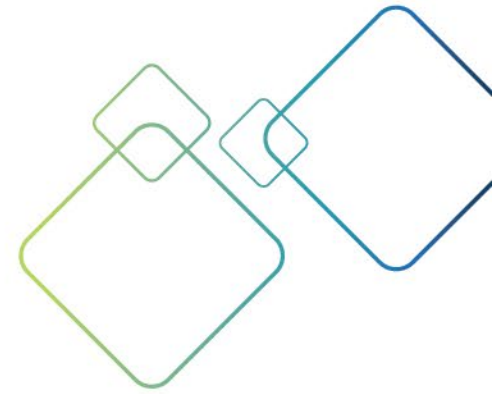


TERADYNE



Corporate Social Responsibility

Management System





Sections

- Introduction – Purpose and Scope
- Governance Structure
- Program Management
- Focus Areas
- Annual Approach

Introduction

Purpose – Corporate Social Responsibility (CSR) is a key part of Teradyne’s success. This document outlines the framework we have deployed to govern the policies, procedures and people responsible for CSR at Teradyne.

Scope – This document summarizes Teradyne’s approach to managing CSR. It highlights our governance structure and the actions that we take throughout the year to manage our CSR initiatives. It further defines our focus areas, what those areas cover and how they are managed.



Governance Structure

Teradyne's cross-functional CSR Governance Team manages the company's global CSR program. This team reports annually to the Board of Directors on the status of Teradyne's CSR activities.

Objectives:

- Define Teradyne's CSR vision and ensure it aligns with stakeholder values
- Organize, plan and standardize Teradyne's global CSR efforts
- Measure, monitor and provide annual reporting on CSR activities
- Monitor and implement new developments and industry trends in CSR

CSR Governance Team Composition

Executive Sponsor

- VP of Corporate Relations
- Role: Defines CSR objectives and provides guidance; secures resources as necessary; champions the program and is the final decision maker

Steering Team

- VP of Legal, VP of Human Resources, Director of Global Compliance and Ethics
- Role: Reviews all policy decisions and offers guidance on how to meet objectives.

Working Team

- Representatives from Legal, HR, EHS, Corporate Communications, Finance and Supply Chain Management
- Role: Develops strategy to meet CSR objectives; ensures compliance with CSR policies.



Program Management

Annual Management Tactics

- **Objective:** Develop strong CSR Program
 - Materiality assessment to identify risks and opportunities
 - Develop strategy, goals and metrics
 - Annual plan to reach goals
 - Track status of annual plan and CSR metrics
 - Annual review

External Reporting

- **Objective:** Improve ESG rankings and decrease financial risk
 - Review external rating agency requirements
 - Develop objectives for external rating agencies
 - Respond to external agencies
 - Review response and monitor ESG scores
 - Provide CSR information to stakeholders as needed
 - Publish Corporate Sustainability Report

Annual Initiatives

- **Objective:** Address identified gaps and seize opportunities to increase CSR compliance
 - Company-wide review of CSR compliance status
 - Develop plan to close any identified CSR gaps
 - Identify opportunities in CSR developments



Focus Areas

Ethical Governance

Managed Through

- Teradyne Code of Conduct and Teradyne's CSR Webpage

Key Topics:

- Management Responsibility
- CSR Compliance
- Investor Relations
- Data Security/Privacy

The Environment

Managed through:

- Teradyne's ISO 14001 Certification and Environmental Policy

Key Topics:

- EHS
- Energy Conservation
- Water Conservation
- Greenhouse Gas Emissions
- Hazardous Waste
- Pollution
- Regulatory Compliance

Responsible Sourcing

Managed through:

- Teradyne's Supplier Code of Conduct and Conflict Minerals Policy

Key Topics:

- Supplier Human Rights
- Conflict Minerals
- Supply Chain Business Continuity

Our People

Managed through:

- Teradyne's Code of Conduct and our Labor policy

Key Topics:

- Training and internal development
- Labor Standards
- Employee Well Being
- Safe Workplaces
- Healthy Workforce
- Education Assistance
- Workplace Accessibility/Accommodation
- Diversity
- Emergency Planning and Preparation
- Internships

The Community

Managed through:

- Teradyne's CSR webpage and reflected in our Annual Report

Key Topics:

- Charitable Giving
- Employee Donations Match
- STEM Education at the High School and University levels
- Women in Technology Programs

Our Products

Managed through:

- Teradyne's Global Compliance Policy and CSR webpage

Key Topics:

- Product Design
- Quality and Safety
- End-of-Life Product Management
- s

Annual Approach

