

MODERN SLAVERY

ST Engineering Urban Solutions Ltd

(ARBN 637 105 465)

Full Year 2025



MODERN SLAVERY STATEMENT

ST Engineering Urban Solutions Ltd (ARBN 637 105 465) is part of Singapore Technologies Engineering Ltd. (the “Group”): a global technology, defence, and engineering group known for excellence and innovative solutions. The ST Engineering Group has a diverse portfolio of businesses in aerospace, smart cities, defence, and public security and is a publicly listed company on the Singapore Stock Exchange.

Recognising the importance of human rights and modern slavery, the Group released its Human Rights Framework in December 2025.

ST Engineering Urban Solutions Ltd. (Urban Solutions) is incorporated in Singapore and registered as a Foreign Company (Overseas) in Australia. The Urban Solutions mission is to transform cities with rail and road transportation products and enhance digital connectivity with resilient and sustainable solutions for growing population centres.

Urban Solutions is dedicated to delivering what their partners and customers require, making a positive impact on societies worldwide. Their global network of subsidiaries and regional branches spans Asia, the Middle East and North America.

Urban Solutions prepares this statement as a reporting entity for the purposes of the Modern Slavery Act 2018 (Cth) and covers the period between January 2025 and December 2025 and is aligned with the financial year reporting of the Group.



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INTRODUCTION

This statement has been prepared in accordance with the reporting requirements of Australia's Modern Slavery Act 2018 (Cth) and associated guidelines. This report details the steps taken by ST Engineering Urban Solutions Ltd. during the calendar year ending 31 December 2025 to evaluate and address the risk of modern slavery occurring in its operations and supply chains.

As a subsidiary of the Group, Urban Solutions operates in accordance with ST Engineering Group's strategic and corporate policies. These policies direct Urban Solutions' approach to evaluating and addressing modern slavery risks.

The Group has affirmed support for all 17 UN Sustainable Development Goals (UN SDGs). One of the UN SDGs that the Group correlates strongly with is number 8 for decent work and economic growth and covers the area of human rights and modern slavery.

More information on the Group's approach as a responsible global citizen may be found in its Sustainability Report*

The Group is committed to protecting human rights and adhering to all labour laws and regulations where it operates. The Group's subsidiaries provide safe and healthy work conditions and are committed to upholding the dignity of the individual. The Group has zero tolerance for unethical labour practices such as child labour, forced labour, slavery and human trafficking in any of its operations. The Group also prohibits discrimination and harassment in its workplaces, supports the right to freedom of association, and encourages effective communication and consultation with its employees. These elements are underpinned in the Group's Human Rights Framework#



* <https://www.stengg.com/en/sustainability/sustainability-reports>

<https://www.stengg.com/getmedia/6c653dc8-7527-4483-b068-329f9e432284/ST-Engineering-Group-Human-Rights-Framework-Dec-2025.pdf>



STRUCTURE AND OPERATIONS

STRUCTURE

Urban Solutions is a wholly-owned subsidiary of ST Engineering IHQ Pte. Ltd, and part of the Group under the Smart City and Digital Solutions business area. Urban Solutions was incorporated in Singapore in 1969 and has expanded into different regions and territories over the years. In 2019 Urban Solutions registered in Australia as a Foreign Company (Overseas) and nominated an Australian business address.

OPERATIONS

Urban Solutions is a global technology and engineering company focusing on smart city products and solutions. Its portfolio covers smart mobility (including rail and road Intelligent Transportation Systems and digital connectivity solutions such as mobility payments), smart utilities and infrastructure solutions. Urban Solutions aims to transform and future-proof urban centres to make them more resilient, secure and liveable for communities.

Urban Solutions has implemented projects in over 150 cities globally and employs approximately 2,200 employees. Asia Pacific and the Middle East regions remain the key markets for Urban Solutions with 62% of the staff based in Singapore, 28% in the rest of Asia Pacific and the remaining 10% in the rest of the world.

Urban Solutions conducts its operations around the world through both subsidiaries and unincorporated regional branches. The list of subsidiaries at the end of 2025 include:



CANADA
Canada Branch Office



BRAZIL
ST Engineering
(Latin America) Ltda.

Urban Solutions also conducts operations directly around the globe using regional offices registered in key markets. Urban Solutions operates through these regional branches in locations including:

- United Arab Emirates (Abu Dhabi & Dubai)
- Australia
- Qatar
- India
- Canada

Subsidiary	Country of incorporation	Effective Equity % (2025)
ST Engineering Infa Systems Limited	People's Republic of China	100
ST Engineering (Wuxi) Co., Ltd.	People's Republic of China	100
SEEL Electronic & Engineering Sdn Bhd	Malaysia	100
ST Engineering (Shanghai) Co., Ltd.	People's Republic of China	100
ST Engineering (Taiwan) Ltd.	Taiwan	100
ST Engineering Urban Solutions (Thailand) Ltd.	Thailand	100
ST Engineering (Latin America) Ltda.	Brazil	100
ST Engineering Saudi Limited	Saudi Arabia	95
ST Engineering Mobility Services Pte. Ltd.	Singapore	100
ST Engineering URS Partnership Co. Ltd.	Singapore	100
STA Inspection Pte. Ltd.	Singapore	100
ST Engineering InnoSparks Pte. Ltd.	Singapore	100
ST Engineering Autonomous Solutions Pte. Ltd.	Singapore	100
TransCore Asia Pte. Ltd.	Singapore	100



ST ENGINEERING URBAN SOLUTIONS GLOBAL PRESENCE

SUPPLY CHAINS

Urban Solutions has extensive and diverse supply chains for both goods and services. These supply chains support Urban Solutions' manufacturing, systems integration, operations and services offerings in the transportation and smart city domains.

Asia is a key market for Urban Solutions supply chains as well as its operations with over 90% of the expenditure to Suppliers in the Asia Pacific region.

MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAINS

In 2025, the Group conducted a review of 10 material factors to re-assess the key sustainability-related impacts, risks and opportunities. The 10 material factors are spread across 4 pillars of sustainability and encompass economic, environmental, social and governance. Through the assessment, the impact and financial materiality scores were assigned to each impact, risk and opportunity to identify the most significant area which would be monitored closely.



Having sustainable and resilient supply chain is important to the Group especially amidst geopolitical issues and uncertainties. Consequently, in 2025 the Group established a Supply Chain Resilience Framework in identifying key risks and to develop mitigation strategies.

One of the elements within the Supply Chain Resilience Framework is the commitment to upholding human rights (including Modern Slavery) across the supply chain and ensure ethical sourcing practices. To expand the commitment upstream to the Group's suppliers, the Supplier Code of Conduct[^] was updated on the Group's website.

With a dynamic and global business environment and projects around the world, Urban Solutions has adopted various sourcing strategies including the use of weighted criteria for tender contracts. This allows suppliers to be assessed fairly across various parameters including technical, commercial, environmental, sustainability and governance including human rights. Urban Solutions expectations are communicated to suppliers through the Supplier Code of Conduct not just at on-boarding but are also referenced within the purchase terms and conditions and contracts for continuous adherence of the Code.

[^] <https://www.stengg.com/en/sustainability/policies-and-frameworks>

RISK MITIGATION ACTIONS

All suppliers undergo a centralised Group's screening process prior to onboarding to a central supplier management system. The screening process covers financial crimes, sanctions and regulatory law violations as well as ESG violations.

ST Engineering is committed to upholding human rights across our supply chain and ensure ethical sourcing practices. In 2025, the Group initiated assessments to identify and address risks in our supply chain. The Group engaged an external consultant to conduct a human rights assessment on identified high risk suppliers through a questionnaire.

From the assessment, Urban Solutions identified six suppliers. Confirmatory checks were performed on these suppliers to ensure no modern slavery issues.

In addition, a new supply chain risk monitoring application was also implemented to allow continuous identification and monitoring of all critical suppliers and their risk profiles.

ASSESSING THE EFFECTIVENESS OF THE RISK MITIGATING ACTIONS

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CONSULTATION PROCESS

The policies and practices of ST Engineering Group, including internal compliance, consultation and reporting requirements, apply throughout all subsidiaries of ST Engineering Group. This includes both the subsidiaries and the unincorporated regional branches of ST Engineering URS. This statement has been produced in compliance with these internal consultation and reporting requirements.

Consultation processes between the Group, Urban Solutions and Urban Solutions subsidiaries are informed by the centralisation of probity and auditing functions in ST Engineering IHQ Pte. Ltd. Generally, consultation in relation to compliance and governance matters takes place as part of the reporting compliance processes and standards applied throughout the ST Engineering Group.

AUTHORISATION BY PRINCIPAL GOVERNING BODY

This statement is approved by the principal governing body of Urban Solutions, being the board of directors of ST Engineering Urban Solutions Ltd., on 15th May 2026.



Gareth Tang

President,
ST Engineering Urban Solutions Ltd.
Singapore, 15 May 2026



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