

## **Anritsu Group – Modern Slavery Statement**

### **1. About This Statement**

This statement discloses the Anritsu Group's activities during the reporting period of April 2023 to March 2024 and its plans related to modern slavery under section 54 of the UK Modern Slavery Act 2015 and section 13 of the Australian Modern Slavery Act 2018. The statement also covers some activities from April 2024.

This is a joint statement discussed and drafted by each entity that provided reports to the UK and Australian Acts (\*). The statement was reviewed at the Management Strategy Conference by the executives responsible for the Group's companies, and then approved by the Board of Directors.

\*ANRITSU CORPORATION, Anritsu EMEA GmbH, ANRITSU EMEA LIMITED, and ANRITSU PTY LTD.

### **2. Initiatives to Respect Human Rights**

The Anritsu Group has been committed to sustainability management by establishing the "Charter of Corporate Behavior" and the "Code of Conduct" based on international human rights standards as internal standards and by clarifying its policy prohibiting child and forced labor. Since March 2006, we have also joined the United Nations Global Compact. In December 2022, we issued the "Anritsu Group Human Rights Policy" as the highest guideline for the Group's respect for human rights in line with the UN Guiding Principles on Business and Human Rights and disseminated it internally and externally. We also distribute the "Anritsu Group CSR Procurement Guidelines" to suppliers in our global supply chain and conduct various initiatives, including surveys, to assess the actual ground level situation at the suppliers' level.

### **3. Organizational Structure, Business Operations, and Supply Chain**

The Anritsu Group, which consists of the ANRITSU CORPORATION, 45 subsidiaries and one affiliates, provides business solutions mainly in the areas of telecommunications, food processing, and pharmaceutical inspection, with its core competence in measurement technology. In telecommunications, Anritsu is a leading supplier of mobile measurement systems that assist the construction of networks using cutting-edge technologies such as 5G. In food processing and pharmaceutical inspection, the Anritsu Group contributes to reducing food loss and improving the reliability of pharmaceutical products.

Anritsu EMEA GmbH, headquartered in Vienna, Austria, operates in Europe, the Middle East and Africa; ANRITSU EMEA LIMITED, headquartered in Luton, England, operates in the United Kingdom and Ireland; and ANRITSU PTY LTD., headquartered in Mount Waverley, Australia, primarily engages in the sales and service of telecommunications test equipment in Australia and other territories in the Oceania region. The ANRITSU CORPORATION, headquartered in Atsugi, Kanagawa, Japan, is the parent company of these three firms.

The Group's supply chain of its products and services is global. Details of the Anritsu Group's business operations can be found on the following websites:

ANRITSU CORPORATION <https://www.anritsu.com/ja-JP/>

Anritsu EMEA GmbH/ ANRITSU EMEA LIMITED <https://www.anritsu.com/en-GB>

ANRITSU PTY LTD. <https://www.anritsu.com/en-AU>

#### **4. Policy on Modern Slavery and Human Trafficking**

Our policy on modern slavery and human trafficking is outlined in the "Anritsu Group Human Rights Policy", which is the highest guideline for the Anritsu Group's respect for human rights. Additionally, the "Anritsu Group Charter of Corporate Behavior" and the "Anritsu Group Code of Conduct" establish the basis of corporate and individual conduct expectations consistent with this policy.

##### **Anritsu Group Human Rights Policy**

The "Anritsu Group Human Rights Policy", our highest-level position on human rights, declares that we support and respect the core labor standards of the Declaration on Fundamental Principles and Rights at Work by the International Labor Organization, the freedom to join a union, the freedom of collective bargaining and action, the **elimination of forced labor**, and the **elimination of child labor before the end of compulsory education**. It also expresses our commitment to no discrimination in the workplace.

<https://www.anritsu.com/en-us/about-anritsu/sustainability/respect-persons>

##### **Anritsu Group Charter of Corporate Behavior**

The "Anritsu Group Charter of Corporate Behavior", our guideline for corporate behavior, establishes the following.

**Protection of Human Rights:** The Anritsu Group respects the human rights of all those associated with the Group and does not permit discriminatory practices related to race and gender, the infringement of individual dignity, and child or forced labor.

##### **Anritsu Group Code of Conduct**

The "Anritsu Group Code of Conduct" defines the following behavioral expectations for all who work for the Group.

**Basic Attitude:** We respect every individual's human rights and do not discriminate or impair personal dignity. Moreover, we do not allow child or forced labor.

## **5. Anritsu Group Human Rights Due Diligence Process, Including Activity Reports Human Rights Risk Assessment on Modern Slavery and Human Trafficking**

From January 2023 to May 2023, in cooperation with the Caux Round Table Japan Committee, we conducted a human rights risk assessment to identify, analyze, and evaluate adverse impacts on human rights. This assessment clarifies the potential for adverse human rights impacts at each stage of the value chain (sourcing, development, manufacturing, sales, use, and disposal) throughout the Anritsu Group's operations. Furthermore, it identifies the countries, operations, and rights holders (parties that may be adversely affected by human rights violations) that should be prioritized for future action.

We conducted a desktop survey of the human rights risk database of an international organization specializing in risk analysis, research, and strategic forecasting. We organized workshops with the employees of relevant departments and then assessed potential risks from the perspective of domestic human rights in the 24 countries where the Anritsu Group operates and the risks associated with our business.

After each risk owner reviewed the results of this assessment, we set the following human rights priority that must be addressed from the perspective of modern slavery and human trafficking:

- To ensure parts and equipment suppliers provide decent working environment to their employees.

Based on the above priority, in FY2023 we focused on surveying the working environment of parts and equipment suppliers at our production sites in China and Thailand. We will continue to promote respect for human rights by establishing human rights due diligence mechanism to prevent and mitigate adverse human rights impacts. We will track and evaluate the feasibility of our responses, and share information with external stakeholders.

### **Activities to Prevent and Mitigate Adverse Human Rights Impacts**

#### **Activities Within the Group**

Upon joining the company, all employees receive and pledge to comply with the "Anritsu Group Code of Conduct", which references human rights protections. Every year, all employees take training to reconfirm the importance of respecting human rights. They must submit written confirmation of compliance with the Code. We review whether there have been any compliance issues regarding human rights protections and address them through regular corporate ethics surveys, whistleblowing, and other means.

The following activities were carried out during the reporting period:

- In April 2023, during the "Corporate Ethics Promotion and Strengthening Week," the employees of Anritsu Group in Japan participated in training aimed at compliance with the Code. A total of 3,100 employees submitted written confirmation of the Code after completing all the stages, verifying the training program's effectiveness (submission rate: 100%).

- In October 2023, 1,642 employees of Anritsu Group companies outside Japan submitted written confirmation of the Code in the same manner as above (submission rate: 100%).
- In October 2023, as part of the annual "Corporate Ethics Promotion Month" activities, a survey on corporate ethics, including human rights laws and regulations, was conducted. The Legal Department provided feedback on the results to the directors and took action to address the issues identified in the survey.
- From January 2023 to May 2023, we conducted a human risk assessment.
- In March 2024, we reported to the Management Strategy Conference that there were no serious legal compliance issues as a result of our annual compliance promotion and submitted the report to the Board of Directors.
- In March 2024, we provided the "Report on Anritsu Group's Compliance Activities in FY2023" including our response to the Modern Slavery Act in the United Kingdom and Australia to the Board of Directors.
- The Anritsu Group established anonymous external contact points in Japan, the Americas, EMEA, and APAC to handle compliance-related consultations and reports from employees. Since its establishment, 165 consultations and reports had been conducted as of the end of March 2024.

## **Supply Chain Activities**

We distribute the "Anritsu Group CSR Procurement Guidelines" to our suppliers to determine their understanding of CSR procurement, including respect for human rights. We ask our suppliers to submit consent forms confirming their respect for and cooperation with our CSR Procurement Policy initiatives.

The Anritsu Group conducts a CSR procurement assessment for suppliers. In FY2023, in addition to the previous survey targets, we conducted a survey of suppliers at our production sites in China and Thailand, as well as suppliers of TAKASAGO,LTD., which joined the Anritsu Group in 2022. This assessment allows suppliers to self-evaluate each CSR issue, including human rights, and visualize their efforts. The average score of suppliers in FY2023 was 41.6 out of 52 points on the human rights question. We conducted on-site and online interviews with suppliers to verify the details and evidence of their responses, which identified no issues associated with modern slavery or human trafficking. We will continue to strengthen these efforts to eliminate modern slavery and human trafficking in our supply chain.

The surveys included questions on the following topics:

- a. Prohibition of forced labor,
- b. Prohibition of child Labor, consideration of young workers,
- c. Consideration of working hours,
- d. Adequate wages and benefits,
- e. Prohibition of inhumane treatment,
- f. Prohibition of discrimination,
- g. Freedom of association and the right to collective bargaining.

From April 2023 to March 2024, we conducted the following human rights due diligence verifications to analyze the human rights risks in our supply chain:

- In January 2024, at a business partner meeting, the Global Procurement Operation Division introduced our activities to promote CSR procurement, SDGs, and the Anritsu Group Human Rights Policy to participating business partners.
- We distributed the CSR Procurement Assessment Questionnaire to 399 suppliers and received responses from 356 companies. We will continue to remind the remaining 43 companies of their obligation to complete the questionnaire. We will prioritize these companies as the target for the CSR survey in fiscal 2024.
- We conducted CSR interviews with four companies in Japan, four in Asia and one in Europe.
- We prepared CSR Procurement Promotion Guidelines and CSR Procurement Assessment Questionnaires in English and Chinese for our overseas suppliers.

## **6. Establishment of a Human Rights Inquiry Form**

In March 2023, we established an inquiry form for any stakeholder to consult or file a complaint regarding human rights. Complaints and reports can be made anonymously, and we will ensure confidentiality and protection of the interests of all parties involved. By establishing a system for early response to human rights risks, we aim to prevent and mitigate human rights violations. Since its opening, we have received seven inquiries. However, we have determined that none of them required any action on our part with respect to human rights.

## **7. Enlightenment and Training Include Some Activities in the Past and Current Reporting Periods**

- In October 2016, the "UK Modern Slavery Act" was presented to all Anritsu Group employees in Japan in the company newsletter.
- In December 2016, the "UK Modern Slavery Act" was presented to all Anritsu Group employees in the company newsletter.
- From January to March 2017, an online training program on human rights and the "UK Modern Slavery Act" was conducted for all Anritsu Group employees worldwide.
- In March 2018, all employees of ANRITSU EMEA LIMITED completed the "UK Modern Slavery Act" online training program.
- In April 2019, all employees of the Group in and outside Japan completed the human rights online training program.
- All employees of the Group, both in and outside Japan, completed the online training program to enhance their understanding of respect for human rights, in April 2020 and October 2020, respectively.
- A pamphlet distributed in October 2021 to all employees highlights our management

philosophy and the “Anritsu Group Code of Conduct”. Employees can review the Code anytime as the basis for their behavior.

- We conducted an online training program on the SDGs for all Group employees in and outside of Japan in September 2022 and February 2023, respectively.
- We conducted business and human rights online training program for all employees of the Group in Japan in May 2023.
- We conducted an online training program on the SDGs for all Group employees in and outside of Japan in November 2023 and February 2024, respectively.

## **8. Evaluating the Effectiveness of Our Activities**

During this reporting period, the Anritsu Group has assessed the effectiveness of our CSR procurement in the supply chain by establishing KPIs for the number of on-site interviews conducted in response to the CSR survey results and the number of engagement opportunities such as information exchange meetings with suppliers.

To strengthen our human rights due diligence activities on priority human rights issues and assess their effectiveness, we will revise our KPI on the number of on-site interviews to at least 10 per year and continue our efforts to improve the quality of our assessment of the effectiveness of our activities to eradicate modern slavery in our business and supply chain.

This statement was discussed at the June 2024 Management Strategy Conference and was subsequently approved by the Board of Directors of the ANRITSU CORPORATION.



Hirokazu Hamada  
Representative Director, a member of the Board  
President and Group CEO  
ANRITSU CORPORATION  
June 2024

This statement has been drafted in line with the UK Modern Slavery Act 2015 and is the official statement of Anritsu EMEA GmbH for 2023.

Anritsu EMEA GmbH is a subsidiary of the ANRITSU CORPORATION, based in Austria. It mainly engages in the sale and maintenance of telecommunications test equipment in the EMEA region.

Anritsu EMEA GmbH, as a subsidiary of the ANRITSU CORPORATION in Austria, fully complies with the Statement on Modern Slavery issued by its head office.

This statement was discussed at the Management Strategy Conference of the ANRITU CORPORATION in June 2024 and subsequently approved by the Board of Directors. The Director of Anritsu EMEA GmbH, who is also the Vice President of the ANRITU CORPORATION, participated in this Management Strategy Conference.

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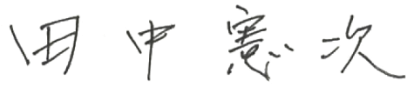
Kenji Tanaka  
Director of Anritsu EMEA GmbH  
June 2024

This statement has been drafted in line with the UK Modern Slavery Act 2015 and is the official statement of ANRITSU EMEA LIMITED for 2023.

ANRITSU EMEA LIMITED is a subsidiary of the ANRITSU CORPORATION, based in Luton, UK. It mainly engages in the sale and maintenance of telecommunications test equipment in the UK and Ireland.

ANRITSU EMEA LIMITED, as a subsidiary of the ANRITSU CORPORATION in UK, fully complies with the Statement on Modern Slavery issued by its head office.

This statement was discussed at the Management Strategy Conference of the ANRITSU CORPORATION in June 2024 and subsequently approved by the Board of Directors. The Director of ANRITSU EMEA LIMITED, who is also the Vice President of the ANRITSU CORPORATION, participated in this Management Strategy Conference.



Kenji Tanaka  
Director of ANRITSU EMEA LIMITED  
June 2024

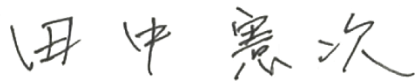


This statement has been drafted in line with the Australian Modern Slavery Act 2018 and is the official statement of ANRITSU PTY LTD. for 2023.

ANRITSU PTY LTD. is a subsidiary of the ANRITSU CORPORATION, based in Mount Waverley, Australia. It mainly engages in the sale and maintenance of telecommunications test equipment in the Australia and Oceania region.

ANRITSU PTY LTD., as a subsidiary of the ANRITSU CORPORATION in Australia, fully complies with the Statement on Modern Slavery issued by its head office.

This statement was discussed at the Management Strategy Conference of the ANRITU CORPORATION in June 2024 and subsequently approved by the Board of Directors. The Director of ANRITSU PTY LTD., who is also the Vice President of the ANRITU CORPORATION, participated in this Management Strategy Conference.



Kenji Tanaka  
Managing Director of ANRITSU PTY LTD.  
June 2024