

## **FORCED LABOUR REPORT FOR TREND MICRO CANADA TECHNOLOGIES, INC.**

This report is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act by Trend Micro Canada Technologies, Inc. (Trend Micro) a Canada corporation and a wholly owned subsidiary of Trend Micro Incorporated, a California Corporation, which is a wholly owned subsidiary of Trend Micro Incorporated, a publicly traded Japanese corporation.

This report has been prepared for the calendar year ended December 31, 2023.

Trend Micro's board of directors approved the report on May 31, 2024.

### **About Trend Micro:**

Trend Micro is engaged in designing and licensing security software and related services. It is part of the global family of Trend Micro companies, which is headquartered in Tokyo, Japan.

### **Trend Micro's Supply Chain:**

Trend Micro's supply chain includes open-source and propriety code, components, libraries, dependencies, tools, and processes that are used by its global teams for development, integration and testing, compliance checks, and certification of its software products. Finalized software is distributed or made available to customers with ongoing updates and support to ensure security and performance. Support services are provided by teams within Trend Micro's global organization.

### **Risks of Forced Labour or Child Labor in Trend Micro's Supply Chain**

Trend Micro and its operating affiliated companies take steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain.

Due to the nature of our business, we deem ourselves to have a low risk of modern slavery in our business and supply chain, however, with our supplier selection and on-boarding procedure we undertake appropriate due diligence establishing relationships of trust and integrity with our suppliers and enter into contracts in order to provide contractual commitments to be made by the companies involved.

### **Trend Micro's Diligence Against Forced Labour and Child Labor**

Trend Micro has a zero-tolerance approach to any form of forced labour or child labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any forms of forced labour or child labour within our business or supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own

suppliers to the same high standards. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, contractors, external consultants, third-party representatives and business partners.

Internally Trend Micro has a number of policies to ensure that we are conducting business in an ethical and transparent manner, including guarding against forced labour and child labour.

- *Recruitment policy.*  
We have in place a robust recruitment process which clearly outlines the ethical stance that we take in relation to employee intake and treatment.
- *Whistleblowing policy.*  
We encourage all employees, customers, and suppliers to report any suspicions. We provide a confidential helpline to protect the identity of whistle-blowers.
- *Code of Conduct.*  
Our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain. The Human Rights section of our Code of Conduct specifically addresses modern slavery, including forced labour and child labour, and states our zero-tolerance to modern slavery both internally and within our suppliers and business partners. Employees are required to read and acknowledge their compliance with the Code of Conduct at the time of hire and on an annual basis.

### **Trend Micro's Remediation of Instances of Forced Labour and Child Labor**

To date, Trend Micro has not experienced any instance of forced labour or child labour within its supply chain.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:  
  
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Felix Sterling, Chief Legal Officer and  
Board Member

5/31/2024 | 11:12 AM PDT

Date