

Anritsu Group – Modern Slavery Statement (April 2020 through March 2021)

This statement describes the activity from April, 2020 through March, 2021. The plan was announced as “Anritsu Group – Modern Slavery Statement” in June, 2020.

This statement has been published pursuant to the UK Modern Slavery Act and the Australian Modern Slavery Act.

Efforts to respect human rights

In accordance with the United Nations Global Compact and other international human rights norms, Anritsu Group has established Charter of Corporate Behavior and Code of Conduct to serve as its internal code of conduct, and has made clear its policy of not tolerating child or forced labor, and has engaged in CSR management (currently called, “Sustainability Management”). Moreover, “Anritsu Group CSR procurement guideline” has been distributed to suppliers in the supply chain in Japan, and various initiatives have been implemented, including general surveys of suppliers' actual conditions.

The Modern Slavery Act, which aims to regulate child labor, forced labor, slavery, servitude and human trafficking, was enacted in the UK (Modern Slavery Act 2015) in March 2015 and in Australia (Modern Slavery Act 2018) in December 2018. The Anritsu Group's efforts to date are in line with this Modern Slavery Act, and we have disclosed a statement in accordance with the law's requirements. We have taken the opportunity to promote respect for human rights within the Group and to further enhance our CSR procurement initiatives for our global supply chain suppliers.

Organizational Structure, Business and Supply Chain

Anritsu Group is a cutting-edge company involved in ICT (Information and Communication Technology) services comprised of Anritsu Corporation, 42 subsidiaries and an affiliated company which provides innovative solutions to help build next-generation of networks. It is the top supplier of mobile measurement, and delivers high-dimensional quality assurance including safety which has increasing needs in areas such as the food processing market.

The Group's supply chain in relation to its products and services is also expanding globally. Details of Anritsu Group's corporate activities are published on the following websites:

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

UK <https://www.anritsu.com/en-GB>

Australia <https://www.anritsu.com/en-AU>

Human Rights Policy

Anritsu Group has a common Company Philosophy, Company Vision and Company Policy as guidelines for its corporate activities. In addition, with the Group's business expanding globally, it has agreed to and participated in the United Nations Global Compact which provides conduct principles as a global company. Anritsu also promotes Sustainability Management by

establishing “Anritsu Group Charter of Corporate Behavior” and “Anritsu Group Code of Conduct” as guidelines for daily conduct.

* **Anritsu Group Charter of Corporate Behavior**

The policy of “Protecting Human Rights” is stated in Anritsu’s corporate conduct guidelines, “Anritsu Group Charter of Corporate Behavior”.

Protecting Human Rights: The Anritsu Group will respect the human rights of all those who are connected with it, and will not permit any discriminatory practice related to race, gender and so forth or infringement of individual dignity, and will never accept child labor or forced labor.

* **Anritsu Group Code of Conduct**

“Anritsu Group Code of Conduct”, which prescribes the conduct of all Anritsu Group employees, includes the policies set forth below.

Respect of Human Rights: We will respect every person's fundamental human rights from a defender of human dignity standpoint, eliminate prejudice, and will not discriminate depending on race, nationality, religion, creed, sex, sexual orientation, gender identity, age, social status, or disabilities whether mental or physical.

Anritsu Group’s Human Rights Due Diligence Process (including the report of activity)

On joining the company, all employees are given “Anritsu Group Code of Conduct”, which includes “Protecting Human Rights”, and they make a pledge to comply with the Code of Conduct. Every year, they are conducted education to reaffirm the importance of respect for human rights, and they are also required submission of a written confirmation of compliance with the code of conduct. Furthermore, whether or not there are compliance issues, including in the area of protecting human rights, is checked and appropriately dealt with through regular corporate ethics surveys, whistle blowing and other means.

The activities in the period are as follows.

- April 2020: All Anritsu Group employees in Japan submitted a written confirmation of the Code of Conduct during the Corporate Ethics Promotion and Strengthening Week.
- October 2020: All Anritsu Group employees outside of Japan submitted a written confirmation of the Code of Conduct.
- October 2020: The regular corporate ethics surveys were performed in “Corporate ethics promotion month”. The contents of the surveys include laws and regulations related to human rights.
- March 2021: As a result of our compliance promotion activities during the year, we reported to the Management Strategy Conference that there were no major legal compliance issues.
- March 2021: “Anritsu Group Compliance Activity Report FY2020” included the activity of “UK Modern Slavery Act” was reported to the Board of Directors.
- April 2020: Following Japan and the Americas region, we have established an anonymous external contact office for employees in the EMEA and APAC regions. As a result, every Anritsu Group companies now have an anonymous external contact point.

Supply Chain Human Rights Due Diligence Process

The Anritsu Group CSR Procurement Guideline is distributed to supply chain business partners to seek their understandings of the Guideline. Also, letters of consent are obtained from the business partners to the effect that they will respect and cooperate with initiatives for the CSR Procurement Policy.

Anritsu also conducts CSR procurement surveys to its business partners. Based on the results of the surveys, we conducted the audit of several business partners. By further strengthening this initiative, we will grasp the actual situation of CSR procurement in the supply chain, and strive to penetrate and improve CSR procurement.

The surveys include the questions concerning the following topics:

1. Prohibit forced labor,
2. Prohibit inhumane treatment and infringements of human rights,
3. Prohibit child labor,
4. Prohibit discrimination,
5. Pay appropriate wages,
6. Regulate working hours,
7. Respect the rights to freedom of association

Supply Chain Risk Assessment (including the report of activity)

Anritsu grasps human rights risks in the supply chain by analyzing and assessing the content of the answers to the CSR procurement surveys. It also holds briefings for supply chain business partners, several times a year, to explain Anritsu Sustainability Management and CSR Procurement Policy and requests their understandings of CSR procurement.

The effectiveness of the supply chain business partners' CSR procurement is confirmed from the content of the answers to the CSR procurement surveys, as well as by monitoring the number of answers and response rates to the surveys. We also conduct site visits to supply chain business partners to confirm the effectiveness of CSR procurement in the supply chain. Due to the impact of COVID-19, we were not able to conduct the audit in the fiscal year, but with an eye on the future, we have started to consider the implementation of online auditing as an alternative method.

In the period from April 2020 through March 2021, we conducted the following human rights due diligence activities in order to understand human rights risks in the supply chain.

- January 2021: At the business partner meeting, the Global Procurement Operation Division introduced "Promotion of CSR Procurement Activities" and "SDGs Activities" to the participating business partners.
- We have started to consider an online audit for implementation in the next fiscal year.
- In addition to the English version, we have created a new Chinese version of the CSR procurement questionnaire for our outside Japan business partners.
- We have received answers to the CSR procurement questionnaire from 208 suppliers and requested the remaining 8 suppliers who had not responded to cooperate in submitting their responses. (Requested 3 times.)
(As of March 2021, we have received responses from 2 companies, and 6 companies are still pending. We will prioritise following up with these suppliers as well as with the questionnaire to be updated for this fiscal year.)



Advancing beyond

- The activities related to “Human Rights Due Diligence for Supply Chain” from April 2021 are scheduled to be as follows.
 - ✓ Update and implement CSR procurement questionnaire: Planned for 200 companies.
 - ✓ Conducting online audits: Planned for 2 companies in Japan and 4 companies in Asia. (Including 2 companies in Asia not implemented in FY2020.)
 - ✓ Raise awareness of SDGs and CSR procurement among business partners: Utilize online information exchange meetings with business partners.

Enlightenment/Training (including the past and the report of activity)

We have performed the following enlightenment and WBT (Web based training) related to all of the employees of Anritsu Group globally.

- October 2016: “UK Modern Slavery Act” was introduced to all of the employees of Anritsu Group in Japan by the company newsletter.
- December 2016: “UK Modern Slavery Act” was introduced to all of the employees of Anritsu Group in the world by using the English company newsletter.
- January through March of 2017: The WBT of human right and “UK Modern Slavery Act” was performed for understanding by all Anritsu Group employees globally.
- March 2018 : All of the employees in Anritsu EMEA Limited have completed the WBT of “UK Modern Slavery Act”.
- Web based training to understand “Respect for Human Rights” was conducted for all the Group employees in Japan in April 2019 and for all Group employees outside Japan in October 2019.
- Web based training to understand “Respect for Human Rights” was conducted for all the Group employees in Japan in April 2020 and for all Group employees outside Japan in October 2020.

This statement was discussed at the June 2021 Management Strategy Conference and subsequently approved by the Board of Directors of Anritsu Corporation.

Hirokazu Hamada

Representative Director, a member of the Board

President and Group CEO

ANRITSU CORPORATION

June 2021



Advancing beyond

This statement is made pursuant to the "Modern Slavery Act 2015" and is a statement of Anritsu EMEA Limited for fiscal year 2020.

As a subsidiary of Anritsu Corporation, Anritsu EMEA Limited has its office at Luton in UK and carries out mainly sales and maintenance of communications measuring instruments in the Europe, Middle East and Africa regions.

As a subsidiary of Anritsu Corporation in the UK, Anritsu EMEA Limited fully comply with the Modern Slavery Statement released by the company headquarters.

This statement was discussed at the June 2021 Management Strategy Conference and subsequently approved by the Board of Directors.

The Vice President of Anritsu Corporation and Director of Anritsu EMEA Limited attended the Management Strategy Conference.

A handwritten signature in blue ink, appearing to read 'Riccardo Rossetti', is positioned above the printed name.

Riccardo Rossetti

Managing Director of Anritsu EMEA Limited

June 2021



Advancing beyond

This statement is made pursuant to the "Modern Slavery Act 2018" and is a statement of Anritsu Proprietary Ltd. for fiscal year 2020.

As a subsidiary of Anritsu Corporation, Anritsu Proprietary Ltd. has its office at Mount Waverley in Australia and carries out mainly sales and maintenance of communications measuring instruments in Australia and Oceania region.

As a subsidiary of Anritsu Corporation in the Australia, Anritsu Proprietary Ltd. fully comply with the Modern Slavery Statement released by the company headquarters.

This statement was discussed at the June 2021 Management Strategy Conference and subsequently approved by the Board of Directors.

The Vice President of Anritsu Corporation and Director of Anritsu Proprietary Ltd. attended the Management Strategy Conference.

A handwritten signature in black ink, appearing to read 'Yoshiyuki Amano', is written in a cursive style.

Yoshiyuki Amano
Managing Director of Anritsu Proprietary Ltd.
June 2021