

MODERN SLAVERY STATEMENT 2026

(Reporting Period 2025)

1. Introduction

This Modern Slavery Statement is a joint statement made pursuant to Sections 14 and 16 of the Australian Modern Slavery Act 2018 (the Act) for the reporting period from 1st January 2025 to 31st December 2025 (this Statement). This Statement has been approved by the relevant board of each of the reporting entity pursuant to Section 14(2)(d) of the Act.

2. Reporting Entities

This Statement is a joint statement made by the following Australian-incorporated reporting entities (collectively, “Allnex Australia”) under the Act:

- a. Allnex Resins Australia Pty Ltd, ACN 000 045 572 (“Allnex Resins”)
- b. Allnex Australia Holding Pty Ltd, ACN 614 712 364
- c. Allnex Australia Pty Ltd, ACN 160 397 768

The corporate structure of the reporting entities is set out in section 3.1 below.

Allnex Australia is part of the Allnex group (“Allnex Group”) and a leading producer of resins and additives. Allnex Resins is the sole operating entity in Australia and all employees are hired by the Allnex Resins. Allnex Australia Holding Pty Ltd is a holding company, without employees. Allnex Australia Pty Ltd formerly acted as a distribution entity, but its operations were transferred to Allnex Resins in 2022 and have no employees. Allnex Resins and its sibling companies under the Allnex Group are all bound by the same policies and commitments under this Statement, reference in Section 3.2.

Allnex Australia is committed to doing business ethically and responsibly, and continues to strive to consciously improve its implementation of, and compliance with, the Act with the ultimate objective of eliminating and preventing any modern slavery risks within its operations and supply chains.

3. Structure, Operations and Supply Chains

3.1. Structure

Allnex Australia is a group of private companies. Its parent company, Allnex Belgium, is managing and overseeing the global operation of the Allnex Group. Nuplex Resins (Vietnam) Pty Ltd (“Nuplex Resins”) is controlled by Allnex Resins within the meaning of the Act. Nuplex Resins operates independently in Bien Hoa City, Dong Nai Province, Vietnam, following the same global policies and compliance framework as Allnex Australia. In summary, our corporate structure is as following:



Allnex Resins employs approximately 211 employees as of 31st December 2025, operates in Australia, and is primarily administered from its head office in Botany, New South Wales. The employees are working in different offices, manufacturing sites, and warehouses.

Allnex Group recognizes that its employees are its most valuable asset; they are fundamental to the success of Allnex’s business and operations. The diversity of the Allnex Group’s workforce brings fresh ideas, perspectives and experiences that align with and support Allnex’s values and will continue to enhance Allnex’s performance and services to its customers. Allnex Group continues to support and promote an equal opportunity employment policy to guide its hiring processes in facilitating diversity.

3.2. Operation

Allnex Group is the leading global manufacturer of industrial coating resins and additives for industrial coatings and composite markets. It is a specialty chemicals pioneer in green chemistry, offering an extensive range of products including innovative polyesters, alkyd, acrylic, epoxy and urethane polymers which are used as key ingredients for coatings, i.e. resins, crosslinkers and additives. We know our strengths and use them well. Our key technologies and segments are:

Our technologies, our strength

Innovate better / Perform smarter / Grow stronger

COATING RESINS

Waterborne:

Acrylics, ACURE®, Alkyds, Polyurethanes, Polyesters, Epoxies & Hardeners, Polyols

Solventborne:

Acrylics, ACURE®, Alkyds, Sag Control Agents, Polyesters, Epoxies & Hardeners, Hydrophobic Polyols

Radiation curing:

Acrylate oligomers, incl. urethane-, polyester- and epoxy acrylates, Reactive diluents, Waterborne UV resins

Powder:

Polyester resins, Acrylics, UV-Powders

Crosslinkers:

Amino & Phenolic crosslinkers, Urethane Specialties

ADDITIVES

Additives for waterborne, solventborne, radiation curing and powder coatings: Pigment dispersants, Flow & leveling agents, Metal driers, acid catalysts

Petrochemical additives

Tire additives

COMPOSITES

Unsaturated Polyesters and Vinyl Esters, **Gelcoats**

Radiation curing resins



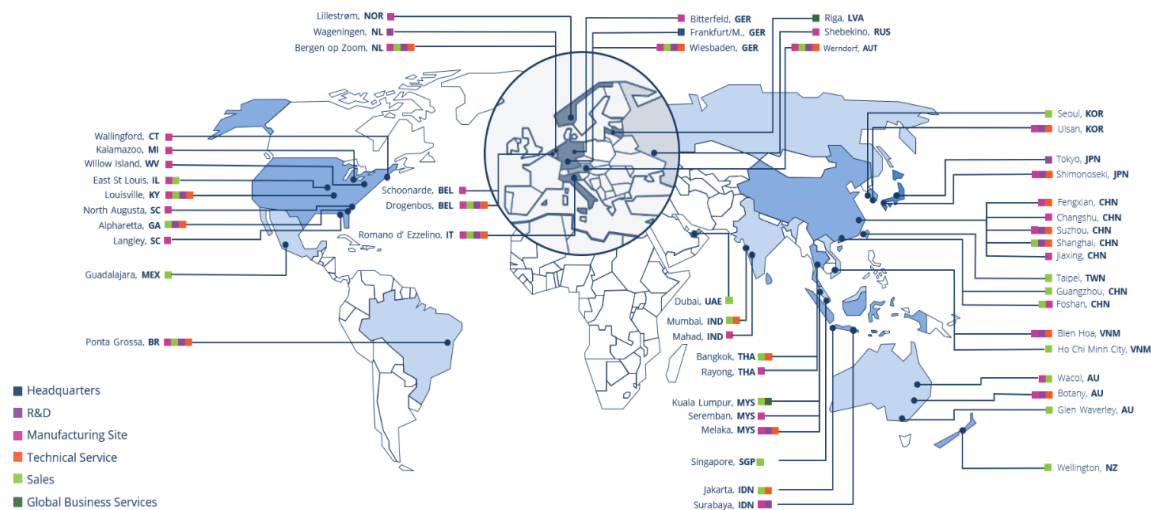
Allnex Resins’ business model involves sales direct to its customer base, with most of its customers located within Australia and New Zealand.

Allnex Resins produces polymer resins from a diverse base of chemical raw materials. Allnex has hundreds of finished resins, all of which are produced in reactors located at its manufacturing plants. Sales of manufactured resins represent by far the majority of revenue, however, Allnex also buys and re-sells various ancillary products to support its customers in the composites industry.

The majority of Allnex Resins’ operations are in the liquid resins and additives divisions. In Australia, Allnex operates at two manufacturing sites located at Wacol, Queensland and Botany, New South Wales, respectively. Allnex Resins also has non-production sites which are used for warehousing and distribution, sales and/or administration. These are located in Queensland, New South Wales, Victoria, South Australia and Western Australia.

allnex at your side, worldwide

Global reach / Local support / Consistent quality



3.3. Supply Chains

Allnex’s Global Procurement Strategy focuses on building long-term relationships with suppliers, ensuring value creation, and minimizing risks across the supply chain with focus on supply security, financial contribution, quality, sustainability and compliance. The procurement strategy in Australia is developed in consultation with the Allnex Group’s Global Procurement Team and is reviewed regularly based on the latest business and regulatory requirements. Allnex Resins seeks to align and leverage global positions, where appropriate, on large volume items used at multiple global sites.

The chemical raw materials required for production are bought through multiple supply channels, with the primary aim being to transact with the producer directly, where possible and practicable. Where a direct relationship with a manufacturer is not practical or possible, Allnex transacts with distributors and traders to source the required products. Allnex’s purchases, therefore, include a mixture of direct imported product and locally supplied product. Allnex has in recent times strengthened its approach with a stronger focus on transacting more directly with producers, particularly where volumes are large enough to justify Full Container Load shipments.

Majority of the Allnex Resins’ raw material product is sourced from the Asia, such as Singapore, Korea, China, Taiwan, Malaysia, Indonesia, Thailand and Japan. Besides, Allnex Resins also sources product from the United States of America, Europe, the Middle East, and other

countries. To support the Australian local manufacturing industry, Allnex Resins also sources a number of products from the Australian local suppliers, such as packaging, freight, storage and other logistics services. Allnex also supports the local manufacture of Hydrocarbon Resins and Pigment Dispersions.

Allnex Group and Allnex Resins manage supplier performance at both the local and global level, in line with the Allnex's International Organization for Standardization (ISO) accreditation. Allnex conducts an annual review and assessment of the supplier performance with its principal suppliers on the modern slavery risks in their operation and supply chain. This also forms part of the Allnex's global Corporate Social Responsibility (CSR) evaluation.

An important milestone in driving impact in the chemical supply chain and our continuous improvement journey was achieved at the end of 2022, when allnex joined the chemical industry initiatives 'Together for Sustainability' (TfS), an international member-driven initiative raising CSR standards throughout the chemical industry. This member-driven organisation consists of 58 member companies, as of October 2025, representing a global turnover in the chemical industry of over €800 billion and a global spend of over €500 billion. A main focus in the concept of TfS is the development and implementation of a global supplier engagement process to assess and improve sustainability practices within the supply chains of chemical companies. The program is based on the UN Global Compact and Responsible Care®. The standardized approach of TfS Assessments and Audits is measuring suppliers' performance in key areas such as environmental, labour and human rights (including modern slavery), and ethical and sustainable procurement. The sustainability assessments are performed by EcoVadis. For audits, TfS cooperates with TfS-approved third party audit companies. Through the TfS academy, TfS provides training to our suppliers on sustainability topics.

Allnex Group's effort and commitment to sustainability has earned itself an **Ecovadis Gold Green rating in 2025, putting Allnex in the top 2% of the global chemical companies.**

4. Potential Modern Slavery Risks in the Operations and Supply Chains

Allnex Resins modern slavery risk in its operations and supply chains remains **very low**. This is attributed to Allnex's commitment and strong compliance to the Australian laws and legislation.

Allnex Resins' raw materials (Direct Spend) are mostly derived from three main sources, namely, petrochemical-based materials, bio-based materials and minerals-based materials, which are

largely sourced from the Asian countries, as aforesaid mentioned. Allnex Resins has identified that the nature of these sectors and the way they operate could, in some circumstances, expose individuals to the kinds of risks inherent in modern slavery. These risks include forced labour, child labour, excessive working hours, low wages and benefits, inadequate working conditions and unequal treatment, etc. These risks are considered to be **relatively higher**, particularly in developing or under-developed countries, due to factors such as weaker governance structures, limited enforcement of labour laws, higher levels of corruption, socio-economic vulnerability and the presence of complex, multi-tiered supply chains. As a result, modern slavery risks associated with Allnex Resins' direct procurement of raw materials are considered to be relatively higher than those associated with indirect procurement.

The indirect suppliers of Allnex Resins are predominantly based in Australia and are therefore, considered as **low risk** as they are also bound by the Act and have to ensure compliance to the Australian laws and legislations. The main suppliers in this category include providers of utilities, professional services, transport, warehousing, packaging and waste management. However, the assessment of Allnex Resins indirect suppliers remains in scope and has been reviewed over the past two reporting years, with justifications that the risk remains as low.

Nuplex Resins, Allnex Resins' controlled entity in Vietnam, shares many of the same major suppliers as Allnex Resins and operates within the same compliance framework. These common major suppliers are, therefore, covered by the Allnex Group's supplier performance review with regard to CSR. Thus, the identification of modern slavery risks and assessment in relation to Allnex Resins also largely applies to Nuplex Resins.

5. Assessing and Addressing the Modern Slavery Risks

Allnex Australia is committed to working with its stakeholders and business partners to assess and address the modern slavery risks in its operations and supply chain, and to incorporate its modern slavery risk management approaches into its overall corporate governance and compliance framework.

5.1. Policies and Procedures

Allnex Group has a robust global corporate compliance framework as the cornerstone to operate in the highest ethical standards and integrity, in compliance to the laws and legislations across its operating markets.

Allnex Group acknowledges the negative impacts of modern slavery as a form of human right violation and is committed to uphold human rights and fundamental liberty in its operations by having a set of policies and procedures to govern its internal affairs:

Policy/Procedure	Objective and purpose
Code of Conduct	Builds on company values and formulates guidelines for daily activities; the code is not only applicable to all our employees, but also to contractors and consultants.
Supplier Code of Conduct	Outlines how suppliers of goods and services are expected to respect and adhere to required principles of lawful and ethical business.
Labour and Human Rights Policy	Communicates expectations with respect to human rights and labour practices and the high standard of conduct expected of our employees worldwide.
Hotline to report compliance violations	Confidential reporting of any known or suspected violation of the Code of Conduct via a hotline.
Australian Whistle-blower Policy	Provides a reporting and investigative process that is objective, confidential and protects employees from any repercussions or adverse impact as a result of raising a concern.
Anti-Bribery; Anti-Corruption Policy; and Export Controls	Compliance with the laws of the countries in which it operates, particularly with respect to laws covering corruption and anti-competitive behaviour. This applies whether Allnex Group entity is acting directly in a country through employees, or indirectly through agents, distributors or other intermediaries.
Responsible Sourcing of Minerals	Compliance with the existing conflict minerals regulations and also ethical and responsible sourcing.

These policies can be found at: <https://Allnex.com/en/info-hub/compliance>.

Allnex Group’s Code of Conduct sets out the ethical principles which are applicable across the Group’s operations and is the foundation of Allnex Group’s business. The Code of Conduct applies to every director, officer and employee across the Group and is available

in 14 languages. Allnex Group has its own whistleblowing policy which encourages its employees to speak up and report any violations and workplace misconducts. Any alleged violations of policies and procedures in relation to ethical business behaviour will be taken up seriously and be investigated by the Compliance team comprising of senior legal counsel and HR members. Allnex Group will prosecute with zero tolerance towards any violations of its policies and procedures.

There is also regular modern slavery refresher training to the key employees and senior management in Australia since then on every 2-year basis. For new employees, they are required to undergo modern slavery online learning programme as part of the onboarding process. Besides, in the early part of the third quarter of 2022, Allnex launched a company-wide online training and certification on the Allnex Code of Conduct. The Code of Conduct training is repeated every two years with the next one upcoming this year in 2026.

One main important feature of Allnex Group's procurement practice is the Supplier Code of Conduct which is incorporated into the Allnex Australia's general terms of purchase and must be signed by all suppliers. It outlines how suppliers are expected and required to comply to the laws and legislations while conducting their business with ethics and integrity, including business integrity, health, safety and environment protection, human rights and sustainability.

This Supplier Code of Conduct has just been reviewed and revised in 2024 to reinforce higher standards of integrity, safety and responsibility across our value chain. The updated Code places even stronger emphasis on environmental compliance, sustainability and ethical practices. It introduces clearer guidance on anti-corruption, fair competition and human rights – requiring suppliers to have documented policies to prevent child labor, human trafficking and slavery. Available in 12 languages, the new version reflects a more rigorous, partnership-based approach to responsible sourcing. Allnex Group will regularly review and update its procurement practice, policies and procedures to ensure best practices and relevancy to the latest industry requirements. Allnex Group will not hesitate to terminate its contractual relationship with any supplier who violates the Supplier Code of Conduct.

5.2. Due Diligence and Risk Assessment

Allnex is bound by its own supplier due diligence and risk assessment framework in the selection and evaluation of suppliers. Allnex expects its suppliers to have established system and internal control to ensure compliance to the laws and legislations. All the suppliers are required to sign its Supplier Code of Conduct, alternatively, suppliers shall have its own internal code to guide its daily operation and business conducts, which encompasses established principles such as proper policies and procedures, training and awareness, monitoring and risk assessment as well as independent audit mechanism. Suppliers are expected to adhere to these principles and apply them to their subcontractors and suppliers as well. Allnex regularly monitors and supervises its suppliers to ensure their compliance to the Supplier Code of Conduct.

One of the most crucial aspects of Allnex due diligence is on human rights where Allnex will identify, assessment, mitigate and remediate the modern slavery risks such as forced labour, child labour and discrimination risk across the operations and supply chains. Allnex's due diligence process aligns with the international best practices as below:

- a. Risk Assessment: Identifying potential human rights risks across our supply chain and operations.
- b. Supplier Assessment and Audit: Regularly evaluating supplier's compliance to human rights standards via third party assessment and audit tools.
- c. Grievance Mechanism: Providing accessible channels for employees, suppliers, and stakeholders to report violations.
- d. Mitigation and Remediation: Taking practical corrective actions when human rights concerns arise to mitigate the risks.

Allnex's contract also contains specific terms to oblige the suppliers to identify and mitigate modern slavery risks in their operations.

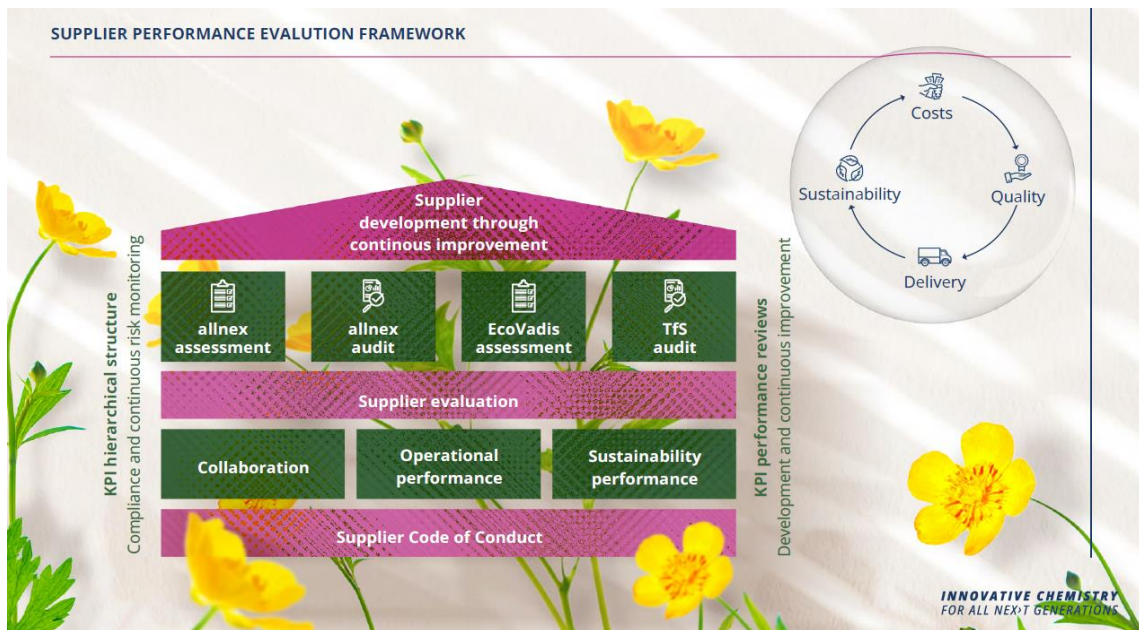
The supplier sustainability performance is evaluated based on its corporate environment, social and governmental drivers that impact the final scoring. We utilize EcoVadis IQ for pre-risk screening to identify potential sustainability risks including modern slavery risks within our supply chain. Our suppliers undergo EcoVadis assessments and TfS audits provide a comprehensive overview of their sustainability performance and compliance with our sustainability and ethical standards. These tools can identify the potential sustainability risks including modern slavery risks within our supply chain.

The risk score methodology encompasses 3 pillars, namely, operational KPIs, sustainability KPIs and collaboration, with a maximum score of 100, which will determine the low, medium or high risk category. Suppliers can receive a 10 bonus points if constructive views are provided on their strategic collaboration with Allnex.

In 2025, we assessed more than 1,400 suppliers using our Supplier Performance Evaluation Framework. Our Target is to ensure that 80% of our targeted suppliers have gone through a TFS on-site audit or EcoVadis assessment by 2028. In 2025, more than 300 suppliers globally have undergone the EcoVadis and TFS audit. Compared to 2024, **73% of our suppliers have shown improved scoring** in the assessment. We achieved a significant reduction in the number of suppliers identified as high risk, with a meaningful decrease compared to earlier reporting years. This progress reflects the effectiveness of ongoing due diligence measures, corrective action follow-up, and targeted supplier engagement efforts.

The results of this assessment will be reported via the Allnex’s annual Environmental, Social and Governance (ESG) Report.

This risk assessment process will be regularly reviewed and the scope will be adjusted to cover an increasing number of our vendors. Monitoring and assessing the vendors will increase their awareness of the modern slavery risks in their operations and supply chains and therefore, take actions to mitigate the risk of human rights violations.



5.3. Remediation and Risk Mitigation

As mentioned above, Allnex Group has implemented a number of policies and procedures which have the effect of promoting and reinforcing the need for respect for human rights as well as addressing modern slavery risks in its operations and supply chains. These policies and procedures outline remediation and mitigating actions for the risks identified, including website and hotlines to report concerns and violations to the Code of Conduct, Australian Whistleblower Policy, human rights and discrimination.

The Australian Whistleblower Policy was reviewed and updated in early 2022, to ensure a clear channel for reporting, the protection of the whistleblower and investigation into the allegations with due diligence. A further review of the Australian Whistleblower Policy has been conducted in 2025.

There is an ongoing periodic review of policies and procedures generally to ensure that they meet the Allnex Group's commitment to the support of human rights and the elimination and prevention of modern slavery risks.

In addition to these measures, additional provisions aimed at requiring the supplier's compliance with human rights and labour laws are proposed to be added to the new procurement agreements aimed at ensuring that Allnex's suppliers are not involved in any modern slavery practices. Allnex Resins plans to modify and implement such provisions to more standard contract templates and general terms and conditions, as well as individual agreements.

If an employee has any concerns that any supplier may be involved in modern slavery practices or that any potential modern slavery risks may lie within Allnex's own operations, these concerns can be reported to the Steering Committee, the Allnex Legal and Compliance team, senior managers in Australia, or the compliance hotline. These avenues of redress have been incorporated into different internal and external policies which must be followed and implemented by Allnex employees or suppliers.

On receiving a complaint or notification of an issue, the Steering Committee and Legal and Compliance team will conduct a comprehensive investigation, initiate third party audit (if necessary) and remediate properly (if the matter raised is found to be of substance).

6. Assessing the Effectiveness of Our Actions

Allnex Australia has established a Modern Slavery Management Steering Committee (this Committee) to ensure compliance to the Modern Slavery Reporting obligations and the effectiveness of our actions in the predecessor year.

This Committee carries the objectives below:

a. Leading the modern slavery annual reporting

The Committee will hold a meeting each quarter to discuss, review and assess the effectiveness of the implemented measures, any necessary adjustment on the annual and quarterly plans, and the progresses made during each period.

b. Assessing the effectiveness of its actions

Allnex Group assesses the effectiveness of its actions by regularly reviewing the performance of the suppliers. Allnex's dedicated evaluation framework enables Allnex to identify improvement areas and gain comprehensive insights into the commercial, environmental and social performance of our suppliers. Allnex tracks the progress through key performance indicators (KPIs) to ensure continuous improvement in sustainable sourcing.

c. Reviewing and implementing the necessary policies and procedures to manage and mitigate the modern slavery risks in Allnex's operations and supply chains

As mentioned, Allnex has a comprehensive set of policies and procedures to ensure its employees adhere to the highest ethical standards and integrity as well as speak up to report any misconducts. The global management team from Finance, Legal, Compliance, Audit and other relevant departments, as well as the key team members from our controlled entity, Nuplex Resins, collaborate closely to review the policies and procedures to ensure its relevancy and update them if necessary. Regular audit will be performed to check if the procedures are adhered to and applied in the management and operations to identify and mitigate modern slavery risks and weaknesses.

d. Reviewing and evaluating the suppliers' development and improvement

The Committee also tracks the status of the supplier risk assessment, screening, and any potential target for third party due diligence on a case-by-case basis. Minutes and actions of each meeting are logged and tracked. The Committee representatives will liaise with the Allnex's global sustainability team to ensure that the global best practice standards are adhered to in Australia.

e. Creating better awareness about modern slavery risk internally and externally to increase human rights protection in the business

Allnex Australia continues to promote the awareness of modern slavery risks amongst its employees by communications and training. In addition, Allnex Australia actively promotes and urges suppliers to develop, improve and effectively enforce their own modern slavery risk management frameworks. Allnex Group is seeking to utilise a newly extended online training tool within our HR system in order to ensure all staff are educated on this topic. The course includes mandatory questions and pass-rate in order to ensure specifically that staff involved in our supply chain operations understand the importance of the legislation.

This Committee consists of two of the directors of Allnex Australia, the local senior management and personnel from different departments such as the procurement, planning and logistics, finance, commercial, operation, legal and manufacturing. Other directors will also be regularly updated, and consulted with, on the latest status and development of this Reporting.

7. Consultation with Controlled Entities

Both Allnex Australia and Nuplex Resins are operating under, and are bound by the Allnex Group’s policies, procedures and systems. Allnex Australia has consulted with its controlled entity, Nuplex Resins, with respect to the latter’s consideration of the modern slavery risks that may be present in our global and domestic operations and supply chains, for the purpose of preparing this Statement.

This **Joint Modern Slavery Statement 2025** was approved on **7th May 2026** by:

The board of Allnex Resins Australia Pty Ltd




Zeljan Nikola Medak
(Director)



Duncan Taylor (May 7, 2026 09:16:46 GMT+2)

Duncan Adrian Taylor
(Director)



Nicholas James Brailsford Hindley
(Director)

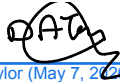


Stuart Bennett
(Director)

The board of Allnex Australia Holding Pty Ltd



**Zeljan Nikola Medak
(Director)**



Duncan Taylor (May 7, 2026 09:09:49 GMT+2)

**Duncan Adrian Taylor
(Director)**

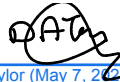


**Nicholas James Brailsford
Hindley
(Director)**

The board of Allnex Australia Pty Ltd



**Zeljan Nikola Medak
(Director)**



Duncan Taylor (May 7, 2026 09:09:49 GMT+2)

**Duncan Adrian Taylor
(Director)**



**Nicholas James Brailsford
Hindley
(Director)**