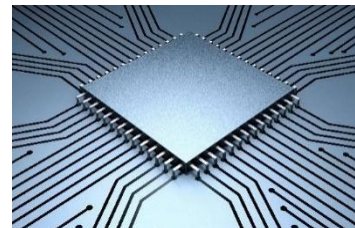


1 About this statement

2 This joint statement is made by Renesas Electronics Australia Pty Limited
3 ACN 676 799 161 (**Renesas Australia**) and the entities listed at Appendix
4 I in accordance with the *Modern Slavery Act 2018* (Cth) (**Modern Slavery**
5 **Act**) for the period 1 July 2024 to 31 December 2025.

6 This Statement outlines the steps taken to identify, assess and address
7 modern slavery risks in Renesas Australia's operations and supply chain.



8 Reporting entity and structure changes

9 On 1 August 2024, Renesas Electronics Corporation completed its acquisition of Altium Pty Ltd ACN 009
10 568 772 (formerly known as Altium Limited) (**Altium**) by way of Scheme of Arrangement (**Scheme**). Prior to
11 the acquisition, Altium operated as a public company listed on the Australian Securities Exchange (**ASX**).
12 The Altium group comprised a global software and cloud company delivering the software design of printed
13 circuit boards (**PCBs**). Altium subsequently delisted and was acquired by Renesas Electronics NSW Pty
14 Ltd, a wholly owned subsidiary of Renesas Australia. Renesas Australia and the entities it controls
15 (including Altium) have been consolidated from the date of acquisition.

16 After Altium's acquisition, its financial reporting period has now been aligned with that of Renesas Australia
17 to be 1 January to 31 December. Accordingly, this Statement encompasses a period of 18 months and is
18 the first statement of Renesas Australia.

19 About Renesas and Renesas Australia

20 The business of Renesas Australia is wholly conducted through its subsidiary, Altium (and Altium's
21 subsidiaries). Altium is a global software and cloud company delivering the software design of PCBs. For
22 over 30 years, Altium has delivered software that maximises the productivity of PCB designers and
23 electrical engineers. From individual inventors to multinational corporations, more PCB designers and
24 engineers choose Altium software than competing products.

25 As at 31 December 2025, Renesas Australia had operations in 18 countries: Australia, Canada, China,
26 Finland, Germany, India, Japan, Netherlands, Poland, Portugal, Serbia, South Korea, Sweden,
27 Switzerland, Ukraine, United Kingdom, United States and Vietnam.

28 Structure and governance

29 Renesas Australia forms part of the global group of companies owned and controlled by Renesas
30 Electronics Corporation (TSE: 6723) (**Renesas**), which is headquartered in Japan and operates across
31 more than 30 countries worldwide. Renesas designs, develops, and supplies semiconductor solutions that
32 support a wide range of applications, including automotive, industrial, infrastructure, and consumer
33 electronics.

34 The organisational structure of Renesas comprises multiple legal entities and operational sites, reflecting
35 the global and technology-intensive nature of the semiconductor industry. While Renesas is engaged in
36 semiconductor activities abroad (including manufacturing), Renesas Australia's activities are limited to its
37 Altium software portfolio.

38 The reporting period encompasses a period of transition for Renesas Australia from Altium's pre-existing
39 policies and processes to Renesas' global policies and processes.

40 Where appropriate, this Statement references activities and supply chain arrangements within the wider
41 Renesas global group of companies (**Renesas Group**) to reflect the integrated nature of group operations
42 and procurement. Oversight of compliance with the Modern Slavery Act is supported through group-level
43 governance, policies and risk management frameworks, while recognising that individual legal entities
44 remain responsible for implementing applicable requirements.

45 Within Renesas, oversight of human rights matters (including modern slavery risks) is supported by Board-
46 level committee structures, a Sustainability Operating Team and a Human Rights Working Group
47 comprising Human Resources, Legal, Procurement and Sustainability representatives. These structures
48 provide a forum for identifying salient issues, coordinating responses and, where necessary, escalating
49 matters to senior leadership.

50 Operations and supply chains

51 Operations

52 Renesas Australia's business model consists of the sale of the following software product portfolio and
53 other services related to these products (e.g. maintenance, support, etc.):

- 54 • **Altium Develop:** A software and cloud-enabled solution designed primarily for individual engineers
55 and small teams, providing core electronic design capabilities without enterprise administration
56 overhead. It includes:
 - 57 ○ Electronic Computer-Aided Design (**ECAD**) authoring and design software (Altium
58 Designer) to support schematic capture, simulation and analysis, and PCB design.
 - 59 ○ A hosted cloud workspace for design data management and collaboration (ability to share
60 and stay in sync) with stakeholders.
- 61 • **Altium Agile:** A software and cloud-enabled solution designed for multidisciplinary design teams
62 (Agile Teams) and more complex organizational deployments and environments (Agile Enterprise),
63 providing enhanced control, connection and compliance.
 - 64 ○ ECAD authoring and design software (Altium Designer) to support schematic capture,
65 simulation/analysis, and printed circuit board (PCB) design.
 - 66 ○ A hosted cloud workspace for design data management, including versioning, and
67 collaboration.
 - 68 ○ Enterprise-grade capabilities to support larger deployments, which may include integrations,
69 analytics, security, and administrative controls appropriate for governed environments.
- 70 • **Octopart:** Octopart is a parts search platform that helps engineers and procurement professionals
71 find, compare, and source components. It aggregates and normalizes component data from
72 hundreds of distributors and thousands of manufacturers, providing a reliable view of availability,
73 pricing, lifecycle status, and sourcing options.
- 74 • **Octopart Discover (future):** A solutions discovery experience that supports engineers and
75 procurement professionals in identifying and comparing components and solutions using persistent,
76 design-relevant context and intent. It also enables semiconductor manufacturers and distributors to
77 present relevant offerings to users during the discovery and evaluation process.

78 People

79 Renesas Australia has a highly skilled and professional workforce in a mix of direct and indirect
80 engagements. As at 31 December 2025, the vast majority of Renesas Australia's workforce were directly
81 employed, most commonly in technology roles. Renesas Australia employs people in its offices around the
82 world. In addition to Renesas Australia's direct workforce, it also has an indirect workforce of contractors,
83 primarily in technology, research and development, finance, marketing and compliance roles.

84 Supply chain

85 The supply chain supporting Renesas Australia's operations through Altium is characteristic of a global
86 software and cloud business. Renesas Australia's supply arrangements centre on supporting the creation
87 and enhancement of its design software and operating its cloud platform, historically focusing on office and
88 administrative support services and technology-related goods and services.

89 Renesas Australia's supply chain includes:

- 90 • **Products:** Products purchased by Renesas Australia to support its operations and activities.
- 91 • **Services:** Services purchased by Renesas Australia to support its operations and activities.

- **Indirect supply chain:** Products and services purchased by Renesas Australia's suppliers, and their suppliers.

During the reporting period, supplier spend remained concentrated in developed economies, with a minority of sourcing from countries with medium to high inherent modern slavery risk.

Procurement at Renesas Australia

Prior to completion of the Scheme, Altium maintained a centralised software and service procurement and sourcing system managed by Altium's Operations team. That team was responsible for software and services and its lifecycle management which represented a significant proportion of Altium's spend on suppliers. The team collaborated with stakeholders throughout Altium and vendors to provide the latter with a copy of Altium's Supplier Code (now being transitioned to the Renesas Supplier Code of Conduct) with which vendors are expected to comply.

From completion of the Scheme, Renesas Australia and its subsidiaries adopted Renesas' applicable policies and procedures which address vendor onboarding and contractual terms (described in further detail in the *Actions taken to assess and address modern slavery risks (Governance and Planning)* section below). Vendors are assessed in accordance with those policies and procedures and are required to adopt Renesas' procurement terms. As part of vendor onboarding, the Renesas Supplier Code of Conduct forms part of Renesas Australia's standard purchasing terms and conditions. These terms and conditions are available on the [Altium website](#).

The main types of goods sourced from Renesas Australia's suppliers are:

- **Information technology:** Information technology software, hardware (e.g. computers, mobile phones), software, systems and network infrastructure and IT related services.
- **Office location goods:** Office supplies, furniture, capital improvements, marketing collateral and other equipment.
- **Small scale manufacturing goods:** Small scale contract manufacturing of customised computer hardware for Renesas Australia's Gumstix operations.

The main types of services procured from Renesas Australia's suppliers are:

- **Information technology:** Information and communications technology services and utilities, cloud and web-hosting services, marketing (primarily web advertising), trade shows and field services
- **Office location services:** Facilities and property management services, including office rent, printing and office services, car-parking, utilities, cleaning and security, office moving and relocation services, repairs and maintenance, transportation, postage, freight and couriers.
- **Professional services:** Compliance, sustainability, accounting, legal, financial, insurance, training, payroll, recruitment and tax services.
- **Travel and hospitality:** Travel and accommodation, hospitality and catering services.

Risks of modern slavery in operations and supply chains

This section describes the risks of modern slavery practices in the operations and supply chains of Renesas Australia and the entities that it owns and controls.

Renesas Australia risk assessment

Prior to becoming a part of the Renesas Group, in FY23, Altium engaged a recognised sustainability advisory firm to conduct a detailed Modern Slavery Risk Assessment (**Assessment**) across both its operations and supply chain as defined by the Australian Modern Slavery Act Guidance for Reporting Entities. While the Assessment occurred prior to Altium's acquisition, Renesas Australia's business in Australia is a continuation of Altium's business, the Assessment is of continuing relevance, usefulness and applicability.

In the Assessment, "risk" referred to the statutory definition of risk, which considers modern slavery risk in terms of risk to people experiencing harm, as opposed to risk to the business. Altium's comprehensive review of its approach to modern slavery risk included analysis of spend data, qualitative review of documentation with suppliers and internal stakeholder engagement.

The Assessment methodology drew on reputable data sources, such as the Global Slavery Index (Walk Free Foundation), Global Rights Index (International Trade Union Confederation), Trafficking in Persons Report (US Department of Labor) and commodity research by Verite. It considered inherent risk factors, which are evidenced by modern slavery prevalence in a particular industry, product, country, or region. These factors were mapped against key features of Altium's operations and supply chains. The three key risk factors that contributed to the Assessment were:

- Product or service risk.
- Industry risk.
- Geographic risk.

The Assessment identified the potential for high-risk modern slavery practices, however it did not identify that specific modern slavery risks exist in Altium's operations or value chain, nor that there had been breaches of statutory requirements relating to modern slavery.

Following completion of the Scheme and as part of the Renesas Group, Renesas undertook a group-level human rights due diligence gap analysis during 2025, supported by an external adviser to assess the maturity of its human rights governance and processes in accordance with international standards. This gap analysis informed the development of Renesas' broader human rights due diligence framework. In parallel, Renesas conducted an initial, high-level consideration of potential modern slavery risk areas across its global operations and supply chains. This review was exploratory in nature and did not constitute a detailed, entity-specific risk assessment. Renesas Australia was included and within scope of this group-level human rights due diligence gap analysis. No modern slavery risks specific to the operations or supply chains of Renesas Australia were identified through this exercise.

Risks in Renesas Australia's operations

The Assessment involved an analysis of Renesas Australia's operations in those jurisdictions in which Altium operates or has operated.

Analysis found that modern slavery risks prevalent in software businesses often occur in software development, contracted site services for repair and maintenance, as well as cleaning, hospitality, logistics and transport services.

Modern slavery risks prevalent in software businesses may also be attributable to the inherent risk of a geographic location. No actual or suspected breaches of modern slavery laws within the Altium business

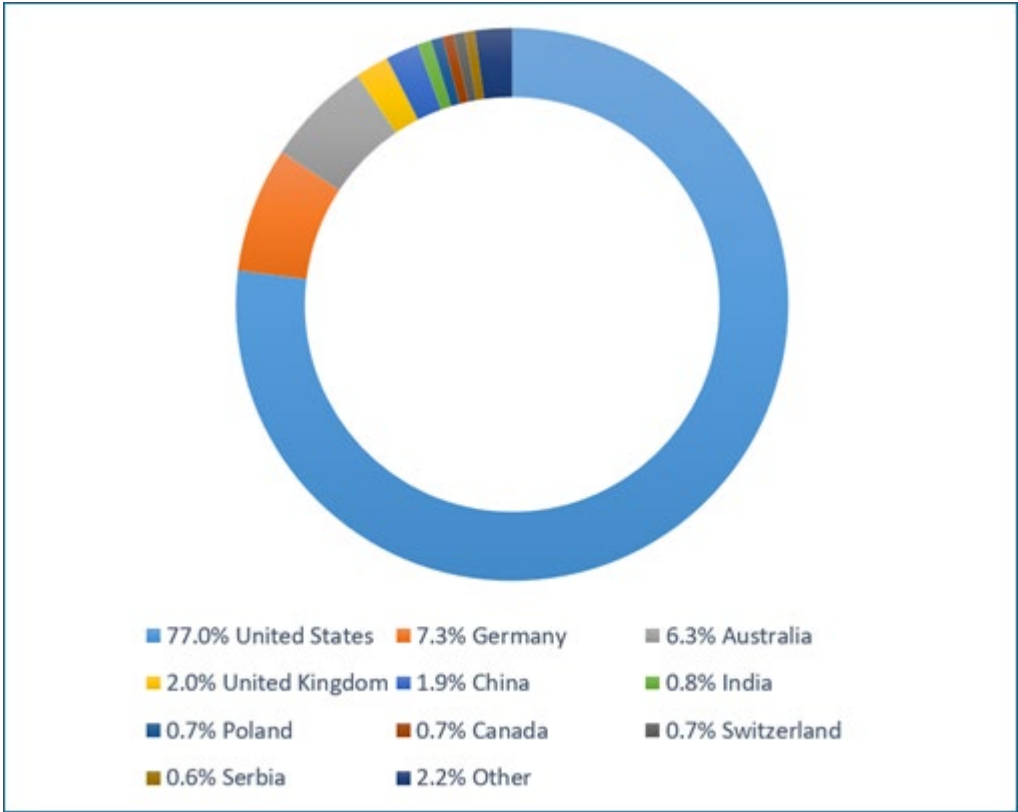
169 were identified as part of the Assessment. During the current reporting period, there have been no reported
170 complaints or alleged breaches against Renesas Australia of modern slavery laws.

171 A continued understanding of potential risk areas enables Renesas Australia to more comprehensively
172 address modern slavery risk in its operations and supply chain. Renesas Australia recognises that
173 addressing modern slavery requires ongoing vigilance and that its processes and procedures must be
174 continually examined and revised.

175 **Risks in Renesas Australia’s supply chain**

176 A large proportion of Renesas Australia's supplier spend during the reporting period occurred within
177 developed economies with its largest 3 geographies continuing to be the United States (77%), Germany
178 (7.3%) and Australia (6.3%). These nations exhibit a low prevalence of modern slavery, and their
179 governments take robust actions against it. A *de minimis* proportion of Renesas Australia’s sourcing
180 originates in countries with a medium to high risk of modern slavery.

181 **Figure 1. Renesas Australia percentage vendor spend by geography (relative to total spend in the reporting period)***



182 *Note 1: This data refers to the country of transaction rather than the country of origin of the goods and services.

183 Note 2: The category 'Other' includes 40 separate jurisdictions that each account for less than 0.5% supplier spend. Of these,
184 33 jurisdictions each account for less than 0.1% supplier spend.

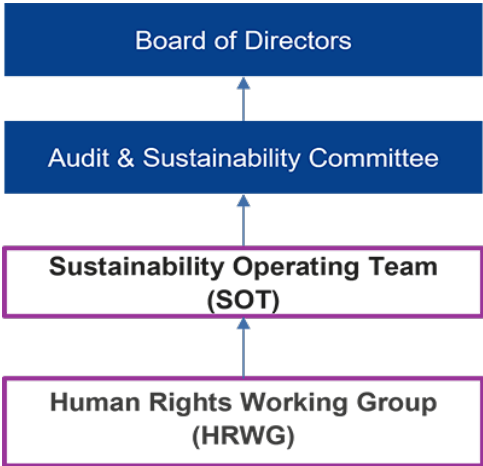
185 **Actions taken to assess and address modern slavery risks**

186 This section describes the initiatives Renesas Australia has made in the reporting period to assess and
187 address modern slavery risks.

188 **Governance and planning**

189 Ultimate accountability for Renesas' approach to modern slavery rests with the Board of Directors of
190 Renesas Electronics Corporation. The Board exercises oversight of human rights and modern slavery risks
191 through the Audit and Sustainability Committee (**ASC**), which receives regular progress updates on modern
192 slavery reporting, governance development, and risk management activities.

193 **Figure 2. Renesas Human Rights and Modern Slavery Governance Chart**



194 Day-to-day operational leadership for modern slavery governance is held by the Sustainability Operating
195 Team (**SOT**), under the direction of the Senior Director, Head of Sustainability. The SOT is responsible for
196 overall programme coordination, policy guidance, statement preparation, and management of the Board
197 sign-off process. The SOT also coordinates cross-functional alignment across Legal, Human Resources,
198 and Procurement on modern slavery-related activities.

199 To strengthen Renesas' human rights governance and reinforce the due diligence framework across the
200 Renesas Group, the Human Rights Working Group (**HRWG**) was established in 2025 under the SOT. The
201 HRWG serves as the primary cross-functional governance platform bringing together representation across
202 internal stakeholders (Sustainability, Legal, HR, Procurement, and regional representatives) for the
203 identification, assessment, and management of human rights risks — including modern slavery — across
204 Renesas' global operations. The HRWG works to ensure alignment with internationally recognised
205 standards—such as the Guiding Principles on Business and Human Rights and the OECD Guidelines for
206 Multinational Enterprises. The HRWG meets regularly to review emerging risks, monitor the progress of
207 ongoing initiatives, and coordinate necessary responses, including remediation and stakeholder
208 engagement.

209 The reporting cycle of Renesas' human rights and modern slavery across its governance structure is
210 depicted in Figure 3 below.

211 **Figure 3. Renesas Human Rights and Modern Slavery Governance Reporting Cycle**

Reporting activity	Frequency	Audience
HRWG operational review	Fortnightly	HRWG members
ASC governance update	Quarterly	Audit & Sustainability Committee
Annual sign-off of MSA Statement	Annual	Local Board of Directors
Renesas Business & Sustainability Report disclosure	Annual	External / public
Modern Slavery Act Statement publication	Annual	Modern Slavery Act register

212 Through its human rights and modern slavery governance structure, Renesas aims to ensure that it has the
213 organisational capability to address modern slavery issues in a systematic and transparent manner.

214 Further information about Renesas' human rights and modern slavery governance is available at [Human](#)
215 [Rights | Renesas](#).

216
217 **Policies in relation to modern slavery**

218 The reporting period encompasses a transition for Renesas Australia from Altium's established policies and
219 processes to those of Renesas. Renesas' experience and resources have been applied to pre-existing
220 Altium policies and processes to ensure continued diligence on modern slavery risks and elevated
221 responsiveness.

222 Renesas is committed to conducting its business responsibly and with respect for internationally
223 recognised human rights. This includes a [Global Human Rights Policy](#) commitment to preventing modern
224 slavery and human trafficking within its operations and supply chains.

225 Renesas maintains a [Supplier Code of Conduct](#), which sets out expectations for ethical business behaviour
226 and responsible sourcing. The Supplier Code of Conduct forms the foundation of Renesas Australia's
227 approach to addressing modern slavery risks within its supply chain. It applies to direct (Tier 1) suppliers
228 and communicates minimum expectations regarding labour practices and ethical behaviour. The Code also
229 requires Tier 1 suppliers to communicate the Code to their suppliers and to monitor compliance with the
230 Code. The Supplier Code of Conduct references labour standards aligned with internationally recognised
231 principles, including respect for human rights, prohibition of forced labour, child labour and unlawful
232 employment practices, as well as requirements relating to fair treatment, health and safety, and ethical
233 conduct. Suppliers are expected to comply with applicable laws and regulations and to operate in a manner
234 consistent with these standards as a condition of doing business with Renesas Australia.

235 Renesas bases its approach to preventing modern slavery and protecting workers' rights on widely
236 recognised international guidance. Renesas' Global Human Rights Policy, Supplier Code of Conduct and
237 the checks it carries out on its supply chain are designed to be consistent with the following standards:

- 238 • **UN Guiding Principles on Business and Human Rights (UNGPs):** Renesas sets clear
239 expectations on respecting human rights, identifies where problems could occur, and takes action if
240 issues are found. Renesas also provides ways for people to raise concerns through its confidential
241 reporting channels.
- 242 • **OECD Due Diligence Guidance:** Renesas follows a practical, risk-based approach in its supply
243 chain by focusing on higher-risk areas, asking suppliers questions and requesting information when

needed, and following up if concerns are raised. Where issues are identified, Renesas expects suppliers to take corrective action.

- **ILO Labour Standards:** The Supplier Code of Conduct reflects basic rights at work, including no forced labour or child labour, fair and respectful treatment, no discrimination, and safe working conditions. Renesas expects suppliers to follow local labour laws and meet these minimum standards.

Renesas' Global Human Rights Policy and Supplier Code of Conduct are reviewed annually and communicated across Renesas' global operations and supplier network.

Furthermore, the Renesas Electronics Group Hotline allows employees, suppliers, contractors, and other partners to confidentially report or consult on compliance-related concerns, including potential legal or ethical violations, either anonymously or with their name. Reports are submitted via a secure third-party provider, Navex Global, through an online form or international toll-free numbers service ensuring confidentiality unless disclosure is legally required. No reports have been lodged in relation to Renesas Australia. More information relating to Renesas Electronics Group Hotline is available at [Renesas Hotline website](#).

Engagement with suppliers

In addition to the Supplier Code of Conduct, the principles relevant to preventing slavery and human trafficking are embedded within Renesas Australia's existing procurement, compliance, and ethical sourcing frameworks.

Actions taken by Altium (prior to its acquisition) to centralise its vendor compliance and management to more meaningfully engage with modern slavery due diligence, are now supplemented by the experience and capabilities of the global Renesas Group. This includes the work of the HRWG to continue to enhance Renesas' current human rights due diligence process, as well as regular supply surveys that Renesas conducts.

Enhancing training and awareness

Renesas recognises that training and awareness are important elements in preventing modern slavery and human trafficking within its operations and supply chains. During the reporting period, Renesas identified employees involved in procurement and supplier management as an initial priority group for awareness-raising activities, reflecting their role in supplier engagement and oversight.

As its approach to modern slavery risk management continues to mature, Renesas expects to further develop its training and awareness activities. Future initiatives may include the introduction of role-appropriate training for employees in higher-risk functions, such as procurement, supply chain management, and human resources, alongside more general awareness training for the wider workforce.

In FY24 Altium introduced a new training module "Compliance Short: Combating Modern Slavery" to further support education and awareness in identifying and reporting modern slavery risks.

Assessing the effectiveness of actions

In the current reporting period, Renesas Australia has progressively transitioned from Altium's established anti-modern slavery framework to Renesas' policies and processes. The effectiveness of Renesas Australia's actions during this period has been assessed by reference to the following:

- establishment of the HRWG by Renesas to oversee modern slavery and human rights initiatives;
- completion of an expert-led gap analysis to assess current human rights due diligence practices against global standards;
- availability of the Renesas Electronics Group Hotline for confidential reporting of compliance concerns, including potential modern slavery issues;
- ongoing communication of the Renesas Supplier Code of Conduct to direct suppliers as a condition of doing business; and
- availability of modern slavery awareness training resources to Renesas Australia's workforce.

As Renesas Australia's modern slavery programme matures, it may introduce additional measures to track the effectiveness of its actions, particularly as Altium is further integrated into the broader Renesas Group.

Further information and continuous improvement

Recognising the evolving nature of international regulatory and stakeholder expectations, Renesas is intending to develop a dedicated Modern Slavery Policy. This policy will articulate Renesas' approach to identifying, preventing and mitigating risks of modern slavery and human trafficking in its operations and supply chains. The development of this policy will be informed by relevant international standards and industry frameworks, including those of the Responsible Business Alliance, which is widely adopted within the semiconductor and electronics sector.

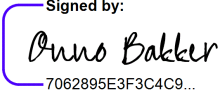
As part of its continuous improvement approach, Renesas intends that the dedicated Modern Slavery Policy will complement existing policies and codes, enhance clarity for internal stakeholders and suppliers, and support the progressive strengthening of due diligence and supplier engagement practices. The policy will be reviewed and updated as necessary to reflect regulatory developments, business growth, and increased understanding of modern slavery risks within the semiconductor supply chain.

305 **Approval**

306 The Statement is a joint statement on behalf of each of the reporting entities noted in Appendix I in
307 accordance with Australia’s *Modern Slavery Act 2018* (Cth). Renesas Australia has ultimate control and
308 influence over each of the other reporting entities.

309 Feedback was sought on the Statement from all owned and controlled entities as part of the consultation
310 process prior to the Statement being reviewed and approved by the principal governing body of Renesas
311 Australia (the board of directors) on 18 June 2026.

312 The Statement has been and is signed by a responsible member of Renesas Australia with authority to
313 approve the Statement on behalf of the reporting entity.

314
315  Signed by:
316 7062895E3F3C4C9...

317 **ONNO BAKKER**

318 DIRECTOR

319 RENESAS AUSTRALIA

320

Appendix I – Reporting entities and included entities

REPORTING ENTITIES		
Entity	Jurisdiction of incorporation	Description
Renesas Electronics Australia Pty Limited (ABN 34 676 799 161)	Australia	The holding entity for Renesas' business in Australia (indirectly, wholly owned by Renesas Electronics Corporation)
Renesas Electronics NSW Pty Ltd (ABN 63 676 810 156)	Australia	Directly wholly owned by Renesas Electronics Australia Pty Limited
Altium Pty Limited (ABN 93 009 568 772)	Australia	Directly wholly owned by Renesas Electronics NSW Pty Limited

321

Appendix II – Modern Slavery Act reporting criteria

323

Reporting Criteria	Reference in this Statement
Identify the reporting entity.	(Page 1) About this statement (Page 12) Appendix I – Reporting entities and included entities
Describe the reporting entity's structure, operations, and supply chains.	(Page 2) About Renesas and Renesas Australia (Pages 3 to 4) Operations and supply chains
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	(Pages 5 to 6) Risks of modern slavery in operations and supply chains
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	(Pages 6 to 9) Actions taken to assess and address modern slavery risks
Describe how the reporting entity assesses the effectiveness of such actions.	(Page 10) Assessing the effectiveness of actions
Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement.	(Page 11) Approval
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	(Page 10) Further information and continuous improvement