

Advantest Group Priority Issues Related to Human Rights

(1) Elimination of discrimination

We respect the human rights of each individual, and do not discriminate based on race, beliefs, gender, age, nationality, ethnicity, religion, social status, physical disability, illness, sexual orientation, or any other factor.

(2) Prohibition of child labor and forced labor

We do not employ children under the minimum age of employment stipulated by law, and do not engage in forced labor, slave labor or human trafficking, as prohibited by law.

(3) Respect for basic labor rights

We aim to build a solid relationship of trust with employees through sincere labor-management communication, and cooperate so that employees can grow together with the company. We respect the principle of freedom of association and basic labor rights such as the right to organize and the right to collective bargaining.

(4) Fair wages and management of working hours

We manage the working hours of our employees appropriately and pay appropriate wages in accordance with the laws and regulations of each country and region. In addition, wage payments are determined exclusively on the basis of objective criteria such as employee performance, work history, and working hours.

(5) Safe working environment and health management

We strive to maintain a comfortable working environment that ensures the safety and healthy growth of employees, and support their individual development.

(6) Prohibition of discriminatory behavior, violence, and harassment

We do not engage in any discriminatory behavior, violence, sexual harassment, power harassment, slander, or other acts that damage the dignity of an individual.