

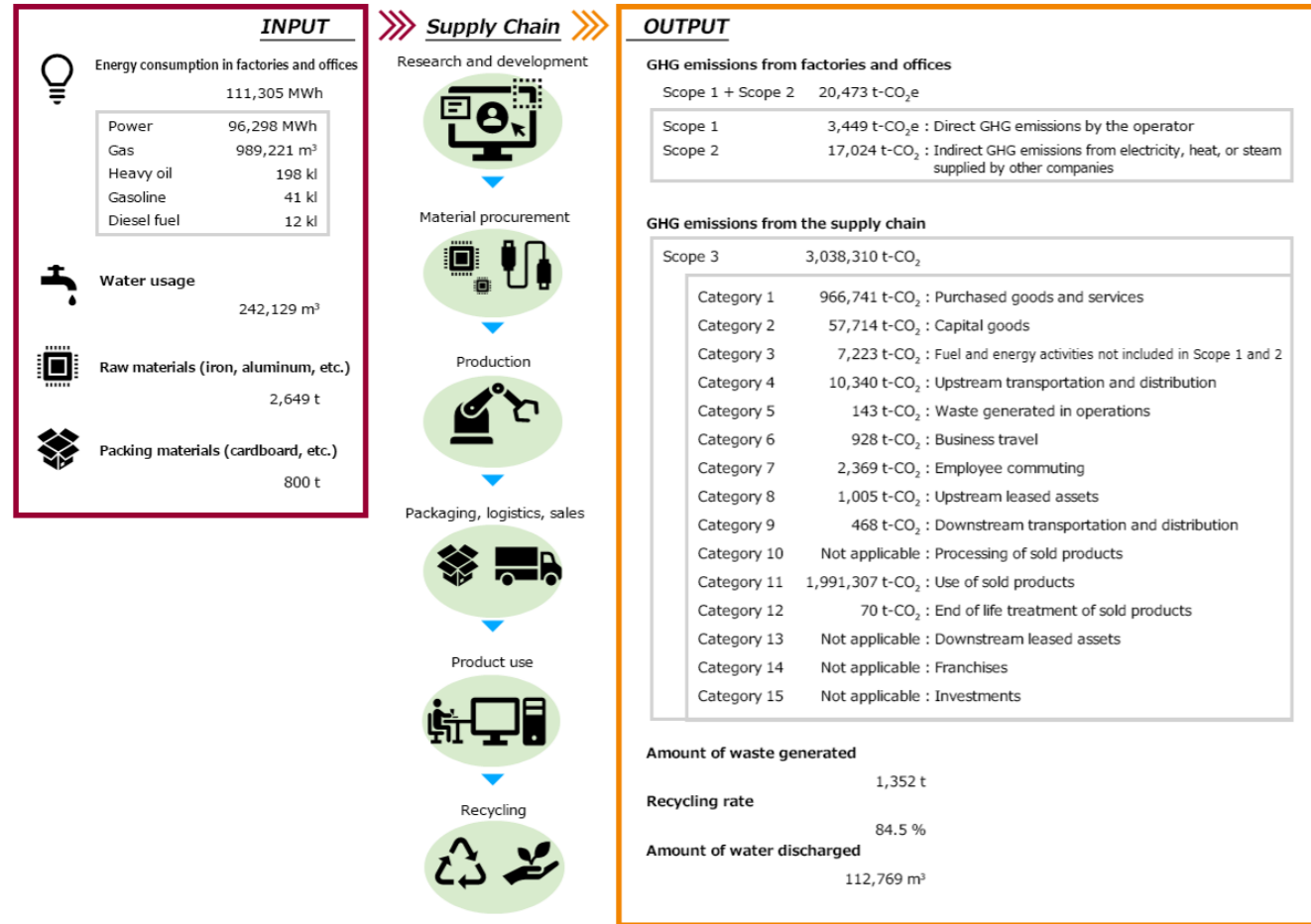
ESG Data

Material Flow	118
Data Collection	119
Environmental Data	119
Social Data	126
Governance Data	134
Approach to Data Aggregation and Third-Party Verification	136
Approach to and Methods for Environmental Data Collection	136
Third-Party Assurance	138

Material Flow

This shows Advantest's material flow.

Material Flow (FY2022)



Data Collection

We are collecting data on sustainability and provide them in Excel format.

Environmental Data

Energy

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Energy Consumption and Power Generation	Energy consumption	Japan	MWh	45,338	42,903	44,609	43,537	42,673
		Overseas	MWh	55,159	61,141	63,507	68,206	68,632
		Total	MWh	100,497	104,044	108,116	111,744	111,305
	Electricity consumption	Japan	MWh	37,361	37,334	40,038	40,321	39,716
		Overseas	MWh	39,932	44,726	50,620	54,648	56,582
		Total	MWh	77,294	82,059	90,658	94,969	96,298
	Gas consumption	Japan	m ³	316,752	131,864	21,773	21,440	20,468
		Overseas	m ³	1,224,000	1,322,043	1,044,524	1,078,604	968,752
		Total	m ³	1,540,751	1,453,906	1,066,296	1,100,043	989,221
	Heavy oil consumption	Japan	kl	277	263	312	190	166
		Overseas	kl	40	41	24	48	32
		Total	kl	317	304	337	238	198
	Gasoline consumption	Japan	kl	46	53	43	42	41
		Overseas	kl	0	0	0	0	0
		Total	kl	46	53	43	42	41
	Diesel fuel consumption	Japan	kl	13	12	9	8	12
		Overseas	kl	0	0	0	0	0
		Total	kl	13	12	9	8	12
	Renewable power purchased	Japan	MWh	0	0	8,327	16,859	16,136
		Overseas	MWh	0	0	0	0	20,567
		Total	MWh	0	0	8,327	16,859	36,703
Amount of Tradable Green Certificate purchases	Japan	MWh	0	0	0	0	2,741	
	Overseas	MWh	9,200	23,072	31,629	33,994	21,198	
	Total	MWh	9,200	23,072	31,629	33,994	23,939	

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
	Total quantity of renewable power	Japan	MWh	0	0	8,327	16,859	18,877
		Overseas	MWh	9,200	23,072	31,629	33,994	41,765
		Total	MWh	9,200	23,072	39,956	50,853	60,642
	Renewable Power Percentage	Japan	%	0.0	0.0	20.8	41.8	47.5
		Overseas	%	23.0	51.6	62.5	62.2	73.8
		Total	%	11.9	28.1	44.1	53.5	63.0
	Power generation of solar power generation systems (Electricity sold)	Japan	MWh	0	0	0	0	0
		Overseas	MWh	525	0	0	0	0
		Total	MWh	525	0	0	0	0

* Values for the total quantity of renewable power are a tally of renewable power purchased and amount of tradable green certificate purchases.

GHG Emissions

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
GHG Emissions	Scope1 + Scope2 (* Scope 2 refers to the market based)	Japan	1,000t-CO ₂ e	19.68	19.14	16.25	11.83	11.04
		Overseas	1,000t-CO ₂ e	18.45	14.71	11.93	13.21	9.43
		Total	1,000t-CO ₂ e	38.13	33.85	28.18	25.04	20.47
	Scope1 ¹⁾	Japan	1,000t-CO ₂ e	1.86	1.44	1.43	1.23	1.21
		Overseas	1,000t-CO ₂ e	2.83	3.04	2.39	2.53	2.24
		Total	1,000t-CO ₂ e	4.68	4.48	3.81	3.75	3.45
	Scope2 (Location-Based)	Japan	1,000t-CO ₂	18.68	18.22	18.82	17.46	17.24
		Overseas	1,000t-CO ₂	19.61	21.33	18.91	20.40	20.49
		Total	1,000t-CO ₂	38.29	39.54	37.73	37.86	37.73
	Scope2 (Market-Based)	Japan	1,000t-CO ₂	17.82	17.70	14.83	10.60	9.83
		Overseas	1,000t-CO ₂	15.62	11.67	9.54	10.69	7.20
		Total	1,000t-CO ₂	33.45	29.37	24.37	21.29	17.02
	Scope3	Category1	1,000t-CO ₂	489.53	400.46	482.02	671.61	966.74
		Category2	1,000t-CO ₂	15.19	22.73	31.55	41.53	57.71
		Category3	1,000t-CO ₂	3.58	3.71	6.94	7.21	7.22
		Category4	1,000t-CO ₂	6.20	5.27	6.88	9.36	10.34
		Category5	1,000t-CO ₂	0.18	0.15	0.16	0.14	0.14
		Category6	1,000t-CO ₂	0.64	0.72	0.75	0.84	0.93
		Category7	1,000t-CO ₂	1.84	2.04	1.81	2.11	2.37

Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
	Category8	1,000t-CO ₂	0.40	0.39	0.26	0.35	1.00	
	Category9	1,000t-CO ₂	0.55	0.33	1.01	0.36	0.47	
	Category10	1,000t-CO ₂	N/A					
	Category11	1,000t-CO ₂	1,175.02	855.01	1,151.98	1,319.35	1,991.31	
	Category12	1,000t-CO ₂	0.04	0.04	0.05	0.06	0.07	
	Category13	1,000t-CO ₂	N/A					
	Category14	1,000t-CO ₂	N/A					
	Category15	1,000t-CO ₂	N/A					
	Total	1,000t-CO ₂	1,693.16	1,290.84	1,683.41	2,052.92	3,038.31	
Total Emissions ²		1,000t-CO ₂	1,731.30	1,324.69	1,711.59	2,077.96	3,058.78	

* 1 : From FY2018 onward, GHG emissions (PFCs and SF6), excluding those from energy sources, are included in the calculations.

* 2 : Total emissions, including Scope 3, have been calculated from FY2018 onward. The quantity of total emissions is calculated with Scope 2 as the market-based method.

* Referenced guidelines, electricity and fuel CO₂ emissions factors, and heat conversion coefficient

- Ministry of the Environment, "Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain"
- Ministry of the Environment, List of calculation methods and emission factors for calculating, reporting, and disclosure systems of Greenhouse Gas Emissions.
- CO₂ emission factors for overseas power consumption: Based on the emission factors announced by each electric company and government authorities of each country as well as those by country announced in IEA Emissions Factors 2022, which was issued by the International Energy Agency (IEA).

* Scope of calculations (Scope) of GHG emissions

- Scope 1: Direct GHG emissions by businesses themselves (fuel combustion, industrial processes)
- Scope 2: Indirect emissions due to use of electricity or heat/steam supplied by other companies
- Scope 3: Other indirect emissions, excluding those of Scopes 1 and 2 (emissions of other companies related to business activities)

Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
GHG emissions, excluding those from energy source	PFCs	t-CO ₂ e	9.04	5.94	9.54	12.31	11.61
	SF ₆	t-CO ₂ e	146.49	170.72	304.27	440.33	490.20
	Total	t-CO ₂ e	155.53	176.65	313.80	452.64	501.81

Water, Waste

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Water	Water use	Japan	m ³	178,897	174,146	166,075	155,707	151,614
		Drinking water	m ³	59,601	58,073	58,722	55,646	55,522
		Ultra pure water (including in the total amount of drinking water)	m ³	1,639	1,754	1,540	1,264	732
		Industrial water	m ³	119,296	116,073	107,353	100,061	96,092
		Groundwater	m ³	0	0	0	0	0
		Overseas	m ³	101,429	86,692	84,196	80,698	90,515
		Total	m ³	280,325	260,838	250,271	236,405	242,129
	Drainage amount	Japan	m ³	59,927	62,001	58,389	49,950	55,974
		Drainage to sewage	m ³	17,611	16,894	17,258	16,384	18,113
		Drainage to public waters	m ³	42,316	45,107	41,131	33,566	37,862
		Overseas	m ³	101,429	86,692	84,196	80,698	56,795
		Total	m ³	161,355	148,693	142,585	130,648	112,769

* Overseas drainage amount has been calculated with the same values as the water use (except Korea).

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Waste	Amount of waste generated	Japan	t	1,088	1,011	1,005	960	1,039
		Overseas	t	231	230	277	287	313
		Total	t	1,319	1,241	1,282	1,246	1,352
	Amount of hazardous waste generated	Japan	t	10	12	11	6	7
		Overseas	t	0	0	18	2	11
		Total	t	10	12	29	8	18
	Amount of waste recycled	Japan	t	694	618	634	616	911
		Overseas	t	136	155	200	222	232
		Total	t	830	773	834	837	1,142
	Recycling rate	Japan	%	63.8	61.1	63.1	64.1	87.7
		Overseas	%	58.8	67.6	72.1	77.3	73.9
		Total	%	62.9	62.3	65.1	67.2	84.5

* Weight of waste generated and recycled in Japan, including valuables are aggregated and disclosed. Therefore, the domestic recycling rate is calculated by the following formula.

Domestic recycling rate = (amount of waste recycled + amount of valuables) ÷ (amount of waste + amount of valuables)

* As for one overseas office, it was excluded from the scope of waste generation and recycling from FY2021 due to the difficulty of aggregation, and the data has been recalculated retroactively.

Atmospheric emissions and chemicals

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of cases that exceeded air and water quality standard values	Emissions to the atmosphere	Japan	Cases	0	0	0	0	0
	Emissions to bodies of water	Japan	Cases	0	0	0	0	0

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of air and water pollutants emitted	Emissions to the atmosphere Nox	Japan	kg	701	322	392	89	79
	Emissions to the atmosphere Sox	Japan	kg	450	224	302	37	32
	Emissions to the atmosphere Soot and smoke	Japan	kg	8	10	26	5	3
	Emissions to bodies of water (BOD)	Japan	kg	201	264	176	183	176
	Emissions to bodies of water (COD)	Japan	kg	173	220	215	145	160

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
PRTR data	PRTR substances released	Japan	t	0.46	0.19	0.08	0.21	0.05
	PRTR substances transferred	Japan	t	0.35	0.22	0.20	0.40	0.24

* Calculations include applicable substances whose annual use is less than the reported amount under the PRTR Law.

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
VOC data	Amount of VOCs used	Japan	t	2.75	2.75	2.58	2.39	1.61

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

Environmental Communication

	Item	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Environmental complaints	Complaints from stakeholders	Advantest Group	Cases	0	0	0	0	0
	Major violations of environmental laws and regulations		Cases	0	0	0	0	

Environmental Education

Item	Boundary	Target (Persons)	Participants (Persons)	Participation ratio (%)
Participation in general environmental education	Japan	2,767	2,567	92.8
	Overseas	3,556	2,761	77.6
	Total	6,323	5,328	84.3

Environmental accounting

Japan

Targets: Seven bases in Japan (including consolidated subsidiaries), data collection period: April 2022 to March 2023

Environmental conservation costs

Unit: Mil. Yen

Cost classification	Main initiatives	Environmental capital investment	Cost
		FY2022	FY2022
1) Cost within the business area			
(1) Pollution control costs	Installation/repair of pollution prevention facilities, environmental measurement, and maintenance/inspection	0	59
(2) Global environmental conservation costs	Installation of energy-saving equipment/facilities	44	359
(3) Resource recycling costs	Waste processing/recycling and construction of water supply facilities	7	46
2) Upstream/downstream costs			
3) Costs of management activities	Green procurement/purchasing and introduction/development of recycled packaging materials	0	4
4) R&D costs	Operation of environmental management systems, biotopes, and disclosure of environmental information	0	184
5) Social activity costs	R&D of environmentally friendly products and manufacturing technologies	0	60,103
6) Environmental damage costs	Greening activities in surrounding areas	0	6
	Fines/lawsuits related to environmental remediation and conservation	0	0
Total		51	60,760

Environmental conservation effects

Unit: Mil. Yen

Effect classification	Main initiatives	Economic benefits
		FY2022
1) Economic impact		
(1) Reduction of energy usage fees	Reduction of energy usage fees by incorporating energy-saving equipment/facilities and energy-saving initiatives	1.20
(2) Gain from recycling sales	Gain from the sale of valuables (metal scrap, etc.)	30.41
(3) Decrease in treatment costs due to waste reduction	Decrease in waste liquid treatment costs due to wastewater processing facilities, etc.	1.08
Total		32.68

Effect classification	Main initiatives	Amount reduced/effectively used
		FY2022
2) Quantitative effects		
(1) Reduction of electricity consumption	Reduced electricity consumption due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities : 79(MWh)
(2) Reduction of energy consumption	Reduced energy consumption due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities : 284(GJ)
(3) Reduction of CO ₂ emissions	Reduced CO ₂ emissions due to the installation of energy-saving equipment/facilities and operational adjustments	Facilities : 32.29(t-CO ₂)
(4) Effective utilization of resources	Amount of recycled metal scrap, office paper, and waste plastics, etc.	911(t)
(5) Effective waste utilization ratio	Ratio of recycling versus total emissions of waste produced at business sites	88(%)

Overseas

Target: Nine overseas consolidated subsidiaries, data collection period: April 2022 to March 2023

Environmental conservation costs

Unit: Mil. Yen

Cost classification	Main initiatives	Cost
		FY2022
Global environmental conservation costs	Installation of energy-saving equipment/facilities and improvement of facilities, etc.	157.68
Resource recycling costs	Waste processing costs, etc.	14.45
Costs of management activities	Operation of environmental management systems, fees for environment-related seminars, etc.	5.56
Social activity costs	Greening activities in surrounding areas, donations to social organizations, etc.	73.02
Total		250.71

Environmental conservation effects

Unit: Mil. Yen

Effect classification	Main initiatives	Economic benefits
		FY2022
1) Economic impact		
(1) Reduction of electricity usage fees	Reduction of electricity usage fees by incorporating energy-saving equipment/facilities	14.72
(2) Gain from recycling sales	Gain from the sale of valuables	0.73
Total		15.45

Effect classification	Main initiatives	Amount reduced/ effectively used
		FY2022
2) Quantitative effects		
(1) Reduction of electricity usage fees	Reduction of electricity usage fees by incorporating energy-saving equipment/facilities	982(MWh)
(2) Reduction of CO ₂ emissions	Reduced CO ₂ emissions due to the installation of energy-saving equipment/facilities	323(t-CO ₂)

Social Data

Human Resources

	Boundary	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Employee by region	Japan	Male	Person	2,152	2,146	2,213	2,220	2,256
		Female	Person	416	466	490	504	527
		Total	Person	2,568	2,612	2,703	2,724	2,783
		Ratio of Female	%	16.2	17.8	18.1	18.5	18.9
		Ratio by region	%	52.0	47.5	47.0	42.1	39.1
	Asia	Male	Person	771	836	905	959	1,088
		Female	Person	236	273	290	321	372
		Total	Person	1,007	1,109	1,195	1,280	1,460
		Ratio of Female	%	23.4	24.6	24.3	25.1	25.5
		Ratio by region	%	20.4	20.2	20.8	19.8	20.5
	Europe	Male	Person	613	676	720	763	903
		Female	Person	128	143	153	157	202
		Total	Person	741	819	873	920	1,105
		Ratio of Female	%	17.3	17.5	17.5	17.1	18.3
		Ratio by region	%	15.0	14.9	15.2	14.2	15.5
	North America	Male	Person	512	764	756	1,178	1,363
		Female	Person	108	199	229	362	406
		Total	Person	620	963	985	1,540	1,769
		Ratio of Female	%	17.4	20.7	23.2	23.5	23.0
		Ratio by region	%	12.6	17.5	17.1	23.8	24.9
Overseas Total	Male	Person	1,896	2,276	2,381	2,900	3,354	
	Female	Person	472	615	672	840	980	
	Total	Person	2,368	2,891	3,053	3,740	4,334	
	Ratio of Female	%	19.9	21.3	22.0	22.5	22.6	
	Ratio by region	%	48.0	52.5	53.0	57.9	60.9	
Total	Male	Person	4,048	4,422	4,594	5,120	5,610	
	Female	Person	888	1,081	1,162	1,344	1,507	
	Total	Person	4,936	5,503	5,756	6,464	7,117	
	Ratio of Female	%	18.0	19.6	20.2	20.8	21.2	

* Boundary: Advantest Group

	Scope	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees by employment type	Regular Employees	Male	Person	3,827	4,108	4,242	4,739	5,194
		Female	Person	803	940	1,019	1,202	1,350
		Total	Person	4,630	5,048	5,261	5,941	6,544
	Non-regular Employees	Male	Person	221	314	352	381	416
		Female	Person	85	141	143	142	157
		Total	Person	306	455	495	523	573
	Total	Male	Person	4,048	4,422	4,594	5,120	5,610
		Female	Person	888	1,081	1,162	1,344	1,507
		Total	Person	4,936	5,503	5,756	6,464	7,117

* Boundary: Advantest Group

	Boundary	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees in management positions	Japan	Male	Person	503	483	486	465	465
		Female	Person	12	13	15	18	20
		Total	Person	515	496	501	483	485
		Ratio of Female	%	2.3	2.6	3.0	3.7	4.1
		Ratio by region	%	44.5	42.1	41.4	38.0	37.5
		Of which, were hired locally	Person	514	495	501	483	484
		Ratio of locally-hired employees appointed	%	99.8	99.8	100.0	100.0	99.8
	Asia	Male	Person	210	218	226	225	237
		Female	Person	40	40	43	45	45
		Total	Person	250	258	269	270	282
		Ratio of Female	%	16.0	15.5	16.0	16.7	16.0
		Ratio by region	%	21.6	21.9	22.2	21.2	21.8
		Of which, were hired locally	Person	233	244	255	257	272
		Ratio of locally-hired employees appointed	%	93.2	94.6	94.8	95.2	96.5

	Boundary	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
	Europe	Male	Person	170	183	200	214	223
		Female	Person	16	17	19	23	25
		Total	Person	186	200	219	237	248
		Ratio of Female	%	8.6	8.5	8.7	9.7	10.1
		Ratio by region	%	16.1	17.0	18.1	18.6	19.2
		Of which, were hired locally	Person	184	194	215	232	243
		Ratio of locally-hired employees appointed	%	98.9	97.0	98.2	97.9	98.0
	North America	Male	Person	187	204	198	246	251
		Female	Person	19	21	24	36	27
		Total	Person	206	225	222	282	278
		Ratio of Female	%	9.2	9.3	10.8	12.8	9.7
		Ratio by region	%	17.8	19.1	18.3	22.2	21.5
		Of which, were hired locally	Person	197	217	217	276	269
		Ratio of locally-hired employees appointed	%	95.6	96.4	97.7	97.9	96.8
	Overseas Total	Male	Person	567	605	624	685	711
		Female	Person	75	78	86	104	97
		Total	Person	642	683	710	789	808
		Ratio of Female	%	11.7	11.4	12.1	13.2	12.0
		Ratio by region	%	55.5	57.9	58.6	62.0	62.5
		Of which, were hired locally	Person	614	655	687	765	784
		Ratio of locally-hired employees appointed	%	95.6	95.9	96.8	97.0	97.0
	Total	Male	Person	1,070	1,088	1,110	1,150	1,176
		Female	Person	87	91	101	122	117
		Total	Person	1,157	1,179	1,211	1,272	1,293
Ratio of Female		%	7.5	7.7	8.3	9.6	9.0	
Of which, were hired locally		Person	1,128	1,150	1,188	1,248	1,268	
Ratio of locally-hired employees appointed		%	97.5	97.5	98.1	98.1	98.1	

* Boundary: Advantest Group

* Definition of "management position": Level 7 or higher in a 10-level status system. Of the 10 levels, job levels 1 to 6 are general employees, while levels 7 to 10 are designated as management positions.

	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Number of employees by age group	Age - 29	Male	Person	329	380	443	627	884
		Female	Person	118	156	156	215	262
		Total	Person	447	536	599	842	1,146
	Age 30 - 39	Male	Person	692	752	793	969	1,088
		Female	Person	197	225	258	291	338
		Total	Person	889	977	1,051	1,260	1,426
	Age 40 - 49	Male	Person	1,411	1,394	1,347	1,328	1,325
		Female	Person	297	318	334	356	382
		Total	Person	1,708	1,712	1,681	1,684	1,707
	Age 50 - 59	Male	Person	1,236	1,355	1,415	1,519	1,581
		Female	Person	163	208	228	289	317
		Total	Person	1,399	1,563	1,643	1,808	1,898
	Age 60 -	Male	Person	159	227	244	296	316
		Female	Person	28	33	43	51	51
		Total	Person	187	260	287	347	367
	Total	Male	Person	3,827	4,108	4,242	4,739	5,194
		Female	Person	803	940	1,019	1,202	1,350
		Total	Person	4,630	5,048	5,261	5,941	6,544

* Boundary: Advantest Group (regular employees only)

Recruitment and turnover

	Boundary	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of new hires	Japan	Male	Person	20	43	41	49	70
		Female	Person	4	14	15	18	23
		Total	Person	24	57	56	67	93
		Ratio of Female	%	16.7	24.6	26.8	26.9	24.7
		Ratio by region	%	7.2	9.7	14.7	6.2	8.1
	Asia	Male	Person	102	97	110	147	209
		Female	Person	24	47	30	45	60
		Total	Person	126	144	140	192	269
		Ratio of Female	%	19.0	32.6	21.4	23.4	22.3
		Ratio by region	%	37.6	24.5	36.7	17.7	23.4
	Europe	Male	Person	54	62	58	67	188
		Female	Person	10	18	17	12	46
		Total	Person	64	80	75	79	234
		Ratio of Female	%	15.6	22.5	22.7	15.2	19.7
		Ratio by region	%	19.1	13.6	19.7	7.3	20.3
	North America	Male	Person	95	223	77	563	421
		Female	Person	26	84	33	181	133
		Total	Person	121	307	110	744	554
		Ratio of Female	%	21.5	27.4	30.0	24.3	24.0
		Ratio by region	%	36.1	52.2	28.9	68.8	48.2
Overseas Total	Male	Person	251	382	245	777	818	
	Female	Person	60	149	80	238	239	
	Total	Person	311	531	325	1,015	1,057	
	Ratio of Female	%	19.3	28.1	24.6	23.4	22.6	
	Ratio by region	%	92.8	90.3	85.3	93.8	91.9	
Total	Male	Person	271	425	286	826	888	
	Female	Person	64	163	95	256	262	
	Total	Person	335	588	381	1,082	1,150	
	Ratio of Female	%	19.1	27.7	24.9	23.7	22.8	

* Boundary: Advantest Group (regular employees only)

	Boundary	Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employee turnover	Japan	Male	Person	28	32	13	21	25
		Female	Person	5	12	2	4	5
		Total	Person	33	44	15	25	30
		Ratio of Female	%	15.2	27.3	13.3	16.0	16.7
		Ratio by region	%	23.6	30.3	8.6	7.3	6.4
	Asia	Male	Person	37	34	37	89	74
		Female	Person	4	11	16	15	8
		Total	Person	41	45	53	104	82
		Ratio of Female	%	9.8	24.4	30.2	14.4	9.8
		Ratio by region	%	29.3	31.0	30.5	30.2	17.4
	Europe	Male	Person	22	18	9	17	30
		Female	Person	7	1	4	6	3
		Total	Person	29	19	13	23	33
		Ratio of Female	%	24.1	5.3	30.8	26.1	9.1
		Ratio by region	%	20.7	13.1	7.5	6.7	7.0
	North America	Male	Person	32	29	84	144	247
		Female	Person	5	8	9	48	78
		Total	Person	37	37	93	192	325
		Ratio of Female	%	13.5	21.6	9.7	25.0	24.0
		Ratio by region	%	26.4	25.5	53.4	55.8	69.1
	Overseas Total	Male	Person	91	81	130	250	351
		Female	Person	16	20	29	69	89
		Total	Person	107	101	159	319	440
		Ratio of Female	%	15.0	19.8	18.2	21.6	20.2
		Ratio by region	%	76.4	69.7	91.4	92.7	93.6
	Total	Male	Person	119	113	143	271	376
		Female	Person	21	32	31	73	94
Total		Person	140	145	174	344	470	
Ratio of Female		%	15.0	22.1	17.8	21.2	20.0	
Turnover ratio	Male	%	3.21	2.95	3.48	6.39	7.93	
	Female	%	2.79	3.99	3.30	7.16	7.82	
	Total	%	3.14	3.13	3.45	6.54	7.91	

* Boundary: Advantest Group (regular employees only)

* From December 2019 onward, the method of including employees who leave at the end of the month within that month's tally was changed to include them in the count for the following month.

Diversity and Inclusion, Working Style

	Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Number of re-employment system users ^{*1}	Advantest Corporation ^{*4}	Person	33	54	60	74	44	
Employment rate of people with disabilities	Advantest Corporation ^{*4} , Advantest Green, Advantest facilities	%	2.48	2.66	2.79	2.83	2.91	
(Legal ratio of employment of people with disabilities)		%	2.20	2.20	2.20	2.30	2.30	
(Average ratio of employment of people with disabilities in the private sector nationwide)		%	2.05	2.11	2.15	2.20	2.25	
Number of employees taking childcare leave	Advantest Corporation ^{*4}	Male	Person	1	4	2	4	7
		Female	Person	31	25	27	24	20
		Total	Person	32	29	29	28	27
Number of employees who applied for shortened working hours for childcare	Advantest Corporation ^{*4}	Male	Person	1	2	3	3	2
		Female	Person	60	71	76	75	76
		Total	Person	61	73	79	78	78
Number of employees taking nursing/care leave	Advantest Corporation ^{*4}	Nursing leave	Person	54	38	40	41	107
		Care leave	Person	21	4	3	10	14
		Total	Person	75	42	43	51	121
Ratio of employees taking paid leave	Advantest Corporation ^{*5}	%	70.7	68.7	68.7	73.7	76.1	
Number of employees taking accumulated leave	Advantest Corporation ^{*4}	Person	81	87	124	317	127	
Average amount of overtime per individual ^{*2}	Advantest Group (Japan/China/South Korea)	Hours	15.0	14.3	16.9	19.7	20.5	
Ratio of occupational accidents ^{*3}	Advantest Corporation ^{*5} , Subsidiaries in Japan	Frequency rate	0.4	0.2	0.0	0.0	0.2	
	Advantest Group	Frequency rate	0.3	0.2	0.1	0.1	0.5	

* 1: The number of individuals who have newly started to use the re-employment system. (Those who have continued to use the system from the previous year were not included.)

* 2: Overtime hours for management positions with no subordinates are included for South Korea only.

* 3: The number of fatalities and injuries due to occupational accidents per one million working hours. The data includes temporary employees from FY2019 onward.

"Advantest Corporation" in the table above is as follows.

*4: Includes employees seconded to affiliated companies, but excludes employees seconded from affiliated companies.

*5: Excludes employees seconded to affiliated companies, but includes employees seconded from affiliated companies.

Employee Education

	Training Category	Target	Participants (Persons)	Training hours (hours)
Status of education and training implementation	Business training (human resource management, etc.)	Management / General employees	831	6,384
	Technical training (technology)	Management / General employees	501	1,192
	E-learning (human resource management, etc.)	Management / General employees	2,770	1,137
	New recruit training (per level)	Management / General employees	47	17,603
	Languages/TOEIC (global)	Management / General employees	961	14,262
	External seminars (business skills, etc.)	Management / General employees	119	1,430
	Total			5,229

* Boundary: Training sponsored by Advantest Corporation (excluding group-wide training. Includes employees seconded to affiliated companies, but excludes employees seconded from affiliated companies.)

	Education Category	Target	Number of participants (total No. of individuals)	Hours of education (hours)
Status of safety and health education implementation	General education	Management / General employees	10,837	5,510
	Technical education	Management / General employees	1,214	6,008

* Boundary: Advantest Group

Governance Data

Governance System (As of June 27, 2023)

Structure	Company with an Audit and Supervisory Committee
Number of Directors	9(male : 7 / female : 2)
Number of Outside Directors	5 (55.5%)
Number of Non-Japanese Directors	2 (22.2%)
Number of Female Directors	2 (22.2%)
Term of Office for Directors Who Are Not Audit and Supervisory Committee Members	1 year
Number of Directors Who Are Audit and Supervisory Committee Members	3
Number of Outside Directors	2
Chairperson of Audit and Supervisory Committee	Outside Director
Term of Office for Directors Who Are Audit and Supervisory Committee Members	2 years
Nomination and Compensation Committee	Inplace
Nomination and Compensation Committee Members	3 Directors (Two of which are outside Directors)
Nomination and Compensation Committee Chair	Outside Director
Performance-based Compensation System	In Place
Executive Officer System	In Place
Executive Officers	25
Non-Japanese Executive Officers	13

Executive Compensation

Officer Category	Company category	Total Compensation (Mil. yen)	Total Compensation by category (Mil. yen)					Number of Eligible Directors
			Cash Compensation		Non-cash Compensation			
			Fixed Compensation	Performance-based Compensation	Stock Options	Restricted stock compensation	Performance-based Stock remuneration	
Directors (excluding Audit and Supervisory Committee members) (excluding Outside Directors)	Advantest Corporation (The Company)	695	184	162	17	137	195	5
	The consolidated subsidiaries	145	70	75	—	—	—	
Directors (Audit and Supervisory Committee members) (excluding Outside Directors)	Advantest Corporation (The Company)	43	43	—	—	—	—	1
Outside Directors (excluding Audit and Supervisory Committee members)	Advantest Corporation (The Company)	41	41	—	—	—	—	3
Outside Directors (Audit and Supervisory Committee members)	Advantest Corporation (The Company)	31	31	—	—	—	—	2

1. As of March 31, 2023, the number of directors (excluding outside directors and directors who are Audit and Supervisory Committee members) and outside directors were five and five.

2. Performance-based bonuses are paid to directors (excluding outside directors and directors who are Audit and Supervisory Committee members) as performance-based compensation.

3. For stock options granted by FY2020, the amount of stock options are recorded as expenses for FY2022 in accordance with IFRS. No stock options were granted in FY2022. Restricted stock compensation and performance-based stock remuneration are recorded as expenses in accordance with IFRS for FY2022.

Approach to Data Aggregation and Third-Party Verification

We have defined our approach to data aggregation and have subjected our obtained data to third-party verification in order to strengthen the reliability of the data we disclose.

Approach to and Methods for Environmental Data Collection

Targets and period of environmental data collection

Period	April 1, 2022, to March 31, 2023
Targets	Advantest Corporation and its major domestic/overseas consolidated subsidiaries

Item	Region	2018	2019	2020	2021	2022
Aggregation range (Those in Japan includes including affiliated companies)	Japan	8 bases	7 bases	7 bases	7 bases	7 bases
	Overseas	Major overseas affiliates 9 companies				
Employee coverage	Global	-	-	-	85.6%	79.6%

Approach and methods for GHG-related data collection

Quantity of GHG emissions from business facilities

Calculations are based on usage of electricity, heat, and fuel at business facilities, and usage of GHGs (for manufacturing processes, equipment, etc.)

CO ₂ emissions (from energy) accompanying the use of energy	Calculations are performed by multiplying the usage amount of electricity, heat, and fuel (including fuel for vehicles, etc.) at each business facility against the CO ₂ emission factors. When using renewable energy (including certificates), the CO ₂ emission factors is set to zero.
GHG emissions from PFCs, etc. (with a non-energy origin)	Calculations are performed by multiplying the GHG emissions at each business facility against global warming potential values to convert into quantities of CO ₂ .

Referenced guidelines as well as energy and fuel CO₂ emission factors and heat conversion coefficient

Japan	Ministry of the Environment, "Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain" Ministry of the Environment, "Amount of Greenhouse Gas Emissions—List of Calculation Methods and Emission Coefficients within the Calculation/Reporting/ Disclosure System"
Overseas	Based on the emission factors announced by each electric company and government authorities of each country as well as those by country announced in IEA Emissions Factors, which was issued by the International Energy Agency (IEA).

Quantity of CO₂ emissions from purchased products and services « Scope 3, Category 1 »

The quantity of CO₂ emissions from products and services purchased by Advantest is calculated by multiplying the corresponding primary unit in the "Global Embodied Energy and Emission Intensity based on the Standard Purchaser Price" (issued by the National Institute for Environmental Studies) per purchased item.

For items for which we are unable to separate transportation costs from the purchase prices, the quantity of emissions including transportation is not tallied under Category 4 "CO₂ emissions during transport from primary suppliers to our company," but such emissions are included in Category 1 emissions for calculation.

Quantity of CO₂ emissions during product usage « Scope3, Category 11 »

The amount of CO₂ emissions during product usage is calculated by multiplying the emissions coefficients from the World category in "IEA Emissions Factors" against the lifetime electricity consumption of products on the market this fiscal year. The amount of CO₂ emissions during product use is calculated according to the following formula.

$$\text{Numbers of units sold} \times \text{Electricity consumption at operation} \times \text{Annual hours of operation} \times \text{Years used} \times \text{CO}_2 \text{ emissions coefficient}$$

Among the semiconductor testing devices sold by the Advantest Group, CO₂ emissions calculations are for the SoC test systems and memory test systems.

The lifetime electricity consumption quantity assumes each product is used for 10 years, and calculations are performed by multiplying the amount of electricity consumed based on the product specification calculations for the target system against the number of units sold for the relevant product.

Scope3 calculation summary

	Category classification	Calculation summary
Category1	Purchased goods and services	The quantity of emissions of some datacenter usage, along with emissions from the resource collection stage up to the manufacturing stage for raw materials/ components sold by the Advantest Group and its purchased items
Category2	Capital goods	Emissions from manufacturing facilities, etc. in which the Advantest Group has invested
Category3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	Emissions accompanying the procurement of fuel and energy used at Advantest Group business facilities
Category4	Upstream transportation and distribution	Emissions accompanying the transport of procured components and purchased products by the Advantest Group, and those accompanying the storage of such products
Category5	Waste generated in operations	Emissions accompanying the treatment of waste generated at business facilities of the Advantest Group
Category6	Business travel	Emissions due to business trips made by Advantest Group employees
Category7	Employee commuting	Emissions due to commuting by Advantest Group employees
Category8	Upstream leased assets	Emissions accompanying leased assets of the Advantest Group * Excludes those calculated under Scope 2
Category9	Downstream transportation and distribution	Emissions accompanying the transport of products sold by the Advantest Group
Category10	Processing of sold products	(N/A)
Category11	Use of sold products	Emissions accompanying electricity consumption due to use of Advantest Group products in customer businesses
Category12	End-of-life treatment of sold products	Emissions accompanying the disposal of products sold by the Advantest Group
Category13	Downstream leased assets	(N/A)
Category14	Franchises	(N/A)
Category15	Investments	(N/A)

Approach to and methods for data collection related to resources

Quantity of waste generated

The total weight of industrial waste and general waste generated from business facilities.

The amount of waste generated in Japan is tabulated and disclosed as weight including valuable materials.

Quantity of water used and discharged

Quantity of water used	The quantity of water used at business facilities (drinking water, industrial water, and groundwater). The purchased quantity is substituted for drinking water and industrial water.
Quantity of water discharged	The quantity of water generated at business facilities discharged to sewage and public waters. For business facilities for which the amount of water discharged cannot be readily determined, the amount of water used is considered to be the amount of water discharged.

Approach to and methods for data collection for other environmental data

Management of chemical substances

To ensure safe management of and compliance with laws and regulations on chemical substances, we implement registration, safety reviews, and control per bottle/package unit for chemical substances used in-house. Furthermore, SDSs, which are the foundation of chemical substance handling, are always available for viewing.

Quantity of chemical substances handled	The quantity of chemical substances purchased and used at each business facility is monitored and calculated.
Quantity of chemical substances emissions/transfers	The quantity of chemical substances emitted/transferred due to operations is calculated by multiplying the handled amount by coefficients.

Quantity of water pollutant discharge (BOD, COD)

The quantity is calculated by multiplying the discharged water concentration by the discharged quantity. This applies to business facilities with legal or other requirements (such as contracts).

Quantity of air pollutant emissions (NOx, SOx)

The quantity is calculated by multiplying the exhaust concentration by the exhaust quantity. This applies to business facilities with legal or other requirements (such as contracts).

Third-Party Assurance

Third-party assurance

Third-party assurance has been obtained from Ernst & Young ShinNihon LLC to ensure increased reliability of selected social and environmental performance indicators in FY2023 included in the ESG Data on our website.

 [Independent Assurance Report](#)