

LANDIS+GYR AUSTRALIA JOINT MODERN SLAVERY STATEMENT 2025

Introduction and scope

This Joint Modern Slavery Statement is made by Landis & Gyr Pty Ltd (ACN 002 894 224) in accordance with the Modern Slavery Act 2018 (Cth) (Australia) and applies to the operations of Landis & Gyr Holdings Pty Ltd (ACN 098 539587) and Landis & Gyr Pty Ltd (ACN 002 894 224) (together, **Landis+Gyr Australia, our, we**) during our financial year 1 April 2024 to 31 March 2025.

In this statement, Landis+Gyr Australia outlines its processes for assessing, preventing, and addressing modern slavery risks in its business operations and supply chains.

In preparing this statement, Landis+Gyr Australia has consulted with key business leaders across the Landis+Gyr Group supply chain teams, procurement teams, operations and human resources teams, compliance and legal teams, the Asia Pacific business teams, and the Board of Directors of each of the two reporting entities.

Landis+Gyr Group

Landis+Gyr Australia is part of the Landis+Gyr Group, which is headquartered in Switzerland. Our ultimate parent company, Landis+Gyr Group AG (SIX: LAND), together with its subsidiary and affiliate businesses, (**Landis+Gyr Group**) employs approximately 7000 employees worldwide, and has a presence in over 30 countries and across five continents, with the mission of helping the world manage energy better.

The Landis+Gyr Group is a leading global provider of integrated energy management solutions for the utility sector. Offering one of the broadest portfolios, the Landis+Gyr Group delivers innovative and flexible solutions to help utilities solve their complex challenges in Smart Metering, Grid Edge Intelligence and Smart Infrastructure.

The Landis+Gyr Group designs, manufactures, and supplies a broad portfolio of products for the energy industry, including smart meters for electricity, heat, gas, and water, together with energy management solutions such as demand side management solutions, advanced sensing and automation tools, EV hardware and software charging solutions, cybersecurity solutions and data analytics.

Landis+Gyr Australia's products and services help drive positive and sustainable environmental outcomes, by enabling better energy infrastructure management, which in turn improves energy efficiency, energy conservation and decarbonisation.

The Landis+Gyr Group operates to high standards of ethical conduct, and environmental, social and corporate governance (ESG). Its leaders, managers, and employees also are expected to conduct themselves with the highest level of ethics and integrity by complying with our Code of Business Ethics and Conduct, Company policies, Company rules and by reporting any misconducts.

Organisational Structure and Operations

Landis+Gyr Australia is led by Mr. David Maclean, the Senior Vice President for Landis+Gyr Asia Pacific 1st April 2024, reporting to the CEO, Peter Mainz of the Landis+Gyr Group. Effective Landis+Gyr Australia

employed 139 employees in Australia, with a further 29 working in New Zealand, 142 working in China, 903 working in India, 10 working in Hong Kong and 2 employees working in Singapore.

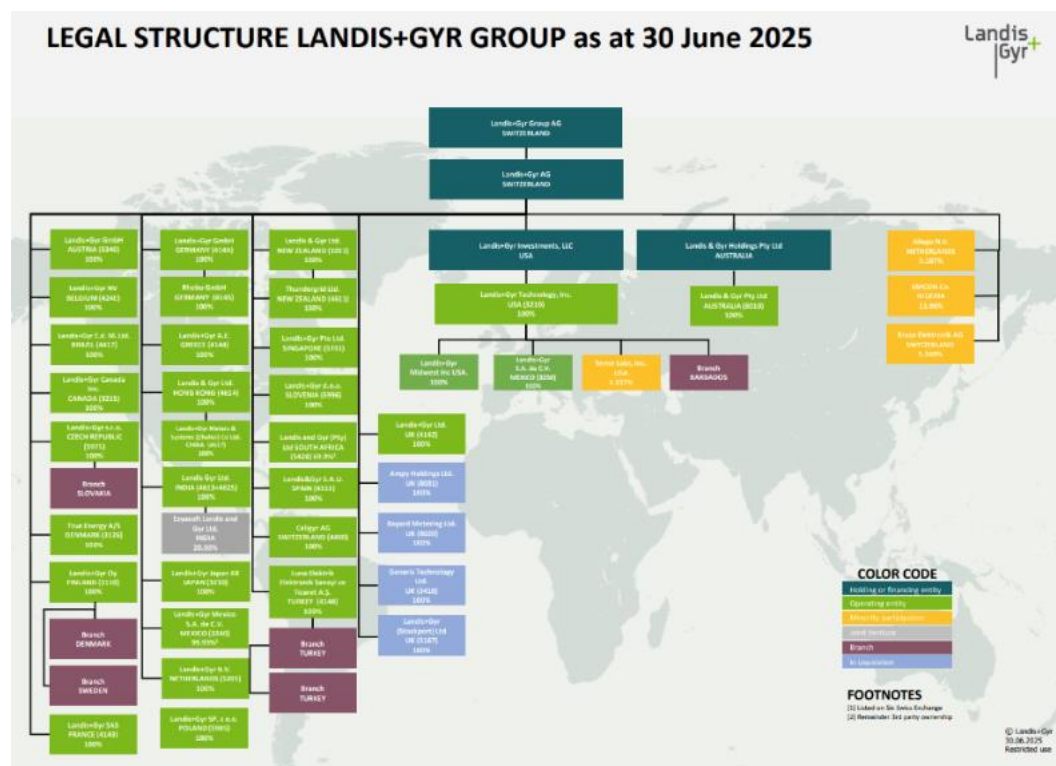
The Landis+Gyr Australia operations include manufacturing, supply chain management, research and development (**R&D**), product and service management together with sales and after-sales support.

The core products and services supplied by Landis+Gyr Australia to its customers include gas, electricity and water metering products, demand side management tools, software, energy management solutions and related support services.

Landis+Gyr Australia operate from four locations across Australia including Brisbane, Sydney, Perth, and Melbourne. Landis+Gyr Australia's head office is located in Sydney, together with its R&D centre, where its team of engineers work on the hardware design and testing of electricity meters, and software solutions for multi-utilities including electricity, gas and water. Landis+Gyr Australia's main manufacturing facilities are located in Melbourne, where its employees carry out assembly, testing, calibration, configuration and certification work for a suite of Landis+Gyr water, gas and electricity meters.

Landis+Gyr Australia operations are certified to the following ISO standards: ISO9001 ("Quality Certification"), ISO45001 ("OH&S Management system"), ISO14001 ("Environmental"), ISO17025 ("Testing and calibration laboratories", in the context of our Zhuhai, China and Laverton, Melbourne entities) and recently ISO22301 ("Business continuity").

Below is an organisational chart detailing where Landis+Gyr Australia sits within the global organisational structure. As noted above, Landis & Gyr Pty Ltd Australia is a subsidiary of Landis & Gyr Holdings Pty Ltd Australia which is in turn a subsidiary of Landis+Gyr AG Switzerland with the ultimate parent company being Landis+ Gyr Group AG (Switzerland).



Supply Chains

Landis+Gyr Australia's supply chains are diverse, consisting of a mixture of components, sub-assemblies, metering components, and finished goods, relating to our gas, electricity and water meter products and solutions.

Landis+Gyr Australia sources most of its direct materials (such as component parts and sub-assemblies) from suppliers in China, Vietnam, Europe, and the USA. Landis+Gyr Australia also sources various products and services from within the Landis+Gyr Group, for example IT software and solutions from Landis+Gyr Australia affiliates in the USA and India, and various meter products and sub-assemblies manufactured by our affiliates in Germany and China. Landis+Gyr Australia supply chains also include the provision of office services and supplies, such as cleaning and IT equipment.

Landis+Gyr Australia suppliers are selected in accordance with a supplier selection process with compliance requirements being formally reviewed as the final post-tender selection step.

Landis+Gyr Australia expects its suppliers to commit to, and implement, business practices will full respect to the environment, human rights, health, safety, fair working conditions and ethical business standards. The Landis+Gyr ESG Supplier Due Diligence Compliance Board (made up of members from Global Procurement, Global Quality, along with the Chief Compliance Officer) oversees all third-party relationship management.

For all identified suppliers, there is a three-step onboarding and / or business continuity process.

Step 1 - Supplier Risk Assessment Process

The process starts with a third-party risk assessment provider (EthiXbase 360). This third-party partner provides a risk management platform to review anti-bribery & corruption, human rights (including modern slavery), sanctions, enforcements and watchlists, as well as environmental and ESG risk management criteria for all suppliers, and creates a "Supplier Risk Assessment".

If the Supplier Risk Assessment is negative (i.e., unacceptable), the supplier is advised that Landis+Gyr will not engage in any business with them. If the Supplier Risk Assessment is positive, the supplier onboarding moves into the second stage of the onboarding process.

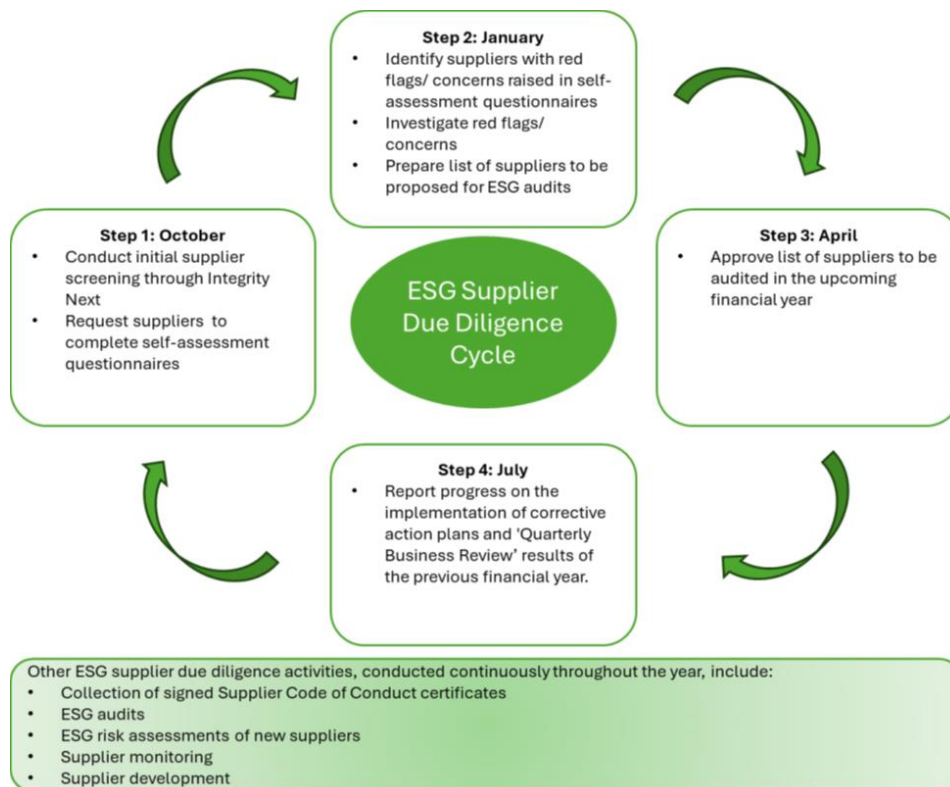
Step 2 - Ratification of the Landis+Gyr Supplier Code of Business Conduct & Green Procurement Annexe Policy

The second step of the process is when the ESG supplier due diligence compliance board forwards the Landis+Gyr Supplier Code of Business Conduct & Green Procurement Annexe policy to the supplier for signatory acceptance. This document is based on the RBA (Responsible Business Alliance) Code of Conduct, but also includes further clauses specifically related to data privacy and cyber security. The supplier is required to sign acknowledgment and adherence to the content, and return this to the Compliance Board.

A final review is conducted; the signatures are checked (notably in terms of signatory authority of the supplier), and a final decision is shared with the business based on an appreciation of all materials.

Step 3 - Supplier Screening and Self-Assessment Questionnaire

Upon successfully fulfilling the ESG onboarding requirements, new suppliers will transition into the ongoing ESG Supplier Due Diligence cycle, as outlined below.



To further assess risks within the Landis+Gyr supply chain efficiently all active suppliers are screened using the “IntegrityNext” platform.

This initial screening process measures the risk exposure of a supplier based on their geographic location and industry. This step helps Landis+Gyr to identify and prioritize suppliers needing closer examination in the later stages of the ESG due diligence process, supporting the correct focus for active efforts, where they are most needed.

Local procurement teams, led by the Global Procurement function, are responsible for entering basic data on all active Tier-1 (i.e.: direct) suppliers, as well as for keeping this information current in the system. They are also responsible for inviting suppliers to complete the following evidence-based self-assessments within the platform:

1. Environmental Protection
2. Human Rights & Labor
3. Anti-bribery & Anti-corruption
4. Health & Safety
5. Supply Chain Responsibility
6. Cyber Security
7. Data Protection (GDPR)
8. RoHS
9. REACH
10. Conflict Minerals
11. Carbon Footprint

The product environmental compliance and supplier development teams collaborate to verify that suppliers have completed all required self-assessment questionnaires, following up as needed if any information is incomplete or requires clarification.

As the primary contacts for supplier relationships, global procurement and local procurement will offer the support needed to reach out to suppliers and to ensure that they submit the requested information in a timely and complete manner. The ESG team provides expertise to evaluate suppliers' responses as necessary, and the compliance / human rights officer will provide expertise to evaluate suppliers' responses related to these areas.

After completing the data collection and follow-up phase, the product environmental compliance team will compile a list of suppliers with red flags or unresolved issues. This list will be presented to the ESG supplier due diligence committee to determine which suppliers should proceed to the next stage of our ESG Supplier Due Diligence process (ESG Audits).

The next step in the Landis+Gyr ESG supplier due diligence process involves conducting ESG audits on the suppliers identified in the final supplier audit list approved by the ESG supplier due diligence committee. The list is based on the outcome of the supplier ESG risk assessment.

Recognizing the dynamic nature of business, the decision on the number of audits and the selection of suppliers for inclusion in the annual ESG audit plan will consider the availability of internal resources and specific business needs. Priority shall be placed on suppliers with the highest risk assessment following the combined due diligence initiatives, and those exerting the greatest impact on our supply chain.

The ESG Audit Plan is approved by the ESG supplier due diligence committee once per year. Modifications to this plan require approval from this committee.

Audit Methodology

ESG audits are aimed at verifying supplier compliance with the requirements established in Landis+Gyr's Supplier Code of Conduct. Additional focus is placed on the risk areas identified in the self-assessment questionnaire stage (as outlined in step 3 above), as well as on the areas of improvement highlighted in the Landis+Gyr's Supplier Code of Conduct AI review, in the event the supplier has refused to sign Landis+Gyr's Supplier Code of Conduct and submitted its own Code of Conduct instead.

The Landis+Gyr quality team is responsible for conducting supplier technical and ESG audits, which cover key areas including human rights (including modern slavery); ethics; health and safety and management systems. This allows for a detailed understanding of the supplier's ESG performance and facilitates the development of tailored corrective action plans, whenever needed.

Upon completing an audit, Landis+Gyr's quality team summarizes the findings in a report, and provides the ESG due diligence committee with formal feedback on the audits conducted. Any non-conformities identified during the ESG audits are escalated to the ESG supplier due diligence committee, which determines the necessary actions.

The Landis+Gyr supplier development function is responsible for ensuring that audited suppliers with ESG audit scores below 75% submit corrective action plans that address Landis+Gyr's concerns as summarized in the findings report and must provide the ESG Supplier Due Diligence Committee with regular updates on the implementation progress of such corrective action plans. In addition to monitoring and addressing corrective action follow up statuses, the Landis+Gyr supplier development function may also recommend additional measures, such as launching targeted training with the supplier.

The Landis+Gyr supplier development function is also responsible for conducting quarterly business reviews (QBR) with Landis+Gyr's suppliers. This process is aimed at evaluating suppliers against a set of

key performance indicator (KPI) criteria, including human rights and ESG evaluation results, to ensure that suppliers are on track not just for quality and performance KPIs but also for the timely implementation of any identified ESG related measures. In the event a supplier does not meet the minimum performance threshold established by the QBR evaluation process, then an action plan will be defined to address the specific areas of concern.

All suppliers are continuously monitored using the formal third-party due diligence platform, as well as reviewing public information, including news and social media channels, to capture any information that may indicate supplier ESG risks. Any identified red flags will be promptly escalated to the ESG Supplier Due Diligence Committee. The committee is responsible for evaluating the flagged issues and determining the appropriate next steps.

Any relevant information and outcomes from this monitoring process are added to the supplier's file. This ensures that the ongoing monitoring activities are integrated into the overall assessment and management of supplier ESG risks, thereby maintaining the integrity and sustainability of the Landis+Gyr supply chain.

Risks of Modern Slavery

Landis+Gyr Australia recognises the significant global challenge associated with modern slavery and the inherent risks of modern slavery in supply chains.

Landis+Gyr Australia's internal processes and procedures in running Supplier Due Diligence are based on the RBA and reference the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, and various ISO standards.

Based on internal processes and procedures, ongoing supplier due diligence and risk assessments based on its risk methodology, as well as other factors such as geographic, sector and product specific factors, Landis+Gyr has identified the risk of Modern Slavery across Asia Pacific business, including Australia, as low.

Policies and Procedures to Identify and Manage Modern Slavery Risks

Landis+Gyr Group Employee Code of Business Ethics and Conduct

The Landis+Gyr Group Employee Code of Business Ethics and Conduct is a cornerstone document within the business. It guides the Landis+Gyr internal employment processes and helps to ensure fair work standards for all employees. The code applies to all employees and workers across the 30+ countries in which the Landis+Gyr Group operates. The code determines that:

- ✓ employees are free to choose their employment and are not forced into any involuntary labour,
- ✓ employees have freedom of association and freedom to join trade unions,
- ✓ employees receive wages and benefits in compliance with local labour law requirements,
- ✓ there is no unlawful harassment or workplace discrimination,
- ✓ there is no harsh or inhumane treatment within the workplace, and
- ✓ we never use child labour in any operations or at any stage of the manufacturing process.

The Landis+Gyr Group has implemented detailed policies such as Landis+Gyr Supplier Code of Business Ethics and Conduct; a copy of the policy Code may be viewed at:

[Landis+Gyr Supplier Code of Business Ethics and Conduct](#)

Furthermore, a dedicated Agent, Distributor & Reseller Code of Business Ethics and Conduct has been created to suit the due diligence process required for these specific partners; a copy of the policy Code may be viewed at:

[Landis+Gyr Agent, Distributor & Reseller Code of Business Ethics and Conduct](#)

Corporate Social Responsibility Directive

This Directive defines the commitment by Landis+Gyr Group's senior management to manage ESG in accordance with industry best practices. The Directive addresses corporate governance, business conduct, employment practices, health and safety, environmental practices, and supplier management.

UN Global Compact and UN Declaration of Human Rights and ILO Declaration of Fundamental Rights at Work.

The Landis+Gyr Group joined the UN Global Compact in 2019. The Landis+Gyr fair labour standards are aligned with the global standards and guidelines set out by the UN Global Compact, as well as those set out by the United Nations Universal Declaration of Human Rights, and the Declaration on the Fundamental Principles and Rights at Work of the International Labor Organization (ILO).

Landis+Gyr Group Speak Up and Whistle Blowers Policies

The Landis+Gyr Group encourages all its employees, customers, suppliers, and other business partners to report any concerns they may have in relation to the Landis+Gyr business activities, or its supply chains, including any risks associated with slavery or human trafficking via its 'SpeakUp' system. Employees, customers, suppliers, or others who have concerns can use our confidential SpeakUp helpline or submit their complaint by contacting a third-party ombudsperson. In addition, the Australian Whistleblower Policy ensures that employees, suppliers, and business partners can raise concerns, anonymously if they wish, about any misconduct or improper state of affairs within the Landis+Gyr organisation.

The Landis+Gyr Group's SpeakUp system is an external independently managed resource open to external partners, including employees of its supplier network, in the event that any concerns related to business practices of its third-party partners need to be reported or investigated.

Employment Equity Discrimination Harassment and Bullying Policy

As detailed in Landis+Gyr Group's Code of Business Ethics and Conduct, Landis+Gyr Group is committed to providing a safe and healthy working environment for its workers, ensuring they feel valued and respected. This policy is designed to prevent discrimination, harassment, bullying and victimisation and enable workers to carry out their work in a safe environment.

Occupational Health and Safety Policies

Landis+Gyr Group's workplace health and safety policies help ensure that its business complies with its legal obligations under relevant workplace health and safety legislation, and proactively seeks to reduce the risk of workplace accidents.

Supplier Audit Programme

The Landis+Gyr Group supplier quality and procurement teams conduct detailed onsite audits of many of its tier-one suppliers on an annual basis, following a risk-based approach. Its supplier audit programme is rigorous, and aligned with the Responsible Business Alliance (RBA) code of conduct requirements, which addresses and seeks to minimise the risks of modern slavery and human trafficking. Landis+Gyr internal auditors have received training on the RBA code of conduct requirements.

During this reporting year, Landis+Gyr Group was able to perform key supplier audits on site at over 50 supplier locations. There were zero non-conformances identified related to modern slavery as an outcome of these audits.

Green Procurement Requirements

Landis+Gyr Group actively strives to prevent the use of Conflict Minerals within our products and requires that its suppliers and partners share this objective. Landis+Gyr Group has adopted the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Suppliers are requested to design and implement a system for the thorough management of those materials, components and processes which may have negative environmental impact. A special focus lies on chemical substances in products, including the following actions:

- ✓ Establishment of a design approach to pursue resource sustainability (green design), for example: reduce material usage, design assemblies to be easily disassembled at end of life to maximise recyclability.
- ✓ Establishment of a system for identification and management of hazardous chemical substances in products.
- ✓ Procurement of parts, components, and materials with minimal environmental impacts, including a reduction in the use of hazardous chemical substances.

Landis+Gyr Group collects supplier declarations regarding compliance with our Conflict Minerals requirements, in accordance with a pre-defined plan as set out in the Green Procurement Annex to the Supplier Code of Conduct.

Employee Training Plan

In fiscal year 2025/6, Landis+Gyr Group will continue to conduct mandatory modern slavery training programs for management, human resources, procurement, and supply chain personnel located in Australia and across Asia Pacific. The training scope includes: (i) modern slavery risk identification, assessment, mitigation, and management; (ii) tools and processes used by Landis+Gyr Group to identify and mitigate modern slavery risks; and (iii) reporting and legal requirements under the Modern Slavery Act. The training serves to raise awareness of Modern Slavery risks and the various internal tools and processes utilized by Landis+Gyr Group to identify, mitigate and manage modern slavery risks in its supply chains and operations.

In addition, Landis+Gyr Group office-based employees are required to undertake annual mandatory Code of Business Ethics and Conduct training, which for the fiscal year 2024-2025 was completed in March 2025, and will be next introduced in October 2025.

Supplier Training Plan

As part of the ongoing supplier due diligence, we use an external provider to create training content related to the Supplier Code of Business Ethics and Conduct. Using an external LMS (Learning Management System) platform, this training is sent to all supplier partners on an annual basis; participation and completion rates are tracked, and suppliers who have not completed the training are contacted by our procurement and account management employees.

Assessing the Effectiveness of Actions Taken

Landis+Gyr continuously monitors the effectiveness of its efforts to address the risk of modern slavery in our business and supply chains. This includes:

- ✓ Recording employee training completion and following up with each individual employee where necessary to ensure full completion of obligatory training related to the Landis+Gyr Code of Business Ethics and Conduct;
- ✓ Recording supplier training completion and following up with each supplier to ensure adherence to the Supplier Code of Conduct;
- ✓ Raising awareness of modern slavery risks throughout the Landis+Gyr internal and external supply chain through associated facilitated workshops with employees on an annual basis;
- ✓ Internal audit monitoring of all 3rd party agreements (suppliers, distributors, agents) to ensure that contracts include provisions requiring adherence to the Landis+Gyr Code of Business Ethics and Conduct or their equivalent; as well as agreement to undertake associated training on an annual basis;
- ✓ Monitoring the above adherence through a weekly Compliance Board, where all new 3rd party supplier partnership proposals are reviewed (on a global basis), including the acceptance of the Landis+Gyr Supplier Code of Conduct, or a control of 3rd party equivalents; 3rd parties unwilling to agree to these terms are formally advised that we cannot conduct business with them;
- ✓ Reporting via the Landis+Gyr Ethics Committee and comprehensive documentation of all actual or alleged non-compliance incidents reported to the Company (either internally or by external third parties). Investigation is undertaken through trained compliance and audit professionals;
- ✓ Post-incident lessons learnt reviews are conducted with observations of continued process and policy improvement or training opportunities disseminated as part of Landis+Gyr's commitment to the continuous improvement of its ethics culture.

Approval

This statement was approved by principal governing body (being the board of directors) of each of the two reporting entities, namely Landis & Gyr Holdings Pty Ltd, and Landis & Gyr Pty Ltd. The board of directors of these 2 reporting entities approved this statement on 18 September 2025.

Signed by the following Responsible Members of the three reporting entities:



David Maclean

Position: Senior Vice President and Director and of Landis & Gyr Holdings Pty Ltd, and Landis & Gyr Pty Ltd

Date: 18 September 2025



Johannes Godefridus Rijnsemus

Position: Director of Landis & Gyr Holdings Pty Ltd, and Landis & Gyr Pty Ltd

Chief Finance Officer Asia Pacific, Landis+Gyr

Date: 18 September 2025