



Hexagon Australia's Modern Slavery Statement

Financial year ending 31 December 2025

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Modern slavery group statement

This statement is a joint modern slavery statement made under the Modern Slavery Act 2018 (Cth) by Leica Geosystems Pty Limited trading as Hexagon (ACN 000 112 765) and its subsidiaries subject to the Act, comprising the following entities

- Minnovare Holding Co Pty Ltd
- BMT 3 Holdings Pty Ltd
- Blast Movement Technologies Pty Ltd
- Blast Movement Technologies International Pty Ltd
- BMT Africa Pty Ltd

Leica Geosystems Pty Limited is the Australian subsidiary of Hexagon AB, operating across Australia with offices in Perth, Brisbane and Newcastle. In this statement, Leica Geosystems Pty Limited is referred to as “Hexagon Australia”.

This Statement outlines Hexagon Australia’s efforts to identify and address modern slavery risks in its operations and supply chains for the financial year ended 31 December 2025.

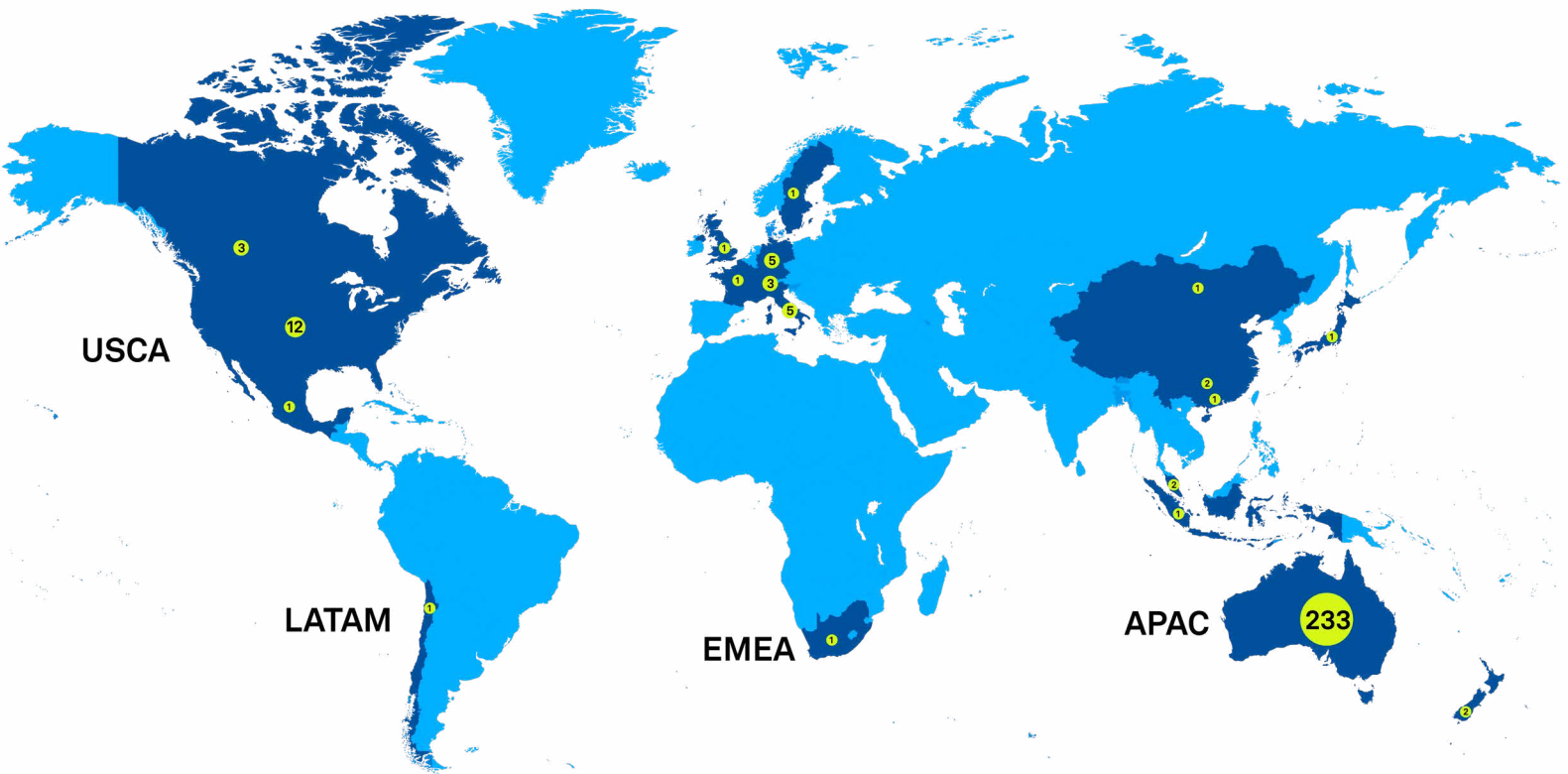


Hexagon - business overview

Hexagon AB is a multinational company incorporated in Sweden, with headquarters located in Stockholm, Sweden operating through subsidiaries located in over 50 countries. Hexagon AB provides technologies, including sensors, software and data-driven solutions, that drive productivity across geospatial and industrial enterprise applications for a range of industries.

Hexagon’s solutions integrate geospatial and industrial sensors, software, three-dimensional (3D) mapping, five-dimensional visualisation and analysis, domain knowledge and customer workflows into intelligent information ecosystems that deliver actionable information. Hexagon’s solutions are used in a broad range of industries, including agriculture, metals and mining, oil and gas, automotive, chemical, power, shipbuilding, construction, safety, defense and aerospace, surveying, medical devices and pharmaceutical.

Hexagon engages a wide range of suppliers to support its diverse offerings of technological solutions, including third- party software component providers, finished product component manufacturers and distributors, developers, systems integrators and vendors that support its operations.



Hexagon Sourcing Map

Hexagon’s supply chain

Hexagon Australia operates across mining, construction and infrastructure sectors, employing approximately 300 people.

Hexagon Australia is supported by a global supply chain of 268 suppliers providing:

- Components, development and system integration services;
- Equipment and spares;
- Third- party software components;
- Freight and logistics services;
- Labour hire; and Corporate services.

The majority of Hexagon Australia’s suppliers are based in Australia and the United States.



Modern slavery risks assessment

Hexagon Australia assesses the potential risks of modern slavery in both its operations and supply chains.

Operations: Hexagon Australia considers the risk of modern slavery within its direct operations to be relatively low, due to its skilled workforce, professional environment and compliance with Australian labour laws standards. These risks are further mitigated by group wide policies promoting ethical conduct and prohibiting practices associated with modern slavery.

Supply chains: Hexagon Australia recognises that modern slavery risks may arise in its supply chains, particularly where suppliers source goods and services from higher risk jurisdictions and within manufacturing and electronics sectors.

At a group level, Hexagon AB undertakes an annual assessment of modern slavery risks across its operations and supply chains and reports in accordance with applicable UK and Canadian modern slavery legislation.

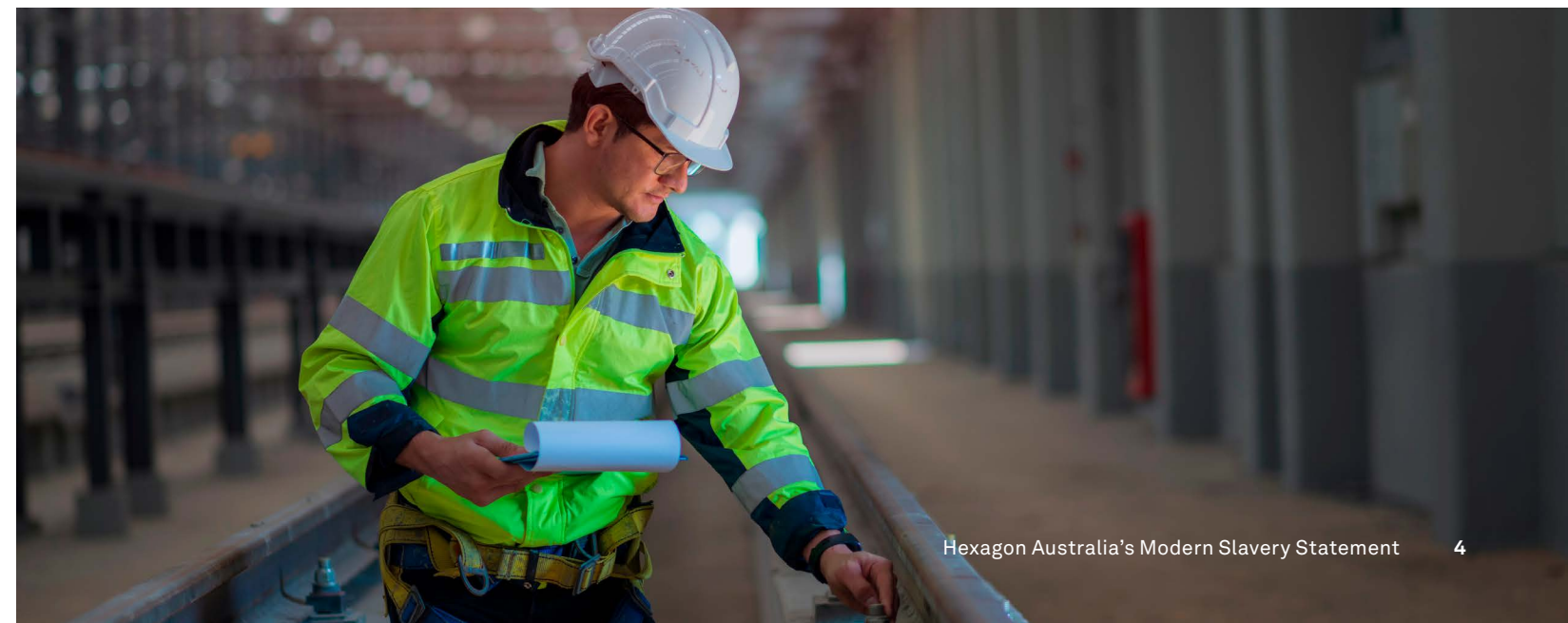
Actions taken to assess and address risks

Hexagon's Compliance Programme and Policies

- Hexagon's state of the art Ethics & Compliance System documents Hexagon's commitment to preventing modern slavery in its business and supply chains.
- This commitment is supported in the Hexagon Code of Business Conduct and Ethics that prohibits forced, involuntary and child labour; requires the accurate and timely payment of wages and salaries; and affirms Hexagon's commitment to respecting the right to freedom of association and collective bargaining, including the right to form and join trade unions and other worker organisations, without harassment or interference.
- The Hexagon Code of Business Conduct and Ethics applies to all personnel employed by or engaged to provide services on Hexagon's behalf.
- Compliance with applicable principles set forth in the Code is a mandatory qualifying condition for Hexagon to enter a business relationship with applicable Hexagon suppliers. Hexagon's Supplier Code of Business was introduced in 2019 to reinforce such principles to its supply chain and is regularly updated. The Supplier Code is available in multiple languages on

Hexagon's external website <https://hexagon.com/legal/compliance>.

- Amongst other principles, the Supplier Code requires applicable suppliers to comply with legally mandated work hours for its employees; provide compensation and benefits on time and in accordance with applicable laws and industry standards; avoid human trafficking or use of forced, involuntary or child labour; prohibit employee harassment or abuse; and respect employee rights to freedom of association and collective bargaining.
- Since 2021, Hexagon has implemented procedures to contractually require applicable suppliers to comply with the principles set out in its Supplier Code.
- In 2025, these procedures were reviewed and updated to align with evolving international standards.
- Hexagon mitigates modern slavery risks through supplier contractual requirements, due diligence processes and ongoing monitoring, including an annual supplier survey assessing risk based on supplier location, industry exposure and supply chain complexity.
- Hexagon maintains a suite of group wide policies supporting its approach to modern slavery risk management including:
 - Anti-Human Trafficking Policy
 - Conflict Minerals Policy
 - Diversity, Equity and Inclusion Policy
 - Environmental Policy
 - Modern Slavery Act Statement
- Unfair Discrimination and Harassment Policy which are publicly available <https://hexagon.com/legal/compliance>.



Due diligence, risk assessment and management

Hexagon selects suppliers based on an assessment of the overall competitiveness of the offering. This assessment includes several factors in addition to financial aspects, such as competency, technology, process, management, logistics, leadership and investments in continuous improvements. Although the competitiveness of the company’s offer is the most decisive factor, our aim is to give particular preference to suppliers that are in the forefront of environmental focus and work and that live up to the goals and values expressed in the United Nations Global Compact’s ten principles in the areas of human rights, labour rights, environment and anti-corruption.

Hexagon’s global compliance procedures require Hexagon to perform due diligence prior to engaging applicable suppliers. The nature and scope of the due diligence is dependent on identified risk factors, such as the supplier’s country of origin. Additionally, Hexagon performs restricted party screening on all suppliers to avoid transactions with prohibited parties.

The Supplier Code of Business requires applicable suppliers to have adequate management systems and controls in place, commensurate with the size and nature of their business, to ensure compliance with its terms. To the extent applicable, suppliers are required to ensure their own suppliers agree to adhere to standards comparable to those set forth in the Supplier Code.

Hexagon reserves the right to verify compliance with the Supplier Code using mechanisms including, but not limited to, self-assessments, surveys, site-visits or audits. If a supplier fails to comply with the Supplier Code, Hexagon will engage with the supplier and take appropriate corrective action. In the event of significant or recurring breaches, without corrective actions and remedy, or lack of cooperation, Hexagon reserves the right to reduce or terminate business with a supplier.



Training

Every Hexagon manager is required to ensure their employees are fully aware of the Code and to take steps to monitor compliance with Hexagon’s Ethics & Compliance System. Hexagon provides annual reminders to its employees about the Code and Hexagon’s Ethics & Compliance System and provides periodic on-line and in-person training on the Code and on specific compliance programme requirements as needed.

The Supplier Code requires suppliers to ensure their personnel, and those of their suppliers, are adequately trained on its requirements.

Hexagon rolled out training on the Supplier Code to support supplier understanding and compliance in 2024.

Reporting - how to raise concerns

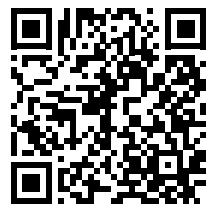
Hexagon is committed to upholding the highest standards of compliance and ethical conduct, making it essential that any potential compliance violations are promptly reported. All third parties (contractors, suppliers, and business partners) are encouraged and required to report any suspected non-compliance with this Code, Hexagon's Code of Conduct, or applicable laws.

To report suspected misconduct, you have several confidential options:

Email: Send your report to Hexagon's compliance team at compliance@hexagon.com or contact Hexagon's Chief Compliance Officer directly.

Face-to-Face Meetings: You may raise concerns in person with the division you work with, your regional compliance officer, any Hexagon manager, or relevant employees in the human resources, finance, or compliance departments.

Ethics & Compliance Reporting System: Reports can be submitted through Hexagon's Speak-up Reporting System, operated by an independent third-party provider. This system allows for secure, confidential reporting at any time and in multiple languages. Anonymous reports can also be submitted through this platform.



Hexagon's Speak-Up
Reporting System



Assessing effectiveness

Performance indicators

Hexagon maintains a global reporting mechanism that encourages employees and suppliers to report suspected or actual breaches of its Code of Conduct, applicable laws or regulations.

Hexagon Australia monitors the effectiveness of its actions to assess and address modern slavery risks through a combination of outcome and lead indicators, including:

- Reports received from employees, suppliers, the public or law enforcement agencies relating to potential modern slavery concerns;
- The proportion of suppliers subject to contractual obligations aligned with Hexagon's Supplier Code,
- Insights from these indicators are used to inform ongoing improvements to Hexagon's policies, procedures and supplier engagement activities; and

No reports relating to modern slavery risks in Hexagon Australia's operations or supply chains were identified during the financial year ended 31 December 2025.

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Management at all levels are responsible for ensuring those reporting to them understand and comply with this Statement and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Future actions

We continue to monitor improvement and consider further steps we can take to ensure that there is no slavery or human trafficking in our business or supply chains.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this Statement and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Any party, including personnel, vendors, suppliers, partners, and others with whom Hexagon conducts business, may report credible information regarding a violation or suspected violation of policies to Hexagon's compliance team via Hexagon's Ethics & Compliance Reporting System, email at compliance@hexagon.com or directly via email to Hexagon's Chief Compliance Officer.

Hexagon prohibits any retaliation against persons reporting a potential or actual violation in good faith. The integrity of the reporting process is taken very seriously, and as such, identity of the individual reporting the suspected violation will, wherever possible, not be revealed to local-level personnel.



All Hexagon AB entities operate under a common set of governance policies and frameworks to assess and address modern slavery risks.

Consultation process

All Hexagon AB entities operate under a common set of governance policies and frameworks to assess and address modern slavery risks.

In preparing this Statement, Hexagon Australia consulted with relevant owned entities, and Hexagon AB, as well as key internal stakeholders, including Legal, Procurement and Compliance teams, to ensure a consistent and coordinated approach to identifying, assessing and addressing modern slavery risks across its operations and supply chains.

Approval

This statement was approved by the Board of Directors of Leica Geosystems Pty Limited

Signed:

Benjamin Rogers

Director of Leica Geosystems Pty Limited

Date: 30 June 2026

Hexagon, is the global leader in precision technologies at any scale. Our precision measurement, positioning, and autonomous solutions transform the world's most vital industries. From aerospace & defence, automotive, construction, general manufacturing, to mining and more, we provide the confidence that customers rely on to build, navigate, and innovate.

Hexagon (Nasdaq Stockholm: HEXA B) has approximately 17,000 employees in 50 countries and net sales of approximately 3.7bn EUR. Learn more at [hexagon.com](https://www.hexagon.com).