

## Teradyne's Human Rights Policy

Teradyne believes that business enterprises have an obligation to respect human rights and avoid infringing on the human rights of others. We understand that it is our responsibility to respect and protect human rights in accordance with the UN Guiding Principles on Business and Human Rights in order to ensure all people are treated with proper respect and dignity.

Teradyne additionally supports the UN Universal Declaration of Human Rights and OECD Guidelines for Multinational Enterprises, which we used to shape our Human Rights Policy.

This policy applies to Teradyne, Inc., and all companies and subsidiaries we own in all countries in which we operate and is overseen by Teradyne's Executive Team, including its General Counsel.

Teradyne complies with all applicable national laws and international treaties concerning human rights, social rights, and labor rights in all of our operating locations. We train all employees on respecting human rights in our annual code of conduct training, and provide a confidential hotline for employees to report any potential violations.

### STAKEHOLDER COMMITMENT:

Teradyne recognizes that we have a responsibility to reflect the values of our various stakeholders. We engage with our employees, stockholders, customers, and suppliers to understand their values and views so that we may conduct our business in a way that they approve of. We believe that it is our job to listen to our stakeholders and work with our suppliers and customers to address human rights issues.

### SUPPLIERS:

Teradyne expects all suppliers and partners to uphold these principles and urges them to adopt similar policies within their own businesses. Teradyne flows down the Responsible Business Alliance Code of Conduct, which covers human rights and labor rights, to all suppliers.

### DIVERSITY:

We believe that it is our responsibility to protect the human rights of all people and we value the perspectives and experience that come from diverse and varied backgrounds. All employees have the right to work in an environment free of discrimination and harassment of

any kind. These rights extend to all minority groups and genders. We do not tolerate disrespectful behavior, unfair treatment, retaliation, and any other forms for harassment.

#### SECURITY:

Teradyne is committed to maintaining a safe workplace for all employees that is free from violence, harassment, intimidation, and any other unsafe conditions. Security safeguards are implemented as necessary in order to ensure safe working conditions and a safe working environment for all.

#### RIGHT TO WATER:

In accordance with the UN Sustainable Development Goals we identify the right to water as a human right. We understand that access to safe water and sanitation, and sound management of freshwater is essential to human healthy and economic prosperity. Clean freshwater is a valuable resources and Teradyne complies with all national and international environmental laws aimed at conserving freshwater.

#### LIVING WAGE:

Teradyne is committed to ensure a living wage for all employees. We strive to provide an adequate standard of living for all workers. In doing so we comply with all applicable national wage regulations in all of our facilities.