

## Tera Probe Human Rights Policy

### • Purpose

We, Tera Probe, Inc. (including its subsidiaries, “Tera Probe”), are upholding our management philosophy “Always do our business with challenging spirit and pride. Develop our technology, improve our productivity and contribute to creation of new value as a satisfactory and reliable partner of customers around the world.” and aiming for realization of safe and comfortable society by providing solid reliability to semiconductor products built into everything with our test technology which have been developed since our establishment.

We are committed to protecting the human rights of all people, which must be the base of a safe and comfortable society, by establishing and adhering to this policy.

### • Definition

This policy supplements “Tera Probe Code of Conduct”, which is the fundamental principle to comply with throughout our business activities, and sets forth ideas and issues to be addressed regarding respect for human rights.

### • Scope

This policy shall apply to all of our directors (or the equivalent) and employees (including temporary, part-time and dispatched workers). We also expect our business partners and suppliers to understand and support this policy, and promote respect to the human rights together.

### • Respect for and compliance with human rights principles

We establish this policy under support and respect for international human rights principles such as “International Bill of Human Rights”, “ILO Declaration on

Fundamental Principles and Rights at Work”, “UN Global Compact”, “UN Guiding Principles on Business and Human Rights” and “Responsible Business Alliance Code of Conduct”.

We comply with the applicable laws and regulations in any and all countries and regions where we conduct business. If the laws and regulations in the countries and regions conflict with the principles of internationally recognized human rights, we will seek the latter as far as possible.

- Initiatives to respect for human rights

We respect fundamental human rights throughout our business activities, never accept discrimination, bullying, harassment, child labor, forced labor, or any other behavior that undermines individual dignity for any reason, and are committed to providing a safe and healthy working environment in compliance with applicable laws, ensuring minimum wages, and respecting freedom of association and the right to collective bargaining.

- Human rights due diligence

We will establish the process of human rights due diligence and conduct it with aiming identification, prevention, and mitigation of negative impacts on human rights.

- Remedy and correction

We will address with remedies for any negative impacts on human rights when it is clearly identified.

- Training

We will provide appropriate training to our officers and employees to ensure that they understand this policy and put it into practice in their business activities.

- Dialogue with stakeholders

We will engage in dialogue with stakeholders, directly or indirectly, affected or potentially affected by the negative impacts on human rights in order to improve our initiatives to respect human rights.

- Disclosure

We will disclose information on our initiatives to respect human rights on our website, etc.