



2024

MODERN SLAVERY STATEMENT

SAMSUNG C & T CORPORATION



SAMSUNG C&T

Samsung C&T Corporation

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About This Report

Report Overview

Samsung C&T Corporation (ABN 49 160 079 470) initially published the Modern Slavery Report in 2020 as part of its corporate sustainability framework, outlining its approach to human rights management and the protection of human rights across its Australian operations and supply chains. The company has continued to publish the report on an annual basis, providing transparent disclosure to stakeholders on the measures undertaken and outcomes achieved, and demonstrating its ongoing commitment to ethical business conduct and responsible corporate governance.

Reporting Period and Scope

This report covers Samsung C&T Corporation's human rights management activities conducted for the period from 1 January 2024 to 31 December 2024 (the 2024 Calendar Year), prepared in consultation with the Board of Directors under the corporate ESG management and governance framework.

The reporting scope exclusively pertains to the operations of Samsung C&T Corporation's Australian branch, outlining the implementation of the Company's group-wide human rights management system and the manner in which the strategic planning and risk management frameworks governed by the corporate headquarters operate to prevent and mitigate modern slavery risks within Australia.

Reporting Standards

This statement was made pursuant to the *Commonwealth Modern Slavery Act 2018* (the Act) which requires Samsung C&T Corporation in Australia, as the reporting entity, to disclose information on the modern slavery risks within its operations and supply chains, to report on the actions undertaken to identify, assess, mitigate, and remediate such risks, and to comply with all related statutory obligations

In this statement, the terms "we", "us", "our" and "the company", are used where reference is made, in general, to the reporting entity.

About Samsung C&T

The current Samsung C&T began as Samsung Everland, established in 1963 with the intent of national land development. It has expanded to include resort, food & beverage, and landscaping businesses as a leading service provider in Korea. In December 2013, Samsung Everland acquired the fashion business of Cheil Industries, a textile company that has led Korea's fashion industry, after which the company changed its name to Cheil Industries and focused on establishing itself as a lifestyle company.

The former Samsung C&T, which originates from the "Samsung Sanghoe" established in 1938, was designated in 1975 as Korea's first general trading company to lead overseas sales operations. In December 1995, the company merged with Samsung Construction, and has since been actively engaged in global business through its offices in 46 countries.

The former Samsung C&T and Cheil Industries, which had been building their reputations as leading companies in their respective industries, merged in September 2015, enabling the company to grow into a global business partner and lifestyle innovator across the sectors of construction, trade, fashion, and resorts.

In construction sector, Samsung C&T Engineering & Construction Group ("**Samsung C&T Group**") specialises in engineering, procurement, and construction in the fields of building, civil infrastructure, plant, and housing.

In 2012, Samsung C&T Corporation ("**Samsung C&T**") was established in Australia as the branch of Samsung C&T Engineering and Construction Group from Republic of Korea, participating in major Civil Infrastructure construction projects and Renewable Energy EPC projects in Australia.

Samsung C&T Australia's registered address and principal place of business is Level 2, 44 Market Street Sydney NSW 2000.

Core Values

The guiding principles for all management decisions to ensure a balance between stability and dynamic change

1 Safety - Our calling to create a safe and healthy world

- Our highest value in all our decisions and actions.
- The safety of our employees, partners and society begins and ends with us.

2 Integrity - Obligations of a global citizen to create a fair transparent society

- Abide by rules and laws, work according to principles and standards.
- Act with truth and honour to earn respect.

3 Trust - Foundation to thrive in a sustainable world

- Earn trust through commitment to social responsibility.
- Keep promise made to clients and society.

4 Authenticity - Passionate Sincere drive for excellence

- Overcome limit with urgent drive and actively achieve goals.
- Resolve issues together through open communication.

5 Challenge - Determination to achieve new growth in face of change

- Embrace change without fear of the challenge.
- "Proactive" not reactive



Our Commitment

Samsung C&T respects human rights as universal values and strictly adheres to the laws and regulations of every country in which it operates. We are committed to upholding the rights of all stakeholders — including employees, customers, business partners, governments, and local communities — and to embedding human rights management across all sites and operations.

We recognise that modern slavery can take many forms, including human trafficking, forced labour, servitude, deceptive recruitment practices, and child labour. Samsung C&T is fully committed to raising awareness of these risks among our workforce and to proactively identifying, preventing, and mitigating both inherent and potential instances of modern slavery, whether directly or indirectly linked to our Australian operations.

Samsung C&T Group has established a board-centric ESG management system, with a focus on creating long-term social value in a sustainable manner. Since 2021, we have been implementing medium-term ESG strategies on a three-year cycle, setting strategic directions and linking them with KPIs to strengthen our ESG foundation. From 2023 onwards, we have continued to refine our operations in each ESG field through continuous monitoring and strengthened stakeholder engagement, aiming to align with global best practices.

Samsung C&T, as the Australian branch of Samsung C&T Group, remains firmly committed to identifying, mitigating, and preventing modern slavery risks within its Australian operations. The company operates in alignment with Samsung C&T Group's board-centric ESG governance framework and integrated operating system, ensuring consistency with the group's global standards. As part of its overarching ESG strategy, Samsung C&T complies Human Rights Management Policy across its Australian projects. This policy is designed to prevent and mitigate the risk of modern slavery in all areas of the business, including operations, supply chains, and commercial relationships.

This report has undergone independent third-party review by an external organisation to enhance its trustworthiness and quality.

2024 Calendar Year Review

Samsung C&T will continue to enhance corporate value through a board-centric governance structure, overseen by Samsung C&T Group, while steadfastly pursuing its medium-term sustainable management strategy and maintaining transparent and sincere communication with stakeholders. For the period 2023 to 2025, our strategic direction focuses on the continuous improvement of operational standards and the strengthening of the monitoring system under the leadership of the Board.

In fulfillment of this responsibility, we have maintained compliance with the Company-wide Human Rights Management System and implemented an integrated, company-wide risk management framework to mitigate potential modern slavery risks within our operations and supply chains. During the 2024 calendar year, we advanced several key initiatives aimed at enhancing our understanding of, and response to, modern slavery risks, including:

- Developing an in-depth understanding of modern slavery risks aligned with our business activities through the Human Rights Risk Policy and Management framework;
- Enhancing the assessment and management of ESG compliance for our partner companies;
- Establishing and operating a human rights risk reduction plan informed by human rights impact assessments;
- Implementing mitigation measures for identified risks at business sites and monitoring progress on improvement activities; and
- Developing and publishing the Compliance Code of Conduct and related Guidelines on our website to foster a practical and effective compliance culture.

This is our fourth Modern Slavery Report published in accordance with the Act 2018. During the reporting period, we endeavoured to build upon the actions outlined in our previous statements.

Notably, we conducted a comprehensive review of our efforts to date to assess and address modern slavery risks, integrating current actions and tools into our operations to improve their effectiveness.

The key initiatives undertaken to mitigate modern slavery risks within our business operations include:

- Monitoring and strengthening risk management processes to identify, assess, and address modern slavery risks;
- Continuing to assess potential risks posed by new suppliers, subcontractors, and business partners through a screening tool and an internally developed Modern Slavery Supplier Questionnaire;
- Enhancing employee capability to recognise and report modern slavery risks by delivering ongoing modern slavery awareness and educational training;
- Partnering with suppliers to increase awareness of modern slavery risks and potential indicators;
- Continuously tracking our progress and transparently disclosing identified risks and mitigation actions, including the implementation of our due diligence evaluation tool.

As part of our commitment to minimising the risk of modern slavery, we have maintained ongoing discussions with the Board of Samsung C&T Group and our joint venture partners regarding the guidelines and reporting requirements set forth under the Act. In alignment with global ESG guidelines and governance frameworks, we have undertaken a range of actions to address these obligations and have collaborated closely with the Board in the development of this Modern Slavery Report.

Samsung C&T continues to enhance communication on these matters through multiple channels, including the Sustainability Report and the Company's website. Internally, Samsung C&T actively promotes ESG awareness—particularly regarding modern slavery risks within business operations—among employees and business partners through company-wide broadcasts, training programs, and targeted Modern Slavery Awareness initiatives.

We have zero instances of modern slavery detected in our operations or supply chains during the reporting period. We will not tolerate modern slavery and will not knowingly engage with any consultants, suppliers, or contractors involved in such practices.

Operations and Supply Chains

Operations

Samsung C&T Corporation is a globally recognised leader in engineering, procurement, and construction (EPC), with a proven track record of delivering complex infrastructure projects across sectors including buildings, civil works, power plants, and residential developments. The company's operations are grounded in technical excellence, innovation, and a commitment to sustainable development. In Australia, the Energy Solution Business Unit expanded the Company's presence in Australian market encompassing renewable project development, and executing renewable energy EPC projects including battery energy storage system (BESS), solar/PV and transmission line & distribution to provide integrated energy solutions to Australia local community. As a part of Civil Infrastructure Business Unit's focus in Australian market, Samsung C&T is also committed to provide a professional service to large-scale infrastructure project including road, rail, airport and pumped hydro etc.

In 2023, Samsung C&T, in joint venture with GenusPlus Group, secured three major contracts for the engineering, procurement and construction (EPC) of Balance of Plant (BoP) and battery energy storage system (BESS) installation associated with Phase 1 of the Melbourne Renewable Energy Hub (MREH). This 600MW/1,600MWh project is being developed in partnership with Equis Energy and Victoria's State Electricity Commission (SEC).



The MREH BESS Project is a strategically important renewable energy infrastructure precinct located approximately 25 kilometres northwest of Melbourne's central business district. Once fully developed, it will house a 1.2GW/2.4GWh BESS—placing it among the largest battery energy storage systems globally.

Project	Project Status
Melbourne Renewable Energy Hub (MREH) BESS Project	November 2023 - Present

The construction activities for the MREH BESS Project continued throughout the 2024 calendar year. Commercial operations for Phase 1 are anticipated to commence in 2026.

In addition to its renewable energy initiatives, Samsung C&T continued its long-standing involvement in the WestConnex M4-M5 Link Tunnels in New South Wales as part of the Acciona, Samsung, Bouygues Joint Venture (ASBJV). WestConnex is one of Australia's largest and most significant road infrastructure developments. Upon full completion, the project will provide a 33-kilometre continuous, traffic-light-free motorway connecting Sydney's western and southwestern suburbs to the city centre. The project also forms a critical link to key international gateways, including Sydney Airport and Port Botany, as well as the future Western Harbour Tunnel, Beaches Link, and M6 Motorway. Samsung C&T successfully completed construction of the M4-M5 Link Tunnels in June 2023 in partnership with ASBJV and continues to support the project through the associated defect correction periods. Samsung C&T's participation across all three phases of the WestConnex project highlights its involvement across the full infrastructure lifecycle—from design and construction to operation and maintenance.

Project	Project Status
WCX1b (CPB Samsung John Holland Joint Venture ABN 12 858 428 316)	Opening Completion in July 2019 and under Defects Correction Period
WCX2 (CPB Dragados Samsung Joint Venture ABN 42 484 012 873)	Opening Completion in July 2020 and under Defects Correction Period
WCX3a (ASBJV ABN 46 422 742 617)	Opening Completion in January 2023 and under Defects Correction Period

Samsung C&T remains committed to working in close collaboration with government stakeholders, industry partners, and its supply chain to deliver infrastructure projects that are safe, sustainable, and compliant with applicable regulatory and ethical standards.

Supply Chains

In Australia, Samsung C&T primarily operates through joint venture arrangements to deliver major infrastructure projects in accordance with applicable technical specifications, environmental standards, and social procurement obligations mandated by government agencies. In this context, Samsung C&T directly engages with contractors and subcontractors who are responsible for the delivery of construction and engineering works.

Our procurement activities span the full infrastructure lifecycle, including design, construction, and operation and maintenance phases. Samsung C&T does not directly engage with suppliers considered to be high-risk for modern slavery in connection with project execution activities. However, we recognise that modern slavery risks may exist indirectly through our contractors and subcontractors, who procure goods and services—including raw materials, equipment, and components—from both domestic and international suppliers to support infrastructure delivery.

Outside of project-based operations, Samsung C&T's Australian branch procures a limited range of goods and services to support corporate and administrative functions. These include cleaning and facilities management, information technology support, payroll, and marketing services. While these activities are considered low-risk from a modern slavery perspective, they are subject to ongoing monitoring as part of our broader governance, compliance, and ethical sourcing framework.

Samsung C&T is committed to fostering long-term, sustainable partnerships with its supply chain stakeholders based on mutual respect, transparency, and ethical business conduct. To maintain integrity across our supply chain, we apply rigorous procedures during the selection, contracting, and ongoing management of business partners.

As part of our commitment to responsible sourcing, Samsung C&T conducts ESG due diligence in the partner selection process. These procedures are designed to promote subcontracting transparency, identify and mitigate modern slavery risks, and support the development of a resilient and ethical supply chain.

Our People

In this reporting period, Samsung C&T's direct workforce in Australia comprises a total of 69 employees. This includes 48 employees based at the Australian branch office and 21 employees engaged on the Melbourne Renewable Energy Hub (MREH) BESS Project. Our workforce performs a wide range of functions across project delivery and corporate operations including Finance & Operation, People & Culture, Legal, Corporate Affairs, Business Development, Transmission Lines, Renewable EPC, Renewable Development and Civil Business Unit.

All Samsung C&T employees are employed on a full-time basis within Australia and are engaged under legally compliant employment arrangements. These include modern awards, and individual employment contracts, each of which meets or exceeds the minimum standards set out in the National Employment Standards (NES) under the *Fair Work Act 2009* (Cth). The NES outlines the 10 minimum entitlements that must be provided to all Australian employees, ensuring fair and lawful employment conditions across our workforce.



Modern Slavery Risks

Modern slavery can occur in every industry and sector and has severe consequences for victims. Modern slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities.

Samsung C&T acknowledges its responsibility to identify and assess inherent and emerging modern slavery risks across both its operations and supply chains. This responsibility is approached in alignment with our Human Rights Management System, which is designed in accordance with internationally recognised standards, and our broader Company-wide Risk Management System. These systems are applied to evaluate the extent to which Samsung C&T may cause, contribute to, or be directly or indirectly linked to modern slavery practices, and to implement measures to mitigate these risks.

Company-wide Risk Management System

Samsung C&T Corporation has established a company-wide risk management system to proactively identify and respond to a range of strategic, operational, compliance, and human rights-related risks. The system address defined key risks that may impact corporate business activities and formulated mitigation measures to enhance operational stability of our business operations.

Risk management functions are overseen by the Board of Directors and dedicated governance committees, which are empowered to monitor and respond to emerging risks. This governance structure ensures timely escalation and response mechanisms across all levels of the organisation, including risks associated with human rights and modern slavery. Samsung C&T remains committed to strengthening its risk management framework in response to the dynamic global risk landscape, including those risks associated with complex supply chains and subcontracting arrangements in infrastructure delivery.

Risk Assessment

The construction industry, by its nature, is exposed to a range of direct and indirect risks associated with modern slavery. These risks can arise at various stages of the project lifecycle, particularly where complex subcontracting arrangements and global supply chains are involved. In this section, we outline how modern slavery risks may manifest within Samsung C&T’s operations and supply chains, and the measures we implement to identify and assess these risks.

Operations	The construction sector is widely recognised as having an elevated risk of modern slavery due to a range of intersecting structural and contextual risk factors. These may include the high demand for low-skilled labour, the presence of labour hire arrangements, and the vulnerability of migrant workers, particularly those on temporary visas. Samsung C&T’s direct construction workforce in Australia, however, is composed primarily of highly skilled expatriate engineers seconded to project sites. All employees are engaged under employment arrangements that comply with both Australian and international labour laws and regulations. Samsung C&T operates a risk classification system designed to comprehensively assess and manage various risks that may affect our business activities. In relation to labour and human rights, the system focuses on key risk areas such as the adequacy of policies, the working environment, and labour-management relations. Our Human Rights Management System, which is fully implemented in Australia, provides the governance, monitoring, and compliance mechanisms necessary to mitigate these risks across our operations. In our joint venture partnerships with contractors, Samsung C&T maintains a commitment to “zero harm” in relation to human rights and modern slavery. Together with our joint venture partners, we ensure compliance with the Act and adhere to the relevant codes of conduct, supplier standards, and risk management frameworks. These measures are designed to reduce potential modern slavery risks across our broader construction activities, including those relating to subcontracted labour, procurement, and on-site operations. Given the nature of our workforce and human rights practices, Samsung C&T has assessed its direct operations in Australia as presenting a low risk of modern slavery.
Supply chain	The supply chains in the construction sector inherently carry risk factors such as limited visibility over long and complex multi-tiered networks, and the involvement of lower-tier suppliers operating in high-risk geographic regions. These complexities often reduce transparency and control over the

	recruitment and employment practices of suppliers and subcontractors. Additionally, sourcing raw materials and imported goods from overseas introduces an elevated risk of modern slavery due to the extended supply chains involving multiple contractors and subcontractors, which further limits oversight. While Samsung C&T’s direct operations in Australian projects do not include the procurement of raw materials or commodities, we acknowledge our responsibility to collaborate closely with our partner companies to identify and mitigate modern slavery risks across the broader supply chain. Samsung C&T has undertaken a thorough risk assessment of its supply chains and has determined that the overall risk of modern slavery within its operations and first-tier relationships is low. Our partners and contractors are selected based on their compliance with the Act and are contractually required to prohibit any form of modern slavery within their operations and supply chains. As part of our contracting process, Samsung C&T applies a comprehensive risk management framework that includes supplier screening tools, modern slavery due diligence questionnaires, and regular compliance monitoring. These tools form part of our broader assessment and management of partner ESG compliance and supply chain due diligence processes. Our partners are committed to taking all reasonable and practical steps to identify, prevent, and address any modern slavery risks, including those occurring within their own extended supply chains. They are aligned with the United Nations Guiding Principles on Business and Human Rights and are expected to take appropriate actions to remediate any adverse impacts they cause or contribute to through their operations. The procurement activities of our joint venture partners are managed with diligence and accountability, supported by robust internal controls, a strict Supplier Code of Conduct, and effective supply chain governance frameworks aimed at eradicating modern slavery risks and upholding ethical sourcing standards.
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Risk Indicators

To identify areas of inherent and potential modern slavery risk within our operations and supply chains, Samsung C&T and its joint venture partners apply a range of risk indicators aligned with international best practices and sector-specific guidance. These indicators help inform the due diligence processes and enable early identification of high-risk suppliers and geographies.

Tendering project	As part of the tender evaluation process, Samsung C&T—through its joint venture procurement teams—assesses suppliers using a structured risk rating framework. This risk assessment is typically performed by the Contractor’s Procurement Lead and considers the geographical and sector-specific risk of suppliers’ operations based on the following scale: ▪ High (goods are being manufactured in known area for slavery) ▪ Medium (goods are being manufactured in country known for slavery but not in known area) ▪ Low (goods are being manufactured overseas but not in a country known for slavery) ▪ Nil (supplier can account for the full supply chain and confirm there is no risk of slavery) This structured approach enables proactive identification of modern slavery risks prior to supplier engagement and helps to inform contract decisions and the level of oversight required.
Major project construction materials	Samsung C&T has taken steps to manage modern slavery risks in the sourcing of major construction materials by referencing its Modern Slavery Policy in procurement documents, engaging with contractors and suppliers to raise awareness of modern slavery risks, and using a Modern Slavery Questionnaire during the onboarding of new suppliers to identify any potential concerns. Throughout the reporting period, Samsung C&T’s joint venture partners undertook risk mapping of their supply chains for major infrastructure projects. This process involved identifying and assessing potential modern slavery risks in business operations and third-party relationships, with particular attention to subcontractors and overseas suppliers involved in the provision of raw materials and manufactured goods. These ongoing assessments ensure continued alignment with Samsung C&T’s risk-based approach and reinforce our commitment to ethical sourcing and the prevention of modern slavery across all levels of our supply chain.

Actions Taken To Assess and Address Modern Slavery Risks

Samsung C&T’s approach to identifying and addressing modern slavery risks has remained consistent with previous reporting periods. Throughout the 2024 calendar year, we have continued to strengthen our human rights risk management processes and ESG governance framework, with the goal of proactively identifying, mitigating, and, where possible, eliminating modern slavery risks across our operations and supply chains.

Samsung C&T in Australia continues to apply the broader Samsung C&T Group’s global management frameworks and policies to ensure an integrated and consistent approach to modern slavery risk management. This includes ongoing collaboration with our workforce, joint venture partners, contractors, and suppliers to assess and manage risks, enhance transparency, and build awareness across our projects and industry networks.

Human Rights Management Approach for Our Business

Samsung C&T is committed to respecting human rights as a fundamental and universal value. The company has established a Human Rights Management System to uphold the dignity and value of all stakeholders, including employees, suppliers, and affected communities. This system is designed to ensure strict compliance with applicable laws and regulations in all jurisdictions in which we operate. Through our Human Rights Management System, we aim to identify potential human rights risks early, continuously monitor and manage them, and maintain transparent engagement with our stakeholders.

Human Rights Management Policy

Samsung C&T’s Human Rights Management Policy affirms our respect for the rights of all stakeholders, including employees, customers, business partners, governments, and local communities. The policy is aligned with international standards and frameworks, including the United Nations Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. In line with this policy, Samsung C&T undertakes activities to identify, assess, and mitigate human rights and modern

slavery risks at our business sites, within partner companies, and in our broader stakeholder environment.

Human Rights Risk Management

Samsung C&T has implemented a structured human rights risk management process across its operations, with clearly defined steps for risk identification, assessment, mitigation, and remediation. This process is supported by regular monitoring and review mechanisms, enabling continuous improvement. Risk assessments are conducted in coordination with internal functions and external stakeholders, ensuring risks are appropriately identified and managed, particularly in complex or high-risk environments such as infrastructure construction and global procurement.

Step	Process Explanation
Risk identification and assessment	Samsung C&T identifies potential labour and human rights risks across its business sites through a combination of self-assessment and targeted inspections. A comprehensive checklist is distributed to project sites for self-inspection, covering all key areas of human rights, including voluntary labour, child labour, legal working hours, and safe working conditions. Sites identified as higher risk—based on the outcome of self-inspections or prior compliance concerns—are subject to additional oversight through on-site inspections. These inspections may be conducted by internal compliance teams, as well as third-party experts where necessary, to ensure objectivity and depth. Interviews with project team leaders and relevant personnel may also be carried out to validate findings and reinforce accountability.
Establishment of mitigation and improvement action process	Following the completion of risk assessments, Samsung C&T applies a formalised mitigation and improvement action process across all business sites where human rights risks have been identified. Over the past three years, the Group has steadily increased the coverage of its human rights inspections and has maintained a 100% implementation rate for corrective measures at identified sites. These actions aim to close any compliance gaps and strengthen site-level human rights practices.
Improvement activities monitoring	Samsung C&T conducts ongoing monitoring of all improvement measures implemented in response to identified risks. This monitoring process is critical to ensuring that mitigation efforts are effective and sustainable over time.

	Regular follow-ups, site reviews, and reporting mechanisms are used to track progress and confirm resolution.
External communication	In line with its commitment to stakeholder engagement and transparency, Samsung C&T regularly communicates key human rights initiatives, findings, and outcomes. The company views the protection of human rights—including the rights of employees, business partners, and local communities—as a core value and discloses key actions and achievements in its annual reports and ESG disclosures. This external communication reinforces Samsung C&T’s commitment to responsible business conduct and continuous improvement in human rights management.

Human Rights Management Approach for Our Partners

Samsung C&T recognises that effective human rights risk management must extend beyond our direct operations to encompass the broader value chain. In response to evolving global standards—including the EU Supply Chain Due Diligence Guidelines and strengthened ESG regulatory frameworks—Samsung C&T conducts ESG risk assessments of its partners to identify, assess, and mitigate labour and human rights risks. These assessments aim not only to manage potential risks across the value chain, but also to support our partners in enhancing their ESG performance through tailored analysis, improvement planning, and ongoing engagement.

Assessment and management of partner ESG compliance

To manage human rights risks effectively, Samsung C&T has established a three-tiered system comprising Sustainability Policies, ESG Risk Screening, and ESG Partner Assessments, with a strong emphasis on labour rights and human rights due diligence.

Management	Assessment Process
Sustainability Policies for Partners	Samsung C&T is committed to fostering ethical, fair, and transparent business practices across all supplier and subcontractor relationships. To support this, we require all partners to comply with our Partner Code of Conduct, which incorporates international labour and human rights standards and relevant local legal requirements to steer the implementation of ESG management, intending to encourage compliance among our partners. Partners are required to complete a comprehensive

	checklist that evaluates compliance across key human rights domains, such as the prohibition of forced and child labour, fair wages, working conditions, non-discrimination, and freedom of association. In addition, partners must enter into compliance agreements affirming their commitment to upholding ethical labour practices. Samsung C&T supports partners in meeting these obligations by providing ongoing guidance, conducting regular self-assessments and audits, and delivering targeted support to build human rights management capacity.
Partner ESG Screening	To proactively identify human rights risks within its value chain, Samsung C&T implements a risk-based screening process for all partners prior to initiating formal ESG assessments. This screening considers a range of risk factors, including exposure to forced or exploitative labour practices, reliance on low-skilled or migrant labour within specific industries, and country or regional risk indicators such as governance, legal frameworks, and socio-political conditions. Other considerations include the nature and complexity of goods or services provided, as well as the size and scope of the contractual engagement. In 2024, Samsung C&T strengthened its partner screening methodology to more effectively identify significant ESG risk partners and ensure that comprehensive ESG assessments are undertaken for those identified.
Partner ESG Assessment	Samsung C&T Corporation conducts ESG assessments for key partners identified through its ESG screening process, with a particular focus on labour and human rights, safety, and compliance. These assessments evaluate how partners manage and uphold key human rights obligations. The assessment process is applied to both new and existing contractors and is used to inform contracting and re-contracting decisions. Where potential or actual non-compliance is identified—especially in relation to labour and human rights—Samsung C&T takes appropriate remedial action, which may include formal warnings, corrective action plans, or suspension of commercial relationships. In 2024, we enhanced the ESG assessment framework by reviewing and updating the scope and content of the assessment tools to ensure a stronger focus on human rights risk factors and alignment with our due diligence standards.

Human Rights Inspection for subcontractors

To identify and manage human rights risks within its business sites, Samsung C&T Corporation conducts annual labour and human rights inspections across its group business sites. Where risks are identified, mitigation and improvement measures are promptly established and implemented to address any concerns. As part of our ESG inspection program targeting subcontractors, labour and human rights compliance is rigorously assessed. This includes key areas such as employee training, employment contracts, wages, discrimination, child labour, forced labour, and the lawful employment of foreign workers. The human rights inspection checklist for subcontractors covers the following main evaluation criteria:

Checklist	Main Evaluation Checklist
Training	Training on the field of labor and human rights
Employment contract	Preparation, distribution, and storage of individual labor contracts
Working hours	Payment of extra allowance for overtime work, implementation of the weekly holiday scheme, payment of additional allowance, etc.
Discrimination	No discrimination in the promotion or educational opportunities based on the form of employment, nationality, etc.
Child labor	Prohibited employment of workers under the age of 18 and compliance with legal requirements for employment
Forced labor	Rules on the prohibition of forced labor
Foreign worker	Legality of employment of foreign workers at construction sites and assigned jobs also in compliance with the immigration requirement.

Samsung C&T integrates this human rights inspection with its Modern Slavery Supplier Questionnaire, a tool designed to assist subcontractors in assessing their own suppliers’ policies and practices related to modern slavery risks. During the reporting period, these questionnaires were distributed to subcontractors to evaluate their efforts in identifying, assessing, and mitigating modern slavery risks within their supply chains and operations. This questionnaire serves as a practical resource for our procurement team, both when conducting new procurements and when reviewing existing contracts, to ensure ongoing compliance with modern slavery regulations and to promote responsible sourcing practices.

Our Continued Efforts to Protect Human Rights

In Australia, Samsung C&T ensures adherence to local labour and human rights laws through systematic inspections and organisational management reviews. We also enhance awareness by

updating employment contracts and providing targeted local labour law training. Our human rights risk management framework strengthens our ability to identify, assess, and mitigate modern slavery risks. Through ongoing risk assessment, performance evaluation, and continuous improvement, we provide assurance that potential modern slavery risks within our operations and supply chains are effectively addressed. To support these efforts, Samsung C&T has implemented governance frameworks and risk management systems that oversee the identification and mitigation of modern slavery risks across all operations and supply chains.

Guidelines	Description
Policies and Procedures	Samsung C&T in Australia manages and implements a comprehensive suite of human rights policies and procedures to address and mitigate modern slavery risks. These frameworks guide our commitment to ethical conduct and responsible business practices across all operations. Key policies and procedures include: ▪ Modern Slavery Policy ▪ Employee Code of Conduct ▪ Prevention of Discrimination, Bullying and Harassment Policy ▪ Whistleblower Policy ▪ Global Health & Safety Policy ▪ Industrial Relations Policy ▪ Sustainability Policy ▪ Supplier Code of Conduct ▪ Privacy Policy ▪ Workforce Diversity Policy ▪ Workplace Behaviour Policy ▪ Managing Performance & Disciplinary Policy ▪ Flexible Working Arrangements Policy ▪ Domestic and Family Violence Policy These policies collectively underpin our proactive approach to identifying, managing, and reducing the risks of modern slavery within our business and supply chains.
Supplier Code of Conduct	Samsung C&T holds its suppliers to high standards of operation and ethical conduct. To reinforce compliance management and foster shared growth, we have established a Supplier Code of Conduct (the “Code”) which sets

	out the minimum expectations for all suppliers. Suppliers are required to comply fully with Australian laws and regulations, maintain a safe and healthy working environment, implement management systems that respect workers' rights and dignity, and conduct business with integrity. <table border="1"> <tr> <td>Human rights and labor</td><td>Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.</td></tr> <tr> <td>Health, safety, and environment</td><td>Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.</td></tr> <tr> <td>Ethical management</td><td>Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.</td></tr> </table> Samsung C&T is committed to partnering with suppliers who share our dedication to ethical practices, human rights, and sustainability, ensuring a responsible and transparent supply chain.	Human rights and labor	Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.	Health, safety, and environment	Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.	Ethical management	Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.
Human rights and labor	Suppliers must protect the human rights and dignity of all workers, including temporary, migrant, intern, and agency workers, in accordance with global standards and local laws. This includes guaranteeing legal employment and safeguarding workers' rights throughout their engagement.						
Health, safety, and environment	Suppliers are obligated to ensure the safety and health of their workforce across all company activities, including the production of goods and delivery of services. Efforts must be made to establish and maintain a safe and healthy workplace consistent with applicable local laws and regulations.						
Ethical management	Suppliers must conduct their business operations in compliance with all relevant laws and regulations while upholding the highest ethical standards.						
Education and Training	Samsung C&T Corporation delivers annual mandatory training programs grounded in our compliance codes of conduct and guidelines. We provide diverse training courses across all business groups aimed at preventing discrimination and inequality related to employment, dismissal, promotion, pay grades, and access to education and training opportunities. These efforts address factors such as sex, race, age, disability, religion, and social status to foster an inclusive workplace culture. Our education programs also include specific modern slavery awareness training designed to equip employees and partners with the knowledge to identify, understand, and mitigate modern slavery risks within our						

	operations and supply chains. This training is integrated into the employee induction process to ensure early awareness. <table border="1"> <tr> <th>Education</th><th>Training Content</th></tr> <tr> <td>Mandatory education</td><td>Prevention of sexual harassment, prevention of workplace bullying, improvement of perception towards persons with disabilities.</td></tr> <tr> <td>Diversity & inclusion</td><td>Diversity & inclusion - Including training for new employees, Global Leadership Course, Global Appreciation Course, etc.</td></tr> <tr> <td>Modern slavery risk</td><td> Modern Slavery which educates employees on: ▪ stories from survivors of modern slavery ▪ key risks surrounding modern slavery ▪ key policies governing our approach to these risks ▪ Internal grievance channel in addition to our whistleblower service </td></tr> <tr> <td>Compliance Training</td><td>Deals with various topics of potential compliance risks including lesson learned, CEO message, Quiz, monthly awareness newsletter.</td></tr> </table> These comprehensive training initiatives strengthen our organisational commitment to ethical conduct, human rights, and the prevention of modern slavery.	Education	Training Content	Mandatory education	Prevention of sexual harassment, prevention of workplace bullying, improvement of perception towards persons with disabilities.	Diversity & inclusion	Diversity & inclusion - Including training for new employees, Global Leadership Course, Global Appreciation Course, etc.	Modern slavery risk	Modern Slavery which educates employees on: ▪ stories from survivors of modern slavery ▪ key risks surrounding modern slavery ▪ key policies governing our approach to these risks ▪ Internal grievance channel in addition to our whistleblower service	Compliance Training	Deals with various topics of potential compliance risks including lesson learned, CEO message, Quiz, monthly awareness newsletter.
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Compliance Training	Deals with various topics of potential compliance risks including lesson learned, CEO message, Quiz, monthly awareness newsletter.										
Compliance Reporting System	Samsung C&T Corporation offers multiple reporting channels in both Korean and English, accessible 24/7 to internal and external stakeholders, including employees, for raising concerns related to compliance and ethical issues. The confidentiality and anonymity of whistleblowers are strictly safeguarded in accordance with applicable laws and company policies. Additionally, Samsung C&T operates an Ombudsperson system, providing employees with a confidential platform to seek advice and raise concerns regarding ethical grievances, internal regulations, and workplace matters.										

Measuring Effectiveness

While our measures to evaluate effectiveness have remained largely consistent with previous reporting periods, Samsung C&T remains committed to continually refining and enhancing our processes to better assess the impact of our Human Rights Risk Management Framework. During the 2024 reporting period, our focus was directed toward strengthening supplier evaluations through enhanced assessment tools and conducting targeted human rights inspections across business sites and partner companies. These efforts were aimed at gaining deeper insight into potential modern slavery risks within the lower tiers of our supply chain and evaluating how our suppliers identify and mitigate such risks. We also continued to prioritise collaboration and awareness-raising through targeted training initiatives. As part of our ongoing improvement, we have further developed and implemented a range of tools and activities to assess the effectiveness of our actions to prevent modern slavery, as outlined below:

Workstream	Controls and measuring effectiveness																				
Human Rights Risk Management Process	Samsung C&T's human rights risk management process forms a critical component of our broader approach to identifying and addressing actual and potential human rights issues across our operations and supply chains. This process incorporates both self-assessments and on-site inspections focused on nine key areas, which are assessed to determine risks and inform targeted improvement measures. <table> <tr> <th>Items Subject to Inspection</th><th>Key Inspection Contents</th></tr> <tr> <td>1 Voluntary work</td><td>Execution of valid employment contracts, prohibition of forced labour and human trafficking, non-retention of identification documents.</td></tr> <tr> <td>2 Child labor</td><td>Rigorous verification of minimum legal working age during recruitment, ongoing site inspections to ensure compliance.</td></tr> <tr> <td>3 Legal working hours</td><td>Adherence to local laws on overtime and rest periods, including weekly holidays and daily maximum work hours.</td></tr> <tr> <td>4 Wages and welfare benefits</td><td>Assurance of minimum wage compliance, transparent inclusion of wage terms in contracts, and timely payment of benefits.</td></tr> <tr> <td>5 Humane treatment</td><td>Protection of employee rights including maternity leave, prevention of sexual harassment and violence, and provision of severance pay.</td></tr> <tr> <td>6 Anti-discrimination</td><td>Equal pay for equal work and non-discrimination based on gender, race, religion, or employment status in hiring, promotion, or access to training.</td></tr> <tr> <td>7 Freedom of association</td><td>Protection of rights to unionise, collective bargaining, and freedom of assembly.</td></tr> <tr> <td>8 Education and training</td><td>Provision of training opportunities, monitoring of employee welfare indicators such as tenure and access to support programs.</td></tr> <tr> <td>9 Others</td><td>Measures to ensure worker safety in extreme conditions, and proactive monitoring of regional or site-specific human rights concerns.</td></tr> </table> Where risks are identified through this process, Samsung C&T develops and implements remedial actions and tailored improvement plans for both our operational sites and supply chain partners. Progress on these corrective actions is actively monitored, and we disclose key activities and achievements through our sustainability reporting and other stakeholder communication channels. This structured and iterative risk management framework supports continuous improvement, prevents recurrence of identified issues, and enhances the overall effectiveness of our human rights due diligence efforts.	Items Subject to Inspection	Key Inspection Contents	1 Voluntary work	Execution of valid employment contracts, prohibition of forced labour and human trafficking, non-retention of identification documents.	2 Child labor	Rigorous verification of minimum legal working age during recruitment, ongoing site inspections to ensure compliance.	3 Legal working hours	Adherence to local laws on overtime and rest periods, including weekly holidays and daily maximum work hours.	4 Wages and welfare benefits	Assurance of minimum wage compliance, transparent inclusion of wage terms in contracts, and timely payment of benefits.	5 Humane treatment	Protection of employee rights including maternity leave, prevention of sexual harassment and violence, and provision of severance pay.	6 Anti-discrimination	Equal pay for equal work and non-discrimination based on gender, race, religion, or employment status in hiring, promotion, or access to training.	7 Freedom of association	Protection of rights to unionise, collective bargaining, and freedom of assembly.	8 Education and training	Provision of training opportunities, monitoring of employee welfare indicators such as tenure and access to support programs.	9 Others	Measures to ensure worker safety in extreme conditions, and proactive monitoring of regional or site-specific human rights concerns.
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Assessment and management of partner ESG compliance	Samsung C&T Corporation is committed to upholding human rights across its global operations and value chains. To proactively identify and mitigate risks, particularly those related to labour and human rights, Samsung C&T conducts comprehensive ESG risk assessments of its partners. These efforts are guided by the company's Sustainability Policies for Partners and its Partner Code of Conduct, both of which emphasise the importance of ethical business practices, safe working environments, and respect for human dignity.																				

	Our partner ESG risk management process begins with a structured screening framework to identify key suppliers and contractors who may be exposed to elevated ESG risks. This framework evaluates factors such as: ▪ Labour and human rights vulnerabilities (e.g. forced or child labour risks); ▪ Industry-specific risk profiles (e.g. high reliance on low-skilled or migrant labour); ▪ Regional governance and legal conditions; and ▪ The nature and complexity of the goods or services provided. Partners identified as high-risk through this pre-screening process are subject to more detailed ESG assessments. These assessments cover a wide range of human rights indicators, including the presence and adequacy of labour contracts, fair and lawful working conditions, wage practices, working hours, and the prevention of discrimination, forced labour, and child labour. Self-assessment checklists are distributed, and assessments are carried out for both new and existing partners, with results informing contracting and re-engagement decisions. To support continuous improvement, Samsung C&T provides evaluation feedback to partners, recommends targeted corrective actions, and, where necessary, delivers internal training to build partner capacity. These efforts are designed to strengthen ESG management across the value chain and promote shared accountability for upholding human rights standards. Business Site Inspections and Monitoring In addition to partner assessments, Samsung C&T performs annual labour and human rights inspections across its business sites globally. These inspections typically involve document reviews to maximise coverage but may also include on-site evaluations at high-risk or critical sites. External experts are engaged where appropriate to ensure objectivity and to enhance the credibility of findings. Assessment methods include policy reviews, physical inspections, and interviews with on-site stakeholders to identify actual or potential human rights issues. Where risks or deficiencies are identified, Samsung C&T develops tailored mitigation and improvement plans and implements them across the relevant business sites or supplier operations. Ongoing monitoring and tracking ensures that corrective actions are completed and improvements are sustained. The results of these activities are disclosed transparently through sustainability reports and other stakeholder communications, supporting broader accountability and the continuous enhancement of our human rights performance.
Human Rights Inspection for subcontractors	Samsung C&T utilises its Modern Slavery Supplier Questionnaire to identify inherent and potential human rights risks among subcontractors. Based on the outcomes of these assessments, targeted on-site inspections are conducted to further investigate and address any identified risks. Following inspections, we implement mitigation and improvement measures where required and consistently monitor progress to ensure effectiveness. To strengthen our internal human rights management, we also undertake periodic human rights impact assessments. The effectiveness of these activities is measured by the number of subcontractors assessed and inspected, the proportion of identified risks, and the percentage of subcontractors with identified risks that have implemented appropriate corrective actions.

Policies and Procedures	Samsung C&T maintains a robust suite of human rights policies designed to prevent and mitigate modern slavery risks throughout our operations and supply chains. The effectiveness of these policies is assessed through multiple channels, including internal audits, site inspections, whistleblower reports, and training participation rates among employees and suppliers. These monitoring activities enable early identification of potential human rights issues and ensure timely remediation. To further enhance the impact of our human rights framework, Samsung C&T is committed to adopting a more data-driven approach by establishing clear key performance indicators (KPIs) aligned with human rights objectives. This includes improved tracking of grievance reports, supplier compliance, and corrective actions taken. Additionally, we continued to implement regular policy reviews in response to evolving legal requirements and industry best practices, alongside increased engagement with stakeholders to ensure our policies remain relevant and effective.
Supplier Code of Conduct	Samsung C&T remains committed to upholding high ethical standards across our supply chain through the enforcement of our Supplier Code of Conduct. To mitigate modern slavery risks, we have continued to utilize a comprehensive Modern Slavery Questionnaire for new suppliers and maintain ongoing monitoring and risk assessments for existing suppliers. This includes integrating modern slavery awareness into our supplier induction process to ensure all partners understand their responsibilities. We have also enhanced our supply chain risk mapping to capture detailed information on external parties engaged, the types of services provided, and the countries outside Australia from which goods and services are sourced. This enables us to identify and address risks more effectively across multiple tiers of our supply chain. To ensure the effectiveness of these measures, Samsung C&T actively seeks feedback from our suppliers regarding the practical application of our policies and contract requirements related to modern slavery. Through this feedback, alongside audit outcomes and ongoing assessments, we continuously refine our approach to ensure that our suppliers fully comprehend and comply with modern slavery obligations, thereby strengthening our collective commitment to human rights, fair treatment, and sustainable development in all regions where we operate.
Education and Training	Samsung C&T understands that training is essential to prevent modern slavery risks. In 2024, we continued to include Modern Slavery awareness training in our induction program for all new employees. This training helps staff understand what modern slavery is, how to spot potential risks, and the steps to take if they have concerns. We also provide ongoing refresher courses and targeted training for existing employees, especially those involved in procurement and supplier management, to keep awareness high and up to date. For our suppliers and contractors, we include modern slavery awareness in their onboarding process and regularly monitor their participation in training. We communicate our expectations clearly and support our partners in understanding their responsibilities to uphold ethical labor standards. These efforts help us work together with our supply chain to reduce the risks of modern slavery and promote fair and safe working conditions.
Compliance Reporting System	The grievance and compliance reporting system at Samsung C&T has proven effective in providing a secure and accessible channel for stakeholders to report concerns related to modern slavery, human rights, and ethical compliance. Its confidentiality protections encourage open and honest communication, enabling timely identification and resolution of potential risks. The system's effectiveness is measured through metrics such as the number and nature of reports received, response times, resolution rates, and feedback from users on the accessibility and trustworthiness of the process. To further enhance effectiveness, Samsung C&T regularly reviews these metrics, conducts awareness campaigns to promote the system, and seeks ongoing feedback to improve user experience and ensure continuous alignment with best practices in grievance mechanisms.

FutureScape 2023-2025

Samsung C&T remains committed to strengthening our Human Rights Risk Management by continuously reviewing our risk assessment procedures to effectively identify and mitigate any modern slavery risks within our operations and supply chains. We will continue to assess the effectiveness of our risk management framework and associated policies through measurable indicators and strategic performance evaluations. In line with our 2023–2025 mid-term plan, we are pursuing key initiatives such as advancing strategic objectives, setting and monitoring KPIs related to human rights, and executing detailed implementation plans aimed at eliminating modern slavery risks.

Additionally, we will continue to conduct thorough due diligence on suppliers before engagement, which includes robust assessments of modern slavery risks. We will incorporate human rights and modern slavery commitments into contracting agreements with partners, suppliers and subcontractors. Furthermore, we will offer employee targeted modern slavery training to slavery to relevant employees to enhance their understanding of modern slavery risks and the requirements of the legislation. We will keep abreast of industry developments and international best practices related to modern slavery.

In this reporting period, Samsung C&T planned to continue its efforts to improve operational levels while maintaining the direction of its existing mid-term strategy to strengthen sustainable management through a board-centred responsible management and also enhancing the ESG assessment process by updating and reviewing the scope and questions of partner assessments. We endeavour to identify, monitor, assess and mitigate the modern slavery risks without our business operations and suppliers through our global ESG strategy and framework. Samsung C&T Group will continue to manage key areas in Human Rights Risk Management dividing into governance, strategy, risk management and goals including its business operations in Australia.

Key issues	Governance	Strategy	Risk Management	Metrics and Targets
Human Rights Risk Management	Establishment of a company-wide management system for human rights management - Board of Directors/ESG Committee: Deliberation and dissolution of key human rights management goals and operation plan - Management: Establishment of human rights management strategy and plan, performance evaluation and actions taken - Department in charge of ESG at company-wide and segment level: Task performance highlights and goal achievement level monitoring - Segment human rights department: Development and implementation of work for human rights	Establishment of mid-term plan (2023~2025) - Selection of human rights and diversity as key areas through analysis on the stakeholder requirements and the company's operating level - Establishment and operation of human rights risk reduction plan for each segment Identification of human rights risk and actions taken - Identification of labour and human rights issues and vulnerable areas within business sites through inspection - Establishment of mitigation action and monitoring of improvement activities in place at business sites where risks are found	Integrated company-wide risk management - Identification of 'labour and human rights risk' as a core risk and establishment of a response system centred on relevant business segment and risk management governance	Inspection rate of human rights for business sites 2023 target of 100% (Actual 100%) 2025 target of 100%

Key issues	Governance	Strategy	Risk Management	Metrics and Targets
ESG risk management for partners	Establishment of a Company-wide Management System for Partner ESG Risks - Board of Directors/ESG Committee: Deliberation and resolution of supply chain ESG management plans and activity results - Management: Establishment of supplier ESG management strategies and plans, performance evaluation, and measures - ESG departments at company-wide and segment level: Monitoring of task implementation status and target achievement levels - Supply chain management in group: Identification and implementation of partner ESG-related tasks	Establishment of Mid-term Plans (2023-2025) - Expansion of the scope and audit items for enhancing partner ESG audits - Identification and Actions for Addressing Partner ESG Risks - Identification of issues and vulnerable areas by domain (Labor and Human rights, Safety, Environment, Compliance) through partner ESG inspections - Development of actions and monitoring of improvement activities for partners with identified risks	Integrated company-wide risk management - Identification and evaluation of risk factors that may actually or potentially occur by issue - Determination of priority for core risks considering the characteristics of each group's industry - Integration of response measures for identified risks into actual management strategies and companywide risk management processes	Partner ESG Assessment Rate Target for 2023: 100% (actual 100%) Target for 2025: 100%, expansion of inspection scope and targets
Ethical Corporate Culture	Establishment of a company-wide management system for compliance - Board of Directors/ESG Committee: Deliberation and dissolution of compliance operation plan and activity results - Compliance officer: Establishment of compliance strategy and plan, performance evaluation and actions taken - Company-wide compliance team: Compliance inspection/training/voluntary activity implementation and goal achievement level monitoring - Segment compliance department: Implementation of compliance activities	Establishment of compliance code of conduct and guide - Principles provided for the seven areas (integrity, fair trade, anti-corruption, information protection, employment and labour, subcontractors/ win-win cooperation, safety/environment/quality) - Requiring all employees to sign a pledge to ensure compliance Identification of compliance risk and actions taken - Compliance inspection executed and improvements conducted for all business sites every other year - Operation of internal and external reporting system Raising compliance awareness - Common trainings for employees and programs from executive officers - Operation of Compliance Academy		Ethics compliance self-diagnosis score 2023 target of 100% (Actual 100%) 2025 target of 100%

In 2024, Samsung C&T Group conducted a comprehensive human rights impact assessment across all business units to ensure the ongoing protection of human rights. The findings of this assessment will be disclosed in the subsequent reporting period. This process involves identifying potential human rights risks within both domestic and international operations, guided by established global standards. Based on the assessment results, targeted on-site inspections will be conducted to address and mitigate identified risks. Additionally, Samsung C&T is committed to continuously monitoring the implementation of improvement measures arising from these assessments and to conducting periodic human rights impact assessments to strengthen its internal human rights management framework.

Ethical Framework

In addressing and acknowledging modern slavery risks, Samsung C&T have the following ethical frameworks in place which govern our operations.

Global Core Values

As a member of the global Samsung group, our core values are as follows:

- People
- Excellence
- Change
- Integrity
- Co-prosperity

These core values, in conjunction with a rigorous code of conduct, are the cornerstone for the business decisions that we make.

Global Code of Conduct

The Samsung's group code of conduct sets clear expectations with respect to human rights. These policy guidelines are supported by processes for the management of complaints and grievances including Whistle-blower hotline; Pursuit of co-prosperity (where community, employees, country and humanity can prosper together); and Fair competition (complying with the laws and ethical standards of the countries and communities). Samsung discloses its Global Code of Conduct ('Samsung Business Principles') to suppliers, customers, and other external stakeholders as well as to our employees through our ethics management website and provides a channel to report on any violation of ethical standards

Consultation

During the reporting period, Samsung C&T engaged in ongoing consultations with Samsung C&T Engineering and Construction in Korea. We reviewed the reporting requirements under the Act shared information on the actions we plan to undertake to meet these obligations. This statement has been prepared in collaboration with our Board of Directors, reflecting our commitment to eradicate modern slavery risks across our entire operations and supply chains.

Principal Governing Body Approval

This Modern Slavery Statement was approved by the Board of Samsung C&T Corporation Australia Branch in their capacity the principal governing body of

Samsung C&T Corporation

as defined by the *Modern Slavery Act 2018* (Cth) ("the Act") on

30 June 2025

Signature of Responsible Member

This Modern Slavery Statement for Samsung C&T Corporation is approved and signed by a responsible member of

Mr Hyunjung (Scott) Choi

in his role as the Managing Director of Samsung C&T Corporation Australia Branch on behalf of the Board. as defined by the Act:



This Modern Slavery Statement is signed on

30 June 2025

Appendix A Mandatory Criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act

Mandatory Reporting Criterion	Page number/s
a) Identify the reporting entity	2, 3
b) Describe the reporting entity's structure, operations and supply chains.	3, 6-7
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	8-9
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	10-13
e) Describe how the reporting entity assesses the effectiveness of these actions.	14-16
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	19
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	4, 5, 17-18



OUR IMPACT

By working together to create harmony, we are ensuring a brighter future for the world and everyone in it.

Samsung C&T's Engineering & Construction Group is committed to fulfilling all its environmental and social responsibilities and to executing projects with the client's best interests in mind. We will continue to leverage our growing resources, expertise, and experience to make the world a better and more abundant place and help the human race reach new heights.

SAMSUNG C&T
Engineering & Construction Group

