



Modern Slavery Statement

A2B Australia Pty Ltd

ACN 001 958 390

Adopted by the Board on 29 June 2025

Modern Slavery Statement

1. Introduction

This Modern Slavery Statement is prepared for, and on behalf of, A2B Australia Pty Ltd (**A2B**). It is made in accordance with the *Modern Slavery Act 2018* (Cth) and covers the period 1 July 2023 to 31 December 2024 (**Reporting Period**). It sets out the actions taken by A2B to address modern slavery and human trafficking risks in its business and supply chain during the Reporting Period.

A2B opposes slavery in all its forms. Our efforts to identify, address and minimise the risk of modern slavery in our operations and supply chains are part of a yearly evaluation and improvement cycle and are linked to our governance and operating frameworks.

2. About A2B

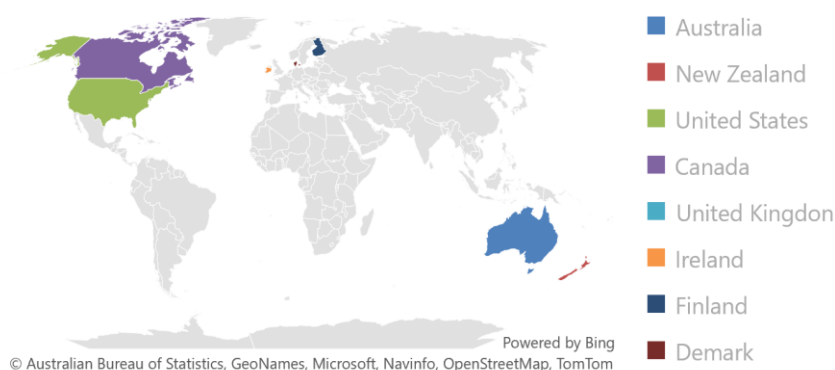
Up until 11 April 2024, A2B was an Australian ASX-listed company. On 11 April 2024, a scheme of arrangement was implemented under which ComfortDelGro Corporation Australia Pty Ltd (**CDC**), a wholly-owned subsidiary of ComfortDelGro Corporation Limited (**CDG**), acquired (via CDC Private Mobility Pty Ltd) 100% of the shares in A2B. This modern slavery statement only addresses A2B and its subsidiaries.

A2B is headquartered in Sydney, Australia. As at the end of the Reporting Period A2B had 15 sites spread across Australia, America, Canada, United Kingdom and Europe and employs 585 staff globally. More than 97% of A2B's employees are based in Australia and their employment conditions are covered by the National Employment Standards (**NES**) which set out the 11 minimum employment entitlements that have to be provided to all employees.

In addition, approximately 49% of our employees are covered by modern awards or industrial agreements, which set minimum pay and conditions for specific categories of workers. The remainder of our employees have individual employment contracts, which provide additional conditions for an individual employee but cannot reduce or remove the minimum entitlements prescribed under the NES.

A2B predominantly provides booking, dispatch, payment solutions, technologies, products and support services that enable the successful operation of personal transport services and instant deliveries to its customers in Australia, New Zealand, the United States, Canada, the United Kingdom, Finland and Denmark.

Customers by Country



A2B is made up of several wholly owned subsidiaries, all of which make up the A2B Group. All companies in the A2B Group are managed by one executive team which now includes members of CDC's executive team. A2B follows policies and processes set by A2B and shares centralised procurement, finance, legal, company secretarial functions, distribution, purchasing, marketing and sales activities. The process of integration of these functions between A2B and CDC commenced shortly after 11 April 2024.

During the Reporting Period, A2B's operations could be grouped into three categories:

- **Mobility:** provision of taxi network services under brands including 13cabs and Silver Service, Maxi Taxi, Champ, TaxiTech, Tiger Taxis and (post-scheme implementation) Swan Taxis, to taxi operators and drivers in NSW, ACT, QLD, VIC, SA, WA and NT. A2B also operated the Mantax Black Cab network in the UK city of Manchester. A2B's services included the facilitation of booking dispatch through mobile apps, web and call centre operations, full taxi equipment and livery installation and deinstallation, equipment repairs, taxi vehicle finance, insurance brokering to assist operators, and the provision of driver education, training and uniforms.
- **Mobility Platform:** Through Mobile Technologies International, A2B provided innovative dispatch and booking technology to customers in Australia, New Zealand, the United States, Canada, the United Kingdom, Finland and Denmark.
- **Payments:** Through the provision of in-vehicle and handheld payment terminals and payment processing for taxi networks and Independent Taxi Operators, and Taxi drivers, A2B provided payment services under the Cabcharge, Spotto brands to participants in the personal transport industry. A2B also provided passengers with a range of payment solutions to meet their personal transport needs. For corporate clients, A2B offered innovative products to charge Taxi expenditure on account and delivered real-time trip information that facilitated efficient management of travel expenditure under the brand Cabcharge.

During the Reporting Period, A2B's operating model comprised of B2C (taxi networks) and B2B (payments, equipment and corporate) and this modern slavery statement covers all business units under this operating model.

3. Supply Chain

A2B's procurement team sources its goods and services from a variety of small, medium and larger suppliers in accordance with its Procurement Policy. A2B's direct suppliers are predominantly located in Australia, with some smaller suppliers in the United States, Netherlands and India. A2B's top 40 suppliers represent more than 71% of A2B's overall spend during the Reporting Period.

The following are the key goods and services sourced by the A2B Group during the Reporting Period:

- Dispatch Hardware and Services - Tablets and booking devices
- Software & Hardware
- Vehicles & Associated Equipment
- Customer Products
- Insurance products
- Taxi Network and Booking Services
- Payments Processing

4. Risks of modern slavery practices

A2B has considered the extent to which the A2B Group may contribute to, cause or be linked to modern slavery risks in its operations and supply chains.

The risks associated with the countries in which the A2B Group operates are considered low. The A2B Group operates predominantly in Australia with very minor operations in both North America and the United Kingdom. These countries have established laws and regulations governing employee and workers' rights affording them protection against unfair conditions resulting in A2B's operations having a relatively low modern slavery risk rating in those countries.

Further, A2B has analysed the Group's top 40 suppliers by spend, where it can be seen that approximately 88% of A2B's direct suppliers are located in Australia.

To the extent that A2B receives services from suppliers located in India, A2B has in place appropriate modern slavery protections under its contractual arrangements and has procured from those service providers a signed acknowledgement to comply with A2B's supplier code of conduct.

5. Actions taken to assess and address risks

During the Reporting Period, the key systems and processes for identifying, preventing, and mitigating potential modern slavery risks in our operations and supply chains are set out below.

Due diligence

A2B's executive team is responsible for reviewing, assessing and addressing risks of modern slavery practices across our operations and supply chain. The executive team also engage other employees to create a cross-functional working group with responsibility for the oversight of procurement, legal, HR and risk processes across the business.

During the Reporting Period, A2B:

- completed a review of A2B's most significant suppliers by dollar spend across the A2B Group (comprising approximately 70% of all A2B procurement) to determine the extent to which modern slavery risks exist within its supply chain;
- distributed supplier questionnaires to key A2B suppliers;
- reviewed responses received from relevant suppliers to gauge their level of understanding of modern slavery and other human rights issues; and
- included, where possible, clauses relating to modern slavery in new supplier contracts, which require compliance with modern slavery laws and provide us with certain assurance, audit and termination rights.

Training

Modern slavery is a serious crime where individuals are subject to exploitative work practices that are a violation of human rights. A2B has a modern slavery training course that is designed to help those in leadership, management, procurement and risk management roles involved in identifying, assessing and addressing modern slavery risks. This course defines modern slavery, describes the impacts modern slavery has on an organisation, identifies ways to mitigate the risks, and explains how to report on modern slavery within your organisation's operations and supply chains. This course is required annually and extends to staff who procure goods and services

.

Remediation

A2B's modern slavery program is complemented by governance and operational policies applying to the A2B Group, its employees and its contractors. Those policies provide mechanisms for our people to report concerns about suspected or actual improper conduct, including in relation to modern slavery, and for us to remediate any impact of modern slavery in our operations and supply chains.

Key policies that are directly relevant to our modern slavery program include:

- Our **Code of Conduct** which enforces our expectation for our people to behave and conduct business in a manner consistent with our values. This includes compliance with any applicable policies, procedures, laws and regulations, which include those that deal with modern slavery. Breaching the Code of Conduct may result in disciplinary actions including and up to termination.
- Our **Supplier Code of Conduct** sets out our minimum standards in relation to matters including compliance with laws, human rights and humane treatment of workers, wages, benefits and working hours, and ethical business practices. We expect our suppliers, whether directly or through their supply chain, to conduct themselves in

accordance with that Code and implement suitable management systems and processes.

- Our **Speak Up Policy** encourages people (including our employees and suppliers) to speak up if they become aware of potential misconduct and to promote a workplace environment in which everyone feels safe, supported and encouraged to do so. Reports may be made anonymously.
- Our **Anti-Bribery and Corruption Policy** sets out the A2B Group's commitment to countering bribery and corruption, what constitutes bribery and corruption, the types of conduct that are prohibited, employees and business partners' obligations, and how to report breaches or suspected breaches.

6. Assessing the effectiveness of our actions

During the Reporting Period, we assessed the effectiveness of our actions in addressing the risk of modern slavery by considering what products or services are being provided, (including labour hire services) and included appropriate modern slavery clauses.

In addition, the ability for our employees and suppliers to report any issues to us is an effective tool for uncovering any gaps in our processes with any issues being quickly assessed and resolved. We will continue to monitor and improve upon our practices to mitigate the risks of modern slavery to our business, which includes reviewing and assessing the effectiveness of our policies, codes, standards and procedures. We will continue to educate our employees on what modern slavery is and how to recognise it in the industries in which we engage so we can better mitigate the risk of it occurring.

7. Consultation and approval

A2B's executive leadership team with specific operational responsibility for A2B and the entities owned and controlled by it, were also asked to provide feedback on the statement before it being presented to the Board of A2B for final review and approval.

Approved by the Board of A2B on 29 June 2025.



Nick Yap
Director