



ADVANTEST[®]

2015 Sustainability Report

**Technology Support
on the
Leading Edge**

| Editorial Note

In order to fulfill our responsibility to explain to stakeholders and to inform the wider society of our activities toward a sustainable society, from fiscal 2015 Advantest Group has changed this report's name from "CSR Report" to "Sustainability Report".

In addition, in order to meet global information disclosure requirements, we referred to the GRI "Sustainability Reporting Guidelines fourth edition" as we began to organize our disclosure information.

■ Changes in report

2000: Environmental Report

2006: Social and Environmental Report

2007: CSR Report

Scope of Report and Period Covered

This report covers activities pursued by Advantest and its major affiliates in Japan and overseas throughout fiscal 2014 (April 1, 2014 to March 31, 2015).

* Some activities before and after fiscal 2014 are also featured in the report with the aim of facilitating reader understanding.

Release date / Reporting cycle

September 2015 (Annually)

Guidelines Referenced

- GRI "Sustainability Reporting Guidelines (G4)"
- Ministry of the Environment, "Environmental Reporting Guidelines 2007"
- Ministry of the Environment, "Environmental Accounting Guidelines 2005"
- Japanese Standards Association, "ISO 26000: 2010, Guidance on Social Responsibility"

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CEO Message

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Measurement is the Mother of Innovation

Smartphones, computers, cars, consumer electronics, and many other electrical products we use every day rely on semiconductors.

The semiconductor test systems that we make ensure that semiconductors function properly, and that they perform up to specification, eliminating flawed devices and passing good ones in the semiconductor device manufacturing process.

By continuing to support leading edge semiconductor technology, at Advantest we support everyday safety and security.

Demand growth for semiconductors is closely linked to the growth in the applications which use them.

Recent sources of market growth include smartphones, which are continuing to become more popular and add functionality, as well as the datacenters that support the expansion in data transmission and cars which continue to add electronic functionality. While watching these market trends, we will continue to respond to world demands with higher performance test technology tailored to the characteristics of each semiconductor type.

Additionally, the technology that we have amassed over 60 years have already been used in various fields beyond the semiconductor test sector. For instance, in electron beam measurement tools and lithography systems, which depend on nanotechnology, our systems refined for the semiconductor process are rated highly. Meanwhile, our terahertz systems, which utilize terahertz waves to perform non-destructive internal analysis of samples, are riding a wave of high expectations from diverse industrial sectors starting with medicine.

With our core competence technology for measuring voltage, current and time as the key technology that profoundly supports other technologies we are contributing today to a prosperous society. While continuing our passion for our “core technology” we will tirelessly produce new generations of measurement and testing technology for the world.

Shinichiro Kuroe
Representative Director, President & CEO

CSR at Advantest

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The ADVANTEST Way and the Code of Conduct

The ADVANTEST Way and the Code of Conduct provides a set of rules and standards of behavior that all executives and employees must observe when carrying out the Group's global corporate activities. At Advantest, we take a global perspective when implementing our company management and our social and environmental activities so that we may use our cutting-edge 'measurement and testing technologies' to fulfill the expectations that our customers and all of our stakeholders throughout the world hold for us.



► [The Advantest Way & the Code of Conduct](#)

CSR Policy

Advantest Group aims for sustainable development and to enhance our corporate value under the corporate mission of "Technology Support on the Leading Edge" and our "Quest for the Essence" corporate mantra.

Also, we will respect stakeholders as described below to promote harmony with society and contribute towards the realization of a sustainable society.

- In harmony with society, we will work for environmental conservation and to reduce environmental impacts.
- We will respect customers, and provide high quality products and services that meet their needs.
- We will respect shareholders and investors, make the proper profits and disclose information.
- We will respect our business partners and build cooperative relationships toward mutual development.
- We will respect our employees, provide fair treatment and strive to create easy to work workplaces.

CSR Policy Initiatives

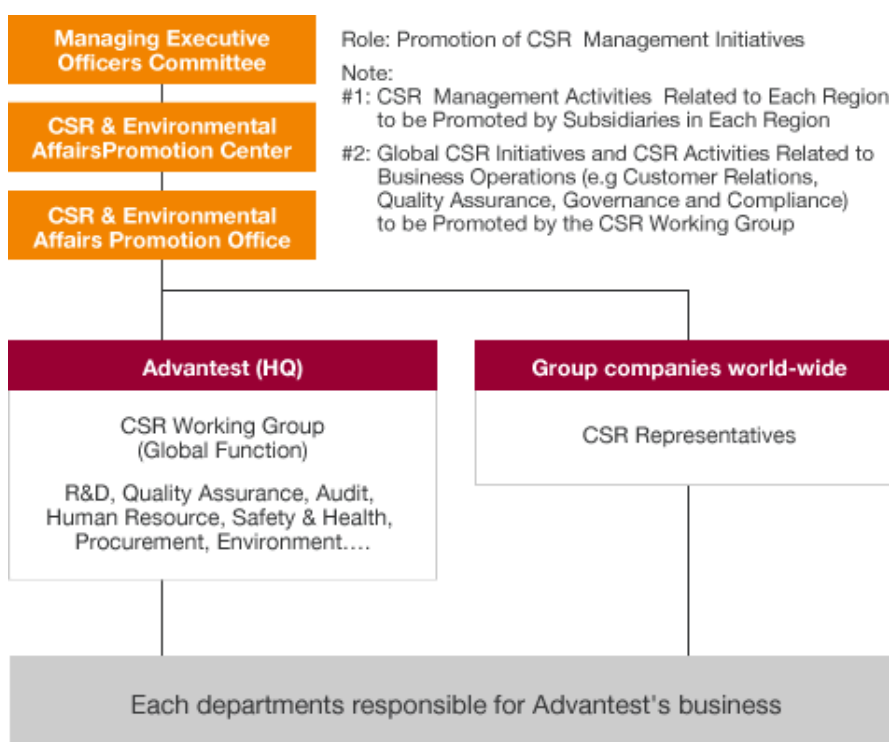
Based on the Advantest Group's corporate mission of delivering "Technology Support on the Leading Edge," our purpose as a Group is to use our 'measurement and testing technologies' to support the development of society and to help to ensure that people throughout the world can live safely and securely. We provide our customers in many countries with a range of products and services and we are contributing to society through our business activities in our core competence field of 'measurement and testing technologies.' In addition, we are using our business activities to meet the needs of our stakeholders and of society and to fulfill our social responsibilities as a group with a presence throughout the world.

Organization for Promoting CSR

We established the CSR & Environmental Affairs Promotion Center, which is headed by the President and CEO, in order to clarify the objectives and responsibilities of the executives within the Advantest Group. The Center is responsible for the overall promotion of our CSR initiatives and affairs. Beneath this organization we have positioned the CSR & Environmental Affairs Promotion Office, which is responsible for implementing our social and environmental contribution activities. In addition, all divisions and departments within the Company exchange CSR-related information and conduct CSR activities on a daily basis; this in turn supports our compliance with ISO26000 standards.

Moreover, we established the CSR Working Group to promote CSR initiatives horizontally across the entire Group, The Working Group is staffed by members of the various departments that are responsible for the Group's CSR and it is developing and coordinating activities on a global scale.

Advantest's Organization for Promoting CSR



Communication with stakeholders

We have implemented communication with the following stakeholders.

Main stakeholders	Main means of communication
Shareholders and investors	General meeting of shareholders, IR Roadshow, and information dissemination by the Sustainability Report
Customers	CSR questionnaire, user group meetings (VOICE), exhibitions (Semicon, etc.)
Suppliers	New Year meeting
Employees	Labor bargaining

Corporate Governance

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Our approach to corporate governance

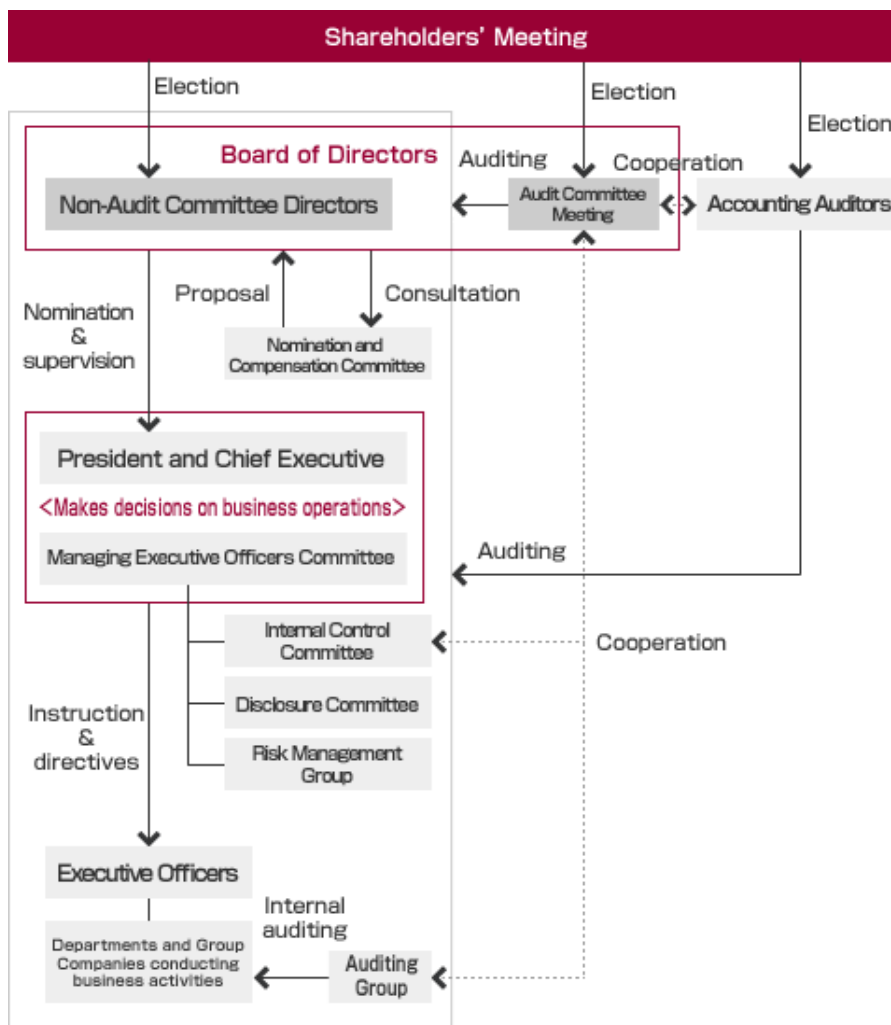
We aim to increase operational transparency, achieve sustainable growth and increase our corporate value in line with the basic principles of management set out in The ADVANTEST Way and Code of Conduct, a set of rules and standards of behavior that all executives and employees must observe. We clearly separate decision making and supervising functions from executive functions, enhancing management efficiency and transparency.

Management structure

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

In line with the revised Companies Act, as from May 1, 2015, Advantest further strengthened its corporate governance and Board of Directors audit function under the institution of the newly introduced company with a committee governance structure, and with the aim of further increasing our company value, from the June 24, 2015 we changed to a company with a committee governance structure. As an organization we have a Board of Directors, an Audit Committee and an Accounting Auditor. Furthermore we established a structure that can quickly respond to the rapidly changing business environment, and in order to strengthen our corporate governance, from 2003 we introduced an executive officer system.

Corporate governance structure



Board of Directors

The Board of Directors, as a management decision-making body, makes decisions on the basic policy of the entire group management, as well as decisions on important matters such as management strategy, and in order to ensure quick and efficient business operations, monitors and supervises whether executive committees that have been delegated authority are operating the business appropriately. In companies with Audit Committees, the term of office of the Non-Audit Committee Directors is one year, and the term of office of Directors in the Audit Committee is two years. The Board of Directors (including members of the Audit Committee) is made up of in-house five Directors and four outside Directors making nine people*.

In addition, Advantest established a Nomination and Compensation Committee as a discretionary institution in 2005. The Nomination and Compensation Committee, in consultation with the Board of Directors, discusses matters relating to nomination and compensation of Directors, and makes a proposal to the Board of Directors.

* The number of people is as of June 24, 2015

Executive Officer System

Advantest has introduced an Executive Officer system that keeps decision-making functions separate from executive functions in order to boost management efficiency.

Executive Officers are selected by the Board of Directors as senior management dedicated to the execution of operations. They have the responsibility of swiftly and efficiently implementing management policies and strategies determined by the Board of Directors. The term of each Executive Officer is limited to one year to achieve more explicit accountability.

There are a total of 24 Executive Officers*, some of whom are based in Japan while others are assigned to locations in North America, Europe, and Asia to enhance integration of the company's global operations.

* The number of people is as of June24, 2015

▶ [List of Directors](#)

Executive compensation

The Nomination and Compensation Committee discusses executive compensation in consultation with the Board of Directors and proposes the results to the Board of Directors. The compensation of the Board of Directors (except for Directors on the Audit Committee) is determined by the Board of Directors following the above-mentioned proposal. The compensation of Directors on the Audit Committee is determined through consultation of Directors on the Audit Committee.

Executive compensation for fiscal 2014 is as follows.

Classification	Number of executive	Compensation amount
Directors	9	411 million yen
Corporate Auditors	4	75 million yen
Total	13	486 million yen

* The compensation amount above is executive compensation for companies with Audit Boards before the transition to Companies with Audit Committees.

* The amount of compensation includes the fixed payment for one Director who retired in August 2014.

* Of the above-mentioned compensation, for the three outside Directors and two external Auditors, the amount of compensation was 40 million yen (rounded up to nearest million yen).

Internal control

Advantest has set up and maintains internal control systems that correspond to the United States Sarbanes-Oxley Act (SOX Act), the Companies Act and the Financial Instruments and Exchange Law. In order to manage the group with an emphasis on performance evaluation based on the consolidated balance sheet, these systems are built as a unified system of Advantest and its affiliates.

Also, Advantest established an Internal Control Committee with related Directors as members, and we operate the internal control systems in a unified manner on the basis of the policies set by the Committee. Based on the audit plan that the Committee defines every year, we evaluate the effectiveness of internal control and report to the Board of Directors.

Audit System

Audit Committee

The Audit Committee members audit the performance of Directors, Executive Officers and other executives based on the audit policies and plan established by the Audit Committee, through attendance at the Board of Directors and other important meetings, and investigations of the status of operations and assets. The Audit Committee consists of one internal Director and two outside Directors for a total of three members (one member is working internally full-time) *. Audit Committee Directors are appointed at the shareholder's meeting separately from non-Audit Committee Directors.

For proper and efficient auditing, the Audit Committee will obtain information from the Audit Group and the Accounting Auditor as necessary and take opportunities to exchange opinions with the Audit Office and accounting auditors.

* The number of people is as of June 24, 2015

Accounting Auditors

Accounting Auditors perform accounting audits of the consolidated financial statements and the financial statements and produce an audit report. Advantest has appointed an auditing firm as independent auditor, and receives a set audit.

Internal audit

Advantest places audit teams at the headquarters and major overseas bases and has a global audit team in the headquarters Audit Office to oversee operations. Through the high quality audits by each audit team that is familiar with the circumstances of the region and close cooperation and information exchange between the teams, we have built an effective and uniform internal control system for the entire Group.

In order to ensure that the day-to-day business activities of Advantest comply with the relevant laws and regulations at home and abroad and have been carried out properly and effectively, the audit team conduct operational audits, compliance audits and internal control audits to evaluate the effectiveness of the internal control system, and if necessary to support making improvements at the local work sites.

In addition, because Advantest is listed on the New York Stock Exchange, we must operate internal control as defined in the US Sarbanes-Oxley Act (SOX Act) and take advantage of the COSO framework*¹ and control self-assessment*² to determine the validity of our internal control.

*1 COSO framework:

A framework for internal control proposed by the Committee of Sponsoring Organizations of the Tread way Commission (COSO) in 1992. In the case of internal control evaluation, we set the standard from the viewpoint of ensuring thorough internal control of organization members, including executives, basically from the standpoint of shareholders.

*2 Control self-assessment (CSA):

An internal control method that allows executives and managers directly involved in businesses of the entity to assess the effectiveness of the entity's control processes and risk management. With this technique, it is expected that risks can be identified, and control activities can be assessed and improved effectively and efficiently.

Compliance

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Compliance policy

Overview of policy

Companies aiming for sustainable growth need employees who fulfill their social responsibilities and who carry a strong sense of ethics. They also need to earn the trust of stakeholders. Based on this belief, Advantest has established The ADVANTEST Way — the fundamental handbook which lays out our management direction and policy, and which comprises our Corporate Mission (“Technology Support on the Leading Edge”), Corporate Mantra (“Quest for the Essence”) and CSR Policy — as well as The Advantest Code of Conduct, which provides specific guidelines for employees to enhance their ethical awareness.

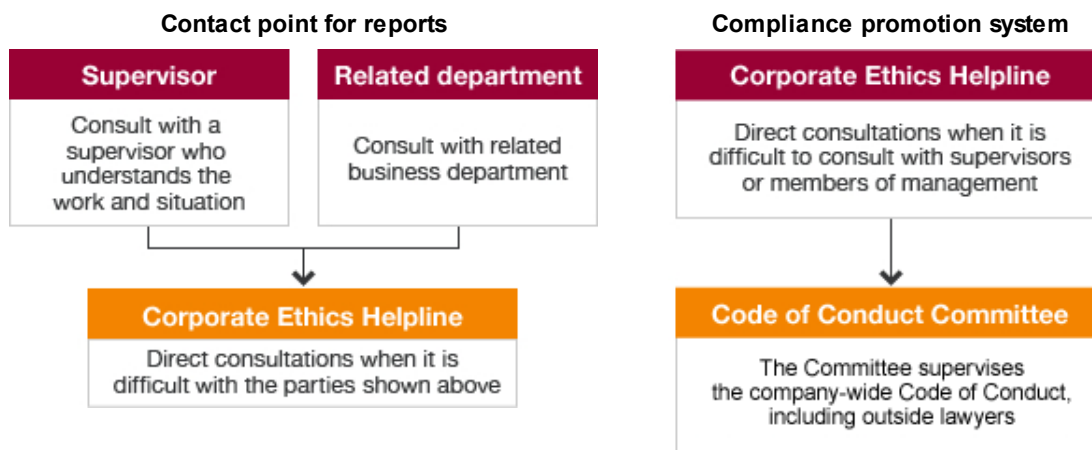
▶ [The ADVANTEST Way & Code of Conduct](#)

Compliance Promotion System

Advantest gives guidance and advice to all Group employees to fully understand and comply with the "The ADVANTEST Way & Code of Conduct", and has established a global management structure.

Among the employees’ day-to-day business, if they come across a problem that they feel is in violation or contradiction with "The ADVANTEST Way & Code of Conduct", they should first report to and consult with the department head, and if necessary, to relevant departments. When it is difficult to consult with department heads or related departments, we established a "Corporate Ethics Helpline" from 2006, which we operate globally. After setting up the helpline, we have received various letters from Japan and overseas from Group employees, and while maintaining the privacy of the employees, these items are reported at the Code of Conduct Committee, including management executives and outside lawyers, in order to seek resolution. We will continue to sincerely respond to letters to maintain Advantest’s integrity.

Also as a member of the international community, we regularly conduct compliance audits through our global audit teams which we have placed in each region in order to ensure that we follow the different laws and regulations in each country and perform business correctly.



■ Compliance Education

At Advantest, we distribute a booklet called "The ADVANTEST Way & Code of Conduct" to all Group employees and implement efforts to gain employees' agreements. However, with the full integration of Verigy Inc. in April 2012, the creation of overseas production bases and the internationalization of R&D and production bases, there is an increasing need to ensure thorough legal compliance worldwide and to pay attention to compliance across the Group while having a good understanding of the different variety of laws and regulations in each country.

For this reason, through the cooperation of the audit team and the legal department placed in each region, we have the aim of strengthening educational activities related to national laws and regulations. In addition, to gain agreement on compliance matters, we are implementing regular e-learning sessions for all Group employees on "The ADVANTEST Way & Code of Conduct" and "anti-corruption and anti-bribery".

Risk Management

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Risk management basic policy

The Advantest Group will conduct measures to minimize damage should any of the following events occur:

1. If damage is caused to buildings or facilities, or if networks and systems stop functioning making it difficult to continue our business operations, or if there is the possibility of this type of situation occurring due to a disaster or accident;
2. If there is the danger of one of our executives or employees being killed or injured or their life or physical health is put at risk due to a disaster or accident;
3. If there is an occurrence of scandal or incident that has the potential to become a social concern; or,
4. If any event other than those described above were to occur that could cause a significant impact on the business of the Group or its affiliates due to a disaster or accident.

Risk management system

In December 2001, Advantest established a Risk Management Group with the Company's president as its head. The Risk Management Group will convene when any of the above events occur, and will consolidate information flows, evaluate the problem, direct the initial response, and formulate recovery plans. The Group will remain in operation until recovery is complete.

Major risks

Risks associated with Advantest's business are shown below.

▶ [Business risks](#)

Business Continuity Plan

Advantest Corporation established the following basic policy during fiscal 2007 in preparation for large-scale natural disasters. We have devised our business continuity plan based on this policy.

Business Continuity Plan (BCP) — basic policies

- We will place top priority on ensuring human safety should a major disaster strike.
- We will fulfill our responsibility to our stakeholders by ensuring that any impairment to our operations has a minimal adverse impact on our suppliers and other stakeholders.
- We will cooperate with local bodies in regular disaster prevention measures, and if a disaster should strike near any of our locations, we will contribute to local recovery.

After the Great East Japan Earthquake in March 2011, we began reviewing our disaster prevention arrangements. In fiscal 2012, we revised our Business Continuity Plan (BCP) to take into account an earthquake directly under Tokyo and flooding along the Tone River, and to ensure the integrity of our supply system even in such disasters. Within the BCP, the following measures are stipulated in line with the basic policy.

Basic Policy	Specific Measures
1. Ensuring human safety	In addition to continuing with regular disaster prevention drills and safety confirmation drills, we will strengthen crisis management and business continuity systems, making human safety the top priority.
2. Fulfillment of supply responsibilities	When an earthquake occurs, supply systems at our manufacturing plants (Gunma Factory) will continue. In the case of a flood, it is assumed that supply systems will be maintained at alternative manufacturing sites. In preparation for cases where workplace attendance is temporarily impractical because of damage to offices or infrastructure, we will establish an environment allowing high-priority work to be done from home.
3. Regional & social contributions	Our Gunma R&D Center has been designated by the town of Meiwa as an evacuation shelter in case of flooding, and we contribute to the area by keeping the site ready for flood evacuees.

2014 Initiatives

In fiscal 2014, based on the BCP, which was formulated in April 2013, the crisis management headquarters secretariat and related departments conducted initial tabletop drills assuming an earthquake directly under Tokyo. With this training we identified that there would be a problem in communicating between headquarters and development and production bases and suppliers, however by changing and clarifying the operations these problems were resolved. In addition, we modified each manual reflecting other deficiencies in the BCP that were revealed during the training.

In addition we increased the number of times that we implement the safety confirmation training that we do every year to three times (in July, November and March) to further strengthen safety registration. Although the training carried out in March was conducted without notifying the date and time in advance, we were able to confirm the safety of all domestic employees within one week.

In future, we will expand BCP training to more departments and extend the target period, ensure that each department is able to act quickly in the event of a disaster by continuing to implement training and aim to establish a BCMS (Business Continuity Management System).

Initiatives Related to the Protection and Respect of Human Rights

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Basic Concept of Personnel Management

We treat our employees — each one an important asset — with respect and fairness. We also support our employees' diverse lifestyles and individual development and are committed to having them grow along with the Company. To protect these valuable assets and increase their value, we drafted our Basic Concept of Personnel Management in September 2000. This document supports proactive human resource development with consideration for fairness and soundness.

Advantest's human resources basic philosophy

At Advantest, we consider our employees to be indispensable business assets. We have established the following philosophy that underpins our personnel-related policies, and we are constantly working towards the achievement of this philosophy.

1. Focusing on results

We promote a human resources system that highly regards and fairly handles employees that exhibit a can-do spirit with which they overcome challenges and achieve outstanding results.

2. Taking into consideration fairness and soundness

We take constant care to ensure that all of our policies and systems are extremely objective, fair, and sound so that we can achieve the biggest and best results with our employees as a result.

3. Pro-actively supporting human resources development

We actively support personnel that face self-development through persistent hard work in order to acquire advanced specialist knowledge and a broader education.

System to promote the protection and respect of human rights

Focused around the Corporate Ethics Office and the Code of Conduct Committee, Advantest strives to promote and set policies on human rights issues and deal with complaints about discriminatory treatment.

We promote the protection and respect of human rights and have created a human rights and discrimination manual and sexual harassment and power harassment prevention guides.

Creating a workplace that respects human rights

The ADVANTEST Way and the Code of Conduct pledge that we will respect human rights without discriminating on the basis of age, gender, nationality, religion or other factors.

In addition, every year since April 2006 we have included education on human rights themes such as prevention of sexual and power harassment in training for new employees and new managers.

In fiscal 2013, we launched an e-learning program on The ADVANTEST Way and the Code of Conduct for all Group employees.

Harassment prevention

To prevent sexual harassment and power harassment, in July 1999 we created a manual and placed it on the intranet for easy reference.

The key points are as follows.

1. Definition of sexual and power harassment

2. Sexual and power harassment in the workplace

3. Impact of sexual and power harassment

4. Sexual and power harassment prevention measures

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

■ Reporting and consultation framework for human rights issues

We have set up a Corporate Ethics Helpline to address human rights issues and concerns not readily resolvable in the workplace, designed so that those facing such issues can draw on the support of our Corporate Ethics Office and Corporate Ethics Committee. Reports and consultations are handled mainly by the Corporate Ethics Office, and every precaution is taken to prevent employees seeking help from suffering any disadvantage or retribution, for example, by protecting their anonymity. This helpline can also be used from overseas.

Through this activity, Advantest aims to foster a stress-free environment where employees respect one another's human rights.

Accepting Diversity

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Diversity Management

Advantest accepts the diversity of its workforce and strives to create a workplace where every employee can achieve their potential and participate to the fullest. As stipulated in the Advantest Code of Conduct, we respect human rights and are determined to eliminate discrimination on the basis of race, creed, gender, nationality, religion, or physical disabilities.

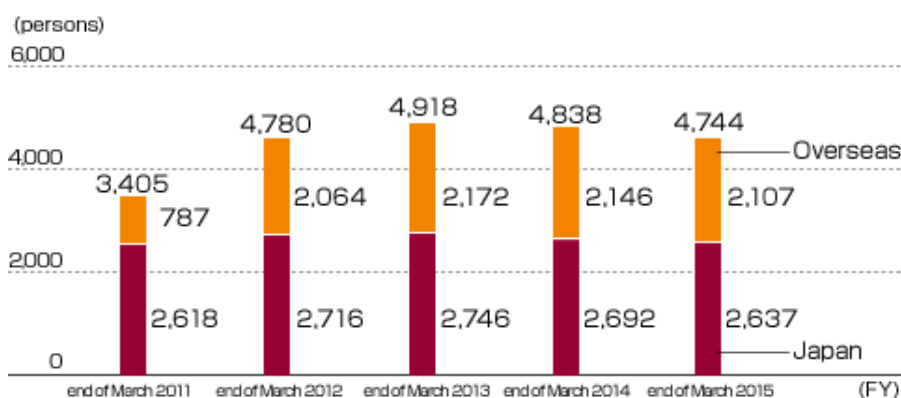
Status of employment

The Advantest Group pledges in its basic policy to respect the human rights of every employee and eliminate all forms of discrimination on the grounds of race, creed, gender, nationality, religion, physical disability, etc. Moreover, we are eliminating discrimination from recruitment and employee compensation practices, and striving to hire, cultivate, and promote personnel who will shine on the global stage.

The number of employees is shown below.

The integration of Verigy into Advantest operations in July 2011 greatly increased the number of foreign employees.

Status of employment



Consolidated

	Male	Female	Total	Female ratio
Management	1,056	66	1,122	5.9%
General	2,867	755	3,622	20.8%
Total	3,923	821	4,744	17.3%

* As of March 31, 2015

* Scope: Japan and overseas - all employees

■ Recruitment and use of global human resources

Advantest's business has become more global in recent years, and we aim to secure personnel who understand other cultures, have high-level communication skills, and can see business through on the global stage. As the business environment becomes more borderless, it is increasingly necessary to use personnel exchanges with overseas affiliates to promote globalism in our human resources development and corporate structure.

We are putting more effort into hiring foreign students both overseas and in Japan in order to secure employees who can fulfill missions on the global stage. We continue to conduct personnel exchanges with overseas affiliates as a way of giving employees business experience in a global environment. Through everyday business and training in both organizations, technology and know-how are shared, allowing each employee to learn more advanced technology plus adaptive skills for a diverse business environment.

The human resources exchanges with overseas affiliates are implemented frequently at each division regardless of type of job. Under this program, which is specifically designed to promote interaction among personnel in Japan and abroad, employees participate in the exchange either on a short-term or long-term basis.

These activities enabled us to recruit students in overseas countries and foreign students studying in Japan. We now plan to extend the global reach of our recruitment activities going forward through further participation in similar job fairs, both overseas and in Japan. Although new employee training is generally geared toward new graduates who join the company in April, we are modifying this to allow all new graduates to take part in the training irrespective of when they start work.

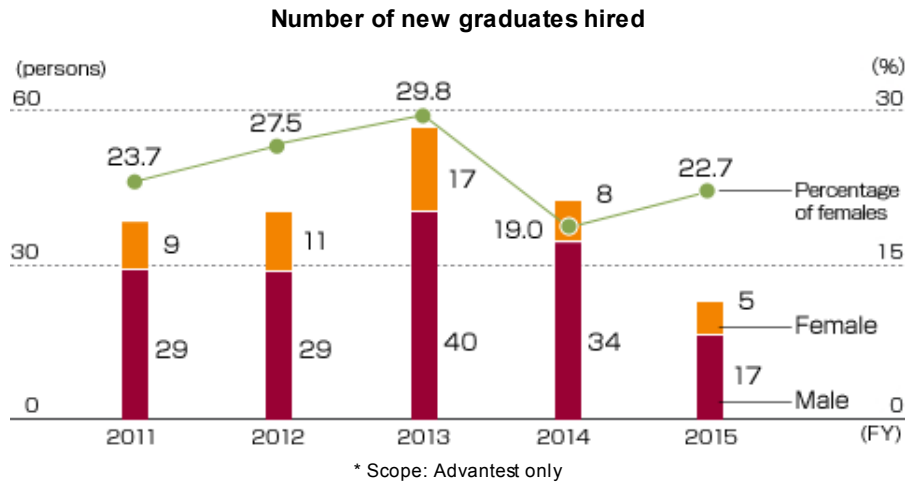
As of March 2015, Advantest Corporation counted employees from 10 countries in its workforce, and seven of the Company's 22 executive officers were non-Japanese. We will continue to provide equal opportunities to all promising individuals regardless of nationality while underscoring the need to develop global personnel and global organizations through borderless promotion and personnel exchange.

■ Promotion and utilization of female employees

We believe in always accepting diverse values and that there is a need to continue to promote the corporate culture to encourage active participation regardless of gender, age and nationality. However, as of March 2015 only 13.4% of overall employees and 1.9% of management are women and so it is one of our challenges to expand the employment of women.

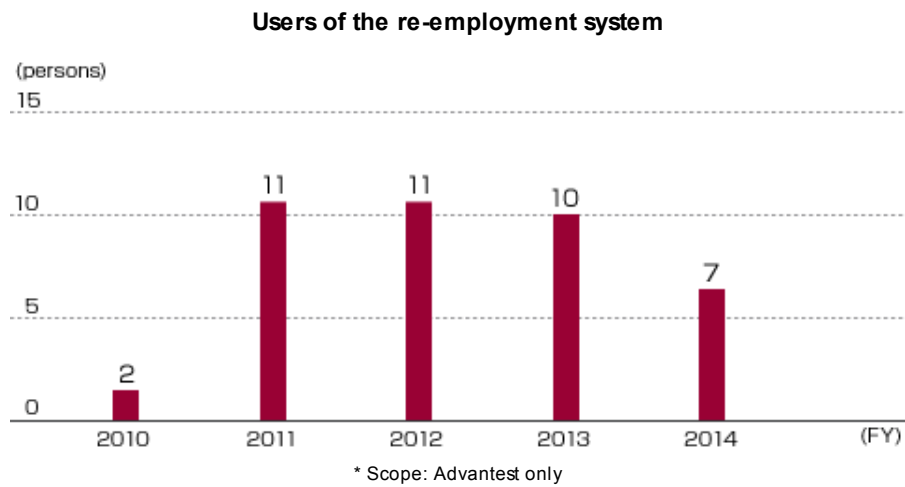
At Advantest we hire mainly engineering students where there is a high ratio of men to women, and women were not motivated to take the entrance exam through our conventional recruitment activities. Given this situation we focused on demonstrating the benefits of our company to female engineers and strengthening our appeal to women. We made particular use of young female employees during laboratory visits and business facility tours, reducing the distance between us and the female applicants, and emphasized the activities of female employees in our website and hiring brochure. In addition, at employment events we explained our systems and career plans for women and introduced the way that Advantest female employees play an active role in the company.

As a result of these efforts, for fiscal 2015 new employees the proportion of women was 23%. The Company will continue to focus our efforts to increase the female ratio in the future.



Active use of older employees

Since April 2006, when the age at which national pensions are awarded was raised, it has been mandatory to take steps toward employing older workers up to the age of 65. Accompanying this change, Advantest has revised its re-employment system for older individuals and is responding flexibly to such people desiring employment. Our re-employment activities entail deciding on employment packages and job postings most suitable for actively taking advantage of the skills and know-how possessed by older adults.



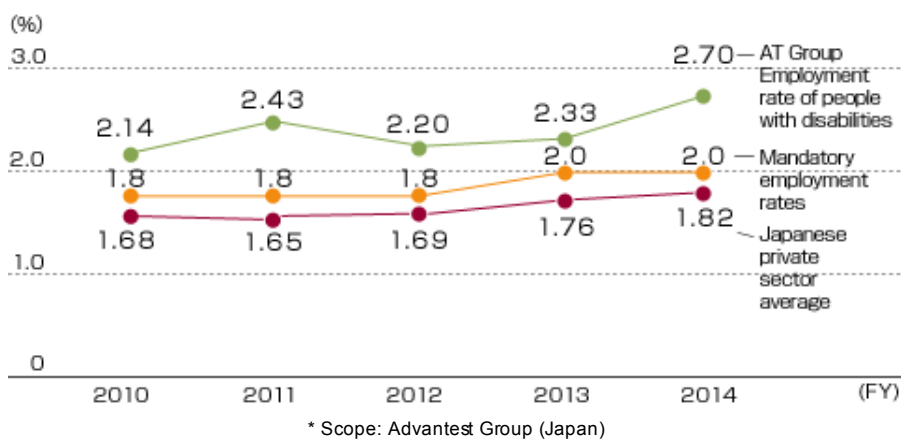
Employment of people with disabilities

Advantest Green Corporation (AGC) was established in September 2004 as a special subsidiary of Advantest for the purpose of promoting the employment of people with disabilities. Since then, AGC has been striving to offer job opportunities for, and continuous employment of, people with disabilities under the slogan, "Support employee independence and achieve social growth in partnership with the local community."

We provide AGC employees with a pleasant working environment in operations such as landscaping, cleaning, reception duties, selling bread, deliveries, and the management of dormitories. Advantest also actively takes part in various activities in partnership with local communities and relevant organizations to create workplaces where all employees, regardless of their disability status, can work comfortably.

To expand employment opportunities for the disabled, we are taking steps to make the workplace environment more conducive to their needs by, for example, standardizing work procedures, introducing equipment replenishment systems, and taking other initiatives to streamline tasks. We are also considering moves into new job categories, bringing vocational trainees on board, holding on-site workshops, and otherwise pursuing initiatives that will carry over to new employment.

Employment rate of people with disabilities



Fair Evaluation and Treatment

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The Advantest Resource Management System (ARMS)

At present, our overseas sales ratio is over 90%, and among our approximately 4,744 employees, more than 40% (2,107) are in overseas related companies, making Advantest 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.

Global Human Resource System



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 designate 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 diverse personnel can be treated 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 a common global system.

Three years have passed since we introduced our global personnel system, during which time efforts have been made to increase the number of employees seconded from Japan to overseas and personnel exchanges with overseas affiliates, and the system has contributed to invigorate the organization and improve 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	Functional 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.

Also, in fiscal 2014 we established a global personnel database, which is effectively utilized for project team composition and smooth personnel changes on a global scale.

Moreover, we are setting up human resource development schemes with a worldwide reach, promoting employee diversity through active efforts to hire and promote employees with differing backgrounds, and taking decisive steps toward forging an employee recruitment strategy that accords 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.

Pension system

Domestically, Advantest employs a point system to determine retirement benefits. We have also introduced a prefunded company pension system with defined benefits. Management of pension assets is entrusted to the Advantest Corporate Pension Fund. Retirement benefits are divided into lump-sum payments, which are paid by the Company, and the pension fund portion, which can be paid out according to years of service. In both cases, Advantest shoulders 100% of the cost.

Human Resources Development

Sustainability Report 2015

Our approach to employee development

To enhance corporate value, we need to ensure that employees clearly understand their role and take the effort to develop their capabilities. We expect our employees to show initiative toward refining their skills, and at the same time encourage them to effectively leverage their respective strengths in the global business arena as part of our team.

Moreover, exceptional management ability to harness combined group capabilities plays a crucial role in our turning innovative ideas into products and delivering them to the market.

Our human resources development efforts are based on the three policies outlined in the illustration below in line with the Advantest Human Resource Development Policy established in April 2003.

Focusing on the three policies of developing an adventurous spirit among our workers, providing our workers with a cosmopolitan outlook, and improving the quality of management, we conduct human resources development to produce a professional workforce capable of navigating the global business environment. Through this policy, Advantest actively supports employees who work consistently to refine their skills, acquire greater expertise, and broaden their knowledge.



Education and training system and implementation status

Advantest prepared a training program that anyone can participate in, where a wide range of topics can be learned from basic knowledge up to the latest technology trends. In addition, to ensure that this training program adapts to the changing environment, we continue to consider further improvements. With the development of globalization, in order to adapt to the larger changing business environment, we began a study about a human resources education system in line with the above-mentioned human resource development policy. To make this training even more effective, we are forging and implementing new programs, including the expansion of our global training program. New programs will be delivered by specialists to make them more effective, and we will selectively use in-house or external lecturers depending on the program content.

We plan to restructure our education system by factoring in opinions from overseas as well as those from Japan, thus giving it a more global perspective.

Program	Objective	For	No. of times implemented	Training time (hour)	No. of trainees
Subordinate Development Training	Enhance management skills	Managers	1	10.5	24
Career Development Program	Enhance management skills	General employees	1	15	12
Evaluator Training	Enhance management skills	Managers	1	8	22
Problem-Solving Training	Enhance marketing skills	Managers	1	15	28
TM Method, Problem-Solving Training (Introductory)	Enhance marketing skills	General employees	1	15	27
Technology & Marketing Training	Enhance marketing skills	Managers	1	15	22
Global Mindset Training	Enhance communication skills	Managers	1	15	19
Cross-Cultural Understanding Training	Enhance communication skills	General employees	1	7.5	26
Third-Year Training	Enhance communication skills	Third-year employees	1	15	38

Approaches to Learning English	Enhance language skills	General employees	16 courses	24 hour each	111
TOEIC IP test	Strengthening language skills	General employees	2	2	447
IDEA HACKS! Creative Thinking Workshop	Develop ability to generate ideas	General employees	1	7.5	20
New Employee Training	Develop basic skills	New employees	1	6 months	42
Technology Seminar	Acquire knowledge about the latest technologies	Engineers	48	2 - 15 hour each	855

Development of engineers

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 fiscal 2014, about 50 technology seminars were provided, with approximately 850 engineers participating. The program now includes seminars hosted by Advantest's senior engineers. Meanwhile, one of the seminars features 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. The program acts as a means of imparting not only technical knowledge but also Advantest's DNA to successive generations.

New employee education and training

Advantest's training program for new employees starts with a month-long, combined-group segment 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 undergo "basic technology training" to learn the basic knowledge required, starting with the basics of design and then the methods for using products, quality assurance, and intellectual property etc., and go on to learn the necessary skills as Advantest's engineers through the basis of manufacturing "manufacturing training", hardware (electrical, mechanical) and software development "hardware-software training." New administrative employees do training in the three fields of sales, production, and management to get an overview of the Group's business and how the divisions are interrelated. By having new employees experience various areas of company operations in this way, we are able to ensure that they will clearly understand their own roles, and value 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	End of September		
Engineering roles	Combined group training (1 month)	Basic engineering training (2 months) <small>Device measurement training Quality assurance training Intellectual property training Screw fastening, soldering etc.</small>	Manufacturing training (1 month)	Hardware software training (2 months)
Administrative roles		Department exercises (5 months) Sales training Manufacturing training Management training		

Supporting diverse working styles

Sustainability Report 2015

Ensuring a good work-life balance

Advantest supports its employees in their pursuit of a good work-life balance based on Japan's Act on Advancement of Measures to Support Raising Next-Generation Children. We believe that the work-life balance concept will help make the company a comfortable place to work for all employees and ultimately contribute to increasing our corporate value. Therefore, we are taking measures to reduce overtime hours and create a work environment that facilitates a good work-life balance, allowing our employees to actively pursue outside interests and become well-rounded individuals.

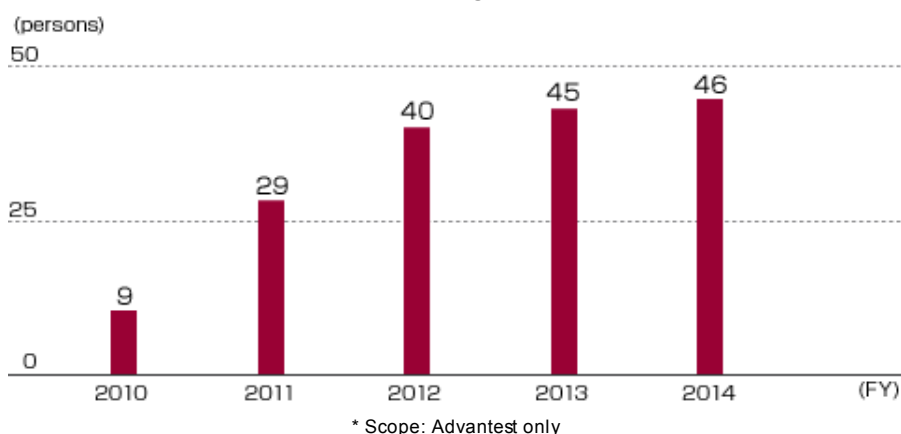
Arranging a balanced support system for work and family

Advantest has implemented a variety of measures so that all employees, while fully playing to their ability, can balance work and family (also partially includes non-regular employees).

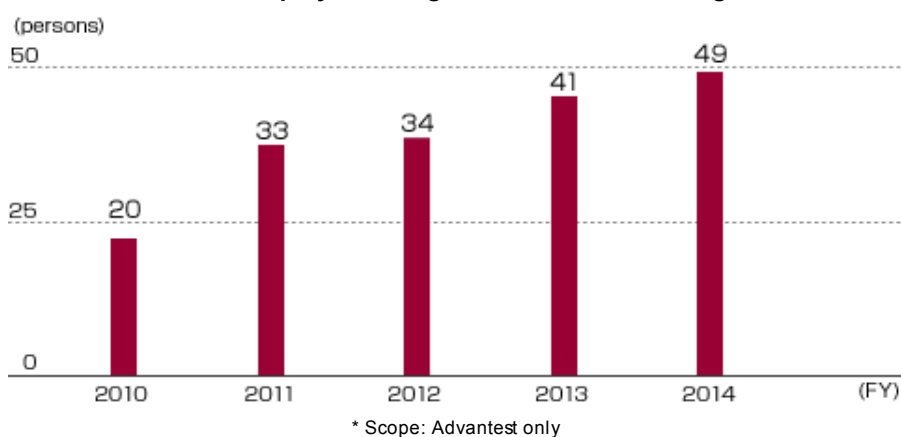
Pregnant employees can receive 100% compensation during pregnancy visits and pregnancy complications leave (introduced in April 2007) and employees that work while caring for children can take up to about 2 years childcare leave (introduced in April 2001). Also, employees with children up to the 3rd grade can choose short working hours.

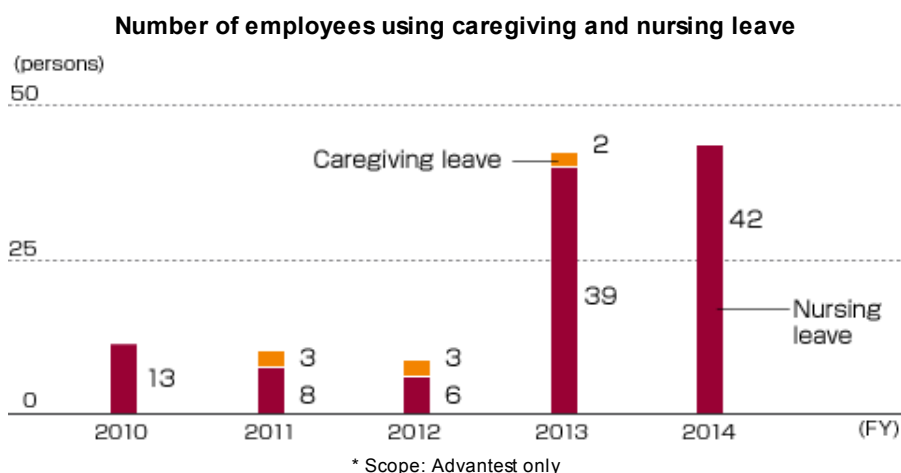
It should be noted that re-employment following childcare leave was 94.4% in fiscal 2014. We plan to complete standardized facilities for work-life balance, publicize the system and continue to make improvements while confirming the status of usage.

Number of staff using childcare leave



Number of employees using childcare short working hours





In 2007, we placed the Work-Life Balance Support Guide on the intranet to gain broader recognition of the various programs Advantest provides and encourage take-up. The guide also offers information on related services provided by local governments.



The Work-Life Balance Support Guide on the internet

Reducing overtime hours

The most important issue regarding work-life balance is the reduction of overtime hours. To address this issue, we set the goals specified below and then 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.

Our overtime reduction goals are:

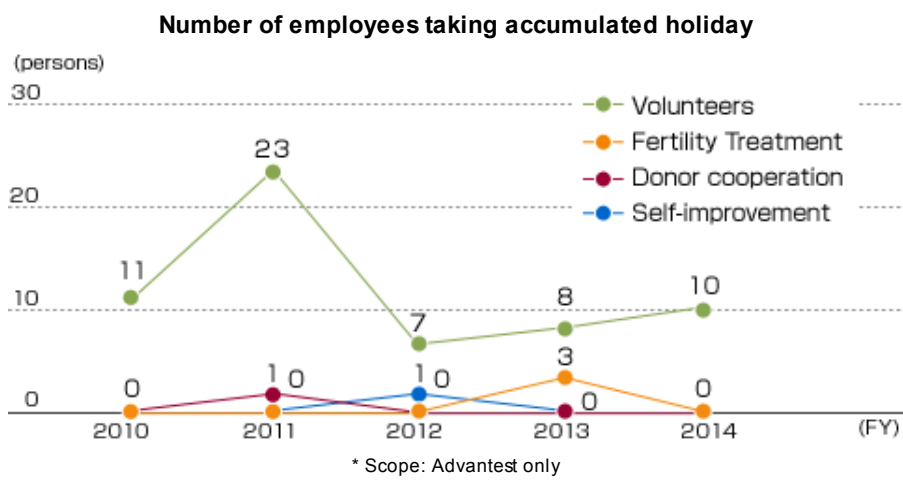
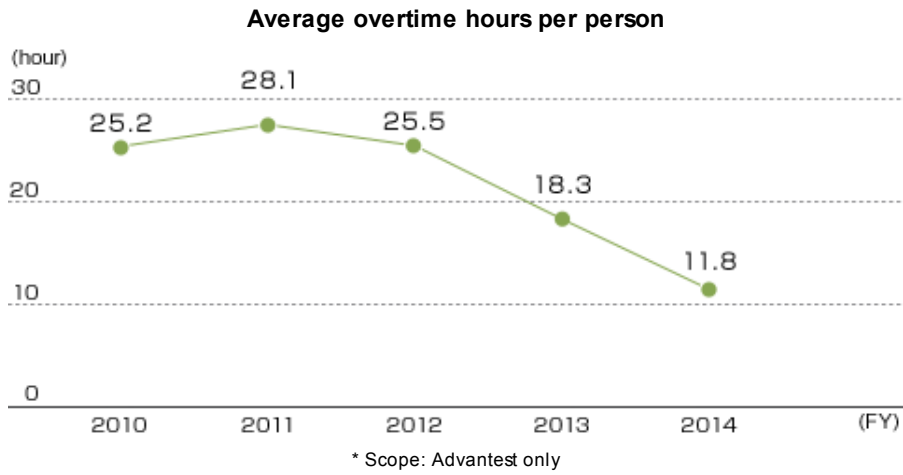
1. Number of employees with monthly overtime of 80 hours or more: zero
2. Average monthly overtime hours: 9 or fewer (excluding discretionary labor)

We have also made start and finish times more flexible and introduced half-day leave slots to make it easier for employees with working spouses to adjust their work schedules so that they can better share household chores and responsibilities.

In fiscal 2014, the Company reduced maximum working hours under Japan's "Article 36 Agreement", pledged to deal seriously with overtime reduction for all employees, and reminded supervisors of their responsibility to ensure that employees do not work excessive hours. Since fiscal 2011, we have made announcements via the public address system urging employees to leave the office on time on Wednesday, and we have been notifying the immediate supervisors of employees found to be working excessive overtime (15 or more hours of overtime already clocked by the 15th of the month, or 70 or more hours by the 20th and 25th of the month, or three days of holiday worked already by the 20th and 25th). In the second half of fiscal 2014, we began issuing notices to supervisors when employees clocked four or more hours of overtime by the 10th of the month, or seven or more hours by the 20th of the month, in an effort to further reduce overtime hours.

Although we were able to achieve our goal of fewer than 9 average monthly overtime hours from the second half of fiscal 2014 as a result of these initiatives, we were not able to achieve our goal of zero employees working 80 or more monthly overtime hours. The reason was that we had to deal with unexpected problems and meet short lead times.

For fiscal 2014 the overtime hours per person was 11.8 hours, but for the second half we achieved the level of less than 9 hours.



Occupational Health and Safety

Sustainability Report 2015

Advantest Group Health and Safety Policy

Advantest Group recognizes that Health and Safety (H&S) is one of the important aspects of our business operation. This policy is set forth to ensure every Advantest employee's Health and Safety.

1. Health and Safety First

We will make H&S as the first priority for employees in all Advantest operation groups.

2. Compliance with Laws and Regulations

Aim to achieve compliance with legal requirements through good occupational health and safety performance.

3. Regular Review of Health and Safety Compliance

To support this policy we will provide employees with an annual activity plan which will address every business location's H&S regulations through management support.

4. Education and Training

Ensure that employees receive appropriate training, and are competent to carry out their designated responsibilities.

5. Disclosure of Health and Safety

To raise awareness, we will announce our H&S information to all employees publicly.

Promotion System

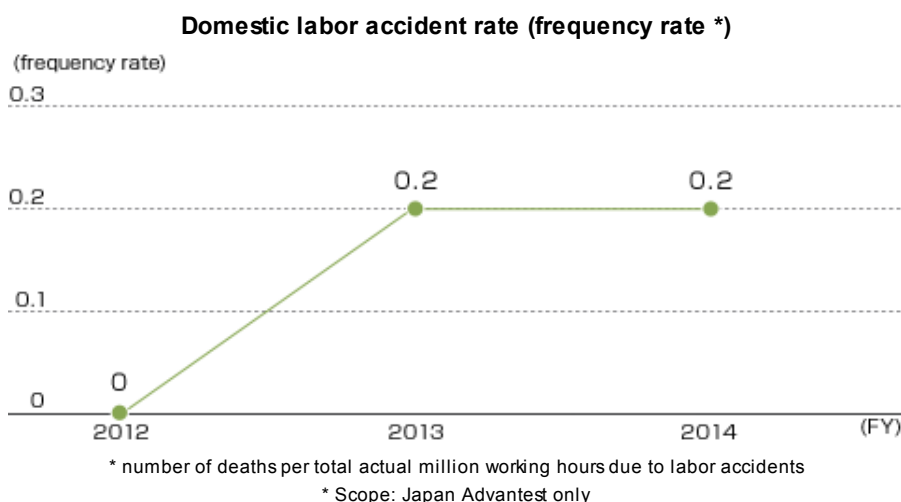
At Advantest, every year we convene the "Health and Safety Committee Meeting" which decides the health and safety direction and policy for the whole group. The approach to health and safety is based on the main activity themes decided at this meeting, upon which the health and safety committees at each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

We also regularly hold horizontal health and safety committee secretariat meetings, and strengthen each location's health and safety activities through this sharing of information on activities.

Promotion of Labor Health and Safety Activities

In fiscal 2014, we deployed health and safety activities on the themes of "Serious injury accidents activities" and "Basic safety education". Specifically, we increased the scope of foreman education to enable safe operation of irregular joint work, and in addition performed basic education in order to prevent industrial accidents. As a result, although loss time accidents were equal to last fiscal year, we were able to reduce the total number of labor accidents.

In fiscal 2015 we plan to entrench risk management with "zero serious accidents activity" as a continuing theme and further education of foremen. Additionally, with the new theme of "exhaustive basic safety countermeasures" we will recommit to organization, tidiness and full compliance with work rules in the workplace and the importance of "really doing the basics" for safety.



Mental Health

At Advantest we believe that vigorous employees make for a vigorous workplace. Accordingly, our Health Promotion Office supports efforts to ensure both the mental and physical health of our employees so that we can provide a safe and comfortable workplace environment for them.

In fiscal 2012, we shifted our focus to prevention-oriented wellness and introduced testing of stress levels. By quantifying stress (thus making it visible), we promote stress awareness among all employees, which is useful in self-care. The fiscal 2014 stress diagnosis test, which was accessible through the corporate intranet, drew an 85.5% response rate. The 5% of employees with the highest diagnosed stress level were invited to attend counseling (and 10% did). With the introduction of an e-learning program, we reinforced self-care (96% participation).

At the mental health training for managers we explained how to make use of the stress diagnosis test results and through groupwork learning aimed to create a workplace that prevents people from developing mental health problems.

We will continue to analyze through surveys.

And in light of the many types of stress, we will set up and make rules for support for return to work so that even if employees suffer mental health issues they can be sure they can take the appropriate leave and return to work.

Health care

Health examination results for fiscal 2012 revealed that high rates of blood lipids were a problem in our workforce. To improve the situation, we launched a three-year plan to address lipid abnormalities, with a special focus on hyper-LDL cholesterolemia. Based on the results we created guidance criteria and made models and pamphlets in order to explain the illness simply and gave guidance on countermeasures based on exercise and good diet.

We were able to achieve our goal as the fiscal 2012 lipid abnormality health check result of 43.6% decreased to 41.8% in 2014. However the observed rate is almost 10% higher than the national average and so we will continue to plan further countermeasures to improve health.

Relations with labor unions

Labor unions currently representing our employees include company union JEIU, in which over 99% of our labor union membership is enrolled, and industrial union JMIU. Advantest negotiates in good faith with each of these labor unions.

Additionally, the labor agreement with JEIU includes health and safety and claims management, and we will work cooperatively together to respond to issues regarding operation, Code of Conduct and HR claims management in health and safety committees in each location.

Fair Trade

Sustainability Report 2015

Advantest Procurement Policy

The Advantest Group's CSR Policy pledges respect for our suppliers, places value on open communication with our suppliers, and maintains fair business relationships in accordance with relevant laws and regulations. We are also committed to sharing values and building collaborative relationships with our suppliers, toward our goal of achieving mutual growth.

▶ [Advantest Procurement Policy](#)

Dialogue with business partners

At Advantest, we hold an annual New Year meetings, reunion meetings and joint quality conferences to develop good relations with our business partners, thank them for their contribution to our business and exchange views with our President and Directors.



Image of New Year meeting

Organization to promote fair trade (CSR procurement)

In order to promote and manage fair trade we have established a department whose role is to check the purchasing department and we implement a twice yearly audit to ensure that there are no problems and that general trade practices are being followed. Also, every year we implement an internal control audit using an external organization and we were able to confirm again in fiscal 2014 that there were no problems.

Moreover, for outstanding orders, in addition to checking the status at the end of each month to ensure that there are no acceptance inspection omissions, for orders where the acceptance inspection is taking a long time we report the reason for this and the expected completion to the auditor.

Education for practicing fair trade

In 2014 we held a subcontractors law seminar also for employees not in the purchasing department.

We will continue to educate our employees in order to put into practice fair trade.



Image of subcontractors law seminar

Social responsibility in the supply chain

Implementation of questionnaire survey

We carry out a business partner questionnaire annually on CSR, and every quarter we evaluate our business partners on QCD*. We feed the results back to the business partners to create a relationship where they can develop together with us.

In order to fulfill our social responsibilities across our supply chain, including all of our business partners, we placed our “Advantest Procurement Policy” and “Advantest Supply Chain CSR Promotion Guidebook” on our website and we are requesting that our business partners respect all related laws and social norms.

So that we can understand the current status we carry out a questionnaire for our main business partners, representing 85% of our trade, once a year. For fiscal 2014 we carried out the questionnaire in March 2015 and gained answers from each company regarding their approach to human rights, labor problems, health and safety, environmental protection, fair trade, intellectual property protection and conflict minerals. We were able to confirm that each company had established an overall policy and Code of Conduct for societal responsibility. We will conduct another questionnaire in fiscal 2015 and confirm our business partners’ response to our purchasing policy.

▶ [About Advantest Procurement Policy](#)

* QCD: abbreviation of Quality, Cost, Delivery

Set up of inquiry and reporting window

During trade with our business partners, in the case that one of our employees infringes, or is suspected to infringe, of our Code of Conduct, trade contract or a law, we request that this is reported to the Contact window on our website. In fiscal 2014 we did not receive any complaints. The reporter and their company would not be penalized in any way for reporting. Following an investigation, in the case that a problem is recognized the action would be stopped and measures would be taken to prevent reoccurrence.

Response to Conflict Minerals

At Advantest, in order to respond to the US financial regulatory reform Act Article 1502 (conflict minerals provisions) and related regulations we are playing an active role together with the industry organization to address the conflict minerals problem.

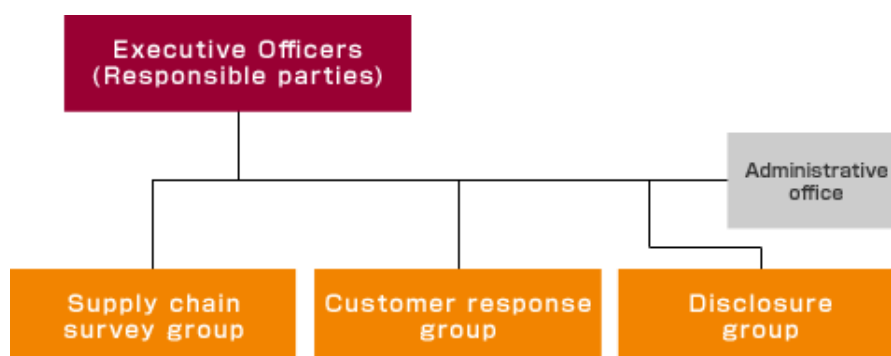
Since 2013 we have been implementing an annual survey with business partners regarding use of conflict minerals through a CFSI* report (conflict mineral reporting template (CMRT)) and releasing the results.

▶ [Fiscal 2014 survey results](#) (Form SD — English only. PDF 225KB)

* CFSI: [Conflict-Free Sourcing Initiative](#)

Structure to respond to conflict minerals

We have been taking steps to respond to the conflict minerals issue, setting up a conflict minerals working group in 2012 organized by Executive Officers. The working group includes the supply chain survey group, customer response group, disclosure group and administration office.



Conflict minerals response survey

Completing a pre-survey in 2012 and a business partner explanatory meeting to ask for cooperation before the 2013 survey, we surveyed business partners on conflict minerals use and smelters using a CFSI* report (conflict minerals reporting template (CMRT)) retroactively. In 2013 the response rate was 96% and in 2014 it was 97%.

* CFSI: [Conflict-Free Sourcing Initiative](#) 

Cooperation with industry body

In December 2012 we participated in the JEITA* “Responsible Mineral Procurement Review Committee” and are addressing the conflict minerals issue together with the industry body.

Since February 2013 we have participated in the Committee’s “Conflict Free Sourcing Working Group”, and in cooperation with Japanese automotive and electronic industries we are working to promote and raise public awareness of conflict free sourcing.

* JEITA: Japan Electronics and Information Technology Industries Association

Information Security

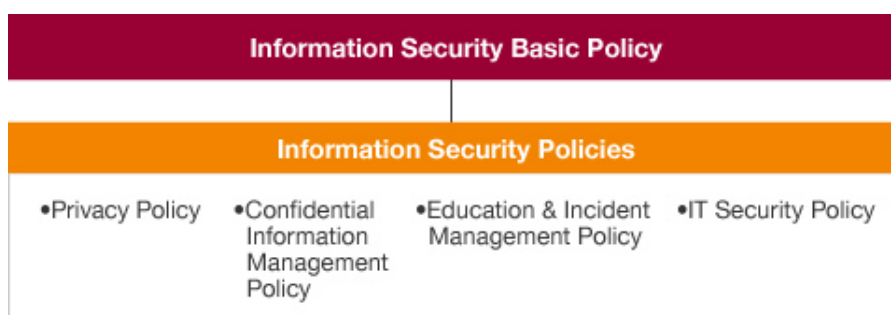
Sustainability Report 2015

Information security management policy

Advantest is fully aware that information we receive from suppliers and that pertaining to our technical and sales operations are considered important assets, and to effectively manage this information we pursue information security practices that include developing regulations, constructing control systems and providing employee training.

Policies and rules relating to information security

Advantest has established an Information Security Basic Policy. Rules are specified in four policies: our Privacy Policy, Confidential Information Management Policy, Education & Incident Management Policy, and IT Security Policy.



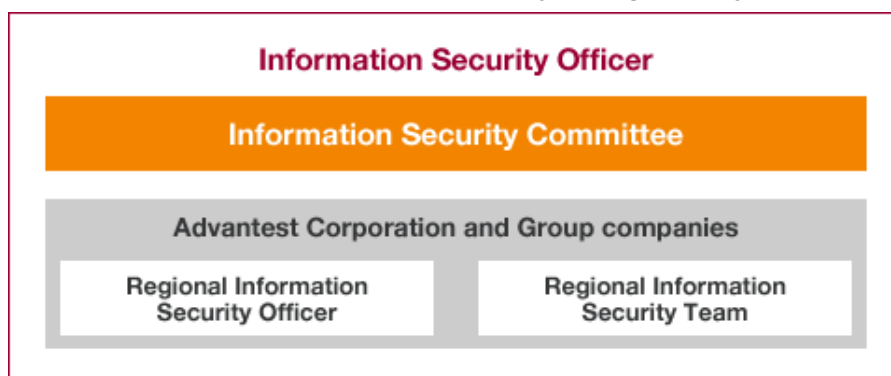
Information security management system

Advantest regards implementation of information security controls as a key management issue, and has accordingly assigned the Senior Executive Officer to act as Information Security Officer responsible for such systems on a global basis.

Moreover, we have set up a system that enables our offices in respective countries to autonomously address information security issues. Under that system, Regional Information Security Officers posted in respective countries bring a variety of viewpoints to the table in the course of deliberating on potential information security measures to be applied on a group-wide basis, and also when considering which policies and rules should be adopted, or otherwise revised or abolished.

Specifically, the head of each Group company's administration division has been assigned to the position of Regional Information Security Officer, responsible for security management in their respective regions. Meanwhile, members from related divisions in respective countries have been tasked with implementing information security measures.

Advantest Group Information Security management system



Information security training

Based on the view that the final barrier for information security is “people”, we aim to thoroughly publicize information security policies and related regulations. We administer information security training on each policy — Privacy, Confidential Information Management, Education & Incident Management, and IT Security — to all employees in Japan and overseas.

Going forward, we intend to continue developing more practical content and offering more pragmatic training through learning activities that entail repeated exposure to information security rules and content covering key topics in that regard.

Initiatives for strengthening information security

In fiscal 2011, we adopted a system whereby internal audit divisions perform information security audits, which enables us to conduct more objective rules-based checks and provide feedback to divisions that have been audited.

In updating our rules governing access to information equipment, we dropped requirements stipulating that employees must use encrypted PCs only, and now allow them to use thin client computer platforms through which they can perform work in secure environments without the prospect of leaving traces of data behind after use. Also, we made sure that our uniform Group-wide guidelines for business-related use of smartphones enable our employees to draw on such devices effectively in a business context, and in a manner that facilitates better customer service.

At some point we will gauge the effectiveness of our information security measures and will consider objective criteria based on which we can evaluate our information security system and pinpoint its strengths and weaknesses.

Confidential information protection

Our Information Security Basic Policy defines confidential information as that which has been disclosed by clients under contract along with that which is important to the company, and moreover the policy stipulates that such information be handled in accordance with relevant regulations.

Accordingly, we are committed to ensuring that confidential information is not divulged outside the company by ensuring that it is protected through use of adequate controls governing its storage, disclosure and handling otherwise.

Personal information protection

We consider the privacy of personal information entrusted to us to be very important, and accordingly take steps to ensure that it is properly protected and managed.

▶ [Advantest Privacy Policy](#)

Our commitment to safeguarding personal information entails posting personal information managers in divisions handling such duties, and furthermore ensuring that those managers properly carry out their duties in regard to overseeing such information. Furthermore, we perform regular audits of personal information control and use practices in respective divisions, and make improvements whenever deficiencies are discovered.

In Group companies outside of Japan, Regional Information Security Officers work to protect and manage personal information in accordance with the laws, regulations, and demands of each respective country or region.

Intellectual Property Protection

Sustainability Report 2015

Basic philosophy

In relation to intellectual property, Advantest's overarching policy is to observe all laws and regulations and to respect the intellectual property rights of third parties.

Intellectual property management system

The system illustrated below was developed to ensure that intellectual property is managed appropriately on a global basis. In fiscal 2014, in order to optimize the quantity and quality of overall Group patents, we created a global patent portfolio. Since fiscal 2015 we have been working toward formulating our strategy for intellectual property and operationalizing it in tandem with our business strategy.

Intellectual property management system



Employee education on intellectual property

At Advantest, in order to improve awareness of intellectual property among all employees, we have been implementing training with contents more closely related to employees' work.

In fiscal 2014 we conducted training for new employees on the theme of basic knowledge. Also, we carried out simultaneous training using our e-learning system for all Advantest Group employees in Japan and overseas.

From fiscal 2015 we have enhanced the contents of our education for all employees and implemented regular training. Moreover we will create specialist education programs for the departments that require detailed knowledge for their work and continue to conduct activities to deepen understanding of intellectual property.

Disputes and litigation relating to intellectual property

As of 31 March 2015 there were no such disputes.

Improving Customer Satisfaction

Sustainability Report 2015

Overarching policy for improving customer satisfaction

Customer satisfaction is the most fundamental of principles underpinning Advantest's business. Our product quality policy, which is common for the Group — "Elaborate for quality from the design stage, promote to optimize the whole process of manufacturing, and offer the timely and high-quality products our customers expect" — characterizes our portfolio of products that offer 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, via guaranteed quality, top-notch service, and support on a global scale.

Sales and marketing practices that support customer satisfaction gains

The mobile device market, consisting mainly of tablets and smartphones, has been the leading source of demand for semiconductors in recent years, and demand shifts in this market are growing larger. It is imperative for Advantest to respond to these shifts by strengthening its product supply system through parts procurement readiness, shortening of manufacturing processes, and reduction of production costs. In line with this we implemented the integration of our factory in Gunma in September 2014.

Previously we performed manufacturing of semiconductor test systems and installing of boards used for them in separate factories, but by integrating these processes into one factory we were able to streamline the overall production process.

Through this we have been able to establish a manufacturing set-up able to respond to customer's steadily changing business environment.

On the other hand, in the case of device interfaces, which require customization for customer products, we are working to establish production bases close to customers in China, Korea and South East Asia in order to be able to respond directly to customer needs and achieve fast delivery times.

We are aiming to further improve customer satisfaction through these measures.

Sales and marketing activities to improve customer satisfaction

In the semiconductor industry, which we support, there is constant severe competition in the development of next generation technologies. Every year we hold the "VOICE 2014- Advantest Developer Conference" together with partner companies, not only with the purpose of providing test solutions to semiconductor industry customers, but also to act as a platform for information exchange. In May 2014 we held events in Silicon Valley (California, USA) and Austin (Texas, USA), and through the introduction of success examples and information about latest products, we were able to support information exchange among users. In fiscal 2015 we plan to make our activities more global and hold an event in Shanghai, China in addition to Silicon Valley.

Also, in October 2014 we held technical seminars in Korea and China, and in November of the same year we held "Technical Seminar 2014" in Shinagawa, Tokyo. At this seminar our aim is to provide an active platform for technical exchange by introducing our latest test application information and enabling customers to understand our strengths. In this seminar, we had a keynote speech by Akira Minamikawa, the Japanese representative of IHS Global Inc., a presentation by Minoru Mikami from Form Factor Inc. and seminar sessions on the theme of "Test Environment" and "Test Technology" where each products' features and future solutions were presented.

We will continue to hold sessions that match customer needs and take actions to improve customer satisfaction in the future.



Image of presentation

Promoting customer support

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

Our basic policy is outlined as follows.

Basic policy for customer support

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

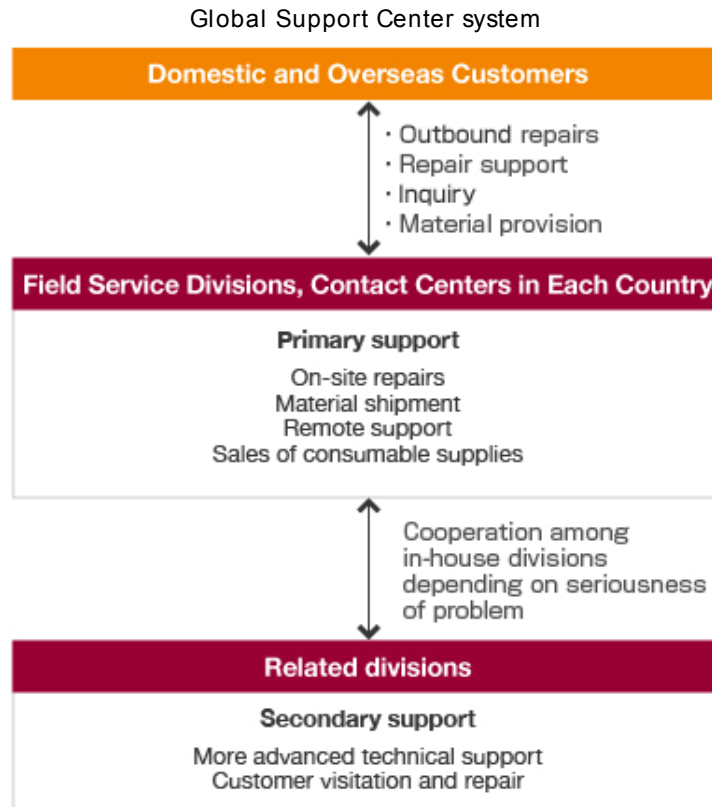
Better customer support with a global focus

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

We station expert support teams in product development bases to carry out secondary support, allowing us to respond appropriately to the content and difficulty of service requests.

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 engineers improve their professional skills and raises the quality of our support. The two- to three-year 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 consulting and solutions regarding productivity issues. Also, we offer device measurement training to our customers, and provide professional advice in that regard.



Recipient of “10 BEST” customer satisfaction award for 27th consecutive year, on basis of VLSI Research survey

Advantest aims for a clear grasp of customer needs and strives to provide them with high performance, premium-quality total test solutions in a timely manner.

At Advantest, we gain a better understanding of our customers' needs through information we acquire from our daily business activities, and also through yearly participation in the customer satisfaction survey conducted by VLSI Research, a company well-renowned for semiconductor market research. Based on this year's survey, we received the “10 BEST” award granted to the top-ten ranking companies for the 27th year in a row.



VLSI Research : 10 BEST

Quality Management

Sustainability Report 2015

Quality Policy for Advantest Group

“Customer Satisfaction” is the fundamental basis of all our activity.

We are committed to provide customer-satisfying product in timely manner, by activating quality implementation from early design stage and increasing total efficiency of our overall sales and manufacturing process.

Quality management system

In keeping with our product quality plan, which calls for improvement in customer satisfaction, we have designed our quality management system to comply with the international quality assurance standard ISO9001 throughout the Company.

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

SQE activities

We are committed to the notion that individual components underpin overall product quality, and therefore the quality of each and every component has to be exceptional. Premised on that assertion, 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 thousand to three million 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.
- Ensure 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, contributing to greatly reducing the risk of losses. The result of this can be seen in the smooth running of our end users' processes and is connected to increasing the security of our clients in using our products.

Also, by decreasing reject parts we decrease the need for their exchange and disposal and contribute to reducing environmental impact.

Securing product safety and quality

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

To achieve the above, we enacted our Product Safety Promotion Regulations and established a companywide committee as an organization to promote advances in product safety. From May 1995 to the present, this committee has been continually active in product safety improvements.

Initiatives aimed at improving software quality

Advantest continues to take initiatives aimed at improving software quality. Software for testers, handlers and other such systems shipped by Advantest first goes through a process that involves quality verification by the Quality Assurance Division. The specification sheet, a parallel product of development, is examined by the Quality Assurance Division in real time and feedback is given, which helps to ensure quality at upstream stages of development. The examination is implemented by the time development is complete, and after fulfillment of quality standards is confirmed, products are shipped.

Beginning in 2012, process improvement activity using the "Toyota development process"^{*1} was implemented with the cooperation of the R&D Division. This activity improves the level of the design review process, and high-quality design enables high-quality and high-throughput product development. These initiatives bring about the timely delivery of even better products.

^{*1} Source: The Toyota Product Development System, James M. Morgan, Jeffrey K. Liker, 2006.

Availability

Advantest is committed to helping its customers achieve higher levels of productivity by offering them products that promise high availability — meaning that they are unlikely to malfunction, but 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 malfunction does occur.

^{*1} MTBF: mean time between failure

^{*2} MTTR: mean time to repair

Design review system aimed at improving quality

Persistently stringent customer demands for functionality, performance and quality call for Advantest products equipped with increasingly large-scale and progressively more complex circuitry. 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 fiscal 2008 as a framework for achieving these goals.

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

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

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

Social Contribution Activities

Sustainability Report 2015

Stance towards social contribution activities

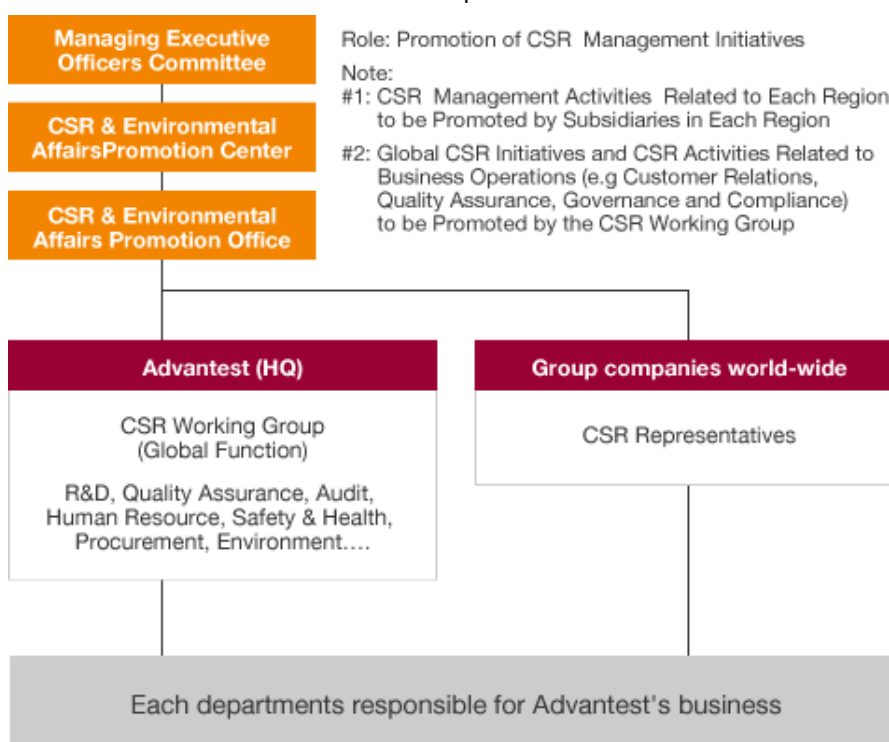
Advantest's Corporate Social Responsibility (CSR) Policy was stipulated as follows in April 2008: "Advantest respects each of its stakeholders and strives to maintain harmony with society in all its operations while contributing to the goal of a sustainable society." Based on this stance, Advantest conducts social contribution activities focused on the areas of preserving the global environment, developing the next generation, and contributing to local communities.

Advantest seeks to respond to the needs of its stakeholders and the community in order to contribute to the development of an affluent society through its social contribution activities to fulfill its corporate social responsibility as a global company.

Framework to promote CSR

Advantest has a track record of promoting CSR and environmental initiatives in every country and region it operates in, especially Japan. However, it has been increasingly important to conduct more global CSR and environmental initiatives through its supply chain as a company that contributes to a broader range of society. We would like to continue contributing to regional society through our CSR and environmental initiatives.

Framework to promote CSR



Framework to promote employee participation

At Advantest we are actively promoting employee participation in volunteer activities.

Volunteer activities provide a way to contribute to society and we recruit participants through our intranet. We also include reports on activities in each region and participants' views in our internal newsletter which contributes to attracting new participants.

Employees can save up their unused holidays that would not be transferred to the next year and use them for volunteer activities.

Examples of social contribution activities in fiscal 2014

Contribution to local community through food donation

On 16th January 2015, Advantest (Singapore) Pte. Ltd. (ASP), as part of their “3R* activities”, together with cooperation from the charity “Singapore Children’s Society Family Service Centre”, distributed food to poor families in the Yishun district, where ASP’s office is located.

Prior to the donation, US\$3,530 was raised through employee donations and a charity auction of items brought in by employees. On the day of the food donation, employees bought food at the local supermarket, separated and packaged it, and delivered 312 bags in 104 sets to families.

* 3R: Reduce, Reuse, Recycle



Home renovation volunteers

Advantest America, Inc. (AAI) has supported the activities of the civic group Rebuilding Together Silicon Valley for over ten years. Twice a year, AAI employees and their family members spend all day serving as volunteers that repair and provide maintenance for the homes of low-income, disabled, or elderly people. AAI provides all of the materials and budget needed for these renovations.

On October 25, 2014, these volunteers visited the home of an elderly person who was living alone and conducted renovations including the replacement of the top board of the kitchen counter, the installation of a security door and a glass partition in the bathroom, yard cleaning, and the application of a coat of paint to the new garage door. Although there was much hard work to be done, the feeling of accomplishment after seeing the appearance of the house change completely and receiving words of thanks from the owner was irreplaceable.



Onsite science lesson for elementary schools

Advantest conducts onsite science lessons for elementary school students for the purpose of communicating the fun of our main characteristic to children, the fun of manufacturing.

On February 10, 2015, seven Advantest employee volunteers visited Masue Elementary School in Sendai and provided instruction on the production of handmade speakers for 42 fifth grade students. The children had a high level of understanding and enthusiastically asked many questions, resulting in a very exciting lesson. When the job of an engineer was introduced after the lesson, the children listened attentively and displayed feelings of pleasant surprise. They were amazed to learn that engineers were involved in the making of video games and of impressive achievements such as the shinkansen (bullet train).



Germany and Gambia: Project involving solar lamp donations and management of a nursery school

Advantest Europe GmbH and the Bee Tillo e.V. private charity organization founded by Advantest employees have donated solar lamps to areas without a power grid in Gambia in Africa, and have also provided support for the construction and operation of a nursery school in Tungina, Gambia. A total of 123 solar lamps have been donated since 2012, and all of these lamps are still in operation now. The nursery school, which is staffed by four teachers and one housekeeper, opened in September 2013 to welcome 105 children aged 3 to 7 years old. In the following year, the school sent 26 graduating students to elementary school. In an aim to further improve the facilities and the level of education at the nursery school, waterworks have been installed and playground equipment and facilities for providing meals have been expanded. Also three teachers are currently studying to acquire qualifications for pre-primary education.



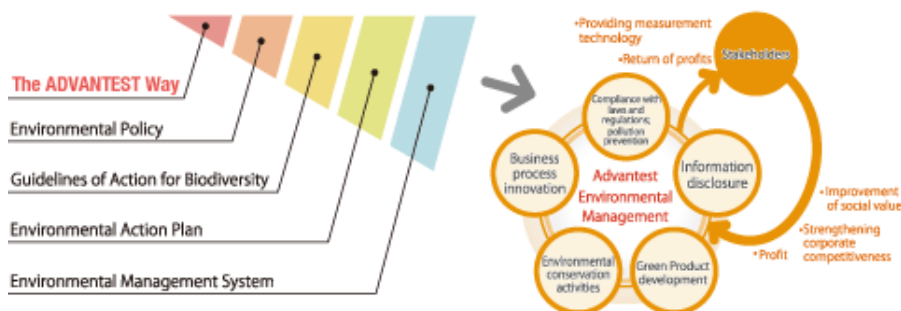
Environmental Management

Sustainability Report 2015

Basic Policy

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

Based on our basic attitude of "Caring for Our Planet," we are actively engaged as a trusted corporate citizen in getting all of our employees involved in environmental conservation initiatives.



Advantest Group Environmental Policy

1. **Promotion of Environmental Management**
We maintain an environmental management system, and promote global environmental protection activities that are compatible with both business activities and environmental efficiency.
2. **Reducing Customers' Environmental Impact**
While implementing energy efficiency, recycling improvements and elimination of harmful substances, we provide green products and services that contribute to reducing customers' environmental impact, taking into account the full lifecycle from materials procurement through to disposal.
3. **Better Workplace Procedures**
We constantly strive to reevaluate and reform work procedures to help preserve the environment.
4. **Conservation of Biodiversity**
By being alert to the impact of our business activities on biodiversity, we strive for the conservation of biodiversity and the sustainable use of biological resources.
5. **Complying with Environmental Laws and Regulations and Preventing Pollution**
Upholding all environmental laws and regulations and voluntary standards, we protect nature and shield our neighbors from environmental pollution and health hazards.

Updated 1st April 2015

The Advantest Group's Guidelines of Action for Biodiversity

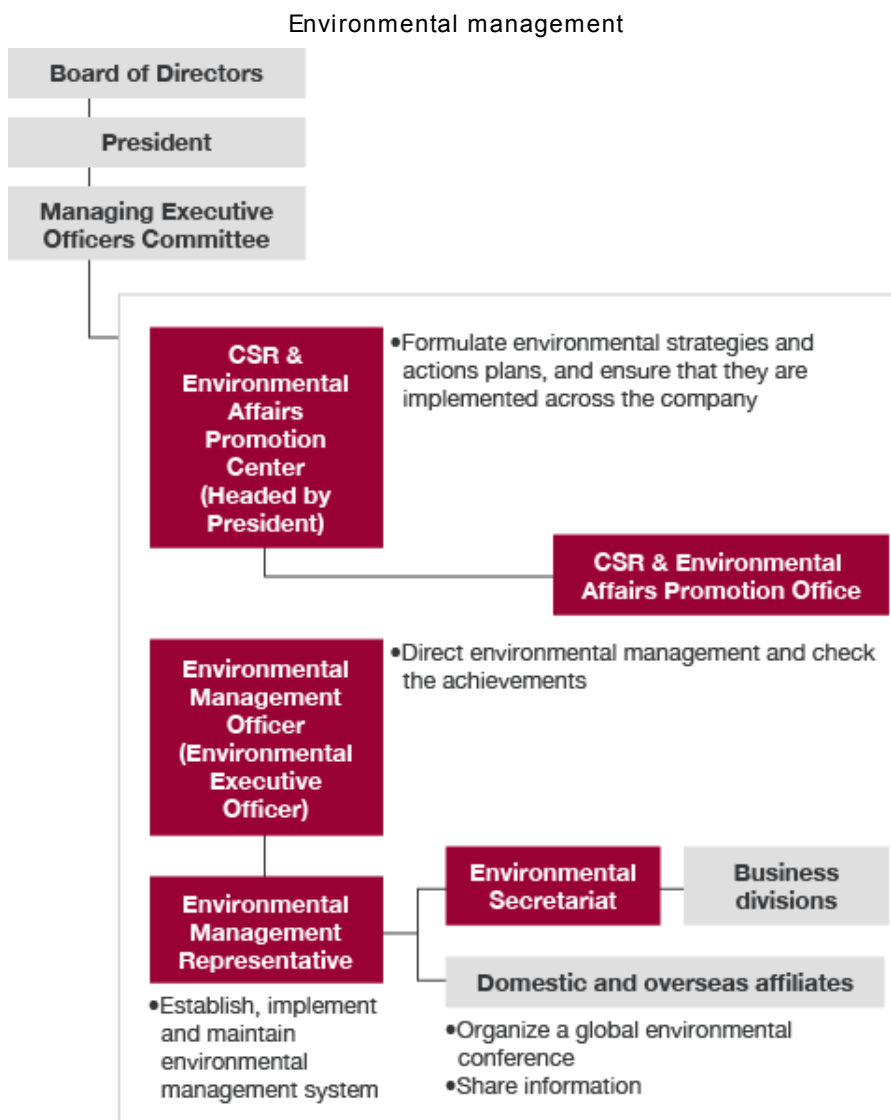
To show our gratitude for the gift of nature that is endowed by biodiversity, and to recognize the significance of biodiversity in underpinning the prosperity and the wellness of our society, the Advantest Group will carry out initiatives in conserving biodiversity and in contributing to the sustainable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

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

Updated 1st April 2011

Framework to promote environmental management

The Advantest Group is building a framework to better promote our global environmental initiatives.






■ Acquisition of ISO14001 certification

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

Acquisition of ISO14001 certification



As of March 31, 2015

Company	(Location)	Certification acquired	Proof of certification (Photo)
ADVANTEST CORPORATION*1		2000/8 (Integrated certification)	
	Head Office	(2009/11)	
	Western Japan Office*2	(2010/12)	
	Advantest Laboratories Ltd. / Sendai Factory	(2000/2)	
	Gunma R&D Center	(2002/4)	
	Saitama R&D Center	(2003/10)	
	Kitakyushu R&D Center	(2003/3)	
	Gunma Factory	(1998/4)	
<p>*1 Affiliates at same location included in certification *2 The Western Japan office closed on 31st March 2015</p>			
Advantest America, Inc.		2008/10	
	San Jose, U.S.A.		
Advantest Europe GmbH		2008/4	
	Munich, Germany		
	Amerang, Germany		
	Boeblingen, Germany		
Advantest (Singapore) Pte. Ltd.		2008/6	
Advantest (M) Sdn. Bhd. (Penang - Malaysia)		2008/9	
Advantest Korea Co., Ltd.		2008/7	

Advantest Taiwan Inc.	2006/12	
Advantest (China) Co., Ltd.*3	2008/5	
Advantest (Suzhou) Co., Ltd.		
Advantest Technology (Shanghai) Co., Ltd.		
*3 Above affiliates included in certification		

Implementation of internal environmental audits

At Advantest Group we have always implemented regular internal environmental audits on environmental impact reduction activities at each business location in order to confirm internal and external compliance to operation of the environmental management system. Through the regular internal environmental audit that we implemented in fiscal 2014 we confirmed the impact of our improvement activities to reduce CO₂, the gas that has a large impact on the environment. Also, we did not detect any compliance violations.

In the future we will continue to make continuous efforts to improve our environmental management system and focus on improving our environmental performance.

Basic policy on Environmental education

In order to promote environmental protection, each and every employee needs to always feel that the environment is a problem close to their heart, be thinking about what they can and should do both at work and in the home, and transform these ideas to action. Based on this policy, Advantest is implementing environmental education aimed at developing awareness of the environment and the ability to think and take action.

Overview of environmental education program

- Training for new employees
- Education for internal environment auditors
- Education on chemical substances
- Seeking proposals on environmental VE
- Activities to protect forests

Implementation of general environmental education in fiscal 2014

	Target employees	Number of participants	Participation ratio (%)
Japan	2,702	2,702	100
Overseas	2,046	1,865	91.2
Overall	4,748	4,567	96.2

Introduction of e-learning

At Advantest, we have introduced an e-learning education system. We have been able to create a system that is time and location independent, allows repetition of learning and enables more efficient management of learning status and results.

In fiscal 2014's general ISO14001 training we implemented e-learning in Japan and training on environmental policy overseas.



Image of e-learning on the screen

Environmental Action Plan

Sustainability Report 2015

Environmental Action Plan

At Advantest Group we are making clear the important challenges that we should tackle with our environmental activities and formulating an “Environmental Action Plan”. With the three key points of promoting environmental management, providing green products and reforming business processes, we are promoting responsible efforts to respond to the recycling society and the low carbon society.

Results of Advantest Group’s Sixth Environmental Action Plan (2013-2014)

In our sixth environmental action plan (2013-2014), with respect to the three main themes of environmental management, product-related environmental measures and business activities, we promoted efforts to realize the “recycling society and low carbon society”.

1. Environmental management: promote environmental management that leads to improvement of society and earnings.
2. Product-related environmental measures: contribute to reducing our customers' environmental footprint in our core business and tester peripheral business.
3. Business activities: promote responsible initiatives in climate change countermeasures, biodiversity preservation, and environmental stewardship.

Scope (as of 31 March 2013)

1. Scope of initiatives: The Advantest Group's 8 domestic bases and 7 overseas bases (including affiliates)
2. Time period: Fiscal 2013 to fiscal 2014 (two years)

Main Activity Results

The main results from the two year environmental action plan were as follows.

In terms of environmental management, we completed our reapplication for ISO14001 at our overseas base in line with our integration with Verigy, and maintained and continued our ISO14001 status at Japanese and overseas bases. Also, we made our Advantest Environmental Policy public and, in order to foster environmental awareness, from 2014 we began global environmental education.

In terms of product related environmental measures, we achieved 11 improvements out of 13 themes such as product energy saving, reduced resource use and reduced number of components etc. This was a success rate of 85% (not including cancelled themes). Also, in the two year period, 24 models were updated to be greener products.

In terms of business activities, we achieved 10 improvements out of 13 themes such as energy saving and reduced environmental impact through improved production efficiency (success rate 77%). It should be noted that we will continue to improve recycling at overseas bases.

Results of the sixth Advantest Group Environmental Action Plan

Category	Objective	Key Results in FY2014	In-house Assessment
Environmental management Target: Prepare for a low-carbon society, and help society and build earnings through environmental management.			
Environmental management	Environmental management system to all facilities worldwide and enhance environmental management.	<ul style="list-style-type: none"> Continue ISO14001 at main Japanese and overseas bases Make Advantest environmental policy public ; implement global environmental education to foster greater environmental awareness (September) 	Success
Environmental contributions	Continue to implement environmental contribution programs with the objectives of environmental contribution and ecosystem preservation.	Japan <ul style="list-style-type: none"> Implemented forestry protection activities at “Kusatsu Yasuragi no Mori” with participation by 26 employees (October, Kusatsu Town, Gunma Prefecture) Carried out a special science lesson for elementary school students with 247 participants. Implemented the 20th Science Workshop at Gunma R&D Center with 141 participants . (July, Meiwa Town, Gunma Prefecture) Carried out a special science lesson at Masue Elementary School, Sendai City with 40 participants . (February, Sendai City, Miyagi Prefecture) Carried out a special science lesson at Nishi Elementary School, Meiwa Town with 66 participants . (February, Meiwa Town , Gunma Prefecture) Overseas <ul style="list-style-type: none"> Carried out seas shore cleaning activities and donation of clothing and food (Singapore) Carried out home repair work and donations (America) Carried out clothing donations and environmental protection drawing contest (China) 	Success
Product-related environmental measures Target: Help customers to reduce their environmental footprint by expanding Advantest's lineup of products that conform to stringent environmental standards.			
Green products	Energy saving		
	Reduce energy consumption of target products by 20% or more per individual DUT measurement relative to comparable products.	Succeeded in reducing memory test system T5833 power consumption by 50% per 1DUT measurement unit.	Success
		Reduced power consumption in T2000 module 28GOPM by 50% per DUT compared to previous model (8GDM)	Success
		Reduced power consumption in LCD driver test system T6391 by 30% per 1DUT measurement unit.	Success
	<ul style="list-style-type: none"> Test Handler M4871 Achieved 31% reduction in power consumption per unit performance 	Success	

		<ul style="list-style-type: none"> ● Test Handler M6245 Achieved 57% reduction in power consumption per unit performance 	
		Achieved 33% reduction per unit energy in EB lithography system F7000S	Success
		Achieved 13% improvement in MASK MVM-SEM E3640 throughput versus the E3630 (did not achieve goal of 20%)	Unsuccessful
		For the D1 product custom PB design, improved the automation of design checking and achieved a standard design period of 3.5 weeks.	Success
	Using fewer resources and parts		
	Reduce number of components versus previous models for target products 50% or more.	Developed a new connector for the MB for memory testers and reduced components by 25% (Goal changed to 25% reduction in components due to revision of target system caused by change in development plan).	Success
	Reduce size of target products by 30% or more versus previous models	Unit performance footprint of test handlers reduced by under 10% - goal not achieved.	Unsuccessful
	Reduce size of target products by 50% or more versus previous models	Achieved reduction of 55% for Test System T2000 ISS LSMF+ liquid cooled 13TH	Success
		Achieved reduction of 54.4% for EB lithography system F7000S footprint (versus F3000)	Success
		Developed new connector for MB for memory testers and reduced footprint by 50%	Success
<ul style="list-style-type: none"> ● Continuing to implement response for D1 product low standoff and thin package ● Completed evaluation of IC socket for 0.3 mm pitch 		Success	

Business activities:
Target: promote responsible efforts in the areas of climate change, biodiversity conservation and environmental management

Climate change countermeasures (Business activity)	Develop a numerical target value for 2020.	<p>We set the following theme as the target for the seventh Environmental Action Plan.</p> <ul style="list-style-type: none"> ● Achieve an average of 1% energy intensity improvement rate per year for Japanese offices ● 5% or more in FY2017 compared to the reference year FY2012. (Aim for 7.73% or more in FY2020) 	Success
	Reduce energy consumption versus fiscal 2012 by crude oil equivalent 66kl / year (96t-CO ₂) or more.	Total reduction of 34kl crude oil equivalent over 2 years energy saving activities through reduced usage time of air conditioning and strengthening of energy saving measures (FY2013: 16kl / year, FY2014: 18kl / year)	Unsuccessful
(Production activities) Reduce the environmental impact of production processes by improving production efficiency. (Improvement of board production efficiency, shortening the construction period of new testers, improvement of yield etc.)	Reduce mounting man-hours for new production boards by 25%; reduce power consumption required for production per board by 30%.	<p>It was possible to improve productivity by:</p> <ol style="list-style-type: none"> 1. Reduction of set-up times for modular moulder and 2. review of the target production models of the mass production line, and achieve 28% reduction in terms of value the power consumption of the mounting machine versus FY2012. 	Unsuccessful

	By shortening the adjustment period, achieved a 40% reduction in the production power usage compared with the first production system, as of 2014 fiscal year-end.	Shortened T5831 system adjustment period (B adjustment + S adjustment) from 14 days to 10 days.	Success
	Reduce production electrified time in main production equipment by 30% versus fiscal 2012.	<ul style="list-style-type: none"> Shortened T6373 system adjustment period (B adjustment + S adjustment) from 11 days to 6 days. Shortened new product T5503HS system adjustment period (B adjustment + S adjustment) from 12 days to 10 days. 	Success
	Energy saving operation of Sendai Clean Room A (2% reduction versus fiscal 2012).	<p>Reduction of 5.7% versus fiscal 2012 (20.5% versus fiscal 2009).</p> <ul style="list-style-type: none"> Introduction of full stoppage setting for night-time and holidays for clean room draft Expansion of outside air temperature correction difference in chiller defrosting operation start Change in water temperature settings for water chiller for air conditioner Change of summer clean room temperature from 23°C to 25°C 	Success
	Reduction of products using organic solvents (30% reduction versus FY2012)	Achieved 33% reduction in products using organic solvents versus FY2012.	Success
	Reduce strengthened cardboard boxes used in packaging by 4,000kg versus 2011.	Through review of packaging materials, size and construction, reduction of 4,878kg versus 2011.	Success
Biodiversity	Raise awareness of biodiversity protection activities and reduction of environmental impact throughout the supply chain through survey of business partner environmental activities.	Achieved through implementation of questionnaire survey of 62 business partner companies.	Success
Conflict minerals	Promote purchasing of non-conflict minerals through implementation of survey on conflict minerals.	<ul style="list-style-type: none"> Carried out explanatory meeting for business partners (August) Carried out confirmation of "conflict free" status and survey of business partners (September to January) 	Success
Recycling	Increase overseas base waste recycling rate to 85% or more by the end of FY2014.	<ul style="list-style-type: none"> Japan: Recycling rate maintained at 99% or above. Overseas: Recycling rate 61.5%. 	Unsuccessful
Management of environmental risks	Strengthen environmental rules and monitoring of related equipment to prevent environmental accidents before they occur.	Number of environmental accidents/complaints: 0	Success
Chemical substance management	Improve the efficiency and thoroughness of chemical substance management, building a global management system.	<p>Japan</p> <ul style="list-style-type: none"> Continued implementation of stock taking of chemical substances Implementation of general and professional education through education system of chemical substances 	Success

Summary of Seventh Advantest Environmental Action Plan

As the number of Advantest's overseas bases increase, the impact on the environment of these overseas bases also increase. We recognize that it is important to include our overseas bases in our environmental activities. The seventh environmental action plan inherits the challenges of the sixth plan and makes efforts to include overseas bases in the targets. In concrete terms we set targets such as promoting global environmental education, improving recycling rates in overseas bases and continuing to use renewable energy.

Main themes:

1. Promote environmental management: work towards a low carbon society and make efforts to promote responsible environmental management.
2. Provide green products: Contribute to reducing our customers' environmental footprint in our core business and tester peripheral business.
3. Reform business processes: Promote business efficiency improvements and better efficiency in energy usage.

Scope (As of end of March 2015)

1. Target of efforts: All Advantest Group
6 domestic bases (including affiliates)
7 overseas bases (AAI,AEG,ASP,ATK,ATC,ATI,AMY)
2. Target period: fiscal 2015 to fiscal 2017 (3 years)

Important Challenges	The relationship to environmental policy	Action items	Action items (target details)
Promotion of environmental management			
	Promotion of environmental management	1) Transition to revised ISO14001.	By FY2017 year-end complete transition to ISO14001: 2015 standard.
		2) Promote global environmental education.	Carry out e-learning once a year.
		3) Promote environmental contribution activities, educational contribution activities.	Promote environmental, social contribution activities and education support activities.
	Conservation of biodiversity	1) Promotion of forest conservation activities	At each site, carry out forest conservation activities.
		2) Biotope development and utilization	Foster and utilize biotope. (Nature observation meeting targeting neighborhood elementary schools, protection of endangered plants)
	Compliance with environmental laws and regulations, prevention of pollution	Promote waste recycling.	Improve waste recycling rate.
		1) Maintain Japanese bases recycling rate	Maintain recycling rate of 99% or more of the Japanese bases.
		2) Improve overseas bases recycling rate.	Aim for recycling rate of 75% or more. (Measures: reconfirmation of recycling criteria, review of treatment methods)
		Promotion of measures against global warming (climate change)	

		1) Promotion of efficient use of energy.	Achieve average annual energy intensity improvement rate of 1% in Japanese locations. Compared to the reference year FY2012, 5% or more reduction in FY2017 (Aim for 7.73% or more in FY2020)
		2) Use of renewable energy.	Promote the purchase of green power and introduction of solar power in overseas bases.
Providing green products			
Reduce customers' environmental footprint	1) improvement of energy-saving performance of new products		Reduce power consumption per unit of performance in new products by 20-50%.
	2) reducing resource use, reducing size, reducing components and materials		Achieve resource saving in products, size reduction and reduction in components and materials.
	3) RoHS compliant products, expansion of lead-free mounting products		RoHS compliant in target products, achieve lead-free mounting.
	4) alternative to Fluorinert and reduce usage		Establish an alternative cooling technology to Fluorinert and put into practical use.
	5) Start-up of new business for reduction of environmental impact		Launch new businesses and products related to the environment, and contribute to society.
	6) Increase sales of new products		Replace aging testers with new products, to contribute to energy saving of customers.
Reform of business processes			
Reform of business processes	Promotion of business efficiency improvements and energy saving		Promote business efficiency improvements and efficiency in energy usage
	1) Efficiency improvements in production		Reduce production time and cut production electrified time by 30%
	2) Energy saving in buildings and efficiency improvement		Renovate old equipment to improve efficiency and levelize electricity usage.
	3) Improve the operational efficiency of product development and production		Conduct information sharing in a production environment that is integrated from the early stage of development, and build a Global PLM that can be expected to improve efficiency globally for a variety of product development and production businesses.
	4) Reduction of in-house CO ₂ emissions due to reduction in time required for MB design, manufacturing and servicing		Streamline MB development and design to reduce CO ₂ emissions by 30%.

Environmental Contribution Activities / Environmental Communication

Sustainability Report 2015

Basic stance

The survival and growth of companies is supported by resources such as energy and water generated by our Earth. At Advantest we believe that protecting and nurturing the global environment that we benefit greatly from is a very important issue for environmental management, and we conduct our environmental contribution activities based on this belief. A wide variety of living beings inhabit our earth and enrich the global environment. It is essential for companies to efficiently use the resources the Earth has blessed us with so that sustainable development is achieved, and it is necessary for companies to fulfill their corporate social responsibility by helping preserve the diversity of the Earth's living things. We have clearly defined a stance of treating biodiversity conservation activities as a business goal and are conducting initiatives to this end.

Biodiversity conservation in the biotope

Since 2005, Advantest has been holding nature observation events for elementary schools near its sites, using the biotope as a venue for communicating with surrounding communities. Participants in these events learn what kinds of plants and animals live in the biotope by conducting a search. They also fish for crayfish to reduce the number of introduced species such as crayfish, which prompts them to consider the importance of biodiversity. Every year, about 200 children and guardians from three neighboring schools take part in our nature observation event. We plan to continue this activity, making it a centerpiece of cooperation with the community.

- ▶ [Biotope](#)
- ▶ [Birdpia](#)

Basic stance on environmental information disclosure

Our business activities have a range of impacts on the environment.

In order for us to responsibly and continuously develop, it is important that we share environmental information with stakeholders and reflect this in our environmental management.

At Advantest Group, we disclose information about our environmental impact and activities through reports, our website and exhibitions etc. Also, we make efforts to promote two-way communication, creating opportunities to have discussions with stakeholders, such as holding factory tours for employees' family members.

Environmental complaints

	Fiscal 2012	Fiscal 2013	Fiscal 2014
Complaints from stakeholders	0	0	0
Serious legal violations related to the environment	0	0	0

* Japan

Environmental information disclosure

- ▶ [Issuing a CSR Report](#)
- ▶ [Applications for factory tour](#)

Green Products

Sustainability Report 2015

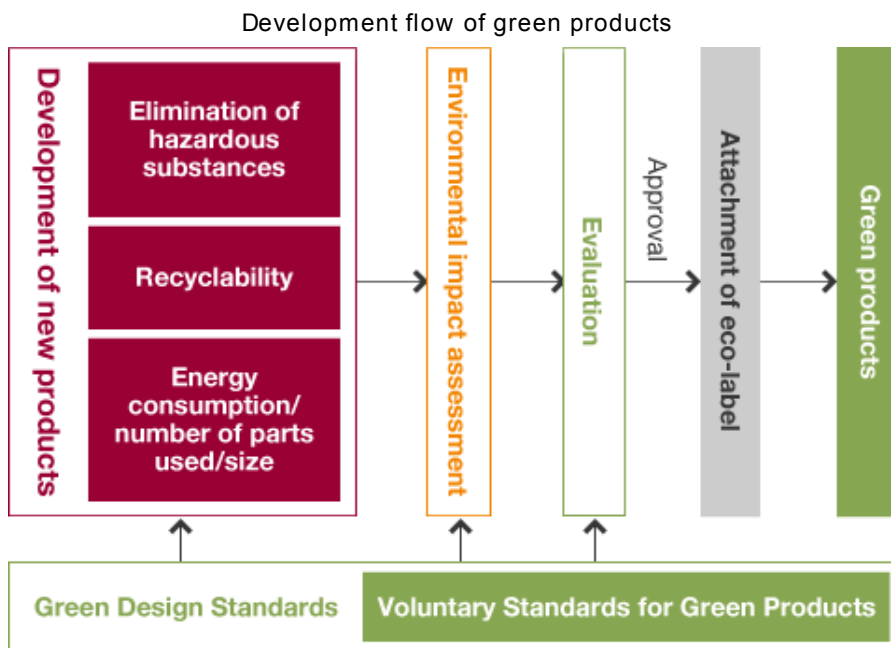
Basic stance

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

Development flow of green products

At the Advantest Group, all new products undergo a product environmental assessment.

During the product environmental assessment, products are assessed from various aspects, including energy savings, the number of parts used, product size, recyclable design, and elimination of hazardous substances. Products that meet the Voluntary Standards for Green Products defined by Advantest are certified as green products and are awarded with an Eco Label (type II).



Advantest Group Eco Label

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

Energy and Resource Conservation

Voluntary Standards
 Energy-saving design
 Reduced-material design
 Miniaturized design



Recyclable Design

Voluntary Standards
 Design with renewable resin materials
 Design for ease of disassembly
 Release of information on disposal

Elimination of Hazardous Substances (Green Procurement)

Voluntary Standards
 Improved rates of green procurement
 Elimination of banned substances

Energy and resource conservation

We aim to reduce the environmental footprint of our products through product designs that offer energy efficiency, feature ecologically-sound components and materials, and result in units that are smaller in size.

Recyclable design

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

Elimination of hazardous substances (green procurement)

To eliminate hazardous substances from our products, we have established Group standards on banned substances based on the IEC 62474 standard, and we conduct surveys of hazardous substances contained in parts and materials used in our products.

Green products certified during fiscal 2014

We supplied the following products, which were certified as "green products" in fiscal 2014.

- T5503HS
- T6391
- M4871
- TAS7500TS
- T2000 ISS LSMF + IS13TH
- R4751
- R4763
- R3861
- TAS5500
- TS9000

Reduction rates of fiscal 2014 green products

New Product model	Versus previous product	Energy efficiency improvement (%)	Reduction in components rate (%)	Reduction in size rate (%)
T5503HS	T5503	68	62	62
T6391	T6373	49	69	53
M4871	M4841	67	10	17
TAS7500TS	TAS7500SP	90	88	92
T2000 ISS LSMF + IS13TH	None	No data on reduction rate since there is no previous model to compare against for this new product.		
R4751				
R4763				
R3861				
TAS5500				
TS9000				

Note) The above reduction rate is the value resulting from the performance conversion.

Introduction to green products

The display driver IC test system "T6391"

The display driver IC tester T63xx series is an industry standard tester with installed bases of more than 1,500 systems worldwide. The T6373, released in 2008, was able to meet the market demand for large TV displays for full high-definition, which were leading the market at that time.

However, in recent years the main market for display driver ICs has shifted to smartphones, and it has made rapid developments, such as increasing the number of pins and adding compatibility for touch panels. There are also some features which cannot be measured sufficiently with the T6373, and a new tester that could cover all of functionality was required.

Therefore, Advantest developed the T6391 test system capable of efficiently measuring display driver ICs for smartphones, which was released to the market in December 2014. In addition to increasing the number of pins and compatibility for touch panels, it has a high-speed interface compatible with large TV display driver ICs for new standards such as 4K2K, and also has an easy mechanism for measurement of built-in memory.

Compared to the T6373, in the case of measuring display driver ICs of the latest smartphones, it enables power reduction of 49% in the performance ratio, and contributes to power saving in mass production.



Product Recycling

Sustainability Report 2015

Basic stance

It is the Advantest Group's basic policy to take active steps to ensure that the products it sells are reused and recycled after they are retired, and to buy back products that are not expected to be reused so that the resources are recycled.

Recycling policy

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

Fiscal 2014 results

During fiscal 2014, the Group recycled 9 retired products for a total of 57 tons of recycled resources, achieving almost 100% collection of recyclables. In addition, the Group has established recycling traceability for each discarded product. This was made possible through the cooperation of customers, intermediaries, and waste disposal businesses across the country. We will further improve work efficiency, reduce the burden on customers, and encourage environmental preservation.

Product recycling flow



Global Warming Prevention

Sustainability Report 2015

Basic Policy

The Advantest Group regards its efforts toward putting a stop to global warming as part of the corporate mission, and as such works vigorously to reduce greenhouse gas emissions by offering green products and introducing innovative business processes.

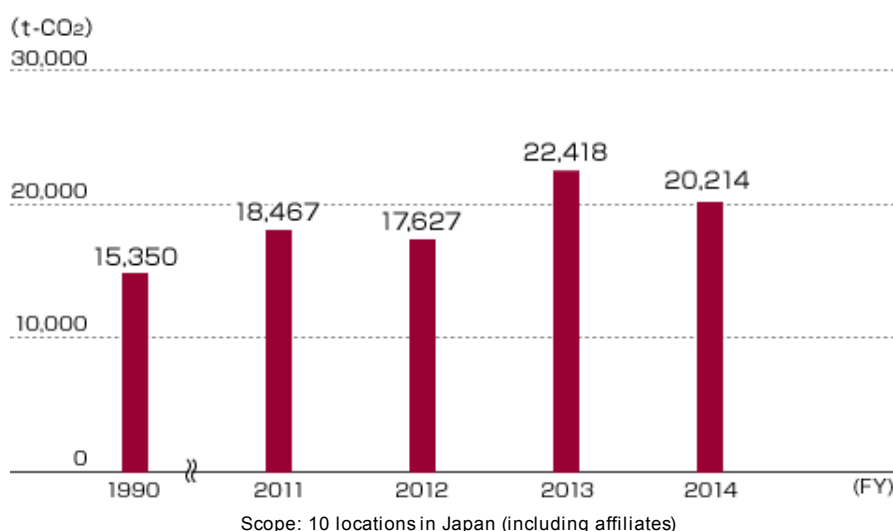
We are promoting medium to long term energy saving measures corresponding to the Energy Conservation Law and regulations.

Fiscal 2014 results

Advantest is working to simultaneously achieve both energy savings and cost reduction through more efficient production and elimination of waste. In our buildings, we are optimizing air-conditioning and other systems and replacing superannuated equipment with more efficient models, as well as implementing appropriate lighting levels and switching to LED illumination. Our main efforts in fiscal 2014 were unplugging unused transformers, shortening air conditioning times and switching to LED bulbs which saved 70 MWh annually.

We will continue to eliminate waste and make efforts to decrease CO₂ while saving energy and costs.

GHG emissions (Scope 1, 2)



Efforts to reduce manufacturing time for T6373

At the Gunma factory we manufacture our main product, semiconductor test systems.

The manufacturing is cell-type (manufactured in one place), and according to customer specifications we connect cables to the frame for each system, add the circuit boards, install the power source and make adjustments, completing the system.

For the LCD driver test system T6373, by promoting efficiency in data collection and multi-skilling engineers we have reduced the adjustment time to as little as six days and reduced electricity use per unit to 1,092 kWh.

PICK UP(1) Initiative: Improving efficiency of performance data collection

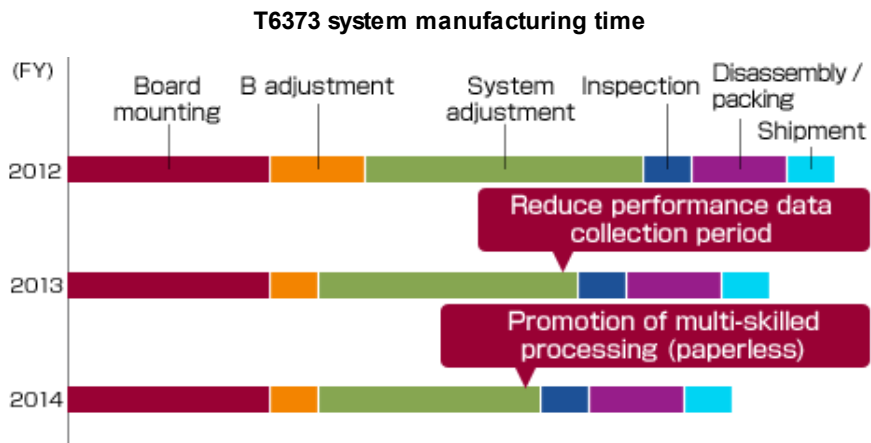
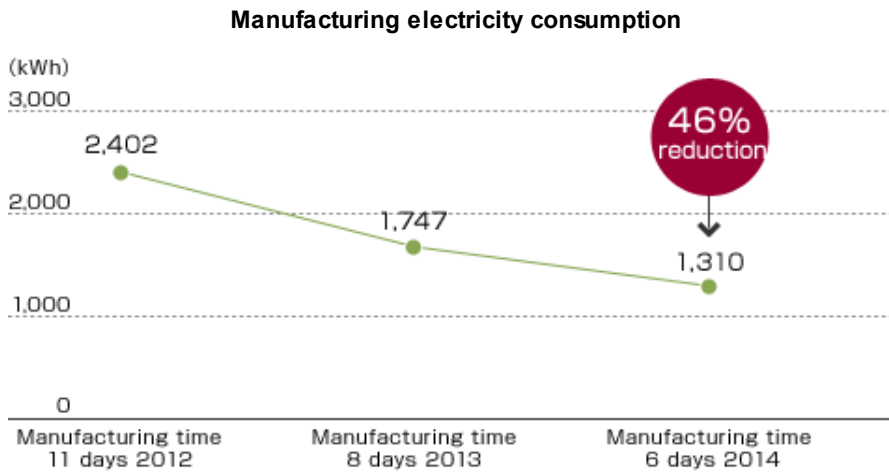
By collecting data with the nighttime automatic diagnostic program for the data collection process that confirms the system performance, we changed the state of systems being adjusted to “always on”. Also, because data is collected on each pin, it takes time when there are many channels. By cooperating with the development department we were able to reduce the time needed from 18 hours to 8 hours.

PICK UP (2) Initiative: Introduction of tablet to promote multi-functionality

Normally in the manufacturing department system adjustment is done separately by adjustment teams for each product such as the memory tester and SoC tester. However, we introduced multi-skilling so that other team members can assist depending on their level of work. Also, through the introduction of process documents on tablets, we became able to work more efficiently, ensuring that the most up-to-date process document was always used. We aim to develop the tablet based process documents for each memory/SoC test system and improve operational efficiency.

Transferring T6373 know-how to the successor T6391

Utilizing the know-how gained in the manufacturing of T6373, we will make efforts to reduce manufacturing time for the successor T6391 from fiscal 2015.



Initiatives on green energy in overseas bases

Purchase of green energy from wind

Advantest America, Inc. (AAI) is making efforts in the area of renewable energy. In order to reduce the environmental impact from electricity use, the equivalent of 100% of energy used in the site is supplied by green wind energy.



Registration certificate

Installation of large-scale solar

Advantest Korea Co., Ltd. (ATK) is pursuing a range of environmental activities.

At the Cheonan factory, solar panels have been installed on the roof which generate about 1,325 MWh of electricity annually and contribute to reducing CO₂. Aside from this, they are taking initiatives such as thorough separation of waste and encouraging staff not to waste food in the canteen (Zero wasted food initiative).



Solar panels

Recycling Resources

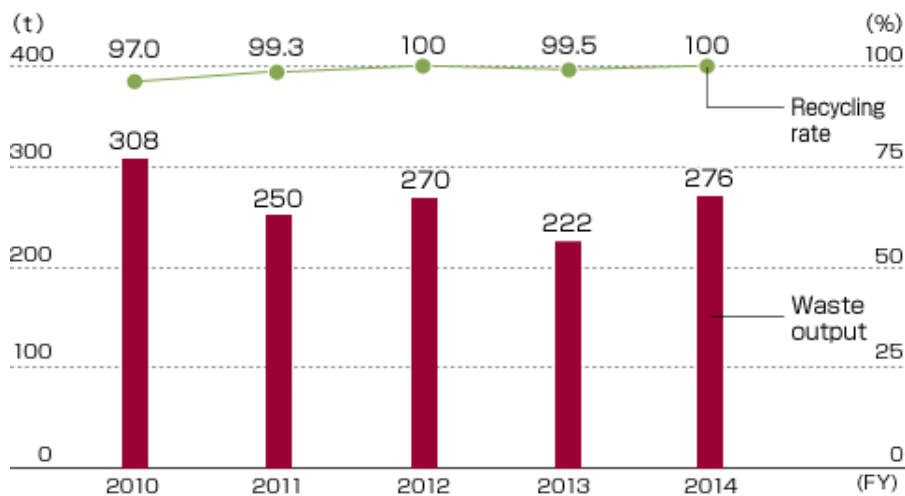
Sustainability Report 2015

Basic policy

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

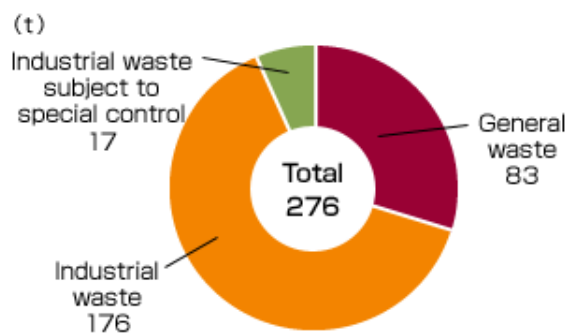
In addition, the Group is building up its parts separation initiatives initially launched in fiscal 2009, pursuing efforts to recover valuable materials from waste in a manner that fully complies with all relevant laws and regulations, and conducting proper management and disposal of waste generated in the course of business operations.

Trend in waste output and recycling rate

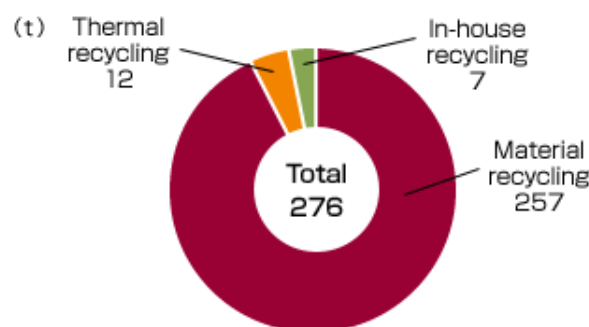


* Scope of waste data: Advantest Group (Japan)

Breakdown of waste types in fiscal 2014



Fiscal 2014 waste treatment Breakdown



Memorandum of Understanding (MOUs) entered into with waste disposal service providers stipulating exclusion of anti-social forces

Companies have been imposing written obligations stipulating that contractual relationships may be terminated if the counterparty is found to be an anti-social organization. This is premised on ordinances established by the Tokyo Metropolitan Government and other municipalities calling for the elimination of crime syndicates.

Moreover, the Japan Business Federation (Keidanren) in calling on companies to overhaul their corporate behavior is recommending that they conclude such written agreements as one means of ridding society of anti-social forces.

In accordance with ordinances calling for the exclusion of criminal elements and in line with recommendations of Keidanren in that regard, the Advantest Group's compliance initiatives entail concluding Memoranda of Understanding with all waste disposal service providers involved in our business dealings, stipulating that contractual relations may be terminated if it is discovered that a business partner acts as an anti-social organization.

Eco-friendly recycling in employee cafeteria

We recycle the leftover food generated by the Advantest Gunma R&D Center's employee cafeteria. The leftovers are processed into compost. Some of the compost is then used to fertilize an onsite vegetable garden, and some is distributed to employees at no cost. Produce from the garden is used in meal preparation at the cafeteria. Also, used cooking oil goes to a recycling business, where it is processed into biodiesel fuel for reuse.

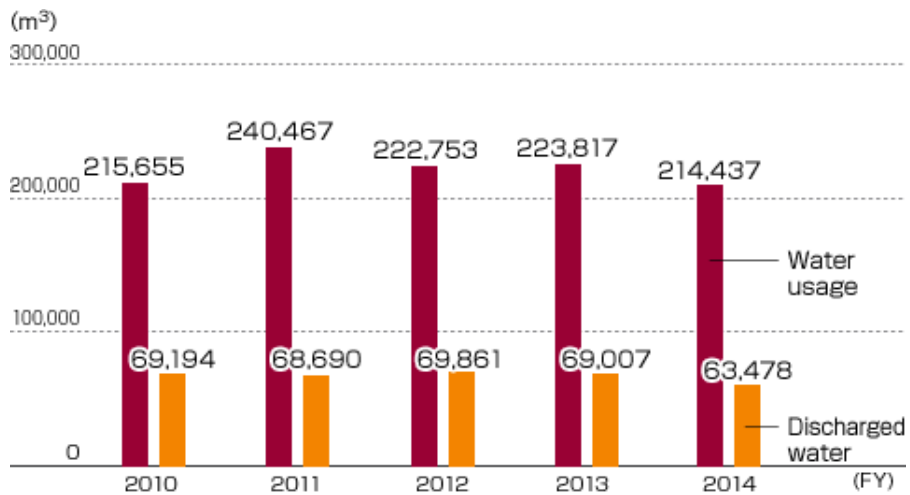


Effective use of water resources

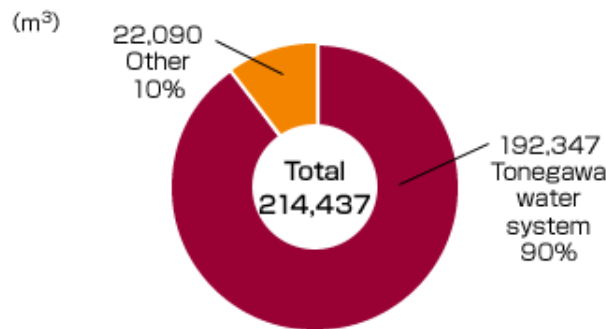
Advantest's main water resource use applications are operation of air conditioners, kitchen use, toilet cleaning and drinking. At our main locations we use water for industrial use effectively. In addition to cleaning the toilets, we use roof-mounted sprinklers to improve cooling in the summer.

Advantest's development and manufacturing sites are located in Gunma Prefecture and Saitama Prefecture and use water resources from Tonegawa River. In order to protect Tonegawa River's water resource we carry out forest protection activities in the Kusatsu-machi National forest in Gunma Prefecture, the source of the river. Of course, each of our staff takes care not to waste water and makes efforts to make effective use of water resources.

Trend in water usage/discharged water



Amount of Tonegawa River water system usage



Environmental Risk and Chemical Substance Management

Sustainability Report 2015

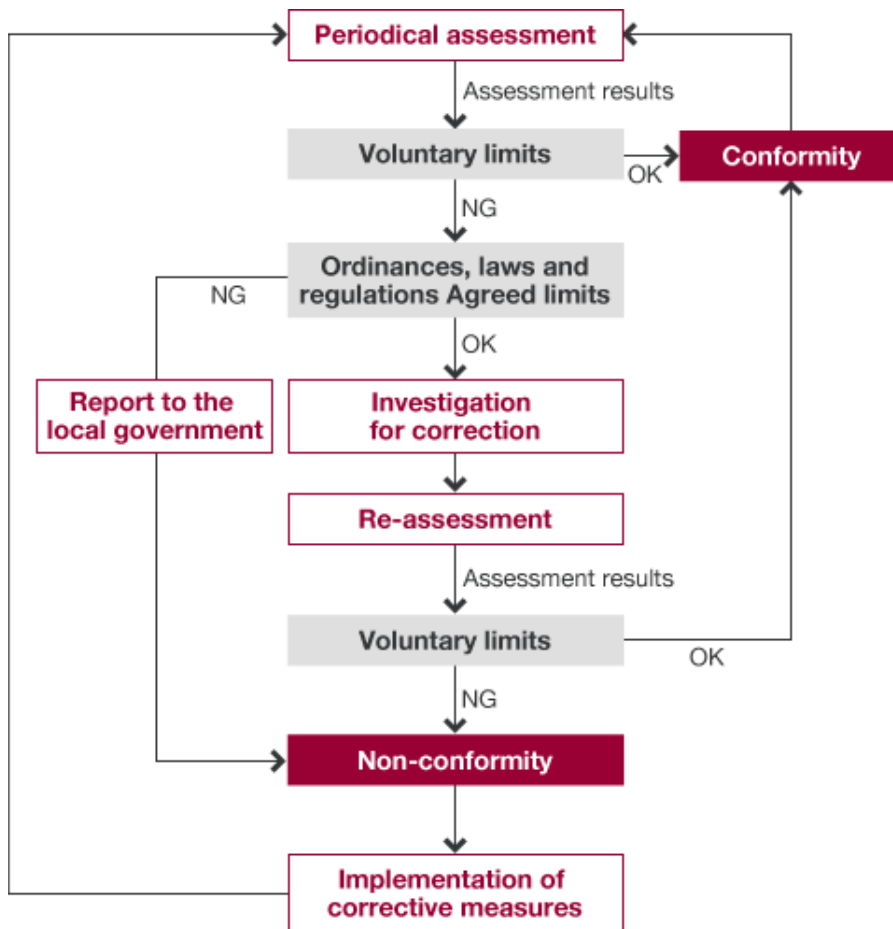
Basic policy for environmental risk management

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

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

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

Business location compliance management



Basic policy for chemical substance management

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

To this end, we have adopted a chemical substance management system. Based on this system, chemical substances are registered, safety reviews are conducted, design that supports input/output control and laws and regulations is adopted, and the material safety data sheets (MSDS) that are necessary for the safe handling of chemical substance have been made available for inspection at any time.

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

Furthermore, we plan to build up our global management system as we aim to achieve the same level of risk management overseas as in Japan.

Improving chemical substance management: “Aiming for more precise management”

At Advantest Group, we manage the chemical substances that we use by each container through our chemical substance management system. Depending on the management level of chemical substances regulated under the PRTR Law, Poisonous and Deleterious Substances Control Law, Occupational Safety and Health Act and other laws and regulations, we separate the management rank and set the management method according to each rank, with the aim of having a flexible system.



Stringent chemical controls

Introduction of more precise management method that suited to danger level of chemicals

We carry out employee education on chemical substances and thoroughly publicize handling and points of caution for chemical substances. We have also simplified management of relatively safe chemical substances and allow self-management of off-the-counter sprays and glues.



Controls applied to each and every container

Chemical substance control rankings

Rank	Conditions for application	Locked storage	Dispensary control	Inventory checks
4	Chemical is extremely toxic or has a profound social impact; registration with national or other government is necessary. Examples: narcotics, stimulants, etc.	Yes	Yes	As required by law
3	Chemical is highly toxic; any loss must be reported. Examples: poisons, strong drugs, etc.	Yes	Yes	Monthly
2	Chemical is inflammable, corrosive, or poisonous with prolonged exposure. Examples: organic solvents, acids, alkalis, etc.	Yes	Yes	Twice annually
1	Chemical is not very harmful, but due to the large amounts used, control is necessary. Examples: solder paste, Fluorinert, etc.	No	Yes	Twice annually
0	Chemical is not very harmful and does not warrant special control. Examples: some adhesives, grease, lubricants, paint, lead-free solder, wire solder, bar solder, sprays (spray oil, cooling spray), etc.	No	No	No

According to this management, proper after use treatment will be followed such as making a request to a waste treatment company.

Implementation of general and specialist chemical substance e-learning education

We carry out general chemical substance education for employees with the aim of making participants aware of the possibility of accidents or environmental pollution through mishandling even of everyday chemicals, and making them understand ways of reducing these risks. And for employees who use chemical substances every day we conduct a more practical specialist education every year through e-learning from the perspective of awareness of dangers and safe handling.

In this program we explain simply, using examples of accidents, about chemical substances regulated under the main laws such as poisons, strong drugs, organic solvents, specific chemicals, Fire Service Act hazardous materials.

In fiscal 2014 we conducted general education for all new employees and specialist training for 574 employees who handle chemical substances.



Materials used in training on chemical substances

Content

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

Initiatives With Business Partners

Sustainability Report 2015

Green procurement/Initiatives related to regulations for chemical substances contained in products

At Advantest we are striving to eliminate hazardous substances across our manufacturing activities including suppliers and assembly and processing partner companies, and wish to connect this to the development of green products. We engage in communication with our business partners, and formulated the Advantest Green Procurement Guidelines in fiscal 2002 to facilitate this process. We operate according to these guidelines in order to give consideration to the environmental aspects in addition to quality, cost, and delivery throughout the whole process of production, including the purchasing of the components and materials that are used for our products. In fiscal 2014 we explained the Guidelines to all business partners, including new accounts, and requested their cooperation.

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

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

The Basic Principles of Green Procurement



Component Registration in Green Procurement

Regarding component registration, we are conducting environmental research of the procured components, with the cooperation of our suppliers. We investigate the components to find out if they contain chemical substances that can burden the environment, and promote green procurement initiatives to reduce environmental impact.

Banned and Restricted Substances

Advantest specifies the chemical substances that are prohibited from inclusion in our products or otherwise subject to restriction based on the IEC 62474* standard.

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

Survey of suppliers on hazardous substances

Starting with the RoHS Directive, there have recently been additions and revisions of electrical and electronic regulations. On 1st October 2014, Advantest, in line with the revised IEC62474, revised its questionnaire on harmful substances and informed our business partners. Since the notification of the revision has still not fully reached all partners we will continue to make this process complete.

Environmental Accounting Results

Sustainability Report 2015

Japan

Scope: 10 domestic bases (including affiliated companies)

Period: April 2014 to March 2015

Unit: ¥1,000

Category	Major activities	Capital investment		Costs		
		FY2013*	FY2014	FY2013*	FY2014	
Environmental conservation costs	1) Business area costs					
	(1) Pollution prevention costs	Installation, repair, environmental assessment, and maintenance of pollution prevention facilities	0	4,000	42,866	44,126
	(2) Global environmental conservation costs	Installation of energy-efficient equipment and facilities	13,034	4,677	4,904	2,997
	(3) Resource circulation costs	Disposal and recycling of waste; construction of water supply facilities	0	0	67,074	27,379
	2) Upstream / downstream costs	Green procurement and purchasing; introduction and development of recycled packaging materials	0	0	0	0
	3) Administrative costs	Operation of Environmental Management System; management of the biotope; disclosure of environmental information	0	0	101,642	97,796
	4) R&D costs	R&D of environmentally friendly products and production technologies	0	0	1,155	1,795
	5) Social activity costs	Tree-planting in the surrounding areas	0	0	3,670	4,190
	6) Environmental remediation costs	Environmental remediation; penalties or litigations concerning environmental conservation	0	0	0	0
	Total		13,034	8,677	221,311	178,283
Category	Major activities	FY2013*		FY2014		
1) Economic benefits		Benefit amount				
(1) Energy cost savings benefits	Installation of energy-efficient equipment and facilities; implementation of energy-saving measures	1,244		1,402		
(2) Revenue from sale of recycled materials	Sale of recovered metals, etc.	47,814		47,291		
(3) Waste disposal cost savings benefits due to reduced waste volumes	Reduction benefits of wastewater disposal costs through the use of wastewater treatment facilities	28,098		55,129		
(4) Publicity benefits from media coverage	Coverage by newspapers	1,913		678		
Total		79,069		104,500		

Environmental conservation benefits	2) Physical benefits		Volume reduced /effectively used	
	(1) Power consumption reduction benefits	Power consumption reduction through installation of energy-efficient equipment and facilities and adjustment of operation	Equipment: 7.8 (MWh) Operation: 54.4 (MWh) Total: 62.2 (MWh)	Equipment: 31.1 (MWh) Operation: 39.0 (MWh) Total: 70.1 (MWh)
	(2) Energy consumption reduction benefits	Energy consumption reduction through installation of energy-efficient equipment and facilities and adjustment of operation	Equipment: 77.8 (GJ) Operation: 542.4 (GJ) Total: 620.2 (GJ)	Equipment: 112.0 (GJ) Operation: 140.4 (GJ) Total: 252.4 (GJ)
	(3) CO ₂ emission reduction benefits	CO ₂ emission reduction through installation of energy-efficient equipment and facilities and adjustment of operation	Equipment: 3.6 (t-CO ₂) Operation: 25.2 (t-CO ₂) Total: 28.8 (t-CO ₂)	Equipment: 17.1 (t-CO ₂) Operation: 21.4 (t-CO ₂) Total: 38.5 (t-CO ₂)
	(4) Effective utilization of resources	The total quantity of waste metals, paper for OA, waste plastics, and other resources recycled	361 (t)	606 (t)
	(5) Effective utilization of waste	The percentage of waste recycled to the total volume of waste generated at sites	99 (%)	100 (%)

* There was an error in the CSR Report 2014 in the environmental protection costs and effect in the environmental accounting for fiscal 2013 (Japan). We correct this in this publication and apologize.

Overseas

Scope: Overseas affiliates 9 companies

Period: April 2014 to March 2015

Unit: ¥1,000

Category		Major activities	Costs
			FY2014
Environmental conservation costs	Global environmental conservation costs	Installation of energy-efficient equipment and facilities; improvement of facilities	5,629
	Resource recycling costs	Waste disposal costs, etc.	4,238
	Administrative costs	Operating environmental management system; environment-related seminars	2,892
	Social activity costs	Clean-up activities in the surrounding areas; donations to civil society organizations	1,815
	Total		14,574
Category		Major activities	FY2014
Environmental conservation benefits	1) Economic benefits		Benefit amount
	(1) Power cost reduction benefits	Power cost reduction through installation of energy-efficient equipment and facilities	3,122
	(2) Revenue from sale of recycled materials	Sale of recovered metals, etc.	97
	2) Physical benefits		Volume reduced
	(1) Power consumption reduction benefits	Power consumption reduction through installation of energy-efficient equipment and facilities.	2,081 (MWh)
	(2) CO ₂ emissions reduction benefits	CO ₂ emissions reduction through installation of energy-efficient equipment and facilities	799 (t-CO ₂)

Environmental Related Data

Advantest keeps tabs of the company's annual environmental loads, using such numerical data to pinpoint areas where our operations are impacting the environment so that we can introduce measures and policies to reduce our environmental footprint.

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Material Flow (Fiscal 2014)

Japan

INPUT			
Energy	356,820 GJ	Raw materials	
• Power	34,253 MWh	• Iron	432.0 t
• Heavy oil	259 kl	• Aluminum	72.6 t
• Gas	310,416 m ³	• Copper	48.2 t
		• Resins	45.7 t
Packing material		• Others	21.6 t
• Cardboard	17.0 t	Others	
• Strengthened cardboard	238.9 t	• Water	214,437 m ³
• Plastic	12.0 t		
• Air caps	2.0 t		
• Others	12.1 t		

Research, development and design	Material procurement	Assembly, adjustment, and inspection	Packaging and logistics	Sales Customer Support
Environmental Initiatives	Environmental Initiatives	Environmental Initiatives	Environmental Initiatives	Environmental Initiatives
• Green product development	• Green product development • Environmental laws and regulations compliance (RoHS Directive, REACH regulation)	• Reduction of waste • Energy conservation • Water pollution prevention • Environmental risk management	• Reduction of packaging material • Modal shift • Efficiency of logistics	• Reduction of packaging material • Change to low emission company-owned vehicles • Provision of product recycling system

OUTPUT			
Product		Waste	
Number of green product models certified	15 models	• Total Quantity	276.2 t
		• Final disposal amount	0.3 t
		• Recycling rate	100 %
Emissions into the atmosphere		Others	
• CO ₂	20,214 t-CO ₂	• Discharged water	63,478 m ³
• NO _x	0.7 t	• BOD	0.6 t
• SO _x	0.5 t	• COD	0.1 t
		• Substances subject to PRTR	1.5 t

Overseas

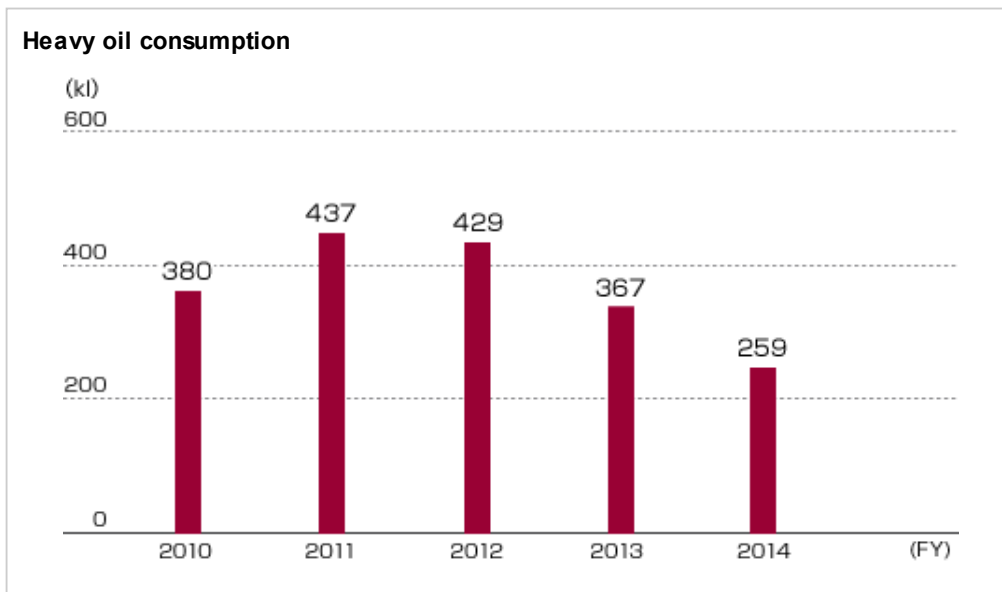
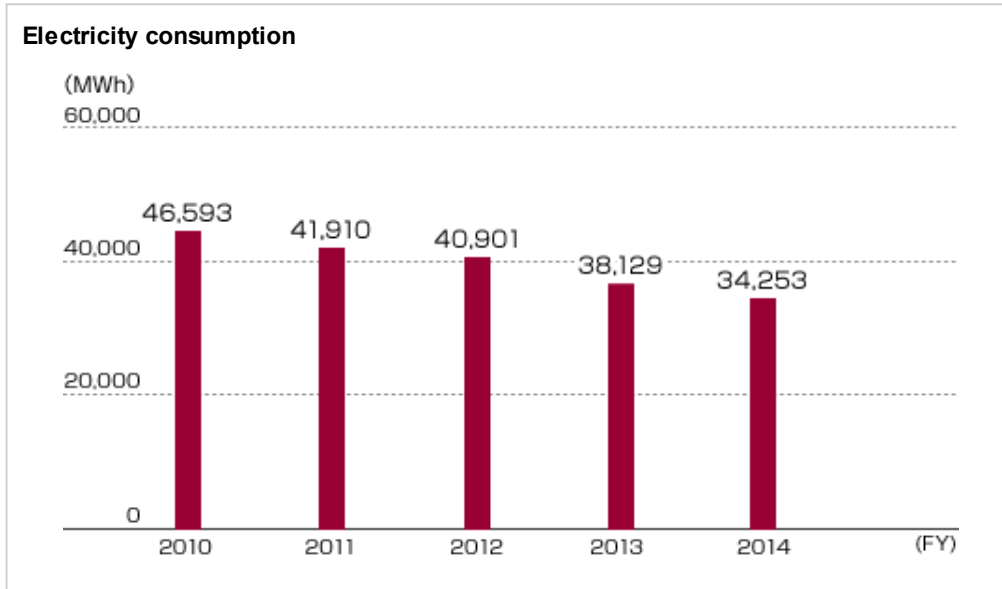
INPUT			
• Energy	352,085 GJ	• Water	68,772 m ³

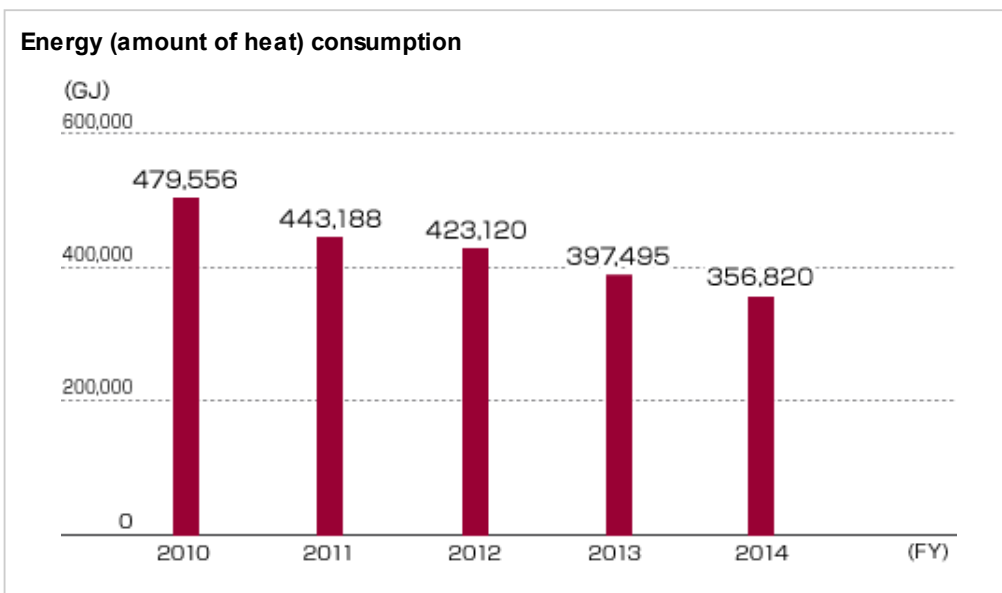
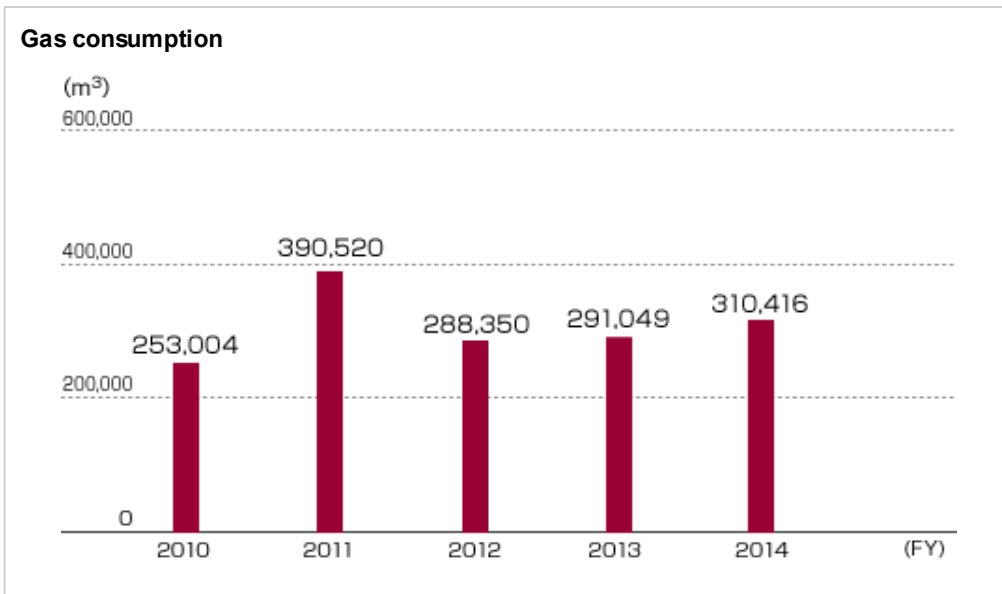
OUTPUT			
• CO ₂	14,385 t-CO ₂	• Total waste	177.3 t
		• Recycling rate	61.5 %

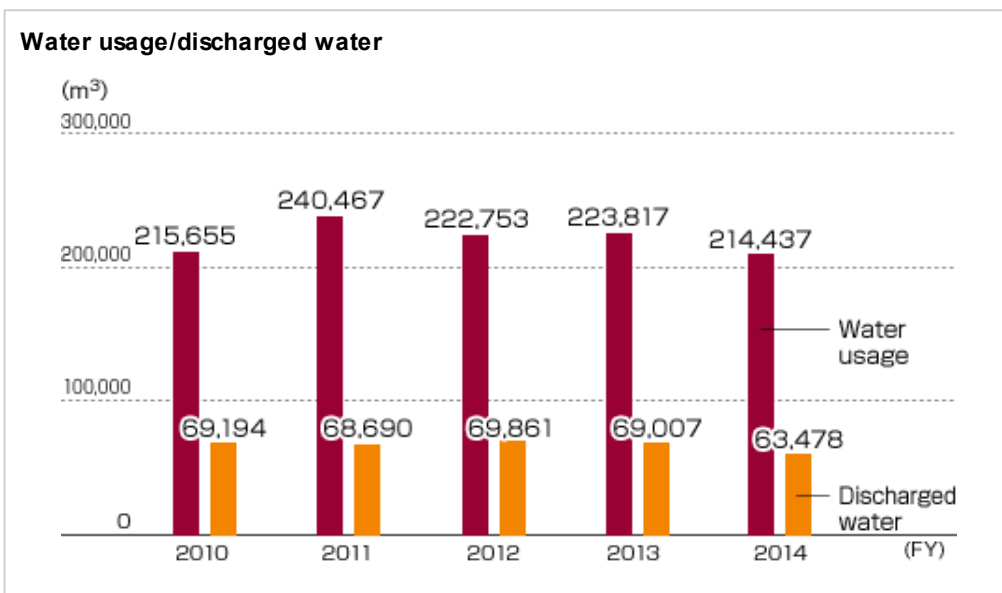
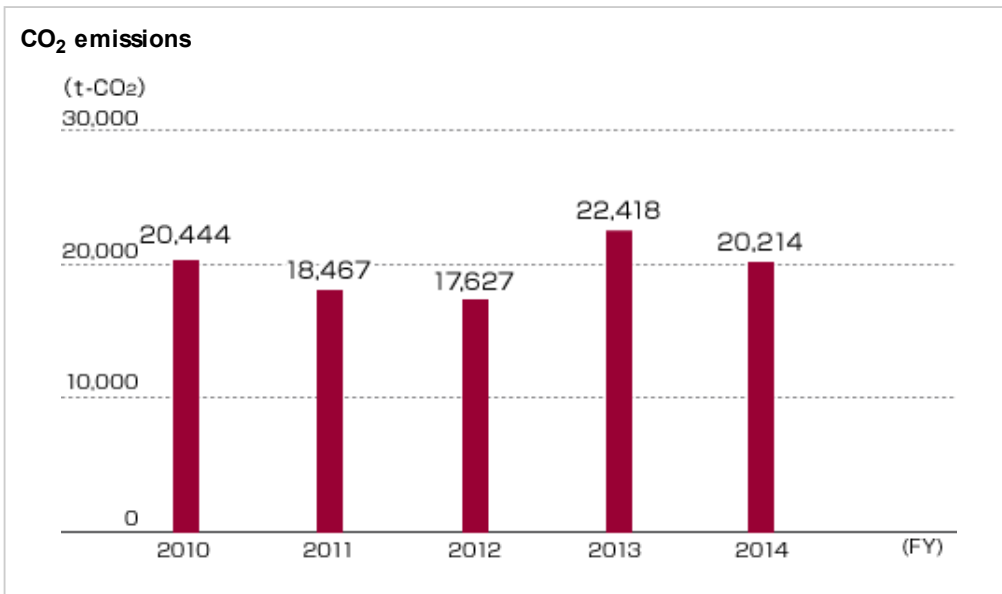
Environmental impact data

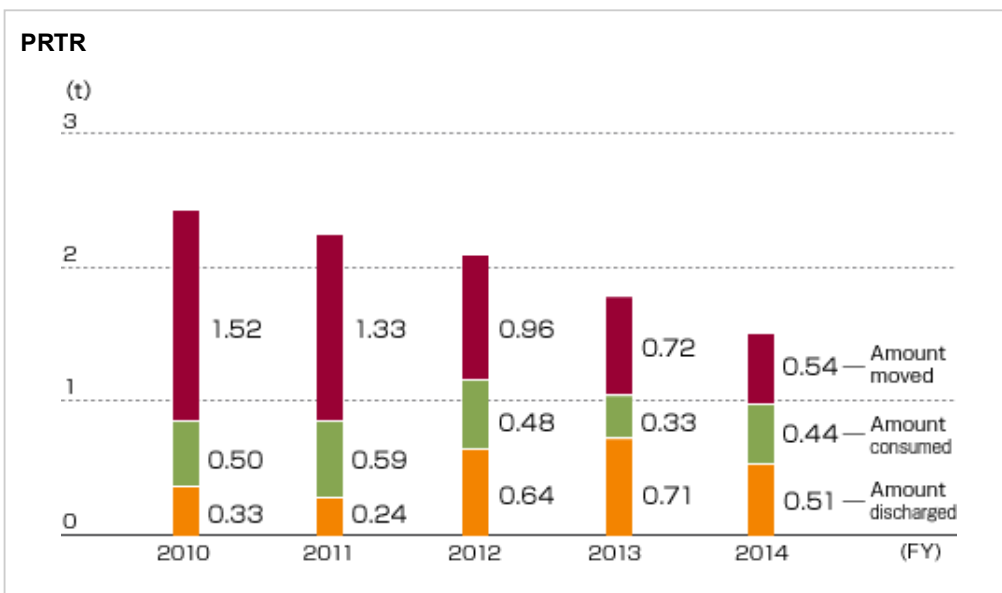
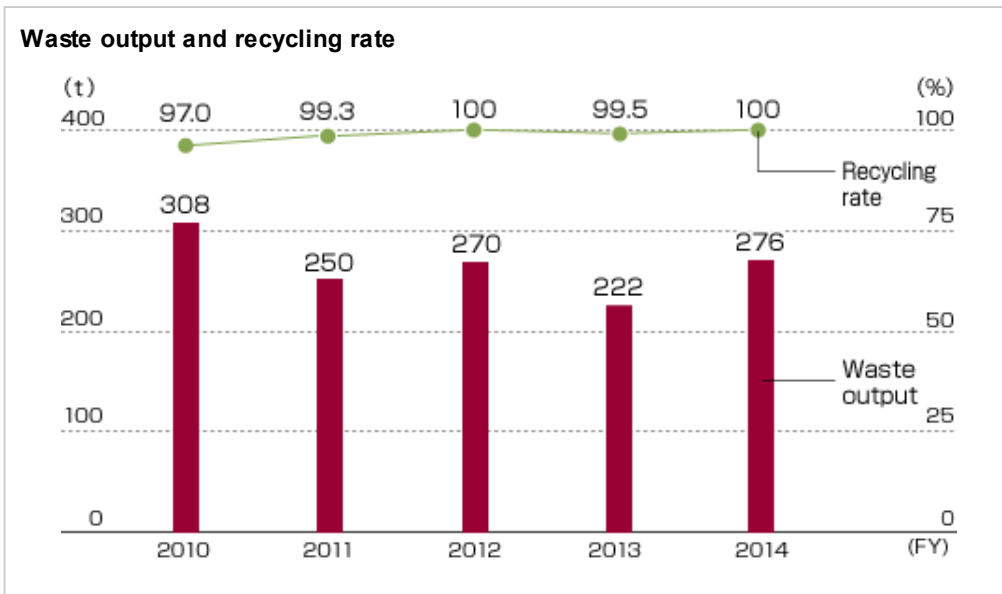
Japan

Scope: 10 domestic bases (including affiliated companies)



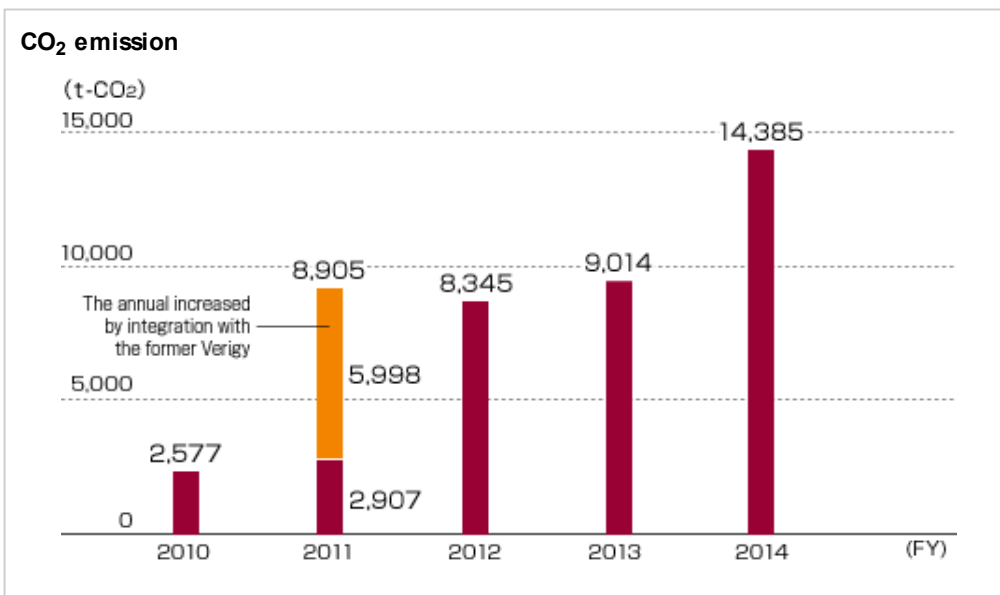
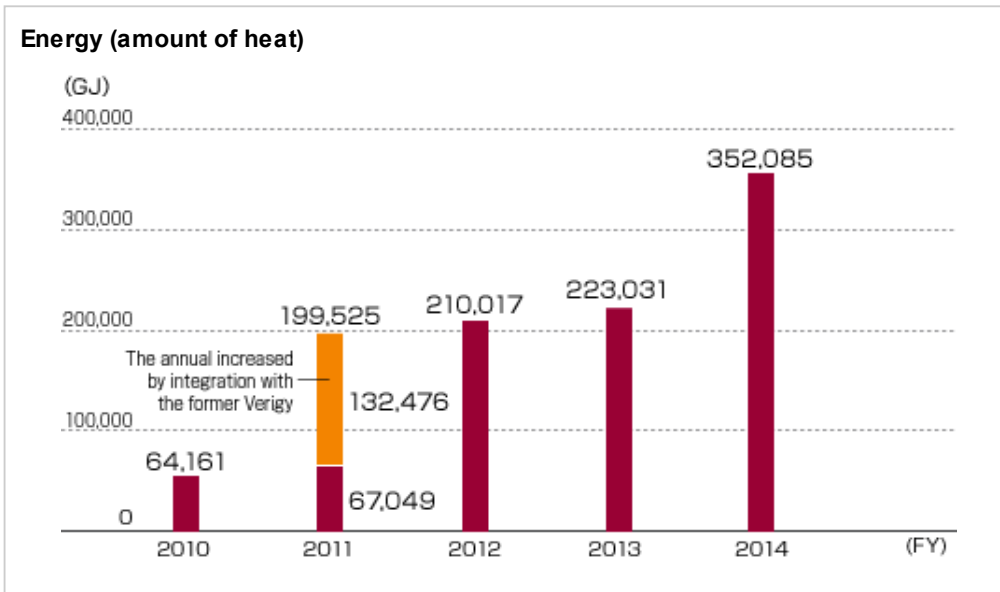


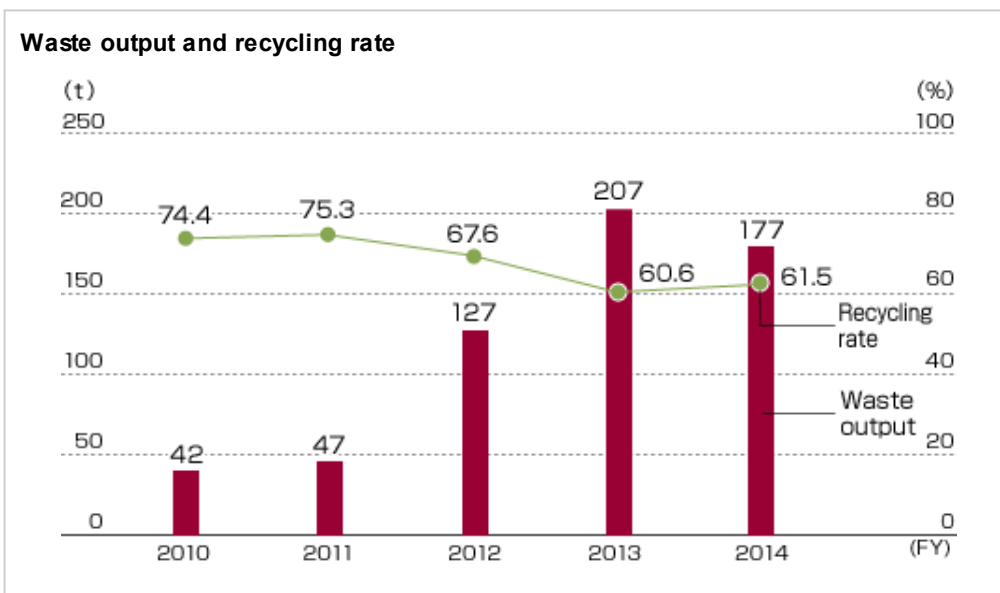
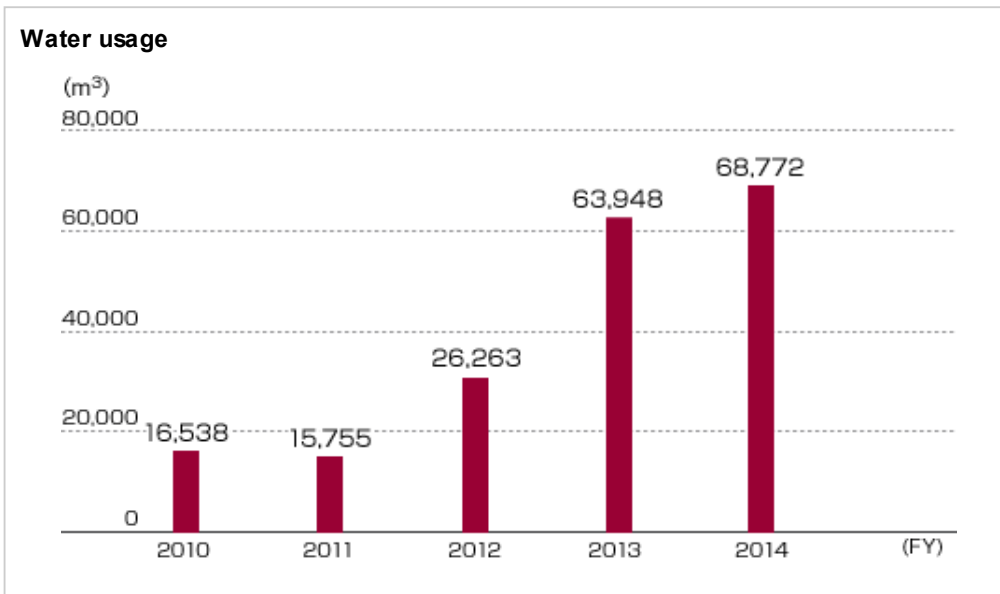




Overseas

Scope: 9 overseas bases (including affiliated companies)





Statement on EU-RoHS Directive

In complying with environmental laws and regulations, the Advantest Group is working toward eliminating use of hazardous materials while also pursuing environmental conservation efforts that entail reducing consumption of energy and resources. More specifically, we have been working with our suppliers since September 2003 on initiatives to investigate and eliminate use of restricted hazardous materials.

We are in compliance with the European RoHS Directive*.

Advantest's semiconductor testers and handlers are classified as Large-Scale Stationary Industrial Tools (LSSIT) under the directive and as such are exempt from the EU-RoHS directive. Nevertheless, on the basis of our commitment to environmental conservation we continue working toward further elimination of hazardous substances from these product lines.

* Certain exemptions aside, the European Union Directive 2011/65/EU on the restriction of the use of certain hazardous substances (RoHS) in electrical and electronic equipment and respective revisions currently restrict the use of six substances in such products:

- Lead (Pb)
- Hexavalent chromium (Cr VI)
- Mercury (Hg)
- Polybrominated biphenyl (PBB)
- Cadmium (Cd)
- Polybrominated diphenyl ether (PBDE)

GRI Guideline

Sustainability Report 2015

GENERAL STANDARD DISCLOSURES

GRI Items	GRI Index	Page to Refer
Strategy and Analysis		
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	CEO Message
G4-2	Provide a description of key impacts, risks, and opportunities.	CEO Message Risk Management Securities report
Organizational Profile		
G4-3	Report the name of the organization.	About ADVANTEST
G4-4	Report the primary brands, products, and services	Products Service & Support
G4-5	Report the location of the organization's headquarters	About ADVANTEST
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	About ADVANTEST
G4-7	Report the nature of ownership and legal form.	About ADVANTEST
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Investors
G4-9	Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	About ADVANTEST Accepting Diversity
G4-10	<ul style="list-style-type: none"> • Report the total number of employees by employment contract and gender. • Report the total number of permanent employees by employment type and gender. • Report the total workforce by employees and supervised workers and by gender. • Report the total workforce by region and gender. • Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. • Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). 	About ADVANTEST Accepting Diversity Fair Evaluation and Treatment
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Occupational Health and Safety Securities report
G4-12	Describe the organization's supply chain.	Procurement Policy

		Fair Trade
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	Investors
COMMITMENTS TO EXTERNAL INITIATIVES		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	CSR at Advantest
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Fair Trade
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	Fair Trade
Identified Material Aspects and Boundaries		
G4-17	<ul style="list-style-type: none"> • List all entities included in the organization's consolidated financial statements or equivalent documents. • Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. 	Editorial note Securities report
G4-18	<ul style="list-style-type: none"> • Explain the process for defining the report content and the Aspect Boundaries. • Explain how the organization has implemented the Reporting Principles for Defining Report Content. 	-
G4-19	List all the material Aspects identified in the process for defining report content.	-
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 	-
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	-
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-
Stakeholder Engagement		
G4-24	Provide a list of stakeholder groups engaged by the organization.	CSR at Advantest
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	CSR at Advantest
	Report the organization's approach to stakeholder engagement, including frequency of	

G4-26	engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	CSR at Advantest
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	-
Report Profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	Editorial note
G4-29	Date of most recent previous report (if any).	Editorial note
G4-30	Reporting cycle (such as annual, biennial)	Editorial note
G4-31	Provide the contact point for questions regarding the report or its contents.	Editorial note
GRI CONTENT INDEX		
G4-32	<ul style="list-style-type: none"> Report the 'in accordance' option the organization has chosen. Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines. 	Editorial note
ASSURANCE		
G4-33	<ul style="list-style-type: none"> Report the organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. Report the relationship between the organization and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report. 	-
Governance		
GOVERNANCE STRUCTURE AND COMPOSITION		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Corporate Governance
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	CSR at Advantest
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	-
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	-
G4-38	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> Executive or non-executive Independence Tenure on the governance body Number of each individual's other significant positions and commitments, and the nature of the commitments Gender Membership of under-represented social groups Competences relating to economic, environmental and social impacts Stakeholder representation 	Corporate Governance About ADVANTEST
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	Corporate Governance About ADVANTEST

G4-40	<p>Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:</p> <ul style="list-style-type: none"> • Whether and how diversity is considered • Whether and how independence is considered • Whether and how expertise and experience relating to economic, environmental and social topics are considered • Whether and how stakeholders (including shareholders) are involved 	Corporate Governance
G4-41	<p>Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures 	-
HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY		
G4-42	<p>Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.</p>	-
HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION		
G4-43	<p>Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p>	-
G4-44	<ul style="list-style-type: none"> • Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. • Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice. 	Corporate Governance
HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT		
G4-45	<ul style="list-style-type: none"> • Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. • Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities. 	Corporate Governance Risk Management
G4-46	<p>Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.</p>	-
G4-47	<p>Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.</p>	-
HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING		
G4-48	<p>Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.</p>	-
HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE		
G4-49	<p>Report the process for communicating critical concerns to the highest governance body.</p>	Corporate Governance Compliance Risk Management CSR at Advantest
G4-50	<p>Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.</p>	-
REMUNERATION AND INCENTIVES		
	<ul style="list-style-type: none"> • Report the remuneration policies for the highest governance body and senior 	

G4-51	<p>executives for the below types of remuneration:</p> <p>Fixed pay and variable pay:</p> <ul style="list-style-type: none"> – Performance-based pay – Equity-based pay – Bonuses – Deferred or vested shares <ul style="list-style-type: none"> • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees • Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives. 	<p>Corporate Governance</p> <p>Securities report</p>
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	<p>Corporate Governance</p> <p>Securities report</p>
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	-
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
Ethics and Integrity		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	<p>About ADVANTEST</p> <p>CSR at Advantest</p>
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Compliance
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Compliance

SPECIFIC STANDARD DISCLOSURES

GRI Items	GRI Index	
Disclosures on Management Approach		
G4-DMA	Disclosure on Management Approach	-

CATEGORY: ECONOMIC

GRI Items	GRI Index	
Aspect: Economic Performance		
G4-EC1	Direct economic value generated and distributed	Securities report
		<p>Risk Management</p> <p>Environmental Action Plan</p>

G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Green Products Environmental Accounting Results Securities report
G4-EC3	Coverage of the organization's defined benefit plan obligations	Fair Evaluation and Treatment
G4-EC4	Financial assistance received from government	-
Aspect: Market Presence		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	-
Aspect: Indirect Economic Impacts		
G4-EC7	Development and impact of infrastructure investments and services supported	-
G4-EC8	Significant indirect economic impacts, including the extent of impacts	-
Aspect: Procurement Practices		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	-

CATEGORY: ENVIRONMENTAL

GRI Items	GRI Index	
Aspect: Raw materials		
G4-EN1	Materials used by weight or volume	Environmental Related Data
G4-EN2	Percentage of materials used that are recycled input materials	-
Aspect: Energy		
G4-EN3	Energy consumption within the organization	Environmental Related Data
G4-EN4	Energy consumption outside of the organization	-
G4-EN5	Energy intensity	-
G4-EN6	Reduction of energy consumption	Environmental Action Plan Global Warming Prevention Environmental Related Data
G4-EN7	Reductions in energy requirements of products and services	Environmental Action Plan Green Products Global Warming Prevention
Aspect: Water		
G4-EN8	Total water withdrawal by source	Recycling Resources Environmental Related Data
G4-EN9	Water sources significantly affected by withdrawal of water	Recycling Resources
G4-EN10	Percentage and total volume of water recycled and reused	-
Aspect: Biodiversity		
	Operational sites owned, leased, managed in, or	

G4-EN11	adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	-
G4-EN13	Habitats protected or restored	-
G4-EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	-
Aspect: Emissions		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Global Warming Prevention Environmental Related Data
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Global Warming Prevention Environmental Related Data
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	-
G4-EN18	Greenhouse gas (GHG) emissions intensity	-
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Global Warming Prevention Environmental Related Data
G4-EN20	Emissions of ozone-depleting substances (ODS)	-
G4-EN21	NOx, SOx, and other significant air emissions	Environmental Related Data
Aspect: Effluents and Waste		
G4-EN22	Total water discharge by quality and destination	Recycling Resources Environmental Related Data
G4-EN23	Total weight of waste by type and disposal method	Recycling Resources Environmental Related Data
G4-EN24	Total number and volume of significant spills	Environmental Management Environmental Contribution Activities / Environmental Communication
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Environmental Related Data
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Recycling Resources
Aspect: Products and Services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Environmental Action Plan Green Products
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Product Recycling

Aspect: Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Management Environmental Contribution Activities / Environmental Communication
Aspect: Transport		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	-
Aspect: Overall		
G4-EN31	Total environmental protection expenditures and investments by type	Environmental Accounting Results
Aspect: Supplier Environmental Assessment		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Fair Trade Initiatives with Business Partners
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Fair Trade Initiatives with Business Partners
Aspect: Environmental Grievance Mechanisms		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental Contribution Activities / Environmental Communication

CATEGORY: SOCIAL

GRI Items	GRI Index	
Aspect: Employment		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	-
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Fair Evaluation and Treatment Human Resources Development Supporting diverse working styles
G4-LA3	Return to work and retention rates after parental leave, by gender	Supporting diverse working styles
Aspect: Labor/Management Relations		
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-
Aspect: Occupational Health and Safety		
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	-
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Occupational Health and Safety
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	-
	Health and safety topics covered in formal	Occupational Health and Safety

G4-LA8	agreements with trade unions	
Aspect: Training and Education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Human Resources Development
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Human Resources Development Accepting Diversity
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-
Aspect: Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Accepting Diversity About ADVANTEST
Aspect: Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	-
Aspect: Supplier Assessment for Labor Practices		
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Fair Trade Procurement Policy
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Fair Trade Procurement Policy
Aspect: Labor Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Fair Trade Procurement Policy Compliance Initiatives Related to the Protection and Respect of Human Rights
SUB-CATEGORY: HUMAN RIGHTS		
Aspect: Investment		
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Fair Trade Procurement Policy
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Initiatives Related to the Protection and Respect of Human Rights
Aspect: Non-discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Fair Trade Procurement Policy Compliance Initiatives Related to the Protection and Respect of Human Rights
Aspect: Freedom of Association and Collective Bargaining		

G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	-
Aspect: Child Labor		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Fair Trade Procurement Policy
Aspect: Forced or Compulsory Labor		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Fair Trade Procurement Policy
Aspect: Security Practices		
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	-
Aspect: Indigenous Rights		
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-
Aspect: Assessment		
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	-
Aspect: Supplier Human Rights Assessment		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Fair Trade Procurement Policy
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Fair Trade Procurement Policy
Aspect: Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Fair Trade Procurement Policy Compliance Initiatives Related to the Protection and Respect of Human Rights
SUB-CATEGORY: SOCIETY		
Aspect: Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Social Contribution Activities
G4-SO2	Operations with significant actual and potential negative impacts on local communities	-
Aspect: Anti-corruption		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Fair Trade
G4-SO4	Communication and training on anti-corruption policies and procedures	Compliance Fair Trade

G4-SO5	Confirmed incidents of corruption and actions taken	-
Aspect: Public Policy		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	-
Aspect: Anti-competitive Behavior		
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	-
Aspect: Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-
Aspect: Supplier Assessment for Impacts on Society		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Fair Trade Procurement Policy
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Fair Trade Procurement Policy
Aspect: Grievance Mechanisms for Impacts on Society		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Fair Trade Procurement Policy Compliance Initiatives Related to the Protection and Respect of Human Rights
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
Aspect: Customer Health and Safety		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Quality Management
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	-
Aspect: Product and Service Labeling		
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Green Products Environmental Risk and Chemical Substance Management
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	-
G4-PR5	Results of surveys measuring customer satisfaction	Improving Customer Satisfaction
Aspect: Marketing Communications		
G4-PR6	Sale of banned or disputed products	-
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	-
Aspect: Customer Privacy		

G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	-
Aspect: Compliance		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	-