

## **Advantest Group Human Rights Policy**

The Advantest Group contributes to the safety, security, and comfort of humanity by "Enabling Leading-edge Technologies." We recognize that the human rights of all the people we touch must be protected in our global business activities. This is stipulated in "The Advantest Way," the Advantest Group's code of ethics, and this Advantest Group Human Rights Policy (hereinafter "this policy") expresses the Advantest Group's responsibility to respect human rights, based on "The Advantest Way."

### **1. Respect for international norms**

We support and respect international human rights standards such as the Universal Declaration of Human Rights, the 10 Principles of the United Nations Global Compact, the International Code of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We promote respect for human rights based on the UN's Guiding Principles on Business and Human Rights.

### **2. Responsibility to respect human rights**

We will implement appropriate measures to prevent / mitigate any adverse impacts on human rights from our business activities, including our supply chain, or implement remedies should it become clear that we have contributed to adverse impacts. We will fulfill our responsibility to respect human rights.

### **3. Scope of application**

This policy applies to Advantest Group officers and all employees (including full-time employees, contract employees, and temporary employees). We also encourage our suppliers and other business partners to align their business activities with this policy.

### **4. Compliance with applicable laws and regulations**

The Advantest Group complies with the laws and regulations of the countries or regions in which we operate. In countries and regions where there are discrepancies between laws and international norms, we consider local laws and regulations insofar as possible. We promote efforts to respect international norms regarding human rights.

### **5. Human rights due diligence**

We continue to build and implement due diligence mechanisms to address any actual or potential adverse impact of our business activities on human rights, continually assess and identify human rights risks, and work to prevent / mitigate any adverse impacts on human rights.

**6. Education**

We continuously promote appropriate education to raise awareness of human rights among officers and all employees so that this policy and our human rights due diligence are understood and effectively implemented throughout our business activities.

**7. Disclosure of information**

We regularly report on the status of our human rights activities and impact on our corporate website and in our Integrated Annual Report, based on this policy.

**8. Dialogue / discussion**

We appropriately address top-priority issues related to human rights as the separately defined "[Advantest Group Priority Issues Related to Human Rights](#)," based on this policy. Furthermore, if any adverse impact on human rights caused by our suppliers, business partners, etc. is directly connected to the Advantest Group's business activities, we dialogue and consult with the other party to encourage them to respect human rights and avoid violations.

We are aware that our priority issues need to be reviewed as appropriate through dialogue and consultation with stakeholders to reflect changes in social and business trends.

**9. Access to Remediation**

We ensure access to remediation to effectively prevent / remedy human rights violations. We allow anyone, including employees, suppliers, and other external stakeholders, to report violations anonymously through our [compliance hotline](#). We also ensure that whistleblowers are never disadvantaged nor subjected to retaliation for making a report.

Representative Director, Senior Executive Officer, Group CEO  
Advantest Corporation  
Douglas Lefever

