

2025

Modern Slavery Statement

Our Statement

This Modern Slavery Statement (Statement) is issued by MYOB Group Co Pty Ltd (ACN 630 725 825) on its own behalf and on behalf of all the entities it owns or controls, including MYOB Australia Pty Ltd (ACN 086 760 198). References to “we”, “us”, or “our” and “MYOB” throughout this Statement relate collectively to the above group of MYOB entities.

This Statement covers the period from 1 January 2025 to 31 December 2025 (Reporting Period). We report on the steps we have taken in the Reporting Period to assess and mitigate the risk of modern slavery in our operations and supply chains.

We have prepared this Statement in accordance with the *Modern Slavery Act 2018* (Cth) (Act). The Index to this report provides a quick reference guide on how this Statement addresses the mandatory reporting criteria under the Act.



About MYOB

Since 1991, MYOB has supported hundreds of thousands of organisations manage their finances and operations across Australia and New Zealand, from sole traders and small businesses to mid-sized enterprises and the accountants and bookkeepers who support them. We help businesses manage money, people and operations in one place. Our software brings together accounting, payroll, tax and business management tools, so our customers can track performance, stay compliant and make better decisions as their business grows.

We take corporate social responsibility seriously. We remain committed to identifying and avoiding potential modern slavery and human rights risks across our operations and supply chain.

Our purpose and our values

Our purpose is to help more Australian and New Zealand businesses start, survive and succeed. Our values underpin our purpose and our commitment to continuous improvement.



**Hello
Tomorrow**

We're pioneers of the software game, with our focus firmly pointed forward since day one. And guess what? That's where it's staying. We embrace new challenges and are proud of what we've learned. We stay curious and constantly hunt for a better solution. As we forge ahead, we pay it forward to our organisation, doing the right thing by our customers and our community.



**The
Real Deal**

We believe being honest is being courageous. It takes guts. Originality and authenticity are our ultimate superpowers. We use them liberally and with respect. That's why we're undeniably us. Above all, we hold ourselves, and each other accountable, by owning our mistakes and celebrating our wins.



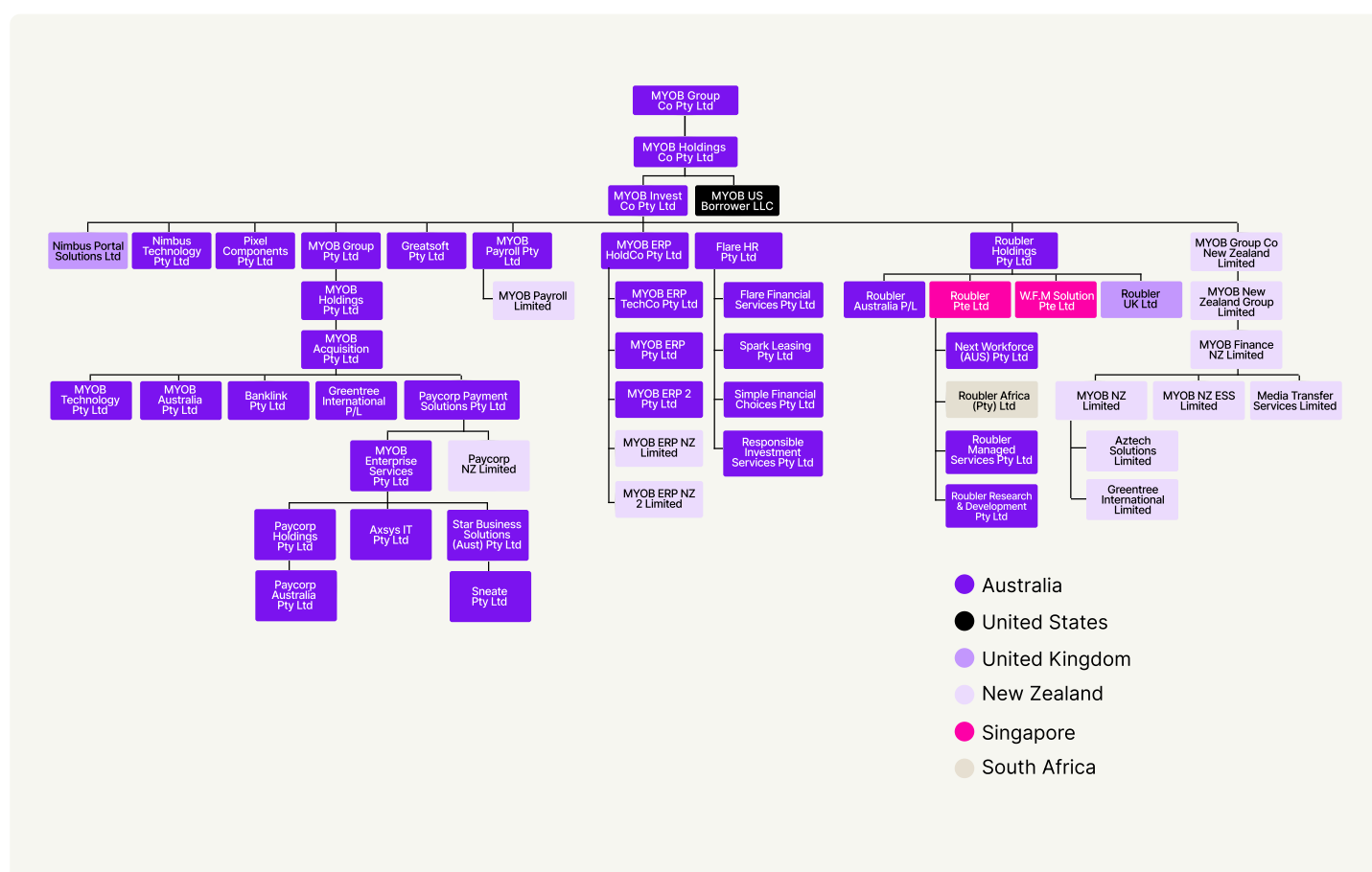
**Together
We Win**

We want everyone who joins our mission to experience how powerful teamwork can be. We achieve more when we do it together. Every person plays a unique role in shaping our growth, and in return we help shape theirs. We succeed because we care about each other, and we champion anyone willing to give it a crack.

Our structure

MYOB Group Co Pty Ltd is the Australian parent company for MYOB Australia Pty Ltd and other controlled entities across Australia, New Zealand, United States, United Kingdom, Singapore and South Africa as shown in the structure chart as of 31 December 2025.

The registered office of MYOB Group Co Pty Ltd is at Suite 1, Level 11, 66 Goulburn Street, Sydney NSW 2000. MYOB Australia Pty Ltd is an Australian company with its registered office at Level 3, 168 Cremorne Street, Cremorne VIC 3121. We also have offices in Sydney, Brisbane, Perth, Adelaide and Hobart.



Our operations

MYOB's operations are divided into three business groups:

01

SME and Practice

Software solutions for accounting, tax, payroll, and overall business management for sole traders, small and medium sized business and accounting and bookkeeping practices.

02

Mid-Market

Enterprise resource planning, business management, customer relationship management, payroll and human resources management software for medium and large sized businesses.

03

Flare

Digital employee onboarding and employee-benefits marketplace.

In addition to the three business groups, MYOB operations are further supported by our Technology, Group Services and People Experience business units.

At the end of 2025, we had 1,626 employees in Australia and New Zealand who worked in various parts of MYOB, as follows:

- People Experience, including Talent Acquisition, People Partners, Organisational Development and Onsite Experience.
- Group Services, including Finance, Legal, Risk & Compliance, Procurement, Data Insights & Analytics and Real Estate & Workplace.
- Product and Technology, including Customer and Digital Experience, Security and Software Engineering.
- Marketing, Sales and Support, including Customer Support, Account Management and Sales operations.
- Corporate and Leadership, including Executives, General Managers, Strategy, Communications and Public Relations.

Our policy framework

MYOB’s structure and operations are supported by the following key policies:

Procurement Policy



Professional Conduct & Ethics Policy



Equal Employment Opportunity Policy



Health, Safety & Wellness Policy



Whistleblower Policy



Disciplinary Policy



Grievance Policy



These policies, along with other supporting policies and procedures, outline the standard of behaviour we expect of our team members, working conditions they are entitled to, and how they can report any issues or concerns.



Supply chains

Our main procurement categories for the Reporting Period were:

IT software solutions,
IT hardware and
maintenance



IT software, cloud platform services, computer systems and IT hardware we use to deliver our products and services, together with network and cyber security.

Professional
services



Technology consulting, project management, legal, insurance, financial, accounting, recruitment, marketing and training & development.

Advertising
and events



Advertising and marketing for products and services, including apparel, novelty goods, displays, signage, catering, event management and other marketing collateral.

Property and
facilities



Office operations and facilities management such as cleaning, security, repairs & maintenance, office fit outs and consumables.

Other independent
contractors and
service providers



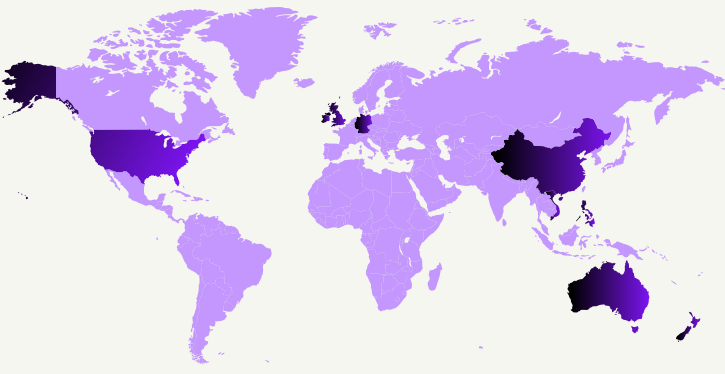
Third party contractors who provide administrative services, such as customer support and labour-hire arrangements.

Other procurement
& expenses



Courier services, business travel, hospitality and entertainment.

Our service providers are located in various locations around the world, including Australia, New Zealand, United States, United Kingdom, Ireland, Germany, Singapore, China, Vietnam and the Philippines.



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Risks of Modern Slavery

We take a practical approach in assessing operational and supplier risks.

For our suppliers, we consider (among other things) the nature of goods and services provided, the industry sector, the location of suppliers, public information available and information provided by suppliers. We have identified the following procurement risks relevant to our supply chains:

Suppliers may be in countries with higher risks of modern slavery. In addition, workers in overseas locations may not have the same level of labour protections afforded to our Australian and New Zealand workforce.

Industry and sector-specific risks in raw material extraction, component manufacturing, assembly and logistics. For example, labour intensive work coupled with low barriers to entry have a higher risk of underpayment and higher instances of subcontracting to avoid paying entitlements.

Subcontracting arrangements can lead to decreased supply chain transparency.

Vulnerable workers including migrant workers, junior workers and visa holders may not know or understand their legal rights.

For our workforce, MYOB acknowledges the importance of ensuring employee entitlements and monitoring ongoing employee satisfaction. We have identified the following risks relating to our workforce:

Employment law and labour practices differ across jurisdictions. Our People Experience teams are required to stay up to date with legal obligations to ensure ongoing compliance.

Contracting practices may lead to inconsistent working conditions across the workforce and within individual teams.

MYOB encourages its team members to make use of work-from-home entitlements. Remote work, however, can lead to oversight challenges including with workload distribution.

Vulnerable workers including migrant workers, junior workers and visa holders may not know or understand their legal rights.

Risks of Modern Slavery

Risk rating across operations and supply chain

We assess the risk of modern slavery in our supply and operations as relatively low, having regard to the nature of our workforce, the locations in which we operate, and our governance and people frameworks.

Industry-specific considerations

- The technology industry in Australia, New Zealand and the United States (within which our largest suppliers by spend operate) have lower risks of modern slavery in their direct operations.

Employee considerations

- Our employees are adults based in Australia or New Zealand. Most of our workforce are tertiary-educated professionals.
- MYOB has human resource specialists across Australia and New Zealand to provide internal support with employment law compliance.
- Employees are free to join any union or association.
- Employees have access to MYOB policies as new employees undertaking their induction and via our intranet. Employees are also required to complete ongoing training in relation to these policies.

Procurement considerations

- Our supply engagements generally consist of supply chains between MYOB and the end-supplier.
- Our supply chain consists primarily of technology-related services and products that support the delivery of MYOB products and services in Australia and New Zealand.

Actions to assess and address modern slavery risks

During the Reporting Period, we implemented the following actions to assess and mitigate against the risk of modern slavery in our operations and supply chains.

Training	• We delivered modern slavery compliance modules to selected groups of team members who have high involvement with the business's procurement processes. This cohort includes senior leadership, Legal, Compliance, Procurement, Real Estate & Workplace and Onsite Experience teams. • We delivered an additional in-person and virtual seminar for stakeholder representatives across key areas of the business, including Procurement, Risk, Compliance, Real Estate & Workplace, Events, Legal and People Experience. The training provided a deep-dive discussion on modern slavery risks and allowed stakeholders to ask questions and understand their role to mitigate the risk of modern slavery. • We carried out our annual review of internal modern slavery compliance training. We confirmed that the current modern slavery compliance training remains thorough and targets the appropriate group of team members. • Completion rates were higher than the 2024 Reporting Period, with 88% of the cohort completing training in 2025, up from 78% for the 2024 Reporting Period.
Culture of Compliance	• We commenced implementation of a new centralised risk and compliance management system to strengthen and streamline our governance framework. The system will support more consistent risk and reporting processes, improve incident management, automate workflows and enhance visibility across governance activities, helping MYOB meet its compliance commitments more effectively, including with respect to modern slavery risk mitigation. • We commenced a comprehensive uplift of our internal policies. This work is focused on strengthening our controls, clarifying responsibilities, and ensuring our practices remain aligned with evolving regulatory expectations and industry standards. The updated policies will be integrated into our risk and compliance management system to embed future management cycles, enabling more consistent oversight, improved risk identification, and ongoing continuous improvement across our operations and supply chain. • We reinforced company values to align with modern slavery awareness. For example, on Anti-Slavery Day, MYOB raised awareness about modern slavery via an all-company post. • We added modern slavery contractual assurances into the MYOB Master Services Agreement (Enterprise) for customers subscribed to key Mid-Market solutions such as MYOB Acumatica. The new warranty gives MYOB Mid-Market customers a contractual assurance that MYOB maintains adequate controls, policies, and processes to prevent, detect, assess, manage, and remedy, as appropriate, modern slavery in our operations and supply chain. The contractual assurance applies regardless of whether the relevant customer is itself directly subject to modern slavery laws. This, in turn, helps our Mid-Market customers to mitigate modern slavery risk in their own supply chains. • We undertake regular reviews of employee satisfaction. Team members are asked to complete anonymous surveys, allowing MYOB to obtain feedback from team members and identify areas for improvement.

Actions to assess and address modern slavery risks

During the Reporting Period, we implemented the following actions to assess and mitigate against the risk of modern slavery in our operations and supply chains.

Procurement

- MYOB continues to undertake appropriate due diligence and track modern slavery risk assessments for major suppliers in our contract lifecycle management system.
- We developed an AI agent to support review of MYOB's suppliers through our modern slavery supplier screening tool. The tool is designed to improve aspects of modern slavery screening and enhance the due diligence of those reviews by gathering and analysing additional information relevant to supplier risk.
- MYOB reviewed and updated its Procurement Policy and associated policies and procedures to ensure MYOB maintains appropriate level of governance for procurement activities. Our procurement team provides ongoing education to employees about the Procurement Policy and such governance expectations.
- MYOB continues to deliver the Supplier Code of Conduct to the top 80% of suppliers, as well as making the Supplier Code of Conduct available on our website.

Assessment

Assessment of actions taken by MYOB to address modern slavery risks

MYOB has established the following Key Performance Indicators (KPIs) as a meaningful mechanism for assessment.

Key Performance Indicators (KPIs)

KPI	KPI Assessment
Assessment of suppliers for modern slavery risks as part of our supplier due diligence process	MYOB has continued its assessment of major, strategic and high-risk suppliers for modern slavery risks as part of its due diligence process.
Number of suppliers that received our Supplier Code of Conduct	MYOB continues to deliver the Supplier Code of Conduct to the top 80% of suppliers, as well as making the Code available on our website.
Fostering a culture of modern slavery compliance at MYOB	88% of MYOB employees enrolled in modern slavery compliance modules had completed the training during the Reporting Period.
The proportion or number of complaints relating to actual or suspected existence of modern slavery occurrences within our supply chain	MYOB received no complaints during the Reporting Period in relation to modern slavery risks in our supply chains.

Joint statement

This report is prepared by MYOB Group Co Pty Ltd on its own behalf and on behalf of all the entities it owns and controls in consultation with each reporting entity covered by this statement. The process of consultation in preparing this Statement, as between the reporting entities, involved consultation with the executive management of each entity.

Approval

This is a joint statement made by the following entities and has been approved by the Board of each reporting entity on the 24th of June 2026.

- ◆ MYOB Group Co Pty Ltd
- ◆ MYOB Holdings Co Pty Ltd
- ◆ MYOB Invest Co Pty Ltd
- ◆ MYOB Group Pty Ltd
- ◆ MYOB Holdings Pty Limited
- ◆ MYOB Acquisition Pty Limited
- ◆ MYOB Australia Pty Ltd



Paul Robson
Director of MYOB Group Co Pty Ltd



Index – Quick reference guide

The below table sets out where MYOB addressed the mandatory reporting criteria under the Act in this Statement.

Mandatory Reporting Criteria	Reference in this Statement
Identify the reporting entity	Section 1
Describe the structure, operations and supply chains of the reporting entity	Section 2
Describe risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities that the reporting entity owns or controls	Section 3
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Section 4
Describe how the reporting entity assesses the effectiveness of such actions	Section 5
Describe the process of consultation with: - any entities that the reporting entity owns or controls; and - in the case of a reporting entity covered by a joint statement – the entity giving the statement	Section 6
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Sections 1 to 6