



WABTEC'S 2024 AUSTRALIAN MODERN SLAVERY STATEMENT

Wabtec is committed to combatting the risk of modern slavery and human trafficking in our business and supply chain. Our approach to human rights, including modern slavery and human trafficking, forms part of Wabtec's commitment to conducting business in a way that is sustainable for our employees, customers, and the communities in which they work and live.



Wabtec's Australian Modern Slavery Statement for the Financial Year Ending December 31, 2024

As the world's foremost rail technology company, and drawing on over 150 years of experience, Wabtec is leading the way in creating a more sustainable freight and passenger transportation network. Wabtec and its subsidiaries provide products and services through two principal business segments: Freight and Transit.

Freight accounts for approximately 72% of Wabtec's portfolio and our freight solutions help customers deliver goods and services with greater speed and greater savings. Freight rail is part of an integrated, efficient, and cost-effective network fueling the world's economy.

Transit accounts for approximately 28% of Wabtec's portfolio. At Wabtec, we provide products and services to virtually every major rail transit system around the world, supplying an integrated series of brakes, doors, and components for commuter and metro cars, as well as buses, that deliver safety, efficiency, and passenger comfort. We offer an extensive array of products, from pneumatic, electronic, and hydraulic brake equipment to HVAC and sanitation systems. Each of our products draws on our deep experience tailoring components to meet the specific needs of our customers and is manufactured using the latest technologies.

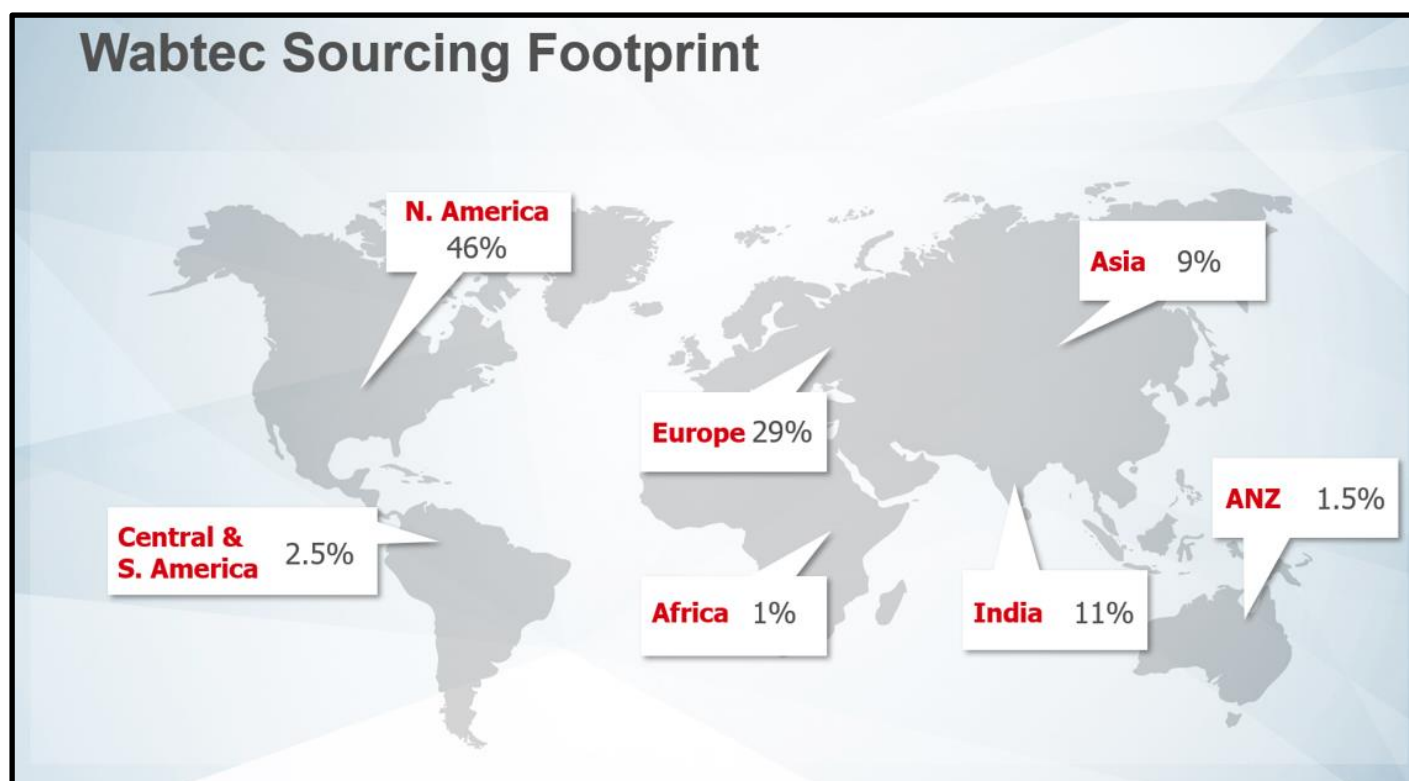
In our 2024 Australian Modern Slavery Statement (the "Statement"), we share our progress in building a robust supply chain that upholds Wabtec's sustainability and human rights commitments. This Statement is submitted on behalf of Evand Pty Ltd, a wholly-owned subsidiary of Wabtec Corporation, and all of Evand Pty Ltd's subsidiaries subject to the *Modern Slavery Act 2018* (Cth) ("Australia MSA"), which requires qualifying businesses to disclose the steps they are taking to ensure that slavery, forced labor, child labor, and/or human trafficking are not taking place in their supply chains or any other part of their operations. For a summary of our positive impact, see "Empowering People & Communities" in our 2024 [Sustainability Metrics Report](#).

This Statement provides information required for these disclosures and provides guidance to other stakeholders of Wabtec Corporation, its subsidiaries, and affiliates. Unless otherwise specified, references to "Wabtec," "we," "us," "Company," or "our" refer to Wabtec Corporation, subsidiaries, and affiliates.

Wabtec Corporation Company Overview

Headquartered at 30 Isabella Street, Pittsburgh, PA 15212, and with offices and facilities in over 50 countries, [Wabtec Corporation](#) (NYSE: WAB) is a global company committed to leading the way in creating a more sustainable freight and passenger transportation network. With 2024 marking Wabtec's 155th anniversary, and roots that trace back to its founding triumvirate of George Westinghouse, Thomas Edison, and Louis Faiveley, Wabtec has always built technologies and implemented solutions for a variety of sectors that are critical to meeting the needs of customers and governments alike. And because operational excellence and sustainability are among our priorities, we also conduct business in a way that is sustainable for our employees, customers, and the communities in which they work and live. This includes helping customers save approximately \$1.3 billion in fuel and reducing approximately 3.8 million metric tons of CO2 emissions to date, with innovations such as the Evolution Series Tier 4 Engine, Trip Optimizer—an energy management and smart cruise control system for trains—and developing the world's first heavy-haul, 100% battery electric locomotive, the FLXdrive. Wabtec employs over 29,000 people worldwide. To learn more about Wabtec's commitment to sustainability and for a summary of our positive impact, please see our Sustainability Report, available at: [2024 Sustainability Metrics Report](#).

The supply chain in our industry is complex, with many tiers between material suppliers and manufacturers such as Wabtec. Our supply chain includes component suppliers as well as indirect suppliers of facilities, equipment, materials, and services.



Wabtec's sourcing footprint for suppliers in scope (i.e., those with a spend of \$750,000 USD and above in direct and indirect sourcing) of our modern slavery surveys

Wabtec's Values Reflected in Our Policies

Wabtec's [Human Rights Policy](#), [Code of Business Conduct & Ethics](#), [Supplier Code of Business Conduct](#), and [Responsible Minerals Policy](#) address a broad range of human and workplace rights in our global operations and supply chain to ensure fairness, ethical behavior, dignity, and respect. Wabtec's policies are regularly reviewed and revised to ensure they remain current and appropriate.

These expectations are endorsed by Wabtec's Chairman of the Board, Chief Executive Officer, and the Directors of Evand Pty Ltd, and are reinforced through various internal and external communication channels.

Wabtec's Human Rights Policy

Our [Human Rights Policy](#) applies to all employees and the entire Wabtec enterprise, including subsidiaries, majority-owned joint ventures, and newly acquired companies. This policy complements [Wabtec's Code of Conduct](#), and we inform and provide training to our employees about this policy. Wabtec's commitment to human rights is grounded in international human rights principles that independent organizations have proposed, such as the United Nations Universal Declaration of Human Rights ("UDHR"); the United Nations Guiding Principles on Business and Human Rights ("UNGP"); the International Covenant on Civil and Political Rights; the International Labor Organization ("ILO") Declaration on Fundamental Principles and Rights at Work; and the OECD Guidelines for Multinational Enterprises.

Key elements of the Human Rights Policy include: Inclusion and Diversity, Workplace Respect, Freedom of Association and Privacy, Fair Compensation, Forced Labor and Human Trafficking, Child Labor, and Rights of Indigenous Peoples. Wabtec operates within the framework of our Code of Conduct and expects business practices to be undertaken in accordance with applicable law, policy, and core values.

The [Human Rights Policy](#) specifically addresses the use of forced, indentured, or involuntary labor and instructs employees to, among other things, "not condone and strive to eliminate all forms of forced, prison or indentured labor, slavery, human trafficking, and child labor."

Wabtec's Code of Business Conduct & Ethics

The [Code of Business Conduct & Ethics](#) applies to all employees, officers, and directors of Wabtec, and requires all personnel to behave fairly and compliantly in their dealings with customers, suppliers, and other third parties. It also applies to Wabtec's business partners.

Wabtec's Supplier Code of Conduct

Wabtec procures a variety of products and services around the world. Given the nature and geography of Wabtec's business, our supply chain is both extensive and diverse.

Each Wabtec business unit utilizes standard terms and conditions, which incorporate by reference [Wabtec's Supplier Code of Conduct](#). This Code of Conduct applies to all suppliers of Wabtec and its worldwide affiliates. As a supplier of Wabtec, you agree to uphold the following practices: sustainable sourcing, fair employment practices, environment, health & safety ("EHS"), human rights, and responsible mineral sourcing.

As part of this commitment to upholding human rights, suppliers agree to do the following:

1. Respect the human rights of their employees and others in their business operations and abide by Wabtec's Human Rights Policy;
2. Not employ child labor;
3. Not use forced, prison, or indentured labor, or workers subject to any form of physical, sexual, or

psychological compulsion, exploitation, or coercion, or engage in or abet trafficking in persons; and

4. Provide supporting data on their supply chain policies/procedures for human rights when requested, on a platform to be designated by Wabtec.

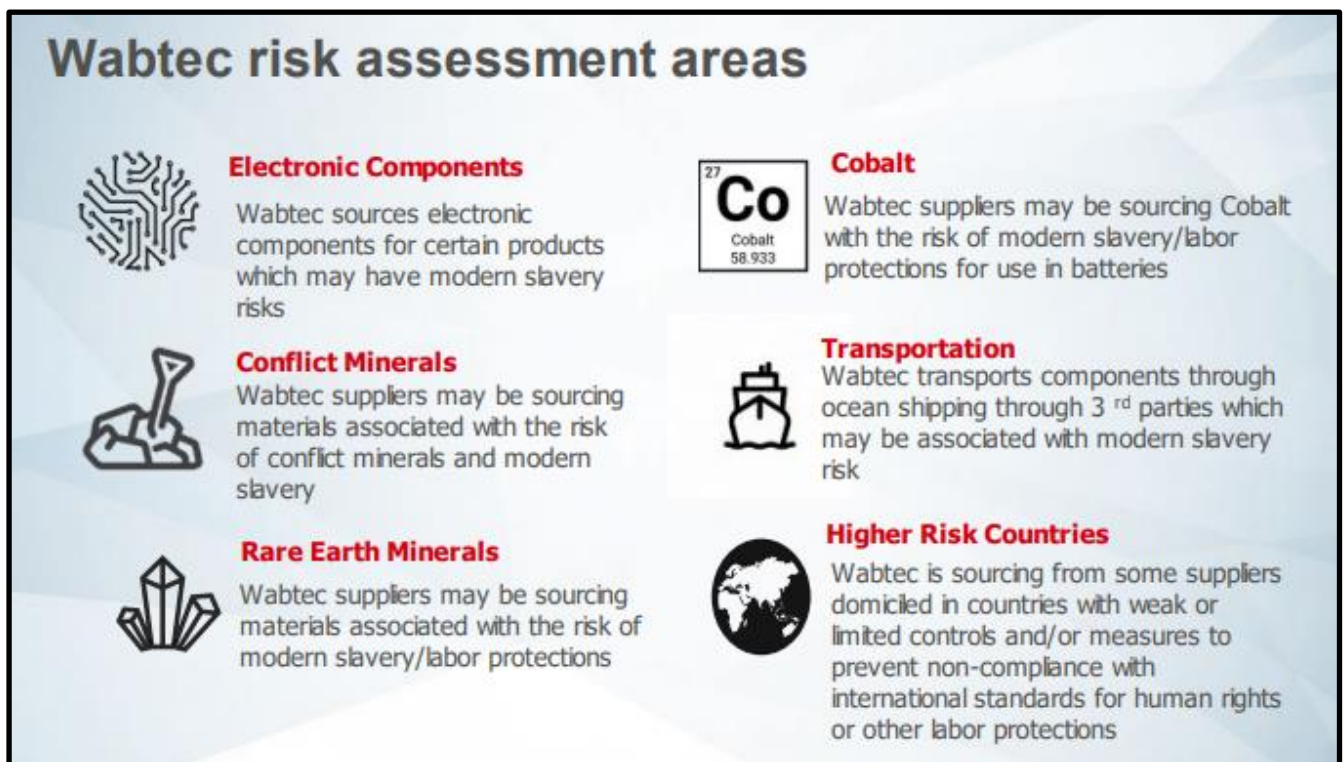
Wabtec expects all of its suppliers to adhere to the Supplier Code of Conduct and all applicable laws and regulations and to ensure that these requirements are met within their supplier chain. Supplier adherence is a key consideration when Wabtec makes sourcing decisions. Wabtec reserves the right to conduct audits to ensure compliance with its Supplier Code of Conduct or applicable laws and regulations and terminate a supplier relationship if the supplier fails to comply with Wabtec's policies aimed at combating modern slavery and human trafficking.

Wabtec's Responsible Minerals Policy

[Wabtec's Responsible Minerals Policy](#) outlines our commitment to avoiding and eliminating the use of minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries. Wabtec conducts supply chain due diligence to operationalize this policy, and if suppliers are deemed to have product risk tied to conflict minerals or other rare earth minerals, they are required to commit to and implement a corrective action plan within a reasonable timeline. In addition, Wabtec reserves the right to conduct audits of its suppliers to ensure compliance with its Responsible Minerals Policy.

Measures Taken to Identify and Address Modern Slavery Risks

Wabtec periodically assesses its potential human rights impacts and identifies opportunities for improvement using the UN Guiding Principles on Business and Human Rights. Wabtec's assessments have identified the following areas where the potential for modern slavery risks may exist:



Wabtec risk assessment areas

To address the potential risk of modern slavery in our supply chain, Wabtec has established standardized policies and processes to evaluate, monitor, and audit suppliers against our Supplier Code of Business

Conduct through a supply chain due diligence program and the following practices:

1. **Restricted Party List ("RPL") Screening:** Wabtec screens its suppliers against an RPL database to ensure that we are not dealing with a supplier with whom we are legally prohibited from doing business, including entities that may have been sanctioned for engaging in modern slavery. Any supplier flagged through this screening process will be subject to additional due diligence and, where necessary, be replaced with an alternate supplier. Wabtec continues to run its list of suppliers against this database on a rolling basis to ensure that no new risks are added to the supplier pool.
2. **Responsible Supplier Assessment Practices:** Wabtec evaluates its suppliers' compliance with human rights practices by utilizing onboarding questionnaires, desktop supplier assessments, as well as periodic onsite supplier audits in high-risk countries pursuant to the Wabtec Freight Equipment and Service's Responsible Supplier Assessment Policy.
3. **Onboarding Tools:** In 2024, Wabtec continued to implement a new onboarding tool called HICX. This tool allows Wabtec to collect modern slavery information from its suppliers at the time of onboarding. This tool also allows suppliers to provide any updated information around modern slavery without the need for a yearly survey campaign.
4. **Supplier Monitoring:** Wabtec employs a Supply Chain Risk Management tool that allows for real-time monitoring on over 75 different indicators in key supplier areas such as fair labor practices, human rights, environmental law, and regulatory and legal activities.

Wabtec also implements ways to measure the effectiveness of its policies and processes referred to above, including (but not limited to):

1. Measuring the number of suppliers surveyed or audited;
2. Tracking to closure any significant red flags raised through the RPL screening;
3. When significant non-compliance by a supplier is identified, the supplier will be encouraged to take corrective action, or an alternative supplier will be found;
4. Tracking the number of concerns raised regarding modern slavery or human trafficking; and
5. Recording any specific findings related to red flags and supplier corrective actions, as well as noting suppliers exited due to continued non-compliance with Wabtec's Human Rights Policy.

Wabtec continues to evaluate supplier responses to modern slavery surveys as they are received. In addition, Wabtec seeks to expand the scope of suppliers that are surveyed year on year. At a minimum:

1. Wabtec seeks to engage with suppliers highlighted as a potential risk. Wabtec will provide them with feedback on our expectations of their policies, procedures, controls, and gaps observed based on their responses or Wabtec's assessments.
2. If a significant risk is identified, Wabtec will work with the supplier to develop a remediation plan which may include a site audit. If the supplier is unwilling to change in order to mitigate risk or any actual impacts/findings, or use of their best endeavors fails to mitigate the risk, then Wabtec will seek alternative suppliers.

Training and Communications

Wabtec provides comprehensive training on key compliance topics to all employees globally, many of which are available in multiple languages. In addition, Wabtec's open reporting program, [Speak Up, Wabtec!](#), offers employees and third parties a confidential and anonymous means of reporting policy violations, including

concerns about modern slavery. Speak Up, Wabtec! operates under a strict non-retaliation policy and ensures timely and fair investigations of all allegations.

Wabtec employees are required to complete periodic training on Wabtec policies. Wabtec employees are required to complete Code of Business Conduct & Ethics training on an annual basis and certify that they have read and understand the Code of Business Conduct & Ethics and that they have reported any potential violations.

Additionally, specific training on modern slavery is assigned on a mandatory basis to all sourcing employees globally and offered to all employees voluntarily. This training addresses the identification of potential red flags of modern slavery and human trafficking and how to take the required action to respond appropriately.

Accountability

Wabtec requires its employees to follow its Code of Business Conduct & Ethics and its Human Rights Policy and maintains an open reporting program, [Speak Up, Wabtec!](#), through which potential violations of the law, Wabtec's Code of Business Conduct & Ethics, and/or other company policies, including potential human rights violations or concerns, may be reported. Speak Up Wabtec! is available online and via hotline anytime and offers a multilingual, confidential, and, where permitted by applicable law, anonymous means of reporting concerns in over 50 countries. Wabtec treats all reports confidentially, as allowed by law and Wabtec's policies. Wabtec does not tolerate any form of retaliation against anyone for reporting a concern or actual or potential violation of the law or company policy.

Speak Up, Wabtec! contact details are included in our Supplier Code of Conduct, incorporated into our standard terms and conditions with suppliers, and are provided to all new suppliers upon onboarding.

Consultation Process

All Wabtec entities operate under a common set of governance policies and programs. This includes the programs through which modern slavery risks in the Company's operations and supply chain are assessed and addressed. A process of consultation and engagement has been undertaken across Wabtec, Evand Pty Ltd, and its direct and indirect subsidiaries to help guide the drafting of the Statement. This included engagement with the following functions: Compliance, Legal, Human Resources, and Sourcing, as well as relevant Wabtec Australia General Managers and members of the Executive Leadership Team.

Conclusion

This Statement is issued on behalf of Evand Pty Ltd, and all direct and indirect subsidiaries subject to the Australia MSA.

This Statement has been reviewed and approved by the Directors of Evand Pty Ltd on 29 June 2025.

Signed:



Henro Van Wyk
Director
Evand Pty Ltd
Date: 29 June 2025

Appendix A

Index for Australian Modern Slavery Act 2018

Criterion #	Requirement description	Location in the Statement
1	Identify Reporting entity	Page 2: Paragraph 4
2	Structure, operations and Supply chain	<p>Page 3: Wabtec Corporation Company Overview</p> <p>Additional Information: Evand Pty Ltd. ("Evand"), the holding company for Wabtec's Australian subsidiaries, is a wholly owned subsidiary of Wabtec Corporation, while Industree Mining Equipment Pty Ltd ("IME") and Wabtec Australia Pty Ltd ("WAB"), being the only Australian based subsidiaries of Wabtec who had revenues in excess of A\$100 million, are wholly owned subsidiaries of Evand. Evand and its owned or controlled entities in Australia are referred to as "Wabtec Australia." Wabtec Australia has approximately 850 employees and contingent workers in 5 states and more than 16 different work sites. All staff have a right to join a union. All employees have a written employment contract and are paid above minimum wage. Work conducted includes manufacturing of freight and transit products, as well as aftermarket and digital services for components and locomotives. A significant number of the products manufactured and sold by Wabtec Australia are sourced from Wabtec facilities around the world, including the USA. Wabtec Australia's supply chain policies and procedures, including steps taken to prevent and reduce risks of forced labour and child labour therein, are the same as Wabtec Corporation's global policies and procedures described in this Australian Modern Slavery Statement for the Financial Year Ending December 31, 2024.</p>
3	Risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	<p>Pages 5-6: Measures Taken to Identify and Address Modern Slavery Risks</p> <p>Additional Information: Wabtec Australia has multiple foreign subsidiaries in China, Hong Kong and Chile. Two of the foreign subsidiaries produce and market freight and transit brake friction products in China. Another subsidiary, domiciled in Chile, provides digital mine software (sourced from Australia) and associated services. The Chilean entity has approximately 12 employees and operates from one site. The Chinese entities employ approximately 321 employees and 17 contractors across three sites, and manufacture and market products similar to the products made and sold by Wabtec Australia. The employees of the Chinese entities are part of a union which has been established in accordance with the laws and regulations in China. Such a union is obliged to protect the rights and interests of the employees, including:</p> <ul style="list-style-type: none"> a. maintaining close contact with the employees; b. listening to and reflecting the opinions or requirements of

Criterion #	Requirement description	Location in the Statement
		<p>the employees to the employer;</p> <ul style="list-style-type: none"> c. caring about the lives of the employees; d. helping the employees resolve difficulties; and e. otherwise serving the interests of employees. <p>Furthermore, all employees in China are recruited and hired in accordance with relevant laws, sign a labor contract with their employer and are free to leave by terminating such contract upon 30 days' prior notice to the company. Finally, these foreign entities are subject to Wabtec's global policies and procedures addressing human rights and modern slavery. Thus, we believe their operations have a low modern slavery risk profile.</p> <p>As part of our assessment of modern slavery risk, we reviewed whistleblower reports made by, or in connection to, Wabtec Australia and the foreign entities. There were no concerns raised in relation to modern slavery either within a Wabtec Australia entity, the foreign entities or suppliers to Wabtec Australia or the foreign entities.</p>
4	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Pages 5 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
5	Describe how the reporting entity assesses the effectiveness of such actions	Pages 5 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
6	Describe the process of consultation with entities that the reporting entity owns or controls	Page 7: Consultation Process
7	Include any other information that the reporting entity, or the entity giving the statement, considers relevant	<p>Additional Information: Wabtec is a member company of Railsponsible, an industry initiative focused on sustainable procurement. The initiative aims to improve environmental and social practices of companies across the rail supply chain through best practice sharing and capability building. Railsponsible is an important vehicle through which Wabtec engages and collaborates with industry leaders in areas such as sustainable procurement and climate change. Wabtec also is a member of the Responsible Minerals Initiative.</p>