



ANDRITZ HYDRO GmbH (ABN 83 619 360 100)

Modern Slavery Statement for the Reporting Period to 31 December 2024

1. Reporting Entity

This Modern Slavery Statement is made in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) by ANDRITZ HYDRO GmbH ABN 83 619 360 100 (together with its other affiliates globally referred to as “ANDRITZ HYDRO”) and covers the financial year end period ending 31 December 2024.

2. Structure, Operations and Supply Chains

Structure

ANDRITZ HYDRO GmbH is a company incorporated in Austria and headquartered at Eibesbrunnnergasse, 20, A-1120 Vienna, Austria and having a registered branch office at 3 Spring Street, Sydney, Australia (ABN 619 360 100).

ANDRITZ HYDRO is part of the ANDRITZ Group and is a wholly owned subsidiary of ANDRITZ AG, a company headquartered in Graz, Austria and listed on the Austrian Stock Exchange.

ANDRITZ HYDRO GmbH has a subsidiary in Australia, ANDRITZ HYDRO Pty Ltd, registered branch office at 3 Spring Street, Sydney, NSW 2000, Australia (ABN 77 659 502 128), which at the end of 2023 had a total revenue of less than 100 Mio AUD.

ANDRITZ AG, the ultimate parent of ANDRITZ HYDRO, is an engineering and service technology company operating in four key business areas:

- (1) Pulp & Paper
- (2) Metals
- (3) Hydropower
- (4) Environment & Energy

ANDRITZ HYDRO is focused on Hydropower and acts as a supplier of electromechanical equipment and services for Hydropower plants. This work includes the design, engineering, manufacturing, and installation of Hydropower equipment including turbines and generators. In addition, as part of its service and rehabilitation business, ANDRITZ HYDRO supplies spare parts and maintenance services to optimize power plant performance and ensure asset reliability. The company operates either on its own or through its subsidiaries.

By end of Q4 2024, ANDRITZ HYDRO and its subsidiaries global had more than 6,004 employees.





In addition, ANDRITZ HYDRO owns and operates manufacturing facilities worldwide, including having notable presences in Europe, North America, South America, China, Asia Pacific.

Operations

ANDRITZ HYDRO acts as a supplier and erection contractor for electromechanical and Hydro mechanical components of Hydropower plants and enters such contracts on its own and through its subsidiaries. ANDRITZ HYDRO also participates as a consortium partner where such structure would be suitable for a project.

ANDRITZ Group operations take place in various countries and locations worldwide. ANDRITZ HYDRO has a presence in all regions, including Europe, North America, South America, China, Asia Pacific including Australia. In addition, ANDRITZ HYDRO supplies electromechanical equipment to customers worldwide.

Supply Chains

ANDRITZ HYDRO's suppliers are integral partners in achieving and providing best solutions for its customers.

ANDRITZ Group and ANDRITZ HYDRO maintain a global supply chain that includes a wide variety of different sourcing goods, ranging from spare parts and mechanical components to engineering and installation services.

For ANDRITZ HYDRO, the following product categories are mainly purchased:

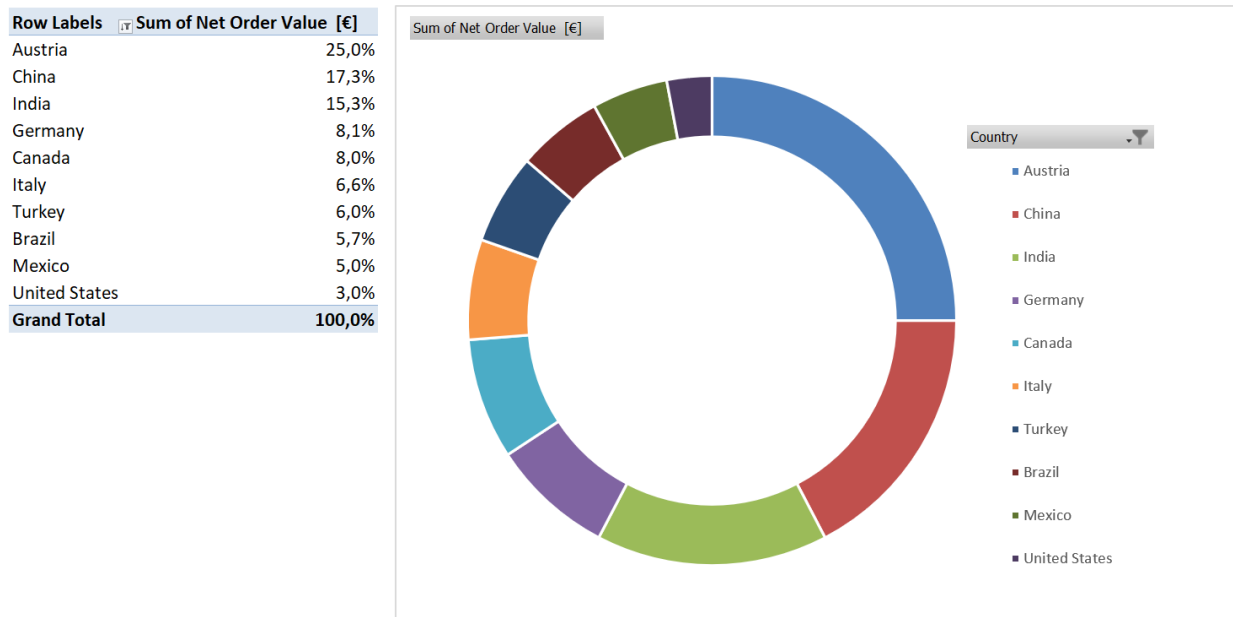
- Components and services
- Engineering
- Logistic
- Mechanical components
- Installation
- Metallic raw material
- MRO Maintenance, repair, operations
- Instrumentation
- Others

Main sourcing countries for ANDRITZ HYDRO are:

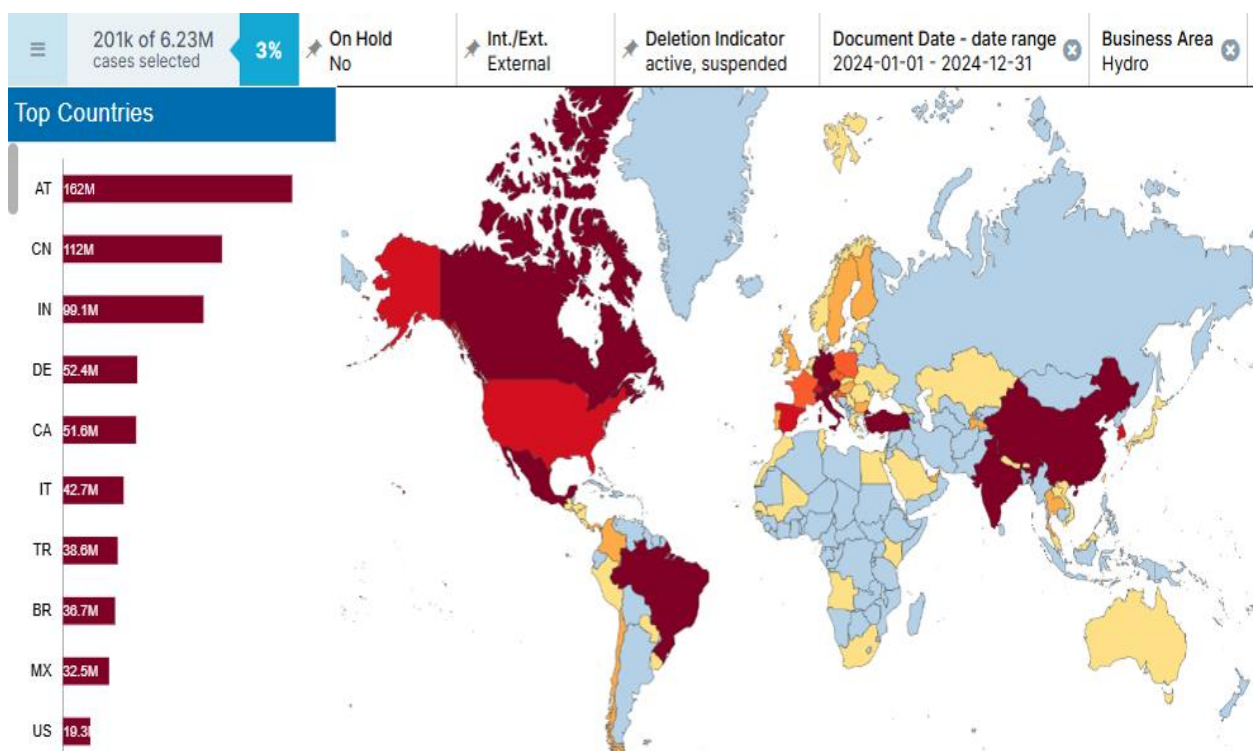
- Austria
- India
- China
- Germany
- Canada
- Mexico
- Brazil



Top 10 Vendor Country



At the graph above and below, it is made visible in which countries the suppliers of ANDRITZ HYDRO are located. By “vendor” we mean “supplier”.





3. Risks of Modern Slavery Practices in the Operations and Supply Chains

As stated above, ANDRITZ HYDRO operates a complex business operating over several countries. It also has a supply chain, and directly and indirectly engages with suppliers and sub-suppliers. As such, the risks that activities undertaken within ANDRITZ' HYDRO's supply may cause, contribute to or be directly or indirectly linked modern slavery practices are existing.

Potential risks might include:

- Country and geographical risks associated in particular countries in which ANDRITZ HYDRO operates;
- Sector specific risks (machinery business);
- a failure by a subsidiary to operate in accordance with ANDRITZ Group requirements or applicable laws;
- engaging with a business partner which may be a supplier, who may not have the same level of commitment to respect human rights as ANDRITZ;
- lack of direct control over sub-suppliers

4. Actions taken to assess and address these risks, including due diligence and remediation processes

ANDRITZ is committed to respecting human rights both within its own operations and its supply chains. As part of the ANDRITZ Group, ANDRITZ HYDRO aims to align its conduct with internationally applicable standards, such as:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGP)
- UN Global Compact
- International Labor Organization's (ILO) Guiding Principles on Business and Human Rights
- Declaration on Fundamental Principles and Rights at Work and other relevant labor standards from the International Labor Organization (ILO)
- OECD Guidelines for Multinational Enterprises

ANDRITZ Compliance Management System:

ANDRITZ Group has embedded an effective compliance management tool. ANDRITZ HYDRO GmbH and ANDRITZ AG are certified according to the standards of ISO 37301 and 37001 (Compliance Management System and Anti-Bribery management System). ANDRITZ Group has implemented key compliance topics, such as respect for others, human rights, fair working conditions within its corporate culture including by incorporation of relevant principles in the ANDRITZ Group Code of Conduct and Ethics. All employees receive a copy of the Code when joining ANDRITZ and there is also periodic training and communications on employee responsibility to act ethically and in compliance with the law.



ANDRITZ Whistleblowing System:

ANDRITZ Group has implemented a whistleblowing system known as Speak Up! This online reporting tool allows employees and third parties, including suppliers and everyone with an interest in ANDRITZ, to report instances of actual or suspected misconduct to Group Compliance in a safe and confidential manner. The system operates in a high-security data center. Naturally, that includes modern slavery or other suspected human rights violations.

ANDRITZ Group is fully committed to non-retaliation. To process and investigate in an adequate manner, ANDRITZ has set up an internal guidance document for Compliance Investigations.

ANDRITZ Compliance measures in the Supply Chain and other cooperation partners:

ANDRITZ HYDRO utilizes the ANDRITZ Group Supplier Code of Conduct and Ethics which contains specific human rights requirements, including that there be no forms of modern slavery or similar practices. Suppliers are required to acknowledge and adhere to the principles articulated in the Supplier Code. This includes the commitment that the supplier requests the same, or similar, compliance standards from their suppliers and business partners for supplies and services which will be provided to ANDRITZ.

In addition to the principles set out in the Supplier Code of Conduct, suppliers are subject to a Pre-qualification screening process, which includes a questionnaire and an onboarding process to identify potential human rights risks within ANDRITZ's supply chain.

In certain geographical locations (e.g., India and China), ANDRITZ conducts on-site audits of supplier facilities. There are two persons in the supply chain organization which are dedicated full-time for these audits.

With the view to the enhanced scrutiny requirements for the supply chain, adequate risk assessments processes have been implemented.

The above standards and framework help to inform ANDRITZ Group in their assessment of the risks, including modern slavery risks. Further, ANDRITZ Group seeks to prevent, as far as possible, and mitigate adverse impacts on human rights within its business operations and in its supply chain. ANDRITZ Group does this by identifying human rights related risks and setting actions to address potential issues.

Our overall performance in partnering with only those suppliers that share our commitment to compliance and ethics is a key metric that is regularly tracked and reported as part of the ANDRITZ Group ESG disclosure. This is why we have started to closely monitor the ESG ratings of our suppliers, and these scores are becoming part of the assessment process for the supply chain.



Since 2024 ANDRITZ has a non-financial statement (<https://www.andritz.com/resource/blob/620974/e66acf15517f7bab56818dbc86194b84/andritz-non-financial-statement-2024-e-data.pdf>) according European CSRD/ESRS reporting in place, which was audited with a limited assurance.

ANDRITZ Hydropower manufactures electromechanical equipment for hydropower stations. In the downstream value chain of a hydropower station project, consultation and engagement with affected communities are conducted by the project owners, who are the end customers of ANDRITZ, or project developers, who develop the projects to be run operationally by another stakeholder. Project owners or developers are responsible for leading the engagement with affected communities and, for example, conducting social impact assessments related to the project. The role of the supplier is to adhere to the sustainability standards and frameworks set by the project owner or developer and align the supplier operations with the sustainability criteria of the project, including the social criteria. As a supplier, ANDRITZ aims to achieve and maintain open communication with the project owner or developer to stay informed about the sustainability-related stakeholder engagement of the project, including the engagement with the affected communities.

As part of the risk assessment activities, ANDRITZ Group has implemented a risk assessment tool specifically targeting ESG risks, as part of the supplier onboarding process.

ANDRITZ Group has implemented a Consortium Policy which sets out the requirements for ANDRITZ to participate in consortium bidding. The Policy provides for a detailed capability assessment of the consortium partner. As part of the capability assessment, each consortium partner is required to undergo a compliance screening and is required to enter an Integrity Pact which makes the application of joint compliance standard mandatory. The compliance screening of consortium partner specifically deals with issues regarding human rights and fair working conditions, environmental responsibility and sustainability, business integrity amongst others.

ANDRITZ HYDRO utilizes the ANDRITZ Group Corporate Compliance function (GCC). The GCC sets up and implements appropriate due diligence measures, especially to establish risk management as an integral process for compliance with human rights, as well as guides and supports the relevant teams regarding the assessments and conducting diligence processes within ANDRITZ own business areas and towards our suppliers.

There is an expectation from the ANDRITZ Group CEO that ANDRITZ companies comply with all relevant laws and beyond that, act ethically. This therefore extends to laws considering risks such as modern slavery.



Remediation measures:

Should ANDRITZ HYDRO become aware of any actual or potential modern slavery violations, then, its policy is to take remedial measures to ensure that the violation is prevented, ended or mitigated, as the case may be.

- For ANDRITZ HYDRO and its subsidiaries, this means taking measures to ensure any violation is stopped.
- For any violations which affects a direct ANDRITZ HYDRO supplier, and the violation cannot be ended in the foreseeable future, concrete timelines and measures to end or mitigate the violation are put in place. Such measures may include the conduct of formal training and audits. Of course, depending on the violation, ANDRITZ actions may range from removal of the infringement up to legal action and termination of the supplier relationship.
- For indirect ANDRITZ HYDRO suppliers, if we have concerns of potential modern slavery risks, we will follow, and if necessary appropriate action taken. Where ANDRITZ HYDRO becomes aware of actual violations, ANDRITZ HYDRO will act without delay to conduct a risk analysis and implement appropriate prevention measures (such as control measures).

5. How we assess the Effectiveness of the Actions

In addition, and as part of the ANDRITZ Group, ANDRITZ HYDRO risk management processes and compliance policies are subject to review at least annually and more frequently, if required. Amongst other things, this review considers factors such as effectiveness of our: risk analysis process, risk prioritization, prevention measures, remediation measures and complaints procedures.

Additionally for suppliers, ANDRITZ has developed, and tracks metrics designed to assess its effectiveness in mitigating the modern slavery risks in its supply chain, including the supply chains of ANDRITZ's subsidiaries. This includes tracking supplier compliance with the ANDRITZ prequalification and onboarding requirements on a regular basis. In addition, ANDRITZ tracks the number of reports on supplier-related misconduct (including in relation to modern slavery risks) through Speak Up! and other internal reporting tools.



6. Process of Consultation with any entities the reporting entity owns or controls

Like ANDRITZ HYDRO, all entities which ANDRITZ subsidiaries are required to comply with the ANDRITZ Group's overarching company-wide policies and processes, and these are embedded in ANDRITZ's systems. Furthermore, adherence to Compliance and Procurement functions are embedded at a Group level and this enables appropriate engagement within ANDRITZ and its subsidiaries.

This Statement has been approved by the Executive Board of **ANDRITZ HYDRO GmbH** on 30.06.2025 for the year ending 31 December 2024.

This Statement is signed by Frederic Sauze in his role as Chairman of the Executive Board of ANDRITZ HYDRO GmbH.

Signature
Frédéric Sauze
Name

Signature
Harald Heber
Name

Signature
Gerhard Kriegler
Name