TERADYNE

Corporate Social Responsibility Report
Thriving into the Future

A Message from our CEO

Teradyne products play a critical role improving the environment and people's lives around the globe. Our test systems ensure the electronics powering communication, transportation, health care and education perform as expected. Our collaborative robots and autonomous mobile robots enable industrial workers to move from dull, dirty, and dangerous tasks to higher value, less dangerous, and more fulfilling activities and enable cleaner and more efficient manufacturing. The foundation for our product development and support activities is a set of ethical, responsible, and sustainable practices formalized in our company's core values, "Honesty and Integrity in All That We Do, A Company Without Doors, and Customers Count On Us."

This foundation extends to our impact on society and our planet as we've described in our annual CSR reports. Over the past year we continued to expand our initiatives to reduce our environmental footprint, extended our diversity, equity and inclusion programs, and strengthened our governance. These activities are good for Teradyne's business from a financial perspective and they're good for Teradyne from a community perspective. The CSR provides a snapshot of our progress detailing our ongoing work to improve Teradyne as a company, a corporate citizen, and a great place to work.

On the environmental front, we have historically focused on measuring and reducing the carbon emissions related to operating our facilities, our travel and our supply line and we've made steady progress on these fronts. Going forward, we're increasing the focus on the environmental impact of our products over their operating life, in some cases over a decade long. While our newest products are typically more productive and less carbon intensive than the products they replace, we're building the capability now to understand the lifetime emission profile of our installed base products and develop products to reduce those emissions while developing even more efficient models.

Teradyne is also continuing to broaden the reach of our diversity programs. For example, our 'Women In Teradyne' ERG established new groups in the U.S., Costa Rica, and the Philippines. In addition to its professional development activities, the ERG represents Teradyne at the Global Semiconductor Alliance's Women's Leadership Initiative, a group focused on expanding networking, learning and collaboration opportunities for women in the semiconductor industry. Our support of STEM education at the high school and college level continued in 2022 with a special emphasis on increasing the diversity of college graduates in STEM fields.

These are just a few examples of the additional information in this updated CSR report. Please read on for all the details.

We recognize that ESG activities are an integral part of the growth, innovation, and value creation that drives Teradyne, and we appreciate your interest in our efforts.

Gregory Smith
President & CEO, Teradyne Inc.

What's Inside

ESG Overview at Teradyne

Environmental, Social and Governance (ESG) activities stretch across Teradyne touching all functions of the company. Some ESG topics have always been a fundamental part of our business while others emerge as Teradyne and the global economy evolve. ESG activities are guided by a steering team reporting to the CEO, CFO and Board of Directors.

This Corporate Social Responsibility Report provides an overview of our business and ESG practices. We reported calendar year 2022 data to the Carbon Disclosure Project and, where applicable, mapped that data and other disclosures to the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Taskforce for Climate-Related Financial Disclosures (TCFD) frameworks in this report.

This report provides data on other ESG related measures, where available, through December 30, 2022. We also provide ESG information in other public disclosures such as our Annual Report on Form 10K and annual Proxy. We recognize that our ESG journey is ongoing, and we will continue to update our progress.

Teradyne's ESG Organization Structure

Board of Directors	Nominating & Governance Committee has primary responsibility	
Senior Leadership	Greg Smith, President & CEO Sanjay Mehta, CFO	
ESG Steering Team	Legal Investor Relations Global Compliance Human Resources	Facilities Management Business Units Environmental Health & Safety Operations Compliance Information Technology
ESG Working Team	Environmental Health & Safety Human Resources Communications Legal	Facilities Management Business Units Governance/Compliance Operations Information Technology

ESG Overview at Teradyne

"At Teradyne we recognize that our business operations have a significant impact on the environment and the society in which we operate. It is our responsibility to minimize the negative impact of our operations and maximize the positive impact we can create.

We are committed to implementing sustainable practices in every aspect of our business, from the materials we use to the way we dispose of them, to the social and ethical standards we uphold. We believe that adopting ESG practices will create long-term value for our stakeholders, including our employees, customers, shareholders, and the community."

Andres Willkie
Global ESG Manager
Teradyne Inc.

Please do not hesitate to contact us at esg@teradyne.com if you have any questions or suggestions.

As an ESG Manager, I am proud to say that we actively support ESG, including but not limited to:

- Adopting green initiatives such as energy-efficient lighting, recycling programs, and paperless processes to reduce our environmental footprint.

- Ensuring that our suppliers follow ethical and sustainable practices in sourcing materials and manufacturing processes.

- Ensuring that our employees are provided with a safe, inclusive, and diverse workplace that values employee well-being and engagement.

- Ensuring that our company governance is transparent, ethical, and effective, including the establishment of a board-level ESG committee to oversee ESG matters.

We are also committed to ongoing improvement and transparency in our ESG practices. We regularly review our ESG performance and set targets for improvement.

In conclusion, we firmly believe that ESG practices are not just good for the environment and society but also good for our business. We are committed to supporting ESG practices and encourage our stakeholders to join us in this journey.

Sustainability at Teradyne

Value of Our Business

Teradyne helps companies bring high-quality innovations to market, fast. We automate two of manufacturing's most critical elements – electronic test and repetitive manual industrial tasks – with automated test equipment and industrial automation solutions. Our customers are companies of all sizes in diverse markets, and they depend on us to make certain their electronic or industrial products perform as expected, every single time. Our enduring commitment to advanced test and automation solutions means that we're improving how the world lives, works and innovates.

Advances in technology continue to change our world and provide breakthroughs that will help build a better planet. Advanced communications, artificial intelligence, automation, the Internet of Things (IOT), electric and autonomous automobiles and renewable energy connect people, lead to medical breakthroughs, change the way we work and enable the future of sustainable living with positive social impact. Teradyne provides leading-edge test and automation products necessary for these innovations.

State of Our Business

Teradyne's business performance is a reflection of the hard work and creative energy of over 6,500 employees around the world. Their determination and enthusiasm to solve our customers' test and automation problems speak to both the challenges of working in a fast-paced, technology driven business, and the rewards of making the future a reality for people everywhere.

Our focus at Teradyne is on more than one year's performance. Teradyne's long-term growth plan is to maintain our leadership in test, while continuing to invest in emerging test and industrial automation technologies that are transforming the workplace and our lives. Teradyne's test businesses are aligned with the fast-growing technology end-markets such as 5G, next-generation automobiles, IOT, artificial intelligence and network security, positioning us to enable the continued innovation of our customers.

Our industrial automation investments are guided by the view that global industry is undergoing a fundamental structural change in production methods. This is driven by several factors including labor shortages, competitive cost pressures, increasing customization and higher product quality requirements. Teradyne's automation solutions address these trends by bringing the power of reliable, low-cost, easy to use, safe automation to companies of all sizes, in all parts of the world, enabling them to harness innovative technology and human talent to drive business success.

Teradyne was named one of the

"2023 Top-Rated ESG Companies"

by Sustainalytics

Teradyne was listed in

"America's Most Responsible Companies 2022"

by Newsweek

Teradyne was noted as a

"2023 VETS Indexes Recognized Employer"

by Vets Indexes

Teradyne was included on

"USA Today's 2023 List of Climate Leaders"

by USA Today

Teradyne by the Numbers

Founded:
1960

Headquarters:
North Reading, Massachusetts, USA

Employees:
6,500+

Offices worldwide:
75+

Stock Ticker:
TER
(NASDAQ)

Corporate Social Responsibility Vision

We integrate quality, safety and sustainability into every aspect of our business, with the goal of engineering a better future.

Our test and automation solutions are fundamental to the growth of many industries and have a profound effect on the world around us. We respect this global influence and realize that we have the opportunity, as well as responsibility, to apply technology in ways that advance society.

OUR FOCUS AREAS & PRIORITIES

Society

- Human rights
- Responsible sourcing & manufacturing
- Volunteerism & philanthropy
- Community engagement

People

- Talent acquisition, development & retention
- Innovation & collaboration
- Workforce diversity, equity & inclusion

Planet

- Energy & greenhouse gas emissions
- Waste reduction
- Sustainable products

Teradyne Core Values

A COMPANY WITHOUT DOORS

Innovation is driven by collaboration and we empower our employees to use their voices and share their ideas.

If you don't know, feel free to ask. If you do know, it's your job to share.

HONESTY & INTEGRITY

We are transparent about our corporate strategy and how we conduct business.

We act with integrity in all that we do for customers, shareholders, our communities, and each other.

CUSTOMERS CAN COUNT ON US

We partner with our customers every step of the way – from idea to final product – maintaining the highest standards.

We go above and beyond to ensure our customers' success.

Stakeholder Engagement

Teradyne engages with stakeholders to inform them about our sustainability efforts, and to understand their expectations and perceptions of the company.

Our CSR activities are directly linked to stakeholder expectations and corporate values, which ensures the program is aligned with the company's core DNA and supported across the organization.

Customers

Our customers are at the center of everything we do. We strive to help our customers achieve their own CSR and business goals through sustainability leadership and by delivering reliable, socially conscious solutions that meet their needs.

Employees

Teradyne attracts, develops and retains a high-performance workforce, comprised of people with diverse backgrounds and a common drive for excellence. We strive to foster a positive work environment that helps employees and communities thrive.

Shareholders

Our CSR initiatives promote value creation to attract and reward shareholders through profitable growth, operational efficiency, transparency and lower costs using sustainable business practices.

Communities

Our employees play an important role in their communities supporting education, local activities to improve the environment, living conditions of their neighbors, disaster relief and numerous other community engagements. Teradyne supports our employees' efforts and strives to be a responsible member of the communities where our employees live or host our operations.

Foundational Framework

Teradyne ensures business and sustainability success by measuring progress within our CSR framework. This framework is grounded in environmental stewardship, innovative solutions, investment in our people and our communities and ethical governance.

Our foundational pillars provide a structure to which all CSR efforts are aligned for company and global community benefit.

Environmental Stewardship

Teradyne prioritizes natural resource conservation, emission reduction, waste minimization and energy efficiency.

Our ISO 14001-certified Environmental Management System drives continuous reduction of any adverse environmental impacts from our operations.

Our Solutions

Teradyne's portfolio of advanced, reliable and flexible test and automation solutions are responsibly sourced, compliant with applicable regulations and maximize the value of limited environmental resources.

Our People & Communities

Teradyne values a diverse, equitable, inclusive and respectful work environment where all employees enjoy development opportunities and a safe, positive culture. We also invest in the communities where we operate.

We participate in local and global volunteer efforts and support numerous charitable and educational organizations. We further strengthen communities through philanthropic giving, employee volunteerism, community sponsorships and grant programs.

Ethical Governance

Teradyne is committed to conducting business in a responsible manner, with strategic operational policies, procedures and values that support transparency, sustainability and legal compliance. We ensure ethical operations and business commitments through robust governance of the company's standards of business conduct and environmental, health and safety programs.

United Nations Sustainable Development Goals

Teradyne aligned its practices and aspirations with several of the Sustainable Development Goals adopted by the United Nations in 2015. These goals serve as a collective roadmap for all nations to cultivate endeavors that advance peace, prosperity, and a sustainable future for both humanity and the environment. The following is a high-level recap of Teradyne's efforts on each of the mentioned goals. Details on each of the initiatives are fully described among this CSR.

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

Teradyne Gives, our employee charitable match program, supports our employees' volunteer activities and donations by matching up to $1,000 per year of employee financial donations to non-profit organizations focused on improving health, wellness, education, our environment, and disaster relief.

4 QUALITY EDUCATION

Teradyne prioritizes Science, Technology, Engineering and Mathematics (STEM) advocacy through our support of high school robotics competitions, college scholarships, university programs, paid internships and co-op opportunities, and increasing diversity in STEM graduates. We also donate test equipment and robots to colleges, universities, or vocational programs to provide students with hands-on experiences that directly apply to what they're learning in the classroom.

5 GENDER EQUALITY

Teradyne's DEI program focuses on:
- Strategy and actions to improve opportunities for underrepresented populations in hiring, advancement, and leadership development
- Expanded learning opportunities for all employees in diversity, equity, inclusion, and managing diverse teams
- Monitoring workforce demographic metrics, comparing them to benchmarks and using this data to drive improvement throughout the organization
- Philanthropic support of organizations and initiatives driving DEI including academic, economic, career and social justice opportunities

6 CLEAN WATER AND SANITATION

Teradyne recognizes the essential role of water to our business. Water stewardship is part of our effort to continually reduce the environmental impact of our operations. We have an objective to reduce our absolute water consumption.

United Nations Sustainable Development Goals (continued)

7 AFFORDABLE AND CLEAN ENERGY

Teradyne has a goal to achieve 100% renewable energy for our Scope 1 and 2 emissions. In 2022 Teradyne signed a VPPA for our Scope 2 Emissions in the US. In 2025 this will allow us to achieve 100% renewables for US Scope 2. In 2023 we are working on 100% renewables for the Philippines. Combined this will account for 70% of Teradyne's Scope 1 and 2 Emissions.

8 DECENT WORK AND ECONOMIC GROWTH
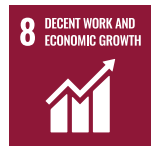
Teradyne focuses on talent attraction and talent retention strategies, including:
- Talent Acquisition, Talent Management and Training & Development, which support both attracting and retaining talented colleagues and the professional and personal growth of employees and job candidates
- Employee Well Being, which focuses on creating a rewarding and fulfilling work environment
- Community Engagement, which promotes our work with the communities where our facilities are located
- Diversity, Equity & Inclusion, which describes our efforts to support all employees and candidates to reach their full potential

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We test the semiconductor chips that make fossil fuel powered vehicles more efficient, power zero emission electric automobiles, subways, trains and buses, enable advanced communication systems that allow remote working and learning and power the global economy. Our robotics bring advanced automation to companies of all sizes everywhere, by combining the power of machines and human talent to improve operational efficiency and provide safer work environments.

10 REDUCED INEQUALITIES

Teradyne offers its employees competitive compensation programs and benefits plans designed to meet the needs of employees and their families, including gender pay equity, parental leave, health insurance coverage and flexible work arrangements.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Teradyne's responsible sourcing program requires our suppliers to adhere to environmental and social responsibility principles. The program is based on the Responsible Business Alliance (RBA) guidelines, of which Teradyne is an affiliate member.

13 CLIMATE ACTION

Teradyne is committed to lowering its carbon footprint. Climate and energy are major focus areas in our sustainability strategy to combat climate change. With our critical role being at the front end of the semiconductor value chain, we acknowledge our direct contribution and influence on low carbon end-use products and recognize our responsibility in this entire value chain ecosystem.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Teradyne's Human Rights Policy fully aligns with the Responsible Business Alliance standard, including with respect to prohibition of forced or bonded labor, child labor, discrimination and other inhumane labor practices. We protect and support employees' rights through labor policies that ensure living wages, limits on working hours and freedom of association and collective bargaining.

SUSTAINABLE ENVIRONMENT

Environmental Health & Safety Management

The health and safety of all our stakeholders are critical to our long-term success. Teradyne's EHS program is led by a senior manager supported by team members worldwide and reports to the Corporate Facilities Manager who reports to the Chief Financial Officer. Our corporate headquarters in North Reading, MA conducts EHS audits to ensure best practices in safety and environmental.

Teradyne is third-party ISO 14001 certified at our corporate headquarters in North Reading, Massachusetts, as well as our facilities in Heredia, Costa Rica; Kumamoto, Japan; and Cebu, Philippines.

These facilities represent our principal production and repair locations where EHS management is critical. All our locations utilize the ISO 14001 framework for our sustainability initiatives throughout the company, allowing us to set targets and drive continuous improvement. This certification covers our employees as well as our facilities.

SUSTAINABLE ENVIRONMENT

Climate Change & Sustainable Business Practices

Teradyne recognizes that climate change impacts all aspects of society and poses a serious threat to our health, food supply, water supply and the global economy. We believe that everyone shares responsibility to mitigate greenhouse gases (GHG) and activities that negatively impact the environment.

Businesses are already experiencing the negative impacts of climate change, from infrastructure damage to disruptions to logistics, input supplies and customers. Teradyne supports global efforts to mitigate the impact of climate change. While environmental challenges do pose a risk, they also provide opportunities for companies who are willing to build climate resilience and lead the way forward.

100% Renewable Energy

Teradyne aims to achieve 100% renewable energy by 2025 for our US Scope 2 emissions. Our approach is to utilize on-site renewable energy projects and through a third-party Virtual Power Purchase Agreement (VPPA.

In North America, we completed agreements in 2022 that will enable 100% renewable scope 2 carbon emissions from our operations there by 2025 using a VPPA. Scope 2 emissions are those resulting from the generation of electricity we purchase. We expect to continue the path to 100% renewable emissions and will provide progress updates via our CSR.

We are planning to send our letter of commitment to SBTi to confirm commitment to the Science Based Targets initiative by the end of 2023. This will start our commitment to set emission reduction targets to be in line with the targets set out by climate science.

Some ways in which we prioritize our emissions and energy use are through natural resource conservation, waste minimization, increasing our energy efficiency and emission reduction.

At our headquarters, we have been exploring our water usage and have begun the process of reducing our reliance on irrigation. We are working to updating our landscaping with more sustainable options, along with a reduction of the irrigation heads ultimately lowering water usage. We are also updating the irrigation system that we currently have in place for a more efficient system that considers rainfall and will identify lines with water leaks.

At our headquarters, we have an initiative to reduce our total waste and reduce the waste we send to landfills. This year is the first year where we have created an agreement between our waste hauler that all garbage leaving our headquarters will go to an incineration plant. Here, instead of being left in a landfill where it will remain indefinitely, the waste is incinerated and converted into energy through heat recovery.

Energy Management & Greenhouse Gases

Teradyne continuously monitors risks and opportunities in the field of sustainability management, such as global policies and regulation trends that impact the business environment. We continually assess the environmental impact of our operations and ways to reduce our climate footprint.

Primary areas of focus have been to reduce consumption of electricity and gas and explore sustainability energy opportunities. Buildings account for a large portion of Teradyne's emissions. As such, we have been implementing measures to reduce greenhouse gas emissions from both our owned and leased buildings. We are committed to increasing the efficiency of our energy use by using building automation for heating, cooling and lighting, greening our electricity supply and installing more efficient equipment.

Examples of projects we have undertaken include large scale lighting retrofits at our Corporate Headquarters, increasing our heating, ventilation and air conditioning efficiencies by programming setbacks so heating and cooling is only used when necessary, and deploying onsite renewable energy production where feasible. We have installed variable speed drives for our chillers to reduce energy use. Lighting controls, daylighting and sensors help us reduce energy use associated with lighting.

At our leased offices, we evaluate improvements in cooperation with property management. These improvements include lighting retrofits and building system upgrades that increase energy efficiency. In addition, we explore green leases and opportunities to lease buildings that are sustainable. For example, in 2021 we signed a long-term lease for space at a LEED certified building in Illinois.

Teradyne reports to the Carbon Disclosure Project (CDP) annually and makes this report publicly available. We aggregate data from our facilities globally to enable collection, monitoring and reporting of Scope 1, 2 and 3 greenhouse gases. The program also allows us to calculate the NOx, Sox and CO_2 we generate based on our activities and track the metrics for water consumption and waste management.

In support of promoting sustainable transportation, Teradyne has installed EV charging stations at several of our facilities including our Corporate Headquarters and facilities located in Agoura Hills, San Jose and Sunnyvale, California. We plan to continue to expand this program. At our leased sites, we are using renewal opportunities to ask landlords for EV Charging stations. We are committed to encouraging and supporting employee selection of electric vehicles.

Teradyne also encourages biking to work. We provide covered bike storage, bike racks and shower and locker facilities at several of our facilities.

In the areas of alternative energy opportunities, we have installed a 640KW solar installation at our Corporate Headquarters in North Reading, Massachusetts and a 208 KW solar installation at our Agoura Hills, California location. We are evaluating solar and renewable energy opportunities at additional facilities. We are in the process of constructing a new automation hub in Odense, Denmark. As part of the design of this new hub, we are evaluating both sustainable construction materials and the installation of a solar array.

Teradyne provides flexible work hours that allow employees to travel during off-peak hours which helps to minimize CO_2 output from sitting in traffic. We also provide flexible work arrangements that allow employees to work from home.

We will continue to evaluate new technologies to take advantage of other solutions in connection with our efforts to maximize our alternative energy opportunities.

SUSTAINABLE ENVIRONMENT

Water Supply

Teradyne is committed to water stewardship and recognizes safe and clean drinking water and sanitation as a basic human right. Climate change is affecting where, when and how much water is available for people to use. Many parts of the world already have very little water, and climate change could make this problem worse.

We recognize the risks that water scarcity, pollution and weak water governance have on business and the need to better address the ways our water use and wastewater discharge can impact the nearby ecosystems and communities in which we operate. We recognize the essential role of water to our business. Water stewardship is part of our effort to continually reduce the environmental impact of our operations. We have an objective to reduce our absolute water consumption. The objective is set at the corporate level and provides a unifying storyline that pulls together the many specific water-related activities conducted by our various facilities.

In 2022, we utilized the Aqueduct Projected Water Stress Country Rankings to assess the water stress values for each of our facilities based on their location. We submitted this information along with our water consumption to the CDP Water Security Survey, which is publicly available.

At all our facilities, we utilize water saving devices, for example flow restriction in restrooms, more efficient chillers and steam boilers, and other water saving devices. Specific water goals related to water consumption and minimizing domestic discharge are addressed at the local level. Long-term, we plan to work on a multi-stakeholder water stewardship strategy that is inclusive of our suppliers and focuses on improving the overall health of watersheds where our operations are located. We also plan to work on a strategy that includes water risk considerations in business decisions such as locating new facilities. We are committed to monitoring progress against our goals on an annual basis. This includes communication about our progress in implementing sustainable sourcing efforts and activities.

In North Reading, we are upgrading our irrigation system. Starting with controllers/central control system which will help us lower water usage using pressure regulated systems and smart monitoring of water usage and weather.

We are reevaluating our irrigation schematics and removing irrigation heads where we don't need watering. And reducing unnecessary turf where it is necessary in order to reduce the spaces that need watering.

We are evaluating facility infrastructure and looking at systems that utilize boiler blowdown and condensate as refeed into our systems to increase water efficiency.

SUSTAINABLE ENVIRONMENT

Teradyne's Scope 1, 2 and 3 Disclosures

Reviewing our value-chain carbon footprint

We have over 75 sites around the world. Our North American Operations make up approximately 40% of our total gross greenhouse gas emissions (scope 1 and 2 emissions).

We are committed to lower our carbon footprint. Climate and energy are major focus areas in our sustainability strategy to combat climate change. With our critical role being at the front end of the semiconductor value chain, we acknowledge our direct contribution and influence on low carbon end-use products and recognize our responsibility in this entire value chain ecosystem.

We will continue to expand our collection of Scope 3 data. Collection of Scope 3 data is complex, and we are working with our industry group and peers to ensure we implement best practices and use accepted methodologies for collection, calculation and reporting of Scope 3 emissions.

We expanded purchased goods and services to include emissions from indirect and direct spending.

In-order to calculate our 3 scope of emissions, the EHS department collaborated throughout the company with many divisions to be able to gather the necessary data to perform the calculations. This was our most extensive reporting of our emissions.

Carbon Disclosure Project

We report to the Carbon Disclosure Project (CDP) annually and make this report publicly available.

We aggregate the data from our global facilities to facilitate collection, monitoring and reporting of Scope 1, 2 and 3 greenhouse gases. As we acquire new companies and integrate them into our operations, our goal is to reduce, or at a minimum maintain flat, company-wide emissions.

Sustainably Healthy Workplaces at Teradyne

Teradyne is working to maximize the efficiency of our operations and reduce our global carbon footprint.

We promote healthy, productive workplaces and continue to search out new opportunities that will advance these efforts globally. As we progress, we will monitor our progress year to year and look for areas where we can improve our performance.

For more information visit our Full CDP Report

Scope 1 covers direct emissions from owned or controlled sources.
Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.
Scope 3 includes all other indirect emissions that occur in a company's value chain.

SUSTAINABLE ENVIRONMENT

Scope 3 Data Collection

We have expanded our collection to include:

PURCHASED GOODS AND SERVICES

Teradyne estimates our emissions for purchased goods and services for 2022 at 250,611 MT CO2e.

Methodology: Teradyne's Purchased Goods and Services emissions were estimated using the spend-based method of the GHG Protocol. Environmentally Extended Input Output (EEIO) data from the US EPA was used to convert Teradyne's overall spend with suppliers to metric tons of emissions output.

In 2021, we were only able to calculate our emissions associated with our Direct spending. For 2022, we were able to include both our indirect and direct spending to our scope 3 emissions. This caused an increase in our emissions.

USE OF SOLD PRODUCTS

Due to the nature of Teradyne's products, Use of Sold Product is Teradyne's largest Scope 3 emissions category. We're working diligently to create an accurate baseline of these emissions to enable us to set science-based targets.

We are working with an industry group to standardize our methodology to calculate our scope 3: use of sold products. Many companies use design lifecycles or accounting deprivation methodologies instead of actual time in the field. We are working with our industry group Teradyne uses the actual years our products are in the field. For transparency: the average time our products are in the field is 18 years.

BUSINESS TRAVEL

2022 business travel emissions for Teradyne was 9,253 MT CO2e.

Methodology: Teradyne uses a third party to arrange travel. Actual data was provided to estimate metric tons attributed to travel.

WASTE

2022 waste emission for Teradyne was 213 MT.

Methodology: We used our actual disposal data to determine emissions contributed to waste disposal.

UPSTREAM DISTRIBUTION

2022 upstream distribution for Teradyne was 6,136 MT CO2e.

Methodology: Calculated by our third party environmental monitoring program based on leases and their locations.

COMMUTING

2022 Commuting distribution for Teradyne was 1,560 MT CO2e.

Methodology: Distance-based method, uses total distance per vehicle type and then applying an emissions factor, ex. kgCO2/mile.
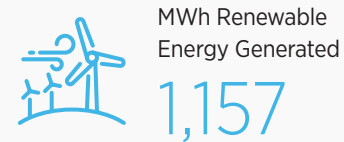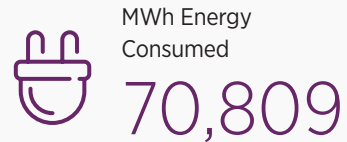
This year at our Headquarters in North Reading we ran a preliminary commuter survey to calculate emissions associated to commuting to the location. We had an amazing turnout with a substantial amount of survey responses. Because of this we were able to confidently calculate emissions for this site's scope 3 category 7.

SUSTAINABLE ENVIRONMENT

Sustainably Healthy Workplaces

Teradyne is working to maximize the efficiency of our operations and reduce our global carbon footprint.

We promote healthy productive workplaces and continue to search out new opportunities that will advance these efforts globally. As we progress, we will monitor our progress year to year and look for areas where we can improve our performance.

MWh Energy Consumed
70,809

MWh Renewable Energy Generated
1,157

Scope 1 & 2 tonnes CO_2 equivalent
33,529

Water Consumed (m^3)
111,436

Waste Recycled
49%

Recycled (tonnes)
492

Non-hazardous Waste (tonnes)
504

Comparing year-to-year

At one of our largest cafeterias, we have expanded our food waste composting from composting waste from the kitchen to composting waste from both the kitchen and the from employees visiting the cafeteria. At this cafeteria we have also changed the products used to more sustainable options including all compostable products including plates, bowls, and silverware. We also ensured that these products were PFAS free. In this cafeteria we have also eliminated the use of paper cups and are encouraging employees to bring in reusable coffee mugs.

Similarly, another Teradyne location has been urging employees to use reusable water bottles versus plastic single use water bottles. Since implementing the program, the location has seen a reduction of water bottles per person by 237%.

2022 Metrics at Our Three Largest Locations

	North Reading	Cebu	Costa Rica
Energy Consumed (MWh)	14,430	11,631	4,382
Renewable Energy (MWh)	784		
Scope 1 & 2 Co_2 equivalent (tonnes)	5,624	8,494	2,028
Recycled (tonnes)	156	133	13

SUSTAINABLE ENVIRONMENT

Scope 1 & 2 Emissions History

SCOPE 1&2 EMISSIONS PER SQUARE FOOT

Tonnes CO_2 Equivalent

2016   2017   2018   2019   2020   2021   2022

-2% CAGR

See CDP disclosures for futher details
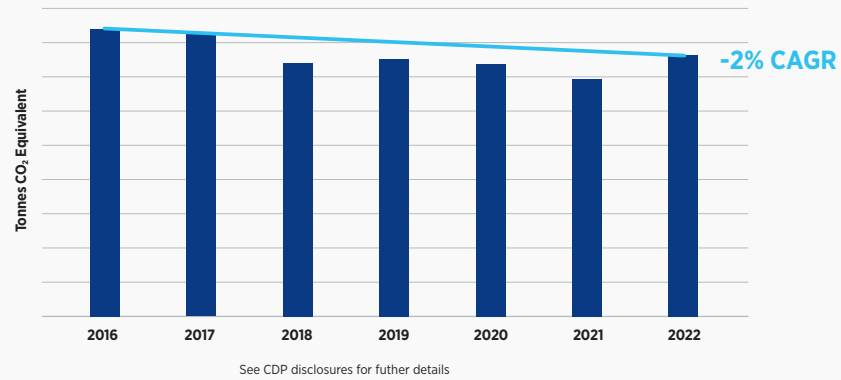
SCOPE 1&2 EMISSIONS PER REVENUE DOLLAR

Tonnes CO_2 Equivalent

2016   2017   2018   2019   2020   2021   2022

-8% CAGR

See CDP disclosures for futher details
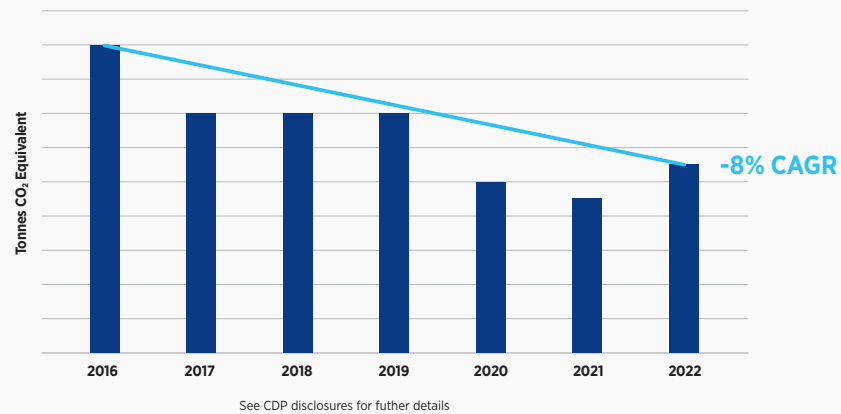
SUSTAINABLE ENVIRONMENT

Target Performance

- We deployed ultra-violet light and other technologies. While these strategies did increase our HVAC use, they were critical to our employees' safety.
- Carbon footprint has been relatively flat the last few years. While sales & the number of employees grew, our carboon footprint remained the same. To achieve reductions, we are implementing VPPA and evaluating other vehicles to reduce emissions.

Energy

- ☑ Reduce energy consumption by 1% year over year
- ☑ Implementing VPPA and other ways to transition towards net zero for Scope 2 emissions
- ☑ Invest in facility infrastructure to employ more efficient systems and renewables

Carbon

- ☑ Reduce carbon footprint by 1% year over year normalized over revenue and square footage

Water

- ☑ Investigate and deploy water reduction measures where feasible
- ☑ Implement best practices in water management, including requesting water audits from landlords in multi-tenant buildings

Waste

- ☑ Investigate end-to-end waste/recycling stream at our facilities
- ☑ Implement best practices in waste management, including requesting waste audits from providers

SUSTAINABLE ENVIRONMENT

Energy & Climate

Climate change is one of the most extensive challenges our modern world faces, and with its environmental, social and economic implications, Teradyne acknowledges its responsibility to act. Our impact on the climate comes from our R&D and manufacturing activities, supply chain and the use of our products.

Manufacturer Accountability

Hazardous Substances Management

Teradyne actively manages the hazardous substances we allow on site and in our products. Polychlorinated biphenyls (PCBs), Asbestos Containing Materials, Chlorinated Solvents, Class I and II Ozone Depleting (ODC) substances, and substances of very high concern (SVHC) are prohibited. New chemicals must go through an approval process before they are allowed into our facilities. New chemical use and restricted substances regulations are monitored and communicated to ensure we comply with all applicable regulations.

Chemical Management

Teradyne actively manages the chemicals and materials we allow on site and used at our facilities. There are certain chemicals and chemical materials Teradyne prevents from entering our facilities such as polychlorinated biphenyls (PCBs), Asbestos Containing Materials, Chlorinated Solvents, Class I and II Ozone Depleting (ODC) substances, and substances of very high concern (SVHC). A list of restricted and banned substances is maintained by the Corporate Environmental, Health and Safety Group and communicated to our employees.

Waste Management

Teradyne manages end-of-life equipment in accordance with waste electronics and electrical equipment legislation. All Teradyne facilities are required to recycle electronics at end-of-life; we do not dispose of any electronics in landfills. The recyclers we use are audited to ensure they are complying with applicable regulations. A designated list of approved recycling facilities is generated and provided to our facilities for use globally. Teradyne reduces the waste impact of our products through system upgrades, long-term repair agreements and refurbishment programs to reduce additional burden on the environment.

At our headquarters in North Reading, all waste is recycled, composted, or incinerated. We divert all waste from landfill.

Energy & Climate (continued)

We work to reduce the environmental impact of the material that cannot be recycled by prioritizing waste disposal methodologies and employing audits of our waste disposal partners.

- Solid Waste Management-Teradyne has a goal to divert solid waste from landfill. Currently, we recycle approximately 45% of our solid waste. This recycling includes paper, cardboard, metal (aluminum, steel, copper), wood pallets, plastic containers and other mixed container recycling. Our goal moving forward is to increase the amount of waste we are collecting and diverting from landfill or incineration. Solid waste is Teradyne's largest waste stream.

- Electronics Recycling-All Teradyne facilities are required to recycle electronics at end-of-life. The recyclers we use are audited to ensure they are complying with applicable regulations. A designated list of approved recycling facilities is generated and provided to our facilities for use globally.

- Hazardous Waste Management-Teradyne produces minimal amounts of hazardous waste. Many of our smaller offices are prohibited from generating hazardous waste. We have a waste hierarchy we follow for disposal. All our hazardous waste sites are audited to ensure they are in good standing and in compliance with applicable regulations. We seek to minimize our hazardous waste streams by assessing the products we use at the input end.

- Industrial/Building Waste-Waste from lighting retrofits and change out, battery backup replacement for our data and computer systems and other facility waste, such as carpet, produced during retrofits is recycled.

Workplace Solutions

Employee Health & Safety
Teradyne complies with all applicable regulatory health and safety requirements wherever we operate. We conduct internal audits, regular reviews and monitoring of regulations to ensure compliance with laws and regulations at the local, state, province and country levels. We ensure workers are provided with the knowledge to perform their jobs safely by deploying mandatory EHS training. We also require contractors to complete safety training prior to doing work at any Teradyne site.

Injury & Illness Reporting
Teradyne monitors, tracks and reports common safety metrics such as accidents, near misses and illness. Our reportable injury and illness rate in 2022 was 0.092 per hundred employees, substantially below the industry average which is 1.0.

Ergonomics
We provide our employees with flexible, adjustable workspaces. This includes looking at ergonomics issues in the workplace, educating employees to self-identify risks and ensuring they have the work environment they need to do their jobs effectively. It's notable that many employees have taken equipment home during the COVID-19 crisis to improve the ergonomics of their home offices.

Working Flexibility
Teradyne provides flexible work hours for employees. Many of Teradyne's employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, hybrid work arrangements and variable work schedules.

Future Plans

Teradyne is committed to managing business activities that could potentially impact the environment in a responsible and effective manner. We continually strive to improve our environmental performance consistent with other business objectives, to regularly set documented objectives and targets for our company and our supply chain and to monitor progress in achieving them.

OUR NEWEST FACILITIES

Costa Rica

In the summer of 2021, we expanded our operations in Costa Rica with the completion of a new, larger building. Construction started in 2020 and the new facility of 118,704 square feet opened in July 2021.

Costa Rica is one of the greenest countries in the world, with 98% running on renewable energy; 67.5% is hydropower, 17% wind, 13.5 % geothermal, 0.84% biomass and solar panels, and the remaining ~2% being backup power plants. Our new Costa Rica office is growing rapidly and if there is future need for expansion, we own adjacent land.

OUR NEWEST FACILITIES

UR and MiR Cobot & AMR Hub

Universal Robots ("UR") and Mobile Industrial Robots ("MiR") broke ground for their new 20,000 square meter headquarters located in the city of Odense, Denmark. The building is expected to be completed in 2024.

The new headquarters will be the world's largest Cobot (collaborative robot) & AMR (autonomous mobile robot) hub and remain in the center of the world-class Danish robotics industry. This new headquarters is just down the road from the current UR headquarters and not far from MiR's headquarters.

More than 600 employees of MiR and UR will move into the new space, and the hub will bring together the innovative power and robotics expertise of both teams into one physical location. The space also provides the teams with room to grow.

The building will be built with energy frame requirements and consistent with Danish building regulations. It will have 3 layers of glass, heat will be reused from extraction, feature a night setback on heat, and the building will also have solar panels on its roof, totaling 715 square meters.

The new construction is mainly made of wood products for sustainable living. We want to help build a great future by using wood to improve the sustainability of the building. The FSC (Forest Stewardship Council) mark is a guarantee for wood that you can buy with a clear conscience. In an FSC forest, no more wood is felled than the forest can reproduce.

The new building will have native tree species and shrubs, which will be able to provide plantings that fit well into the area's existing plant belts. To the east and west, two attractive roof gardens will be installed.

OUR SOLUTIONS

Teradyne products enable a cleaner environment, a healthier population, and a more productive economy

The Highlights

- We test the semiconductor chips that make fossil fuel powered vehicles more efficient, power zero emission electric automobiles, subways, trains and buses, enable advanced communication systems that allow remote working and learning and power the global economy.

- Our robots inspect and maintain commercial scale wind turbines that eliminate fossil fuel powered electric plants.

- We test the electronics that power medical devices from simple electronic thermometers to advanced imaging and diagnostic tools.

- Our robots reduce repetitive stress and other musculoskeletal related industrial injuries.

- Our zero-emission autonomous mobile robots move goods in warehouse and industrial settings reducing the risk of human injury from vehicle related crashes.

- At MiR, for every robot sold, we plant a tree. Every quarter, MiR buys trees through the Danish organization Klimatræ.

OUR SOLUTIONS

Cebu Team Works to Keep Their Communities Clean

E-Waste Collection 2022

Teradyne Philippines continues to encourage its employees to dispose of their electronic waste responsibly. The Cebu sites' annual Household E-waste Collection Day allows employees to drop off their old and unused electronic devices at the Teradyne facility so that these can be properly disposed of, recycled, or refurbished. In 2022 Teradyne Philippines collected Over 900 items of household e-waste.

Cacao Planting 2022

Sixty employees from Teradyne Philippines' Cebu site volunteered their time in October 2022 to plant cacao seedlings at Jaclupan in Talisay City, Cebu Province. Cacao is a small evergreen tree whose seeds, cocoa beans, are used to make chocolate liquor, cocoa solids, cocoa butter, and chocolate. In partnership with the Jaclupan Farmers' Association, and Seed4Com (Sustainable Energy and Enterprise Development for Communities), over 500 Cacao seedlings were planted that day. The cacao seeds that Teradyne employees planted will form part of the farmers' associations future crops, helping boost rural entrepreneurship and community development. This tree-planting activity further strengthens Teradyne's long-standing commitment to greening the environment and building positive relationships with its surrounding communities.

Coastal Cleanup 2022

Lapu-Lapu City's City Environment and Natural Resources Office (CENRO) recognized Teradyne Philippines for its participation in the International Coastal Cleanup drive last September 2022. Over 20 employees from the Cebu site collected plastic and other debris from Carajay Creek, a swampy area adjacent to the Cebu Light Industrial Park where Teradyne's Cebu facility is located. Our volunteers joined millions of other from all over the world who all work together every September 17 in their own localities to clean coastal areas and prevent trash from reaching the ocean.

OUR SOLUTIONS

Packaging, Product Innovation, & Power Consumption

Our Holistic Product Sustainability Strategy

Efficiency and optimization are crucial elements in any sustainability strategy — do more with less. Teradyne weaves that efficiency and optimization perspective into all aspects of our product strategy, with the result being a holistic approach that promotes efficiency/sustainability through six levers:

1. System throughput
2. Equipment utilization
3. Test capability and quality
4. Smart factory/equipment capabilities
5. Design Enhancements
6. Data Analytics.

Teradyne is committed to continuously improving the sustainability of our products.

System Throughput — Directly Iimproves per System Productivity and Efficiency

The Teradyne product development roadmap prioritizes industry-leading throughput, measured in units/hr. Teradyne's system throughput capability is built upon the following:

High per-system site counts and high parallel test efficiency
Combined, these two system characteristics enable our equipment to test multiple devices in parallel in roughly the same amount of time it takes to test one device.

Optimized test times
All Teradyne platforms have an established track record of continually improving test time by leveraging product innovations and the expertise of our applications teams.

Modularity of our systems
Our modular designs allow individual test instruments or sub-assemblies to be updated with higher performance/more efficient modules over the system's useful life, saving the cost and environmental burden of a complete system replacement.

These innovations result in a more productive system with higher productivity per square meter of factory floor space. Customers can achieve the same productivity levels with fewer systems and a lower environmental cost per chip tested.

Packaging, Product Innovation, & Power Consumption (continued)

Enabling a Low Carbon Environment

Semiconductor fabrication facilities are high-volume environments that rely upon the high up-time or availability of manufacturing equipment. Teradyne supports this market need by ensuring we design our products using several "Design for X" processes:

- Reliability: our product designs are reviewed for high reliability, ensuring low failure rates.

- Repairability: intended to ensure that, when a repair is needed, it is simple and streamlined, and the repair time is minimized (remove, replace, restart production).

- Maintainability & Serviceability: minimize the effort and time required to service and maintain the product in the field for a long service life.

These characteristics offer a two-fold advantage: first, improved system availability facilitates our customers' efforts to optimize their factory floor operations and improve overall efficiency. Second, our products offer a long service life, which reduces electronics waste.

Test Capability and Quality

Teradyne is recognized for our excellent test quality, built upon a combination of people and products. Our Factory and Field Application teams collaborate with customers to develop a deep understanding of their needs and generate optimized solutions. These solutions, including test methods and techniques, leverage our instrument precision and accuracy, comprehensive analysis tools, and software suites to offer customers best-in-class capabilities.

Smart Factory Capabilities

Teradyne is enhancing our flagship products with telemetry and smart operating modes.

Test Cell Telemetry
Test cell telemetry is system status information formatted and communicated to allow the system and the operator to be aware of the state of different test cell subsystems and the peripherals with which Teradyne products interface.

Smart Operating Modes
- Our UltraFLEX and UltraFLEXplus testers support smart operating modes consistent with the SEMI S23 standard, specifically the definitions of Process, Idle, and Sleep modes.

- Since 2019, the UltraFLEX has supported the equivalent of the SEMI S23 Sleep mode that reduces test head power consumption by up to 80% during periods of disruption (e.g., factory workflow stopped for a holiday or a supply line problem).

- The Sleep Mode capabilities were introduced on the UltraFLEXplus in 2022, with similar 80% power savings results. The product supports sleep mode at the test head and tester slot levels (i.e., sleep for the entire test head or specific test head instrument slots).

These telemetry features and smart operating modes are enabled via our Archimedes Solution software/service. Our customers can use these features to manage power consumption and improve system maintenance practices, improving efficiency and system uptime and reducing overall CO_2 emissions.

Product Design Enhancements

As a regular part of our development practices, we evolve and enhance our product designs for optimized performance, scalability, adaptability, and efficiency. Our roadmap includes projects to:

- Optimize product footprints to improve productivity per square meter of floor space and fit more capability onto existing floor space.

- Optimize system and instrument scalability and granularity to suit different market needs.

- Continue to improve the power density and efficiency of our system infrastructure and instrumentation.

Data Analytics — Archimedes Solution

Intelligent use of product data and system telemetry enhances our overall product sustainability and is used to:

- Provide users with fleet status, health monitoring, and system scheduling capabilities (e.g., our Archimedes Solution capabilities).

- Enable preventive and predictive maintenance features for improved maintenance practices and system availability.

- Extract patterns from data that enable further yield and throughput improvements.

Packaging, Product Innovation, & Power Consumption (continued)

Enabling a Low Carbon Environment

Packaging

For our UltraFLEX-Plus and ETS-800 platforms, Teradyne utilizes a streamlined and robust packaging approach that reduces system packaging volume and weight compared to traditional packaging practices. As a result, the packaging facilitates a lower CO_2 impact per shipment and a reduced landfill impact.

Supporting the transition to a lower carbon economy

Our systems support the transition to a low-carbon economy. We help ensure the quality of the components used in electric vehicles (EVs), renewable electricity generation and distribution, and communications and monitoring of the "smart grid." For example:

- Teradyne platforms offer the accuracy and precision measurement capabilities required to test EV battery management system chips (BMS) that control and track the battery pack state of charge.

- Our high-power systems also have the capabilities required to test the high-efficiency power device and power module technologies used in EV inverters and onboard chargers.

- Combined, these power management, charging, and delivery devices allow EVs to operate more efficiently and extend the range a typical EV can travel on a single charge.

Storage Test Power Savings

We continue to work to improve system power consumption of our Storage Test products. Depending on the load condition, the second generation of these testers requires 15% to 20% less power per year than the introduction of the product, resulting in lower emissions and operating costs for users.

Reduction of chemical waste and fab usage of chemicals hence reduction of scrap

Teradyne test system measurement capabilities allow chip makers to verify chip quality and detect manufacturing anomalies, leading to improved production yields → less device scrap → fewer wafers needed → reduction in chemicals used in the manufacturing process.

Efficiency of Robotics

Our robotics are very efficient in loading or unloading a machine in a manufacturing or process environment. That automation efficiency reduces system idle time and, therefore, power consumption, and can allow critical staff to focus on other tasks.

Innovation, Energy Efficiency, Quality and Safety

Innovation is a key driver of long-term success. Our development teams, from field applications to design, test, and manufacturing apply their insights, technical skill and creativity to develop industry leading products to meet the performance, economic and schedule needs of our customers. To recognize this innovative spirit and reinforce its value to all stakeholders, Teradyne's CEO recognizes the achievement of one development team per quarter and one per calendar year with a company-wide Innovation Award.

2022 Innovation Award Winners

5 Teams
19 Employees

New Patents for 2022

69 Patents Filed Worldwide
106 Patents Granted Worldwide
1,676 Total Patent Library*

*Excluding abandoned and expired

Packaging, Product Innovation, & Power Consumption (continued)

Energy Efficiency

In designing our products, we continually seek ways to maximize resources and increase the energy efficiency of our test and automation systems. We deliver continuous power efficiency improvements in our test solutions by improving the productivity of the equipment through reductions in test time and testing more devices simultaneously without a corresponding increase in power consumption.

This further reduces the power consumption of the associated material handling equipment that is paired with our testers. We constantly balance power consumption with performance to minimize energy use while meeting customer requirements.

Our modular designs allow individual test instruments or sub-assemblies to be updated with higher performance modules as needed over the course of the system's useful life, saving the cost and environmental burden of a full system replacement.

Our development processes also use advanced simulation tools to model and refine thermal management strategies to minimize the environmental impact of maintaining the stable temperatures required for accurate electrical test measurements.

Quality

High-quality products begin with a commitment to quality from a new product's concept through the engineering design and production process. In the design process, we build on over 60 years of experience in reliably solving the industry's toughest performance challenges. We comply with all applicable safety and performance regulations in design and manufacturing operations, allowing us to deliver high-quality, reliable products designed for long service and supported by lifetime maintenance, reducing their environmental impact.

Safety

Product safety is usually associated with ensuring that the product doesn't harm those in its proximity and all our products meet that standard by design. However, our fixed and mobile automation products extend the concept of safety further, to make the overall workplace safer. These products apply advanced sensor technologies to enable companies to improve quality and safety, deliver fast ROI and free people from dirty, dull and dangerous tasks. Unlike traditional automation, our collaborative robots are safe to work side-by-side with humans. They reduce repetitive stress injuries and eliminate dangerous, and sometimes fatal, material handling vehicle crashes. Our robots enable manufacturers and warehouse operators to improve the safety of their operations and allow employees to do more valuable tasks.

Environmental Impact and Sustainability Compliance

European Union REACH

Teradyne is committed to the safe use and identification of chemicals per the requirements of EU REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). Our products are "articles" as defined in 3(3) of REACH, and do not release substances under normal use. We do not have substances present in our products in quantities totaling over 1 tonne per year. None of the currently identified SVHCs (substances of very high concern) on the European Chemical Agency's (ECHA) Candidate List are contained in Teradyne products above the concentration specified. We are committed to providing our customers with information regarding substances of concern in our products and will continue to monitor our products under EU REACH.

European Union RoHS

Teradyne is in compliance with the EU Restriction of Hazardous Substances (RoHS) Directive. Our wireless test products, bench scale and automation equipment are in-scope and comply with the Directive. While our larger automated test equipment is currently not included in the Directive, we are nonetheless working to remove restricted substances from all new designs.

Packaging, Product Innovation, & Power Consumption (continued)

Responsible Sourcing

- Teradyne's responsible sourcing program requires our suppliers to adhere to environmental and social responsibility principles. The program is based on the Responsible Business Alliance (RBA) guidelines, the California Transparency in Supply Chains Act of 2020, ISO 14001 and Teradyne's Supplier Code of Conduct.

- As an Affiliate Member of the RBA, Teradyne fully supports the vision and goals of the organization.

- Teradyne commits to progressively align its own operations with the provisions of the RBA Code of Conduct, and to support and require its own first-tier suppliers to do the same.

- Wherever possible, Teradyne will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals.

- We work with our suppliers to ensure that they responsibly source materials. A key part of this is recognizing the potential adverse effects of sourcing tin, tungsten, tantalum and gold (3TG) from the conflict regions in Africa. Our suppliers are required to track all 3TG used in their supply chain.

- As part of Teradyne's annual conflict minerals reporting process, we work with our suppliers to identify all smelters and refiners in our supply chain.

- Teradyne compiles information on all identified entities and verifies that those smelters/refiners do not source from mines that support armed conflict. Teradyne relies on the Responsible Business Alliance / Responsible Minerals Initiative to audit smelters and refiners. If any supplier identifies smelters/refiners associated with armed conflict in their supply chain, Teradyne will take corrective action with those suppliers to bring them back into RBA/RMI compliance.

SEMI Semiconductor Climate Consortium

As a Leadership Level Member of the SEMI Semiconductor Climate Consortium, Teradyne fully supports their efforts to speed the semiconductor ecosystem's response to the challenge of climate change by facilitating the industry's efforts to reduce greenhouse gas emissions. Member companies, with their accumulated knowledge and innovative technology, working collaboratively will accelerate solutions to address industry climate challenges that no one company alone can solve.

Supplier Management

- Teradyne actively engages with our supply chain to manage risk and promote ethical and responsible practices; we are a member of the RBA and follow RBA Supplier Guidelines. The RBA is the world's largest industry coalition dedicated to corporate responsibility in global supply chains, and our Supplier Code of Conduct requires suppliers' adherence to both the RBA and Teradyne Codes of Conduct.

- Our supplier management includes surveys and audits and is initially targeted to cover our top-tier suppliers, which addresses approximately 80% of our supplier spending. As RBA Members, we use tools to assure compliance by our supply chain with our Environmental, Social and Governance goals.

- Every night, we meticulously screen our top 99% suppliers, assessing their compliance with UFLPA Regulations. Leveraging OCR Screening and Kharon Clear View tools, we leave no stone unturned in our quest to identify potential red flags that may necessitate collaboration and improvement with our valued suppliers. This proactive approach to supplier engagement underscores our firm belief in fostering transparency, accountability, and responsible business practices throughout our supply chain, solidifying our CSR commitment.

- Teradyne has a dedicated ESG manager who works directly with the Supply Chain Management team on all compliance efforts. This ESG manager reports to the ESG Steering team which meets regularly and reports to the CEO, CFO and Board of Directors.

Product Lifecycle Management

Teradyne's support team provides repair and maintenance services to maximize the lifetime of our solutions. We also offer upgrades and migration programs to further prolong the useful life of our equipment.

Packaging, Product Innovation, & Power Consumption (continued)

Future Plans

Teradyne's product development efforts will continue to identify opportunities for reduction of direct power consumption and increases in tester and industrial automation productivity to support the continuous growth of the industry while minimizing impact to the environment.

We will continue to meet compliance standards and deploy extensive quality and safety practices for our products.

In developing new products, we will continue to use innovation as an enabler to design for reliability, serviceability and long product lifecycles, reducing our overall impact on the environment. In 2021, we became a member of the RBA and expect to continue implementing industry best practices of the RBA.

Teradyne will continue working with suppliers to enhance their efforts in meeting our responsible sourcing goals. We will also work on improvements to our company-wide supplier management processes with new tools and platforms that will allow us to engage more effectively with our global supply chain on training, monitoring and compliance with our Supplier Code of Conduct.

We are excited to help the semiconductor industry, and society transition to a greener and more sustainable future. Teradyne's holistic sustainability strategy results in products and services that enable device manufacturers to improve productivity and production yields with lower impacts for material use, energy consumption, and a reduction in resulting CO2 emissions.

Case Study

Why robots can play a key role helping manufacturers go green

This year, it took Denmark less than three months to use its share of the world's natural resources for 2022, and last year it took the world less than seven months to hit Earth Overshoot Day.

In other words, we are using earth's resources far too quickly, and when it comes to changing the status quo, industry and manufacturing companies of course play an important role.

There is a global need to invest in the transition towards a greener, CO_2-neutral world. Thinking of this transition, most of us do not think of robots, but of electric cars, wind turbines and meat-free days. But in fact, there are great prospects in using robot technology to support the development towards a greener and more sustainable society.

Teradyne's Universal Robots produces robots that directly contribute to the green transition by, for example, efficiently and safely maintaining and repairing wind turbine blades. But if we broaden the perspective and look at the global megatrends, robots are in fact playing an increasingly important role when it comes to making manufacturing more sustainable.

Reducing waste

Robot technology can help companies reduce the amount of waste because robots can repeat the same process over and over again with very high precision.

This sort of quality improvement at a small factory may seem insignificant in the big picture, but repeated tens of thousands of times worldwide, it can make a difference when it comes to making the best possible use of scarce resources. At the same time, cobots need far less space than traditional industrial robots. This means manufacturers can produce in smaller buildings and thereby reduce heat and energy consumption.

Flexibility

Cobots are also far more flexible than traditional industrial robots. Businesses can easily and quickly move them from one task to another, allowing for a transition from mass production to tailor-made and high-mix, low-volume production, which gives businesses the ability to adapt to consumer needs while avoiding waste and overproduction.

The boundaries of what automation and robotics can do are constantly being pushed and the potential is huge. Robots can play a key role when it comes to helping manufacturers going green, because they can make it both easier and more attractive for companies to adjust their production and live up to the green standards of both today and the future.

OUR SOLUTIONS

Business Continuity Program

Teradyne has consolidated Enterprise level Business Continuity Plans for specific threats such as pandemics, natural disasters, the loss of a critical site, loss of a critical data center and other risks to continue delivery of Teradyne's products and services.

These plans have been expanded at the business and enterprise levels within the last two years. More detailed plans have been developed by each business unit to address other unplanned crises that could result in business interruption. As an example, there are multiple product repair plans in place in case of an interruption event for specific products in Teradyne's Costa Rica, Philippines, and China facilities. The business interruption process includes annual updates of contingency and mitigation plans. Teradyne continuously monitors the ongoing risks associated with maintaining business continuity, develops mitigation plans and implements these plans when necessary.

Crisis Management

Teradyne has a robust Crisis Management Strategy and implements the strategy to enable the company to continue business operations after the unexpected interruption of operations that causes a disruption that is beyond the scope of daily operating procedures and controls. A Global Crisis Management Team, composed of Executives and key Infrastructure representatives, is alerted by our 24X7, 365 days a year Global Security Response Center in the event of any crisis impacting a Teradyne site around the globe. If the crisis is localized to a specific region, the Global team will relinquish management of the crisis to that Region's Crisis Management Team (CMT). Likewise, if the crisis is determined to have a local impact as opposed to enterprise impact, the management of the crisis is managed by the local CMT. Each strategic Teradyne location around the globe has a site CMT and Crisis Management Plan.

Disaster Recovery Plans

Each major Teradyne location around the globe also has a Disaster Recovery Plan (DRP) based on the results of a periodic risk and hazard assessment. The site DRPs include plans for command and control; damage assessment; emergency response; recovery resources and plans; communication plans, and more.

Teradyne Global Security Brief

Teradyne's Commitment to Security in a Connected World

Teradyne tests and helps build the world's most innovative products. We are committed to applying technology in ways that enhance people's lives.

While technological advances help connect the world, ease of communication, connected devices and integrated networks can create vulnerabilities that raise security and privacy concerns. Teradyne realizes it has the opportunity, as well as responsibility, to apply technology in ways that advance society in a secure way.

Teradyne is committed to conducting business with honesty and integrity. Our programs, policies and procedures are designed to:

• Protect our stakeholders' privacy and personal data

• Support employee safety, health, and security

• Support company site safety and security globally

• Manage security risks to ensure business continuity

• Meet compliance requirements worldwide

Teradyne's Management of Security Risks

• Security Program: Products, Government, Physical and Site, Cybersecurity, Data Privacy and Enterprise Risk Management, and Supply Chain security programs.

• Supporting Information Management Systems: National Institute of Standards & Technology (NIST) V1.1 Cyber Security Framework

• Quality Management System: ISO 9001:2015

• Environmental Occupational Health & Safety Management System: ISO 14001:2015

Teradyne's Product Security

Teradyne's Product Security Program is focused on the cybersecurity of all our company's products and services through:

• Processes and tools for vulnerability management and code analysis

• Standards for secure product and solution definition, development, manufacturing, and support

• Secure design principles and coding practices implemented across product development

OUR SOLUTIONS

Information Security Program

Teradyne's Information Security Program applies a risk-based approach based on industry standards and best practices.

Our information security and cyber security operations and procedures include a comprehensive information security management system framework inclusive of legal, physical and technical controls involved in our organization's information risk management processes. This ensures that Teradyne maintains the confidentiality, integrity and availability of information and systems in our environment.

We continuously invest in our people, processes and tools to strengthen our security posture to protect Teradyne, customer and other stakeholder data.

Our Enterprise Information Security Steering Committee oversees our information security program and establishes and maintains effective lines of accountability, responsibility, and authority for protecting information assets. This Committee includes our Chief Information Officer (CIO) and our Chief Information Security Officer (CISO). The Committee's work is reported quarterly to the Audit Committee and annually to the full Board of Directors.

Teradyne's Information Security program includes functions such as:

- Information Security Policy Management

- Risk Management; through vulnerability assessments, penetration tests, and audits/assessments of our control posture

- Security Engineering and Operations

- Vulnerability Management

- Compliance Assurance

- Identity and Access Management

- Incident Detection and Response

- Security Awareness and Education

- IT Disaster Recovery; through a complete IT disaster recovery (DR) program that begins with a business impact analysis (BIA) assessment (reviewed annually) and includes a documentation and testing requirement for everything in the BIA. Management oversight is required, and data is captured in our inventory tool.

Government Security Controls

Teradyne's Government Security Program ensures the company is compliant with U.S. Government and Department of Defense (DoD) directives, regulations and public laws pertaining to the protection and safeguarding of U.S. national defense information under the National Industrial Security Program (NISP). As part of that program, Teradyne has employees with security clearance at all levels to support our customers.

Additionally, the Aerospace & Defense business is compliant with the National Institute of Standards and Technology (NIST) requirements for the protection of Controlled Unclassified Information. For non-U.S. regions, Teradyne also maintains the appropriate levels of data protection and physical security on an as needed basis.

OUR SOLUTIONS

Physical & Site Security

Teradyne maintains a Global Security Operations Center, providing 24X7 support to ensure appropriate facility controls are maintained, locations are monitored, employees can request support and crisis management procedures can be implemented as needed to protect customer assets, our company and employees worldwide.

Facility Controls

Teradyne facilities are secured with operational access at entry points into the facilities and through controlled access areas in our facilities separate from public areas. Electronic access controls are required for access to facilities and to designated areas within the facility based upon need. All access control badges are individually issued, and individuals are required to use their own Teradyne-issued access devices or credentials for entry into the facility or other designated areas. All visitors and guests must be escorted by a Teradyne employee.

Site/Regional Security Policy

Teradyne's Global Security Management team is accountable for the implementation and execution of all elements of this policy, as well as communicating specific business accountabilities to business managers.

Data Privacy

Teradyne's Global Ethics and Compliance program includes a robust Data Protection Program. We are committed to the responsible collection, storage, use, transfer and disposal of personal data. Teradyne seeks to comply with applicable data privacy laws wherever we do business, and respects individuals' rights to privacy. Our Global Data Protection Program applies to all Teradyne legal entities worldwide.

Teradyne's Global Data Protection Program was created to ensure compliance with applicable data privacy laws. The Global Data Protection Program was established to ensure inter-company consistency. We use the EU General Data Protection Regulations ("GDPR") as the baseline for data protection compliance. Because data has no borders, Teradyne has implemented a global program that allows for the sharing and use of data globally throughout the company with minimal disruption to the business, in compliance with applicable laws, and consistent with best practices implemented by other global technology companies.

Physical & Site Security (continued)

The Global Data Protection Program's Policies, Procedures and Guidelines are designed to meet data privacy, legal and regulatory standards. Teradyne's Privacy Policy sets forth the enterprise-wide requirements for processing personal data with a commitment to compliance with applicable privacy laws.

The Privacy Policy defines how Teradyne processes personal data in accordance with the following principles:

- Lawfulness/Fairness/Transparency
- Purpose Limitation
- Data Minimization
- Accuracy
- Storage Limitation
- Integrity and Confidentiality
- Accountability

Employees who handle personal data as part of their work are expected to be familiar with these principles and abide by them as well as the Privacy Policy and internal guidelines related to processing personal data. In addition, Teradyne maintains appropriate technical and organizational measures to protect personal data from unauthorized use or disclosure, including the transfer of personal data, and takes swift, deliberate action to investigate and remedy any potential data breach.

Data privacy is an important part of customer, business partner and supplier relationships. Our Privacy Policy and principles, therefore, apply to all customers, business partners and suppliers. Our Privacy Policy provides a detailed description of how Teradyne collects, uses, shares, and protects their personal data. See Teradyne's Privacy Policy to learn more.

Enterprise Risk Management

Teradyne monitors ongoing risks associated with maintaining business strategy and continuity, develops mitigation plans, and implements plans as needed. Specific plans have been developed by various functions in the organization and are periodically reviewed and updated based on global conditions or situations. Teradyne's Audit Committee oversees and annually reviews Enterprise Risk Management.

The Teradyne Business Continuity Program addresses specific threats including:

- Pandemic
- Manufacturing
- Market disruptions
- Cyber Security
- Geo-political impacts
- Natural Disasters

Teradyne's Board Involvement

Teradyne's Audit Committee reviews and assists the Board of Directors in overseeing significant information security, cybersecurity and technology security risks and the steps management has taken to monitor and control such risks. Executives brief the Board of Directors quarterly on information security, cybersecurity, and technology security matters.

Teradyne's Information Security Training

Teradyne administers an Information Security awareness program focused on three types of mandatory training: foundational, remedial, and targeted or role-based training. Our foundational training is deployed annually to all employees, contractors working on our behalf and executives. We focus our foundational training in two areas: cyber security and data protection. Our remedial training is required for any individuals with access to our environments who were unable to recognize a simulated phishing attack and immediately follows the simulation. Our role-based training is targeted at individuals in specific roles and is tailored to the cyber risks related to that role.

SOCIAL ENGAGEMENT

Our People and Communities

Our long-term success depends on recruiting, developing, motivating and retaining talented colleagues who share our passion for excellence.

For over 60 years, knowledge has powered Teradyne's success. Our unique understanding of complex test and automation problems combined with our culture of intellectual rigor and creativity drives continued high performance across our business and ongoing professional development for our employees.

Key Focus Areas

This section showcases the key focus areas of our talent attraction and talent retention strategies, including:

- Talent Acquisition, Talent Management and Training & Development, which support both attracting and retaining talented colleagues and the professional and personal growth of employees and job candidates

- Employee Well Being, which focuses on creating a rewarding and fulfilling work environment

- Community Engagement, which promotes our work with the communities where our facilities are located

- Diversity, Equity & Inclusion, which describes our efforts to support all employees and candidates to reach their full potential

SOCIAL ENGAGEMENT

Talent Acquisition, Talent Management and Training & Development

Talent Acquisition and Retention

Teradyne forecasts our future talent requirements at all levels 6-12 months in advance of need. The Human Resources (HR) team develops sourcing strategies to meet those requirements which are leveraged in our hiring practices for new employees to Teradyne and the growth and advancement of existing talent within our organization.

This is a dynamic process, but one that allows us to expand existing pools and develop new pools of talent with sufficient lead time for the business. Teradyne actively monitors employee turnover data and adjusts our policies and programs, as necessary, to improve retention. For over ten years, Teradyne's US turnover rate has been lower than the benchmark of our peers.

Manager and Colleague Development

We are committed to providing employees with the training they need to support their long-term success and enable continual development of their job skills and competencies. This ranges from leadership development training to ensure our leadership foundation is strong to new manager competencies like coaching and feedback.

Notably, when COVID-19 forced a transition to work from home, we adapted our leadership development plans to emphasize the skills required to lead successful remote teams. We also provide professional training in software development tools, project management, implicit bias and job candidate interviewing.

Globally, over 90% of Teradyne employees complete coursework on our values and code of conduct, learning more about our products and tools, and almost 38,000 modules focused on personal development. In 2022, 100% of our newly hired or promoted front-line people managers participated in various foundational people management development training modules.

SOCIAL ENGAGEMENT

Performance Reviews

Performance Reviews

To ensure we maintain a strong, competitive workforce, our employees participate in annual performance reviews. Employees and managers look back on the previous year, review career development plans and create goals for the year ahead. Annual goals are reviewed periodically during the year providing an opportunity for additional feedback, support, or goal modification, as needed. In 2022, we developed and deployed systems, processes and training for a global, consolidated performance management approach used by 100% of Teradyne employees. They set over 20,000 goals in total with an average of four goals per employee.

Educational Assistance

Teradyne offers tuition assistance of up to $5,250 per year for educational courses related to an employee's work or as part of a degree program, including tuition, lab fees and learning resources.

Internship Program

We are committed to recruiting and developing talent at the collegiate level to help build and maintain a candidate pool for future hiring needs. Our paid internships offer real-world experience to diverse and talented students. Our Internship and Co-Op programs involved 90 students from 47 schools in 2022 and wages were substantially higher than local minimum wage rates.

Co-Op Program

Our paid Co-Op program offers higher education students a unique learning opportunity. These students alternate one semester in a work assignment and one semester in the classroom. Work assignments progress in difficulty as the students advance academically.

Employee Well-Being

Compensation and Benefits

Teradyne offers its employees competitive compensation programs and benefits plans designed to meet the needs of employees and their families, including gender pay equity, parental leave, health insurance coverage and flexible work arrangements. We also enable all permanent employees to share in the success of the company through contributions to retirement savings and a stock purchase program (where local laws allow).

Most employees are also able to participate in profit sharing plans. Teradyne offers dependent care for many employees through plans that provide pre-tax benefits to pay for dependent care and relationships with care providers who can cover emergency or holiday care. Teradyne also allows special leave such as family and military leave for employees. These benefits are determined by the regulations and markets for the various countries in which Teradyne operates.

Positive Work Environment

Maintaining a safe and productive workplace is a shared responsibility for all employees so that people feel inspired, supported, safe and able to achieve their personal best. We are committed to promoting equality in the workplace, as evidenced by our nondiscrimination, sexual harassment

prevention and pay equity policies. All employees receive annual training in Teradyne's Code of Conduct which outlines expected standards and guidelines of conduct in the workplace and in all business- related activity. New employees, contractors, interns and co-ops also complete new hire Code of Conduct training which introduces the conduct standards and guidelines for employees to follow to demonstrate our values of honesty and integrity.

Workforce Planning

Teradyne completes extensive, quarterly workforce planning to understand our staffing needs. We use a deliberate combination of permanent employees with a smaller percentage of contract resources which allows us to effectively manage business needs while minimizing the need for reductions in force or redundancies. Teradyne's departments that utilize temporary contract resources have practices to convert those resources to full-time as positions become available.

Other contract resources are hired for specialized skills or to support short-term projects such as during high-volume work periods. Additionally, in the limited instances when workforce restructuring includes redundancies, Teradyne provides benefits to those impacted, based on local regulations and market standards, such as severance pay, garden leave, career services, etc.

Employee Surveys

One of Teradyne's core values is 'A Company Without Doors.' This tenet reinforces our culture of open and transparent communication with no organizational limitations. In addition, we conduct regular company-wide employee surveys. Our 2021 participation rate was 82%. Our survey reported an engagement score of 83% which is significantly higher than the global benchmark score of 76%. Our Human Resources team also conducts regular anonymous employee "pulse" surveys to check in with our global workforce and get their input on topical issues. The feedback we receive from these surveys helps us to assess employee sentiment, identify areas for improvement and guide our decision-making as it relates to Talent Management and Training & Development.

Executive Engagement

Teradyne's CEO and other executives frequently meet with employees through monthly exchange meetings and quarterly 'town hall' webcasts. The exchange meetings allow the executives to directly interact with a small group of employees (15 or fewer employees), while the global webcasts enable all employees to engage with senior leaders and ask questions in an open Q&A session Board Members also meet with employees thoughout the year.

Employee Well-Being (continued)

Speaker & Seminar Series

Teradyne regularly hosts speakers from the communities where we work to discuss timely issues and topics of broad employee interest like work/life balance, retirement planning, and success in the workplace. Sessions have included Dr. Tiffany Jana (a renowned Diversity Expert) who spoke about managing bias and building relationships across differences, and Anne Grady (a global resilience authority and Ted Talk presenter) who spoke about resilience and how to reset your mind when facing difficult situations.

In addition, we regularly host financial management and personal wellness-related seminars.

Employee Resource Groups

Teradyne supports and encourages employees to network and connect with colleagues who share similar life experiences and interests. We currently have five active global groups many of which have local chapters in different countries. We currently have almost 300 employees and allies participating in ERGs and continue to grow this important engagement tool.

Our groups include new employees to Teradyne (NEW2TERA), Veteran's Resource Group, a women's group (Women in Teradyne) , a group empowering people of color (Patchwork Quilt), and LGBTQ+ advocates (Pride QUEST.) More examples and details follow in the DEI highlights.

Scholarships

In addition to the financial assistance to employees noted previously, Teradyne awards 35 competitive scholarships annually to the children or grandchildren of employees to attend a two or four-year college, university or vocational/technical school.

Employee Grievance

Teradyne is committed to supporting our employees' success. When we fall short of this commitment, our HR partners closely work with employees to address any workplace complaints. The process follows local laws and guidelines to allow employees to escalate their situation and find a fair and suitable resolution.

Employees can also use a Whistleblower hotline to raise workplace compliance complaints to management and the board.

Community Engagement

Teradyne has an active philanthropy program to provide support to the communities in which we operate.

Support of Employees' Volunteer Activities and Donations

Teradyne matches up to $1,000 per year of employee financial donations to non-profit organizations focused on improving health, wellness, education, our environment, and disaster relief.

Support of STEM Education

Advancing education for future generations is a primary initiative at Teradyne. We support Science, Technology, Engineering and Mathematics (STEM) programs at the middle, high school and collegiate level ranging from middle and high school robotics competitions to college scholarships, to underwriting university programs to increase the diversity of STEM graduates. We also donate test equipment and robots to colleges, universities or vocational programs to provide students with hands-on experiences that directly apply to what they're learning in the classroom.

Community Support

Teradyne provides annual financial support to organizations that are making positive impacts in the communities where we work, and in society at large.

Examples include:

- Building Minds Scholarship Fund, which supports K-12 education in at-risk communities. The organization raises money to provide families in financial need the support to provide their children with a quality education and chance for a bright future.

- Resilient Coders, which supports software coding bootcamps for people of color. Resilient Coders provide people of color with the skills and tools they need to excel for high growth careers in the tech space.

- NAACP Legal Defense and Education Fund, which supports social justice initiatives. The NAACP Legal Defense Fund is America's premier legal organization that uses the power of law, narrative, research, and people to defend and advance the full dignity and citizenship of Black people in America.

- Science Club for Girls, whose mission is to foster excitement, confidence, and literacy in science, technology, engineering, and mathematics (STEM) for girls and gender-expansive youth from underrepresented communities by providing free, experiential programs and by maximizing meaningful interactions with women-in-STEM mentors.

- United Negro College Fund, which supports people of color in higher education. UNCF is the nation's largest and most effective minority education organization with a mission to build a robust and nationally recognized pipeline of underrepresented students who become highly qualified college graduates.

- National Society of Black Engineers, which supports and promotes people of color in engineering roles. NSBE's mission is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community. It helps to build a competitive pipeline of diverse talent and transformative programs for scholars, emerging engineers, and professionals.

Research Grant Program

Teradyne's Grant Program supports academic researchers investigating new ideas in electronics and robotics. Individual grant values range from a few thousand dollars to over a hundred thousand dollars based on research complexity. Researchers, students and others in academia are welcome to submit proposals.

Diversity, Equity, and Inclusion

At Teradyne, we believe that fostering a diverse, equitable and inclusive culture will build a stronger and more resilient company for our employees, customers and communities.

Our DEI program focuses on:

- Strategy and actions to improve opportunities for under-represented populations at Teradyne in hiring, advancement, and leadership development including expanded learning opportunities for all employees in diversity, equity, inclusion, and managing diverse teams.

- Through recruiting efforts, we hope will enhance our ability influence potential candidates to see Teradyne as an employer of choice. With improvements to campus recruiting program, employer branding, and providing diversity tools and training for Teradyne recruiters and hiring teams worldwide, we are diligently working to acquire high talented candidates that will be an asset to Teradyne today and in the future.

- Monitoring workforce demographic metrics, comparing them to benchmarks and using this data to drive improvement throughout the organization.

- Philanthropic support of organizations and initiatives driving DEI including academic, economic, career and social justice opportunities.

We know that a successful workplace of the future embraces diversity and prioritizes inclusion as key areas of focus. Our areas of focus continue our commitment to STEM education and advocacy make STEM majors more accessible to a diverse array of students in high school and in college.

We are committed to broadening the pool of talented candidates we recruit for Teradyne jobs as well as improving the overall candidate experience. We have been extremely active in heightening our engagement and retention programs to ensure we provide our employees with opportunities for connection and deepen our opportunities to learn about not only our differences, but what we also have in common.

Equitable career development programs for women and underrepresented groups within Teradyne is one mission that is crucial to our future success and formulation of these programs are underway. We are holding ourselves accountable by continuing to track our metric performance and focus on areas to provide insight that is transparent, easy to understand, and actionable.

We are committed to doing the work that ensures our employees and customers feel seen, heard, and included, but most of all, know that all are valued. We know that driving sustainable changes in diversity and inclusion will require time, patience, persistence, and the power to listen with humility and learn from our shared experiences. All the work we have done has created a solid foundation for our future and we are confident we can improve our efforts with our Teradyne tenacity to achieve the outcomes we desire.

Engagement & Retention

We recognize that recruiting diverse talent and retaining those employees is critical to Teradyne's long-term success.

Teradyne consistently has higher retention rates than our peer group. However, we are not sitting still. We have added programs to keep employees engaged in the business, engaged with fellow employees and updated company-wide best practices related to DEI. These programs include:

Teradyne is new to the ERG world, creating our first group in 2021. Members from outside of the identity group who want to learn more and support the community are always welcome

Employee Resource Groups

- We have supported our employees at every level to take ownership of DEI by creating Employee Resource Groups (ERGs) to improve the sense of belonging and inclusion of our colleagues. Some of these groups are global while others are location or region specific. ERGs are an important cross-organizational, employee-led initiative to help foster an inclusive culture. We are exceptionally proud of how passionately our employees have rallied around these groups.

- We believe a strong Employee Resource Group program is one component of an inclusive company culture. Employee resource groups are groups of employees who join in their workplace based on shared characteristics or life experiences. All our ERGs are supported by executive sponsorship, demonstrating that the organization stands behind the ERGs and offers support, guidance, budget, mentoring, visibility and networking to support the ERGs in their success.

Each group has an Executive Sponsor to mentor and advocate for their ERG. The Executive Sponsor's role is clearly defined to include:

- Actively and visibly model the company DEI values and behaviors;

- Serve as a visible and vocal advocate of the ERG when interacting with peers and other leaders internally and externally;

- Meet with ERG leaders on a regular basis to discuss topics like mentorship, leadership, activity planning and coffee chats;

- Work with the ERG to determine how this role can best support the group from a business perspective, communications and messaging, finances, and resources;

- Encourage the active participation and engagement of other leaders to grow membership and allyship; and

- Kick off and participate in ERG-initiated events and attend or speak during events managed and/or sponsored by their ERG.

Engagement & Retention (continued)

Our Employee Resource Groups Include:

NEW2TERA

This group's purpose is to improve onboarding experience for new employees and make it easier to assimilate into the company's culture, discuss unknowns about the company or benefits, share new hire perspectives and learn about the tips and tricks for success at work.

Pride QUEST

This group's mission is to improve the inclusivity of our office culture and workplace environment— where folks can be themselves, affect changes in company policy to be more inclusive and gain insight into the LGBTQ+ community. We find it is important for LGBTQ+ communities to be visible to inspire new members, allies and anyone who wants to learn more about the LGBTQ+ community.

The Patchwork Quilt

This group empowers people of color with the knowledge that their voices and their stories matter as they add richness to the fabric of our company. This group further aims to provide a support system for communities of color by offering them a safe space where they can express themselves fully and openly; to cultivate leaders among communities of color that are agents of change, both at the workplace and in their societies; to help build bridges between different communities of color and allies to strengthen bonds, promoting greater appreciation for diversity; and to use open, honest discussions to equip allies to become champions for diversity.

Women in Teradyne

This group empowers women's voices with the goal of promoting diversity, equity, and inclusion at Teradyne, by providing company-wide and site-wide networking opportunities for women with their peer set, sponsoring opportunities for personal and professional growth, coordinating opportunities for STEM outreach targeted toward women and girls, and encouraging and maintaining a culture of inclusion at Teradyne.

We have formed a new partnership with The Global Semiconductor Alliance's Women's Leadership Institute. This is key for us to have the ability to offer programing that is specific to the semiconductor industry. The GSA Women's Leadership Institute provides a platform for networking and collaboration with other industry leaders, including women executives, entrepreneurs, and other professionals. We expect to leverage WLI's global reach to their reach, find opportunities to demonstrate leadership skills, and stay on top of emerging trends and best practices in our field.

Engagement & Retention (continued)

Our Employee Resource Groups Include:

Veterans Resource Group

The Veterans Resource Group (VRG) is for members of the military community, family members that share experiences and allies who support the Veteran community. The group supports employees who served and is planning a community outreach program to assist veterans with career support and physical or mental health support. Additionally, our VRG often provides feedback to organizational leaders on issues that are important to Veterans.

In 2023, Teradyne was honored as a 2023 VETS Indexes Recognized Employer. VETS Indexes is the world's first resource for U.S. veteran themed indexes, with a mission to provide innovative solutions that recognize the value created by the mission-critical mindset, unique skills, and specialized training that veterans bring to the workplace.

SOCIAL ENGAGEMENT

Expanded Learning & Personal Development Program

The Learning and Person Development Program is designed to further develop our DEI leadership and awareness.

The program is focused on:

- Increasing the awareness of leadership development training and other personal development learnings related to DEI concepts, through focused learning efforts, targeted communications and intranet postings, within affinity groups and townhalls.

- Creating guidelines/criteria for participation of approved external events and conferences that would benefit women and underrepresented groups, align to overarching DEI goals, personal development growth, and networking opportunities.

Internal Learning Modules

- Unconscious Bias
- Understanding Bias in Recruiting
- Allyship

Learning Partners

- Mckinsey and Company
  - McKinsey Academy – Unlocking the Potential of Women
  - McKinsey Academy – Connected Leaders Academy
- Personal Development Workshops
- Conferences for Women Learning Toolkits
- Teradyne Speaker Series
- Developing Cultural Intelligence in the Workplace

Training and Workshops are an ongoing part of our DEI program. Activities to date have been focused on awareness but will soon move into a forming stage where more structured accountability for DEI training will be essential.

Improved Onboarding Process

We are committed to improving the experience of our new employees by pursuing a consistent On-Boarding process. This includes creating onboarding enhancements that will highlight Employee Resource Groups, learning resources and the ways new hires can feel welcomed and valued on their first day. Additionally, we monitor the progress of new employees through their first 90 days.

SOCIAL ENGAGEMENT

Colleague Development

New Learning Management System

In 2022, Teradyne implemented a new Learning Management System integrated with our HR system. This enabled our business to more easily create and offer business training courses. This includes topics such as:

- Project management
- Electrical safety
- Engineering standards
- Product and sales

Since the implementation in late April, we have added 105 additional training activities and our employees have completed 33,107 training activities which is an average of 5.5 training activities per employee.

Our workforce grew to 6,553 full time employees by the end of 2022. This is a sharp increase of over 664 employees compared to the 5,889 we employed in 2021.

Career development opportunities

Developing our team is crucial to the sustained success of our business. We offer various career paths and have tools in place to support career navigation of our employees. This is supported through our annual performance management process which begins with goal setting, including development goals, periodic check-ins between managers and employees and year-end performance appraisals.

Our career paths include opportunities for employees to grow their technical skills and advance to more senior individual contributor roles guiding our product development and opportunities to transition to management roles.

For those transitioning to a management position, we offer robust leadership training to develop the skills and competencies as leaders such as:

- Goals management
- Feedback and coaching
- Difficult interactions
- Performance Appraisals
- Career coaching

We are consistently looking into new ways we can improve how to help our employees identify opportunities for professional development within Teradyne.

Hiring, Professional Development & Advancement

Our efforts to increase the diversity of our hires have included the deployment of tools and training to help increase the diversity of job applicants.

We analyze job descriptions for equitable and inclusive language and resume search tools that assist our recruiters with identifying diverse candidates for open positions. We have also provided training for our hiring managers and interview teams with the goal of eliminating biases in the recruiting process. We continue to monitor and increase the diversity of our interview panels as well.

We also ensure the on-boarding experience for under-represented populations is welcoming and effective by training both new and experienced managers in the critical role that they play in building a diverse team. Courses include 'Understanding the Basics of DEI' and 'The Power of Allyship.'

Teradyne has a robust model for engaging our university partners to support programs that expand the number of diverse students in STEM degree programs and provide assistance to increase their academic success. These include:

Worcester Polytechnic Institute (WPI)
Teradyne's support includes the Louis Stokes Minority Scholar Program, Engineering Ambassador Program which provides STEM role models to urban middle and high school students, Women's Research and Mentorship Program and Girls Who Code which both target pre-collegiate STEM students, the Office of Multicultural Affairs supporting first generation students from underrepresented communities, and student chapters of the National Association of Black Engineers and Society of Hispanic Professional Engineers.

Wentworth Institute of Technology (WIT)
Teradyne's support includes the Women at Wentworth Endowed Scholarship Fund, the RAMP Pre-College Summer Bridge Program to assist first-generation students from Boston with their transition into college and engineering, the BEACON PATHWAYS Early College and Career Program which enables underserved, local high school students to take WIT foundational coursework and build credit towards a STEM degree while still in high school, and the student chapters of the National Society of Black Engineers and Society of Hispanic Professional Engineers.

The University of Massachusetts at Lowell (UML)
Teradyne's support includes the Multicultural Affairs Student programming supporting the onboarding of the following under-represented communities, support of at-risk first-generation students through the River Hawk Scholars Academy, RAMP programs (Research, Academics and Mentoring Pathways to Success) and the Soars programs for incoming first-generation students from under-represented communities, Student Veteran support services, high school and community college recruiting of women and under-represented minorities in STEM, Honors College Fellowships for STEM projects, and support of the UML Chapter of the National Society of Black Engineers.

San Jose State University
The student body is 83% people of color and 42% first generation to attend college. Teradyne supports the Math Engineering Science Achievement (MESA) programs on campus. These include engineering specific programs along with programs to engage and inform under-represented high school students about career opportunities in STEM. We also support the Exceed Bridge program to increase the success of first-generation scholars and provide support to student chapters of NSBE, SHPE, SWE, and SASE.

Monitoring Workforce Demographics & Retention

Teradyne publishes our annual U.S. Equal Employment Opportunity Commission Report EEO-1. The EEO-1 reflects the diversity of our U.S. workforce for calendar year 2022.

Our HR team monitors the demographics of both our existing employee population and new hires in order to provide insight into the effectiveness of our ongoing improvement actions. We also monitor retention as an indicator of overall employee satisfaction and the competitiveness of our compensation and benefits programs.

Our work to improve the diversity of Teradyne is guided by data which shows the areas where we can improve the most. We see an opportunity to significantly improve on the number of women and Black/African American employees in our U.S. workforce and management.

We recognize that in order to achieve these results, sustained and deliberate focus is required. Therefore, those populations are the initial focus of our efforts.

Setting a baseline for our focus

We have created a custom benchmark using data from the U.S. Bureau of Labor Statistics (BLS), which we believe is a more accurate representation of the available, relevant talent pool for which Teradyne is trying to help grow and attract. The BLS has job categories broken down in a way that matches Teradyne's job functions. For example, BLS offers data for the same engineering job families that Teradyne has – software, hardware, and mechanical – which allows us to include in our calculation of available talent individuals in those jobs while allowing us to exclude other engineering roles such as chemical and biomedical.

We used the BLS detailed occupation data and rigorously compared this to the specific job types and frequencies that exist at Teradyne to create our own internal benchmark.

This gives us confidence that we have proper and realistic comparisons for our U.S. populations relative to the available talent in the U.S. As described earlier, Teradyne is supporting university-led programs to increase the pool of diverse STEM talent.

WORKFORCE REPRESENTATION (U.S.)

Category	BLS Custom Benchmark	Teradyne as of Dec 31, 2022
Women	26.6%	18.3%
Men	74.1%	81.7%
White	74.4%	62.6%
Asian	16.0%	25.6%
Black/African American	6.7%	2.3%
Hispanic or Latino	9.6%	5.6%
Undeclared		1.2%

This table shows the available talent pools for the gender and race/ethnicity Teradyne-BLS benchmark categories that we have compiled and how our Teradyne U.S. workforce compares as of December 31, 2022.

Monitoring Workforce Demographics & Retention (continued)

To date, we have seen limited but more effective progress with regards to our population of women. We continue to evaluate our efforts and identify additional improvement ideas to explore. We continually seek to learn from our successes, such as hiring more women in senior leadership positions in 2022, while also focusing on areas where we continue to struggle, such as hiring more Black and African American employees.

In addition to monitoring the diversity of our workforce in the U.S., we also track the representation and hiring of women globally. The tables to the right compare the Teradyne U.S. population and U.S. hiring for women and Black and African American employees to the custom BLS benchmark.

WOMEN (GLOBAL)

Teradyne Population	2022
Overall	23.7%
Managers	19.0%
Individual Contributors	24.5%

Teradyne Hiring	2022
Overall	27.1%
Managers	22.0%
Individual Contributors	27.4%

WOMEN (US)

Teradyne Population	2022	Benchmark
Overall	18.3%	26.6%
Managers	14.8%	14.8%
Individual Contributors	19.4%	19.4%

Teradyne Hiring	2022	
Overall	21.0%	
Managers	19.2%	
Individual Contributors	21.2%	

BLACK & AFRICAN AMERICAN (US)

Teradyne Population	2022	Benchmark
Overall	2.3%	6.7%
Managers	2.4%	6.1%
Individual Contributors	2.2%	6.9%

Teradyne Hiring	2022	
Overall	2.8%	
Managers	0.0%	
Individual Contributors	3.1%	

TERADYNE WOMEN (U.S.)

EEO Category		2022
1.1	Executives/Senior Level Officials and Managers	0.4%
1.2	First/Mid-Level Officials and Managers	18.0%
2	Professionals	69.1%
3	Technicians	2.8%
4	Sales Workers	2.0%
5	Administrative Support Workers	5.7%
6	Craft Workers	0%
7	Operatives	2.0%
8	Laborers and Helpers	0%
9	Service Workers	0%

The table above shares data on the EEO women representation within Teradyne's U.S. population. The tools and actions described earlier in this section are being deployed as a priority to improve the representation of women in Teradyne.

TERADYNE BLACK & AFRICAN AMERICAN (U.S.)

EEO Category		2022
1.1	Executives/Senior Level Officials and Managers	0%
1.2	First/Mid-Level Officials and Managers	21.4%
2	Professionals	55.4%
3	Technicians	5.4%
4	Sales Workers	5.4%
5	Administrative Support Workers	5.4%
6	Craft Workers	0%
7	Operatives	7.1%
8	Laborers and Helpers	0%
9	Service Workers	0%

The table above shares data on the EEO Black or African American representation within Teradyne's U.S. population. Similar actions are underway to improve the representation of this group at Teradyne.

Monitoring Workforce Demographics & Retention (continued)

Employment Retention*

	2020	2021	2022	YOY Change
Employee Retention Rate	95.6%	89.5%	90.1%	+0.6%
Avg Service Years**	10.0	11.3	8.7	-23.3%

*Global Data
**Average length of service of the current active employees at the end of the stated year

STEM Education & Advocacy

Helping to create diversity in STEM programs is a strategic initiative to build more diversity in the candidate pools from where we ultimately hire new employees.

Teradyne is supporting organizations and initiatives, both financially and through outreach, that promote diversity, equity and inclusion in the communities in which we live and work.

We are dedicated to increasing access to higher education for underrepresented groups, including African Americans, low-income students, and first-generation college students. By partnering with UNCF for STEM scholarships, Teradyne is contributing to promoting diversity and inclusion in the STEM fields. In 2022, we award 15 $5K scholarships to academically excellent students from HBCU and Minority Serving Institutions that include Norfolk State University, Morehouse College, Spellman College, Hampton University, and Talladega College.

Education Focused Programs
Education focused programs that expand diversity in science, technology, engineering and math (STEM) at the middle/high school and university levels.

Community Programs
Community programs working to improve the education and career opportunities for people from under-represented groups. In addition to company financial support, Teradyne employees regularly volunteer their time and effort to help their local communities. This includes community fundraising events, student mentoring, judging STEM-related competitions, guiding robotics teams and more.

Providing Support to Organizations and Initiatives for DEI

In addition to providing financial and employee support to increase the diversity of STEM college graduates, Teradyne regularly supports organizations focused on social justice and the economic and professional success of women and people of color.

Teradyne directly supports organizations working for social justice in 2021 including donations to Boston PFLAG, NAACP Legal Defense and Education Fund, UNCF, local university chapters of the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE) and are providing organizational support for the professional group, Black in Robotics – Boston Chapter.

In 2022, we strengthened our partnerships with organizations that have been amplifying the voices of women in STEM for decades. Both the Society of Women in Engineering and the Global Semiconductor Alliance's Women Leadership Institute had led the way toward fostering a culture of belonging and helping its members create pathways for women in our organization to lead in environments where everyone feels included in the semiconductor, engineering and manufacturing community.

Teradyne sponsors the Massachusetts Conference for Women and the California Conference for Women, both of which offer women opportunities for business networking, professional development and personal growth. In addition to Teradyne women employees and select college students, we also invite senior male managers and executives to the conference to expand their understanding of the issues women face in the global workplace.

Teradyne supports non-traditional talent development paths as well. For example, we are a multi-year supporter of Resilient Coders, a Boston based organization training people of color for high growth careers as software engineers using an intensive 20-week programming boot camp.

To help support the financial infrastructure in the Black Community, Teradyne maintains substantial cash deposits at OneUnited Bank, America's largest Black-owned and managed bank which uses deposited funds for community development.

SOCIAL ENGAGEMENT

Cebu Team Makes 2022 Social Impacts

December Gift Giving Opportunities

Employees from the Philippines celebrated the holidays by sponsoring gifts for an elementary school class of adopted children. Forty-one 2nd grate students (8-9 years old) from Buaya Elementary School in Lapu Lapu City received toys and school supplies from this initiative. In cooperation with the Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM), the site hosted a party for these children during the Pasko sa Kabataan (Christmas for the Children) on December 7, 2022.

A second set of gifts from employees were also handed out to 88 contractors during their holiday party on December 22, 2022. Hosted by the CSR team and funded partly through employee donations, the event was a chance for guards, janitors, drivers, gardeners, and cafeteria staff working at the Cebu Site to enjoy one another's' company.

Olango Job Training

Volunteers from Teradyne Philippine's CSR team and the Human Resource Department conducted a resume writing and job interview workshop at Olango Island on September 15, 2022. The workshop provided young people from the island with the skills needed to successfully apply for jobs, especially at the export zones. Ruby Diaz and Leo Balleras from HR were on hand to provide input. They conducted mock resuming writing exercises and interview sessions.

The 50 participants were able to use what they learned from the workshop the next day at the Lapu-Lapu City Job Fair. The participants submitted their resumes to Mactan Export Processing Zone (MEPZ) locators, business process outsourcing (BPO) companies, supermarkets, hospitals, food companies, and labor pooling agencies that provide workers in hotels and resorts anywhere in Cebu.

Cebu Team Makes 2022 Social Impacts (continued)

Livelihood Training at Olango Island

Teradyne Philippines partnered with the Technical Education and Skills Development Authority (TESDA) to conduct a bread and pastry making workshop at Olango Island. Under this partnership, TESDA provided equipment and training staff under their Abot Lahat (Reaching Everyone) program. Abot Lahat aims to transform the lives of underprivileged groups, including unemployed women. Teradyne provided logistical support to bring the trainers and their equipment to Olango Island during the 20-day workshop.

Twenty-five women from the island, one for each of the 25 years that Teradyne has been in the Philippines, were sponsored in the workshop which ran from July 18 to August 5, 2022. These women are the wives and daughters of island residents, mostly fishermen, who have been severely affected by the Typhoon Odette (Typhoon Rai). In the aftermath of Odette, the Lapu-Lapu City Agriculture and Fishery Office (CAFO), recorded only 15% of the fishing facilities, including pump boats, were left undamaged in the island.

At the end of the workshop, the women received NC II certifications, which qualifies them to apply for entry-level employment as assistants in restaurants, catering companies, and other culinary establishments. The women also received a set of baking tools which they can use to start small business of their own.

Balik Eskela (Back to School)

Employees from Teradyne Philippines donated school supplies and hygiene kits for students from Gun-ob National High School and the Suba Masulog Elementary School in Lapu Lapu City in April. Cebu Site Director and Semiconductor and Electronics Industries in the Philippines (SEIPI) Officer Jacqui Briones attended the handover of the supplies.

The project is part of SEIPI Visayas/Mindanao Chapter's Balik Eskwela (Back to School) campaign. Teradyne, along with other SEIPI members, pooled their resources to help equip students for the reopening of face-to-face classes following the long lockdowns from the pandemic.

ETHICAL GOVERNANCE

Policies, Compliance & Risk Management

Operational Excellence & Corporate Governance

- We have documented and published Teradyne's CSR management system to outline how CSR and Ethical Governance is a company-wide priority.

- Teradyne is committed to complying with all Responsible Business Alliance Code of Conduct requirements.

- Teradyne's Board of Directors is committed to promoting, creating and maintaining a safe and healthy workplace, environment and society.

Ethical Governance Policies

- We publish governance policies, including Teradyne's Anti-Corruption Policy and Labor Policy.

- We deploy Code of Conduct/Business Ethics Training to all new full and part time employees and contractors as part of the on-boarding process and administer annual Code of Conduct refresher training to all employees at the end of each year, which includes a video presentation, quiz and compliance certification. For 2022, the Code of Conduct/ Business Ethics Training covered the following

topics: environmental best practices, health and safety in the workplace and in the community, anti-corruption and bribery, diversity, equity and inclusion, unconscious bias, avoiding conflicts of interest, information security and protection in the workplace, and proper use of social media.

- We provide an anonymous Whistleblower hotline available to all employees, suppliers, customers and the public. As set forth in Teradyne's Confidential Hotline Policy, Teradyne does NOT tolerate retaliation or penalizing of any kind against any person making a good faith complaint or assisting the company in the investigation of any Code of Conduct violation. This includes any reprimand, reprisal, harassment, change in work duties, change in employment amenities, change in reporting requirements, damage to career prospects or reputation, threats to do any of these or deliberate omissions which may harm the individual. The identity of any whistleblower is kept confidential to the fullest extent possible. In addition, Teradyne's European subsidiaries have whistleblower policies that meet the requirements of the European Union's Whistleblower Directive.

- The Audit Committee of our Board of Directors is responsible for business ethics issues, including overseeing incident investigations and corrective actions.

Compliance & Risk Management

- We require all suppliers to agree to our Supplier Code of Conduct and to conduct business in an ethical manner.

- The Nominating and Corporate Governance Committee of our Board of Directors reviews and monitors our environmental, social and governance program and initiatives.

- We include our ESG program in our enterprise risk management annual review to senior management and the Audit Committee of the Board of Directors annually.

- Our financial performance and results have not been materially impacted by any CSR related issues or regulatory fines or penalties

- We conduct ISO quality audits, internal audits and annual enterprise risk assessment reviews with our Board of Directors.

- We conduct anti-corruption due diligence on third parties we work with including restricted party screening.

Policies, Compliance & Risk Management (continued)

Human Rights

- Our Human Rights Policy fully aligns with the Responsible Business Alliance standard, including with respect to prohibition of forced or bonded labor, child labor, discrimination and other inhumane labor practices.

- We protect and support employees' rights through labor policies that ensure living wages, limits on working hours and freedom of association and collective bargaining. These policies are available on our website and are distributed to employees. We expect our suppliers to comply with our labor policies as stated in our Supplier Code of Conduct. Compliance is monitored through RBA audits.

- Our Whistleblower hotline is available to all employees, suppliers, customers and the public. During 2021 we did not receive any internal or external claim regarding supply chain human trafficking or forced labor.

- We have implemented controls to comply with the U.S. Forced Labor Prevention Act.

Data Security & Privacy

- We have documented security procedures that include data privacy and cyber security details.

- We provide data protection training for employees.

- We have implemented controls and processes for protecting sensitive customer data.

- We have had no information security breaches in fiscal years 2020, 2021, and 2022.

- We have had no material leaks, thefts or losses of internal or customer data.

- We implemented a data privacy compliance program in response to the EU, 2018 General Data Protection Regulations (GDPR). We have expanded our program to include new data privacy regulations in China and in California.

- We have enhanced our enterprise cybersecurity protection program in response to a third-party audit.

- We have completed a product cybersecurity assessment with an independent third party.

Future Plans

As part of our annual Ethical Governance Reviews, we will continue to focus on improving our management systems, implementing and updating our company policies and identifying any risks.

Policies, Compliance & Risk Management (continued)

2022 POLITICAL CONTRIBUTIONS

Political Contributions	$0
Recipient	
Country	
Data Publicly Available	
Publicly Available	
Lobbying Activities	$0

1. Teradyne does not use its corporate funds or assets for political contributions.
2. Teradyne does not reimburse employees or provide matching funds for any political contributions by employees using their personal funds.
3. Teradyne neither encourages nor discourages employees from making political contributions of their choice.
4. Teradyne is a member of a number of trade associations who may engage in lobbying activities on the part of the association members.

2022 FINANCIAL ASSISTANCE

Tax Incentive/Relief/Credits (Country)	
Foreign Tax Relief	**$28,624,413**
Total Tax Incentive/Relief/Credits:	**$28,624,413**
Subsidies (Country)	
Total Subsidies:	
Investment grants, research and development grants, and other relevant types of grants (Country)	
Total investment grants, research and development grants, and other relevant types of grants:	**$292,436**
Awards (Country)	
Total Awards:	
Royalty holidays (Country)	
Total Royalty Holidays:	
Financial assistance from Export Credit Agencies (ECAs) (Country):	
Total financial assistance from Export Credit Agencies (ECAs):	
Financial Incentives (Country)	
Total Financial Incentives:	
Other financial benefits received from any government for any operation (Country)	
Total other financial benefits received from any government for any operation:	
Government is present in the shareholding structure:	**No**

Our Reporting

ALIGNMENT WITH EXTERNAL REPORTING FRAMEWORKS

– Task Force on Climate-Related Financial Disclosures (TCFD)
– Sustainability Accounting Standards Board (SASB)
– Global Reporting Initiative (GRI)

Based on feedback received through our investor outreach activities, we are using three frameworks to inform our reporting. These include the Task Force on Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative. Below is a mapping of how our latest disclosure aligns with these frameworks to support the information needs of our investors.

Task Force on Climate-Related Financial Disclosures (TCFD)

The TCFD recommendations are designed to solicit consistent, informative and actionable, forward-looking information on the material financial impacts of climate-related risks and opportunities, including those related to the global transition to a lower-carbon economy.

Recommended Disclosures	Response
Governance	
A) Describe the board's oversight of climate-related risks and opportunities.	Teradyne's Board of Directors Nominating and Corporate Governance Committee is responsible for the oversight of the company's corporate social responsibility (CSR) activities. As part of this responsibility, the Committee periodically reviews our environmental, social and governance program. More Details
B) Describe management's role in assessing and managing risks and opportunities.	Teradyne has a cross-functional team that develops the long-term strategy, annual goals, metrics tracking, and reporting processes for the company's CSR activities. The team also authors Teradyne's CSR Report. This group reports to a steering team of senior leaders and regularly reviews results with the CEO and CFO. More Details
Strategy	
A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Reducing the contributors to and impact of climate change involves generation of energy from renewable sources, more efficient generation from traditional sources, and the more efficient use of energy, regardless of source. In both supply and demand, semiconductor technology is fundamental to reductions in greenhouse gas emissions. As a leading supplier of semiconductor test equipment, our products are used to verify the performance of high-power devices used in power generation and transportation and low-power applications in environmental monitoring systems and battery management systems for electronic devices. More Details
B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We work closely with our customers to understand their product roadmaps and then align our R&D and business development efforts to meet those requirements. For example, we identified a gap in our product line for testing high power semiconductors used in renewable energy production and electric powered transportation applications. As a result, in 2019 we acquired Lemsys, a Swiss company with unique technology for testing high- power semiconductors used in these applications. Similarly, our new product development processes consistently deliver higher energy efficiency per device tested than prior generation products. More Details
C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Teradyne is pursuing science based targets. We want to submit our letter of commitment by the end of 2023 and set targets by the end of 2024 for approval.

Risk Management	
A) Describe the organization's processes for identifying and assessing climate- related risks.	As a supplier of test equipment for electronic products and automation tools for the industry, our climate related risks are primarily market related. Therefore, we monitor the end market demand trends for our products, including potential climate-related trends, at the business unit level quarterly and at the Board of Directors level annually
B) Describe the organization's processes for managing climate-related risks.	At our facilities in North Reading, Costa Rica, Cebu and Agoura Hills, we utilize Environmental management systems that are ISO14001 certified. This certification program ensures we are managing environmental compliance along with requiring consistent environmental improvements.
C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Our risks are at the market level and are incorporated into the annual and mid-term planning processes of the company. Teradyne is actively working to increase the resilience of our global supply chain. This includes adding redundant production sites for critical products or components and qualifying additional sources of supply.
Metrics and Target	
A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We disclose our emissions data annually through the CDP Climate Change Survey and summarize the data in our CSR Report. More Details
B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See SASB disclosure below.
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We believe commitments must be supported by clear plans and Teradyne is developing those plans as the global infrastructure to support 100% Renewable emissions evolves. In North America where that infrastructure exists, we completed agreements in 2022 that will enable 100% Renewable scope 2 carbon emissions from our operations there by 2025 using a Virtual Power Purchase Agreement (VPPA.) We expect to continue on the path to 100% Renewable emissions and will provide progress updates via our CSR management tool as firm plans are put in place. For example, in 2023 we will investigate programs to mitigate global scope 2 emissions with scope 3 emission mitigation planning to follow.

Sustainability Accounting Standards Board (SASB)

SASB Standards provide details about Teradyne's sustainability activities.

These standards were developed to identify sustainability issues that can influence the long-term value of the company.

Topic	Accounting Metric	Category	Unit of Measure	Code	Additional Info	Resource Link
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	Tonne (t) CO -e	TC-SC-110a.1	Scope 1: 3,928 tonnes CO2 equivalent Scope 2: 29,601 tonnes CO2 equivalent Scope 3 (Partial):(excludes use of sold products) Purchased goods and services: 250,611 Travel: 9,253 Waste: 213 Gases: C02: 2,864.437987 CH4: 6.993746351 tCO2e N20: 2.358010887 CH4: 6.993746351 tCO2e CO2 equivalent	Reference Link
Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets,and an analysis of performance against those targets.	Discussion and Analysis	n/a	TC-SC-110a.2	Teradyne's Carbon Disclosure Project Goals	Reference Link
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-140a.1	70,809 mega watt hours Teradyne total 0.010 tonnes CO2 equivalent per USD revenue	Reference Link
Water Management	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	TC-SC-320a.1	Teradyne only tracks total water consumed, which in 2022 was 111,436 m^3.	
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	Tonne (t), Percentage (%)	TC-SC-320a.1	Omitted: Teradyne does not disclose this information.	
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	n/a	TC-SC-320a.2	Teradyne's Employee Health and Safety Policy	Reference Link
Employee Health & Safety	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Reporting currency	TC-SC-330a.1	None	

Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SC-410a.1	Omitted: Teradyne does not disclose this information.	
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-SC-410a.2	Omitted: Teradyne does not disclose this information.	
Product Lifecycle Management	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Various, by product category	TC-SC-440a.1	Omitted: Teradyne does not track this information	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	TC-SC-520a.1	Annual Conflict Minerals Report	Reference Link
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TC-SC-520a.1	None	
Total production		Quantitative	n/a	TC-SC-000.A	Omitted: Teradyne does not disclose this information	
Percentage of production from owned facilities		Quantitative	Percentage (%)	TC-SC-000.B	Omitted: Teradyne does not disclose this information	

Global Reporting Initiative (GRI)

The Global Reporting Initiative standards provide details about Teradyne's business operations including potential activities underway or planned on issues such as climate change, human rights and corruption.

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
102-1	Name of the organization	1	Teradyne, Inc.	
102-2	Activities, brands, products, and services	5		About Teradyne
102-3	Location of headquarters	7	600 Riverpark Drive North Reading, MA 01864	FY 2022 10-K
102-4	Location of operations		Teradyne operates in numerous countries across the globe and has significant operations centers in the United States, Japan, Denmark, the Philippines, China, Costa Rica, Taiwan, Korea, and Singapore.	
102-5	Ownership and legal form		Information available in Teradyne's Proxy	2022 Proxy

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
102-6	Markets served	6	Information available in Teradyne's 10-K	FY 2022 10-K
102-7	Scale of the organization	6	Information available in Teradyne's 10-K	FY 2022 10-K
102-8	Information on employees and other workers		Information available in Human Capital Management Sections of Teradyne's 10-K and Proxy.	FY 2022 10-K 2022 Proxy
102-9	Supply chain		Teradyne's supply chain organizations are designed to add value in ways that are: - Legal, accountable, and auditable - Ethically, environmentally, and socially responsible - Economically effective	
102-10	Significant changes to the organization and its supply chain		-In April 2018 Teradyne acquired Mobile Industrial Robots A/S, a Denmark based supplier of collaborative autonomous mobile robots for industrial applications. -In March 2018 Teradyne acquired Energid, a Cambridge, MA based engineering firm and developer of robot control, simulation, and machine vision software. -In January 2019 Teradyne acquired Lemysys SA, a leading global provider of test equipment and associated services for power semiconductor discrete devices and modules. - In October 2019, Teradyne acquired AutoGuide Mobile Robots, a supplier of high-payload autonomous mobile robots.	
102-11	Precautionary Principle or approach		Teradyne applies the concepts of the precautionary approach by considering the long-term trajectory of climate change and its potential impacts on Teradyne. Elements of that ongoing evaluation are reflected in Teradyne's CSR web content.	
102-12	External initiatives		Sustainability Roundtable, Carbon Disclosure Project (CDP), California Supply Chain Transparency Act of 2010, Customs- Trade Partnership Against Terrorism - USA, EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005, Global Reporting Initiative—GRI 4.0 sustainability reporting guidelines, U.S. Foreign Corrupt Practices Act and similar anticorruption laws enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions., US Equal Opportunity laws and accompanying regulations.	
102-13	Membership of associations		SEMI.org Sustainability Roundtable Security Executive Committee Responsible Business Alliance Robot Industry Association Board of Corporation Affiliates at the national level of NSBE	

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
102-14	Statement from senior decision-maker	2	A Message from our CEO	
102-15	Key impacts, risks, and opportunities	8	Key impacts, risks, and opportunities outlined in our Focus Areas and Priorities. Additionally, Environmental Risks and Opportunities outlined in our CDP and ISO 14001.	
102-18	Governance structure		Information available in Teradyne's Proxy	2022 Proxy
102-19	Delegating authority	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-20	Executive-level responsibility for economic, environmental, and social topics	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-21	Consulting stakeholders on economic, environmental, and social topics	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-22	Composition of the highest governance body and its committees		Proxy Statement Pg 3.	2022 Proxy
102-23	Chair of the highest governance body		Paul Tufano, Chairman of the Board. Mr. Tufano is not an executive officer in the organization.	Governance Web Page
102-24	Nominating and selecting the highest governance body		Information available in Teradyne's Proxy	2022 Proxy
102-25	Conflicts of interest		Information available in Teradyne's Proxy	2022 Proxy
102-26	Role of highest governance body in setting purpose, values, and strategy	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-27	Collective knowledge of highest governance body	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-28	Evaluating the highest governance body's performance	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-29	Identifying and managing economic, environmental, and social impacts	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-30	Effectiveness of risk management processes	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-31	Review of economic, environmental, and social topics	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach
102-32	Highest governance body's role in sustainability reporting	6	Included in Teradyne's CSR Management Approach Document	CSR Management Approach

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
102-33	Communicating critical concerns		The process for reporting critical concerns is outlined in our Code of Conduct. We provide a confidential phone hotline and confidential web reporting.	Teradyne's Code of Conduct
102-34	Nature and total number of critical concerns			
102-35	Remuneration policies		Information available in Teradyne's Proxy	2022 Proxy
102-36	Process for determining remuneration		Information available in Teradyne's Proxy	2022 Proxy
102-37	Stakeholders' involvement in remuneration		Information available in Teradyne's Proxy	2022 Proxy
102-38	Annual total compensation ratio		Information available in Teradyne's Proxy	2022 Proxy
102-39	Percentage increase in annual total compensation ratio		Information available in Teradyne's Proxy	2022 Proxy
102-40	List of stakeholder groups	10	Employees, customers, suppliers, governments, non-government and non-profit organizations, communities, and investors.	
102-41	Collective bargaining agreements	24	Teradyne respects the rights of workers to associate freely and seek to communicate openly with each other and management without fear of reprisal, intimidation or harassment, as reflected in our Labor Policy.	Labor Policy
102-42	Identifying and selecting stakeholders	10	Teradyne identifies external stakeholders based on the relevance of their industry and perspectives to Teradyne's business, history of partnering and engagement with the company, and their expertise in relevant fields. Teradyne's key stakeholders include customers, employees and investors.	CSR Management Approach
102-43	Approach to stakeholder engagement	10		
102-44	Key topics and concerns raised		Information available in Teradyne's Proxy	2022 Proxy
102-45	Entities included in the consolidated financial statements		Information available in Teradyne's 10-K	FY 2022 10-K
102-46	Defining report content and topic Boundaries	4		CSR Management Approach
102-47	List of material topics	4-6		
102-48	Restatements of information		Updated annual data, as applicable.	
102-49	Changes in reporting		Updated annual data, as applicable.	
102-50	Reporting period		2022	
102-51	Date of most recent report		Updated annual data, as applicable.	
102-52	Reporting cycle		Annual	

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
102-53	Contact point for questions regarding the report		Andres.willkie@teradyne.com	
102-54	Claims of reporting in accordance with the GRI Standards		We self-declare that the report is prepared in accordance with GRI Standards: Comprehensive option.	
102-55	GRI content index	14 and 15	GRI content index included in our Corporate Social Responsibility Report.	
102-56	External assurance		While we have not sought external assurance for the content of this report/ GRI index, certain data included is subject to external review and all information provided is reviewed internally.	
GRI 103: Management Approach				
103-1	Explanation of the material topic and its Boundary	6	Included in Teradyne's CSR Management Approach Document. Teradyne's CSR Management Approach Document outlines the management approach for all topics covered under the GRI.	CSR Management Approach
103-2	The management approach and its components	6	Included in Teradyne's CSR Management Approach Document. Teradyne's CSR Management Approach Document outlines the management approach for all topics covered under the GRI.	CSR Management Approach
103-3	Evaluation of the management approach	6	Included in Teradyne's CSR Management Approach Document. Teradyne's CSR Management Approach Document outlines the management approach for all topics covered under the GRI.	CSR Management Approach
GRI 201: Economic Performance				
201-1	Direct economic value generated and distributed		Revenues: $3,155,045.00 Economic value distributed: $2,439,544.00 Economic value retained: $715,501.00 Teradyne Form 10-K	FY 2022 10-K
201-2	Financial implications and other risks and opportunities due to climate change		N/A. Teradyne does not believe climate change represents either a substantial opportunity or risk to our overall business.	
201-3	Defined benefit plan obligations and other retirement plans		Teradyne offers defined benefits and/or defined contribution plans which vary by country.	FY 2022 10-K
201-4	Financial assistance received from government		Teradyne discloses all Financial Assistance received from governments globally	CSR Webpage
GRI 202: Market Presence				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Omitted: Teradyne does not disclose this information.	

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
202-2	Proportion of senior management hired from the local community		Omitted: Teradyne does not disclose this information.	
GRI 203: Indirect Economic Impacts				
203-1	Infrastructure investments and services supported		n/a	
203-2	Significant indirect economic impacts		Teradyne does not measure indirect economic impacts as noted nor does Teradyne track indirect economic impacts in context of external benchmarks.	
GRI 204: Procurement Practices				
204-1	Proportion of spending on local suppliers		Omitted: Teradyne does not track this information.	
GRI 205: Anti-Corruption				
205-1	Operations assessed for risks related to corruption	36	All operations are assessed for risks related to corruption. Our North Reading, Cebu, and Costa Rica facilities are assessed formally through the RBA self-assessment questionnaire. No significant risks have been identified.	
205-2	Communication and training about anti- corruption policies and procedures	36	All Teradyne employees receive Code of Conduct training annually. Additionally, Teradyne provides our anti-corruption policy on our CSR webpage.	Anti Corruption Policy
205-3	Confirmed incidents of corruption and actions taken		Teradyne has no confirmed incidents of corruption.	
GRI 206: Anti-Competitive Behavior				
206-1	Legal actions for anti- competitive behavior, anti-trust, and monopoly practices		Teradyne has no legal actions for anti-competitive behavior, anti-trust, or monopoly practices.	
301-1	Materials used by weight or volume		Omitted: Teradyne does not track this information.	
301-2	Recycled input materials used		Omitted: Teradyne does not track this information.	
302-1	Energy consumption within the organization		70,809 megawatt hours Teradyne total	
302-2	Energy consumption outside of the organization		Omitted: Teradyne does not track this information.	Teradyne's CDP Submittal
302-3	Energy intensity		0.010627263 gross global scope 1&2 tonnes per thousand USD revenue	Teradyne's CDP Submittal
302-4	Reduction of energy consumption		In 2022 Energy Consumption was 70,809 a slight decrease from 2021 which was 77,539. Our Scope 1 decreased by 6,730 MWh.	Teradyne's CDP Submittal
302-5	Reductions in energy requirements of products and services		Omitted: Teradyne does not track this information.	Teradyne's CDP Submittal

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
GRI 303: Water and Effluents				
303-1	Interactions with water as a shared resource		Omitted: Teradyne does not track this information.	
303-2	Management of water discharge-related impacts		Omitted: Teradyne does not track this information.	
303-3	Water withdrawal		Omitted: Teradyne does not track this information.	
303-4	Water discharge		Omitted: Teradyne does not track this information.	
303-5	Water consumption		140,536 cubic meters water consumed	
GRI 304: Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		None to our knowledge.	
304-2	Significant impacts of activities, products, and services on biodiversity		Teradyne's locations are not in protected areas or areas of high biodiversity. Nevertheless, we operate in a manner that is committed to continuous improvement in environmental sustainability.	
304-3	Habitats protected or restored		None	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		None to our knowledge.	
GRI 305: Emissions				
305-1	Direct (Scope 1) GHG emissions	15	3,928 tonnes CO_2 equivalent	Teradyne's CDP Submittal
305-2	Energy indirect (Scope 2) GHG emissions	15	29,601 tonnes CO_2 equivalent	Teradyne's CDP Submittal
305-3	Other indirect (Scope 3) GHG emissions	15	267,773 tonnes CO_2 equivalent	Teradyne's CDP Submittal
305-4	GHG emissions intensity	15	0.010627263 tonnes CO_2 equivalent per USD revenue	Teradyne's CDP Submittal
305-5	Reduction of GHG emissions	15	Slight increase over 2021 (See page 12)	Teradyne's CDP Submittal
305-6	Emissions of ozone- depleting substances (ODS)	15	0	Teradyne's CDP Submittal
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	15	CH4: 6.993746351 tCO2e N2O: 2.358010887 tCO2e HFCs: 1054 tCO2e CO2 2864.437987 tonnes	Teradyne's CDP Submittal
GRI 306: Effluents and Waste				
306-1	Water discharge by quality and destination		Omitted: Teradyne does not disclose this information.	

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
306-2	Waste by type and disposal method		Omitted: Teradyne does not disclose this information.	
306-3	Significant spills		None	
306-4	Transport of hazardous waste		Teradyne uses licensed transporters only.	
GRI 306: Effluents and Waste				
307-1	Non-compliance with environmental laws and regulations		Teradyne has received no fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.	
GRI 308: Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	32	Teradyne expects our suppliers to adhere to our Supplier Code of Conduct which outlines environmental standards they must meet.	Supplier Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken		Teradyne does not perform negative environmental impact assessments of its supply chain.	
GRI 401: Employment				
401-1	New employee hires and employee turnover		Omitted: Teradyne does not disclose new hire information. Employee turnover information is disclosed in the CSR Report.	
401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees		Omitted: Teradyne does not disclose this information externally.	
401-3	Parental leave		Omitted: Teradyne does not disclose this information.	
GRI 402: Labor/Management Relations				
402-1	Minimum notice periods regarding operational changes		We provide a minimum number of weeks' notice to employees prior to implementing significant operational changes that could substantially affect them in accordance with local operations. We also have quarterly business updates with all employees.	
GRI 403: Occupational Health and Safety				
403-1	Occupational health and safety management system	14	Teradyne has a documented health and safety management system that is integrated with our environmental management system.	Employee Health and Safety Policy
403-2	Hazard identification, risk assessment, and incident investigation	23	Teradyne conducts hazards assessments and risk assessments. Incidents, injuries and illness are reported, tracked and investigated.	Employee Health and Safety Policy
403-3	Occupational health services	24	Available at specific sites where applicable.	Employee Health and Safety Policy
403-4	Worker participation, consultation, and communication on occupational health and safety	24	Yes, safety meetings with worker participation, education and training are performed regularly.	Employee Health and Safety Policy

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
403-5	Worker training on occupational health and safety	24	Yes, annually	Employee Health and Safety Policy
403-6	Promotion of worker health		Yes, amenities are available related to worker health. In addition to all necessary work-place protective equipment, most of Teradyne's larger facilities include fitness centers for employee use. The company also reimburses employees up to $150/year for fitness center memberships.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Omitted: Teradyne does not track this information.	
403-8	Workers covered by an occupational health and safety management system		Documented health and safety system.	Employee Health and Safety Policy
403-9	Work-related injuries		Tracked and reported in accordance with local laws and regulations, below industry average.	
403-10	Work-related ill health		Tracked with injury, illness.	
GRI 404: Training and Education				
404-1	Average hours of training per year per employee		Omitted: Teradyne does not track this information.	
404-2	Programs for upgrading employee skills and transition assistance programs	43	See Teradyne's Corporate Social Responsibility webpage for additional information.	CSR Webpage
404-3	Percentage of employees receiving regular performance and career development reviews	43	100%	
GRI 405: Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees		Information regarding the diversity of Teradyne's Board of Directors is available in Teradyne's Proxy.	2022 Proxy
405-2	Ratio of basic salary and remuneration of women to men		Omitted: Teradyne does not disclose this information.	
GRI 406: Non-Discrimination				
406-1	Incidents of discrimination and corrective actions taken		Omitted: Teradyne does not disclose this information.	
GRI 407: Freedom of Association and Collective Bargaining				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	33	We have not identified any Teradyne operations with significant risk to freedom of association and we require all suppliers to comply with our Supplier Code of Conduct, which addresses freedom of association. We also allow employees to have the freedom to associate.	Supplier Code of Conduct Labor Policy

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
GRI 408: Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	60	Our labor policy prohibits the use of child labor and prohibits workers under the age of 18 from performing hazardous work. There are no identified risks of child labor abuse at any of our operations. Teradyne's Supplier Code of Conduct, which all suppliers are required to adhere to, contains similar restrictions on child labor.	Labor Policy
GRI 409: Forced Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	60	Our labor policy prohibits the use of forced or compulsory labor or any kind. There are no identified risks of forced or compulsory labor at any of our operations. Teradyne's Supplier Code of Conduct, which all suppliers are required to adhere to, contains similar restrictions on forced or compulsory labor.	Labor Policy
GRI 410: Security Practices				
410-1	Security personnel trained in human rights policies or procedures		100% of security personnel have received formal training on the organization's human rights policies and procedures through our annual Employee Code of Conduct Training. This applies to third-party organizations providing security personnel.	Teradyne's Code of Conduct
GRI 411: Rights of Indigenous Peoples				
411-1	Incidents of violations involving rights of indigenous peoples		There have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
GRI 412: Human Rights Assessment				
412-1	Operations that have been subject to human rights reviews or impact assessments		Teradyne's Code of Conduct covers human rights and Teradyne has a Statement on Human Trafficking that applies to all operations. Additionally, our large operations in high-risk areas are subject to the RBA self-assessment annually, which covers human rights.	Human Trafficking Policy
412-2	Employee training on human rights policies or procedures.		All Teradyne employees undergo Code of Conduct training annually. This training includes human rights.	Teradyne's Code of Conduct
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Contracts with suppliers require them to agree to our Supplier Code of Conduct. Teradyne's Supplier Code of Conduct is modeled off the RBA Code of Conduct and covers human rights.	Supplier Code of Conduct
GRI 413: Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs	46	Information is also available in Teradyne's 10-K and Proxy.	FY 2022 10-K 2022 Proxy

GRI Standard	Disclosure	Report Page #	Additional Information	Resource Link
413-2	Operations with significant actual and potential negative impacts on local communities		Teradyne has not identified any operations with significant actual or potential negative impacts on local communities.	
GRI 414: Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	33	Teradyne expects our suppliers to adhere to our Supplier Code of Conduct which outlines environmental standards they must meet.	Supplier Code of Conduct
414-2	Negative social impacts in the supply chain and ctions taken		Teradyne does not perform negative social impact assessments of its supply chain.	
GRI 415: Political Contributions				
415-1	Political contributions		Teradyne had no political contributions for the reporting period.	CSR Webpage
GRI 416: Customer Healthy and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	14	Teradyne's product safety group is responsible for ensuring the safety of our products. In addition, third-party certifiers are utilized to assess our products.	CSR Webpage
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		From time to time, Teradyne has incidents regarding the safety of certain of its products. Teradyne has taken actions and will continue to take actions to mitigate any risks associated with the safety of its products.	
GRI 417: Marketing and Labeling				
417-1	Requirements for product and service information and labeling		Covered by product safety and third-party certification.	
417-2	Incidents of non-compliance concerning product and service information and labeling		From time to time, Teradyne has issues concerning non- compliance with product labeling regulations. Teradyne has taken actions and will continue to take actions to mitigate any issues associated with product labeling regulations.	
417-3	Incidents of non-compliance concerning marketing communications		Teradyne is not aware of any non-compliance concerning the marketing communications of any of our products or services.	
GRI 418: Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Teradyne has not identified any substantial complaints received concerning breaches of customer privacy. Information regarding material cybersecurity incidents is available in Teradyne's 10-K.	FY 2022 10-K
GRI 419: Socioeconomic Compliance				
419-1	Non-compliance with laws and regulations in the social and economic area		Teradyne agreed to a settlement with the US EEOC in January 2021 to resolve a disputed finding regarding the recruiting practices related to interns and co-op employees.	

Advancing Society, People and the Planet through Technical Innovation

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