

MODERN SLAVERY STATEMENT

FOR FINANCIAL YEAR APRIL 2025-MARCH 2026



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APRIL 2025-MARCH 2026

MESSAGE FROM OUR CEO

H-E Parts International, LLC (HEPI), is a global provider of aftermarket parts, components and remanufacturing services to the mining, heavy construction, and energy sectors. With our global footprint comes a clear responsibility to understand and address the human rights risks associated with how and where we do business. Respect for human rights is fundamental to responsible business, and we are committed to identifying and addressing modern slavery risks within our operations and supply chain.

Modern slavery risks are complex and continue to evolve as markets, sourcing arrangements, and global supply chains shift. Our response must evolve with them. This means looking beyond compliance and continuing to strengthen how we identify risks, engage with suppliers, and incorporate responsible sourcing into the decisions we make every day.

During the 2025–2026 reporting period, we continued to build on our approach to managing these risks, with a focus on supplier engagement and due diligence, greater visibility across our supply chain, and stronger integration of modern slavery considerations into our procurement and compliance processes.

Our direction is clear: we want our people to understand the risks relevant to the decisions they make, our suppliers to understand the standards we uphold, and our processes to identify areas of heightened risk, so that we can respond effectively. Meaningful progress requires us to deepen our understanding of risk, direct our efforts to areas of greatest exposure, and continually assess the effectiveness of the measures we have in place.

As CEO of HEPI, I see responsible business practices as fundamental to how we operate. Integrity and accountability are reflected in the everyday decisions our people make, and the same principles must guide the relationships we build with our suppliers and partners. As our business and supply chain continue to evolve, we must remain focused on identifying and responding to emerging risks.

Our focus now is on translating these commitments into practical outcomes. We will continue to strengthen supplier engagement, improve transparency across our supply chain, and develop greater insight into where risks may arise and how we can respond effectively. Our progress will be measured not only by the actions we take, but by whether those actions deliver meaningful outcomes.

I am pleased to present HEPI's Modern Slavery Statement and reaffirm our commitment to meaningful and measurable progress.



GORDON FOGWILL
PRESIDENT & CHIEF EXECUTIVE OFFICER

This Statement has been approved by HEPI's Board of Directors in its capacity as the principal governing body of HEPA, and is signed by Gordon Fogwill, a director of HEPA and President and Chief Executive Officer of HEPI.

REPORTING ENTITY AND STRUCTURE

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth), by HEP Australia Holdings Pty Ltd (ACN 129 428 155) (HEPA), a wholly owned subsidiary of HEPI.

As HEPI is a wholly owned subsidiary of Hitachi Construction Machinery Co., Ltd, the reporting period for this Statement aligns with the Japanese financial year, covering the period from 1 April 2025 to 31 March 2026.

Headquartered in Atlanta, Georgia, USA, HEPI operates globally, with the majority of the Executive Leadership Team based in Atlanta. HEPI's Australian entity, HEPA, is headquartered in Forrestdale, Western Australia, and is led by a locally based Executive Leadership Team.

HEPI's organisational structure comprises several business divisions, including Mining, Cooling, Crushing, Engineering, Dom-Ex, and Brake Supply, together with our foundry operation, Precise Trading Shanghai (China) (PTS). Centralised shared services support these divisions across Engineering, Finance, Legal, Marketing, Procurement, and Health, Safety, Environment and Quality. Corporate procedures and policies apply across all HEPI entities.

For the purposes of this Modern Slavery Statement, references to "HEPI", "us", "we" and "our" include HEPA and the entities it owns or controls, as shown in Figure 1.

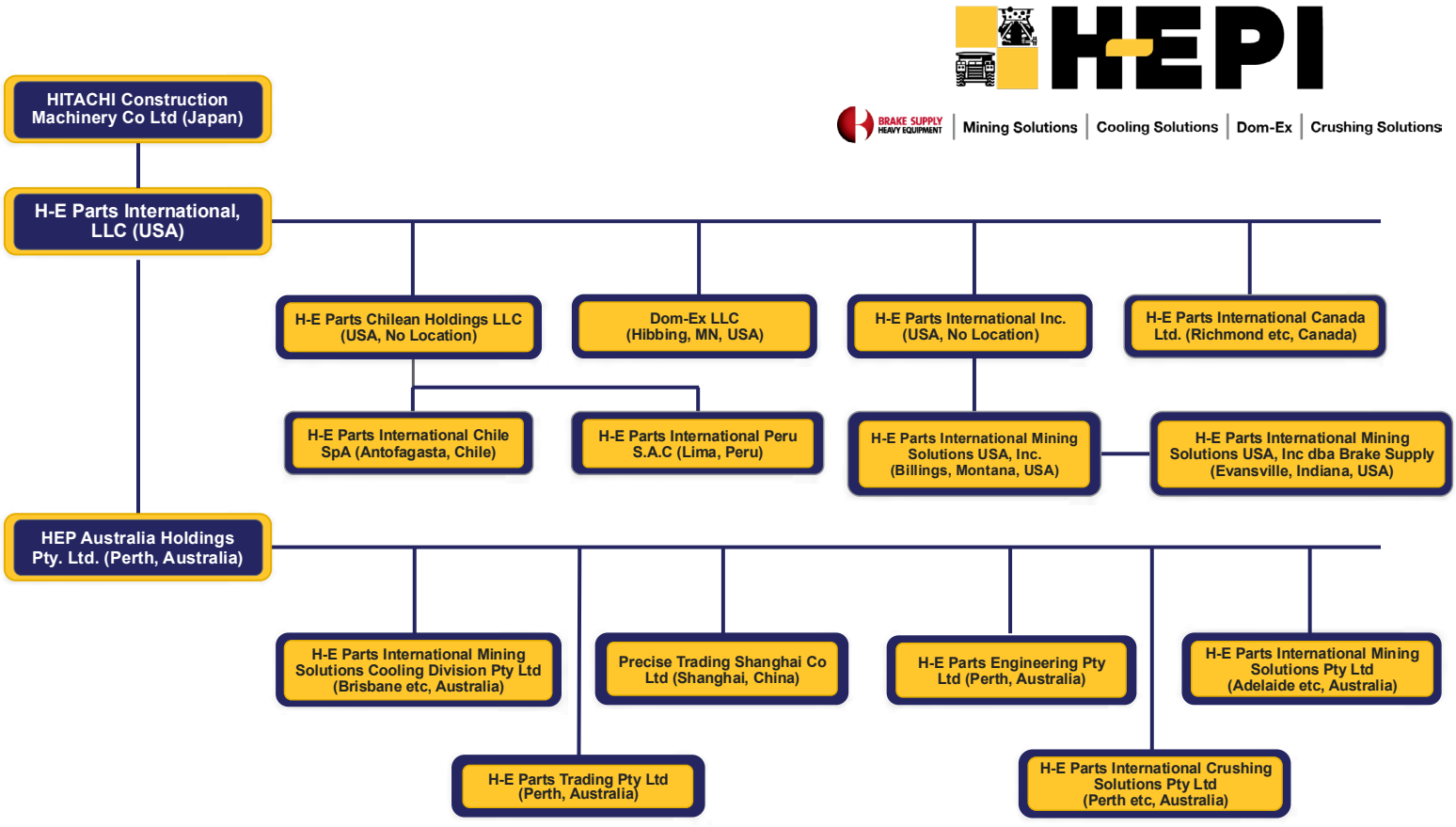


Figure 1. Corporate structure of H-E Parts International, LLC and its controlled entities.

MISSION

HEPI's mission is to deliver innovative and sustainable solutions that enhance the lifecycle performance of our customers' equipment. We are committed to providing exceptional service through an empowered, talented, and responsive team, operating within a safe, productive, and supportive workplace.

HEPI operates through specialised divisions that provide products and services across a diverse range of industries. These divisions are:

- **Mining Solutions:** Supplies aftermarket components and service solutions for heavy mining equipment, including haul trucks, electric shovels, hydraulic excavators, and support equipment.
- **Crushing Solutions:** Provides proprietary manganese crusher liners, advanced liner development and design solutions, and crusher parts and support services for fixed and mobile crushing operations.
- **Cooling Solutions:** Manufactures advanced proprietary cooling products and systems, including high quality radiators and innovative solutions for heavy equipment and rail applications.
- **Engineering Solutions:** Provides high precision CNC machining, fabrication and manufacturing services across the mining, defence, marine and transport sectors.
- **Dom-Ex:** Sources and supplies used and rebuilt parts and equipment tailored for the mining industry.
- **Brake Supply:** Remanufactures key components for mining excavators and haul trucks, including hydraulic cylinders, fluid power systems, wet brake assemblies and final drives.



Figure 2. HEPI Global Footprint

LOCATIONS

HEPI has a global presence, operating from approximately 30 locations across six countries, including the United States, Canada, Chile, Peru, Australia, and China.

In Australia, HEPA and its controlled entities operate through a national network of 13 branches across Western Australia, South Australia, New South Wales and Queensland.

OUR PEOPLE

At HEPI, our people are central to the success of our business. We value the skills, ideas, and commitment they bring to our organisation. Our culture is underpinned by a set of Core Values, summarised by the acronym P.R.A.C.T.I.S.E., which guide how we conduct our operations and interact with each other, our customers, and our community.

PERSEVERANCE

Demonstrating determination and consistency in pursuing goals, even when faced with obstacles or adversity.

RESPECT

Valuing all individuals equally, and respecting diversity in culture, personality, background, and capabilities.

RESPONSIVENESS

Responding promptly and appropriately to the needs of individuals, teams, or operational circumstances.

ACCOUNTABILITY

Taking ownership of one's actions and responsibilities, and being answerable for their outcomes.



Figure 3. HEPI Core Values

COMMUNICATION

Sharing information clearly and effectively through open and constructive communication.

CUSTOMER FOCUS

Understanding and responding to the needs and expectations of our customers to consistently deliver value.

TEACHABILITY

Embracing continuous learning and being open to acquiring new skills, techniques, methods, or knowledge.

TEAMWORK

Working collaboratively with others to achieve shared objectives and strengthen collective performance

INNOVATION

Developing and applying new ideas, solutions, technologies, or processes to improve our products and operations.

INTEGRITY

Acting honestly and ethically, and remaining true to our values, even under pressure.

SAFETY

Prioritising the well-being of oneself and others by performing all work with diligence, care and risk awareness.

EXCELLENCE

Consistently striving for high performance and quality in every task, to deliver the best possible outcomes.

COMPLIANCE, EQUAL OPPORTUNITY AND DIVERSITY

HEPI's approach to business is founded on the principles of fairness, impartiality, and integrity. We conduct our operations in compliance with all applicable laws and regulations and maintain high ethical standards across our business activities. Integrity underpins the way we engage with customers, suppliers, and our own employees.

As an equal opportunity employer, HEPI is committed to maintaining a workplace free from discrimination, harassment, and bias. We seek to ensure that all employees are treated fairly and with respect in all aspects of employment, including recruitment, training, professional development and promotion. Opportunities for advancement are based on merit, taking into account individual performance, skills, qualifications, and capabilities.

HEPI values the diverse experiences and perspectives of our workforce and seeks to foster an inclusive environment where all employees can contribute meaningfully and be respected for their background and expertise. These principles are supported by our company policies and daily business practices.

WORKFORCE OVERVIEW

As of 31 March 2026, HEPI employed 1,108 people globally, including 423 personnel employed by HEPA. Across HEPI, salaried employees represented 97.4% of the workforce, with contractors/labour hire accounting for the remaining 2.6%. For HEPA, salaried employees represented 93.6% of the workforce, with contractors/labour hire comprising 6.4%. HEPI's workforce is predominantly located in the United States, Australia, Chile, Peru and Canada.

As of 31 March 2026, HEPI's global workforce comprised 19.04% female and 80.96% male personnel. Within HEPA, the workforce comprised 21.75% female and 78.25% male personnel.

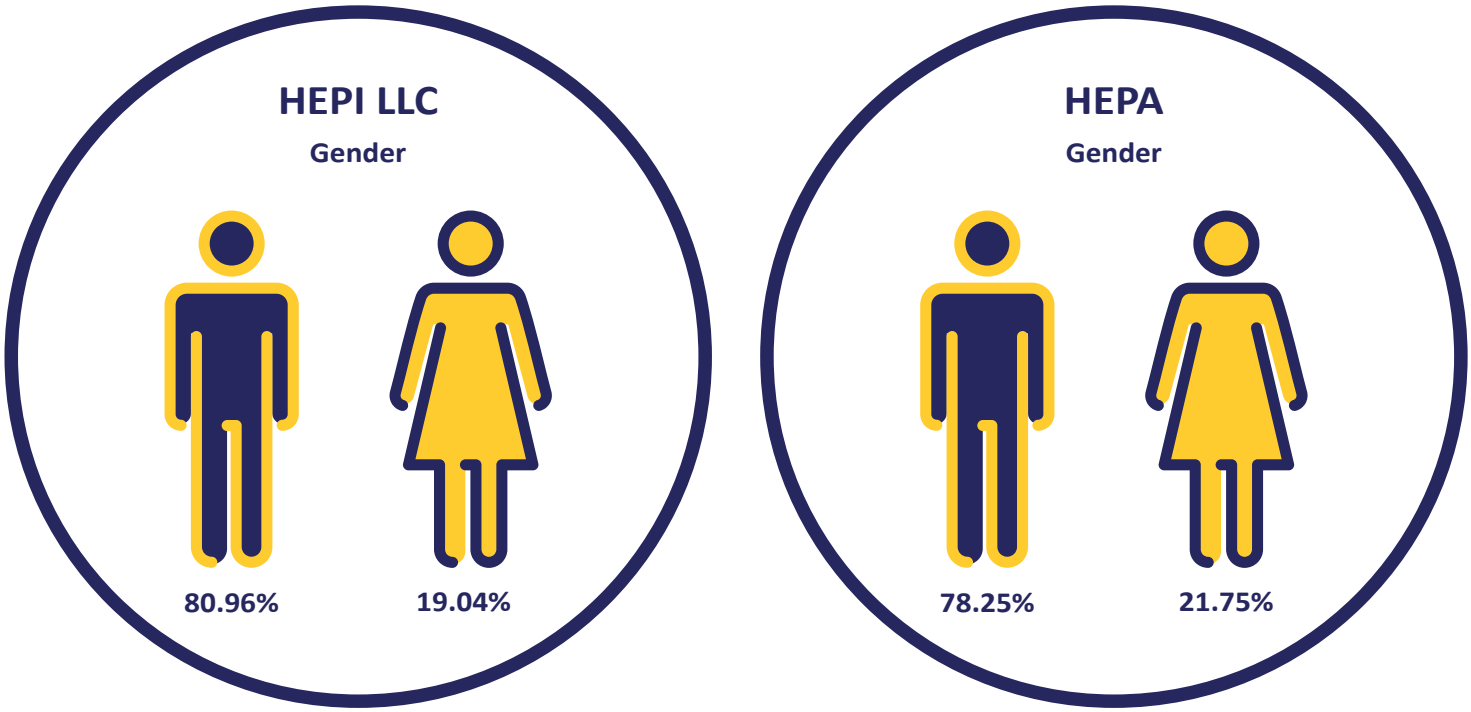


Figure 4. Gender Distribution

OUR SUPPLY CHAIN

HEPI continues to strengthen its supply chain practices and supplier engagement processes to support the identification, assessment, and management of modern slavery risks. We recognise the importance of continually reviewing and improving our processes as our operations and supply chains evolve.

During the reporting period, HEPA continued its supplier consolidation activities, reducing its active supplier base from approximately 1,285 suppliers at the end of the previous reporting period to 1,090 suppliers at 31 March 2026, across 22 countries. This included working with purchasing teams to consolidate supply arrangements, with the aim of strengthening relationships and improving communication with preferred suppliers.

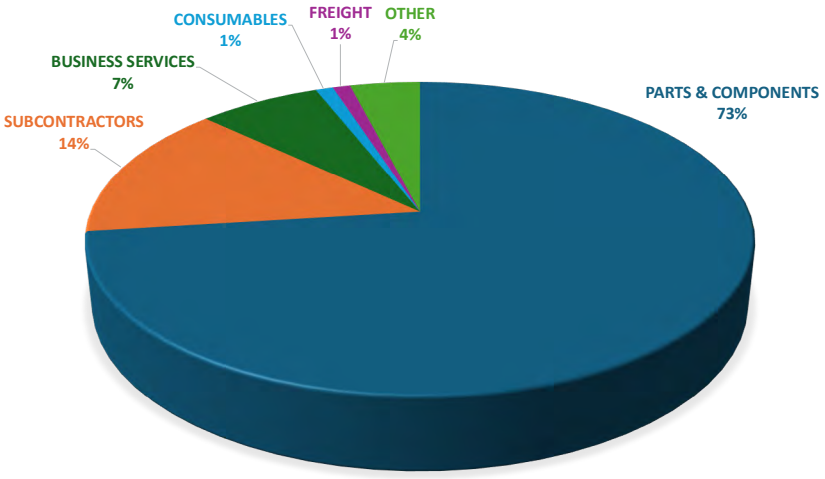


Figure 5. Breakdown of spend

During the reporting period, approximately 73% of HEPA's expenditure was allocated to parts and components, 14% to subcontracted services, 7% to business services, 1% to consumables, 1% to freight and logistics, and 4% to other expenditures.

Figures 5 and 6 provide an overview of HEPA's procurement profile, including expenditure by spend category and examples of the products and services purchased.

CATEGORY	PRODUCTS & SERVICES
Parts & Components	Mining and crusher wear liners, wheel groups, spindles, engines, transmissions, bearings, gears, friction discs, brakes, seals, pumps, radiator tubes and coils, pinions, hydraulic cylinders, ceramic tiles and steel plates.
Subcontracted Services	Outsourced services, including machining, sandblasting, heat treatment, painting and component reclamation.
Business Services	Leases, building maintenance and repairs, utilities, insurance, travel and entertainment, equipment rental, printing and stationery, audit services, computer software and hardware, and temporary personnel services.
Consumables	Grinding media, welding materials, gases, lubricants, paints, pins, fasteners, cleaning materials, timber, wrapping and packaging materials.

Figure 6. Examples of products and services purchased within HEPA's key spend categories.

Our assessment of modern slavery risks is informed by external risk indicators and guidance, including the 2023 Global Slavery Index (Minderoo Foundation's Walk Free) and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition) (2016).

HEPA has undertaken an assessment of modern slavery risks within its operations and supply chains. Our assessment considers two principal areas of potential exposure:

- **Operational Risks:** HEPA considers the risk of modern slavery within its directly employed workforce to be low, having regard to the nature and location of our operations, employment practices, and workforce composition; and
- **Supply Chain Risks:** HEPA recognises that greater potential exposure exists within its supply chain, particularly in relation to certain goods and services, supplier profiles, and geographic locations.

SECTOR AND INDUSTRY RISK CONSIDERATIONS

HEPI provides specialised solutions for the maintenance and performance of surface mining equipment fleets and crushing and materials processing operations. While HEPI does not directly undertake mining activities, we recognise that modern slavery risks may arise through the broader supply chains supporting our operations, including through the procurement of manufactured components, outsourced services, and other goods and services.

AUSTRALIAN SMALL AND MEDIUM-SIZED ENTERPRISE RISK CONSIDERATIONS

Our Australian supplier base includes a significant number of smaller enterprises with varying levels of formal processes for identifying and managing modern slavery risks. We recognise that visibility can be more limited beyond our direct suppliers, particularly where suppliers have less formalised due diligence processes or rely on extended supply chains. HEPI will continue to develop its supplier due diligence approach to improve visibility and understanding of potential risks across the broader supply chain.

PRODUCTS AND SERVICES RISK CONSIDERATIONS

HEPA procures a broad range of goods and services to support its operations. While the overall risk profile varies depending on factors such as the product or service, supplier, and country of origin, we recognise that certain areas of procurement may present a comparatively higher risk of modern slavery. These areas include outsourced manufacturing and subcontracted services, temporary labour, cleaning services, personal protective equipment, and electronics, as outlined in Figure 7. These areas remain a focus of HEPA's ongoing supplier due diligence and risk assessment activities.

PRODUCT OR SERVICE	NATURE OF USE
Subcontractors	Third-party providers engaged to perform outsourced manufacturing and other specialised services across our operations.
Temporary Labour Personnel	Temporary personnel engaged through recruitment and labour hire agencies to support our sites and branches.
Cleaning Services	Third-party cleaning services engaged to support our sites and branches.
PPE & Uniforms	Personal protective equipment and uniforms purchased for employees undertaking operational activities.
Electronics	Electronic equipment and devices purchased in limited quantities for use across our operations.

Figure 7. Products and services considered in our modern slavery risk assessment.

GEOGRAPHICAL RISK CONSIDERATIONS

During the reporting period, HEPA engaged with approximately 1,090 suppliers, with 91.57% of these suppliers located within Australia. HEPA's international suppliers were concentrated in four regions: Asia 5.77%, USA 0.92%, Africa 0.73% and Europe 0.55%.

Precise Trading Shanghai Co., Ltd (PTS), a wholly owned subsidiary of HEPA, supports our global operations by sourcing and procuring parts from suppliers in China. As PTS acts as an internal procurement hub, its purchases are not included in the HEPA supplier data above and are considered separately as part of our assessment of supply chain risk.

We recognise the heightened modern slavery risks associated with parts of the Asia Pacific region, including risks relating to forced labour. The 2023 Global Slavery Index identifies Asia and the Pacific as the region with the highest number of people in forced labour, with an estimated 15.1 million people affected. Recognising this elevated risk, PTS operates in accordance with HEPI's established procurement procedures and internal control frameworks for the selection of suppliers. These processes support HEPI's approach to ethical sourcing and provide greater oversight of modern slavery risks within our extended supply chain.

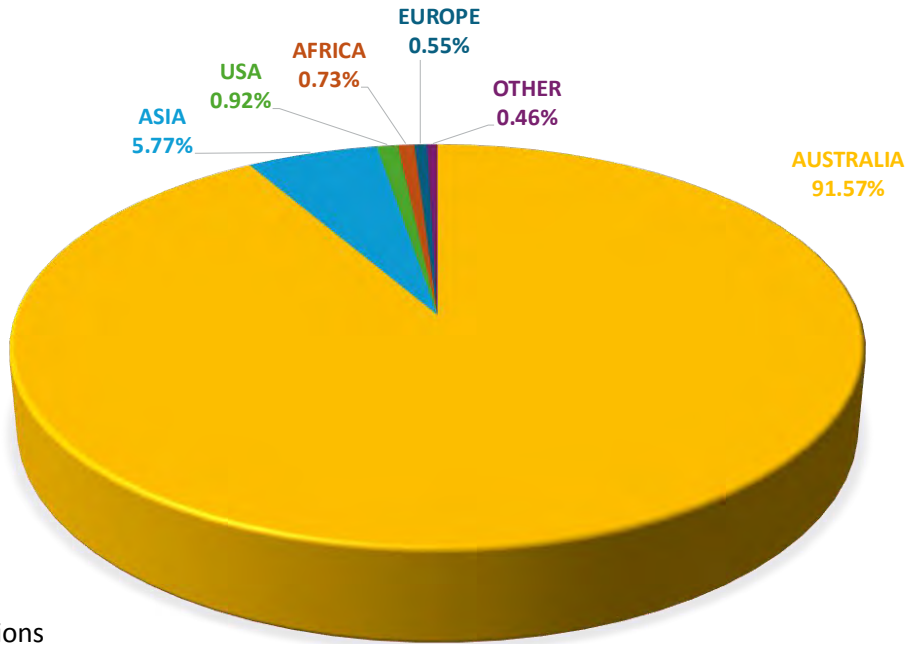


Figure 8. Supplier Locations

GOVERNANCE & POLICIES

HEPI manages modern slavery risks through its broader governance, compliance and procurement framework, which applies across HEPI and its controlled entities. Responsibility for implementing this framework is shared throughout relevant management and business functions.

The Modern Slavery Committee brings together representatives from Global Supply Chain, Australian Supply Chain and Legal to provide cross-functional oversight of HEPI's modern slavery program. The Committee considers identified risks, supplier due diligence activities, and actions to support ongoing improvement across the business.

HEPI's Code of Conduct, Human Rights Policy, Procurement Policy and Modern Slavery Policy support this framework by establishing expectations relating to ethical conduct, supplier management, and the identification and escalation of potential concerns. During the reporting period, HEPI commenced a review and update of its supplier policies. This work will continue into the next reporting period to support effective and consistent supplier practices across the business.

GEOGRAPHICAL RISK CONSIDERATIONS

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISK

HEPI applies a range of due diligence measures to assess and address modern slavery risks within its operations and supply chains. These measures are undertaken through our Procurement and management functions and differ depending on whether a supplier is existing or undergoing onboarding.

FOR EXISTING SUPPLIERS:

- **Modern Slavery Questionnaire:** We utilise a dedicated modern slavery questionnaire to obtain information on suppliers' modern slavery practices. This includes information regarding the use of sub-suppliers, country of origin for materials, and labour hire practices. Responses are reviewed and assessed for potential modern slavery risks.
- **Compliance Checks:** Where applicable, we review Modern Slavery Statements published on the Australian Government's Modern Slavery Statements Register as an additional source of information regarding their approach to identifying and addressing modern slavery risks.
- **Employee Site Visits:** HEPI employees regularly visit supplier sites as part of ongoing business and operational activities. During these visits, employees are encouraged to remain alert to potential indicators of modern slavery practices.
- **PTS Supplier Due Diligence:** For suppliers sourced through PTS, supplier due diligence is supported by PTS personnel located in China. PTS personnel regularly visit supplier factories and foundries as part of quality control activities, providing additional visibility of supplier operations and an opportunity to identify potential indicators of modern slavery.
- **Remediation:** Where potential indicators of modern slavery are identified in relation to a supplier, the matter is escalated to management for assessment and determination of an appropriate response. This may include engagement with the supplier and development of a supplier improvement or remediation plan, depending on the circumstances.

FOR NEW SUPPLIERS:

- **Due Diligence Review:** The onboarding process for new suppliers includes completion of the Supplier Application Form (HEP-FOR-0172), which gathers information relevant to the assessment of modern slavery risks. Responses are considered together with our Supplier Risk Assessment Form (HEP-FOR-0174) to assess the supplier's practices and any potential risks prior to approval. Where suppliers raise questions regarding these requirements, Procurement provides guidance on HEPI's modern slavery expectations.

ASSESSING THE EFFECTIVENESS OF MODERN SLAVERY RISK CONTROLS

HEPI assesses the effectiveness of its approach through periodic review of its modern slavery controls, supplier due diligence activities, and identified actions.

- **Stakeholder Feedback:** We seek feedback from relevant internal and external stakeholders, including Procurement, Legal, and selected suppliers, to inform our assessment of existing modern slavery controls and identify opportunities for improvement. Feedback and observations from relevant business functions also inform matters considered through HEPI's Modern Slavery Committee.
- **Modern Slavery Committee:** HEPI's Modern Slavery Committee brings together representatives from Global Supply Chain, Australian Supply Chain and Legal to review progress, consider identified issues, and monitor actions for improvement. The Committee meets quarterly to provide greater structure and oversight of HEPI's modern slavery risk management activities. As HEPI's modern slavery program continues to develop, the Committee will also consider appropriate measures for monitoring the implementation and effectiveness of identified actions over time.
- **Annual Review:** As part of the preparation of HEPI's annual Modern Slavery Statement, relevant controls, due diligence activities and areas for improvement are reviewed. The review considers the operation and impact of the existing risk controls, identifies gaps, and informs the development of actions for continuous improvement in HEPI's approach to modern slavery risk management.

During the reporting period, no confirmed instances of modern slavery were identified through HEPI's supplier due diligence and risk assessment activities. HEPI will continue to monitor identified risk areas and review its controls as its operations and supply chains evolve.

CONSULTATION WITH SUBSIDARY ENTITIES

The policies, practices and actions outlined in this Modern Slavery Statement apply across HEPI and its controlled entities.

Consultation with HEPI's controlled entities occurs through HEPI's integrated management and governance structure. HEPI's centralised shared services functions operate across the Group, while members of the Executive Leadership Team have oversight of their respective business divisions and controlled entities. This structure facilitates the sharing of information regarding operations, supplier practices, identified risks and actions across the Group.

In preparing this Statement, relevant shared services and members of the Executive Leadership Team provided input regarding the operations of their respective business divisions, modern slavery risks identified during the reporting period, and the measures in place to assess and address those risks. This included input from Supply Chain personnel responsible for HEPI's supplier due diligence, risk assessment, and modern slavery governance activities.

The information obtained through this consultation informed the preparation of this Statement and HEPI's assessment of modern slavery risks, practices and actions during the reporting period.

WHAT'S NEXT?

In the upcoming reporting period, HEPI will continue to strengthen its modern slavery risk management framework. Building on the progress made during this reporting period, HEPI has identified several priorities for the coming year, aimed at enhancing governance, supplier due diligence and internal awareness as our modern slavery program continues to evolve.

- **Supplier Governance:** Continue the review and update of supplier policies and supporting processes to promote consistent supplier practices across HEPI.
- **Governance and Oversight:** Continue quarterly Modern Slavery Committee meetings to monitor progress against identified actions and consider further opportunities to strengthen HEPI's modern slavery risk management approach.
- **Supplier Due Diligence:** Increase the use of targeted supplier site assessments, with a focus on improving visibility of supplier practices and reinforcing HEPI's expectations regarding modern slavery risk management.
- **Awareness:** Consider opportunities to strengthen modern slavery awareness among personnel involved in procurement, supplier engagement, and site visits, including recognition of potential indicators and appropriate escalation processes.

CONCLUSION

During this reporting period, HEPI has continued to develop its approach to modern slavery risk management through greater supplier oversight, ongoing review of supplier policies and processes, and increased focus on the governance of our modern slavery program. We recognise that effective modern slavery risk management requires ongoing review, engagement and improvement as our business and supply chains evolve. We will continue to work collaboratively with our suppliers, employees and stakeholders to promote transparency, ethical sourcing and ongoing improvement in our approach to modern slavery risk management.

APPENDIX

Addressing the Mandatory Criteria set out in the Act

Mandatory Criteria	Relevant Page Number
a) Identify the reporting entity	3
b) Describe the reporting entity's structure, operations and supply chains.	3-7
c) Describe the risks of Modern Slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	8-9
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	9-10
e) Describe how the reporting entity assesses the effectiveness of these actions.	10
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	11
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant (optional)	5-6

This document and other policies can be found on our website **www.hepi.com**