

MODERN SLAVERY STATEMENT

2024

Introduction

Sojitz Resources (Australia) Pty Ltd (**SORA** or **we**) is committed to reducing the risk of modern slavery in our supply chains and in all parts of our business, and to improving our practices to combat modern slavery. As a member of the Sojitz Group, we are focused on sustainability and creating value and prosperity for society in conducting our business operations.

As part of the Sojitz Group's medium and long-term management plans and commitment to complying with the U.N. Guiding Principles on Business and Human Rights (2011), we will be involved in greater risk assessment and the expansion of a step-by-step approach to improving and promoting human rights due diligence.

Who Are We?

We are an Australian proprietary limited company, and our registered office is located at Level 21, 221 St Georges Terrace, Perth, WA 6000. We form part of the Sojitz Group with our parent company being Sojitz Corporation. Sojitz Corporation is headquartered in Japan. As a general trading company, the Sojitz Group is engaged in a wide range of businesses globally, including buying, selling, importing, and exporting goods, manufacturing and selling products, providing services, and planning and coordinating projects, in Japan and overseas.

The Sojitz Group also invests in various sectors and conducts financing activities. The broad range of sectors in which the Sojitz Group operates includes those related to automobiles, plants, aerospace, medical infrastructure, energy, mineral resources, chemicals, foodstuff resources, agricultural and forestry resources, consumer goods, and industrial parks.

Our Structure

This modern slavery statement is made pursuant to the *Modern Slavery Act (2018)* (Cth) (**Act**) by SORA in respect of itself and its related body corporate, Sojitz Alumina Pty Ltd (**SOA**) (together the **Group**), and relates to the calendar year 1 April 2024 to 31 March 2025. The Group entities are shown below:

Name of Reporting Entity	Australian Company Number
Sojitz Resources (Australia) Pty Ltd	096 197 518
Sojitz Alumina Pty Ltd	009 309 344

Our operations

We are the holding company of SOA.

SORA and SOA do not engage employees or contractors. The respective Directors are seconded from Sojitz Corporation to these entities.

SOA has a 4% interest in the Worsley Alumina Unincorporated Joint Venture (**Worsley**), which produces calcined alumina out of a Western Australian mine and sells the produced alumina to Sojitz Corporation. SOA is not directly involved in the operation of Worsley.

Modern Slavery Risks

We recognise that modern slavery may impact our operation and we strive to take responsibility for reducing modern slavery risks in our operation and supply chain. Details regarding SOA and SORA's supply chain and the associated risks are set out in the below section.

Our Supply Chain

SOA's operations are limited to holding the interest in Worsley as a non-operator and selling the resulting alumina to Sojitz Corporation. Therefore, SOA is not directly involved and does not engage with any suppliers for the operation of Worsley. Worsley is operated by South32 Worsley Alumina Pty Ltd (**S32**), which is 100% owned by South32 Limited.

SORA and SOA have a small number of goods and services suppliers who provide office supplies, bank related services, subscriptions to market information, accounting services and insurance services. These suppliers are located in Australia and the UK. We understand from our inquiries that the modern slavery risk associated with these suppliers is low. Where we identify any suppliers of goods or services in our supply chain that carry a modern slavery risk, we will conduct a detailed investigation and implement appropriate measures to deal with such a risk.

How We Assess and Address Modern Slavery Risks

We have undertaken a risk assessment of our operation and supply chain with methodology which considers multiple indicators of modern slavery risks encompassing the business sector, the provision of goods and services and geographic factors. Through such risk assessment, we have confirmed that our operation has a low potential for modern slavery risks. Our risk profile is summarised as follows:

Business sector

Our investment in Worsley is in the Australian bauxite mining and alumina refining sector. We do not operate Worsley directly. The bauxite mining and alumina refining sectors are considered as low risk areas since they are strictly regulated and monitored by governmental and independent parties.

Goods and services

We do not directly procure any goods or services for Worsley. Our direct procurement is limited to the abovementioned items, which we confirm again are low risk.

Geographic factor

Our investment is in Australia, which we consider has a low risk of modern slavery. Our direct suppliers are located in Australia and the UK. We consider both countries as low risk areas for modern slavery.

We also understand that assessing indirect risk is important. As such, we have engaged with S32 regarding modern slavery compliance in relation to the Worsley investment. S32 issues a modern slavery statement annually, and this statement includes information relating to any modern slavery risk at Worsley.

We understand that Worsley itself is currently conducting a human rights risk self-assessment, and also runs training sessions for employees on human rights and modern slavery risks.

Our Policies on Slavery

We are committed to reducing the risk of modern slavery in our supply chains and in all parts of our business. The Sojitz Group's human rights policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to mitigate risks of slavery taking place in our supply chains.

The Sojitz Group strives to create value and prosperity by connecting the world with a spirit of integrity. We believe that respect for human rights is an integral foundation for creating what we call "Two Types of Value"—value for both our company and society, and for meeting the expectations of our stakeholders. In

undertaking these business activities, we recognise our responsibility to avoid causing or contributing to adverse human rights impacts and of seeking to prevent or mitigate such adverse impacts. We commit to respecting human rights as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and to carry out our business in accordance with the United Nations Guiding Principles on Business and Human Rights.

The Sojitz Group's Human Rights Policy can be found on our website at <https://www.sojitz.com/en/csr/humanrights/>.

Our commitment to reducing the risk of modern slavery in our supply chains is further supported by the Sojitz Group's Code of Conduct and Ethics (a set of decision-making standards established to act as the foundation for all Sojitz Group business activities) and broader CSR policies, such as the:

- CSR Action Guidelines for Supply Chains ("Action Guidelines");
- Environmental Policy;
- Anti-Corruption Rules; and
- Anti-Bribery Policy.

The policies are available on our website at <https://www.sojitz.com/en/>. In complying with the Code and CSR policies, not only are we able to promote vital Sojitz Group CSR initiatives, but we are also able to gain greater visibility in our supply chains (and therefore any associated modern slavery risks in our supply chains).

Assessment of Our Effectiveness

We have not identified any occurrences of modern slavery within our operations or within our supply chain during FY24. We continue to improve processes for assessing modern slavery risks and identifying and managing modern slavery risks in our supply chain, including by ensuring that we are in compliance with the policies set out in the above section. We are satisfied that the controls implemented to date have been effective in mitigating potential modern slavery risks. We also consult with representatives of Worsley annually to monitor their action on modern slavery risks.

Supplier Adherence to Our Values

The business activities of the Sojitz Group are possible due to the cooperation of various stakeholders including suppliers and other business partners. For the Group to meet our responsibility to respect human rights, their understanding and cooperation are indispensable.

The Sojitz Group is committed to working with and encouraging our business partners to uphold the principles in our Human Rights Policy. If we identify an alleged human rights abuse outside of the Sojitz Group but linked to our business activities, including in our suppliers and other business partners, upon confirming the situation the Group will ask relevant parties such as suppliers and other business partners to take measures to address the human rights issues.

For further information on our expectations of our suppliers and other business partners, including our policy concerning cases of material breach, please see our Action Guidelines. In the event of a material breach of the Action Guidelines, the Sojitz Group shall, upon verifying the facts, request that the supplier or other business partner improve the situation. If no improvement has been made after a specified period, we will take measures which may include a reconsideration of the contract with the supplier or partner. If necessary, the Sojitz Group shall, along with experts designated by the Group, visit the site concerned for investigation.

Consultation and Approval

SOA and SORA's management teams are identical, therefore, no formal consultation was required.

SORA does not control any entities other than SOA. Thus, no other entity has been consulted in the preparation of this statement.

This Statement was approved by SORA's Board of Directors on 30 September 2025.



Kazuya Fujita
Director,
Sojitz Resources (Australia) Pty Ltd (ACN 096 197 518)

Date: 30 September 2025