

Modern Slavery Statement

1. The reporting entity

This Modern Slavery Statement (Statement) is for the consolidated entity which includes Lazard Australia Holdings Pty Limited (LAH) ABN 98 126 711 724 and its subsidiaries LAMP Administration Pty Ltd (LAMP) ABN 36 101 801 003 and Lazard Asset Management Pacific Co. (LAMP) ABN 13 064 523 619 for the year ended 31 December 2024 (collectively referred to as LAM Australia). LAM Australia's primary business is conducted through LAMP. LAH and LAMP provide support to LAMP's business as described in this Statement.

This statement was approved by the Board of Directors of each company within the consolidated entity on 27 June 2025. It is LAMP's fifth statement made pursuant to the Modern Slavery Act 2018 (Cth) and the first statement issued for this consolidated entity.

2. LAMP's structure, operations and supply chain

LAMP began its operations in Australia in 1994 and currently has 56 staff located in Australia. LAMP is an Australian unlisted public company and is a wholly owned subsidiary of LAMP, an indirect wholly owned subsidiary of LAH and an indirect, wholly owned subsidiary of Lazard Asset Management LLC (LAM or Lazard) which is a Delaware limited liability company. LAMP's ultimate parent company is Lazard, Inc., which is a Delaware C-Corporation with shares that are publicly traded on the New York Stock Exchange under the symbol "LAZ".

LAMP holds an Australian Financial Services Licence (No. 238432) authorising it to carry on a financial services business to provide financial product advice, to deal in a financial product and to operate registered managed investment schemes.

LAMP's operations include acting as the responsible entity of registered managed investment schemes and as a manager for segregated mandates pursuant to investment management agreements. LAMP is responsible for the management of assets for clients across domestic equities, global equities, fixed income, and alternative assets and as at 31 December 2024, had approximately A\$9.2 billion in assets under management for clients. LAMP's clients are diverse and include financial institutions, sovereign wealth funds, superannuation funds, insurance companies and retail investors.

For the purposes of this Statement, we have separated our operations into two parts; corporate and investment and their respective supply chains, as more fully described below.

Corporate Operations

LAMP uses the services of LAMP and LAH. LAMP and LAH enter into employment contracts for employees that work in LAMP's business and LAMP has entered into leases for the premises on which LAMP carries out its business.

LAM Australia's primary suppliers are located in Australia, and/or are Australian subsidiaries of global companies. Some of our supplier's supply chains are located outside of Australia and our suppliers may outsource certain activities to their suppliers located in countries outside of Australia, such as India. The suppliers to our corporate operations provide (including but not limited to) the following goods and services:

- Employee services;
- Professional services, such as lawyers, accountants and auditors;
- Real estate services, including cleaning services of our premises;
- Recruitment services;
- Equipment leases, and
- Insurances.

Investment Operations

With respect to LAM Australia's investment operations, our primary suppliers are located in Australia or globally, primarily in developed countries such as the United States and the United Kingdom. Some of these supplier's supply chains are located in countries such as India and China. The suppliers to LAM Australia's investment operations provide (including but not limited to) the following goods and services:

- Asset management services, custody banks, brokerage and research houses;
- Information services such as market data, index data and other investment related data;
- Professional services, such as lawyers, accountants and auditors;
- Advertising, public relations and marketing;
- Insurances, and
- Distribution services.

3. Risks of modern slavery practices in operations and supply chains

Corporate Operations

Our personnel are either employed by a company in the consolidated entity under employment contracts, which are subject to Fair Work standard terms and/or are sourced from recruitment firms operating in Australia, with whom we also have contracts in place regarding the terms on which we will accept their services. In addition as part of our recruitment process, we confirm that prospective employees have a 'right to work' in Australia. As such we have assessed the modern slavery risks of our work force to be very low. Please see further details in section 4 below.

With regard to companies that supply other services to us as described in section 2, we have attempted to identify the modern slavery risks using a questionnaire-based approach or similar diligence efforts, which are designed to identify any modern slavery risks in their organisation including their supply chains. Where a supplier has their own modern slavery statement, we also rely on the information provided in that statement in performing our risk assessment.

Through an analysis of the questionnaire responses and/or those modern slavery statements and due to the nature of these suppliers, we have determined their modern slavery risks to be low. Notwithstanding that assessment, we believe our primary risks for modern slavery in our corporate operations is in the supply chains of our suppliers, i.e., our suppliers themselves using suppliers in countries that have been recognised as having higher modern slavery risks.

Investment Operations

As we invest client portfolios in companies globally including in emerging markets, some of our investee companies are located in countries and/or industries that have been identified as having higher risks of modern slavery. These countries include Thailand, China, India, the Philippines and Indonesia and the construction, consumer goods, electronics and agriculture and fishing industries¹. The risk of modern slavery in investments managed by us (as with other environmental, social and governance (ESG) risks) is assessed as part of our investment analysis and decision-making process – this is described further below in section 4.

4. Actions taken by LAM Australia to assess and address the risks (including due diligence and remediation) identified in Section 3

Corporate Operations

With respect to our work force we maintain strong procedural controls to mitigate the risk of modern slavery starting with our recruitment and remuneration practices, performance management, work health and safety policy, whistleblower policy and general compliance procedures.

In addition, modern slavery training has been provided to our employees as we recognise that training is important in raising awareness of the issues related to modern slavery and how to identify and report concerns.

We performed a review of our suppliers and ranked them by the amounts we have paid for their services during the year ended 31 December 2024. From this assessment, for those suppliers that we considered material to our business, we circulated a questionnaire seeking responses to a number of modern slavery related questions or we reviewed their own modern slavery statements. From the questionnaire responses and/or those modern slavery statements, we determined the overall modern slavery risk from these suppliers. The majority of these suppliers are Australian based and/or are the Australian subsidiary of global organisations providing professional services to us as described above.

¹ Office of Child Labor, Forced Labor, and Human Trafficking Bureau of International Labor Affairs United States Department of Labor- 2024 List of Goods Produced by Child Labor or Forced Labor

As part of the questionnaire process, we also aim to make our suppliers aware that we do not support modern slavery and where considered appropriate we may incorporate appropriate modern slavery clauses in our contracts with them. We will also implement a regular (usually on an annual basis) refresher of our supplier questionnaire to determine if our risk assessment needs to change based on the modern slavery risks of these suppliers including their supply chains. Any new material suppliers will also be asked to respond to questions regarding modern slavery risks in their organisation and supply chains.

Investment Operations

We believe companies that do not include an assessment of the risks of modern slavery, may face risks not just to their financial performance, as negative externalities may become priced, but also to their reputation, which may be reflected in the share price.

Lazard's proprietary Materiality Mapping framework² is designed to chart risks by industry as they evolve providing a standardised yet adaptable approach to assessing the materiality, or relevance, of particular sustainability issues. This map is dynamic: it reflects the views of our sector analysts, who understand the nuances of sustainability issues in particular industries, geographies, and asset classes including the following:

1. Forced Labour and Modern Slavery;
2. Labour Practices in Supply Chain, and
3. Human rights issues related to critical sourcing of materials.

As a result, we attempt to integrate an assessment of the potential impact of such factors into our securities analysis and portfolio construction processes across relevant strategies and products as necessary and appropriate. As part of this materiality mapping we have identified three sectors with potential material modern slavery risks (Consumer Goods, Metals & Mining and Transport and Defense). In 2024, our analysts revised their views and updated the Materiality Map which now captures more sector-specific idiosyncrasies. For example, the increased attention on supply chain practices, particularly in Consumer and IT sectors, has led to major companies facing enhanced scrutiny for suppliers of raw materials. Further details of our proprietary sector-based approach to ESG integration can be found in our most recent Sustainable Investment and ESG Integration Policy, available [here](#).

Our regular engagements with companies on human and natural capital issues are informed by our proprietary Materiality Mapping framework, which helps relevant analysts and portfolio managers prioritise areas for discussion based on those that are most material and relevant to the long-term financial success of the business. Materiality mapping is one of several processes that may help us identify potential engagement candidates. Others include fundamental equity research, insights shared in company meetings, third party ESG ratings, media and NGO reports.

When potential modern slavery risks are identified, we may choose to engage as part of further due diligence or conduct an engagement that results in a tangible outcome, either influencing our investment decision or a clear request for the company to make a specific, measurable change to its human capital practices.

Over the 12 months ended 31 December 2024, Lazard investment professionals participated in over 4,808 company meetings globally. In 28% of those meetings, an ESG issue was discussed, of which 32% included issues on natural capital, 29% included issues on human capital and 58% included issues on governance.

The meetings were conducted by our various portfolio managers and analysts around the world in order to thoroughly understand businesses, strategies, industries and competitive environments. In addition, in some instances we may not invest in or where we currently invest, may withdraw our client's capital from an investee company where we believe the ESG issue, including where relevant, modern slavery, will have a detrimental impact on the value of that company, making the company an unattractive investment choice.

Our Global Governance Principles provide a framework for stewardship that sets out our expectations of company management. To the extent that proxy voting authority is delegated to Lazard, Lazard's general policy is to vote proxies on a given issue in the same manner for all of its clients. This policy is based on the view that Lazard, in its role as investment adviser, must vote proxies based on what it believes:

- i. Will maximise sustainable shareholder value as a long-term investor;
- ii. Is in the best interest of its clients; and
- iii. Represents a vote in good faith to accomplish those objectives.

In 2024, Lazard voted at more than 5,900 annual company meetings covering more than 61,000 proposals globally. We voted against management on one or more proposals at 47% of the total meetings where we voted. In general, we may also decide to engage with the management of a company to address any concerns we have about a proposal.

² Lazard Asset Management's proprietary sector-based approach to ESG integration is based on elements of SASB's Materiality Map™, copyright: 2025. All rights reserved. Reprinted with permission from The SASB Foundation

5. Effectiveness of actions

To assess the effectiveness of our actions, in both our corporate and investment operations, where applicable, we:

- Have reviewed our modern slavery processes to consider whether we are appropriately identifying and evaluating our modern slavery risks;
- Review the impact of any new material business activity on our modern slavery risks;
- Assessed modern slavery risks when engaging a new material supplier;
- Conducted a review of our suppliers (usually on an annual basis) to assist us in being able to appropriately identify and evaluate our modern slavery risks;
- Continue LAMP's dialogue with LAM's Investment Management Groups, which are responsible for the oversight, day-to-day management and coordination of our investment teams, including regular review of investment strategies, investment processes and risk controls, and seek to help ensure effectiveness of our research, ESG and trading capabilities. The Investment Management Groups include senior professionals from across Lazard's investment organisation, including portfolio management, research and ESG functions;
- Provided ongoing training to our employees to reinforce the prior learnings on the identification of modern slavery, and
- From time to time, we conduct employee satisfaction surveys, through which we are able to identify any potential issues related to overall employee well-being.

Specifically, regarding our investment operations, while we do not have a formal definition of success per se, success is evaluated through the realised value of our investments and by investment performance over a market cycle. Engagement activities with companies may also serve to strengthen relationships between Lazard investment professionals and company management and we aim to further analyse the data that we collect from our engagement activities to gauge its effectiveness.

6. Our consultation

This Statement has been prepared and reviewed by representatives across our business. Further, the same due diligence process has been applied to the companies within the consolidated entity.

7. Other information

We continue to focus on developing the maturity of our supplier due diligence framework including a regular (usually on an annual basis) refresher of our supplier questionnaire to determine if our risk assessment needs to change based on the modern slavery risks of these suppliers. Any new material suppliers will also be asked to respond to questions regarding modern slavery risks in their organisation and supply chains.

Our integration of ESG principles into our investment process is dynamic and continually evolving. We actively develop and refine our methods, leveraging select partnerships with organizations and initiatives to enhance our understanding of ESG issues, establish strategic priorities, and, where relevant, advance sustainability standards and disclosures to promote the broader adoption of sustainable investment practices.

In recent years, we have developed proprietary tools for our portfolio managers and analysts to assess ESG risks impacting a company's valuation. Additionally, we regularly participate in industry events to stay informed about the latest trends and best practices in ESG, enabling us to make more informed investment decisions.



Signed by Mr Paul Cuddy
Director
Lazard Australia Holdings Pty Ltd
LAMP Administration Pty Ltd
Lazard Asset Management Pacific Co.
27 June 2025