

Anritsu Group – Modern Slavery Statement (April 2021 through March 2022)

This statement describes the activity from April, 2021 through March, 2022. The plan was announced as “Anritsu Group – Modern Slavery Statement” in June, 2021.

This statement has been published pursuant to the requirements of Section 54 of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

Initiatives on respect for human rights

Anritsu Group has been committed to sustainability management by establishing the “Charter of Corporate Behavior” and “Code of Conduct” as internal norms based on the United Nations Global Compact and other international norms related to human rights, and by clarifying its policy of not allowing child labor and forced labor. We also distribute the “Anritsu Group CSR Procurement Guidelines” to suppliers in our supply chain around the world and conduct various initiatives, such as surveys of actual conditions at suppliers.

The Modern Slavery Act, which aims to combat 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. Anritsu Group's initiatives on respect for human rights 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, 45 subsidiaries and two (2) affiliated companies 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 adopted the Group's common Company Philosophy, Company Vision, and Company Policies as guidelines for its corporate activities, and has upheld "Respect for Human Rights" in “Anritsu Group Charter of Corporate Behavior” and “Anritsu Group Code of Conduct”. In addition, as the Group's businesses expand globally, we are working in support of the United Nations

Global Compact.

*** 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: 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 2021: During the "Corporate Ethics Promotion and Strengthening Week", Anritsu Group employees in Japan participated in training aimed at compliance with the newly revised Code of Conduct. 2,675 employees submitted written confirmation of the Code after completing the steps to confirm the effectiveness of the training (submission rate: 99.4%).
- October 2021: 1,716 employees of Anritsu Group companies outside Japan submitted written confirmation of the Code of Conduct in the same manner as in the previous section (submission rate: 100%).
- October 2021: As part of the annual "Corporate Ethics Promotion Month" activities, a corporate ethics questionnaire including human rights-related laws and regulations was conducted, and the Legal Department provided feedback on the results to the directors in charge and took measures for improvement.
- March 2022: We reported to the Management Strategy Conference that there were no serious legal compliance issues as a result of our annual compliance promotion activities, and submitted the report to the Board of Directors.

- March 2022: We reported to the Board of Directors the "Report on Anritsu Group's Compliance Activities in FY2021" (including our response to the UK and Australian Modern Slavery Act).
- Anritsu Group has established anonymous external contact points in Japan, the Americas, EMEA, and APAC to receive compliance-related consultations and reports from employees. Since its establishment, a cumulative total of 124 consultations and reports have been received and responded to by the end of March 2022.

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, consent forms 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 for suppliers. Based on the results of the survey, Anritsu conducts due diligence of suppliers that have been verified and selected. 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:

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

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 CSR Procurement Questionnaire allows suppliers to self-evaluate each question and visualize their efforts. The average score of suppliers in FY2021 was 26.97 out of 28 points on the human rights question. In addition, an online due diligence of suppliers was conducted to confirm the details and evidence of their responses, and no problems were found. We will continue to conduct due diligence to confirm the content of responses, monitor the number of survey responses, response collection rate, and response average score, and confirm the effectiveness of CSR procurement in the supply chain.

In the period from April 2021 through March 2022, we conducted the following human rights due diligence in order to understand human rights risks in the supply chain.

- January 2022: At the business partner meeting, the Global Procurement Operation Division introduced "Promotion of CSR Procurement Activities" and "SDGs Activities" to the participating business partners.
- Conducted online CSR due diligence (2 companies in Japan, 1 company in Europe, and 3 companies in Asia).
- In addition to English, we have also implemented the CSR Procurement Promotion Guidelines and CSR Procurement Questionnaire for overseas suppliers in Chinese.
- We distributed the CSR Procurement Questionnaire to 418 suppliers and received responses from 372 companies. We are continuing to remind the remaining 46 companies. The remaining 46 companies are being reminded of their responses and will be the subject of a priority CSR survey in fiscal 2022.
- The activities related to "Human Rights Due Diligence for Supply Chain" from April 2022 are scheduled to be as follows.
 - ✓ The questions in the CSR Procurement Questionnaire will be enhanced with some additions regarding human rights due diligence, such as the Modern Slavery Act.: Planned for 400 companies.
 - ✓ Conducting online due diligence: Planned for 2 companies in Japan and 4 companies in Asia.
 - ✓ Raise awareness of SDGs and CSR procurement among business partners: Utilize information exchange meetings with business partners.

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

- 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.
- October 2021: We distributed a pamphlet to all employees, in which we have organized our management philosophy and the Anritsu Group Code of Conduct so that they can always confirm them as the basis for their actions.

Assessment of the effectiveness of our activities

During this reporting period, Anritsu Group has focused on gaining a better understanding of the risks of modern slavery and how such risks exist in our business and supply chain through surveys and due diligence of our suppliers. Our work to date has not uncovered any problematic practices or suppliers with regard to modern slavery. We will continue to work to further strengthen our assessment of the risk of modern slavery in our operations and supply chain, and to confirm the effectiveness of the actions we are taking to address this issue.

This statement was discussed at the June 2022 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 2022

This statement has been prepared in accordance with the "Modern Slavery Act 2015" enacted in the United Kingdom in March 2015 and is Anritsu EMEA GmbH's statement for the year 2021.

Anritsu EMEA GmbH is a subsidiary of ANRITSU CORPORATION, with offices in Austria, and is primarily engaged in the sale and maintenance of telecommunications measuring instrument in EMEA region.

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

This statement was discussed at the ANRITSU CORPORATION's Management Strategy Conference in June 2022, attended by ANRITSU CORPORATION's executive officers and Anritsu EMEA GmbH's board directors, and subsequently approved by the Board of Directors.



Kenji Tanaka
Director of Anritsu EMEA GmbH
June 2022

This statement is made pursuant to the "Modern Slavery Act 2015" and is a statement of Anritsu EMEA Limited for fiscal year 2021.

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 UK and Ireland.

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 2022 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.

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Kenji Tanaka
Director of Anritsu EMEA Limited
June 2022

This statement is made pursuant to the "Modern Slavery Act 2018" and is a statement of Anritsu Proprietary Ltd. for fiscal year 2021.

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 Australia, Anritsu Proprietary Ltd. fully complies with the Modern Slavery Statement released by the company headquarters.

This statement was discussed at the June 2022 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.



Kenji Tanaka
Managing Director of Anritsu Proprietary Ltd.
June 2022