

HITACHI

Hitachi Rail

International Reporting on Modern Slavery, Forced Labour and Child Labour FY25

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International Reporting on Modern Slavery, Forced Labour and Child Labour ("Joint Statement") is prepared on behalf of the reporting entities identified in Section 1, pursuant to the following legislation: (1) *Modern Slavery Act 2018* (Cth) enacted in Australia, (2) *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, referred to as Canada's "*Modern Slavery Act*", and (3) *Modern Slavery Act 2015* enacted in the United Kingdom (collectively, the "**Acts**"). This Joint Statement sets out the key activities Hitachi Rail Group (as defined below) has undertaken since 1 April 2025 to assess and address the risks of modern slavery, forced labour and child labour in the business operations and supply chains of the relevant reporting entities and, where applicable, their owned or controlled entities.

1. Introduction

Hitachi Rail Limited ("**Hitachi Rail**") is the holding company of the Hitachi Railway Systems Business Unit ("**RSBU**") of Hitachi, Ltd. Hitachi Rail owns the following companies which are subject to supply chain reporting requirements in Australia, Canada and the United Kingdom:

- ▶ **Australia:** Hitachi Rail STS Australia Pty Ltd. ("**Hitachi Rail Australia**") is a second-tier, wholly-owned subsidiary of Hitachi Rail. Hitachi Rail Australia in turn owns Hitachi Rail STS Malaysia Sdn Bhd ("**Hitachi Rail Malaysia**") and Hitachi Rail STS India Pvt Ltd. ("**Hitachi Rail India**").
- ▶ **Canada:** Hitachi Rail STS Canada, Inc. ("**Hitachi Rail STS Canada**") is a second-tier, wholly owned subsidiary of Hitachi Rail. Hitachi Rail Canada Inc. (formerly known as Hitachi Rail GTS Canada Inc.) ("**Hitachi Rail GTSC**" and, together with Hitachi Rail STS Canada, "**Hitachi Rail Canada**") is a first-tier, wholly-owned subsidiary of Hitachi Rail.
- ▶ **United Kingdom:** Hitachi Rail GTS UK Limited ("**Hitachi Rail GTS UK**") is a second-tier wholly-owned subsidiary of Hitachi Rail.

For the purposes of the Acts, this Joint Statement is intended to cover the reporting entities identified above and, where required or relevant by the applicable legislation, the entities they own or control. In preparing this Joint Statement, the relevant reporting entities considered the operations and supply chains of those covered entities and undertook internal consultation as described below.

We are committed to supporting and respecting human rights, including the abolition of modern slavery, forced labour and child labour, wherever we do business.

We are committed to acting ethically and with integrity in all our business dealings and relationships and minimising the risk of slavery, human trafficking, forced labour and child labour in our business and supply chains. We engage with our workforce to help them understand what modern slavery, forced labour and child labour are, how to recognise it, and how to act on risk indicators of these issues.

2. Structure, operations, activities, and supply chains

Structure:

"**Hitachi Rail Group**" is a fully integrated global provider of rail solutions across rolling stock,

signalling, operations, service and maintenance, digital technology and turnkey solutions. Drawing on the wider Hitachi group's technology and research and development capabilities, we seek to deliver value for customers and support more sustainable railway systems.

Our Staff:

Hitachi Rail Group has a global footprint in more than 50 countries with a workforce of nearly 24,000 across the globe and continues to recruit diverse talent.

For the period ending 31 March 2026:

- ▶ **Australia:** Hitachi Rail Australia employed 629 people.
- ▶ **Canada:** Hitachi Rail Canada employed over 1,200 people.
- ▶ **United Kingdom:** Hitachi Rail and Hitachi Rail GTS UK employed over 3,400 people.

We ensure that all employees can demonstrate their eligibility to work in the country in which they are based and require all contractors and agency staff to undertake the same before starting work with Hitachi Rail Group. In the UK, some of our supply contracts require additional levels of security clearance. We work with our approved sponsor to ensure that the appropriate security clearance is obtained and maintained.

Activities:

I. Australia

Hitachi Rail Australia is delivering several major projects that support sustainable and efficient transport infrastructure across Australia. These include:

- ▶ Design and delivery of a new railway signalling system (ETCS) for South East Queensland as part of the Cross River Rail and Logan Gold Coast Faster Rail Projects;
- ▶ The Queensland New Generation Rollingstock Project, which involves upgrading the rail fleet in Southeast Queensland to be ETCS compatible;
- ▶ The Queensland Train Manufacturing Program, which involves the supply of ETCS / ATO for 65 new six-car passenger trains, 63 of which are being assembled in Queensland's Maryborough region; and
- ▶ Its continuing partnership with Rio Tinto in enhancing and maintaining its world-first autonomous heavy freight long distance rail network, known as AutoHaul®, developed in partnership with Hitachi Rail Australia and in operation since 2018.

Major projects being delivered by Hitachi Rail India and Hitachi Rail Malaysia during the FY25 reporting period included:

- ▶ Klang Valley Double Track Phase I and Southern Double Track projects in Malaysia;
- ▶ Design, manufacture, supply, installation, testing and commissioning of Signalling & Train Control System, Video Management System and telecommunication for Chennai Metro Rail Limited, India;
- ▶ Design, manufacture, supply, installation, testing and commissioning of Control and Signalling, Telecom and Low Current Systems for Kolkata E-W Metro Project, India;

- ▶ Manufacture, supply, installation, testing and commissioning of Train Control, Signalling and Telecommunication Systems, supply of spares and training of operation & maintenance personnel for Noida - Greater Noida Metro Project, India; and
- ▶ Modernisation of signalling and telecommunication systems on Ghaziabad-Kanpur Section, India.

II. Canada

Hitachi Rail Canada is delivering several major projects. These include:

- ▶ Delivering driverless trains and systems and then operating and maintaining the Ontario Line for a 30-year term under a landmark \$9 billion CAD contract, as the leader of the Connect 6ix consortium;
- ▶ Delivering the core subsystems for the Hazel McCallion Line (formerly Hurontario LRT), including the OCC, maintenance equipment, GoA1 CBTC signalling, TLC, SCADA and PS&TP. The project will be fully integrated with Mississauga and Brampton municipal transit systems, enhancing connectivity and improving regional transit across the Greater Toronto Area;
- ▶ Providing advanced digital signalling technology for the Finch West LRT, improving transit in Toronto's northwest;
- ▶ Deploying advanced technology on the Confederation Line to enhance efficiency, safety and capacity, representing a significant upgrade to Ottawa's transit infrastructure and providing a more reliable transport option for the city's growing population;
- ▶ Extensions to Vancouver's SkyTrain, which uses Hitachi Rail Canada's signalling technology. The regional extensions to the Expo Line (Surrey Langley SkyTrain) and Millennium Line (Broadway Subway Project) are under construction and progressing in partnership with the local transit agency. In Vancouver, Hitachi Rail Canada technology supports the entire network, which is widely recognised as a benchmark for driverless systems; and
- ▶ Modernizing the signalling systems for the Blue Line in Montreal, improving efficiency, reliability, capacity and ensuring safer and more reliable operations for the city's metro system.

III. United Kingdom

Hitachi Rail operates across England, Scotland and Wales through a network of depots, project sites and a factory in the North East. This infrastructure supports the delivery of signalling, digital maintenance and telecoms solutions. Our teams across the region work with transport operators, cities and governments to deliver digital and sustainable solutions that reduce emissions, cut congestion and improve energy efficiency.

Our products and solutions include:

- ▶ **Rolling Stock:** We manufacture and maintain trains, supporting fleets nationwide from our factory and network of depots.
- ▶ **Mainline:** Our ERTMS / ETCS digital signalling solutions improve capacity, safety, and efficiency across more than 26,000 km of mainline railways globally. In the UK, we partner with Network Rail on projects to modernise infrastructure, enhance operations, and increase reliability. Our

success in modernising the London Underground signalling systems has laid the foundation for advancements across UK mainline networks, driving better performance and connectivity.

- ▶ **Urban:** Our Communication-Based Train Control systems power over 4,600 km of urban railways in 100+ cities worldwide, improving efficiency and reliability. In the UK, our SelTrac™ technology supports 60% of Transport for London's network, enabling over 1 million passenger journeys daily. This advanced signalling enhances capacity, reduces delays, and delivers faster, more reliable travel for passengers.
- ▶ **Ticketing & Journey Planning:** We support seamless travel for millions daily, processing over 50 million multimodal ticketing transactions across the UK. Our technology powers National Rail Enquiries, the UK's primary journey planning platform and Darwin, Rail Delivery Group and Network Rail's national train-running system, enabling accurate, consistent updates on train services across the country. In Wales, our solutions are key in improving passenger experience and operational efficiency.

Supply Chain:

Hitachi Rail Group's supply chain comprises other Hitachi Group companies as well as external third-party suppliers. Our supply chains operate globally, reflecting both our manufacturing footprint and project delivery locations.

I. Australia

During the reporting period, Hitachi Rail Australia engaged:

- ▶ 25 suppliers from within the Hitachi Group from Australia, France, Germany, Hong Kong, India, Italy, Japan, Portugal, Spain, Sweden, Taiwan, the UK and USA; and
- ▶ 476 external suppliers globally. Over 88% of these suppliers are based within Australia, with the balance being from Canada, France, Germany, India, Italy, Malaysia, Sweden, the United Kingdom and the United States.

II. Canada

During the reporting period, Hitachi Rail Canada engaged:

- ▶ 11 suppliers from within the Hitachi Group from France, Italy, Japan, Spain, the UK and USA; and
- ▶ 306 external suppliers globally. Approximately 50% of these suppliers are based within Canada and 24% in the United States, with the balance from multiple regions including Europe, China and India.

III. United Kingdom

During the reporting period, Hitachi Rail GTS UK and Hitachi Rail Limited engaged:

- ▶ 12 suppliers from within the Hitachi Group from Germany, India, Italy, Japan, Switzerland, the UK, USA and Vietnam; and
- ▶ 1,108 external suppliers globally. Over 86% of these suppliers are based in the UK, with the balance located in Australia, Belgium, Canada, China, the Czech Republic, Finland, France, Germany, Hungary, India, Ireland, Italy, Japan, Jersey, Luxembourg, the Netherlands, Norway, Poland, Romania, Spain, Sweden, Switzerland and the United States.

Our goods and services are sourced through a combination of global category strategies and local procurement teams, using a mix of strategic suppliers and project-specific vendors.

Production is carried out within Hitachi Rail facilities and through suppliers' own manufacturing sites, often involving multi-tier supply chains.

Distribution is largely project-driven, with goods delivered to manufacturing sites, depots or customer locations, supported by global logistics networks.

Due to the complex nature of our supply chains, we do not yet have full visibility beyond Tier 1 suppliers in all cases. We are enhancing supply chain mapping and risk screening (including EcoVadis IQ Plus) with a view to increasing visibility of our lower-tier suppliers, as described more fully below in Section 5 "Due Diligence Process".

Modern Slavery Risk Management Governance:

Responsibility for identifying, assessing and responding to modern slavery risks, together with senior-level oversight of the related governance framework is shared across the Procurement, Sustainability, Supply Chain and Compliance functions. Hitachi Rail Group has dedicated compliance and sustainability teams, led respectively by our Chief Compliance Officer and Chief Sustainability Officer. These teams work closely with other functions across the business, including Internal Audit, Legal, Finance, Human Resources, Procurement and Sales.

Our governance structures also provide for various committees within the organization to support senior-level management, including the Audit & Compliance Committee and Sustainability Committee.

The Audit & Compliance Committee is an advisory committee that advises the Chief Executive Officer, the Senior Executive Committee and, where applicable, the Board of Directors. In relation to compliance, the Committee may analyse and assess the Group's compliance programme, including whistleblowing, anti-corruption, trade compliance, competition law and other applicable laws and regulations, and oversee actions to address issues that may affect strategy, operations or reputation.

The Sustainability Committee acts as an advisory committee to the Board of Directors and provides ongoing oversight of Hitachi Rail Group's sustainability agenda, including social issues such as human rights and human rights due diligence. The Committee considers which issues and developments are likely to affect Hitachi Rail Group's strategy, operations and reputation, and how these should be reflected in relevant sustainability objectives, policies and reporting. Hitachi Rail Group reports annually on its sustainability agenda in its [Sustainability Statement](#).

3. Policies relating to modern slavery, forced labour and child labour

Hitachi Rail Group's commitment to prevent modern slavery, forced labour and child labour in our business and supply chains is underpinned by appropriate policies that are regularly reviewed and updated to reflect our evolving business and dynamic regulatory landscape.

Hitachi Rail Group will persist in embedding responsible business conduct into our policies and management systems that align with the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct and the ILO Labour Standards.

The following are Hitachi Rail Group's ethics and compliance policies and procedures and other

relevant functional, internal policies and manuals that are subject to continuous review and improvement:

- ▶ Our internal **Compliance Programme Manual** (2023) describes how we prevent, detect and respond to compliance risks and misconduct, and how we promote a culture of ethical conduct. It sets out the architecture, implementation, testing and monitoring of the effectiveness of our programme. This framework provides for governance and oversight, as well as the tools needed to manage, measure and improve the Compliance Programme in order to identify and mitigate potential risks to the business. Our Compliance Programme is periodically benchmarked against industry and global best practices and aligns with Hitachi group compliance standards, including the U.S. Department of Justice's requirements for an effective ethics and compliance programme.
- ▶ The **Code of Ethics and Business Conduct** (2023) ("**Code of Ethics**") applies to all members of our governance and control bodies, executives, workforce, and supply chain. The Code of Ethics reflects our commitment to, amongst other things: (1) abolition of slavery and all forms of forced or compulsory labour; (2) freedom of association; (3) equal pay for equal work; (4) equality at work; (5) just and favourable remuneration; (6) non-discrimination; and (7) protection for the organisation of and participation in collective bargaining.
- ▶ Our suppliers are required to comply with our **Expectations of Business Partners** (2024) ("**Expectations**"), which expressly prohibit the use of forced, bonded, indentured, involuntary or exploitative labour, slavery and human trafficking in our supply chains. The Expectations were developed to reflect our commitment to the 10 Principles of the United Nations Global Compact and our expectation that business partners respect human rights, comply with international standards, avoid causing or contributing to adverse human rights impacts, and comply with applicable laws and legal requirements relating to the abolition of slavery and all forms of forced or compulsory labour. Suppliers are asked to confirm that they comply with the Expectations.
- ▶ Our **Conflict Minerals Policy** states our commitment to responsible procurement activities to ensure that the procurement of materials containing conflict minerals and cobalt does not encourage human rights violations, including child labour.
- ▶ Our **Diverse Perspective Policy** supplements the Human Rights Policy and reflects our recognition of diverse perspectives as a source of innovation and growth and our commitment to welcome differences and respect and value everyone's uniqueness.
- ▶ Our **Health, Safety and Environment Policy** and **Quality and Product Safety Policy** set out our commitment to providing safe, effective, high-quality and fit-for-purpose systems, products and services to customers, in compliance with good practice, applicable international and national standards, and legal obligations.
- ▶ Our **Human Rights Policy** reflects our commitment to conducting business in a manner consistent with the Universal Declaration of Human Rights, periodically reviewing salient human rights issues and risks relevant to our business, and engaging in ongoing dialogue and consultation with relevant stakeholders to address actual or potential human rights impacts. The Policy also outlines our Human Rights Due Diligence process.

- ▶ Our **Modern Slavery Policy**¹ details our commitment to maintaining a culture of integrity and openness in all our business dealings and relationships, including that we take reasonable measures to minimize risks of modern slavery and forced labour in our business, operations, and value and supply chains.
- ▶ Our **Respectful Workplace Policy** provides for a respectful, safe, dignified, and supportive environment for our workforce; we embrace our diversity and promote trust and fairness; and we do not tolerate workplace-related discrimination and harassment or workplace violence.
- ▶ Our **Whistleblowing & Speak-Up Policy** promotes a speak-up culture under which anyone can report, in good faith, actual or suspected violations of laws, regulations, our Code of Ethics or our policies, and emphasises that Hitachi Rail Group does not tolerate retaliation against those who raise concerns.

Finally, we implement other written employment practices and procedures that ensure fair recruitment and treatment of our workforce.

Hitachi Rail Group continues to make our policies available to our workforce through publication on our internal document management system and intranet. We regularly review and update our policies.

4. Risk management processes

Hitachi Rail Group uses EcoVadis IQ Plus screening to produce a risk-based classification of its supply chain and identify modern slavery risks to workers. We recognise that modern slavery risk is not uniform across all suppliers, goods or services. In assessing areas of potentially heightened risk, we have regard to recognised international indices, including the Walk Free Global Slavery Index 2023 and the United States Department of Labor's List of Goods Produced by Child Labor or Forced Labor. We have identified certain categories of goods and services as presenting higher inherent risk, including manufacturing, raw materials and transportation. These risk areas are broadly aligned with external risk indices across relevant countries and regions.

Hitachi Rail Group's core activities are principally concentrated in regulated rail infrastructure, rolling stock manufacturing, signalling, engineering, technology, project delivery and professional services environments. However, we recognise that modern slavery risks may also arise indirectly through our extended supply chain, including in relation to electrical and electronic components, communications equipment, construction and installation activities, cleaning and facilities services, logistics, labour hire, and procurement from higher-risk jurisdictions or industries.

Hitachi Rail Group considers its direct operational exposure to modern slavery risk to be comparatively lower than sectors involving high-volume, low-skilled labour, seasonal work or informal labour arrangements. To manage these risks, we apply a risk-based due diligence framework to identify, assess and control the risk of modern slavery and human trafficking in these industries and our supply chain more generally, through our due diligence programme as described more fully below.

5. Due diligence processes

¹ Hitachi Rail's Modern Slavery Policy was developed with necessary internal consultation across relevant functions. Reasonable reference and review of NGO, industry initiatives, and government agencies' requirements were reasonably undertaken in its development.

Core activities of our supplier due diligence programme include:

Supplier mapping:

We map direct supply chain and business relationships to identify areas of potential direct or indirect modern slavery risk using published data from sources such as Transparency International's Corruption Perceptions Index, the Global Slavery Index, the ITUC Global Rights Index, the International Labour Organization, the Trafficking in Persons Report, Freedom House and selected World Bank Worldwide Governance Indicators, including those relating to corruption, government effectiveness and the rule of law.

Hitachi Rail Assessment & Screening:

Initial desktop assessments are conducted for all suppliers covering anti-money laundering, anti-bribery and corruption, adverse media, sanctions, watchlists and politically exposed persons. Prospective suppliers are required to agree to the Expectations and complete the Hitachi Rail screening questionnaire, which includes information needed to assess the supplier's compliance with regulatory requirements and relevant best practices. This screening is repeated periodically. The process has been automated and harmonised through the Jaggaer platform.

CSR & Sustainability Risk Assessment:

- ▶ We work with EcoVadis, a global provider of business sustainability ratings, to support an internal programme that enhances visibility of supply chain risks in the corporate social responsibility ("CSR") and sustainability space. We upload and assess our supply base through the EcoVadis IQ platform, which enables us to create a CSR and sustainability risk profile for suppliers across four key criteria: Environment, Labour & Human Rights, Ethics and Sustainable Procurement. The risk assessment was updated in 2025, providing further insight into the inherent risk profile of our Tier 1 suppliers by reference to the industries in which they operate and the countries in which they are located. We have also invited suppliers, based on spend and risk, to register on the EcoVadis ratings platform, providing more detailed visibility of their CSR and sustainability performance. We now have 2,225 suppliers registered on EcoVadis ratings (up from 672 in the last reporting period) and continue to engage with suppliers and promote use of the tool.
- ▶ In FY24, Hitachi Rail upgraded to the EcoVadis IQ Plus solution. This screening tool includes DocuScan, which uses contactless AI data mining and AI-powered document review to identify and assess publicly available supplier documentation, including materials relating to slavery, forced labour and human rights.
- ▶ Through the EcoVadis tool, active EcoVadis registered suppliers have access to the EcoVadis Academy training which includes e-learning courses on modern slavery, child labour, forced labour and human trafficking topics.

Site Visits and External Audits:

We organise and undertake supplier visits and audits for quality & assurance and health & safety in accordance with Hitachi Rail internal policies and procedures. We also organise social audits of suppliers that have been identified as giving rise to human rights concerns, including modern slavery.

- ▶ In our UK Modern Slavery Statement for 2021, we reported that a human rights issue had been raised following publication of a report by the Australian Strategic Policy Institute ("ASPI"). The

report addressed the potential forced labour of Uyghur people in the supply chains of major international companies and referred to one of Hitachi Rail's suppliers.

- ▶ Following publication of the ASPI report, Hitachi Rail undertook an in-depth review of the potential forced labour issues relating to the referenced supplier, including internal interviews, document reviews and four third-party audits.
- ▶ The audits included in-person visits to the supplier's premises in January 2021, March 2022, July 2023 and March 2025, together with reviews of key documentation and interviews with management and front-line workers. Based on the scope and methodology of the review, the documentation and information received from the supplier, and the external audits undertaken, no instances of forced or compulsory labour were identified at the plants supplying Hitachi Rail. Hitachi Rail will continue to monitor this case and assess potential human rights issues in its supply chains more generally.

Internal Audit:

We have a framework in place for all procurement processes. These processes are tested internally and externally through audits that examine compliance and adherence to internal policies and procedures. Where a non-conformity report or recommendation is identified, it is incorporated into process improvement activity.

Whistleblowing & Speak-Up:

Hitachi Rail Group provides various speak-up channels for any person, internal or external to our business, seeking to report a concern regarding actual or suspected misconduct that may be a violation or breach of any applicable law or regulation, our Code of Ethics or any of our policies. Our speak-up channels include managers, members of our Human Resources or Legal & Compliance functions and our dedicated 24-7 Hitachi Global Compliance Hotline, which provides for online or telephonic reporting. Hitachi Rail additionally provides for specific email addresses for supervisory bodies and other eligible recipients as speak-up channels, as required by certain local laws and regulations where we operate. As noted above, Hitachi Rail does not tolerate retaliation against whistleblowers.

Contracts:

Hitachi Rail Group binds suppliers to comply with all applicable laws, including the Acts, and the Expectations.

Remediation:

Based on the due diligence, screening, audit activity and reporting mechanisms described in this Joint Statement, Hitachi Rail Group did not identify any substantiated instances of modern slavery, forced labour or child labour in its operations or supply chains during FY25 that required remediation measures. Accordingly, no remediation measures were taken during the fiscal year ended 31 March 2026 in relation to confirmed instances of modern slavery, forced labour or child labour. As no such remediation measures were required, Hitachi Rail Group did not identify any resulting loss of income to vulnerable families requiring remediation.

6. Training for employees

Raising awareness and building expertise is another way in which Hitachi Rail Group manages human rights risks. We require all new members of our workforce to complete mandatory training

on our Code of Ethics within three months of joining. This training is refreshed annually for our entire workforce. It explains how to identify and report potential or actual breaches of the Code of Ethics, including in relation to human rights, and sets out the consequences of failing to comply. The Code of Ethics training is developed internally by Hitachi, Ltd.'s Corporate Compliance function and deployed to all business units, including Hitachi Rail Group. The training consists of an e-learning package and facilitated sessions for offline production staff. In FY25, Hitachi Rail Group achieved a training completion rate of 97.29%, up from 95% in FY24.

We have also deployed bespoke Modern Slavery e-learning, developed internally at Hitachi Rail Group, to our workforce globally that helps them identify potential instances of modern slavery in our business and supply chain and explains our procedures for preventing and reporting the same. This training is refreshed every two years, and the next refresher is anticipated in 2027. During the reporting year, the percentage completion rate for the Modern Slavery e-learning for each region was as follows:

- ▶ **Australia:** 82.89%
- ▶ **Canada:** 79.28%
- ▶ **UK:** 89.18%

Finally, we have deployed bespoke mandatory Respect in the Workplace training to our workforce locally, including employees and contractors. This training supports the health and safety of our workforce. It is provided on onboarding and delivered either in person on an instructor-led basis or online. All new hires are required to complete the course within the first 90 days of employment.

We actively work with our procurement teams and management to identify gaps in individual and role training as part of the wider due diligence activities and responsible sourcing programme. Our responsible sourcing training is delivered via the EcoVadis Academy and is accessible to Hitachi Rail Group procurement teams.

7. Assessing effectiveness

We assess the effectiveness of our actions by monitoring completion of mandatory training, supplier screening coverage, supplier onboarding controls, contractual compliance measures, audit outcomes, use of speak-up channels, and follow-up actions in relation to identified risks. These measures are reviewed periodically through the relevant compliance, procurement, sustainability and management processes described in this Joint Statement to help ensure that we source responsibly, trade ethically and prevent human trafficking within our business and supply chains.

The development and implementation of Key Performance Indicators (“KPIs”), together with related monitoring and evaluation activities, data use, evidence gathering, outcome reporting and year-on-year progress tracking, are supported across the organisation as needed, including through relevant RSBU committees and by Hitachi, Ltd.

The following section outlines KPIs to help measure progress against our goals.

KPIs

Goal	Status
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Ensure new members of the workforce have completed Code of Ethics training within 3 months of new employee start date	Achieved
Ensure that existing workforce have undertaken refresher Code of Ethics training annually	Achieved
Ensure workforce with access to eLearning have completed Modern Slavery every two years	Achieved
Maintain and enforce Hitachi Rail’s suite of internal policies (including Modern Slavery Policy, Whistleblowing & Speak-Up Policy, Human Rights Policy, Diverse Perspectives Policy, Respectful Workplace Policy, Health, Safety and Environment Policy, Quality and Product Safety Policy and Conflict Minerals Policy) to mitigate risk	On track
Operationalise the engagement strategy for suppliers that EcoVadis has identified as having a “high” or “very high” inherent sustainability risk profile, inviting suppliers to register and complete the sustainability assessment with EcoVadis	On track
Continue to ensure that anti-slavery clauses and compliance with the Expectations are embedded into all high-risk contracts	On track
Risk screen suppliers through EcoVadis, including in respect of child labour, forced labour, human trafficking, and workers’ rights	Achieved

8. Report approval & attestation

Australia: This Joint Statement was approved by the principal governing body of Hitachi Rail STS Australia Pty Ltd on 27 May 2026. It is signed by a responsible member of Hitachi Rail STS Australia Pty Ltd on behalf of that entity. This Joint Statement was prepared following consultation with the relevant entities covered by it, including relevant procurement, supply chain and human resources functions in relation to operations, supply chains and risk management processes.

Sarfaraz Samnakay
Director

Canada: In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), this report is made for the reporting year ended 31 March 2026 on behalf of the applicable Canadian reporting entities identified in this Joint Statement. In accordance with section 11 of the Act, and based on my knowledge and having exercised reasonable diligence, I attest that the information contained in this report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year stated above.

I am providing this attestation in my capacity as Director, Hitachi Rail STS Canada, Inc.

Arnaud Besse
Director

Date: 28 May 2026

I am providing this attestation in my capacity as Director, Hitachi Rail Canada, Inc.

Arnaud Besse

Director

Date: 28 May 2026

United Kingdom: This Joint Statement was approved by the Board of Directors of Hitachi Rail Limited on 22 May 2006 and is signed on its behalf by a director of Hitachi Rail Limited.

Giuseppe Marino

Director

Signed version filed with relevant government authorities.