




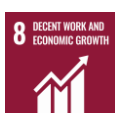




# ESG Action Plan 2021

■ Representative Director, President and CEO  
■ Director, Senior Executive Officer  
■ Senior Executive Officer

ESG	Key Issue	Person in Charge	Objective	KPI	Target Value			
					2021	2022	2023	2030
<b>E</b> (Environment)     	Climate Change (Scope 1+2)	<span style="color: green;">■</span> Mihashi	Reduce GHG emissions from business activities by 60% by 2030 (vs. FY2018)	GHG emissions reduction amount / rate	35%	38%	40%	60%
		<span style="color: red;">■</span> Tsukakoshi	Raise renewable energy usage to 70% by 2030, Group-wide	Coverage rate by Renewable Energy	50%	53%	55%	70%
	Value Chain (Scope 3)	<span style="color: red;">■</span> Tsukakoshi	Reduce production times 30% through production process reviews (vs. FY2020)	Production time reduction rate for target models	15%	25%	30%	(tbd)
		<span style="color: red;">■</span> Tsukui	Promote the use of renewable energy by suppliers and contractors	Number of suppliers who have introduced renewable energy	10	20	40	(tbd)
	Green Products	<span style="color: red;">■</span> Tsukui	Reduce CO2-equivalent emissions (basic unit) per test by 50% by 2030	Reduction rate in basic units (vs. FY2018)	→	→	20%	50%
		<span style="color: red;">■</span> Tsukui	Develop products that are free from polluting substances	Perfluorocarbon (PFC) refrigerant will no longer be used	New methodology in development plan	Announce release plan	PFC totally eliminated from next-generation models	
	Resource Recycling	<span style="color: red;">■</span> Fujita	Improve in-house recycling rate by promoting the 3Rs	Waste recycling rate	JPN: 90% Other region: 73% or more	→	→	JPN: 90% Other region: 73% or more
<span style="color: red;">■</span> Fujita		Maintain Group-wide water usage at FY2016 levels	Water resource usage	288,000m3/year	→	→	288,000m3/year	
Biodiversity	<span style="color: green;">■</span> Mihashi	Promote nature conservation activities (protection of endangered species in biotope, tree planting, beach clean-up, etc.)	Planning and implementation rate of nature conservation activities	10 activities planned, 80% implemented	14 activities planned, 80% implemented	18 activities planned, 80% implemented	20 activities planned, 80% implemented	
<b>S</b> (Social)   	ESG management at Supply Chain	<span style="color: red;">■</span> Tsukakoshi	Share and solve / mitigate ESG issues (risk management, human rights / occupational safety, environment, fair trade, compliance, etc.)	Due diligence implementation rate for major customers	90%	95%	100%	100%
	Diversity Protection and Respect for Human Rights	<span style="color: red;">■</span> Fujita	Fair treatment in gender	Femal manager ratio	9.0%	→	→	(tbd)
		<span style="color: red;">■</span> Fujita	Edification and practice of Human Rights	Participation rate of educational training	100%	→	→	100%
		<span style="color: red;">■</span> Fujita	Work-Life Balance	Return-to-work rate after maternity leave (JPN) Exercise rate of childcare leave by male (JPN)	100% 12%	→	→	(tbd)
	Customer Satisfaction	<span style="color: green;">■</span> Sakamoto	Conflict minerals elimination	Elimination of Red List smelter	100%	→	→	100%
	Employee Engagement	<span style="color: green;">■</span> Keith Hardwick	Raise customer satisfaction under New Normal circumstances	ranking of VLSreserach customer satisfaction survey	1st	→	→	1st
	Occupational Safety and Health Health Management	<span style="color: red;">■</span> Fujita	Edification and improvement of attractive corporate culture	Score of Gallup survey	3.5	→	→	(tbd)
<span style="color: red;">■</span> Fujita		Infectious disease countermeasures (e.g. Covid-19) and occupational safety	Number of workplace accidents (frequency rate)	0	→	→	0	
<b>G</b> (Governance)   	Board Effectiveness	<span style="color: yellow;">■</span> Yoshida	Update business and management issues to outside directors	3 times / year	Do	→	→	Do
		<span style="color: yellow;">■</span> Yoshida	Vitalize discussion through Off-site meeting by board members	2 times / year	Do	→	→	Do
		<span style="color: yellow;">■</span> Yoshida	Succession Plan	Policy/Process making, planning, updates	Do	→	→	Do
		<span style="color: yellow;">■</span> Yoshida	Diversity of board members	Outside director (> 40%), must have femal members	Do	→	→	Do
		<span style="color: yellow;">■</span> Yoshida	Add ESG performance assessment on compensation	Start from FY2021	Do	→	→	Do
	Corporate culture and code of conduct	<span style="color: red;">■</span> Fujita	Work Shop / Training for all employees (The Advantest Way, Law, Regulations, Information securities, etc)	Participation rate to e-learning (100%)	100%	→	→	100%
	Compliance, Risk Management	<span style="color: red;">■</span> Fujita	Strengthening Internal Cotrol	Regularly discuss about Internal Control issues	Do	→	→	Do
Promotion & Support of ESG management (Sustainable Management Working Group)	<span style="color: green;">■</span> Mihashi	Support & Report group-wide Policy, Strategy, Plan and implementation	Report to Management Council and BoD (once a year)	Do	→	→	Do	
			Timely and appropriate disclosure (Integrated Annual Report, Sustainability Databook)	Issuance every year	Do	→	→	Do