



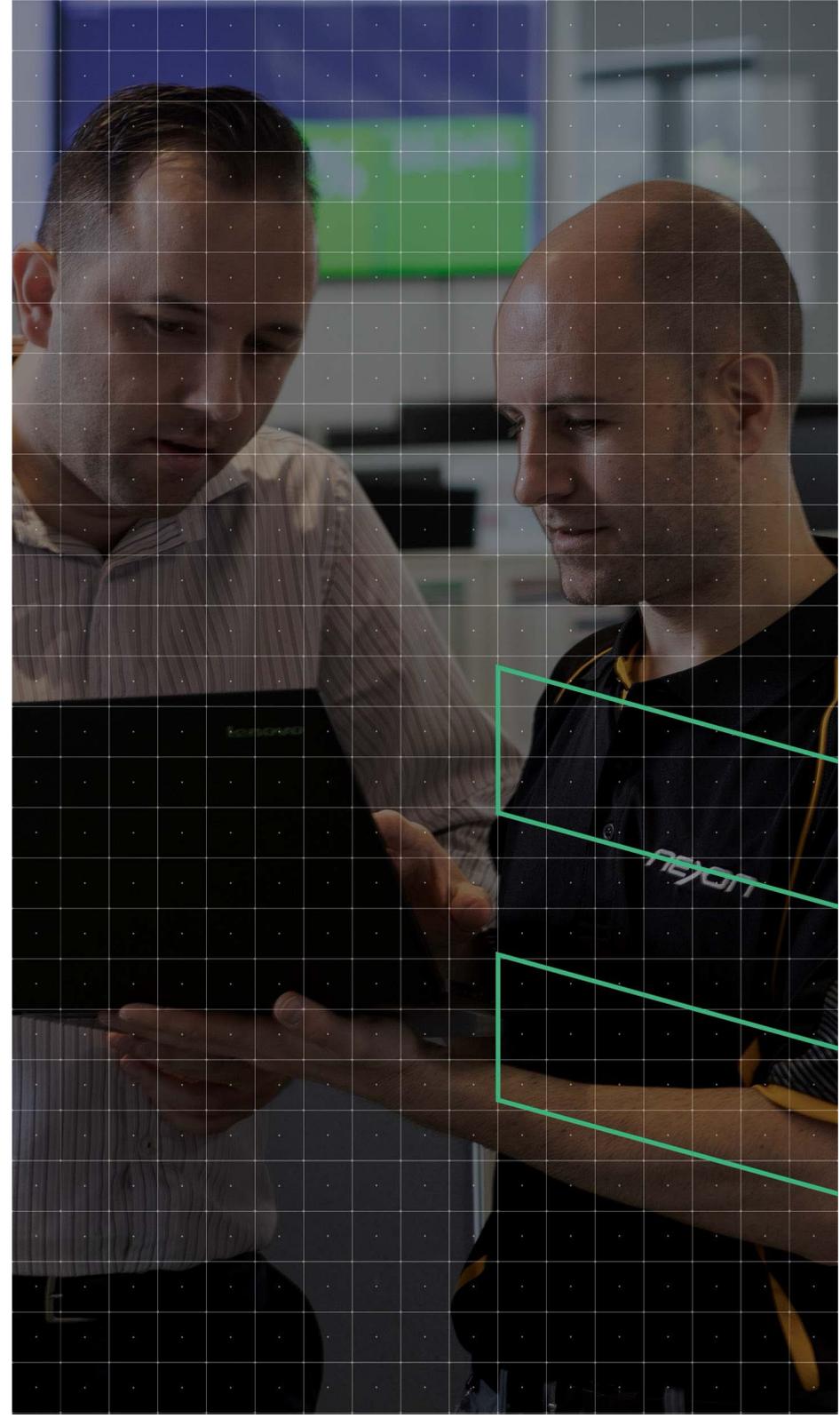
Modern Slavery Board Resolutions

Nexon Asia Pacific Pty Ltd
ACN 095 335 023 (Company)

Financial Year 2024-2025

Nexon Asia Pacific Pty Ltd
ABN 70 095 335 023

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Written Resolutions of Directors

In accordance with section 248A of the Corporations Act 2001(Cth), we being all the directors of Cirrus Holdings 1 Pty Ltd (ACN 632 829 906), which has 100% effective interest in the Company, record that the following resolutions (“Resolutions”) have been passed:

Purpose of Resolutions

It is noted that the purpose of the Resolutions is to approve and adopt Nexon’s Modern Slavery Statement for FY25 and approve Nexon’s current Modern Slavery Policy in accordance with the Modern Slavery Act 2018 (Cth) (“Act”).

Resolutions

Following consideration, it is resolved that the Company hereby approves and adopts the Nexon Statement on Modern Slavery for FY25 (“Modern Slavery Statement”) and Nexon’s current Modern Slavery Policy, attached here to, in accordance with the Act and shall carry out the substantive requirements as set forth in the Act.

The Resolution may be signed electronically and/or in counterparts which, when taken together, constitute the document. Signed by all the directors of the Company,

DocuSigned by:

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Signature of Barry Assaf, CEO
Date 5/12/2025

Signed by:

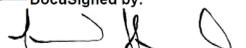
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Signature of Neil Wilson, Director
Date 5/12/2025

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Signature of Neil Verrall, Director
Date 5/12/2025

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Signature of Vince Fayad, Director
Date 5/12/2025

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Signature of Frank Heckes, Director
Date 5/12/2025

Nexon Asia Pacific Pty Ltd Modern Slavery Statement FY25

Message from the CEO

In 2025, Nexon Asia Pacific Pty Ltd, ACN 095 335 023 (Nexon) proudly presents its fifth consecutive statement on modern slavery, covering the reporting period of 1 July 2024 to 30 June 2025 (FY25). The intention of this document is to outline how our business approaches the concern of modern slavery and human trafficking in our operations and supply chains and showcases our demonstrable efforts to mitigate all such risks where actionable. This year, specifically, we welcome a strengthened legislative framework, made robust through the establishment of the Australian Anti-Slavery Commissioner, and we see value in the proposed due-diligence obligations and penalties under forthcoming reforms to the Modern Slavery Act 2018 (Cth). Here at Nexon, we are proactively aligning our governance, supply chain, and reporting frameworks to these evolving standards.

According to 2024 ILO and Walk Free data, over 50 million individuals live in modern slavery globally, and approximately 45,000 people within Australia. More than ever, Nexon urges its industrial peers to support and respect human rights, including working towards the eradication of all contemporary forms of slavery. Meaningful progress requires more than compliance; it demands an active, informed, and collective response. Accordingly, we continue to foster open collaboration with our employees, clients, suppliers, and partners to promote transparency, accountability, and shared responsibility in addressing these risks.

For more than six years now, our focus on the wellbeing of our people and the communities in which we operate has underpinned our broader social responsibility strategy. This focus has evolved into a sustained program of initiatives that embed diversity, equity, inclusion, and belonging throughout our culture. Regular engagement with our people through surveys and feedback mechanisms allows us to design initiatives that strengthen inclusion, wellbeing, and trust across our organisation. These programs, together with our values of integrity, respect, and empowerment, form the foundation of Nexon's human rights approach and reinforce our ongoing commitment to advancing ethical business practices and eliminating modern slavery in all its forms.

In FY25, Nexon strengthened its governance and due diligence framework to embed modern slavery risk management within its broader environmental, social and governance (ESG) program. Our Board still oversees Nexon's Modern Slavery Policy, supported by the Legal, Risk and Governance team, which maintains the Modern Slavery Risk Register and monitors the implementation of corrective actions across our operations and supply chains. Recognising that the effectiveness of our response depends on transparency and accountability, Nexon has enhanced its risk assessment methodology to include tier-two and tier-three supply chain mapping, supplier segmentation by sector and geography, and integration of human rights considerations into procurement and contract management. As our company grows, under the guidance and ownership of a new private equity firm, and in a new office space, we will adhere to the modern slavery principles we have sought to embed within our culture.

This Modern Slavery Statement should be read with Nexon's Modern Slavery Policy, a key part of our governance framework. It reflects the actions we have taken to identify and reduce modern slavery risks in our operations and supply chains, and our ongoing responsibility to help protect vulnerable people across global value chains.

Signed,

DocuSigned by:



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Barry Assaf
Chief Executive Officer
Nexon Asia Pacific Pty Ltd

FY25 in review

Area	Actions Completed During Reporting Period
Improved the Governance Framework	<ul style="list-style-type: none"> • Bi-annual review of Modern Slavery Policy and associated Modern Slavery Metrics. • Internal HR and Legal review of Code of Conduct. • Supported ongoing and inaugural events in support of ESG initiatives organisation wide.
Built Capability	<ul style="list-style-type: none"> • Reviewed modern slavery training materials provided to all onboarded staff. • Ensured modern slavery awareness training was distributed to all staff and contractors, as of 30 June 2025. • Maintained ongoing provision of regular general compliance training to all employees and contractors, with particular emphasis on Workplace Health & Safety.
Enhanced grievance mechanisms	<ul style="list-style-type: none"> • Reviewed our Whistleblower Policy and Procedure, and internal Managing Workplace Grievances Policy. • Launched an updated CCTV and Workplace Surveillance policy upon movement of our office location.
Improved Due Diligence	<ul style="list-style-type: none"> • Identified suppliers who may pose an elevated level of modern slavery risk. • Conducted an annual internal review of current workforce to assess modern slavery risk indicators. • Maintained usage of modern slavery questionnaires and supplier conversations. • Incorporated explicit modern slavery clauses within several key customer contracts.
Boosted collaboration	<ul style="list-style-type: none"> • Engagement with key vendors/clients on modern slavery.
Assessed effectiveness of our actions	<ul style="list-style-type: none"> • Assessed FY25 Modern Slavery Metrics against previous baselines and identified areas for improvement. • Evaluated legislative developments to ensure currency of Nexon's framework and responsiveness to changes in the Modern Slavery Act 2018 (Cth). • Completed a gap analysis of the FY24 and FY25 Statement and Policy to prior reporting periods, to measure progress. • Reported findings to the Board to inform ongoing improvements and strengthen Nexon's overall modern slavery governance.

About Nexon



Founded in 2000



Industry Leader



1300+ clients



550+ employees



7 offices across Australia



Award Winning Technology Partner



Providing end-to-end digital solutions across Government, NFP, financial professional services and retail



Key Certifications such as ISO/IEC 27001:2022, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and CREST Penetration Tester.

Nexon is a leading Australian digital consultancy and managed services partner, delivering secure, scalable, and innovative technology solutions to mid-market, enterprise, and government organisations nationwide. Over the past year, Nexon has continued to evolve—expanding its national footprint, refining its service delivery, and deepening its expertise across security, cloud, data, and digital transformation.

Our growth reflects a deliberate focus on long-term partnerships and client empowerment. Guided by a culture of responsiveness and accountability, Nexon’s end-to-end capabilities help clients remove complexity, drive operational efficiency, and accelerate digital progress. With a workforce exceeding 600 skilled professionals, we continue to attract and develop some of Australia’s most experienced consultants to deliver measurable, business-led outcomes.

As an ISO-certified and CREST-accredited provider to local, state and federal governments, Nexon partners with world-class technology vendors while maintaining an independent, solutions-agnostic approach to ensure the best fit for each client.

Our services span:

- **Advisory:** Delivering strategic, practical roadmaps aligned with each client’s technology and business goals.
- **Project Implementation:** Executing complex transformations with precision across technology, process, and people.
- **Managed Services:** Providing integrated, long-term support across Security, Networks, Cloud, Unified Communications and Digital Solutions.
- **Partner Program:** Enabling service providers, systems integrators and ISPs to scale their offerings through Nexon’s digital service portfolio and infrastructure expertise.

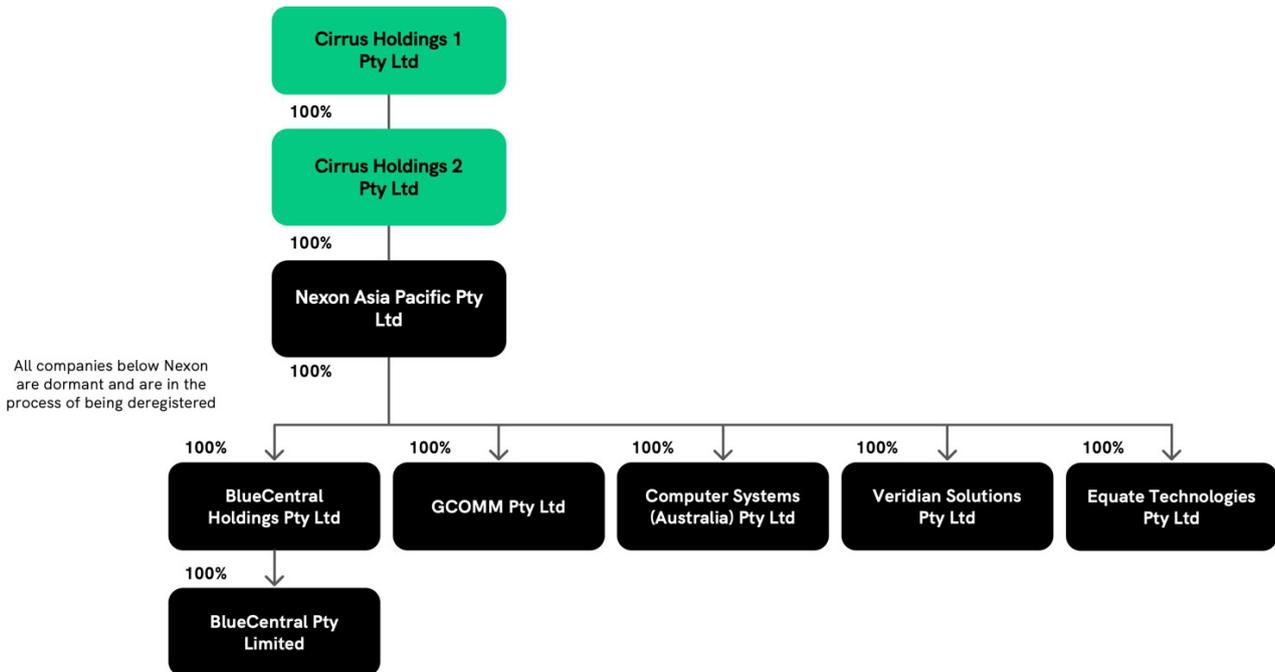
Some of our technology partners include:



Through sustained investment in people, process and partnerships, Nexon has transitioned from a technology enabler to a strategic business partner—helping organisations move beyond stability towards continuous innovation and resilience in a rapidly changing digital landscape.

Corporate Structure

During FY25, the Nexon Group comprised Nexon Asia Pacific Pty Ltd and its wholly owned subsidiaries, including entities operating under the CSA, Equate and Veridian branding.



Recently Acquired Entities

The Nexon Group constitutes several wholly owned subsidiaries as outlined above. Some of those entities operate under the brands CSA, Equate and Veridian. Nexon has begun the process of deregistering some of these dormant subsidiaries.

Nexon has continued to progress its group consolidation efforts, bringing together operations and customer bases across all entities to strengthen alignment and consistency under the Nexon brand. During FY25, this process has advanced significantly, enabling a more unified approach to governance, service delivery, and client engagement.

As these entities are now inactive and undergoing final steps toward deregistration, no separate operational or governance consultation was required. Accordingly, this statement has been prepared on a consolidated basis to reflect Nexon's unified structure and consistent approach to managing modern slavery risks across the group. Nexon remains focused on maintaining a consistent, transparent, and responsible approach throughout its operations and supply chains.

Nexon Values

Nexon Asia Pacific's core values which shape how we operate and how we expect our people and partners to behave. We are committed to transparency, integrity, and community, underpinned by a strong focus on sustainability and employee wellbeing. The company values a collaborative culture where employees are empowered to learn, innovate, and make a positive impact.

Core values

- **We get things done:** We are committed to delivering results. With focus, determination, and a hands-on approach, we turn ideas into action and challenges into opportunities. We inspire a culture of resourceful, accountable behaviours that ensures every Nexon person goes the extra mile to help clients succeed.
- **We boldly lead the way:** We are empowered to innovate and drive change for both our clients and Nexon. We'll fervently do whatever it takes to get your problem fixed, your capability expanded, your roadmap documented and your stress reduced. This means being responsive to change and driving projects forward but never losing sight of the bigger picture.
- **We love what we do:** We are determined to deliver on our promises through our positive actions. We never let setbacks deter us from the vision - we constantly pursue your goals - fuelled by a passion for technology and what we do.
- **We do what's right:** We foster a culture of open, honest communication and trust internally, and with our clients - setting high standards for our behaviour and doing right by our clients in every interaction.
- **We know collaboration pays off:** We believe that great things happen when we work together. We foster a culture of open communication, mutual respect, and shared goals to create solutions that deliver exceptional results. When we collaborate, we achieve exceptional outcomes for our staff, clients, and partners.

Environmental, Social and Governance ('ESG') Initiatives

Nexon recognises that strong environmental, social and governance performance is essential to long-term value creation and resilience. ESG principles are now embedded in our corporate strategy, shaping how we operate, engage with partners, and contribute to a more sustainable digital economy. Human and labour rights remain a central pillar of this approach.

Cultural and social values

Community and giving back: Engaging in community involvement and supporting causes like Lifeline, the Epilepsy Foundation, and the Children's Cancer Institute.

Sustainability: A commitment to environmental responsibility, including achieving 100% renewable energy for its operations and transitioning its vehicle fleet to electric by 2030.

Diversity and inclusion: Creating a workplace where all employees feel heard, valued, and supported through initiatives like focused recruitment and a commitment to diversity in leadership.

Employee empowerment: Fostering a culture of continuous learning and development where employees can take control of their careers and be their authentic selves.

Technology driven efficiency

In FY23, Nexon invested heavily in the systems and data foundations needed to track and report ESG outcomes with accuracy and consistency. FY24 built on that foundation, embedding ESG measurement into business planning and operational reporting cycles. Our Inventory Management Plan and Resource Advisor platform now support near-real-time emissions tracking and greater transparency across our operations.

This year the focus has been on automating ESG reporting dashboards, integrating supplier sustainability data, and aligning disclosures with the Global Reporting Initiative (GRI) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks to enhance comparability and accountability.

Environment – Driving towards net-zero

FY23 and FY24 marked significant milestones in our environmental journey, including achieving 100% renewable energy use across Australian operations and commencing the phased transition of our fleet to electric vehicles. In FY25, Nexon expanded its environmental priorities to:

- Progressing towards net-zero emissions by 2035 through energy efficiency and offset programs.
- Introducing circular-economy principles to reduce e-waste and extend hardware lifecycle management.
- Strengthening supplier sustainability assessments to include emissions and waste reduction criteria.
- Continuing collaboration with Schneider Electric on annual Greenhouse Gas inventories and emissions verification.

Social – Empowering people and communities

Across FY23 and FY24, Nexon advanced social responsibility by formalising our Diversity, Equity, Inclusion and Belonging (DEIB) Committee, achieving Reflect Reconciliation Action Plan endorsement, and broadening community partnerships. FY25 built on this momentum by:

- Launching internal Nexon programs, like NexStar, offering rewards and charitable activities for employees.
- Expanding our procurement policies and recruitment efforts to meet measurable spend targets.
- Enhancing mental health and wellbeing support initiatives through our Employee Assistance Program.
- Continuing partnerships with “For Purpose” clients and charities in youth, health, and digital inclusion sectors.

Governance – Embedding accountability and ethical leadership

During FY24, Nexon refined its governance framework with updated Board oversight, stronger risk controls, and new training on ethical decision-making. In FY25, governance priorities included:

- Introducing an ESG Governance Charter and cross-functional ESG Working Group.
- Strengthening supplier due-diligence processes to align with anticipated Modern Slavery Act reforms.
- Enhancing Board reporting on ESG performance, risk, and modern slavery metrics.
- Expanding transparency in disclosures across data privacy, cybersecurity, and human rights compliance.

Through these sustained actions, Nexon develops its ESG capability – transforming early commitments into measurable results that create value for our people, clients, and communities while supporting a responsible and sustainable digital future.

Our People

Type	Number of staff as of 20 November 2025
Full-time and full-time equivalent	431
Part-time	22
Fixed-Term	6
Casual	11
Total Employees	470 (includes fixed contracts)
Contractors – Extended workforce	117
Total Workforce	587

Of Nexon's 4708 direct employees, all are in Australia and work across 7 offices in the states of New South Wales, Victoria, Queensland and South Australia.

Of Nexon's 117 contractors, 15 are in Australia and 102 work offshore in Sri Lanka (22), India (21), the Philippines (51), Serbia (5), and 1 contractor in each of Thailand, Vietnam and Pakistan. The use of offshore contracted labour has been identified as having an elevated level of modern slavery risk due to the reduction in the level of oversight of labour-based suppliers. This is compounded by the high instances of outsourcing of certain functions in the IT industry to jurisdictions with reduced regulatory measures. The use of migrant labour and the prominence of recruitment agencies increases the vulnerability of this workforce. Cognisant of this risk, we have performed supplier assessments on all labour hire companies with whom we work to vet for such risks and check credentials.

Our workforce is organised into the following business units:

- Customer Services
- Sales
- Microsoft Business Solutions
- Technology Office
- Business Operations and ICT
- Finance

- People Experience
- Group Management
- Strategy
- Legal Services

Nexon operates under Australia's comprehensive employment and human rights framework, maintaining best-practice systems and policies that protect and support our people. Our workforce is predominantly composed of highly skilled professionals with tertiary qualifications and industry experience, which reduces the likelihood of exploitation within our direct operations. Nevertheless, we recognise that the broader IT sector remains exposed to elevated modern slavery risks through contracted, subcontracted, and outsourced labour arrangements. Reflecting on our progress in previous years, Nexon has strengthened its oversight mechanisms and is committed to ongoing workforce reviews and monitoring to ensure that all employment practices continue to align with our ethical standards and human rights obligations.

Modern Slavery Risks in Our Operations and Supply Chains

Our Supply Chains and Risk Profile

Nexon operates within the information technology sector, relying on a diverse network of suppliers that provide hardware, software, telecommunications, cloud infrastructure, and related technical services. While Nexon does not manufacture or sell physical products directly, we integrate hardware and software solutions as part of our service delivery. The majority of our procurement occurs through reputable Australian-based technology resellers; however, many of the components and materials that underpin global IT supply chains are produced overseas—particularly in Asia, including China, Taiwan, and Malaysia.

Recognising the complexity and global nature of these supply chains, Nexon monitors and assesses potential modern slavery risks associated with offshore production and contracted labour. During FY25, we maintained due diligence across our major suppliers through supplier questionnaires, desktop risk assessments, and the review of publicly available modern slavery statements. We also strengthened contractual provisions requiring compliance with Nexon's Modern Slavery Policy and aligned due diligence processes across our consolidated entities.

Identifying and Managing Modern Slavery Risks

Nexon's operations remain primarily based in Australia and governed by strong employment and human rights laws, supported by ISO-certified systems in quality, environment, safety, and information security (ISO 9001, 14001, 45001 and 27001). Our workforce is highly skilled, with professional and technical qualifications that lower vulnerability to exploitation. Nonetheless, we recognise that risks can emerge through extended supply chains and offshore contracted labour in regions with less robust labour protections.

The IT sector's reliance on outsourcing and subcontracted labour increases the potential for poor visibility over working conditions, particularly where recruitment intermediaries or migrant labour are used. Nexon addresses these risks through enhanced supplier assessments, periodic workforce reviews, and strengthened onboarding and compliance processes. All employees and contractors are subject to

background screening and complete mandatory training on modern slavery, discrimination, and workplace conduct.

Key Risk Areas

- **IT Hardware:** The highest exposure lies deeper in global hardware supply chains, particularly in the extraction and manufacture of components. Nexon mitigates this by sourcing exclusively from established Australian resellers and multinational vendors with robust conflict-mineral and responsible procurement policies.
- **E-Waste:** Nexon uses only accredited Australian recycling providers and verifies that these suppliers maintain transparent and ethical waste management practices to prevent downstream risks associated with offshore disposal.
- **IT Services and Cloud Providers:** While suppliers in this area require skilled labour, we continue to monitor potential risks associated with outsourced and offshore service delivery, particularly in high-risk jurisdictions.

Nexon remains focused on improving traceability across its supplier base, embedding due diligence into procurement, and strengthening our contractual, training, and monitoring programs. These initiatives reflect our ongoing commitment to ensuring that our operations and supply chains remain free from modern slavery and aligned with evolving legal and ethical standards.

Branded Goods and Ad Hoc Purchases

Nexon occasionally procures branded merchandise and promotional items, such as apparel, stationery, and event materials. While these goods represent a small portion of our procurement activity, we acknowledge that mass-produced items can pose modern slavery risks—particularly when sourced from countries with weaker labour protections. To manage this, Nexon works with a limited number of trusted, long-term Australian suppliers who maintain robust ethical sourcing policies and provide evidence of compliance with the Modern Slavery Act 2018 (Cth).

Actions Taken to Assess and Address Modern Slavery Risks in FY25

Nexon’s modern slavery response is guided by the UN Guiding Principles on Business and Human Rights and informed by lessons from previous reporting periods. In FY25, we continued to strengthen governance, enhance due diligence, and embed human rights considerations into our risk and procurement processes.

Strengthened Governance Framework

- Completed a periodic review and update of Nexon’s Modern Slavery Policy and Modern Slavery Metrics, ensuring alignment with emerging legislative reforms and best-practice guidance.
- Reinforced accountability through annual Board review and improved cross-departmental reporting on supplier assessments and corrective actions.
- Refreshed our Code of Conduct to reflect evolving ethical standards, reiterating our commitment to respect, fairness, and integrity in all professional conduct.

ESG Integration and Strategic Frameworks

Nexon's ESG strategy advances to drive measurable progress across three pillars — Environment, Social and Governance. Following our early achievement of 100% renewable energy usage, FY25 focused on deepening sustainability integration within procurement and supplier engagement.

- **Environment:** Expanded environmental reporting using the Resource Advisor platform to improve emissions tracking and supplier transparency.
- **Social:** Advanced diversity and inclusion initiatives through our DEIB Committee and extended our Reflect Reconciliation Action Plan commitments.
- **Governance:** Enhanced oversight of ethical supply chains by embedding modern slavery compliance within ESG performance reporting.

Building Capability

- Rolled out enhanced modern slavery awareness and refresher training across the organisation, maintaining high completion rates.
- Introduced advanced procurement-specific training for teams engaging suppliers in higher-risk categories.
- Integrated modern slavery training into onboarding for all employees and contractors, reinforcing awareness from day one.

Strengthened Grievance and Reporting Mechanisms

- Reviewed and updated the Whistleblower Policy and Workplace Grievance Policy to ensure staff and third parties can raise concerns safely and confidentially.
- Established clearer escalation pathways for modern slavery-related concerns, supported by independent reporting channels and periodic reviews of case-handling effectiveness.

Improved Due Diligence and Supplier Oversight

- Conducted risk assessments across key suppliers, incorporating third-party data and modern slavery statements to validate compliance.
- Expanded supplier questionnaires and introduced a program of randomised reviews of non-top-tier suppliers.
- Continued to review recruitment and contractor engagement practices to ensure ethical sourcing of labour and compliance with background and insurance requirements.

Collaboration and Continuous Improvement

- Engaged external experts and industry peers to benchmark Nexon's approach against leading practices.
- Strengthened collaboration across the Nexon Group to ensure a consistent, group-wide approach to modern slavery compliance following ongoing corporate consolidation.
- Continued to use the Go1 platform to provide accessible training and awareness programs for staff, contractors, and suppliers.
- Established a Corporate Social Responsibility Committee to align community engagement, ethical business practice, and social impact initiatives.

Nexon recognises that addressing modern slavery effectively requires collaboration beyond our own operations. Throughout FY25, we engaged with external stakeholders including industry associations, legal advisors, and subject-matter experts to benchmark our practices and strengthen our approach to supplier due diligence. We also continued to monitor guidance from the Australian Border Force and the newly established Australian Anti-Slavery Commissioner to ensure our compliance framework reflects current expectations and emerging best practice. These external insights have informed updates to our Modern Slavery Policy, training materials, and supplier engagement processes.

Through these actions, Nexon continues to evolve from policy adoption to proactive implementation – embedding modern slavery risk management into everyday decision-making and reinforcing our commitment to human rights and ethical conduct across our value chain.

Assessed effectiveness of our actions

Impact areas	KPI	Target FY25	FY25 Results/ Assessment
Suppliers, partners and contractors	Annual questionnaires and risk assessments issued to top 30 suppliers by spend and influence.	100% completion of top 30 suppliers.	Achieved – questionnaires distributed and responses received from all identified suppliers; analysis informed supplier reclassification and targeted follow-ups.
Contracts and Procurement	Embed modern slavery clauses and supplier compliance requirements into all new and renewed supplier contracts.	100% of new and renewed contracts.	Achieved – all new supplier contracts now include modern slavery provisions; contract templates updated accordingly.
Staff and contractors	Completion of modern slavery awareness and compliance training across all staff, including onboarding and refresher modules.	≥95% completion rate.	Achieved – 100% completion rate. No staff overdue.
Governance and Oversight	Annual review and Board approval of the Modern Slavery Policy and Metrics; reporting to include trend analysis and CAP (Corrective Action Plan) outcomes.	Policy reviewed and reaffirmed annually.	Achieved – reviewed and reaffirmed December 2024; CAP tracking implemented within the compliance dashboard.

Impact areas	KPI	Target FY25	FY25 Results/ Assessment
Due Diligence and Risk Assessment	Conduct desktop audits of 10 high-risk suppliers and randomised checks across non-top-tier suppliers.	10 high-risk suppliers and 5 randomised suppliers reviewed.	Achieved – all identified suppliers assessed; no material breaches recorded.
Remediation and Grievance Handling	Maintain effective grievance channels and track all reported concerns through closure.	Zero unresolved or pending cases.	Achieved – no modern slavery-related grievances reported; existing mechanisms tested and verified.

During the reporting period, Nexon’s Whistleblower hotline – managed both internally and through an independent external provider – did not receive any reports relating to modern slavery or broader labour concerns. This continues the record of zero reports from the previous year. In line with our Modern Slavery Policy, any verified breach would trigger a Corrective Action Plan (CAP), require remediation and supporting evidence from the relevant party. No breaches of the Policy were identified in FY25.

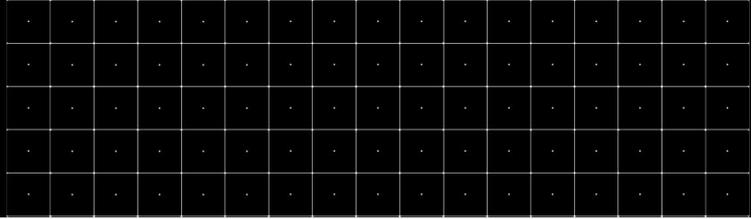
Consultation and Governance

Nexon prepares this Statement on a consolidated basis for Nexon Asia Pacific Pty Ltd and its controlled entities. During FY25, Nexon consulted with senior leaders and relevant teams across the group, including Legal, Risk and Governance, People Experience, Procurement, Finance, Operations and ESG, to identify and assess modern slavery risks and to describe the actions taken. As part of our ongoing consolidation program, policies, procedures and supplier due diligence processes were aligned across acquired entities to ensure a consistent approach to modern slavery risk management and governance.

Future Steps

While Nexon’s overall risk exposure is low, we recognise that modern slavery risks continue to evolve and require active management. In the coming reporting period, Nexon will focus on strengthening due diligence and continuous improvement through the following actions:

Area	Actions	Estimated Completion
Supplier Engagement	Expand modern slavery assessments to include the top 50 suppliers by spend and strategic relevance. Conduct periodic deep-dive reviews into high-risk regions and supplier tiers.	FY26
Due Diligence Systems	Implement an automated supplier-risk monitoring platform to centralise audit outcomes, compliance tracking, and CAP progress.	FY27



Area	Actions	Estimated Completion
Staff Capability	Launch advanced modern slavery and ethical sourcing training for procurement, leadership, and risk management teams.	FY26
ESG and Reporting Integration	Align modern slavery disclosures with broader ESG reporting frameworks (GRI, TCFD) to enhance transparency and comparability.	FY26
Remediation and Corrective Action	Establish a formal remediation framework in collaboration with suppliers to ensure timely and worker-centred corrective measures.	FY26
Collaboration and Advocacy	Participate in at least two industry or government-led modern slavery and supply chain transparency forums	FY26