AUSSIE BROADBAND'S MODERN SLAVERY STATEMENT

Acknowledgement of Country

Aussie Broadband acknowledges the original communicators, connectors, and carers of the land and waters across Australia - the Aboriginal and Torres Strait Islander peoples. We pay our respects to Elders past and present.

We also extend this acknowledgement to First Nations peoples around the world, who have nurtured and sustained their lands, cultures, languages, and communities for countless generations. We honour their deep knowledge systems, resilience, and ongoing contributions to the wellbeing of our planet.

Aussie Broadband's Modern Slavery Statement

Aussie Broadband Limited (ABN 29 132 090 192) (Aussie Broadband) is subject to the requirements of the Australian Modern Slavery Act 2018 (Cth) and will incorporate these requirements into its Annual Modern Slavery Statement.

This Modern Slavery Statement relates to the financial year 1 July 2024 to 30 June 2025.

CEO statement

Aussie Broadband rejects modern slavery in all its forms. Our commitment to human rights and the prevention of modern slavery has never been stronger. In FY25, we took important steps to embed these values throughout our organisation and operations.

In May 2025, we launched our Human Rights Policy, formalising our commitment to respecting human rights across all our business relationships and supply chains. This policy reflects our determination to act with integrity in all business relationships and to respect human rights for every person Aussie Broadband has contact with.

Our FY25 Sustainability Report marks a significant milestone in our journey. Human rights and modern slavery were identified as high priority issues in our materiality assessment, reflecting both stakeholder expectations and our own recognition that these issues are fundamental to who we are as an organisation. This has elevated our focus on rejecting modern slavery in all its forms and strengthened our efforts to identify and address risks across our operations and supply chains.

This year we continued to update our supplier vetting processes and implemented enhanced due diligence tools. This technology supports our ongoing commitment to understanding who we do business with and ensuring the integrity of our supplier relationships.

In February 2025, in collaboration with industry working groups, we proudly launched the Pathway to Respecting Human Rights and Addressing Modern

Slavery Risks Handbook. It shares practical and actionable steps telcos, and importantly our suppliers, can take to identifying key strengths and opportunities to help reduce the risk of modern slavery within our operations and supply chains. It outlines obligations relevant to organisation size, shares key resources and checklists, and spotlights current industry action in practice.

We continued our ongoing industry collaboration through Modern Slavery Roundtables and working groups and enabled our staff to have greater awareness and understanding of the risks around modern slavery through our capability and enablement education platform. This allows our people the opportunity to be more involved in the identification and management of these risks.

Aussie Broadband has zero tolerance for modern slavery anywhere in our business or supply chain, and we are fully committed to continuous improvement.

FY25 Attestation

To date, Aussie Broadband has not had any issues raised with it or reported to it regarding modern slavery or human trafficking or human rights associated directly with its operations or its supply chain. The Board of Aussie Broadband Limited approved this statement in December 2025.
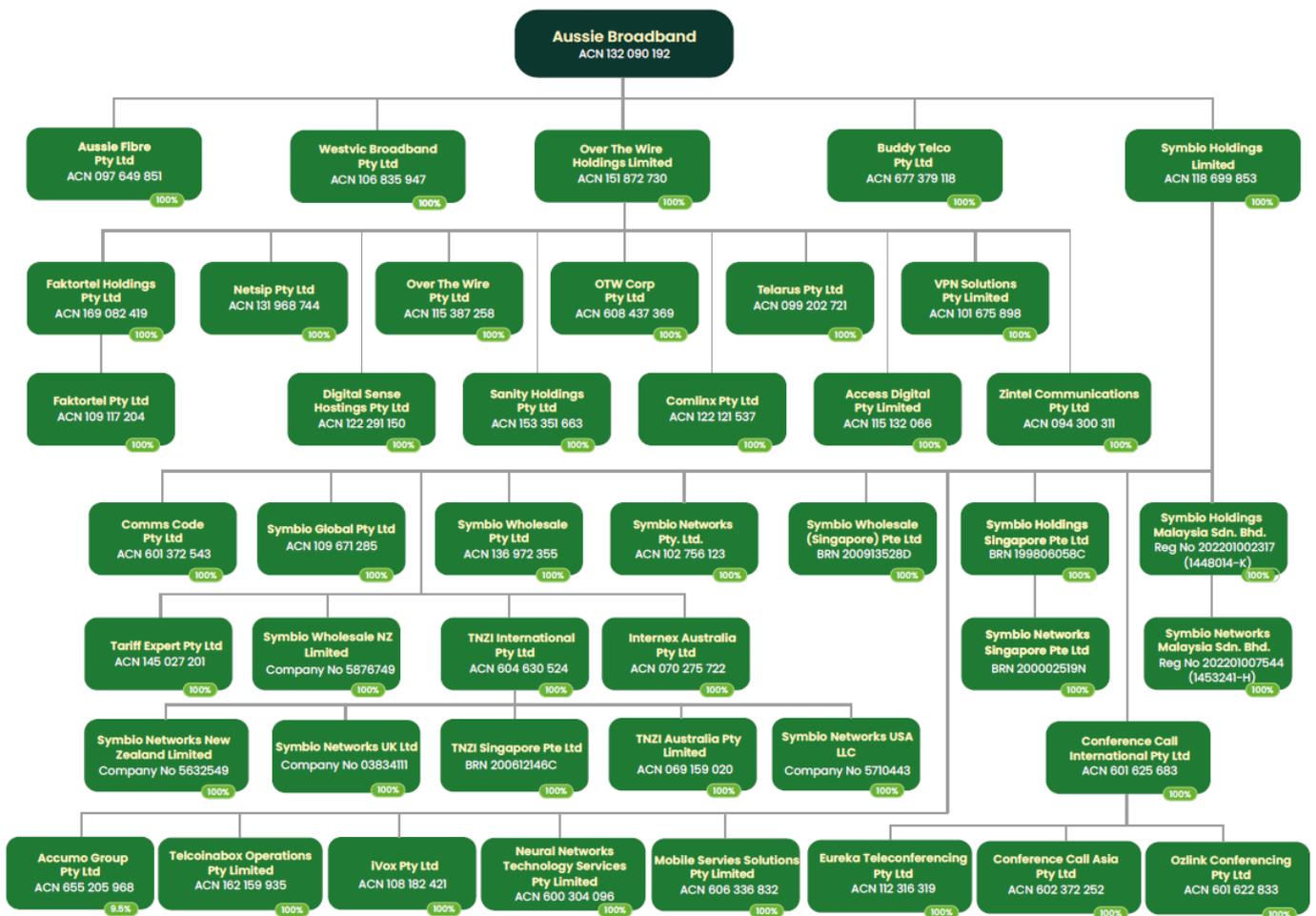
Brian Maher
CEO
December 2025

Aussie Broadband's structure, operations, and supply chains.

Aussie Broadband is the fifth largest retail internet service provider in Australia, delivering over one million services, including more than 780,000 broadband connections (8.4% share of NBN services as at June 2025), serving residential, business, enterprise, government, and wholesale customers. Aussie operates its own fibre network, is a Tier-1 voice carrier in Australia, and supports mobile services via the Optus network.

Aussie Broadband began in 2003, in regional Victoria, and is one of the largest employers in the Latrobe Valley region. Symbio Holdings Limited is the parent entity of a global group of companies known as Symbio Group which includes its Australian, New Zealand, Malaysian, Singapore, US and UK based subsidiaries.

Our customer service centres are primarily located in Australia, with contact centres in Dandenong South and Morwell (Victoria) and Perth (Western Australia), supported by offices in Adelaide, Brisbane, Darwin, Melbourne, and Sydney. To maintain a global 24/7 presence, we also have a customer-facing team in the United Kingdom. Additionally, teams in New Zealand, Singapore, Malaysia and the Philippines focus on channel sales, finance, and operational support.

Aussie Broadband Group's organisational structure, as of 30 June 2025:

Aussie Broadband — ACN 132 090 192

- **Aussie Fibre Pty Ltd** — ACN 097 649 851 — 100%
- **Westvic Broadband Pty Ltd** — ACN 106 835 947 — 100%
- **Over The Wire Holdings Limited** — ACN 151 872 730 — 100%
  - **Faktortel Holdings Pty Ltd** — ACN 169 082 419 — 100%
    - **Faktortel Pty Ltd** — ACN 109 117 204 — 100%
  - **Netsip Pty Ltd** — ACN 131 968 744 — 100%
  - **Over The Wire Pty Ltd** — ACN 115 387 258 — 100%
    - **Digital Sense Hostings Pty Ltd** — ACN 122 291 150 — 100%
  - **OTW Corp Pty Ltd** — ACN 608 437 369 — 100%
    - **Sanity Holdings Pty Ltd** — ACN 153 351 663 — 100%
  - **Telarus Pty Ltd** — ACN 099 202 721 — 100%
    - **Comlinx Pty Ltd** — ACN 122 121 537 — 100%
  - **VPN Solutions Pty Limited** — ACN 101 675 898 — 100%
    - **Access Digital Pty Limited** — ACN 115 132 066 — 100%
    - **Zintel Communications Pty Ltd** — ACN 094 300 311 — 100%
- **Buddy Telco Pty Ltd** — ACN 677 379 118 — 100%
- **Symbio Holdings Limited** — ACN 118 699 853 — 100%
  - **Comms Code Pty Ltd** — ACN 601 372 543 — 100%
    - **Tariff Expert Pty Ltd** — ACN 145 027 201 — 100%
  - **Symbio Global Pty Ltd** — ACN 109 671 285 — 100%
    - **Symbio Wholesale NZ Limited** — Company No 5876749 — 100%
      - **Symbio Networks New Zealand Limited** — Company No 5632549 — 100%
      - **Symbio Networks UK Ltd** — Company No 03834111 — 100%
  - **Symbio Wholesale Pty Ltd** — ACN 136 972 355 — 100%
    - **TNZI International Pty Ltd** — ACN 604 630 524 — 100%
      - **TNZI Singapore Pte Ltd** — BRN 200612146C — 100%
      - **TNZI Australia Pty Limited** — ACN 069 159 020 — 100%
      - **Symbio Networks USA LLC** — Company No 5710443 — 100%
  - **Symbio Networks Pty. Ltd.** — ACN 102 756 123 — 100%
    - **Internex Australia Pty Ltd** — ACN 070 275 722 — 100%
  - **Symbio Wholesale (Singapore) Pte Ltd** — BRN 200913528D — 100%
  - **Symbio Holdings Singapore Pte Ltd** — BRN 199806058C — 100%
    - **Symbio Networks Singapore Pte Ltd** — BRN 200002519N — 100%
  - **Symbio Holdings Malaysia Sdn. Bhd.** — Reg No 202201002317 (1448014-K) — 100%
    - **Symbio Networks Malaysia Sdn. Bhd.** — Reg No 202201007544 (1453241-H) — 100%
    - **Conference Call International Pty Ltd** — ACN 601 625 683 — 100%

Bottom row entities:
- **Accumo Group Pty Ltd** — ACN 655 205 968 — 9.5%
- **Telcoinabox Operations Pty Limited** — ACN 162 159 935 — 100%
- **iVox Pty Ltd** — ACN 108 182 421 — 100%
- **Neural Networks Technology Services Pty Limited** — ACN 600 304 096 — 100%
- **Mobile Servies Solutions Pty Limited** — ACN 606 336 832 — 100%
- **Eureka Teleconferencing Pty Ltd** — ACN 112 316 319 — 100%
- **Conference Call Asia Pty Ltd** — ACN 602 372 252 — 100%
- **Ozlink Conferencing Pty Ltd** — ACN 601 622 833 — 100%

Operations

Aussie Broadband's operating segments are presented below:

- **Residential**: includes services to residential customers, including fixed broadband, telephony, mobile, and other value-added services. The residential segment continues to grow and provide market-leading customer service and user experience.

- **Business**: includes services to small and medium-sized businesses. Services include connectivity, mobile, voice and support services, leveraging our technology and customer service know-how to deliver product offerings and exceptional customer service.

- **Enterprise & Government**: provides enterprise and government-grade telecommunication services to large businesses and government customers. Examples include the following services: connectivity, mobile, voice, managed network, security, and cloud services. In addition, Symbio provides quick and easy access to cloud-based enterprise infrastructure from partners such as Microsoft, Cisco, and Twilio.

- **Wholesale**: provides white label and wholesale capabilities to offer services (connectivity and voice) to large white label partners across all sectors (e.g., energy, retail, financial) and managed service providers (MSP) with exceptional network and customer service.

Aussie Broadband supply chains

Aussie Broadband's supply chain relationships include suppliers from the following key sectors:

1. Information, communications, and technology, including:
   a. Voice termination and NBN services
   b. Mobile and MVNO products
   c. Network infrastructure (including interconnection, colocation, ethernet access, backhaul, dark fibre, and transmission services)
   d. IT hardware (including switches, routers, laptops

2. Facilities Management and Corporate Services:
   a. Office facilities and utilities
   b. Cleaning and waste management
   c. Security services
   d. Office supplies and corporate clothing
   e. Travel and hospitality services

3. Professional and Outsourced Services:
   a. Software engineering and technical support
   b. Corporate and professional services (including banking, insurance, financial, taxation, and legal advisory)

4. Marketing and Promotional Services:
   a. Marketing services and merchandise
   b. Printing and promotional goods

Aussie Broadband is committed to conducting business responsibly and ethically, guided by values that prioritise respect for human rights and sustainable practices. We actively seek to partner with suppliers who share these principles, ensuring that our supply chain reflects integrity and transparency. As a purchaser of goods and services, we recognise that the conduct and performance of our suppliers directly influence our reputation and our ability to serve our communities.

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Aussie Broadband's risks of modern slavery practices in the operations and supply chains

Aussie Broadband strives to identify, assess, and mitigate risks of modern slavery within our operations and supply chains. This includes embedding clear expectations in our procurement processes, promoting ethical labour practices, and maintaining zero tolerance for any form of exploitation. By fostering collaborative relationships with like-minded suppliers, we aim to uphold high standards of accountability and contribute to the global effort to eradicate modern slavery. We generally consider our operations and supply chains to have a low risk of modern slavery, with the following risks noted:

1. Technology and Hardware:
   a. Electronics and networking equipment (routers, switches, laptops, phones) often manufactured in higher-risk countries, particularly in Asia.
   b. Challenges in supply chain transparency due to complex manufacturing processes.
   c. Hardware components and raw materials (including fibre) sourced from regions with elevated modern slavery risks.

2. Outsourced Services:
   a. Service providers operating in regions ranked in the middle to high-risk range for modern slavery, including parts of South East Asia and the Indian subcontinent.
   b. Providers in countries such as Malaysia, India, Vietnam, and the Philippines.
   c. Facilities management services, especially cleaning services, which are recognized as high-risk due to the nature of work and employment arrangements.

3. Office Supplies and Marketing Merchandise:
   a. Paper products and office supplies, though consumption has decreased due to hybrid working arrangements.
   b. Marketing merchandise, particularly textiles, which carry inherent modern slavery risks in their production.

   The potential for the Group to cause or contribute to modern slavery risks through its direct employment practices is considered to be an area of low risk.

Aussie Broadband's risk management and compliance management frameworks include and consider modern slavery risks across the entire Group. Any identified risk in our supply chains will be investigated and monitored.

Aussie Broadband's actions against modern slavery

- Aussie Broadband conducts an initial review of all new suppliers during the onboarding process, as well as ongoing reviews of our supply chain to understand what exposure we have to modern slavery and human trafficking risks through these channels.

- We apply strong governance through our Risk and Compliance Management Frameworks. Built on ISO 37301:2021 and ISO 31000:2018 principles, these frameworks help us identify and mitigate risks in our operations and supply chains, ensuring transparency and respect for human rights.

- Due diligence activities include:
  - Modern slavery risk assessments of our suppliers and reviews of their modern slavery statements where available, including interviews of suppliers as required.
  - Completion of the modern slavery self-assessment questionnaire
  - Verification of compliance with industry standards and accreditations via the supplier sustainability platform Givvable.com

- Aussie Broadband's internal audit team completes independent assessments as required and seeks confirmation and evidence from suppliers.

- Where appropriate, we inform and educate areas for improvement and opportunities with our vendors and their supply chain. This approach allows us to remedy any issues before they become material.

- Where an issue cannot be remedied or resolved, Aussie Broadband may exercise its right to terminate the contract/ engagement.

Identification, analysis, and evaluation of modern slavery risks

Aussie Broadband has implemented a Modern slavery specific risk assessment process to monitor its vendors. The risk assessment is aligned with the Guidance for Reporting Entities provided in the *Modern Slavery Act 2018* (Cth), considering:

- Sector and industry risks
- Product and services risk
- Geographic risks
- Entity risks

A risk rating is applied for each key risk indicator, obtaining an overall score with dedicated action to implement to mitigate the risk. As part of the due diligence, entities with a high risk must complete a self-assessment questionnaire regarding modern slavery. Aussie Broadband reviews the completed questionnaire and, if applicable, the entity's modern slavery statement.

If concerns are raised, we engage directly with the supplier to obtain the requisite data to decide on the next steps which may include but are not limited to:

- Undertaking an audit, including of the supplier's own supply chain in line with clauses contained in the contract. This may result in defined actions/ remedies to address by the supplier or a particular entity in their supply chain.
- Undertaking an education campaign with the suppliers to increase transparency and knowledge of modern slavery risks.
- Terminating the contract.

Aussie Broadband has internal positions, including a Community Impact team who focus on environmental awareness, ethical conduct, modern slavery and human rights.

Vetting new suppliers

During this reporting period, we have continued to evaluate high risk new suppliers in line with our onboarding process. Relevant new (or renewed) supplier contracts include a contractual commitment from suppliers which requires a supplier to ensure that they inform us of any material modern slavery risks in the supply of the services to Aussie Broadband and provide information to allow Aussie Broadband to comply with its obligations under relevant laws.

Co-operating with our customers to communicate our actions against modern slavery

We respond to requests to complete supplier surveys at the request of our customers, to support their assessment of modern slavery risks and compliance obligations. This reinforces our monitoring and assessment practices on an ongoing basis.

Our people

At Aussie, we conduct regular assurance reviews of our people and payroll systems. These reviews ensure compliance with awards, individual contracts, and workplace conditions.

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Aussie Broadband's purpose is to deliver returns to shareholders while having an overall positive impact on society and the environment

In FY25, through the Pledge 1% global movement, we donated up to 1% of EBITDA via staff volunteering, direct donations, and product discounts. Staff contributed 1,874 volunteer hours across 241 days to causes including animal welfare, environmental conservation, and community care. Our Helping Communities Connect program continued to grow and provided discounted services and digital empowerment advice to 1,158 community partners, representing $681,855 in donated services. In addition, customers continued to support Small Change Big Change, raising $148,913 These funds supported 16,645 young Australians through programs that promote mental health, identity, and resilience. Since launch, the initiative has raised $802,866, with 100% of all funds directed to Reach Out, Red Dust, and Beacon Foundation.

The 3 pillars of our ESG framework are: empowered people and communities, resilient operations and supply chains, and secure and transparent systems. These initiatives focus on our continual improvement and provide a framework to support our B Corp commitments.

Materiality

To help inform our considered and transparent approach to ESG disclosure, a materiality assessment was conducted to focus attention and resources on the material topics that are of highest importance to our customers, staff, regulators, suppliers, communities, and shareholders.

ESG pillars	Material topics
Empowered people and communities	• Health, safety, and wellbeing • High-quality customer service • Digital inclusion, access, and affordability • Innovative tech solutions for good • Community engagement and investment • First Nations rights, reconciliation, and inclusion • Wages, conditions of work, and rights to freedom • Engaging, developing, and enabling staff • Diversity, equity, and inclusion
Resilient operations and supply chains	• Human rights and modern slavery • Responsible supply chain and sustainable procurement • Energy use, emissions, and climate impact
Secure and transparent systems	• Privacy, cyber security, and data protection • Network resilience and reliability • Ethical business, leadership, and good governance • Product and service innovation • Digital ethics, rights, and responsibilities • Critical infrastructure and disaster response • Competitive practice and consumer protections • ESG transparency and reporting

Aussie Broadband's policies and principles

One of Aussie Broadband's fundamental values is to 'be good to people'. Being good to people includes having a positive impact on the community. Aussie Broadband does not tolerate slavery, human trafficking, forced labour, child labour, or child exploitation.

The following governance-related documents can assist in managing human rights risk within Aussie Broadband's business and supply chains:

- Board Charter
- Audit, Risk and Compliance Committee Charter
- People and Community Committee Charter
- Human Rights Policy
- Speak Out (Whistleblower) Policy
- Diversity and Inclusion Policy
- Code of Conduct
- Statement of Values
- Sustainability Report
- Occupational Health and Safety Policy
- Gifts, Entertainment and Hospitality Policy

Those documents are available on https://www.aussiebroadband.com.au/investor-centre/.

Aussie Broadband's assessment of the effectiveness of these actions

Training

Aussie Broadband delivers modern slavery awareness training for employees with a delegation of authority to enter contracts. The training has a performance monitoring measure implemented to assess its effectiveness. In November 2025, 97.9% of eligible employees completed the training.

Incident reporting and remediation

In FY25, no incidents related to modern slavery were reported.

Internal audit

This ongoing process aligns with our dedication to continuous improvement and ensuring our efforts to eradicate modern slavery remain robust and impactful. We remain committed to transparency and will regularly assess and update our procedures to meet high standards in the fight against modern slavery.

In FY25, there were no material internal audit findings in relation to modern slavery or human rights.

Ongoing Modern Slavery mitigation strategies

In its next modern slavery statement, Aussie Broadband will report on the following actions:
- Additional information on our Community Impact program of work.
- Our continued engagement in industry-wide consultation and collaboration and information/resource-sharing.

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Aussie Broadband's consultation process with any entities

Consultation with the entities we own or control

Aussie Broadband has ensured that all entities within the Group are aware of the requirements of the *Modern Slavery Act 2018*, providing relevant resources to promote a consistent and collaborative approach as outlined in this Statement. In preparing this Statement, our executive team consulted with the entities we own or control, as defined under the Act, to ensure alignment and shared understanding.

In FY25, in collaboration with Telco Together Foundation, Edge Impact and fellow telcos, we proudly launched the "Pathway to Respecting Human Rights and Addressing Modern Slavery Risks Handbook". It shares practical and actionable steps telco organisations, and importantly, our suppliers, can take to identify key strengths and opportunities to help reduce the risk of modern slavery within our operations and supply chains. The Handbook outlines obligations relevant to organisation size, shares key resources, checklists and spotlights current industry action in practice.

Aussie Broadband is engaged with industry working groups to create Industry guidelines to help understand what human rights and modern slavery really mean and how they connect to our business and committing to take action together with our suppliers.

Grievance, confidential reporting and feedback mechanisms

Aussie Broadband has a dedicated whistleblower framework. This framework includes a whistleblower policy, associated training, and an independent third-party provider that allows employees and contractors to raise any issues or concerns confidentially. Our feedback and complaint reporting process can also be used to report any problems or queries. Where grievances or concerns are raised, we will address and investigate the matter accordingly. This may include direct engagement with customers and other stakeholders.

In these cases, we take steps to explore and understand the issue(s) and take appropriate action, which may involve referring the matter to the relevant authorities (in the case of allegations of modern slavery) or engaging with the customer about areas of concern within our organisation.

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Appendix one

Mandatory reporting criteria

Modern Slavery Act requirement	This Statement
Identify the reporting entity	Introduction (page 2).
Describe the reporting entity's structure, operations and supply chains.	Aussie Broadband's structure, operations, and supply chains (pages 3 and 4).
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Aussie Broadband's risks of modern slavery practices in the operations and supply chains (page 5).
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.	Aussie Broadband's actions against modern slavery (pages 5 to 8).
Describe how the reporting entity assesses the effectiveness of these actions.	Aussie Broadband's assessment of the effectiveness of these actions (page 8).
Describe the consultation process with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement).	Aussie Broadband's consultation process with any entities (page 9).
Provide any other relevant information.	Grievance, Confidential Reporting and Feedback Mechanisms (page 9).

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