability Action Plan 2024-2026](#)

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

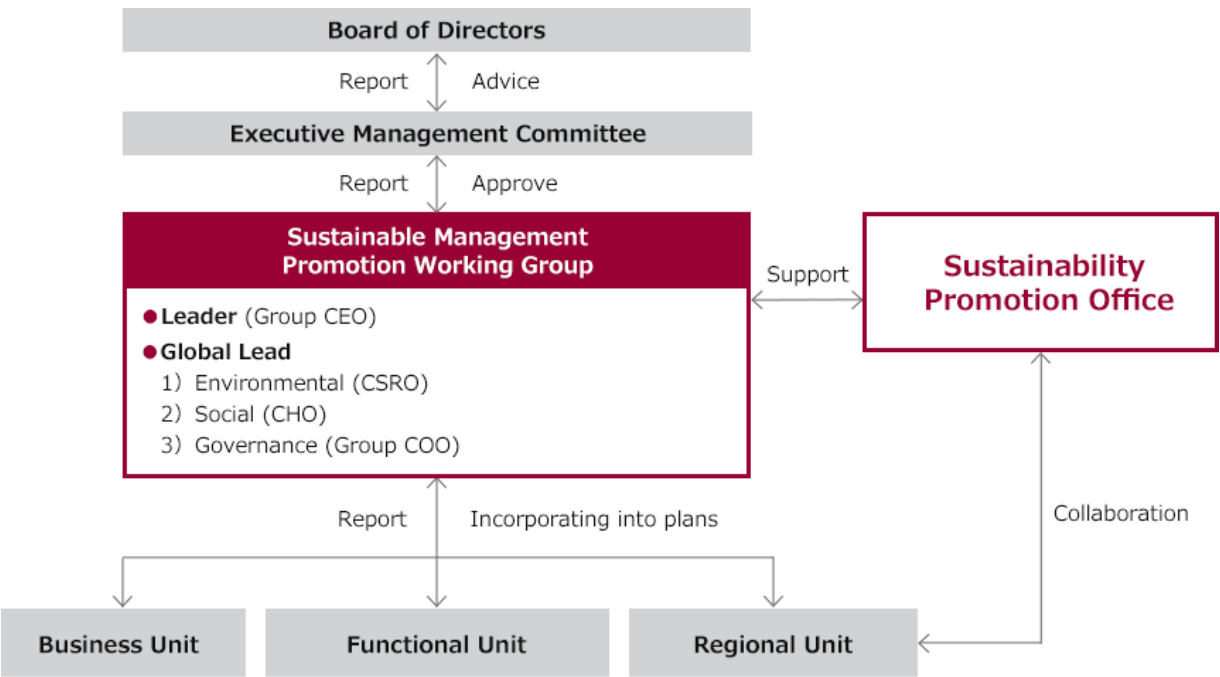
Enabling Leading-Edge Technologies: the business activities of Advantest are supported by the skills of many engineers from around the world and the understanding of the communities in which we operate. With this, Advantest supports academia and science education, mainly in regions that host our research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