

FY2025 Modern Slavery Statement

1. Introduction

This statement on modern slavery has been jointly prepared by LOGISTEED Australia Pty. Ltd (ACN 150 317 007) ("LAU") of Registered address.
This joint statement is made under the Modern Slavery Act 2018 (Cth) in Australia.
It outlines the steps taken by LAU during the period from 1 April 2025 to 31 March 2026 to mitigate the risks of modern slavery in its business and supply chains.

Effective **1 April 2025**, all assets, legal rights and obligations of **LOGISTEED Forwarding Australia Pty Ltd ("LAUF")**, including accounts receivables and payables, were transferred to LAU. In addition, the employment of all LAUF employees was transferred to LAU. As a result, LAU assumed responsibility for the business activities previously conducted by LAUF and continues to manage and monitor modern slavery risks across those operations and associated supply chains.

2. Overview of Our Structure, Operations and Supply Chains

LAU is wholly owned subsidiaries of LOGISTEED Co., Ltd. (hereinafter referred to as "LD"). Headquartered in Melbourne, LAU has operations in two major Australian cities, Melbourne and Sydney, and provides logistics and transportation services to Australian businesses, with our network coverage including New South Wales, Queensland, Western Australia, South Australia, and Victoria.

The number of employees is 42 as at the end of March 2026.

■ Integrated Logistics Operations

LAU has been providing comprehensive logistics services tailored to the unique needs of customers, ranging from businesses (B2B) to consumers (B2C), by utilising our Group's expertise, global network, and know-how since we started service in Australia in 2011. We move goods seamlessly and efficiently, with our expertise in high-quality logistics services.

Our strength lies in our ability to deliver comprehensive global solutions through the integration of our 3PL (3rd Party Logistics), contract logistics, heavy machinery haulage, and forwarding capabilities. We specialize in designing and optimizing logistics operations for customers of various sizes and industries, offering end-to-end value chain solutions to enhance efficiency and service quality. Services cover various segments of the supply chain, including procurement, production, sales, distribution, and after-service. We aim to enhance service quality and streamline logistics operations. The key services:

- **Customized Logistics Solutions:** Tailoring logistics operations to meet individual customer requirements, optimizing processes, and ensuring efficient supply chain management.

- **International 3PL Models:** Constructing international 3PL models that combine freight forwarding, logistics bases, and transportation networks in different markets to support business expansion.
- **Service Menu:** Providing a range of logistics services, including in-house transport management, packing and unpacking, warehouse management, pick and pack, nationwide distribution, containerized and bulk tracking, and specialized e-commerce logistics solutions.
- **Freight Transportation:** Coordinate the transportation of goods across international borders, including selecting the appropriate mode of transportation and carrier to move goods from the country of origin to the destination.
- **Customs Clearance:** Assist complex customs procedures and regulations with customs clearance by preparing and submitting the necessary documentation, paying import duties and taxes, and ensuring compliance with import laws.

■ LAU Value Chains

LAU is engaged in the logistics business in Australia, and our major customers include companies that sell products such as household and hygiene goods. We import goods mainly from Indonesia, Thailand, Japan, China and the U.S., and transport them to Australia.

Our business partners include harbour operators, sea freight operators, land freight vehicle transport operators, air freight operators and staffing operators. We choose the best logistics method for goods received from customers and ensure delivery in cooperation with operators.

3. Risk of Modern Slavery in Our Operations and Value Chains

We are mindful of the risks of modern slavery practices in the operations and supply chains of a logistics and forwarding business, which are a critical concern in today's global business environment. Identifying and mitigating these risks is essential for adhering to modern slavery regulations and upholding ethical business practices. The risks associated with modern slavery practices in logistics and forwarding businesses and their supply chain includes:

- **Supplier and Subsidiary Risks:** Vulnerability in the supply chain, particularly when dealing with suppliers in countries with weaker labour protections. Lack of visibility into labour practices within complex supply chains.
- **Subcontracting Risks:** Risk of subcontractors further down the chain engaging in modern slavery practices without oversight.
- **Human Trafficking Risks:** Vulnerability of migrant workers to human trafficking and forced labour due to their immigration status.
- **Lack of Due Diligence:** Insufficient screening of suppliers, subcontractors, and subsidiaries can unintentionally involve the reporting entity in modern slavery practices.

- **Lack of Reporting Mechanisms:** Lack of suitable reporting channels may discourage works from reporting cases of modern slavery.

4. Actions Taken to Assess, and Address Identified Modern Slavery Risks

■ Policy Related to Modern Slavery

Under the LD Group's philosophy "to deliver high-quality services that will help make the world a better place for people and nature for generations to come," LAU Gr. aims to realise Environmental, social and governance (ESG) management—achieving a sustainable society—and continues to promote management that respects human rights based on the Group Human Rights Policy formulated by the LD Group as the highest policy related to human rights. The Group Human Rights Policy* supports the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Global Compact, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights, understands that the human rights of all people affected in our business activities must be respected, and declares that it will endeavour to ensure that the dignity of people related to our business is protected and respect is given to each other.

The Group Human Rights Policy prohibits forced labour and child labour, including bonded labour and human trafficking, and we do not tolerate modern slavery based on this policy. We also expect our stakeholders to comply with and support the Group Human Rights Policy.

With the basic conduct policy of "respect for human rights, compliance with regulations and laws, and connection to society" under the Group Human Rights Policy, we act based on the Group Code of Conduct, which is used as a reference by all employees. If any act that deviates from this Code of Conduct is found, it is reported to a supervisor immediately or reported through the whistleblowing system.

All managers have signed a pledge to act in accordance with the Code of Conduct.

* LOGISTEED Group Human Rights Policy: (logisteed.com)

■ LD Group and Supply Chains' Initiatives to Prevent Modern Slavery and Human Trafficking

• Human rights due diligence

To promote management that respects human rights, LAU conducts human rights due diligence based on the Group Human Rights Policy, identifies human rights risks in the company and its supply chains, assesses human rights risks, and applies the PDCA cycle to mitigate the risks. These initiatives help us constantly address issues,

promote action plans throughout the LD Group, disclose them to the public, and improve them.

- **Human rights risk assessment and monitoring**

In 2022, the LD Group conducted global desktop research in the logistics industry in cooperation with an NGO organisation to analyse and summarise human rights risks. This research pointed out global initiatives on forced labour and child labour as imperatives. As a result, we established the Group Human Rights Policy in April 2023 and clarified the Group's stance of not tolerating forced labour and child labour. We also expect our stakeholders to support the Group Human Rights Policy.

- **Remedy mechanism**

The LD Group has a remedy mechanism in case of human rights violations. The Compliance Reporting System, which has been translated into 20 languages with posters displayed at each office, is a reporting system* that allows employees to make contact from both inside and outside the company and ensures the confidentiality of all reports. Its corresponding internal committee addresses reports properly and checks if their action plans are effective. Reports and their action plans are shared at the LD Executive Officer's Meetings. Reports are investigated in accordance with established procedures, and the outcomes are communicated to the reporting parties by letter or email.

If a violation is confirmed by the investigation or review, it is handled in accordance with the Group Human Rights Policy and Code of Conduct. We also analyse the cause of the violation and take corrective measures to prevent it from happening again.

In FY2025, 23 cases were reported across the LD Group, all of which were addressed.

* Reporting system: Compliance: LOGISTEED

■ **Initiatives from FY2022 to FY2023**

Since October 2022, the LD Group has engaged with a non-government organisation. Through monthly discussions with the NGO, and with input from external experts, the Group reviewed its previous human rights initiatives. The Group also conducted global desktop research on human rights in collaboration with a UK-based research organisation, drawing on external expertise to examine global human rights issues and human rights risks in the logistics industry. The research covered 81 group companies.

In FY2023, based on the findings of this global desktop research, the Group identified and organised relevant issues and challenges, and conducted issue-specific SAQ surveys of 27 group companies assessed as higher risk. The Group reviewed the results of the desktop research and SAQ surveys and has been taking action on matters requiring attention, having regard to their severity and likelihood of occurrence.

In FY2023, based on the findings of this global desktop research, the Group identified and organised relevant issues and challenges, and conducted issue-specific SAQ surveys of 27 group companies assessed as higher risk. The Group reviewed the results of the desktop research and SAQ surveys and has been taking action on matters requiring attention, having regard to their severity and likelihood of occurrence.

* SAQ: Self-Assessment Questionnaire.

Through global training for group executives and employees, the Group continued to promote awareness and understanding of respect for human rights.

■ FY2024 Initiatives

In FY2024, human rights training was provided to 41 newly appointed global executives, and all participants completed the training. The program also covered the UK and Australian modern slavery laws. In addition, the Group worked to promote awareness and understanding of respect for human rights as part of its Code of Conduct training program for all employees.

Based on the results of the SAQ conducted in FY2023, the Group promoted initiatives to address the issues identified, having regard to their severity and likelihood of occurrence. Specifically, the Group conducted reviews and implemented risk mitigation initiatives relating to the acceptance of foreign technical intern trainees in Japan. The Group also commenced publishing annual statements in accordance with the Australian Modern Slavery Act.

■ FY2025 Initiatives

In FY2025, human rights training was provided to all global executives, and all participants completed the training. The program also covered the UK and Australian modern slavery laws. In addition, the Group continued to promote awareness and understanding of respect for human rights as part of its Code of Conduct training program for all employees.

Based on the results of the SAQ conducted in FY2023, the Group continued to promote initiatives to address the issues identified, having regard to their severity and likelihood of occurrence. Specifically, in relation to reviews and risk mitigation initiatives concerning the acceptance of foreign technical intern trainees in Japan, the Group inspected different workplaces from the previous fiscal year and confirmed that the risk mitigation initiatives and measures implemented in FY2024 had been appropriately rolled out and addressed.

The Group will continue to provide training, primarily for newly appointed executives, and will promote awareness and understanding of respect for human rights as part of its Code of Conduct training program for all employees.

■ FY2026 Target Setting

From FY2026 onward, the LD Group will continue to advance its human rights due diligence process together with newly added group companies. Specifically, newly added group companies will adopt the LOGISTEED Group Human Rights Policy, and all employees, including newly joined group companies, are thoroughly provided with human rights education.

In addition, as a foundation for implementing human rights initiatives across the supply chain, LD headquarters and domestic group companies in Japan will revise basic transaction agreements and other relevant documents, with a view to progressively expanding these measures globally.

The Group will continue to provide training, primarily for newly appointed executives, and will promote awareness and understanding of respect for human rights as part of its Code of Conduct training program for all employees.

The LAU's long-term objective is to investigate, identify and address human rights risks in its supply chain in cooperation with the LD Group, and to minimise modern slavery risks as far as practicable. The Group will continue to work with all stakeholders, including employees, business partners and suppliers, to raise awareness of these risks and advance its efforts to eliminate modern slavery.

■ Training and Education

The LD Group regularly provides education on human rights. For the Code of Conduct, which describes the behaviour to be carried out by each of the employees based on the Human Rights Policy, an educational program is held annually for all employees. Ethics Month, which is held every November, introduces case studies on human rights to raise awareness of human rights issues. In the educational program implemented globally in FY2024, 35,288 people participated, with a participation rate of 96.5%.

All LAU managers comply with the LD Group Code of Conduct and have signed a pledge to observe relevant laws and internal regulations. All our employees are also aware of the LD Group Code of Conduct and complies with it.

From 2025 onwards, the Group will continue to provide training globally, primarily for newly appointed officers, and will promote awareness and understanding of respect for human rights through its Code of Conduct training programme for all employees.

5. Assessing the Effectiveness of Our Actions

LAU recognises the importance of evaluating the effectiveness of our endeavours to mitigate modern slavery. Although we have not identified any instances of modern slavery within the supply chains we engage with, we acknowledge the critical need for a comprehensive assessment of our entire business operations to ensure the continued integrity of our supply chain.

LAU continues to monitor and improve its actions toward mitigating the risks of modern slavery by:

- **Review Policies and Procedures:** Evaluate the policies and procedures we have in place to address modern slavery risks. Ensure that they align with legal requirements and industry best practices.
- **Employee Training and Awareness:** Assess the effectiveness of employee training programs on modern slavery. Gather feedback from employees to gauge the quality of training.
- **Risk Assessment:** Re-evaluate our risk assessment processes. Identify any emerging risks or changes in the business environment that may impact modern slavery risks. Make adjustments to risk assessments as needed.

■ **Cooperation with an NGO Organisation**

This statement on modern slavery was prepared, following talks with The Global Alliance for Sustainable Supply Chain, a third-party non-governmental organisation.

6. Consultation with Reporting Entities

We consulted with each reporting entity included in the statement during the preparation of the joint statement. Throughout this reporting period, we actively engaged with each reporting entity to establish expectations, raise awareness, and gain insights into our approach for mitigating modern slavery risks. We do not own or control any other entities.

7. Approval by the Board of Directors of LAU.

This statement was approved by the LA Board of Directors on 21 August 2026.

A handwritten signature in blue ink, appearing to read "M. Kato", positioned above a horizontal line.

21 August 2026

LOGISTEED Australia Pty. Ltd.
Masayuki Kato, Representative
Director and President