

HITACHI

2025-2026

Modern Slavery Statement

Modern Slavery Statement (2025/2026)

Hitachi Energy Australia Holdings Pty Ltd ACN 632 805 862 and
Hitachi Energy Australia Pty Ltd ACN 010 087 608

Section 1. Hitachi Energy Australia

1 This statement is intended to meet the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**) and for the purpose of the Act, the reporting entities are Hitachi Energy Australia Holdings Pty Ltd ACN 632 805 862 and Hitachi Energy Australia Pty Ltd ACN 010 087 608 (collectively, **Hitachi Energy**). This statement covers Hitachi Energy's reporting period of 1 April 2025 to 31 March 2026 (**Reporting Period**).

2 This joint statement describes the steps taken by Hitachi Energy to minimise the risk of modern slavery occurring in its business and supply chains and covers the activities of Hitachi Energy's controlled entities, as informed by the Act.

3 The reporting entities covered by this statement have been consulted, including the relevant directors and key risk and governance stakeholders. This joint statement has been approved by the board of Hitachi Energy Australia Holdings Pty Ltd, being the higher entity (as that term is defined in the Act) covered by this statement and has been signed by two authorised directors of that entity.

4 Hitachi Energy is part of the Hitachi Energy group of companies (**Hitachi Energy Group**), who are global leaders in power technologies in the energy sector largely supporting the transport and infrastructure, industry, and utilities sectors. The Hitachi Energy Group in its current form was created in 2018, but its history spans over 120 years.

5 To prepare this statement Hitachi Energy undertook a detailed assessment of its operations and supply chain, and its performance against the commitments made in its 2024-2025 statement. Hitachi Energy is proud of the steps it has taken to combat modern slavery and remains committed to further improving its business practices in this area. Continuing to improve the way Hitachi Energy assesses and addresses the risk of modern slavery remains an important focus area for the business.

6 To meet the mandatory reporting criteria, this statement is structured across the following sections:

Section 1: Hitachi Energy Australia

Section 2: Organisational structure, operations and supply chain

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

Section 4: Actions taken to assess and address risk

Section 5: Action effectiveness assessment

Section 6: Continuous improvement

Section 7: Consultation process

Hitachi Energy's commitment to combating modern slavery

7 Hitachi Energy fully acknowledges its responsibility to respect human rights as set out in the Act and the International Bill of Human Rights and reinforces its commitment to implementing the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions on Labour Standards, the ILO Minimum Age Convention No. 138 and the Worst Forms of Child Labour Convention No. 182. This is further emphasised in the Hitachi Energy Group's sustainability strategy which, drawing upon the United Nations Sustainability Development Goals (**SDGs**), develops across three DNA strands of Planet, People, and Principles whereby each pillar has corresponding top targets that drive the Hitachi Energy Group's business to contribute to social, environmental, and economic value.

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8 Hitachi Energy remains committed to ensuring there is transparency in its business and in its approach to managing modern slavery throughout its supply chains. This commitment is reflected in its governance, policies, code of conduct, and business practices (both internally and within its value chain) and compliance with its framework and initiatives.

9 Hitachi Energy's approach to human rights is structured, globally aligned, and integrated into its governance frameworks, operations, and value chain.

(a) The Hitachi Energy Group's Sustainability Statement of Commitment, publicly affirms respect for all internationally recognised human rights as relevant to Hitachi Energy's activities, business relationships, and operating contexts enshrined in the International Bill of Human Rights, and commitment to implement due diligence processes according to UNGPs (2011) and OECD MNE (2023). This is also reflected in the Code of Ethics and Business Conduct, the Hitachi Group Human Rights Policy, and relevant corporate policies.

(b) The Human Rights Statement of Commitment recognises relevant human rights linked to Hitachi Energy's core business that involve employees, suppliers and contractors, communities, and the value chain based on risk exposure. These documents, available on Hitachi Energy's corporate website, are included in all major external reporting and relevant internal and external communication.



(c) The Hitachi Energy Group's Human Rights Policy outlines how human rights are embedded within the company's governance framework and operational practices across management systems and in risk, procurement, and operational processes, informing policies, strategic decisions, partnerships, and day-today practices.

10 Hitachi Energy complies with the Hitachi Energy Group's human rights framework that demonstrates its commitment to respecting all internationally recognised human rights within and across its business activities and value chain.

The Hitachi Energy Group's human rights framework and related programs, openly commits to respecting human rights, and among others, it specifically refers to non-discrimination, the prohibition of child labour, prohibition of forced labour, and prohibition of modern slavery.

Hitachi Energy and the wider Hitachi Energy Group actively support safe working conditions, non-retaliation, freedom of association, and the right to engage in collective bargaining.

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11 Respect for the dignity of the individual and the importance of human rights forms the basis of the behaviours Hitachi Energy expects from everyone who works for it, either engaged as a direct Hitachi Energy employee, or engaged indirectly through its supply chain. Hitachi Energy does not accept any form of discrimination, harassment or bullying within its business or supply chain.

All managers are required to implement processes designed to ensure equal opportunity and inclusion for all Hitachi Energy employees as well as for individuals employed in the supply chain.

Training, induction programs, and role-specific guidance ensure that human rights considerations are embedded in decision making and day-to-day activities, reinforced through leadership engagement and local initiatives. In its business relationships, Hitachi Energy embeds human rights expectations through its Supplier Code of Conduct and Supplier Sustainability Manual, supported by qualification processes, risk screening, contractual requirements, corrective action plans, and supplier capacity building programs. Further, suppliers must take measures to avoid any form of forced, bonded or compulsory labour (or any other kind of modern slavery or human trafficking).

Recognising the extremely complex nature of modern slavery, Hitachi Energy continues to emphasise the importance of collaboration and learning. In January 2023, the Hitachi Energy Group obtained ISO 37001 Anti-Bribery Management System Certification. The standard is now implemented in 14 countries, covering 178 sites. Hitachi Energy established its framework to prevent, detect and address potential bribery risks. This certification demonstrates Hitachi Energy's commitment to operating under the highest global standards for managing bribery-related risks. The Hitachi Energy Group also contributes to various organisations and initiatives related to integrity, sustainability, and health, safety, and the environment.

Transparency and disclosure are integrated into the broader ESG reporting strategy, and lessons learned are incorporated into these processes and the annual reporting cycle.

12 Human Rights governance is overseen by the Hitachi Energy Group's Board of Directors (BoD). The BOD and its committees oversee the execution of the environmental, social (including human rights), and governance (ESG) strategies and initiatives, where the Chief Executive Officer (CEO) has oversight and is regularly updated on sustainability and human rights among other responsibilities.

The Hitachi Energy Group's Executive Team holds ultimate responsibility for the company's human rights policy commitment, risk management, and implementation. This includes ensuring that human rights are embedded across the organisation through appropriate governance structures, policies, processes, and reporting lines. The Executive Team is accountable for setting the strategic direction, endorsing key standards, and overseeing the integration of human rights due diligence (HuRiDD) into core business activities.

To support this mandate, the Legal Regulatory and Sustainability functions act as coordinating and advisory bodies, jointly holding subject matter expertise on human rights and responsible business conduct, issuing guidance, developing standards, and expectations aligned with international best practices and regulations, and actively lead a multi-functional due diligence working group that promotes collaboration and continuous improvement.

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Section 2. Hitachi Energy organisational structure

13 Hitachi Energy Australia Holdings Pty Ltd is a non-operational proprietary company in Australia, with its registered office at Level 3, 100 McLachlan Street, Fortitude Valley QLD 4006. This is a holding entity with no employees, however, is included as part of this joint statement given the consolidated revenue threshold specified in the Act.

14 Hitachi Energy Australia Holdings Pty Ltd wholly owns and controls Hitachi Energy Australia Pty Ltd, also a proprietary company incorporated in Australia with its registered office at Level 3, 100 McLachlan Street, Fortitude Valley QLD 4006. Hitachi Energy Australia Pty Ltd is the sole operating entity within the corporate structure and employs over 300 people with offices across the country.

15 During the Reporting Period, Hitachi Energy Australia Pty Ltd wholly owned and controlled the following dormant, non-operational and non-employing entities:

(a) Ventyx International Pty Ltd (ACN 010 547 270) a proprietary company incorporated in Australia, which in turn wholly owned and controlled:

(i) Mincom Inc, a foreign entity incorporated in the Philipines;

(ii) Ventyx (Pty) Ltd, a foreign entity incorporated in South Africa; and

(iii) Ventyx Pty Ltd, a foreign entity incorporated in the United Kingdom,

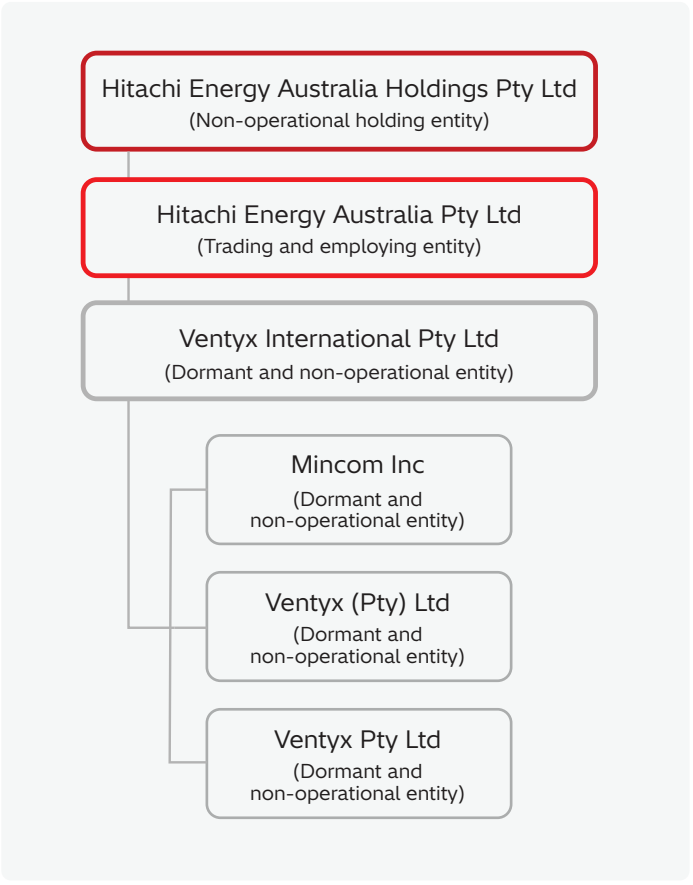
(collectively the **Subsidiaries**).

Each of the above-mentioned entities do not meet and are not classed as reporting entities in their own right under the Act.

16 Effective 28 December 2022, Hitachi Energy's sole shareholder is Hitachi Energy Ltd, a company domiciled in Switzerland, which is part of the Hitachi Group, headquartered in Tokyo, Japan.

Hitachi Energy's business operations

17 To deliver maximum value, the Hitachi Energy Group has organised its operations around five global business units and has local offices and research centres spanning 60 countries. This highly networked structure enables the Hitachi Energy Group's 50,000 experts and its global business units located across 200 local offices, to stay close to customers, fostering a strong awareness and knowledge of local market operating conditions, whilst further connecting to the company's latest technology developments and solutions, competence, and reference points.



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18 The Hitachi Energy Group's five global business units (**Business Units**) are:

(a) **Grid Automation**: The grid automation business unit offers a comprehensive portfolio of solutions. These range from substation automation, communication networks, grid automation services, grid edge solutions to enterprise software solutions. These solutions address all key segments connected to the energy system including generation, transmission distribution, industries, transportation and infrastructure sectors.

(b) **Grid Integration**: The grid integration portfolio spans a wide range of transmission and substation applications, which facilitate reliable and efficient system integration of the future digital electric network with minimum environmental impact. Grid integration incorporates solutions and services of the business' direct current (DC) and alternate current (AC) fields, including HVDC, substations, FACTS, offshore wind connections, semiconductors and power consulting, for utility and industrial grid applications, as well as e-transportation solutions.

(c) **High Voltage products**: The Hitachi Energy Group is a leader in high-voltage technology, offering a wide range of high-voltage products up to 1,200-kilovolt (kV), helping to enhance the safety, reliability and efficiency of power networks while minimising environmental impact. The high voltage primary offerings include switchgears, circuit-breakers, generator circuit breakers, power quality products, surge arresters, disconnectors, instrument transformers and high-voltage service. The Hitachi Energy Group's technological leadership continues to facilitate innovations in areas such as ultra-high-voltage power transmission, enabling smart grids, and enhancing eco-efficiency.

(d) **Service (SV):** The Hitachi Energy Group's Service business unit is a trusted lifecycle partner for customers looking for secure and innovative service solutions. Hitachi Energy's people and portfolio of reliable solutions help its customers and partners for the long term.

(e) **Transformers**: Through innovative and diverse transformers team and pioneering technology the Hitachi Energy Group transforms energy to add social, environmental and economic value powering future generations. The transformers business unit offers a complete range of power transformers, traction transformers, insulation and components, digital sensors and transformer services to support power generation, transmission and distribution, serving various sectors including, metals and mining, oil and gas, commercial and infrastructure projects, and mobility.



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Hitachi Energy's Supply Chains

19 Hitachi Energy offers leading power and automation products, systems, service and software solutions across the generation, transmission and distribution value chain. These offerings are provided by leveraging the Hitachi Energy Group's global supply chain which supports operations in 60 countries. Hitachi Energy sources materials and services from a variety of local and overseas sources. These materials and services are made up of three major categories as follows:

(a) **Direct materials and services:** Sourced from over 20,000 direct material and project service suppliers both wholly owned (internal) Hitachi Energy Group Business Units and third-party suppliers based locally and abroad. These include transformers, capacitors, switchgear, surge arrestors, relays and engineering services.

(b) **Indirect materials and services:** Sourced through third party suppliers who engage suppliers locally and abroad.

(c) **Transport and logistics services:** Sourced from both global and domestic service providers.

20 Hitachi Energy remains committed to high standards of integrity, ethics and sustainability and has a zero-tolerance policy when it comes to unethical business behaviour, such as bribery, corruption and forced labour. Hitachi Energy expects all its suppliers to adhere to its standards and to conduct their business ethically and comply with all applicable laws and regulations. These commitments are cascaded through the Supplier Code of Conduct, the General Terms and Conditions for Purchase and the Supplier Sustainability Manual.

21 Hitachi Energy implements and enforces the Supplier Code of Conduct (**SCoC**) which is published in 10 different languages. Hitachi Energy's Supplier Code of Conduct specifies the standards and requirements all suppliers are expected to adhere to and comply with. As a precondition to engagement, suppliers are requested to review and in turn, acknowledge the need to comply with the Supplier Code of Conduct as well as Hitachi Energy's General Terms and Conditions. In cases where suppliers operate under equivalent standards, principles, and applicable laws, their adherence to such frameworks may be considered sufficient, provided that the clauses outlined in the Supplier Code of Conduct and Hitachi Energy's General Terms and Conditions ensure alignment and compliance with the same requirements.



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Section 3. Modern slavery risks in Hitachi Energy business

22 Hitachi Energy has undertaken an assessment of modern slavery risks in its business. The assessment is focused on the sole trading and operational entity Hitachi Energy Australia Pty Ltd. As Hitachi Energy Australia Holdings Pty Ltd and the Subsidiaries do not employ individuals or carry out operations there is no risk of modern slavery in these entities.

23 Hitachi Energy regularly considers the risk of modern slavery practices in its business by maintaining a working group made up of stakeholders from various departments that reviews company processes and procedures and to better understand operations, the supply chain, potential risks to the organisation and the actions being taken in support of the objectives of the Act.

24 Hitachi Energy considers the risk of modern slavery practices in its own operations as low, given it continues to employ largely a professional workforce. As part of Hitachi Energy's commitment to address and mitigate modern slavery risks in its operations, it continues to perform pre-employment background checks, including right to work in Australia, age verification and an assessment of qualifications for the relevant tasks to ensure legal compliance.

25 The most significant modern slavery risks associated with Hitachi Energy's supply chain during the Reporting Period remain consistent with those risks identified in its prior statement as:

(a) direct materials and services sourced from emerging markets where there is a higher risk of modern slavery and/or human trafficking;

(b) indirect services provided by third party contractors such as cleaning, site works, labour hire, service contractors; and

(c) local and international logistics providers, especially shipping from emerging markets.

Supply chain risk-based approach process

26 The Hitachi Energy Group's global supply chain presents unique and diverse sustainability profiles. The Hitachi Energy Group recognises the critical role suppliers play in its sustainability journey and acknowledges that it's suppliers' practices and performance may directly or indirectly impact Hitachi Energy's performance and adversely affect the environment and worldwide communities. Therefore, a robust supplier sustainability assessment process is essential to ensure alignment with Hitachi Energy's sustainability objectives and relevant regulatory requirements.

By requiring Tier1 suppliers to formally adhere to the Supplier Code of Conduct and to apply comparable standards to their own suppliers, Hitachi Energy aims to ensure that human rights requirements are systematically cascaded and implemented throughout the upstream supply chain.

By selecting to work with suppliers who align with its values, Hitachi Energy seeks to reduce risks and enhance its reputation while contributing to a more sustainable supply chain global ecosystem. Supplier' sustainability risk analysis is a crucial phase in the Hitachi Energy Group's sustainability assessment process.



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27 Hitachi Energy assesses and addresses human rights risks in its supply chain, through the Supplier Sustainability Assessment Process (SSAP), which includes EcoVadis Suppliers Assessment, and the Supplier Sustainability Development Program (SSDP), as described below.

28 Suppliers' sustainability risk analysis is a crucial phase in Hitachi Energy's SSAP. Hitachi Energy conducts periodic supplier risk screening using a spend-based approach to prioritize suppliers based on their business significance.

29 To determine the initial risk level of a supplier, Hitachi Energy rely on two primary factors:

(a) Results obtained from the Supplier Qualification Questionnaire; and

(b) Risk level provided by the EcoVadis IQ+ module.

30 Upon completing the initial risk analysis explained above, suppliers are categorised into three distinct levels of risks: high, medium, and low. Classifying suppliers into these three risk levels allows Hitachi Energy to effectively allocate resources, prioritise engagement efforts, and drive improvements where it is most needed.

31 Suppliers categorised as 'high risk' are required to complete the EcoVadis Sustainability Assessment which is also highly recommended to suppliers categorised as 'medium risk'. Suppliers identified with sustainability gaps are required to implement corrective action plans with defined timelines and evidence of remediation. High-risk or non-compliant suppliers may be escalated to the SSDP or subject to business restrictions, ensuring continuous improvement and mitigation of human rights and ESG risks across the supply chain.

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32 The Hitachi Energy Group's SSDP prioritises partners according to a risk matrix, aggregating country and commodity risks, operational characteristics, the supplier's criticality, and spending level. This program includes:

(a) training, awareness, and capacity-building;

(b) assessments and audits conducted remotely and on-site; and

(c) monitoring supplier sustainability performance.

33 The SSDP is a supplier engagement initiative designed to support the upholding of human rights and decent working conditions, promote safe and environmentally sound operations, and facilitate compliance with relevant regulatory requirements across the supply chain. A structured riskbased, proportionate supplier assessment through evidence-based indicators support consistent risk screening, gap identification, and prioritization of salient human rights impacts. Applicable regulatory frameworks require supplier due diligence, the disclosure of findings, and, where appropriate, the implementation of corrective measures. The Hitachi Energy Group monitors and reports on SSDP performance externally as part of its approach to addressing these requirements.



34 SSDP focuses on Tier One suppliers in 23 high-risk countries. Through assessments and corrective action plans (CAP), Hitachi Energy helps suppliers assess their strengths and weaknesses to promote continuous improvement, working with suppliers to detect and implement corrective actions where potential risks are identified.

If those are not implemented within a reasonable timeframe, the supplier is recommended for de-sourcing.
For assessments and audits, the Hitachi Energy Group partners with third-party service providers in various regions to assist in training its suppliers and internal colleagues and carrying out on-site assessments.

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35 SSDP focuses on the identification and management of salient human rights risks across global supply chains. SSDP supports proportionate, riskbased supplier due diligence and improvement measures, consistent with UNGPs, ILO standards, and emerging regulatory requirements. The SSDP assesses suppliers against 42 assessment criteria, to actively evaluate the supplier and its respective supply chain in the following way.

(a) Topics include but are not limited to these categories:

(i) Human rights governance;

(ii) Labour and working conditions (working hours, wages and benefits, employment conditions and social benefits, freedom of association and collective bargaining, Non-discrimination and equal opportunity);

(iii) Health, safety (OHS) and well-being; Community and external impacts; Grievance and remedy; Environmental practices (energy, emissions); and

(iv) Ethics, integrity, and compliance systems.

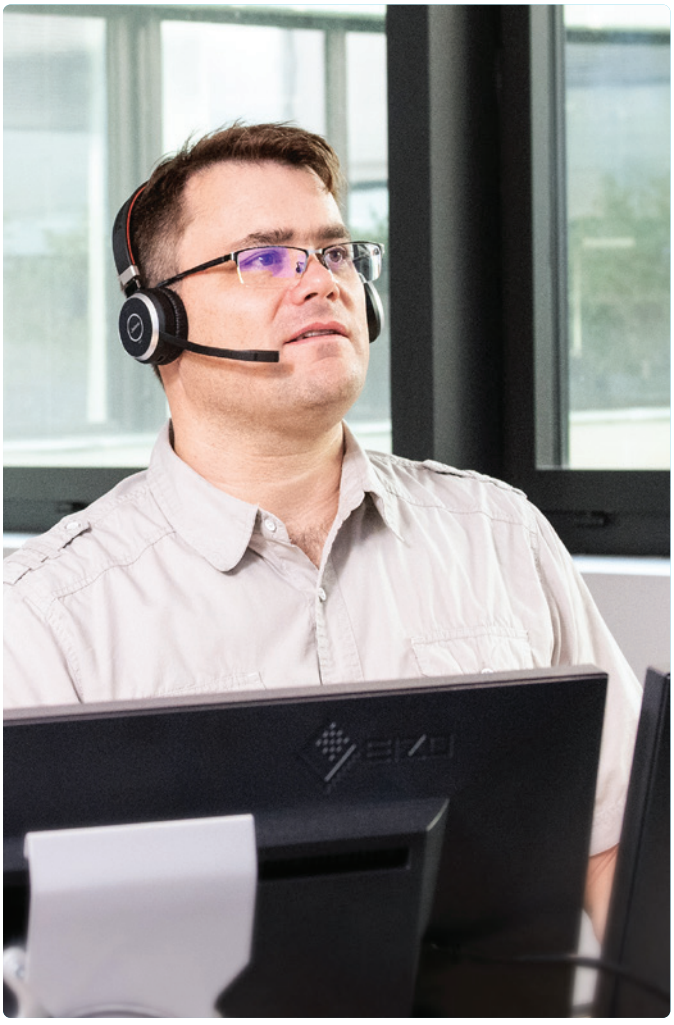
(b) Indicator-based assessment: topics are translated into clear criteria and questions, supported by documented evidence

(c) Risk prioritisation: responses scored to inform escalation and follow up

(d) Gap analysis and corrective action: timebound followup, performance monitoring, and onsite verification where risk levels require

36 In addition, the Hitachi Energy Group's Responsible Minerals Sourcing Program sets the framework for the sourcing of materials in an ethical and sustainable manner that ensures the health, safety, and protection of people and planet, whilst establishing a management system pursuant to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas. The Hitachi Energy Group reports on its Responsible Minerals Sourcing Program annually.

37 During the Reporting Period Hitachi Energy focused on improving how it assesses and addresses those identified modern slavery risks in its supply chain and its supply chain risk-based approach process.



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Section 4. Actions taken to assess modern slavery risks in previous reports

38 In Hitachi Energy's previous Modern Slavery statements identified a number of actions to assess, manage and reduce the risks of modern slavery practices in its operations and supply chains. These included:

(a) continuing the Hitachi Energy Group's use of third-party sustainability assessments, including supplier risk screening through EcoVadis and EcoVadis IQ+, as part of Hitachi Energy's ESG risk-based supplier assessment process (SSAP);

(b) maintaining a regulatory function, closely aligned with Sustainability, to support the assessment of sustainability-related regulatory developments, including those concerning human rights and modern slavery;

(c) establishment of a connected SCM Regulatory Compliance team addressing regulatory compliance requirements in the supply chain and establishing procedures and processes;

(d) supporting the Hitachi Energy Group's establishment of a regulatory function that considers the regulatory impact of sustainability development, including environment, social, and governance (ESG) standards (including human rights);

(e) adopting the Hitachi Energy Group's extension of the scope coverage of the high-risk countries evaluated under the Hitachi Energy Group's Supplier Sustainability Development Program (SSDP);

(f) reviewing training materials to ensure it remains relevant to those who have a direct involvement in purchasing decisions and reflects the relevant best practices adopted by Hitachi Energy;

(g) promoting open reporting and transparency culture via internal and external communication campaigns and grievance mechanisms; and

(h) continued work to enhance its human rights due diligence process

Actions taken to assess modern slavery risks during the Reporting Period

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

(a) comprehensive revision of the company's key human rights policies, including revised version of the Sustainability Statement of Commitment, a Human Rights Statement of Commitment, Human Rights Policy, complemented by updates to the Supplier Code of Conduct and the Supplier Sustainability Manual;

(b) conducting continuous supplier risk screening and providing targeted input to Business Units in relation to suppliers identified as having elevated sustainability risks; and

(c) driving improvements in supplier acceptance of the revised Supplier Code of Conduct, recognising that adherence to its provisions - particularly those relating to human rights, forced labour, and ethical business practices - supports the prevention, mitigation, and addressing of modern slavery risks across the supply chain

These are discussed in further detail on the following pages.

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Human rights due diligence

40 During 2024-2026, Hitachi Energy advanced its human rights due diligence approach through a series of governance, policy, and process updates designed to align more closely with international standards and emerging regulatory expectations. This period marked a shift toward consolidation, operationalization, and enhanced internal oversight.

41 In 2024, the Hitachi Energy Group began developing an updated sustainability and human rights framework to support clearer alignment with these evolving requirements and to reflect risks and opportunities associated with the energy transition.

42 During the Reporting Period, the Sustainability function together with supporting functions led to a comprehensive revision of the Hitachi Energy Group's key human rights policies. This resulted in revised versions of the Sustainability Statement of Commitment, Human Rights Statement of Commitment, and Human Rights Policy, complemented by updates to the Supplier Code of Conduct and the Supplier Sustainability Manual.

EcoVadis Sustainability and CDP Rating

43 The Hitachi Energy Group continued its participation in EcoVadis' independent external sustainability assessment. Since 2021, the Hitachi Energy Group has continued to improve its EcoVadis sustainability performance assessments by obtaining a Silver rating in 2021 and Gold ratings in 2022 and 2023. In 2024, the Hitachi Energy Group earned its first Platinum rating, with an overall score of 84 out of 100, placing the company among the top 1% of more than 150,000 companies assessed globally.

44 During the Reporting Period the Hitachi Energy Group:

(a) was awarded a Gold Medal while maintaining the same overall score of 84 out of 100, placing the company in the 98th percentile of organizations assessed globally with the Sustainable Procurement improving by two points; and

(b) received its first CDP 'A' rating, following two consecutive 'A-' ratings, from CDP (formerly the Carbon Disclosure Project), an NGO encouraging and supporting companies and cities to disclose their environmental impacts

Supply chain management policies

45 The updated version of the Hitachi Energy Group's Supplier Code of Conduct aligns with the latest industry standards and regulations, reaffirming Hitachi Energy's minimum expectations regarding ethical business conduct, labour standards, environmental responsibility, and compliance.

46 In the 2024 Reporting Period, the Hitachi Energy Group launched the Supplier Sustainability Manual, a guide designed to clearly communicate ESG expectations to suppliers. The manual distinguishes between Minimum Standards (i.e. the base level that needs to be met by suppliers) regarding responsible and sustainable practices, and Leading Practices (i.e. practices that suppliers may implement striving towards continuous improvement).

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47 Under SSDP, the Hitachi Energy Group continued to engage with their strategic Tier 1 suppliers to prepare them for onsite assessment of their social, health and safety and environmental risks. The focus remained on tier-one suppliers in 23 high risk countries across Asia, the Middle East, Africa, Europe, and the Americas, and those suppliers who supply high risk materials or are key strategic suppliers.

48 During the Reporting Period, the Hitachi Energy Group's EcoVadis rated suppliers demonstrated an overall score improvement of 4.8 points, with a significant 6.1-point increase in sustainable procurement performance. These results indicate a clear strengthening of responsible sourcing practices across the Hitachi Energy Group's value chain, with suppliers increasingly embedding sustainability requirements and due diligence within their own upstream supply chains.

49 In March 2025, the EcoVadis Sustainability Achievement Awards recognised the Hitachi Energy Group with the Best Mature Program in Sustainable Procurement award in March 2025, for the ongoing achievement and innovations that drive continued program expansion and maturity, even beyond the scope of the Sustainable Procurement program. The jury emphasised Hitachi Energy Group's focus on decarbonisation and biodiversity as key elements in addressing the climate crisis and commitment to building a resilient, transparent supply chain with an emphasis on circularity.

Supply chain management process

50 The Hitachi Energy Group continuously enhances its Supplier Sustainability Assessment Process to systematically assess, manage, monitor and report the sustainability risks associated with its external supplier's operations and performance by assessing their environmental, social and governance (ESG) practices. During the Reporting Period, Hitachi Energy remained committed to the SSDP and continued to perform assessments of suppliers under the Hitachi Energy Group's robust SSDP.

51 As part of SSDP, during the Reporting Period, the Hitachi Energy Group assessed 99 high risk suppliers. For every area of non-compliance identified during the supplier assessments, a supplier support action was launched to systematically address each issue in turn. These support actions included capacity building, customised participatory workshops, sharing best practices, jointly implemented collaborative programs, and transfer of knowledge and expertise.

52 As at the end date of the Reporting Period any identified risks not yet mitigated or resolved under the SSDP, remained under investigation as part of the supplier support action process outlined above and require remediation.

53 Since the launch of the EcoVadis program, 5,400 suppliers spanning 62 countries have been invited, demonstrating the global scale of the Hitachi Energy Group's responsible sourcing initiatives. Of these, 2,654 suppliers were successfully assessed, accounting for 66% spend coverage in the Reporting Period, with 414 suppliers undertaking at least one training course in EcoVadis Academy.

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54 During the Reporting Period, the Hitachi Energy Group's EcoVadis risk screening methodology identified 173 suppliers operating in high-risk contexts for child labour and forced labour, based on geographic and sectoral indicators. To further refine prioritization, enhanced due diligence was applied, integrating internal qualification risk scoring and EcoVadis IQ+ risk ratings, resulting in a focused subset of 12 suppliers requiring heightened attention.

55 Of these, 16% completed EcoVadis assessments, enabling structured evaluation of labour practices and consequent de-risking. Among the remainder, 50% have completed or are progressing through the qualification process, while 50% represent low residual risk due to limited spending and infrequent engagement. Despite lower commercial exposure, these suppliers remain within the Hitachi Energy Group's due diligence scope.

56 Targeted actions include follow-up through the Hitachi Energy Group's Supplier Sustainability Assessment Process, ongoing monitoring of qualification outcomes, and direct engagement with low-spend suppliers via BUs to identify potential risks and define mitigation actions, including further assessments or sourcing decisions.

57 In addition to the above actions, Hitachi Energy continued to routinely monitor key global industry and government sources that reported on modern slavery risks and patterns. Where relevant to its supply chain, Hitachi Energy considered it reasonable or necessary to do so, internal screening tools were updated to reflect these developments, such as prohibiting purchasing from newly identified entities listed under sanction laws.

58 To date, the ongoing risk identification and assessments conducted as part of the Hitachi Energy Group's SSDP have not indicated any known instances of modern slavery or human trafficking within the supply chain. Nonetheless, Hitachi Energy remains vigilant and committed to continuously monitor and strengthen its processes to identify, prevent and address any actual or potential human rights violations.

Employee and external stakeholder training and engagement

59 During the Reporting Period, Hitachi Energy reviewed training materials to ensure they remain relevant to those who have a direct involvement in purchasing decisions and reflects the relevant best practices adopted by Hitachi Energy and the Hitachi Energy Group.

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60 The Hitachi Energy Group trained 29 new and existing employees involved in purchasing decisions (nominated by the Business Units) as part of the SSDP.

61 The Hitachi Energy Group also delivered targeted training to BU representatives on responsible minerals sourcing, emphasising its importance and highlighting how Hitachi Energy has expanded its program from conflict minerals and cobalt to include copper, rare earth elements, graphite, nickel, and lithium.

62 Further, the Hitachi Energy Group initiated the rollout of human rights training for employees to support awareness and understanding of human rights risks and the company's related policies and processes.

63 To encourage all stakeholders to speak up against breaches of Hitachi Energy's core values and standards, Hitachi Energy has continued to implement the Hitachi Energy Group's Whistleblower Policy.

The policy covers all issues mentioned in Hitachi Energy Group's Code of Ethics and Business Conduct and Supplier Code of Conduct. These include ethics and compliance issues, together with discrimination, retaliation, health and safety, human rights, and environmental breaches. Hitachi Energy enforce a strict, zero-tolerance policy for violations of the law or its corporate policies.

64 During Reporting Period, the Hitachi Energy Group participated in Business for Social Responsibility (BSR) and Shift workshops, engaged with Hitachi Group on shared human rights priorities, and maintained dialogue with the Business & Human Rights Resource Centre on regional issues. Participation in the UN Forum on Business and Human Rights and CSR Europe peer exchanges provided external insight and supported validation of Hitachi Energy's prioritisation and approach

65 Hitachi Energy measures how effective it has been in ensuring that modern slavery is not present in any part of its business or supply chains using various metrics which have been summarised in the tables below and on the following pages.





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Section 5. Action effectiveness assessment

66 Actions Matrix

Action	Metric	Details
Human rights commitments	External recognitions	The Hitachi Energy Group achieved EcoVadis Gold rating and its first CDP 'A' rating in the Reporting Period
Risk identification and assessment	EcoVadis – overall supplier performance	During the Reporting Period, EcoVadis rated suppliers demonstrated an overall score improvement of 4.8 points, with a significant 3.9 points increase (60.2 to 64.1) in Labour & Human Rights performance
	Number of identified material cases concerning modern slavery	During the Reporting Period, no material cases of modern slavery were identified within Hitachi Energy's operations or supply chains
	Number of instances of the presence or use of modern slavery or human trafficking	During the Reporting Period, neither remote supplier assessments nor other supplier due diligence processes indicated the presence or use of modern slavery or human trafficking in supply chains
	Number of suppliers with whom business has been terminated due to continued non-compliance as part of the SSDP	During the Reporting Period, business with eight (8) suppliers were discontinued due to unsatisfactory progress in resolving identified issues, five of the eight de-sourced suppliers were linked to various issues, including but not limited to labour rights and occupational health and safety (OHS) concerns, which the Hitachi Energy Group views as critical indicators for preventing forced labour and other labour rights violations, particularly through ensuring decent working conditions.

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Action	Metric	Details
Supply chain management policies and procedures – Prevention, monitoring and mitigation	Child Labour and Modern slavery due diligence results	Supplier screening scope: During Reporting Period number of suppliers screened for child labour and forced labour risks: 37,757 suppliers Screening coverage: Out of 37, 757 suppliers screened, 21,410 or 56.7% suppliers had EcoVadis IQ+ risk details Following an initial IQ+ screening that identified 173 suppliers operating in elevated child and/or forced labour risk contexts, Hitachi Energy applied additional internal qualification and risk matrix criteria to refine the assessment, ultimately prioritizing 12 suppliers for enhanced due diligence and targeted engagement under the SSAP process, while the remaining 161 were not confirmed as high risk under this more granular evaluation. Higher-focus supplier follow-up status: 2 suppliers completed EcoVadis assessment and were derisked; 5 suppliers are in qualification or qualification in progress; 5 were lower-spend suppliers requiring direct engagement. Corrective action tracking to be confirmed where CAPs have been formally initiated. EcoVadis rated suppliers demonstrated an overall score improvement of 4.8 points, with a significant 3.9 points increase (60.2 to 64.1) in Labour & Human Rights 6.1-point increase in sustainable procurement performance. During the Reporting Period, neither remote supplier assessments nor other supplier due diligence processes indicated the presence or use of modern slavery or human trafficking in supply chains
	Number of suppliers who received training as part of the SSDP	During the Reporting Period, 118 suppliers received training as part of the SSDP which also addressed modern slavery
	Number of suppliers who received training addressing Labour and Human rights as part of the EcoVadis assessment	Since the inception of the program, 414 suppliers have completed at least one course, of which 312 suppliers completed at least one training program related to labour and human rights policies

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Action	Metric	Details
Employee training and engagement	Number of people within the business who received training under the SSDP	During the Reporting Period, 29 employees involved in purchasing decisions (nominated by the Business Units), received training addressing modern slavery as part of the SSDP and GHG programs
	EcoVadis – overall supplier performance	During the Reporting Period, EcoVadis rated suppliers demonstrated an overall score improvement of 4.8 points, with a significant 3.9 points increase (60.2 to 64.1) in Labour & Human Rights performance



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Section 6. Continuous improvement

67 Hitachi Energy has performed a review of the actions undertaken during the Reporting Period to ensure that it continues to effectively improve in the way it assesses and addresses modern slavery risks in its operations and supply chain. Following this exercise, Hitachi Energy intends to undertake the following further remedial steps:

(a) providing further mandatory training to the management team members at various levels of the organization to provide decision makers with the relevant background on identifying and managing such risks and necessary steps to combat modern slavery in operations and supply chain;

(b) participating in customer-led audits to further align Hitachi Energy's practices, assessment, and actions with the expectations and processes of its customers;

(c) continue promoting the open reporting and transparency culture via internal communication campaigns;

(d) exploring the possibility of expanding the SSDP program further into the Australian jurisdiction specifically targeting Australian suppliers and ensuring that modern slavery risks are considered, identified and remedied at a local level in addition to its current global scope;

(e) enhancing supplier risk assessment methodologies by increasing the granularity of child labour and forced labour risk indicators, expanding EcoVadis coverage, and strengthening supplier remediation and engagement practices; and

(f) conducting training programs on human rights due diligence for suppliers to strengthen awareness and support alignment with responsible sourcing expectations.

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Section 7. Consultation process

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

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

70 This joint modern slavery statement was approved by the Board of Hitachi Energy Australia Holdings Pty Ltd as the ultimate controlling entity in accordance with its constitution on 29 September 2026.

Signed by:
Bernard Norton
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Bernard Norton
Country Managing Director

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