

Modern Slavery Statement

Introduction

This Statement is Adyen Australia Pty Limited's ("Adyen Australia") first Modern Slavery Statement (the "Statement") and covers the period of 1 January 2020 to 31 December 2020 ("Reporting Period").

About Adyen Australia

Adyen Australia is a private limited company incorporated in Victoria, Australia with ACN 162 682 411. Adyen Australia currently employs 29 people.

Adyen Australia is a wholly owned subsidiary of Adyen N.V., a public company with limited liability incorporated under the laws of, and domiciled in, the Netherlands with shares that are listed on Euronext Amsterdam. Adyen is a global payments service provider of omni-channel payment solutions, that focuses on servicing merchants anywhere in the world by providing the full payments stack - gateway, risk management, processing, acquiring and settlement.

Adyen Australia is registered with the Australian Transaction and Reports and Analysis Centre (AUSTRAC) as a reporting entity and holds an Australian Financial Services License with the Australian Securities and Investments Commission (ASIC) to provide financial services to retail and wholesale clients and, namely, to:

- Issue, apply for, acquire, vary, or dispose of non-cash payment products; and
- Provide general financial product advice for non-cash payment products.

Adyen Australia's Modern Slavery Risks

Assessment of Modern Slavery Risks

Adyen Australia is focused on providing B2B payment services using Adyen's developed platform and capabilities. Accordingly, its supply chains are limited as it does not produce or manufacture goods.

In accordance with the applicable modern slavery requirements, Adyen Australia has conducted a review of the 14 third-party service providers with whom a contractual relationship has been established or was already established during the Reporting Period in Australia ("Third Parties"), which range from marketing agencies, office supply products, builders, and technology providers. Based on

its review and to the best of its knowledge, Adyen Australia is not aware of any modern slavery risk in its supply chain.

Mitigation of Modern Slavery Risks

As part of its risk assessment of third-party service providers, Adyen always considers the reputational and integrity risks associated with a third-party service provider. For this reason, during the onboarding procedure, Adyen strives to verify that all Third Parties adopt ethical and socially responsible behavior and adhere to internationally recognized human rights standards, including appropriate working conditions, such as the prohibition of child labor or any practice contrary to slavery.

Should Adyen identify any such risks during the assessment of a potential third-party service provider, it would abstain from engaging into a contractual relationship with that entity.

Moreover, based on the risk associated with a given Third Party, Adyen carries out a periodical review of each Third Party, whereby information collected during the onboarding phase is newly verified and confirmed, including the ones related to modern slavery risks.

Further to the reproachable moral considerations, Adyen recognises that any such non-ethical behaviour, to be associated with any of its Third Parties or the Adyen group could negatively affect Adyen's reputation and brand, lead to breaches of applicable laws or regulations and applicable sanctions, and/or endanger its future existence.

Going forward

It is Adyen's objective to build an ethical and sustainable business for the long term. It has no risk appetite for non-compliance with laws and regulations, or to engage in business relations with parties that do not meet its ethical and sustainable standards.

Adyen Australia acknowledges the importance to continue to review its supply chains and operations to reduce the possibility that any of its business activities contribute to or facilitate modern slavery. Going forward and to further strengthen the implementation of its policies and procedures relating to Third Parties and Environmental, Social and Governance matters, Adyen will undertake the following measures to combat modern slavery:

- Include modern slavery risks in its training for employees;
- Review its contracts with Third Parties and consider necessary amendments to reduce modern slavery risks; and
- Develop a method to measure the effectiveness of Adyen Australia's actions relating to modern slavery risks.

This Statement was approved by Adyen Australia's Board of Directors on 22nd June 2021.

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Michel van Aalten

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Michel van Aalten

Director, Adyen Australia

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