

2025

**MORDERN SLAVERY
STATEMENT**



SAMSUNG

SAMSUNG C&T

Samsung C&T Corporation

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Contents

1. About Samsung C&T
2. Our Commitment
3. 2025 Calendar Year Review
4. Operations and Supply Chains
5. Modern Slavery Risks
6. Actions Taken to Assess and Address Modern Slavery Risks
7. Measuring Effectiveness
8. FutureScape 2023-2025
9. Ethical Framework
10. Consultation and Approval
11. Appendix A

About This Report

Report Overview

Samsung C&T Corporation (ABN 49 160 079 470) initially published the Modern Slavery Report in 2020 as part of its corporate sustainability framework, outlining its approach to human rights management and the protection of human rights across its Australian operations and supply chains. The company has continued to provide transparency to stakeholders regarding its efforts to identify and mitigate modern slavery risks across its operations and supply chains in Australia, as well as the outcomes of these efforts.

Reporting Period and Scope

This report covers the human rights management activities of Samsung C&T Corporation for the period from 1 January 2025 to 31 December 2025 and has been prepared in consultation with the Board of Directors under the Company's corporate ESG management and governance framework.

The scope of this report is limited to the operations of Samsung C&T Corporation's Australian branch. It describes the implementation of the Company's group-wide human rights management system and outlines how the strategic planning and risk management frameworks established by the corporate headquarters are applied in Australia to identify, prevent, and mitigate modern slavery risks.

Reporting Standards

This statement was made pursuant to the *Commonwealth Modern Slavery Act 2018* (the Act) which requires Samsung C&T Corporation in Australia, as the reporting entity, to disclose information on the modern slavery risks within its operations and supply chains, to report on the actions undertaken to identify, assess, mitigate, and remediate such risks, and to comply with all related statutory obligations

In this statement, the terms "we", "us", "our" and "the company", are used where reference is made, in general, to the reporting entity.

About Samsung C&T

The current Samsung C&T began as Samsung Everland, established in 1963 with the intent of national land development. It has expanded to include resort, food & beverage, and landscaping businesses as a leading service provider in Korea. In December 2013, Samsung Everland acquired the fashion business of Cheil Industries, a textile company that has led Korea's fashion industry, after which the company changed its name to Cheil Industries and focused on establishing itself as a lifestyle company.

The former Samsung C&T, which originates from the "Samsung Sanghoe" established in 1938, was designated in 1975 as Korea's first general trading company to lead overseas sales operations. In December 1995, the company merged with Samsung Construction and has since been actively engaged in global business through its offices in 46 countries.

The former Samsung C&T and Cheil Industries, which had been building their reputations as leading companies in their respective industries, merged in September 2015, enabling the company to grow into a global business partner and lifestyle innovator across the sectors of construction, trade, fashion, and resorts.

In construction sector, Samsung C&T Engineering & Construction Group ("**Samsung C&T Group**") specialises in engineering, procurement, and construction in the fields of building, civil infrastructure, plant, and housing.

In 2012, Samsung C&T Corporation ("**Samsung C&T**") was established in Australia as the branch of Samsung C&T Engineering and Construction Group from Republic of Korea, participating in major Civil Infrastructure construction projects and Renewable Energy EPC projects in Australia.

Samsung C&T Australia's registered address and principal place of business is Level 2, 44 Market Street Sydney NSW 2000.

Core Values

The guiding principles for all management decisions to ensure a balance between stability and dynamic change

1 Safety - Our calling to create a safe and healthy world

- Our highest value in all our decisions and actions.
- The safety of our employees, partners and society begins and ends with us.

2 Integrity - Obligations of a global citizen to create a fair transparent society

- Abide by rules and laws, work according to principles and standards.
- Act with truth and honour to earn respect.

3 Trust - Foundation to thrive in a sustainable world

- Earn trust through commitment to social responsibility.
- Keep promise made to clients and society.

4 Authenticity - Passionate Sincere drive for excellence

- Overcome limit with urgent drive and actively achieve goals.
- Resolve issues together through open communication.

5 Challenge - Determination to achieve new growth in face of change

- Embrace change without fear of the challenge.
- "Proactive" not reactive

Our Commitment

Samsung C&T respects human rights as universal values and strictly adheres to the laws and regulations of every country in which it operates. We are committed to upholding the rights of all stakeholders — including employees, customers, business partners, governments, and local communities — and to embedding human rights management across all sites and operations.

We recognise that modern slavery can take many forms, including human trafficking, forced labour, servitude, deceptive recruitment practices, and child labour. Samsung C&T is fully committed to raising awareness of these risks among our workforce and to proactively identifying, preventing, and mitigating both inherent and potential instances of modern slavery, whether directly or indirectly linked to our Australian operations.

Samsung C&T Group has established a board-centric ESG management system, with a focus on creating long-term social value in a sustainable manner. Since 2021, we have been implementing medium-term ESG strategies on a three-year cycle, setting strategic directions and linking them with KPIs to strengthen our ESG foundation. In 2025, Samsung C&T will formulate a next three-year medium-term strategy. By incorporating diverse stakeholder insights, we aim to clearly define our strategic direction and priorities while continuously elevating our operational standards.

Samsung C&T, as the Australian branch of Samsung C&T Group, remains firmly committed to identifying, mitigating, and preventing modern slavery risks within its Australian operations. The company operates in alignment with Samsung C&T Group’s board-centric ESG governance framework and integrated operating system, ensuring consistency with the group’s global standards. As part of its overarching ESG strategy, Samsung C&T complies Human Rights Management Policy across its Australian projects. This policy is designed to prevent and mitigate the risk of modern slavery in all areas of the business, including operations, supply chains, and commercial relationships.

This report has undergone independent third-party review by an external organisation to enhance its trustworthiness and quality.



2025 Calendar Year Review

Samsung C&T remains committed to enhancing corporate value through a board-centric governance structure, while continuing to pursue its medium-term sustainable management strategy and maintain transparent and sincere communication with stakeholders. For the 2023 to 2025 period, our strategic direction has focused on the continuous improvement of operational standards and the strengthening of monitoring systems under the leadership and oversight of the Board.

During the 2025 reporting period, Samsung C&T continued to maintain and enhance its company-wide Human Rights Management System and integrated risk management framework to identify, assess, and mitigate potential modern slavery risks within our operations and supply chains. These efforts were undertaken in accordance with our broader ESG governance framework and our commitment to responsible and ethical business conduct.

Key initiatives during the reporting period included:

- Developing a deeper understanding of modern slavery risks relevant to our business activities through our Human Rights Risk Policy and Management framework.
- Strengthening the assessment and management of ESG compliance among partner companies, suppliers, subcontractors, and other business partners.
- Establishing and implementing human rights risk reduction plans informed by human rights impact assessments.
- Implementing mitigation measures for identified risks at business sites and monitoring progress against improvement activities.
- Continuing to assess new suppliers, subcontractors, and business partners through screening processes and our internally developed Modern Slavery Supplier Questionnaire.
- Enhancing employee capability to identify and report potential modern slavery risks through ongoing awareness and training initiatives.
- Engaging with suppliers and business partners to increase awareness of modern slavery risks and potential indicators; and
- Publishing and maintaining the Compliance Code of Conduct and related guidelines on our website to support a practical and effective compliance culture.

This is our fifth Modern Slavery Report published in accordance with the Act 2018. During the reporting period, we endeavoured to build upon the actions outlined in our previous statements.

Notably, we conducted a comprehensive review of our efforts to date to assess and address modern slavery risks, integrating current actions and tools into our operations to improve their effectiveness.

As part of our commitment to minimising the risk of modern slavery, we have maintained ongoing discussions with the Board of Samsung C&T Group and our joint venture partners regarding the guidelines and reporting requirements set forth under the Act. In alignment with global ESG guidelines and governance frameworks, we have undertaken a range of actions to address these obligations and have collaborated closely with the Board in the development of this Modern Slavery Report.

Samsung C&T continues to enhance communication on these matters through multiple channels, including the Sustainability Report and the Company's website. Internally, Samsung C&T actively promotes ESG awareness—particularly regarding modern slavery risks within business operations—among employees and business partners through company-wide broadcasts, training programs, and targeted Modern Slavery Awareness initiatives.

During the reporting period, Samsung C&T did not identify any instances of modern slavery within its operations or supply chains. Samsung C&T does not tolerate modern slavery and will not knowingly engage with any consultant, supplier, subcontractor, contractor, or business partner involved in such practices. We will continue to monitor, review, and strengthen our risk management processes to support continuous improvement in our modern slavery response.

Operations and Supply Chains

Operations

Samsung C&T Corporation is a globally recognised leader in engineering, procurement, and construction (EPC), with a strong track record in delivering complex infrastructure projects across sectors including buildings, civil infrastructure, power generation, and residential developments. The company’s operations are underpinned by technical expertise, innovation, and a commitment to sustainable development. In Australia, the Energy Solutions Business Unit has continued to expand the Company’s presence in the market, encompassing renewable energy project development and the delivery of EPC projects, including battery energy storage systems (BESS), solar/PV, and transmission and distribution infrastructure. These activities support the provision of integrated energy solutions to local communities across Australia. In addition, the Civil Infrastructure Business Unit continues to focus on the Australian market, delivering large-scale infrastructure projects across sectors such as road, rail, airports, and pumped hydro. Samsung C&T remains committed to providing high-quality, professional services across these projects in line with applicable regulatory and industry standards.

Samsung C&T further expanded its renewable energy portfolio in Australia, including the execution of an Engineering, Procurement and Construction (EPC) contract for the Gnarwarre Battery Energy Storage System project in Victoria. The project has a capacity of 250MW / 500MWh and represents a large-scale battery storage development. This project involves a diverse range of contractors, subcontractors, and suppliers, including those associated with battery storage technologies and equipment. As part of its ongoing commitment to responsible business conduct, Samsung C&T applies its established human rights and modern slavery risk management frameworks to all newly secured projects, including due diligence processes for suppliers and subcontractors engaged throughout the project lifecycle.

In 2023, Samsung C&T, in joint venture with GenusPlus Group, secured three major contracts for the engineering, procurement and construction (EPC) of Balance of Plant (BoP) and battery energy storage system (BESS) installation associated with Phase 1 of the Melbourne Renewable Energy Hub (MREH). This 600MW/1,600MWh project is being developed in partnership with Equis Energy and Victoria’s State Electricity Commission (SEC). The MREH BESS Project is a strategically important renewable energy infrastructure precinct located approximately 25 kilometres northwest of

Melbourne’s central business district. Once fully developed, it will house a 1.2GW/2.4GWh BESS—placing it among the largest battery energy storage systems globally.



Project	Project Status
Melbourne Renewable Energy Hub (MREH) BESS Project	November 2023 - Present
Gnarwarre Battery Energy Storage System Project	August 2025 - Present
Marinus Link HVDC Project	November 2025 - Present

The construction activities for the MREH BESS Project continued throughout the 2025 calendar year. Commercial operations for Phase 1 are anticipated to commence in 2026.

Samsung C&T remains committed to working in close collaboration with government stakeholders, industry partners, and its supply chain to deliver infrastructure projects that are safe, sustainable, and compliant with applicable regulatory and ethical standards.

Supply Chains

In Australia, Samsung C&T primarily operates through joint venture arrangements to deliver major infrastructure projects in accordance with applicable technical specifications, environmental standards, and social procurement obligations mandated by government agencies. In this context, Samsung C&T directly engages with contractors and subcontractors who are responsible for the delivery of construction and engineering works.

Our procurement activities span the full infrastructure lifecycle, including design, construction, and operation and maintenance phases. Samsung C&T does not directly engage with suppliers considered to be high-risk for modern slavery in connection with project execution activities. However, we recognise that modern slavery risks may exist indirectly through our contractors and subcontractors, who procure goods and services—including raw materials, equipment, and components—from both domestic and international suppliers to support infrastructure delivery.

Outside of project-based operations, Samsung C&T's Australian branch procures a limited range of goods and services to support corporate and administrative functions. These include cleaning and facilities management, information technology support, payroll, and marketing services. While these activities are considered low-risk from a modern slavery perspective, they are subject to ongoing monitoring as part of our broader governance, compliance, and ethical sourcing framework.

Samsung C&T is committed to fostering long-term, sustainable partnerships with its supply chain stakeholders based on mutual respect, transparency, and ethical business conduct. To maintain integrity across our supply chain, we apply rigorous procedures during the selection, contracting, and ongoing management of business partners.

As part of our commitment to responsible sourcing, Samsung C&T conducts ESG due diligence in the partner selection process. These procedures are designed to promote subcontracting transparency, identify and mitigate modern slavery risks, and support the development of a resilient and ethical supply chain.

Our People

In this reporting period, Samsung C&T's direct workforce in Australia comprises a total of 97 employees. Our workforce performs a wide range of functions across project delivery and corporate operations including Finance & Operation, People & Culture, Legal, Corporate Affairs, Business Development, Transmission Lines, Renewable EPC, Renewable Development and Civil Business Unit.

All Samsung C&T employees are employed on a full-time basis within Australia and are engaged under legally compliant employment arrangements. These include modern awards, and individual employment contracts, each of which meets or exceeds the minimum standards set out in the National Employment Standards (NES) under the *Fair Work Act 2009* (Cth). The NES outlines the 10 minimum entitlements that must be provided to all Australian employees, ensuring fair and lawful employment conditions across our workforce.



Modern Slavery Risks

Modern slavery may occur across all industries and sectors and can have serious and lasting impacts on affected individuals. It may also distort global markets, undermine responsible business practices, and expose organisations to significant legal and reputational risks.

Samsung C&T recognises its responsibility to identify, assess, and address both inherent and emerging modern slavery risks within its operations and supply chains. This responsibility is managed through the Company's Human Rights Management System, which has been developed in line with internationally recognised standards, together with its broader Company-wide Risk Management System. These systems support the assessment of whether Samsung C&T may cause, contribute to, or be directly or indirectly linked to modern slavery practices, and enable the Company to implement appropriate measures to prevent and mitigate such risks.

Company-wide Risk Management System

Samsung C&T Corporation has established a company-wide risk management system to proactively identify, assess, and respond to key risks that may affect its business activities, including strategic, operational, compliance, ESG, and human rights-related risks. The system is designed to define material risk areas, establish appropriate mitigation measures, and enhance the operational stability and resilience of the Company's business activities.

Risk management functions are overseen through Samsung C&T's governance structure, including the Board of Directors and relevant governance committees, which monitor key risks and support timely escalation and response across the organisation. This framework also supports the Company's broader approach to managing ESG and human rights-related risks, including risks that may arise within its operations, supply chains, and business relationships.

Samsung C&T remains committed to continuously strengthening its risk management framework in response to the evolving global risk landscape. This includes risks associated with complex supply chains, subcontracting arrangements, and infrastructure delivery, where ongoing monitoring and appropriate due diligence are important to preventing and mitigating potential modern slavery risks.

Risk Assessment

The construction industry is inherently exposed to a range of direct and indirect modern slavery risks due to the scale and complexity of project delivery. These risks may arise at various stages of the project lifecycle, particularly where projects involve complex subcontracting arrangements, labour hire practices, migrant or temporary workers, specialist equipment suppliers, and global supply chains.

Samsung C&T recognises that modern slavery risks may exist not only within direct operations, but also through contractors, subcontractors, suppliers, and other business partners engaged throughout the project lifecycle. In this section, we outline how these risks may manifest within Samsung C&T's operations and supply chains, and describe the measures implemented to identify, assess, manage, and mitigate such risks.

Operations	The construction sector is widely recognised as having an elevated inherent risk of modern slavery due to a range of structural and contextual factors. These may include reliance on subcontracting and labour hire arrangements, demand for lower-skilled labour across parts of the project lifecycle, and the potential vulnerability of migrant or temporary workers. Samsung C&T's direct construction workforce in Australia is primarily composed of highly skilled employees, including expatriate engineers seconded to project sites. All employees are engaged under employment arrangements that comply with applicable Australian employment laws and relevant international labour standards. These arrangements are supported by internal human resources, payroll, contract management, and compliance processes designed to promote lawful and fair working conditions. Samsung C&T operates a risk classification and management system to identify, assess, and manage risks that may affect its business activities. In relation to labour and human rights, this system focuses on key areas such as the adequacy of policies and procedures, employment practices, working conditions, and labour-management relations. This approach is supported by Samsung C&T's Human Rights Management System, which is implemented across its operations and provides governance, monitoring, and compliance
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	mechanisms to help identify and mitigate potential human rights and modern slavery risks. In joint venture arrangements and contractor relationships, Samsung C&T maintains a commitment to “zero harm” in relation to human rights and modern slavery. We work with our joint venture partners and contractors to support compliance with the Act and to apply relevant codes of conduct, supplier standards, contractual requirements, and risk management frameworks. These measures are designed to reduce potential modern slavery risks across broader construction activities, including risks associated with subcontracted labour, procurement, on-site operations, and complex supply chains. Given the nature of our direct workforce, employment controls, and human rights management practices, Samsung C&T has assessed its direct operations in Australia as presenting a low risk of modern slavery. However, we recognise that indirect risks may arise through subcontracting arrangements, labour supply chains, procurement activities, and lower-tier suppliers. Accordingly, Samsung C&T continues to monitor and strengthen its risk management controls, including through human rights assessments, supplier ESG assessments, and corrective action processes.
Supply chain	The supply chains in the construction sector inherently carry modern slavery risk factors, including limited visibility over long and complex multi-tiered supplier networks and the involvement of lower-tier suppliers operating in higher-risk jurisdictions. These complexities may reduce transparency over recruitment, employment, and working conditions within supplier and subcontractor operations. In addition, the sourcing of imported goods, specialist equipment, and materials from overseas may increase exposure to modern slavery risks due to extended supply chains involving multiple contractors, subcontractors, manufacturers, and logistics providers. While Samsung C&T’s direct operations in Australian projects do not generally involve the direct procurement of raw materials or commodities, we acknowledge that indirect modern slavery risks may arise through contractors, subcontractors, joint venture partners, and broader project supply chains.

Accordingly, Samsung C&T works closely with its partner companies to identify, assess, and mitigate modern slavery risks across the broader supply chain. Samsung C&T has assessed the overall risk of modern slavery within its direct operations and first-tier relationships in Australia as low. Our partners and contractors are selected with regard to their compliance with applicable laws, including the Act, and are contractually required to prohibit any form of modern slavery within their operations and supply chains. As part of our contracting and supplier management processes, Samsung C&T applies a risk-based framework that includes supplier screening, modern slavery due diligence questionnaires, ESG assessments, and ongoing compliance monitoring. These measures form part of Samsung C&T’s broader approach to partner ESG compliance and supply chain due diligence. In line with Samsung C&T Group’s ESG management framework, supplier assessments include labour and human rights considerations such as employment contracts, wage practices, working hours, discrimination, child labour, forced labour, foreign worker legality, grievance mechanisms, and compliance with relevant labour standards. Where potential issues or areas for improvement are identified, Samsung C&T seeks to work with its partners to implement appropriate mitigation and corrective action measures. This approach is consistent with Samsung C&T’s broader human rights risk management process, which includes identifying risks, establishing improvement measures, monitoring implementation, and communicating key outcomes. Our partners are expected to take reasonable and practical steps to identify, prevent, mitigate, and address modern slavery risks, including those that may arise within their own extended supply chains. They are expected to operate consistently with internationally recognised human rights principles, including the United Nations Guiding Principles on Business and Human Rights, and to take appropriate steps to remediate any adverse impacts they cause, contribute to, or are directly linked to through their operations or business relationships. The procurement activities of Samsung C&T and its joint venture partners are supported by internal controls, contractual obligations, supplier standards, ESG

	assessment processes, and supply chain governance frameworks. These measures are designed to promote responsible sourcing, strengthen transparency, and reduce the risk of modern slavery across Samsung C&T’s Australian project supply chains.
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Risk Indicators

To identify areas of inherent and potential modern slavery risk within our operations and supply chains, Samsung C&T and its joint venture partners apply a range of risk indicators aligned with international best practices and sector-specific guidance. These indicators help inform the due diligence processes and enable early identification of high-risk suppliers and geographies.

Tendring project	As part of the tender evaluation process, Samsung C&T—through its joint venture procurement teams—assesses suppliers using a structured risk rating framework. This risk assessment is typically performed by the Contractor’s Procurement Lead and considers the geographical and sector-specific risk of suppliers' operations based on the following scale: ▪ High (goods are being manufactured in known area for slavery) ▪ Medium (goods are being manufactured in country known for slavery but not in known area) ▪ Low (goods are being manufactured overseas but not in a country known for slavery) ▪ Nil (supplier can account for the full supply chain and confirm there is no risk of slavery) This structured approach enables proactive identification of modern slavery risks prior to supplier engagement and helps to inform contract decisions and the level of oversight required.
Major project	Samsung C&T has taken steps to manage modern slavery risks in the sourcing of major construction materials by referencing its Modern Slavery Policy in procurement documents, engaging with contractors and suppliers to raise

construction materials	awareness of modern slavery risks, and using a Modern Slavery Questionnaire during the onboarding of new suppliers to identify any potential concerns. Throughout the reporting period, Samsung C&T’s joint venture partners undertook risk mapping of their supply chains for major infrastructure projects. This process involved identifying and assessing potential modern slavery risks in business operations and third-party relationships, with particular attention to subcontractors and overseas suppliers involved in the provision of raw materials and manufactured goods. These ongoing assessments ensure continued alignment with Samsung C&T’s risk-based approach and reinforce our commitment to ethical sourcing and the prevention of modern slavery across all levels of our supply chain.
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Actions Taken To Assess and Address Modern Slavery Risks

Samsung C&T’s approach to identifying and addressing modern slavery risks remains consistent with previous reporting periods. Throughout the 2025 calendar year, we continued to enhance our human rights risk management processes and ESG governance framework to support the proactive identification, assessment, prevention, and mitigation of modern slavery risks across our operations and supply chains.

Samsung C&T in Australia continues to operate in alignment with Samsung C&T Group’s global management frameworks and policies to maintain an integrated and consistent approach to modern slavery risk management. This includes ongoing engagement with our workforce, joint venture partners, contractors, and suppliers to assess and manage risks, improve transparency, and strengthen awareness across our projects and industry networks.

Human Rights Management Approach for Our Business

Samsung C&T is committed to respecting human rights as a fundamental and universal value. The Company has established and operates a Human Rights Management System to protect the dignity and rights of all stakeholders, including employees, suppliers, business partners, and local communities. This system supports compliance with applicable laws and regulations across the jurisdictions in which Samsung C&T operates and is aligned with the Group’s broader human rights risk management approach. Through this framework, Samsung C&T seeks to identify potential human rights risks at an early stage, monitor and manage identified risks on an ongoing basis, and maintain transparent communication with relevant stakeholders.

Human Rights Management Policy

Samsung C&T’s Human Rights Management Policy affirms our respect for the rights and dignity of all stakeholders, including employees, customers, suppliers, business partners, governments, and local communities. The policy is aligned with internationally recognised human rights standards and frameworks, including the United Nations Universal Declaration of Human Rights (UDHR), the UN

Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the ILO International Labour Standards.

In line with this policy, Samsung C&T continues to identify, assess, prevent, and mitigate human rights and modern slavery risks across its business sites, partner companies, and broader value chain. During the reporting period, Samsung C&T maintained its focus on labour and human rights risk management through workplace human rights inspections, supplier ESG assessments, and monitoring of corrective action measures where potential risks or areas for improvement were identified.

Human Rights Risk Management

Samsung C&T operates in alignment with the Group’s structured human rights risk management process, which includes clearly defined steps for risk identification, assessment, mitigation, remediation, and monitoring. This process is supported by labour and human rights assessments, self-assessment checklists, targeted inspections, and review mechanisms designed to enable continuous improvement.

In Australia, Samsung C&T applies this framework to support the identification and management of actual and potential human rights and modern slavery risks across its business activities, project sites,

partner companies, and supply chain relationships. Where risks or areas for improvement are identified, Samsung C&T seeks to establish appropriate corrective action measures and monitor implementation, particularly in complex or higher-risk environments such as infrastructure construction, renewable energy EPC projects, and global procurement.

Step	Process Explanation
Identify and assessing risks	Samsung C&T identifies and assesses potential labour and human rights risks through annual labour and human rights assessments, supported by self-assessment checklists and targeted inspections. These assessments cover key human rights areas, including voluntary labour, child labour, legal working hours, wages and benefits, non-discrimination, freedom of association, and safe working conditions. For major business sites and locations where potential risks or areas for improvement are identified, additional review may be undertaken through on-site inspections, worker interviews, and third-party reviews where appropriate. These activities support the early identification of actual and potential human rights risks and help strengthen Samsung C&T’s management system to ensure that significant human rights and modern slavery risks are appropriately identified, assessed, and addressed.
Establishing a process for improvement and corrective measures	Following the completion of human rights risk assessments and inspections, Samsung C&T applies mitigation and remediation measures to operations where human rights risks or areas for improvement have been identified. Where issues can be addressed immediately, corrective action is taken during the inspection process. For matters requiring further review or longer-term action, Samsung C&T develops improvement plans and implements them following internal reporting and review. By 2025, Samsung C&T successfully implemented 100% of improvement measures at sites where risks were identified. These actions support the closure of compliance gaps, strengthen site-level human rights practices, and contribute to the continuous improvement of Samsung C&T’s human rights risk management framework.

Monitoring improvement measures	Samsung C&T continuously monitors the implementation of improvement measures to strengthen the effectiveness of the improvement process in order to prevent the recurrence of human rights risks.
External communication	In line with its commitment to stakeholder engagement and transparency, Samsung C&T identifies areas for improvement through human rights risk assessments and manages them systematically to strengthen human rights standards across its operations. The Company recognises the protection of human rights—including the rights of employees, business partners, suppliers, and local communities—as a core value, and discloses key human rights management activities and achievements through annual reports and ESG disclosures. This communication reinforces Samsung C&T’s commitment to responsible business conduct and continuous improvement in human rights management.

Human Rights Management Approach for Our Partners

Samsung C&T recognises that effective human rights risk management must extend beyond its direct operations to include partner companies, suppliers, subcontractors, and the broader value chain. In response to evolving global expectations on supply chain due diligence, including relevant ESG regulatory developments in the EU and other jurisdictions, Samsung C&T conducts ESG risk assessments of its partners to identify, assess, and mitigate labour and human rights risks.

Assessment and management of partner ESG compliance

To manage human rights and modern slavery risks effectively across its value chain, Samsung C&T operates in alignment with Samsung C&T Group’s partner ESG compliance framework. This framework is structured around sustainability policies for partners, ESG risk screening, and ESG partner assessments, with a particular focus on labour rights, human rights, safety, environment, and compliance. These processes support the identification, assessment, mitigation, and ongoing management of potential ESG and human rights risks among suppliers, subcontractors, and other business partners.

Management	Assessment Process
Sustainability Policies for Partners	Samsung C&T is committed to fostering ethical, fair, and transparent business practices across its supplier and subcontractor relationships. To support this commitment, partners are required to comply with Samsung C&T’s Partner Code of Conduct and related sustainability policies, which incorporate internationally recognised labour and human rights standards as well as applicable local legal requirements. Partners may be required to complete checklists and compliance documentation covering key labour and human rights areas, including the prohibition of forced and child labour, fair wages, working conditions, non-discrimination, freedom of association, and lawful employment practices. Samsung C&T supports partners in meeting these expectations through guidance, self-assessments, audits, feedback, and capacity-building initiatives aimed at strengthening human rights and ESG management practices.
Partner ESG Screening	To proactively identify human rights and ESG risks within its value chain, Samsung C&T applies a risk-based screening process to partners prior to engagement and, where appropriate, throughout the course of the business relationship. This screening considers factors such as exposure to labour and human rights risks, the use of subcontracted or migrant labour, country or regional risk indicators, the nature of goods or services provided, and the size and complexity of the contractual engagement. In alignment with Samsung C&T Group’s ESG management framework, this process supports the identification of partners that may require further ESG assessment or enhanced due diligence. It also enables a more targeted evaluation of significant ESG risk partners and ensures that labour and human rights risks are appropriately considered as part of supplier and subcontractor management.
Partner ESG Assessment	Samsung C&T conducts ESG assessments for key partners identified through its ESG screening process, with a focus on labour and human rights, safety, environment, and compliance. These assessments evaluate how partners manage core labour and human rights obligations, including employment contracts, wages, working hours, discrimination, child labour, forced labour,

	foreign worker legality, grievance mechanisms, and compliance with relevant labour standards.
	The assessment process may be applied to both new and existing contractors and is used to inform contracting, re-contracting, ongoing monitoring, and engagement decisions. Where potential or actual non-compliance is identified, Samsung C&T may implement appropriate remedial actions, including requiring corrective action plans, providing feedback or support, issuing formal warnings, or suspending or terminating commercial relationships where necessary.
	During the reporting period, Samsung C&T Group continued to enhance its supplier ESG assessment and monitoring processes, including the evaluation of suppliers against labour and human rights criteria and the tracking of corrective actions for identified issues. These activities support ongoing improvement in partner ESG compliance and strengthen Samsung C&T's ability to identify, assess, and manage modern slavery risks across its value chain.

Human Rights Inspection for subcontractors

To identify and manage human rights risks within its business sites and supply chain relationships, Samsung C&T Corporation conducts annual labour and human rights inspections across its group business sites. Where risks or areas for improvement are identified, appropriate mitigation and improvement measures are established, implemented, and monitored to prevent recurrence.

As part of Samsung C&T Group's ESG assessment and inspection framework for suppliers and subcontractors, labour and human rights compliance is assessed alongside other ESG areas such as safety, environment, and compliance. These assessments include key areas such as employee training, employment contracts, wages, working hours, discrimination, child labour, forced labour, grievance mechanisms, labour relations, pregnancy and parental leave protections, and the lawful employment of foreign workers.

The human rights inspection checklist for subcontractors covers, but is not limited to, the following main evaluation criteria:

Checklist	Main Evaluation Checklist
Training	Training on labor rights and human rights
Employment contract	Preparation, distribution, and storage of individual labor contracts
Working hours	Compliance with extra allowance for overtime work, implementation of the weekly holiday scheme, payment of additional allowance, etc.
Discrimination	No discrimination in the promotion or educational opportunities based on the form of employment, nationality, etc.
Child labor	Prohibited employment of workers under the age of 18 and compliance with legal requirements for employment
Forced labor	Rules on the prohibition of forced labor
Foreign worker	Legality of employment of foreign workers at construction sites and assigned jobs also in compliance with the immigration requirement.

Samsung C&T integrates its human rights inspection process with its Modern Slavery Supplier Questionnaire and broader supplier ESG assessment framework. These tools assist subcontractors and suppliers in reviewing their policies, procedures, and practices relating to modern slavery, labour rights, and human rights risks. During the reporting period, these tools continued to support the assessment of how subcontractors and suppliers identify, assess, prevent, and mitigate modern slavery risks within their operations and supply chains. The questionnaire remains a practical resource for Samsung C&T's procurement and project teams when onboarding new suppliers, reviewing existing contracts, and monitoring ongoing compliance, supporting responsible sourcing practices across Samsung C&T's Australian project supply chains.

Our Continued Efforts to Protect Human Rights

In Australia, Samsung C&T supports compliance with applicable labour and human rights laws through systematic inspections, organisational reviews, and internal management processes. We continue to strengthen awareness by reviewing employment-related documentation and providing targeted training on local labour law requirements.

Our human rights risk management framework enhances our ability to identify, assess, and mitigate potential modern slavery risks across our operations and supply chains. Through ongoing risk assessments, performance reviews, and continuous improvement activities, Samsung C&T works to ensure that identified risks are appropriately addressed. These efforts are supported by governance frameworks and risk management systems that oversee the identification, monitoring, and mitigation of modern slavery risks across our business activities and supply chain relationships.

Guidelines	Description
Policies and Procedures	Samsung C&T in Australia manages and implements a comprehensive suite of policies and procedures designed to support ethical conduct, responsible business practices, and the prevention and mitigation of modern slavery risks. These frameworks guide our approach to identifying, assessing, managing, and addressing human rights and modern slavery risks across our operations and supply chain relationships. - Modern Slavery Policy - Employee Code of Conduct - Prevention of Discrimination, Bullying and Harassment Policy - Whistleblower Policy - Global Health & Safety Policy - Industrial Relations Policy - Sustainability Policy - Supplier Code of Conduct - Privacy Policy - Workforce Diversity Policy - Workplace Behaviour Policy - Managing Performance & Disciplinary Policy - Flexible Working Arrangements Policy - Domestic and Family Violence Policy These policies collectively underpin our proactive approach to identifying, managing, and reducing the risks of modern slavery within our business and supply chains.
Supplier Code of Conduct	Samsung C&T holds its suppliers to high standards of ethical conduct, legal compliance, and responsible business practice. To reinforce compliance management and shared responsibility across the supply chain, Samsung C&T has established a Supplier Code of Conduct, which sets out minimum expectations for suppliers. Suppliers are required to comply with applicable laws and regulations, maintain safe and healthy working environments, respect workers' rights and dignity, and conduct business with integrity. The Code supports

	Samsung C&T's broader supplier ESG management framework, including labour and human rights, health and safety, environment, and ethical management. <table> <tr> <td>Human rights and labor</td><td>Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.</td></tr> <tr> <td>Health, safety, and environment</td><td>Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.</td></tr> <tr> <td>Ethical management</td><td>Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.</td></tr> </table> Samsung C&T is committed to partnering with suppliers who share our dedication to ethical practices, human rights, and sustainability, ensuring a responsible and transparent supply chain.	Human rights and labor	Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.	Health, safety, and environment	Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.	Ethical management	Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.
Human rights and labor	Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.						
Health, safety, and environment	Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.						
Ethical management	Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.						
Education and Training	Samsung C&T delivers annual mandatory training programs based on its compliance codes of conduct, internal policies, and related guidelines. These programs support employee awareness of ethical conduct, workplace behaviour, compliance obligations, and respect for human rights. Samsung C&T also provides modern slavery awareness training to help employees and relevant partners identify, understand, and respond to modern slavery risks within operations and supply chains. This training is included as part of the employee induction process and is supported by ongoing compliance training and awareness activities.						

Education	Training Content
Mandatory education	Prevention of sexual harassment, prevention of workplace bullying, improvement of perception towards persons with disabilities.
Diversity & inclusion	Diversity & inclusion - Including training for new employees, Global Leadership Course, Global Appreciation Course, etc.
Modern slavery risk	Modern Slavery which educates employees on: ▪ stories from survivors of modern slavery ▪ key risks surrounding modern slavery ▪ key policies governing our approach to these risks ▪ Internal grievance channel in addition to our whistleblower service
Compliance Training	Deals with various topics of potential compliance risks including lesson learned, CEO message, Quiz, monthly awareness newsletter.

	These comprehensive training initiatives strengthen our organisational commitment to ethical conduct, human rights, and the prevention of modern slavery.
Compliance Reporting System	Samsung C&T Corporation provides multiple reporting channels in Korean and English, accessible to internal and external stakeholders, including employees, for raising concerns relating to compliance, ethics, human rights, and workplace matters. The confidentiality and anonymity of whistleblowers are protected in accordance with applicable laws and company policies. Samsung C&T also operates an Ombudsperson system, which provides employees with a confidential channel to seek advice and raise concerns regarding ethical grievances, internal regulations, and workplace issues. These reporting mechanisms support early identification, escalation, and management of potential compliance and human rights concerns.





Measuring Effectiveness

While our approach to measuring effectiveness has remained broadly consistent with previous reporting periods, Samsung C&T continues to refine and strengthen its processes to assess the impact of its Human Rights Risk Management Framework. During the 2025 reporting period, our focus remained on enhancing supplier evaluations, conducting human rights inspections across relevant business sites and partner companies, and monitoring corrective actions where potential risks or areas for improvement were identified.

These efforts support improved visibility over potential modern slavery risks within our operations and supply chains, including lower-tier supplier relationships, and help assess how suppliers identify, manage, and mitigate such risks. Samsung C&T also continued to prioritise collaboration, training, and awareness-raising initiatives. As part of our continuous improvement approach, we maintain a range of tools and activities to evaluate the effectiveness of our actions to prevent and address modern slavery risks, as outlined below:

Workstream	Controls and measuring effectiveness	
Human Rights Risk Management Process	Samsung C&T’s human rights risk management process forms a critical component of our broader approach to identifying and addressing actual and potential human rights issues across our operations and supply chains. This process incorporates both self-assessments and on-site inspections focused on nine key areas, which are assessed to determine risks and inform targeted improvement measures.	
	Items Subject to Inspection	Key Inspection Contents
	1 Voluntary work	Execution of valid employment contracts, prohibition of forced labour and human trafficking, non-retention of identification documents.
	2 Child labor	Rigorous verification of minimum legal working age during recruitment, ongoing site inspections to ensure compliance.
	3 Legal working hours	Adherence to local laws on overtime and rest periods, including weekly holidays and daily maximum work hours.
	4 Wages and welfare benefits	Assurance of minimum wage compliance, transparent inclusion of wage terms in contracts, and timely payment of benefits.
	5 Humane treatment	Protection of employee rights including maternity leave, prevention of sexual harassment and violence, and provision of severance pay.
	6 Anti-discrimination	Equal pay for equal work and non-discrimination based on gender, race, religion, or employment status in hiring, promotion, or access to training.
	7 Freedom of association	Protection of rights to unionise, collective bargaining, and freedom of assembly.
	8 Education and training	Provision of training opportunities, monitoring of employee welfare indicators such as tenure and access to support programs.
	9 Others	Measures to ensure worker safety in extreme conditions, and proactive monitoring of regional or site-specific human rights concerns.
Where risks are identified through this process, Samsung C&T develops and implements remedial actions, and tailored improvement plans for both our operational sites and supply chain partners. Progress on these corrective actions is actively monitored, and we disclose key activities and achievements through our sustainability reporting and other stakeholder communication channels. This structured and iterative risk management framework supports continuous improvement, prevents recurrence of identified issues, and enhances the overall effectiveness of our human rights due diligence efforts.		

Assessment and management of partner ESG compliance	Samsung C&T Corporation is committed to upholding human rights across its global operations and value chains. To proactively identify and mitigate risks, particularly those related to labour and human rights, Samsung C&T conducts comprehensive ESG risk assessments of its partners. These efforts are guided by the company’s Sustainability Policies for Partners and its Partner Code of Conduct, both of which emphasise the importance of ethical business practices, safe working environments, and respect for human dignity. Our partner ESG risk management process begins with a structured screening framework to identify key suppliers and contractors who may be exposed to elevated ESG risks. This framework evaluates factors such as: ▪ Labour and human rights vulnerabilities (e.g. forced or child labour risks); ▪ Industry-specific risk profiles (e.g. high reliance on low-skilled or migrant labour); ▪ Regional governance and legal conditions; and ▪ The nature and complexity of the goods or services provided. Partners identified as high-risk through this pre-screening process are subject to more detailed ESG assessments. These assessments cover a wide range of human rights indicators, including the presence and adequacy of labour contracts, fair and lawful working conditions, wage practices, working hours, and the prevention of discrimination, forced labour, and child labour. Self-assessment checklists are distributed, and assessments are carried out for both new and existing partners, with results informing contracting and re-engagement decisions. To support continuous improvement, Samsung C&T provides evaluation feedback to partners, recommends targeted corrective actions, and, where necessary, delivers internal training to build partner capacity. These efforts are designed to strengthen ESG management across the value chain and promote shared accountability for upholding human rights standards. Business Site Inspections and Monitoring In addition to partner assessments, Samsung C&T performs annual labour and human rights inspections across its business sites globally. These inspections typically involve document reviews to maximise coverage but may also include on-site evaluations at high-risk or critical sites. External experts are engaged where appropriate to ensure objectivity and to enhance the credibility of findings. Assessment methods include policy reviews, physical inspections, and interviews with on-site stakeholders to identify actual or potential human rights issues. Where risks or deficiencies are identified, Samsung C&T develops tailored mitigation and improvement plans and implements them across the relevant business sites or supplier operations. Ongoing monitoring and tracking ensure that corrective actions are completed and improvements are sustained. The results of these activities are disclosed transparently through sustainability reports and other stakeholder communications, supporting broader accountability and the continuous enhancement of our human rights performance.
Human Rights Inspection for subcontractors	Samsung C&T utilises its Modern Slavery Supplier Questionnaire to identify inherent and potential human rights risks among subcontractors. Based on the outcomes of these assessments, targeted on-site inspections are conducted to further investigate and address any identified risks. Following inspections, we implement mitigation and improvement measures where required and consistently monitor progress to ensure effectiveness.

	To strengthen our internal human rights management, we also undertake periodic human rights impact assessments. The effectiveness of these activities is measured by the number of subcontractors assessed and inspected, the proportion of identified risks, and the percentage of subcontractors with identified risks that have implemented appropriate corrective actions.
Policies and Procedures	Samsung C&T maintains a robust suite of human rights policies designed to prevent and mitigate modern slavery risks throughout our operations and supply chains. The effectiveness of these policies is assessed through multiple channels, including internal audits, site inspections, whistleblower reports, and training participation rates among employees and suppliers. These monitoring activities enable early identification of potential human rights issues and ensure timely remediation. To further enhance the impact of our human rights framework, Samsung C&T is committed to adopting a more data-driven approach by establishing clear key performance indicators (KPIs) aligned with human rights objectives. This includes improved tracking of grievance reports, supplier compliance, and corrective actions taken. Additionally, we continued to implement regular policy reviews in response to evolving legal requirements and industry best practices, alongside increased engagement with stakeholders to ensure our policies remain relevant and effective.
Supplier Code of Conduct	Samsung C&T remains committed to upholding high ethical standards across our supply chain through the enforcement of our Supplier Code of Conduct. To mitigate modern slavery risks, we have continued to utilize a comprehensive Modern Slavery Questionnaire for new suppliers and maintain ongoing monitoring and risk assessments for existing suppliers. This includes integrating modern slavery awareness into our supplier induction process to ensure all partners understand their responsibilities. We have also enhanced our supply chain risk mapping to capture detailed information on external parties engaged, the types of services provided, and the countries outside Australia from which goods and services are sourced. This enables us to identify and address risks more effectively across multiple tiers of our supply chain. To ensure the effectiveness of these measures, Samsung C&T actively seeks feedback from our suppliers regarding the practical application of our policies and contract requirements related to modern slavery. Through this feedback, alongside audit outcomes and ongoing assessments, we continuously refine our approach to ensure that our suppliers fully comprehend and comply with modern slavery obligations, thereby strengthening our collective commitment to human rights, fair treatment, and sustainable development in all regions where we operate.
Education and Training	Samsung C&T understands that training is essential to prevent modern slavery risks. In 2025, we continued to include Modern Slavery awareness training in our induction program for all new employees. This training helps staff understand what modern slavery is, how to spot potential risks, and the steps to take if they have concerns. We also provide ongoing refresher courses and targeted training for existing employees, especially those involved in procurement and supplier management, to keep awareness high and up to date. For our suppliers and contractors, we include modern slavery awareness in their onboarding process and regularly monitor their participation in training. We communicate our expectations clearly and support our partners in understanding their responsibilities to uphold ethical labor standards. These efforts help us work together with our supply chain to reduce the risks of modern slavery and promote fair and safe working conditions.
Compliance Reporting System	The grievance and compliance reporting system at Samsung C&T has proven effective in providing a secure and accessible channel for stakeholders to report concerns related to modern slavery, human rights, and ethical compliance. Its confidentiality protections encourage open and honest communication, enabling timely identification and resolution of potential risks. The system's effectiveness is measured through metrics such as the number and nature of reports received, response times, resolution rates, and feedback from users on the accessibility and trustworthiness of the process. To further enhance effectiveness, Samsung C&T regularly reviews these metrics, conducts awareness campaigns to promote the system, and seeks ongoing feedback to improve user experience and ensure continuous alignment with best practices in grievance mechanisms.

FutureScape 2023-2025

Samsung C&T remains committed to strengthening its Human Rights Risk Management as it progresses through the final year of its 2023–2025 mid-term sustainable management strategy. We continue to review our risk assessment procedures to identify, assess, prevent, and mitigate modern slavery risks within our operations and supply chains. We also continue to assess the effectiveness of our risk management framework and related policies through measurable indicators, monitoring activities, and strategic performance reviews. In line with Samsung C&T Group’s 2023–2025 mid-term plan, we continue to pursue key initiatives including the advancement of human rights objectives, monitoring of relevant KPIs, and implementation of action plans to strengthen modern slavery risk management.

Samsung C&T will continue to conduct due diligence on suppliers and subcontractors prior to engagement, including assessment of labour and human rights risks. We will also continue to incorporate human rights and modern slavery expectations into relevant contractual arrangements with partners, suppliers, and subcontractors. In addition, Samsung C&T will continue to provide targeted modern slavery awareness and compliance training to relevant employees to enhance understanding of modern slavery risks, reporting channels, and obligations under the Modern Slavery Act 2018.

During the 2025 reporting period, Samsung C&T continued to improve operational standards while maintaining the direction of its existing mid-term sustainable management strategy. This included ongoing enhancement of supplier ESG assessment processes, review of assessment scope and criteria, and monitoring of improvement measures where risks or areas for improvement were identified. Samsung C&T Australia continues to operate in alignment with Samsung C&T Group’s ESG strategy and human rights risk management framework to identify, assess, monitor, and mitigate modern slavery risks within its Australian operations and project supply chains.

Key issues	Governance	Strategy	Risk Management	Metrics and Targets
Human Rights Risk Management	Establishment of a company-wide management system for human rights management - Board of Directors/ESG Committee: Deliberation and dissolution of key human rights management goals and operation plan - Management: Establishment of human rights management strategy and plan, performance evaluation and actions taken - Department in charge of ESG at company-wide and segment level: Task performance highlights and goal achievement level monitoring - Segment human rights department: Development and implementation of work for human rights	Implementation and monitoring of mid-term plan (2023-2025) - Selection of human rights and diversity as key areas through analysis on the stakeholder requirements and the company’s operating level - Establishment and operation of human rights risk reduction plan for each segment - Identification of labour and human rights risks through workplace human rights inspections - Establishment of improvement measures and monitoring of corrective actions where risks or areas for improvement are identified	Integrated company-wide risk management - Identification of ‘labour and human rights risk’ as a core risk and establishment of a response system centred on relevant business segment and risk management governance	Inspection rate of human rights for business sites 2023–2024 performance: 100% 2025 target: 100%

Key issues	Governance	Strategy	Risk Management	Metrics and Targets
ESG risk management for partners	Establishment of a Company-wide Management System for Partner ESG Risks - Board of Directors/ESG Committee: Deliberation and resolution of supply chain ESG management plans and activity results - Management: Establishment of supplier ESG management strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Supply chain management in group: Identification and implementation of partner ESG-related tasks	Implementation and monitoring of mid-term plan (2023-2025) - Continued enhancement of partner ESG assessments, including review of inspection scope, assessment criteria, and monitoring processes - Identification and Actions for Addressing Partner ESG Risks - Identification of issues and vulnerable areas by domain (Labor and Human rights, Safety, Environment, Compliance) through partner ESG inspections - Development of actions and monitoring of improvement activities for partners with identified risks	Integrated company-wide risk management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and companywide risk management processes	Partner ESG Assessment Rate 2023–2024 performance: 100% 2025 target: 100%, with continued refinement of inspection scope and assessment criteria
Ethical Corporate Culture	Establishment of a company-wide management system for compliance - Board of Directors/ESG Committee: Deliberation and resolution of compliance operation plan and activity results - Compliance officer: Establishment of compliance strategy and plan, performance evaluation and actions taken - Company-wide compliance team: Compliance inspection/training/voluntary activity implementation and goal achievement level monitoring - Segment compliance department: Implementation of compliance activities	Establishment of compliance code of conduct and guide - Principles provided for the seven areas (integrity, fair trade, anti-corruption, information protection, employment and labour, subcontractors/ win-win cooperation, safety/environment/quality) - Requiring all employees to sign a pledge to ensure compliance Identification of compliance risk and actions taken - Compliance inspection executed and improvements conducted for all business sites every other year - Operation of internal and external reporting system Raising compliance awareness - Common trainings for employees and programs from executive officers - Operation of Compliance Academy		Ethics compliance self-diagnosis score 2023–2024 performance: 100% 2025 target: 100%

Samsung C&T Group continued to strengthen its human rights risk management framework during the reporting period through human rights assessments, monitoring of improvement measures, and corrective action processes where risks or areas for improvement were identified. Samsung C&T Australia operates in alignment with this Group framework and applies relevant human rights risk management principles to its Australian operations and project supply chains. Samsung C&T remains committed to periodic human rights assessments and continuous improvement to support the prevention and mitigation of modern slavery risks.

Ethical Framework

In addressing and acknowledging modern slavery risks, Samsung C&T have the following ethical frameworks in place which govern our operations.

Global Code of Conduct

The Samsung's group code of conduct sets clear expectations with respect to human rights. These policy guidelines are supported by processes for the management of complaints and grievances including Whistle-blower hotline; Pursuit of co-prosperity (where community, employees, country and humanity can prosper together); and Fair competition (complying with the laws and ethical standards of the countries and communities). Samsung discloses its Global Code of Conduct ('Samsung Business Principles') to suppliers, customers, and other external stakeholders as well as to our employees through our ethics management website and provides a channel to report on any violation of ethical standards

Global Core Values

As a member of the global Samsung Group, Samsung C&T is guided by Samsung's core values are

- People
- Excellence
- Change
- Integrity
- Co-prosperity

These core values, in conjunction with a rigorous code of conduct, are the cornerstone for the business decisions that we make.



Consultation

During the reporting period, Samsung C&T engaged in ongoing consultations with Samsung C&T Engineering and Construction in Korea. We reviewed the reporting requirements under the Act shared information on the actions we plan to undertake to meet these obligations. This statement has been prepared in collaboration with our Board of Directors, reflecting our commitment to eradicate modern slavery risks across our entire operations and supply chains.

Principal Governing Body Approval

This Modern Slavery Statement was approved by the Board of Samsung C&T Corporation Australia Branch in their capacity the principal governing body of

Samsung C&T Corporation

as defined by the *Modern Slavery Act 2018* (Cth) ("the Act") on

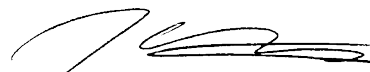
30 June 2026

Signature of Responsible Member

This Modern Slavery Statement for Samsung C&T Corporation is approved and signed by a responsible member of

Mr Hyunjung (Scott) Choi

in his role as the Managing Director of Samsung C&T Corporation Australia Branch on behalf of the Board. as defined by the Act:



This Modern Slavery Statement is signed on

30 June 2026

Appendix A Mandatory Criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act

Mandatory Reporting Criterion	Page number/s
a) Identify the reporting entity	2, 3
b) Describe the reporting entity's structure, operations and supply chains.	3, 6-7
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	8-10
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	10-15
e) Describe how the reporting entity assesses the effectiveness of these actions.	16-18
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	22
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	4, 5, 19-21

OUR IMPACT

By working together to create harmony, we are ensuring a brighter future for the world and everyone in it.

Samsung C&T's Engineering & Construction Group is committed to fulfilling all its environmental and social responsibilities and to executing projects with the client's best interests in mind. We will continue to leverage our growing resources, expertise, and experience to make the world a better and more abundant place and help the human race reach new heights.

The Samsung logo, consisting of the word "SAMSUNG" in white capital letters inside a blue oval, is positioned in the bottom left corner of the image.

SAMSUNG

SAMSUNG C&T