

## **Anritsu Group Statement on Modern Slavery, Forced Labour and Child Labour**

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

This statement discloses the Anritsu Group's activities and future plans during the reporting period from April 2025 to March 2026 (FY2025) in relation to modern slavery, including forced labour and child labour, in accordance with the reporting requirements of the UK Modern Slavery Act 2015 (section 54), the Australian Modern Slavery Act 2018, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

This is a joint statement discussed and drafted by each reporting entity (\*) and the Group companies controlled by the Company. 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.

For the purposes of this statement, "modern slavery" refers to the internationally recognized concept of modern slavery and is used to include "forced labour" and "child labour" as defined under Canadian law.

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

The Anritsu Group, which consists of the ANRITSU CORPORATION, 51 subsidiaries and 2 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.

In FY2025, as part of the expansion of our business domains, DEWETRON GmbH (headquartered in Austria), which provides power measurement and data analysis solutions, joined the Anritsu Group.

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>

The Anritsu Group manufactures and procures products globally and sells them in markets around the world, including Canada. Accordingly, the Group recognizes that there may be inherent risks of forced labour and child labour in its business activities and supply chains and is committed to continuously conducting human rights due diligence.

#### **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. In its human rights risk assessment, the Group evaluates risks not only from the perspective of “modern slavery and human trafficking” but also includes risks of forced labour and child labour as defined under Canadian law. In particular, the Group endeavors to identify and manage risks by focusing on labour conditions at suppliers of parts and equipment as well as at production sites, taking into account country- and region-specific human rights risk information.

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.

Continuing from FY2024, in FY2025, 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.

In light of changes in the Group's business portfolio since FY2025, newly joined Group companies will also be included in future human rights risk assessments and reviews, taking into consideration differences in their business characteristics and procurement structures.

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

The Anritsu Group has established a policy that, in the event that forced labour or child labour is identified in its business activities or supply chains, it will take appropriate corrective actions, including remediation of the relevant transactions, provision of remedy to affected workers, and consultation with relevant stakeholders as necessary.

In addition, where the elimination of child labour may result in temporary loss of income for the most vulnerable households, the Group will work with relevant stakeholders to understand and mitigate such 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 2025, 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 3,000 employees submitted written confirmation of the Code after completing all the stages, verifying the training program's effectiveness (submission rate: 100%).
- In October 2025, 1,570 employees of Anritsu Group companies outside Japan submitted written confirmation of the Code in the same manner as above (submission rate: 100%).
- In October 2025, 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 December 2025 to January 2026, the Anritsu Group re-communicated the Anritsu Group Human Rights Policy to employees of Group companies in Japan.
- In March 2026, 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 2026, we provided the "Report on Anritsu Group's Compliance Activities in FY2025" including our response to the Modern Slavery Act in the United Kingdom and Australia to the Board of Directors.

- The Anritsu Group has contact points for employees in Japan, the Americas, EMEA, and APAC to receive a wide range of reports and consultations related to compliance violations, including reports of human rights violations as outlined in international codes of conduct such as the International Human Rights Charter and domestic regulations of each country. In FY2025, there were a total of 47 reports and consultations received both domestically and internationally, but there were no cases related to child labor or forced labor.

### **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. This assessment allows suppliers to self-evaluate each CSR issue, including human rights, and visualize their efforts. The average score of suppliers in FY2025 was 44.7 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 2025 to March 2026, we conducted the following human rights due diligence verifications to analyze the human rights risks in our supply chain:

- In May and November 2025, the Global Procurement Operation Division introduced to business partners its activities to promote CSR procurement and initiatives related to the SDGs, including the Anritsu Group Human Rights Policy.
- In FY2025, the CSR Procurement Assessment Questionnaire was distributed to 317 suppliers with a certain level of transaction value over the past year, and responses were received from 312 suppliers.
- In FY2025, We conducted CSR interviews with 9 companies in Japan ,2 in China and 1 in Thailand.
- We prepare CSR Procurement Promotion Guidelines and CSR Procurement Assessment Questionnaires in English and Chinese for our overseas suppliers.

## **6. Activities 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. In FY2025, we received three inquiries. These were reviewed primarily by the compliance department, and none required action on our part in relation to human rights.

Please note that the number of inquiries received by this contact point is not included in the number of reports and consultations received by contact points for employees within the Group.

## **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.
- We conducted an online training program on the SDGs for all Group employees in and outside of Japan in November 2024 and February 2025, respectively.
- We conducted an online training program on the SDGs for all Group employees in and

outside of Japan in November 2025 and February 2026, respectively.

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

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

From FY2024, to strengthen our human rights due diligence activities on priority human rights issues and assess their effectiveness, we have revised our KPI on the number of on-site interviews to at least 10 per year. We also 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 has been prepared jointly by the Anritsu Group in consideration of the reporting requirements under the UK, Australian and Canadian legislation. It was discussed at the Management Strategy Conference in May 2026 and was subsequently approved by the Board of Directors of ANRITSU CORPORATION in accordance with the applicable requirements of the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.



Hirokazu Hamada

Representative Director, a member of the Board

President and Group CEO

ANRITSU CORPORATION

May 2026

This statement has been drafted in line with the UK Modern Slavery Act 2015 and is the official statement of Anritsu EMEA GmbH for FY2025.

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, following consultation with ANRITSU CORPORATION and the entities it controls, was discussed at the Management Strategy Conference of ANRITSU CORPORATION in May 2026 and subsequently approved by the Board of Directors. A Director of Anritsu EMEA GmbH, who is also a Vice President of ANRITSU CORPORATION, participated in the conference.




Kenji Tanaka  
Director of Anritsu EMEA GmbH  
May 2026

This statement has been drafted in line with the UK Modern Slavery Act 2015 and is the official statement of Anritsu EMEA Limited for FY2025.

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, following consultation with ANRITSU CORPORATION and the entities it controls, was discussed at the Management Strategy Conference of ANRITSU CORPORATION in May 2026 and subsequently approved by the Board of Directors. A Director of Anritsu EMEA Limited, who is also a Vice President of ANRITSU CORPORATION, participated in the conference.



Kenji Tanaka  
Director of Anritsu EMEA Limited  
May 2026

This statement has been drafted in line with the Australian Modern Slavery Act 2018 and is the official statement of Anritsu Pty Ltd for FY2025.

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, following consultation with ANRITSU CORPORATION and the entities it controls, was discussed at the Management Strategy Conference of ANRITSU CORPORATION in May 2026 and subsequently approved by the Board of Directors. A Director of Anritsu Pty Ltd, who is also a Vice President of ANRITSU CORPORATION, participated in the conference.



Kenji Tanaka  
Managing Director of Anritsu Pty Ltd  
May 2026