

2024 - 2025

Modern slavery statement

Hitachi Energy Australia

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Section 1: Hitachi Energy Australia

1. This statement is intended to meet the requirements of the Modern Slavery Act 2018 (Cth) (Act) and for the purpose of the Act, the reporting entities are Hitachi Energy Australia Holdings Pty Ltd ACN 632 805 862 and Hitachi Energy Australia Pty Ltd ACN 010 087 608 (collectively, **Hitachi Energy**). This statement covers Hitachi Energy's reporting period of 1 April 2024 to 31 March 2025 (**Reporting Period**).
2. This joint statement describes the steps taken by Hitachi Energy to minimise the risk of modern slavery occurring in its business and supply chains and covers the activities of Hitachi Energy's controlled entities, as informed by the Act.
3. The reporting entities covered by this statement have been consulted, including the relevant directors and key risk and governance stakeholders. This joint statement has been approved by the board of Hitachi Energy Australia Holdings Pty Ltd, being the higher entity (as that term is defined in the Act) covered by this statement and has been signed by two authorised directors of that entity.
4. Hitachi Energy is part of the Hitachi Energy group of companies (**Hitachi Energy Group**), who are global leaders in power technologies in the energy sector largely supporting the transport and infrastructure, industry, and utilities sectors. The Hitachi Energy Group in its current form was created in 2018, but its history spans over 120 years.
5. To prepare this statement Hitachi Energy undertook a detailed assessment of its operations and supply chain, and its performance against the commitments made in its 2023-2024 statement. Hitachi Energy is proud of the steps it has taken to combat modern slavery and remains committed to further improving its business practices in this area. Continuing to improve the way Hitachi Energy assesses and addresses the risk of modern slavery remains an important focus area for the business.
6. To meet the mandatory reporting criteria, this statement is structured across the following sections:

Section 1: Hitachi Energy Australia

Section 2: Organisational structure, operations and supply chain

Section 3: Modern slavery risks in Hitachi Energy's business

Section 4: Actions taken to assess and address risk

Section 5: Action effectiveness assessment

Section 6: Continuous improvement

Section 7: Consultation process



Hitachi Energy's commitment to combating modern slavery

7. Hitachi Energy fully acknowledges its responsibility to respect human rights as set out in the Act and the International Bill of Human Rights and reinforces its commitment to implementing the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions on Labour Standards, the ILO Minimum Age Convention No. 138 and the Worst Forms of Child Labour Convention No. 182. This is further emphasised in the Hitachi Energy Group's sustainability strategy which, drawing upon the United Nations Sustainability Development Goals (SDGs), develops across three DNA strands of Planet, People, and Principles whereby each pillar has corresponding top targets that drive the Hitachi Energy Group's business to contribute to social, environmental, and economic value.
8. Hitachi Energy remains committed to ensuring there is transparency in its business and in its approach to managing modern slavery throughout its supply chains. This commitment is reflected in its governance, policies, code of conduct, and business practices (both internally and within its value chain) and compliance with its framework and initiatives.
9. Hitachi Energy complies with the Hitachi Energy Group's human rights framework that demonstrates its commitment to respecting all internationally recognised human rights within and across its business activities and value chain. The Hitachi Energy Group's human rights framework and related programs, openly commits to respecting human rights, and among others, it specifically refers to non-discrimination, the prohibition of child labour, prohibition of forced labour, and prohibition of modern slavery. Hitachi Energy and the wider Hitachi Energy Group actively support safe working conditions, non-retaliation, freedom of association, and the right to engage in collective bargaining.
10. Respect for the dignity of the individual and the importance of human rights forms the basis of the behaviours Hitachi Energy expects from everyone who works for it, either engaged as a direct Hitachi Energy employee, or engaged indirectly through its supply chain. Hitachi Energy does not accept any form of discrimination, harassment or bullying within its business or supply chain. All managers are required to implement processes designed to ensure equal opportunity and inclusion for all Hitachi Energy employees as well as for individuals employed in the supply chain. Further, suppliers must take measures to avoid any form of forced, bonded or compulsory labour (or any other kind of modern slavery or human trafficking).

Recognising the extremely complex nature of modern slavery, Hitachi Energy continues to emphasise the importance of collaboration and learning from others. In past years, the Hitachi Energy Group has been recognised worldwide and within its industry by Bureau Veritas for its Anti-Bribery Management System. In January 2023, the Hitachi Energy Group obtained ISO 37001 Anti-Bribery Management System Certification. The standard is now implemented in 12 countries, covering 164 sites. The Hitachi Energy Group also contributes to various organisations and initiatives related to integrity, sustainability, and health, safety, and the environment.

Hitachi Energy's commitment to combating modern slavery

11. Human Rights governance is overseen by the Hitachi Energy Group's Board of Directors (BoD). The BOD and its committees oversee the execution of the environmental, social (including human rights), and governance (ESG) strategies and initiatives, where the Chief Executive Officer (CEO) has oversight and is regularly updated on sustainability and human rights among other responsibilities. The Hitachi Energy Group's Executive Team holds ultimate responsibility for the company's human rights policy commitment, risk management, and implementation. This includes ensuring that human rights are embedded across the organisation through appropriate governance structures, policies, processes, and reporting lines. The Executive Team is accountable for setting the strategic direction, endorsing key standards, and overseeing the integration of human rights due diligence (HuRiDD) into core business activities. To support this mandate, the Legal Regulatory and Sustainability functions act as coordinating and advisory bodies, jointly holding subject matter expertise on human rights and responsible business conduct, issuing guidance, developing standards, and expectations aligned with international best practices and regulations, and actively lead a multi-functional due diligence working group that promotes collaboration and continuous improvement.



Section 2: Hitachi Energy organisational structure



12. Hitachi Energy Australia Holdings Pty Ltd is a non-operational proprietary company in Australia, with its registered office at Level 3, 100 McLachlan Street, Fortitude Valley QLD 4006. This is a holding entity with no employees, however, is included as part of this joint statement given the consolidated revenue threshold specified in the Act.
13. Hitachi Energy Australia Holdings Pty Ltd wholly owns and controls Hitachi Energy Australia Pty Ltd, also a proprietary company incorporated in Australia with its registered office at Level 3, 100 McLachlan Street, Fortitude Valley QLD 4006. Hitachi Energy Australia Pty Ltd is the sole operating entity within the corporate structure and employs over 300 people with offices across the country.
14. During the Reporting Period, Hitachi Energy Australia Pty Ltd wholly owned and controlled the following dormant, non-operational and non-employing entities:
 - i. Ventyx International Pty Ltd (ACN 010 547 270) a proprietary company incorporated in Australia, which in turn wholly owned and controlled;
 - ii. Mincom Inc, a foreign entity incorporated in the Philippines;
 - iii. Ventyx (Pty) Ltd, a foreign entity incorporated in South Africa; and
 - iv. Ventyx Pty Ltd, a foreign entity incorporated in the United Kingdom with a branch also located in Kazakhstan,

(collectively the subsidiaries). Each of the above-mentioned entities do not meet and are not classed as reporting entities in their own right under the Act.
15. Effective 28 December 2022, Hitachi Energy's sole shareholder is Hitachi Energy Ltd, a company domiciled in Switzerland, which is part of the Hitachi Group, headquartered in Tokyo, Japan.

Hitachi Energy business operations

16. To deliver maximum value, the Hitachi Energy Group has organised its operations around four global business units and has local offices and research centres spanning 60 countries. This highly networked structure enables the Hitachi Energy Group's 50,000 experts and its global business units located across 200 local offices, to stay close to customers, fostering a strong awareness and knowledge of local market operating conditions, whilst further connecting to the company's latest technology developments and solutions, competence, and reference points.
17. The Hitachi Energy Group's four global business units (**Business Units**) are:
 - i. **Grid Automation:** The grid automation business unit offers a comprehensive portfolio of solutions. These range from substation automation, communication networks, grid automation services, grid edge solutions to enterprise software solutions. These solutions address all key segments connected to the energy system including generation, transmission distribution, industries, transportation and infrastructure sectors.
 - ii. **Grid Integration:** The grid integration portfolio spans a wide range of transmission and substation applications, which facilitate reliable and efficient system integration of the future digital electric network with minimum environmental impact. Grid integration incorporates solutions and services of the business' direct current (DC) and alternate current (AC) fields, including HVDC, substations, FACTS, offshore wind connections, semiconductors and power consulting, for utility and industrial grid applications, as well as e-transportation solutions.
 - iii. **High Voltage products:** The Hitachi Energy Group is a leader in high-voltage technology, offering a wide range of high-voltage products up to 1,200-kilovolt (kV), helping to enhance the safety, reliability and efficiency of power networks while minimising environmental impact. The high voltage primary offerings include switchgears, circuit-breakers, generator circuit breakers, power quality products, surge arresters, disconnectors, instrument transformers and high-voltage service. The Hitachi Energy Group's technological leadership continues to facilitate innovations in areas such as ultra-high-voltage power transmission, enabling smart grids, and enhancing eco-efficiency.
 - iv. **Transformers:** Through innovative and diverse transformers team and pioneering technology the Hitachi Energy Group transforms energy to add social, environmental and economic value powering future generations. The transformers business unit offers a complete range of power transformers, traction transformers, insulation and components, digital sensors and transformer services to support power generation, transmission and distribution, serving various sectors including, metals and mining, oil and gas, commercial and infrastructure projects, and mobility.

Hitachi Energy supply chains

18. Hitachi Energy offers leading power and automation products, systems, service and software solutions across the generation, transmission and distribution value chain. These offerings are provided by leveraging the Hitachi Energy Group's global supply chain which supports operations in 90 countries. Hitachi Energy sources materials and services from a variety of local and overseas sources. These materials and services are made up of three major categories as follows:
- i. **Direct materials and services:** Sourced from over 20,000 direct material and project service suppliers both wholly owned (internal) Hitachi Energy Group Business Units and third-party suppliers based locally and abroad. These include transformers, capacitors, switchgear, surge arrestors, relays and engineering services.
 - ii. **Indirect materials and services:** Sourced through third party suppliers who engage suppliers locally and abroad.
 - iii. **Transport and logistics services:** Sourced from both global and domestic service providers.
19. Hitachi Energy remains committed to high standards of integrity, ethics and sustainability and has a zero-tolerance policy when it comes to unethical business behaviour, such as bribery, corruption and forced labour. Hitachi Energy expects all its suppliers to adhere to its standards and to conduct their business ethically and comply with all applicable laws and regulations. These commitments are cascaded through the Supplier Code of Conduct, the General Terms and Conditions for Purchase and the Supplier Sustainability Manual.
20. Hitachi Energy implements and enforces the Supplier Code of Conduct (SCoC) which is published in 10 different languages. Hitachi Energy's Supplier Code of Conduct specifies the standards and requirements all suppliers are expected to adhere to and comply with. As a precondition to engagement, suppliers are requested to review and in turn, acknowledge the need to comply with the Supplier Code of Conduct as well as Hitachi Energy's General Terms and Conditions. In cases where suppliers operate under equivalent standards, principles, and applicable laws, their adherence to such frameworks may be considered sufficient, provided that the clauses outlined in the Supplier Code of Conduct and Hitachi Energy's General Terms and Conditions ensure alignment and compliance with the same requirements.

Section 3: Modern slavery risks in Hitachi Energy's business



21. Hitachi Energy has undertaken an assessment of modern slavery risks in its business. The assessment is focused on the sole trading and operational entity Hitachi Energy Australia Pty Ltd. As Hitachi Energy Australia Holdings Pty Ltd and the Subsidiaries do not employ individuals or carry out operations there is no risk of modern slavery in these entities.
22. Hitachi Energy regularly considers the risk of modern slavery practices in its business by maintaining a working group made up of stakeholders from various departments that reviews company processes and procedures to better understand operations, the supply chain, potential risks to the organisation and the actions being taken in support of the objectives of the Act.
23. Hitachi Energy considers the risk of modern slavery practices in its own operations as low, given it continues to employ largely a professional workforce.

As part of Hitachi Energy's commitment to address and mitigate modern slavery risks in its operations, it continues to perform pre-employment background checks, including right to work in Australia, age verification and an assessment of qualifications for the relevant tasks to ensure legal compliance.

24. The most significant modern slavery risks associated with Hitachi Energy's supply chain during the Reporting Period remain consistent with those risks identified in its prior statement as:
 - i. direct materials and services sourced from emerging markets where there is a higher risk of modern slavery and/or human trafficking;
 - ii. indirect services provided by third party contractors such as cleaning, site works, labour hire, service contractors; and
 - iii. local and international logistics providers, especially shipping from emerging markets.

Supply chain risk-based approach process

25. The Hitachi Energy Group's global supply chain presents unique and diverse sustainability profiles. The Hitachi Energy Group recognises the critical role suppliers play in its sustainability journey and acknowledges that its suppliers' practices and performance may directly or indirectly impact Hitachi Energy's performance and adversely affect the environment and worldwide communities. Therefore, a robust supplier sustainability assessment process is essential to ensure Hitachi Energy's suppliers align with its sustainability objectives and relevant regulatory requirements. By selecting to work with suppliers who align with the Hitachi Energy Group's values, it reduces risks and enhances Hitachi Energy's reputation while contributing to a more sustainable supply chain global ecosystem. Supplier sustainability risk analysis is a crucial phase in the Hitachi Energy Group's sustainability assessment process. To determine the initial risk level of a supplier, Hitachi Energy rely on two primary factors:
- i. Results obtained from the Supplier Qualification Questionnaire; and
 - ii. Risk level provided by the EcoVadis IQ+ module.
26. Upon completing the initial risk analysis explained above, suppliers are categorised into three distinct levels of risks: high, medium, and low. Classifying suppliers into these three risk levels allows Hitachi Energy to effectively allocate resources, prioritise engagement efforts, and drive improvements where they are most needed.
27. Suppliers categorised as 'high risk' are required to complete the EcoVadis Sustainability Assessment which is also highly recommended to suppliers categorised as 'medium risk'. For suppliers with higher sustainability risks, Hitachi Energy offers a Supplier Sustainability Development Program (SSDP) that prioritises partners according to a risk matrix, aggregating country and commodity risks, operational characteristics, the supplier's criticality, and spending level. This program includes:
- i. Training, awareness, and capacity-building;
 - ii. Assessments and audits conducted remotely and on-site; and
 - iii. Monitoring of supplier sustainability performance.
28. EcoVadis assesses human and labour rights risks, including modern slavery, as part of its broader sustainability evaluation framework, which spans 21 criteria across four key areas: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. The Labour and Human Rights category specifically examines how companies manage working conditions, health and safety, fair wages, non-discrimination, freedom of association, and ethical recruitment. Scores below 45 indicate high-risk suppliers. Risk levels are determined by country, industry, company-specific practices, and compliance with sustainability standards. To enhance risk detection, EcoVadis uses AI-driven tools which monitor public domain news and worker voice platforms that gather real-time feedback directly from employees. These mechanisms help identify and address critical human rights issues across global supply chains.

Supply chain risk-based approach process

29. The SSDP process is designed to ensure strict compliance, a fundamental requirement for maintaining the Hitachi Energy Group's standards and ensuring mutual success. While Hitachi Energy is committed to collaborating with suppliers to achieve continuous improvement and support their growth journey, if the requisite conditions set forth in this process are not met and the supplier is not collaborative, Hitachi Energy will phase out the supplier (de-sourcing).
30. SSDP focuses on Tier One suppliers in high-risk countries. Through assessments and corrective action plans (CAP), Hitachi Energy helps suppliers assess their strengths and weaknesses to promote continuous improvement. Hitachi Energy works with suppliers to detect and implement corrective actions where potential risks are identified. If those are not implemented within a reasonable timeframe, the supplier is recommended for de-sourcing. For assessments and audits, the Hitachi Energy Group's partners with third-party service providers in various regions to assist it in training its suppliers and internal colleagues and carrying out on-site assessments.
31. In tandem, the Hitachi Energy Group's Responsible Minerals Sourcing Program sets the framework for the sourcing of materials in an ethical and sustainable manner that ensures the health, safety, and protection of people and planet, whilst establishing a management system pursuant to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas.
32. During the Reporting Period Hitachi Energy focused on improving how it assesses and addresses those identified modern slavery risks in its supply chain and its supply chain risk-based approach process.



Section 4:

Actions taken to assess modern slavery risks in 2023-2024

33. In Hitachi Energy's 2023-2024 statement, it identified the below actions were undertaken to assess, manage and reduce the risks of modern slavery practices occurring in its operations and supply chains. These included:

- i. supporting the Hitachi Energy Group's establishment of a regulatory function that considers the regulatory impact of sustainability development, including environment, social, and governance (ESG) standards (including human rights);
- ii. adopting the Hitachi Energy Group's extension of the scope coverage of the high-risk countries evaluated under the Hitachi Energy Group's Supplier Sustainability Development Program (SSDP);
- iii. reviewing training materials to ensure it remains relevant to those who have a direct involvement in purchasing decisions and reflects the relevant best practices adopted by Hitachi Energy; and
- iv. adopting the Hitachi Energy Group's extension of the reach of the EcoVadis third party sustainability assessments of current suppliers to further assess supplier quality and risk.

Actions taken to assess modern slavery risks during the Reporting Period

34. During the Reporting Period, Hitachi Energy continued to perform the actions identified in its prior statement, while improving and expanding the way those actions are performed by:

- i. releasing the updated Supplier Code of Conduct that reinforces the Hitachi Energy Group's commitment to sustainability, ethics, and responsible sourcing. This updated version aligns with the latest industry standards and regulations while maintaining the overall structure. It reaffirms the Hitachi Energy Group's minimum expectations regarding ethical business conduct, labour standards, environmental responsibility, and compliance; and
- ii. releasing the Supplier Sustainability Manual which is a newly developed guide designed to clearly communicate the Hitachi Energy Group's sustainability expectations to suppliers.

These are discussed in further detail on the following page.

Human rights policies and procedures



35. Hitachi Energy implements several key local and Hitachi Energy Group policies and procedures that address the prohibition of modern slavery within its operations and supply chain, including reporting channels. These remained substantively unchanged during the Reporting Period. Since September 2023, efforts have been directed toward strengthening governance structures, mapping existing practices, and developing customised tools. Subject to further development and internal review, a revised framework aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), regulatory developments, including but not limited to, the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) is intended for potential launch in FY 2027, considering regulatory and legal developments.
36. During the Reporting Period, the Hitachi Energy Group has been working to enhance its overall due diligence process, with a particular focus on regional and sector-specific risk management. This includes strengthening the Hitachi Energy Group’s mechanisms for identifying, assessing, and mitigating risks related to human rights (including child labour and forced labour), across its overall operations. As part of this ongoing effort, the Hitachi Energy Group are further aligning its practices with international standards and stakeholder expectations as it remains committed to transparency and continuous improvement.

Supply chain management policies

37. Hitachi Energy implements and enforces the Hitachi Energy Group's Supplier Code of Conduct which is published in 10 different languages. The Hitachi Energy Group's Supplier Code of Conduct specifies the standards and requirements all suppliers are expected to adhere to and comply with at all times. During the Reporting Period, the Supplier Code of Conduct was updated while maintaining the original structure. The updated version aligns with the latest industry standards and regulations reaffirming Hitachi Energy's minimum expectations regarding ethical business conduct, labour standards, environmental responsibility, and compliance.
38. In addition, the Hitachi Energy Group released the Supplier Sustainability Manual, a newly developed guide designed to clearly communicate ESG expectations to suppliers. The manual distinguishes between Minimum Standards (the base level that need to be met by suppliers regarding responsible and sustainable practices), and Leading Practices (practices that suppliers may implement striving towards continuous improvement).
39. Under the SSDP, the Hitachi Energy Group continued to engage with some of its strategic Tier 1 suppliers in order to prepare them for onsite assessment of their social, health and safety and environmental risks. The focus remained on tier one suppliers located in 21 high risk countries across Asia, the Middle East, Africa, Europe and the Americas, and those suppliers who supply high risk materials or are a key strategic supplier for Business Units.
40. In addition to continuing those actions identified in its previous statement, the Hitachi Energy Group continued its participation in EcoVadis' independent external sustainability assessment. Since 2021, the Hitachi Energy Group significantly improved its EcoVadis sustainability performance assessments. Starting with a Silver rating in 2021, and two consecutive Gold ratings in both 2022 and 2023. In 2024, Hitachi Energy earned its first Platinum rating, which placed the company among the top 1% of over 150,000 companies assessed globally. This recognition, marked by a six-point score increase to 84/100, was driven by improvements in ethics and environmental performance supported by detailed evidence in its Sustainability Report.
41. The EcoVadis Sustainability Achievement Awards recognised the Hitachi Energy Group with the [Best Mature Program in Sustainable Procurement award](#), which recognises ongoing achievement and innovations that drive continued program expansion and maturity, even beyond the scope of the Sustainable Procurement program. The jury emphasised the Hitachi Energy Group's focus on decarbonisation and biodiversity as key elements in addressing the climate crisis and commitment to building a resilient, transparent supply chain with an emphasis on circularity. This follows the recently updated rating from CDP (formerly the Carbon Disclosure Project), an NGO encouraging and supporting companies and cities to disclose their environmental impacts. The Hitachi Energy Group received a second consecutive 'A-' rating.

Supply chain management procedures

42. The Hitachi Energy Group continuously enhances its Supplier Sustainability Assessment Process to systematically assess, manage, monitor and report the sustainability risks associated with its external supplier's operations and performance by assessing their environmental, social and governance ESG practices. During the Reporting Period, Hitachi Energy remained committed to the SSDP and continued to perform assessments of suppliers under the Hitachi Energy Group's robust SSDP.
- i. The SSDP assesses suppliers against 42 assessment criteria, to actively evaluate the supplier's respective supply chain.
 - ii. The Hitachi Energy Group assessed 88 high risk suppliers identifying new risks and mitigating 310 risks from the current and previous years. For every area of non-compliance identified during the supplier assessments, a supplier support action was launched to systematically address each issue in turn. These support actions included capacity building, customised participatory workshops, sharing best practices, jointly implemented collaborative programs, and transfer of knowledge and expertise.
43. As at the end date of the Reporting Period any identified risks not yet mitigated or resolved under the SSDP, remained under investigation as part of the supplier support action process outlined above and require remediation.
44. During the Reporting Period, the reach of the EcoVadis supplier sustainability assessment was extended from strategic suppliers to all high and medium risk suppliers, assessing in total 1,992 suppliers covering 53 countries. Furthermore, as part of the EcoVadis program, 550 suppliers undertook at least one (1) training course during the Reporting Period.
45. In addition to the above actions, Hitachi Energy continued to routinely monitor key global industry and government sources that reported on modern slavery risks and patterns. Where relevant to its supply chain, and where Hitachi Energy considered it reasonable or necessary to do so, internal screening tools were updated to reflect these developments, such as prohibiting purchasing from newly identified entities listed under sanction laws.
46. To date, the ongoing risk identification and assessments conducted as part of the Hitachi Energy Group's supplier due diligence have not indicated any known instances of modern slavery or human trafficking within the supply chain. Nonetheless, Hitachi Energy remains vigilant and committed to continuously monitor and strengthen its processes to identify, prevent and address any actual or potential human rights violations.

Employee training and engagement

47. During the Reporting Period, Hitachi Energy reviewed training materials to ensure they remain relevant to those who have a direct involvement in purchasing decisions and reflects the relevant best practices adopted by Hitachi Energy and the Hitachi Energy Group.
48. The Hitachi Energy Group trained all 36 new employees involved in purchasing decisions (nominated by the Business Units) as part of the SSDP.
49. To encourage all stakeholders to speak up against breaches of Hitachi Energy's core values and standards, Hitachi Energy has continued to implement its Whistleblower Policy. The policy covers all issues mentioned in Hitachi Energy's Code of Ethics and Business Conduct and Supplier Code of Conduct. These include ethics and compliance issues, together with discrimination, retaliation, health and safety, human rights, and environmental breaches. Hitachi Energy enforce a strict, zero-tolerance policy for violations of the law or its corporate policies.



Section 5:

Action effectiveness assessment and actions matrix

Action effectiveness assessment

50. Hitachi Energy measures how effective it has been in ensuring that modern slavery is not present in any part of its business or supply chains using various metrics which have been summarised in the **actions matrix** table below.

Actions matrix

Action	Metric	Details
Human rights policies and procedures	Number of people who reported issues concerning modern slavery	During the Reporting Period, there were no incidents reported concerning allegations of modern slavery within Hitachi Energy's operations or supply chains
Supply chain management policies and procedures	Number of instances of the presence or use of modern slavery or human trafficking	During the Reporting Period, neither remote supplier assessments nor other supplier due diligence processes indicated the presence or use of modern slavery or human trafficking in supply chains
	Number of suppliers who received training addressing modern slavery as part of the SSDP	During the Reporting Period, 101 suppliers received training as part of the SSDP which also addressed modern slavery
	Number of suppliers with whom business has been terminated due to continued non-compliance as part of the SSDP	During the Reporting Period, business with three (3) suppliers were descope due to unsatisfactory progress in resolving identified risks
	Number of suppliers who received training addressing Labour and Human rights as part of the EcoVadis assessment	During the Reporting Period, 105 suppliers undertook at least one (1) training course relevant to the EcoVadis sustainability criteria for labour and human rights as part of the assessment program
Employee training and engagement	Number of people within the business who received training under the SSDP	During the Reporting Period, all new 87 employees involved in purchasing decisions (nominated by the Business Units), received training addressing modern slavery as part of the SSDP

Section 6: Continuous Improvement

51. Hitachi Energy has performed a review of the actions undertaken during the Reporting Period to ensure that it continues to effectively improve in the way it assesses and addresses modern slavery risks in its operations and supply chain. Following this exercise, Hitachi Energy intends to undertake the following further remedial steps:
- a. providing further mandatory training to the management team members at various levels of the organisation to provide decision makers with the relevant background on identifying and managing such risks and necessary steps to combat modern slavery in operations and supply chain;
 - b. participating in customer-led audits to further align Hitachi Energy's practices, assessment, and actions with the expectations and processes of its customers;
 - c. continue promoting the open reporting and transparency culture via internal communication campaigns; and
 - d. continue to enhance human rights due diligence process and practices.



Section 7: Consultation process

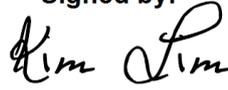
52. This joint modern slavery statement is made by Hitachi Energy Australia Holdings Pty Ltd on behalf of the reporting entity it owns and controls, Hitachi Energy Australia Pty Ltd. The reporting entities have been consulted and informed of the reporting requirements of the Act. No consultation was required with the Subsidiaries given those entities are non-operational.

53. Hitachi Energy's modern slavery working group, key stakeholders and various internal functions such as Legal and Integrity, Human Resources, and Supply Chain Management (both locally and globally) were all consulted to inform and contribute to the development of this joint statement.

54. This joint modern slavery statement was approved by the Board of Hitachi Energy Australia Holdings Pty Ltd as the ultimate controlling entity in accordance with its constitution on 20 September 2025.

Signed by:

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Bernard Norton
Country Managing Director

Signed by:

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Kim Lim
Country Finance Manager