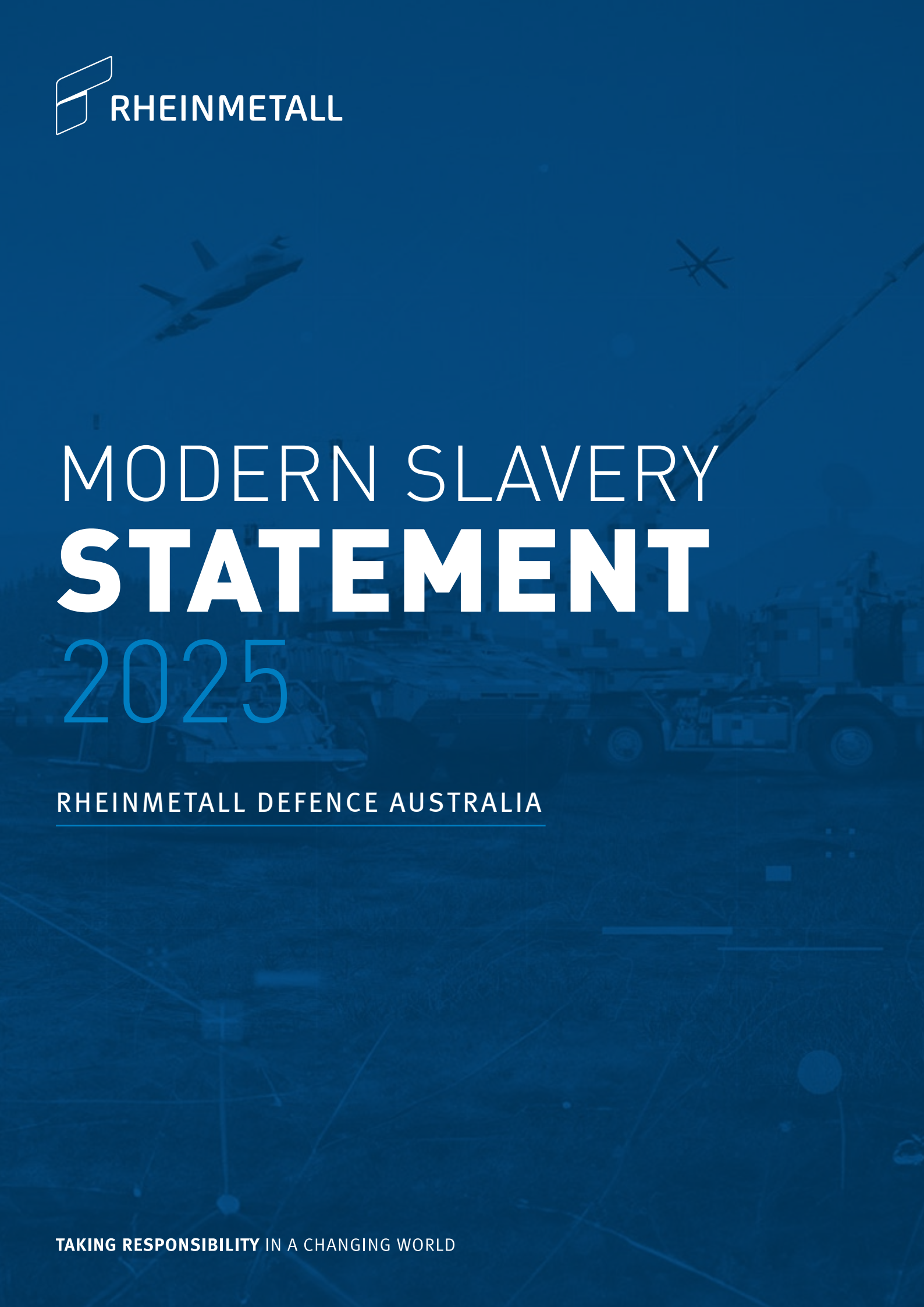


The background of the entire page is a dark blue overlay with a faint, semi-transparent image of military equipment. In the upper left, a fighter jet is visible. In the upper right, a helicopter is shown. The middle section features a large military truck with a crane arm. The bottom half of the image shows a complex network of thin white lines and dots, resembling a technical or digital map.

MODERN SLAVERY **STATEMENT** 2025

RHEINMETALL DEFENCE AUSTRALIA

INTRODUCTION

This Modern Slavery Statement is a joint statement of Rheinmetall Defence Australia Pty Ltd as the main operating entity in Australia and other Australian domiciled trading and wholly-owned Rheinmetall entities (as listed below and combined as “Rheinmetall Defence Australia; we”) for the financial year ending 31 December 2025:

**Rheinmetall Defence Australia Pty Ltd,
(ACN 137 668 092);**

**Rheinmetall MAN Military Vehicles Australia Pty Ltd,
(ACN 114 035 595);**

**Logistic Solutions Australasia Pty Ltd,
(ACN 082 483 154).**

This is Rheinmetall Defence Australia’s sixth annual Modern Slavery Statement. It describes the actions taken by Rheinmetall entities in Australia and overseas-based corporate departments (e.g. Compliance, Corporate Social Responsibility and the Group Purchasing Department) within the Rheinmetall Group to prevent modern slavery and human trafficking in their supply chains and elsewhere in their businesses.

Rheinmetall Defence Australia is headquartered at the Military Vehicle Centre of Excellence facility in Redbank, Queensland and has offices in Adelaide, Melbourne and Townsville. All procurement activities in Australia are managed centrally by Rheinmetall Defence Australia Pty Ltd.

The management and employees of Rheinmetall Defence Australia are proud of the steps taken to combat modern slavery, and are committed to improving the company’s practices in this area.





32,251

Employees
worldwide

A\$17.4bn

Global annual
consolidated sales

188

Subsidiaries in Europe,
America, Asia, Africa
and Australia

900

Australian employees
at the end of
December 2025

ORGANISATIONAL STRUCTURE

Rheinmetall Defence Australia is a manufacturer and service provider in the defence sector that is wholly-owned by Rheinmetall Group. The Rheinmetall Group consists of several international companies with leading technologies in the mobility and security industry segments. The Group comprises Rheinmetall AG, a German stock corporation (Aktiengesellschaft) listed on the Frankfurt Stock Exchange (DAX, ticker: RHM, ISIN: DE0007030009) and its subsidiaries. Rheinmetall AG is the parent company of the Rheinmetall Group and has its principal registered office at Rheinmetall Platz 1, 40476 Duesseldorf, Germany.

Rheinmetall Defence Australia is organised into three main business divisions:

VEHICLE SYSTEMS

Production and development of military vehicles and turrets, leading major defence programmes including Land 400 Phase 2;

DIGITAL SYSTEMS

Production and engineering of simulation, training systems and fire control solutions; and

WEAPON AND AMMUNITION

Production and engineering of armour systems and weapon assembly.



SUPPLY CHAIN

Rheinmetall's supply chains are complex and globally distributed. In the defence segment, suppliers are subject to stringent regulatory requirements including export control laws (German War Weapons Control Act, Foreign Trade Act, US ITAR), qualification processes and security clearance requirements.

Key supply chain characteristics include:

- Tier 1 suppliers, direct component and sub-system manufacturers, many of whom are European and US defence specialists.
- Upstream raw materials such as iron ore, bauxite, copper, cobalt and other metals, processing of plastics and nitrocellulose, and rare earth sourced from international commodity markets.
- Local content, under the Land 400 and other Australian contracts, Rheinmetall is committed to developing Australian industry capability, including domestic supply relationships.

Generic supply chain risk analyses conducted in 2025 confirm that the extraction and processing of certain raw materials in the deeper upstream supply chain, particularly from regions with elevated country-specific human rights risk indicators may present potential short-term risks to workers, including inadequate remuneration, unsafe working conditions, restricted freedom of association, child labour or forced labour.

Risk Assessment Approach

In 2023, Rheinmetall implemented a systematic programme for analysing human rights and environmental risks within its supply chains. This system supports compliance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz 'LkSG') and also informs the Group's broader obligations including those arising under the Australian Modern Slavery Act. Risk analyses are conducted at two levels:

- Abstract risk analysis, all new and existing suppliers are assessed against environmental impact and human rights criteria as part of the standard supplier connection and contract-renewal process.
- Supplier-specific evaluation, suppliers assessed as high risk undergo a second-stage detailed evaluation before being onboarded or awarded new contracts.



Identified Risk Areas

The following modern slavery risk areas have been identified across Rheinmetall's operations and supply chains:



OWN OPERATIONS RISK LEVEL: LOW

All employees hold contracts entered into voluntarily and terminable with reasonable or legally stipulated notice. Rheinmetall firmly rejects forced, compulsory or trafficked labour in all forms.

Locations in certain expansion markets (Eastern Europe, parts of Africa and South America) may carry slightly elevated risk exposure due to local labour market conditions, and are subject to additional monitoring and social audits.



TIER 1 SUPPLY CHAIN RISK LEVEL: LOW TO MEDIUM

Tier 1 suppliers are predominantly located in OECD countries with robust labour regulation. All are bound by the Supplier Code of Conduct (SCoC).

Country-specific risks arise where Tier 1 suppliers operate sub-facilities in jurisdictions with weaker labour protections.



DEEPER SUPPLY CHAINS (TIER 2+) RISK LEVEL: MEDIUM TO HIGH

For specific commodity categories. Raw material extraction, including mining of metals and processing of energetic precursor chemicals, occurs in regions where human rights risk indicators are elevated.

Potential violations identified in generic analyses include: inadequate remuneration, unsafe housing and working conditions, restrictions on freedom of association, child labour and forced labour.



AUSTRALIAN OPERATIONS RISK LEVEL: LOW

Australian operations are governed by Australian workplace law. Rheinmetall Defence Australia entities maintain compliant employment practices and are covered by Group policies.

Procurement of materials locally in support of the Land 400 programme involves Australian-based suppliers, the majority of which operate under the Fair Work Act 2009.

Governance and Policy Framework

Rheinmetall has established a layered governance framework to address modern slavery and human rights risks:

- **Code of Conduct:** group-wide rules covering human rights, equal treatment, occupational health and safety, and environmental protection, applicable to all employees and business partners across the upstream and downstream value chain. The Code expressly prohibits human trafficking.
- **FAIR2ALL International Framework Agreement:** a global agreement on the principles of social responsibility covering human rights, working conditions, employment standards, employee representation and trade union rights.
- **Declaration of Principles (LkSG Grundsatzklärung):** the Statement of Principles in accordance with the German Supply Chain Due Diligence Act describes Rheinmetall's approach to human rights, environmental protection and good working conditions across the group and its supply chain.
- **Supplier Code of Conduct (SCoC):** defines requirements for all suppliers regarding safe working conditions, fair and respectful treatment of employees, human rights compliance and ethical business conduct. ESG criteria, including SCoC compliance, are a mandatory prerequisite for supplier onboarding and contract renewal.
- **UN Global Compact Membership:** Rheinmetall is a signatory to the UN Global Compact and is committed to its ten principles on human rights, labour standards, environmental protection and anti-corruption.

Due Diligence Processes

A dedicated Human Rights Officer has been appointed in accordance with the LkSG, operating from the Group Social Compliance Officer function.

- A Corporate Social Integrity department reinforces anti-discrimination and social integrity initiatives across the Group.
- The ESG Supply Chain team within the Rheinmetall Group Purchasing Organisation (RGP) is responsible for developing and implementing the Group's supply chain sustainability strategy, including measures to increase transparency in the deeper supply chain.
- In 2025, a central risk management department was established within RGP to identify and manage risks across the entire supply chain, including human rights risks, building on an interdisciplinary team established in 2023.
- New suppliers must pass a two-stage human rights and environmental risk assessment before being onboarded. Existing suppliers undergo the same assessment process when awarded new contracts.
- Creditworthiness checks and anti-money laundering compliance checks are conducted for all new suppliers under the Group's business partner policy.

Supplier Audits and Social Compliance

- Social audits are conducted as part of Rheinmetall's risk management activities.
- Supplier quality development (SQD) was significantly strengthened in 2025 through the introduction of a dedicated SQD department within the RGP organisation.
- The ESG Supply Chain team is expanding the use of external tools to identify the composition and origin of intermediate products and strengthen supply chain transparency into deeper tiers.
- Suppliers identified as high risk during abstract analysis are subject to a mandatory second-stage supplier-specific evaluation before contracts are awarded.



Training and Awareness

- Mandatory training on the Code of Conduct, including human rights, anti-corruption and anti-bribery topics, is provided to all employees. Training content is adapted to the requirements of individual departments.
- All new employees complete Code of Conduct training as part of the induction process.
- Senior managers and Executive Board members have ESG performance indicators incorporated in their short-term incentive (STI) and long-term incentive (LTI) programmes, each accounting for 20% of variable remuneration.

We have reinforced ethical values across all procurement and supply practices by delivering Ethical Procurement and Supply training in partnership with the Chartered Institute of Procurement and Supply (CIPS). Successful completion of this programme demonstrates our procurement employees' ongoing commitment to ethical procurement and sustainable supply chains. The training provided to our procurement workforce has significantly increased their awareness of Modern Slavery risks and, in addition, we have signed a Statement of Commitment to Corporate Ethical Procurement and Supply with CIPS.

We are committed to ensuring that no Modern Slavery activities take place within our supply chains or anywhere else in our business. Our Modern Slavery Policy demonstrates our commitment to acting ethically and with integrity and to establishing and enforcing effective systems and controls to prevent modern in our supply chains.



Whistleblower System

Rheinmetall operates a multi-channel, globally accessible whistleblower and grievance system:

- Centralised and decentralised internal reporting offices and ombudspersons, accessible in person, by telephone, post, email and web application.
- An electronic Whistleblower System (web application) allowing anonymous reporting, compliant with the German Whistleblower Protection Act and the LkSG.
- External reporting channels via independent external lawyers (ombudspersons) subject to legal confidentiality obligations, who can forward reports anonymously to the compliance department.

- A Misconduct Response Policy and Whistleblower System Manual provide binding procedural frameworks for responding to concerns and implementing remedial measures.

Where negative impacts are identified, Rheinmetall takes action to eliminate them, including review by local and central compliance departments, optimisation of work processes and adaptation of group-wide policies and training programmes.



HEALTH, SAFETY AND ENVIRONMENT

Rheinmetall Defence Australia is committed to providing a safe workplace, both physically and psychologically, for all employees, contractors, visitors and the wider community.

We will achieve this by minimising our environmental impact, and taking an integrated approach to managing health, wellbeing, safety and environmental (“HSE”) risks. We believe that by doing this, our management of health and safety will contribute to the health and safety of those we interact with, including our customers and partners.

We recognise that employee performance may be negatively affected if they feel aggrieved or have not been treated fairly in the workplace. Rheinmetall Defence Australia is therefore committed to providing a workplace that is free from victimisation and values fairness, safety, and equality. All employees are provided with access to a grievance and appeal procedure in the event of a legitimate personal grievance related to the workplace. Rheinmetall Defence Australia encourages our employees to raise grievances in line with policies and procedures. Any complaints received will be dealt with in a prompt, sensitive, impartial, confidential and supportive way to seek a resolution and to prevent future conflict.



SAFETY
WE LOOK OUT FOR EACH OTHER



PARTNERING
WE FORM STRONG PARTNERSHIPS



OPENNESS
WE COMMUNICATE OPENLY



RESPECT
WE VALUE OTHERS



TRUST
WE DO WHAT WE SAY



Assessing the Effectiveness of Actions

Rheinmetall assesses the effectiveness of its actions to address modern slavery risks through the following mechanisms:

COMPLIANCE MONITORING

The compliance management system, including modern slavery-related controls, is monitored on an ongoing basis by the Audit Committee, which includes financial experts. Internal audit and external auditors review the effectiveness of key controls annually.

WHISTLEBLOWER REPORTING

The globally accessible whistleblower system provides an indicator of potential incidents. During FY 2025, the globally accessible whistleblower system contained no reports of incidents relating to affected communities in the context of modern slavery.

SUPPLIER RISK ASSESSMENTS

The two-stage supplier risk assessment process provides an annual picture of human rights risks across the supplier base. The proportion of new and renewing suppliers passing the abstract and specific assessment stages is monitored.

HUMAN RIGHTS RISK ANALYSES

Risk analyses covering human rights and environmental risks are published annually as part of Rheinmetall's Group Sustainability Statement and are reported to external bodies.

ESRS DISCLOSURE

The Group Sustainability Statement, prepared in accordance with the European Sustainability Reporting Standards (ESRS), includes material disclosures on forced labour, child labour and human trafficking risks (ESRS S1, S2) and is subject to independent assurance.

EXECUTIVE ACCOUNTABILITY

SG performance, including human rights indicators, is embedded in the Executive Board's and Senior Managers' variable remuneration.

Based on the above assessments, Rheinmetall has concluded that, within its own business activities, child labour and forced labour no longer constitute material risks within the meaning of the ESRS for FY 2025, reflecting the effectiveness of controls in its own operations. Risks in the deeper upstream supply chain remain a focus of ongoing monitoring and improvement.



INDEPENDENT THIRD-PARTY REVIEWS

The Rheinmetall Group supports transparent reporting based on globally recognised standards, such as the Global Reporting Initiative. The Group also strives to continuously improve its customer and Environment, Social and Governance ratings from internationally renowned agencies such as MSCI, ISS ESG, S&P Global and Sustainalytics.

The Human Rights and Supply Chain subcategory metric of the Global Reporting Initiative measures a company's commitment to respecting fundamental

human rights conventions, and its ability to maintain its license to operate by supporting freedom of association and excluding child, forced or compulsory labour. This subcategory covers a company's transparency in overseas sourcing disclosure and monitoring and a company's relationship with and respect for the human rights of Indigenous peoples near its proposed or current operations.

Rheinmetall Group achieved high scores and partially above industry average in its CSR / ESG Results:

MSCI ESG

A

(mid-tier)

ISS ESG

C

(medium)

S&P Global

43

(average)

EcoVadis

65

(advanced)

CDP ESG

B-

(good)

Sustainalytics

27.8

(medium risk)

FUTURE COMMITMENTS

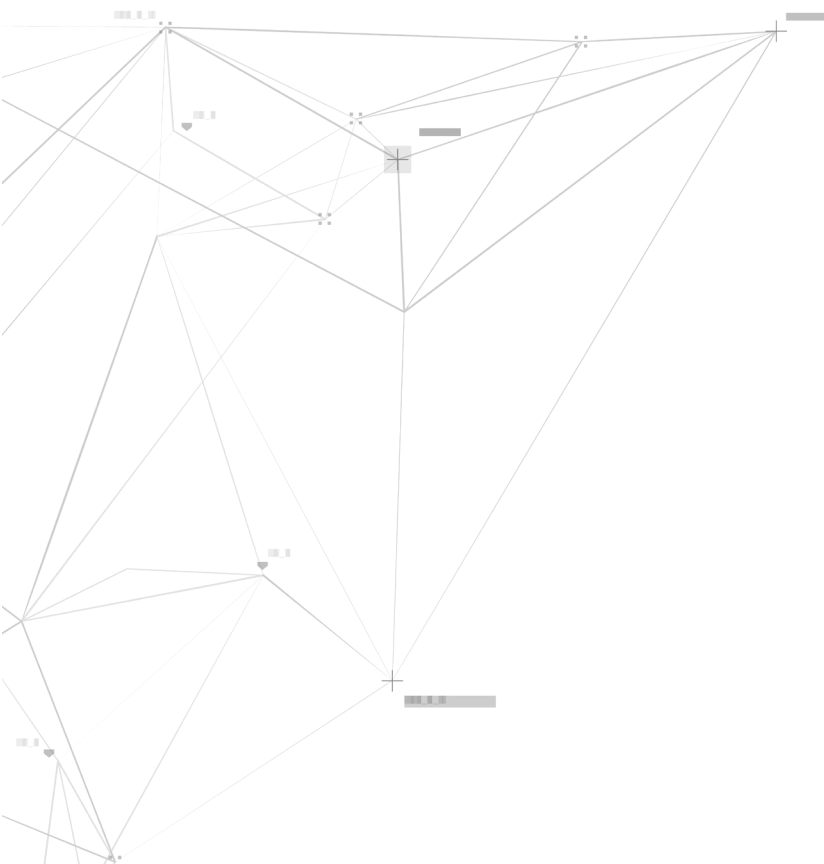
The generic analysis of the deeper value chain (Tiers 2+ suppliers and their employees) confirmed medium to high risk levels for specific commodity categories. Although no specific group of affected parties was identified.

Risks in the deeper upstream supply chain remain a focus of ongoing monitoring and improvement.

Consultation Process

This Modern Slavery Statement has been prepared in consultation with entities owned or controlled by Rheinmetall AG that are relevant to the Australian reporting obligation to ensure alignment on modern slavery risks, mitigation measures, and reporting responsibilities across the entire corporate structure in Australia.

The preparation process included review of the Group's annual sustainability statement (prepared in accordance with ESRS and subject to independent assurance), the Group's LkSG compliance documentation, supply chain risk analysis outputs, and the Supplier Code of Conduct framework. Input was obtained from local departments engaged in supply chain management, operations and supporting roles.





DECLARATION

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 and constitutes the Modern Slavery Statement of Rheinmetall Defence Australia for the year ended 31 December 2025.

This statement was approved by the boards of each of the three reporting entities covered by this statement. The board of Rheinmetall Defence Australia approved this statement on 17 June 2025, the board of Rheinmetall MAN Military Vehicles Australia on 17 June 2026 and the board of Logistic Solutions Australasia approved this statement on 17 June 2026.

Nathan Poyner

Chief Executive Officer Vehicle Systems International Asia Pacific
Managing Director Rheinmetall Defence Australia Pty Ltd
Date: 17 June 2026