Joint Modern Slavery Statement 2026

Hitachi Construction Machinery (Australia) Pty Ltd (ABN 62 000 080 0179) &

Hitachi Construction Machinery (Oceania) Holdings Pty Ltd (ABN 94 632 744 275)

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Disclosure Notation

This Joint Modern Slavery Statement is prepared by Hitachi Construction Machinery (Australia) Pty Ltd (**HCA**) and Hitachi Construction Machinery (Oceania) Holdings Pty Ltd (**HCMO**) for the year end 31 March 2026. As members of the Hitachi Construction Machinery group of companies, HCA and HCMO both function under the Japanese financial year (1 April 2025 to 31 March 2026). HCA and HCMO are reporting entities under the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act).

Unless otherwise stated, any reference to “Company”, “we”, “our” or “us” refers to both HCA and HCMO.

Both HCA and HCMO provide clients with quality machinery, parts, after sales support and mining system solutions.

Introduction

Our statement is made pursuant to the Modern Slavery Act and sets out the action the Company continues to take during this reporting period to address modern slavery within our practices, operations and supply chain.

As part of a global business, we recognise that modern slavery may exist as a concealed issue, particularly within our international supply chain. We acknowledge this risk and have encouraged collaboration with our suppliers to work towards eliminating modern slavery.

This statement has been prepared by the Company. HCA and HCMO have a close working relationship with a common Managing Director presiding over the two companies, a joint Compliance and Risk Management Committee, and share many policies and procedures. Approval of this statement has been given by the Boards of HCA and HCMO respectively.



Ray Kitic
Managing Director, Hitachi Construction Machinery (Oceania) Holdings Pty Ltd
Managing Director, Hitachi Construction Machinery Australia Pty Ltd

Date 23 / 09 / 2026

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Company Overview – Entity Structure and Operations

HCA operates within the construction and mining equipment market in Australia and provides a wide range of quality machinery and accessories including service, parts, mining system solutions and technical support.

HCA was incorporated on 23 June 1949 as Blackwood Hodge (Australia) Pty Ltd. In July 1994, the Company name was changed to Marubeni Construction & Mining Equipment Pty Ltd, followed by a further change in September 1999 to Hitachi Construction Machinery (Australia) Pty Ltd.

Company shares in HCA are held by Hitachi Construction Machinery Oceania Holdings Pty Ltd, Marubeni Corporation Limited and Marubeni Australia Limited.

Within Australia, HCA operates across 27 branches (including 3 remanufacturing centres) in both regional and metropolitan areas. HCA is recognised for contributing to the development of safe equipment to support:

- regional mining
- forestry and construction industries
- local manufacturing
- innovative technology
- mining system solutions

The formation of HCMO occurred in mid-2019. HCMO is the Oceania region company charged with providing support functions to HCA and Cable Price Limited (**CPL**) in New Zealand.

HCMO is a wholly owned subsidiary of Hitachi Construction Machinery Co., Ltd (HCM). HCM is a leading manufacturer of construction and mining equipment, headquartered in Japan with over 20,000 staff globally. HCM manufactures hydraulic excavators from the smallest mini to the largest 800 tonne class, as well as rigid frame mining dump trucks and a wide range of wheel loaders. As at 31 March 2026, Hitachi, Ltd held 18.36% of the shares in Hitachi Construction Machinery Co., Ltd.

As at 31 March 2026, HCA directly employed 1405 employees and HCMO directly employed 172 employees. These employees have an employment contract with the Company and are compensated according to the terms of the employment contract which takes into account the application of relevant industrial instruments and the National Employment Standards.

Supply Chain

During the reporting period, the Company purchased goods and services from a number of direct suppliers based in overseas locations; however, the majority of these purchases were from companies within the HCM group.

The majority of our global suppliers are based in Japan, USA, Canada and South Africa. Those organisations which provide us imported goods include but are not limited to, HCM; Bell Equipment Company SA (Pty) Ltd; Hitachi Construction Truck Manufacturing; Donaldson Australasia Pty Ltd; and Bradken Pty Ltd.

The key procurement categories:

- on a global basis include construction and mining equipment whole goods and their associated spare parts; and

- on a national basis include the provision of third-party repair services; the supply of consumer goods such as power, water, travel, vehicles; and consumables that would be used as part of the normal day to day requirements to operate our business.

HCM as a significant supplier to the Company and has its own policies with respect to human rights. HCM has established the Hitachi Construction Machinery Group Codes of Conduct, the Hitachi Construction Machinery Group Human Rights Policy and has undertaken initiatives for respecting of human rights. HCM's policy refers to a minimum understanding of human rights as described in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. HCM has established a whistle blowing system for employees and advice lines for external stakeholders as part of its human rights reporting mechanisms.

Using the HCM group's priority risk assessment survey, HCM has defined priority risks to be tackled from FY2020. Since FY2020, HCM has conducted surveys of a total of 64 domestic and overseas factories and group companies. As a result, countermeasures have been implemented and completed at a total of 18 sites that had evaluation items below a certain level.

Since FY2022, HCM has conducted a risk assessment survey of suppliers which covered 512 procurement partners, and 6.9% of the responses fell below the established benchmark. HCM has requested improvements from the relevant suppliers, reviewed their improvement plans and initiatives, and are conducting ongoing follow-ups. Since 2024, HCM has strengthened their collaboration with the Sustainability Promotion Group to report on and discuss trends in the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) and efforts to respond to them.

Within the category of services, our spending includes professional consultants, cleaning and facility maintenance, uniforms and merchandise, labour hire, IT hardware, catering and other such services for the normal day to day requirements to operate our business. Generally, almost the entirety of these categories were purchased within the Australian marketplace. Our items of equipment and parts were sourced from suppliers internationally and predominantly from Japan.

Risk of Modern Slavery

The Company acknowledges that as part of a large global group company we cannot disregard the possibility that modern slavery practices may or could occur within our supply chain. We recognise the importance of our well-qualified business partners, and we go to great lengths to ensure that all of our partners are aware of and fully committed to the ethical manner in which we conduct business in all countries and markets. In major supplier contracts renewed in the reporting period, we have included contractual obligations for the supplier to establish policies and procedures to act against modern slavery; ensure its personnel (including employees and contractors) do not engage in conduct that would amount to an offence involving modern slavery; provide all reasonable assistance to the Company including access to site or offices of the supplier, provision of information and access to interview the supplier's personnel about their labour conditions; and promptly notify the Company if the supplier discovers or suspects any event or circumstance involving the supplier, its related body corporate or personnel that could rise to conduct which constitutes modern slavery and provide regular updates on the event or circumstance. The contracts also contain a warranty that the supplier warrants it is not aware of any activity, practice or circumstance within its operations or supply chain that would constitute modern slavery. Breach of these obligations permits the Company to terminate the contract.

As mentioned above, the majority of equipment and parts we purchase are supplied from Japan which according to the Global Slavery Index is recognised as low risk bearing a country ranking of 152/160 for "Vulnerability to

Modern Slavery" and an overall rating level as "Low Prevalence". We recognise the challenge in identifying the risks of Modern Slavery in our supply chain and acknowledge the inherent risk within the global supply chain of products such as mobile phones, computers and laptops manufactured overseas.

Governance

The Company recognises corporate governance must be related to the foundational business operation of the entire enterprise and is closely related to the corporate culture. Our approach to governance and compliance stems from the understanding that it is not the sole responsibility of one person or division, but instead every employee must cooperatively contribute to the identification and management of modern slavery risks.

Our Directors, Executive leaders and other equivalent persons who are responsible for the management of the Company serve as role models for high ethical standards. The Company's management teams endeavour to create and sustain a corporate culture of integrity across the Company at all times.

In addition, the Executive and management team have continued to communicate to employees, through training and other initiatives, the Company's respective Code of Ethics and Compliance as well as a broad range of policies, applicable laws, rules and regulations. The Company strives to prevent any misconduct and take appropriate actions to correct situations that may impair the ability of employees to act ethically.

During this reporting period, we continued our commitment to raising awareness of the risks that may be associated with modern slavery within our operations and supply chain including the review of business practices, policies, procedures and providing training.

Policies and Standards

Managing the risks of modern slavery and human rights abuses is underpinned by our policies and standards. The overarching framework which supports our rules and principles is the Hitachi Group Code of Ethics and Compliance and the Hitachi Global Compliance Program (Framework Policy). The Framework Policy applies to all officers and employees of HCM and its consolidated subsidiaries. The Framework Policy sets out the premise for Compliance Management Responsibilities, Codes of Conduct, Assessing, Evaluating and Reporting Compliance Risks and Promoting Respect for Human Rights.

The Company has also established their own Code of Ethics and Compliance which has been tailored to accord with Australian legal systems, social customs and business characteristics.

Specific policies which are central to the management of modern slavery in the Company encompasses those mentioned below:

- Code of Conduct and Business Ethics
- Modern Slavery Policy
- Whistleblower Policy
- Due Diligence Questionnaire (for suppliers)

Due Diligence

We highly value our network of business partners and suppliers. To ensure that our suppliers are fully committed to the manner in which we conduct business within domestic and international markets, we require all new suppliers to complete a Supplier Set Up/Change Request Form which contains a compliance certification. A risk assessment is then performed on the new supplier which may trigger secondary review by the Compliance and Audit team in line with our internal processes.

The Company reserves the right to request updated or additional information from our suppliers to identify any risk associated with fraud, corruption or modern slavery abuses throughout the course of the business relationship.

During the reporting period, the Company developed a modern slavery screening program for Tier 1 vendors to assess governance, transparency, compliance and due diligence practices across their operations. Vendors were selected based on industry risk and expenditure, with a structured questionnaire designed to evaluate their approach to identifying and managing modern slavery risks within their operations and that of their supply chain. Responses will be assessed using a structured scoring methodology that measures due diligence maturity, identifies areas for improvement and determines whether additional engagement or remediation is required to meet the Company's minimum expectations.

The screening program will provide greater visibility of modern slavery risks across our supply chain and supports a collaborative approach to strengthening our own due diligence and the resilience and transparency of our vendors.

Grievances and Remediation

We recognise that every employee, contractor, business, or third-party provider has the right and responsibility to ask questions, seek guidance and report any suspected breach and/or grievance in relation to modern slavery or human rights abuses. Reporting is protected and highly encouraged. To obtain guidance or to raise any concerns related to compliance, our employees and/or contractors may speak to our Senior Management, Internal Audit, ESG Manager or Human Resources team.

The Company has continued to raise awareness of modern slavery through internal communications, training and updating policies as appropriate. Our policies follow those of HCM. This information was developed to provide understanding on modern slavery practices and risks, emphasise its prevalence in society and to inform the mechanisms available for reporting concerns.

Our Whistleblower Policy addresses the process for reporting concerns, ensuring we have sound procedures to ensure illegal or reportable conduct can be made as a Protected Disclosure. All disclosures under our Whistleblower Policy are reported to our parent company, HCM on a quarterly basis and any disclosures concerning operations within Australia are addressed with the Managing Director or other appropriate representative of the Company for review and investigation.

Internal communications are also provided to update staff on revisions to our procurement policies to bring them into line with the Modern Slavery Act, such as Supplier Set up and Supplier Risk procedures.

Assessing Effectiveness

Our ESG team reviews and analyses the Company's awareness of modern slavery while monitoring the current practices of our suppliers. Our Modern Slavery Self-Assessment questionnaire was developed by ESG Manager in consultation with our General Manager of People and Governance with reference to *Commonwealth Modern Slavery Act 2018 (Guidance for Reporting Entities).* We will continue our efforts and ongoing activity initiated during FY2021 to reduce our modern slavery risk through screening any new supplier that is set up in our database for compliance with the Modern Slavery Act. New suppliers are required to declare if they are in compliance with the Modern Slavery Act and a copy of Modern Slavery statement (if applicable) is obtained and compliance with this process is verified before the supplier set up is completed.

The Company takes its legal and regulatory obligations seriously and pays careful attention in order to conduct business operations based on our integrity and ethics policies. The ESG Manager regularly reports on the Company's Modern Slavery program to the Joint Compliance and Risk Management Committee on a quarterly basis. Our employees are encouraged to submit confidential reports regarding potential or actual violations of laws and other reportable conduct protected under our Whistleblower Policy. We are pleased to report that during this period there were no disclosures reported relating to the topics of Modern Slavery.

Our training programme has been enhanced to improve awareness of Modern Slavery across the organisation. The content was redesigned to be relevant to all employees, reinforcing the identification of modern slavery indicators, individual reporting responsibilities, and the processes for reporting concerns. The revised training was prepared in the reporting period for distribution across the Company for our ongoing commitment to strengthening modern slavery risk awareness.

Future Actions

The Company will continue its commitment to the measures implemented thus far to identify and address risks associated with modern slavery within our operations and supply chain. During the next reporting period, the Company will complete the rollout of its enhanced Modern Slavery awareness training module to all employees, strengthening understanding of modern slavery risks and responsibilities across the Company.

In addition, our supplier due diligence questionnaire will have been implemented across relevant suppliers, with the results providing greater insight into the level of transparency within our supply chain and suppliers' own supply chain management practices. These findings will support a more targeted, risk-based approach to supplier engagement and ongoing monitoring.

Our team will continue to facilitate actions in response to identified risks and ensure appropriate corrective measures are implemented to address non-compliance issues, working collaboratively with key internal and external stakeholders to promote ethical business practices and continuous improvement.

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