

Martin-Brower Australia Pty Ltd (Company)
ACN 111 374 344

Written Resolution of the Directors of the Company

June 22, 2026

We, the undersigned, being all the directors of the Company, who, at the date on which these resolutions were passed, would have been entitled to vote on the resolutions set out below if they had been proposed at a general meeting at which we were present, hereby pass the resolutions set out below.

Noted that the Martin-Brower Company, L.L.C. has published a Global Transparency in Supply Chain Policy which reinforces and strengthens its, and all of its direct and indirect subsidiaries and joint ventures, commitment to the rights of employees, supply chain and the global communities in which it serves; and

Noted that the Company has prepared a Slavery and Human Trafficking Statement pursuant to Modern Slavery Act 2018, No. 153, 2018 which sets out steps the Company has taken to ensure that slavery and human trafficking are not taking place in its supply chain or in any part of the business.

Resolved that the directors of the Company approve the Slavery and Human Trafficking Statement attached hereto as Exhibit A; and

Resolved that the Company and severally each director and secretary of the Company for and on behalf of the Company, be authorised to do anything (including, but not limited to, certification, execution and delivery of documents) required to be done, capable of being done or advisable to do under, in accordance with or incidental to any of the above resolutions; and

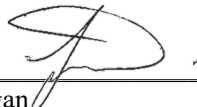
Resolved that any of the foregoing matters that have been done on or before the date of these resolutions be and are hereby adopted, ratified, confirmed and approved.

Signed:



Diane Dimberg

Date: June 22, 2026



Scott Hanigan

Date: June 22, 2026

EXHIBIT A

2025

Martin Brower Modern Slavery Statement



Martin Brower Australia

2025

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Acknowledgement of Country

Martin Brower acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land within which we operate, and pay our respect to Elders past, present and emerging.

Forward-Looking Statements

This Modern Slavery Act Statement contains forward-looking statements regarding Martin Brower's planned actions, initiatives, and objectives related to identifying, assessing, and addressing modern slavery risks. These statements are based on information available as of the date of this Modern Slavery Act Statement and are subject to change based on evolving circumstances, supplier engagement, regulatory developments, and operational considerations.

Limitations of Due Diligence and Information Sources

This Modern Slavery Act Statement is based on information obtained through internal reviews, supplier questionnaires, supplier declarations, third-party audits, and other due diligence activities conducted during the reporting period. While Martin Brower seeks to identify and address modern slavery risks through risk-based processes and continuous improvement initiatives, no due diligence framework can provide absolute assurance that all instances of modern slavery will be identified or prevented across a complex global supply chain.

This Modern Slavery Act Statement was approved by the Board of Directors of Martin Brower Australia Pty Ltd on June 22, 2026 and signed by the Directors.

Martin Brower Australia Overview

In accordance with the Australian Modern Slavery Act 2018 (Cth) (the “Act”), this Modern Slavery Statement outlines the actions taken by Martin Brower Australia Pty Ltd (“Martin Brower”) to assess and address the risks of modern slavery within our operations and supply chain.

Martin Brower fully supports the objectives of the Act and recognizes our responsibility to act with due diligence to prevent, mitigate, and where necessary, remediate any actual or potential adverse human rights impacts connected to our business activities.

This statement was developed in consultation with key Martin Brower business functions, including our supply chain, finance and legal departments.

Martin Brower does not own or control any other entities and is not covered by any other modern slavery statement.

As a global leader in supply chain solutions, Martin Brower partners with organizations to architect smart and sustainable supply chains that fuel growth and positively impact customers and communities.

Modern slavery is unequivocally unacceptable within our organization and supply chains. Martin Brower recognizes our responsibility to respect and uphold the rights of individuals working directly for our company, as well as those employed by our suppliers and business partners who are committed to upholding human rights standards.

We are committed to respecting internationally recognized human rights standards and take proactive steps to prevent modern slavery and other human rights violations through our policies, practices, and engagement with stakeholders. We aim to foster safe, inclusive, and respectful work environments wherever we operate. We are committed to respecting and supporting the fundamental rights of our employees and those working across our supply chain, including the right to be free from slavery and child labour; freedom of association and the right to collective bargaining; equal opportunity and non-discrimination; and the right to a safe and healthy workplace.

Based on the information available through our due diligence, supplier engagement, and risk assessment activities during the reporting period, Martin Brower did not identify any confirmed instances modern slavery risks across our operations or supply chain. Throughout the 2025 reporting year, we did not identify any incidences of modern slavery within our supply chain. Alternatively, we identified opportunities to strengthen supplier engagement, particularly by involving the appropriate stakeholders within their organisations. Addressing this improvement opportunity is part of the 2026 continuous improvement action plan.

Our Structure, Operations & Supply Chains

Our Structure

Martin Brower is part of the Reyes Family of Businesses ("RFB"). The RFB is a global business with over 36,000 employees, and more than 200 properties. The RFB is dedicated to achieving unmatched value for their customers while creating an outstanding work environment for their employees.

Martin Brower is a leading supply chain solutions provider, architecting smart, sustainable supply chains that fuel growth and positively impact customers and communities. We are dedicated to creating an outstanding work environment for our employees and delivering unmatched value to our customers while protecting their brands.

Globally, Martin Brower is renowned for finding innovative and timely means of delivering products to customers and are well known for setting new standards for on-time delivery, dependability, efficiency, and safety at the international level. Martin Brower has a significant global presence with sites in Australia, Bahrain, Brazil, Canada, Costa Rica, France, Ireland, Korea, Kuwait, New Zealand, Oman, Panama, Puerto Rico, Qatar, Singapore, the United Kingdom, United Arab Emirates, and the United States.

Global Reach – 18 markets serving >26,000 restaurants



MB Australian Operations

In Australia and New Zealand, Martin Brower operates nine distribution centres, with seven located within Australia in Adelaide, Brisbane, Melbourne, Perth and Sydney.

The core operational outputs of Martin Brower sites include operating a warehouse and cold storage facility where pre-packed product is procured from approved suppliers and distributed to customer locations.

The Martin Brower culture is built on a strong sense of social responsibility and ethical behaviour, a commitment to safety across all elements of operation, and a dedication to strengthening the communities where our people and customers work and live.

Our culture is defined by our CARES values, which are at the heart of everything we do. Protecting our people, customers and our communities is paramount.

720 Employees

9 Distribution Centers

1,255 Locations Served



CHANGE	ACT AS ONE	RELATIONSHIPS	EQUITY & INCLUSION	SAFETY & WELLNESS
We value flexibility, innovation, and a learning culture with a willingness to take risks.	We value thinking and acting globally, doing what we say we will do and helping one another succeed.	We value acting with integrity and building lasting relationships with our Team Members, customers, suppliers, and communities.	We value a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential.	We value the safety and health of our Team Members and our communities.

Our Supply Chains

Martin Brower operates a distinct supply chain model compared to other logistics providers. Martin Brower serves as a critical intermediary between our customer and their suppliers within the end-to-end network. Martin Brower purchases, stores, and manages inventory from our customers' suppliers through to the final delivery. This integrated model ensures continuity of supply and enhanced supply chain visibility. As a result, our supplier base can be categorized into two primary groups:

1. *System Suppliers* – Suppliers contracted by or approved to supply goods or materials to our customer; and
2. *Non-System Suppliers* – Suppliers engaged by Martin Brower exclusively, including those providing services, equipment, or indirect goods.

Non-System Suppliers Overview

The Martin Brower supply chain consists of approximately 2,000 suppliers, of which around 650 were considered active during the 2025 reporting period. Active is defined as suppliers who received payment from Martin Brower in 2024. As with previous years, most of our non-system supplier spend in 2024 was with suppliers operating within Australia. Our supplier base includes numerous local transport contractors and labour hire agencies who provide critical services to Martin Brower's operations.

Whilst our direct suppliers are registered entities operating in Australia, many manufacture or purchase the goods and/or services supplied to Martin Brower from diverse regions across Europe, Asia and America. These upstream supply chain inputs may present modern slavery risks due to varying regulatory and enforcement environments.



Martin Brower's sourcing activities remain consistent with previous years, spanning a range of supplier categories and services as listed in the below table.

Category	Types of Suppliers Included
 Transport	Freight carriers, refrigerated transport providers, logistics companies, interstate haulage
 Fleet	Fuel providers, vehicle leasing, maintenance and repairs, tyres, telematics, toll and road authorities
 Operations	Facilities management, waste and recycling, utilities, equipment suppliers, cleaning, packaging, refrigeration systems
 HR & Labour Hire	Recruitment agencies, temporary labour providers, workforce management and staffing firms
 IT	Software and SaaS providers, telecommunications, hardware, cloud services, automation and tracking systems
 Corporate	Legal services, insurance, consulting, finance and professional memberships

Spend analysis for non-system suppliers in Australia during the 2024 calendar year revealed the following:

- 174 suppliers accounted for approximately 95% of total non-system supplier spend;
- Transport suppliers represented the largest spend category at 41%;
- Operations suppliers represented 16%;
- Human resource suppliers represented 12%; and
- Fleet providers accounted for 11% of total non-system supplier spend.

Modern Slavery Risk Identification, Assessment & Action

An identified area of potential modern slavery risk exposure within Martin Brower's supply chain relates to the widespread use of contractors and subcontractors, as evidenced by our annual spend profile. To mitigate this risk, Martin Brower engages with preferred global manufacturers and brands that are themselves subject to modern slavery reporting requirements under the Act.

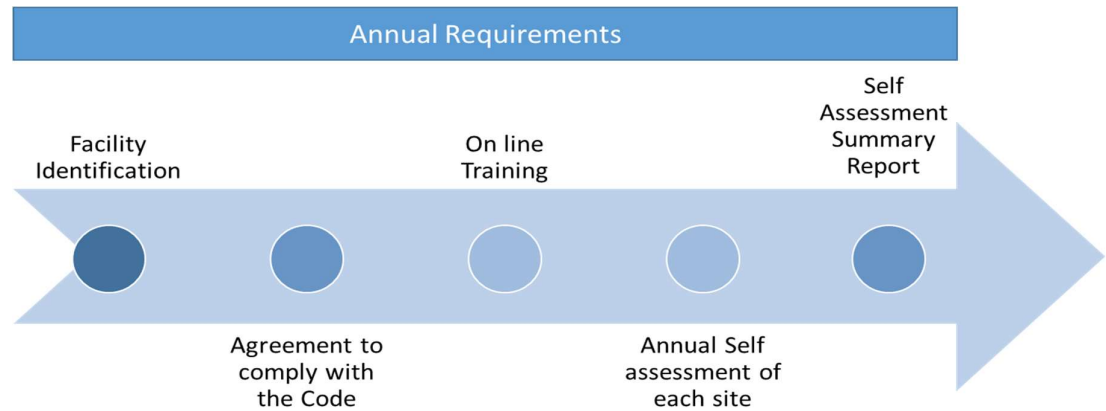
Consistent with our customer’s standards, we expect all suppliers – irrespective of their geographic, cultural, or economic context – to uphold fundamental human rights and labor standards. This includes treating all workers with fairness, respect and dignity, and maintaining safe and healthy working conditions across all facilities within their operations and supply chains. While Martin Brower communicates these expectations and undertakes risk-based due diligence activities, we do not independently verify compliance across all tiers of every supplier’s operations or supply chain.

As with many global supply chains, Martin Brower’s visibility and influence diminish beyond direct supplier relationships, and therefore our ability to identify and address risks in lower-tier supply chains may be limited.

Risk Identification Activities – System Suppliers
Supply Chain Human Rights (SCHR) Program

Our customer maintains a Supply Chain Human Rights (SCHR) program, which all system suppliers, including Martin Brower, are required to comply. Under this program, suppliers are expected to uphold fundamental rights of all workers, wherever they operate. This includes treating employees with fairness, respect, and dignity and ensuring safe and healthy working conditions. The SCHR program is designed to assist suppliers and facilities with understanding their responsibilities, verifying their capacity to meet the standards, and fostering a culture of continuous improvement.

The SCHR program includes a series of required steps that must be undertaken by participating suppliers, as follows:



In addition to the steps detail above the SCHR program requires a physical audit be conducted by an external third party. Since 2025, the SCHR program has used the Sedex Members Ethical Trade Audit (SMETA) four-pillar audit as the required audit framework.

The SMETA framework relies heavily on the Ethical Trading Initiative (ETI) Base Code, international labour standards (ILO) and local regulations with the four-pillar audit focusing on human rights, workplace safety, environmental management, and business ethics. Following each audit, the auditor issues a final report, detailing any observed non-conformances. Where a non-conformance is identified, the supplier facility is then responsible for developing and implementing a Corrective and Preventative Action Plan (CAPA) to address the findings, enhance compliance, and ensure that corrective measures are embedded into operational practices. SEDEX approves the CAPA. Each CAPA must be remediated within the defined time frame (if available), include a description of how the supplier has corrected with measures to prevent recurrence and how they have closed out each non-conformance. In cases of critical non-compliance, system suppliers may be subject to a follow-up on-site audit to verify remediation efforts and ensure that the issues have been appropriately addressed. In cases of persistent or serious non-compliance, suppliers may be removed from the supply chain. Martin Brower's visibility into audit outcomes is dependent upon information provided through the SCHR program and participating suppliers.

Martin Brower also requires both system and non-system suppliers to maintain internal reporting mechanisms that provide employees with a confidential, secure, and timely process to raise workplace concerns without fear of retaliation.

Customers Code of Conduct

In addition, all system suppliers are required to comply with the customer's Supplier Code of Conduct, which sets out minimum expectations relating to, but not limited to, the following areas:

Human Rights

- UN Declaration of Human Rights
- Freedom of Association
- Employment Status and documentation
- Responsible Employment and Recruitment Practices
- Anti-Discrimination and Fair Treatment
- Working hours and Rest days
- Rights and Protection of the Child
- Wages and Benefits

Business integrity

- ILO Declaration on Fundamental Principles and Rights at Work,
- Compliance with the Law
- Anti-bribery
- Facility Audits and Assessments
- Accurate and Transparent Books and Records
- Confidentiality
- Grievance Mechanism
- Whistleblower Protection
- Additional Standards as required

Workplace Environment

- Safety Management Systems including Hazard identification, reporting and rectification
- Emergency Management and Safe Work Practices
- Site Security

Environmental Management

- Land Rights
- Managing and minimizing environmental impacts of facilities, including:
 - Air emissions
 - Waste Reduction
 - Water usage
 - Greenhouse Gas Emissions

Supplier Declarations

Martin Brower sends a Compliance Statement on behalf of our customer to all relevant customer system suppliers, requesting confirmation that they operate in accordance with the customer's standards and comply with all applicable legislative requirements and the Customer Code of Conduct. Certain information referenced in this Compliance Statement is based on supplier-provided data, declarations, certifications, and questionnaire responses, which

Martin Brower generally relies upon in good faith unless circumstances warrant additional review.

Martin Brower collates and organizes the responses received from system suppliers for the benefit of our customer, who also report under the Act. The outcomes of these supplier self-assessments are reflected in the customer's own modern slavery statement.

Risk Identification Activities – Non-System Suppliers

Ethixbase360 Questionnaire

In 2022, Martin Brower engaged Ethixbase360, a third-party risk management platform, to support our modern slavery risk assessment process through its Modern Slavery module. The module includes a supplier risk assessment questionnaire developed with input from Norton Rose Fulbright, a leading Australian law firm, and is regularly updated to reflect the changing global modern slavery landscape. This tool enables the generation of supplier-specific modern slavery risk profiles based on questionnaire responses and proposes risk mitigation measures tailored to the identified risk level.

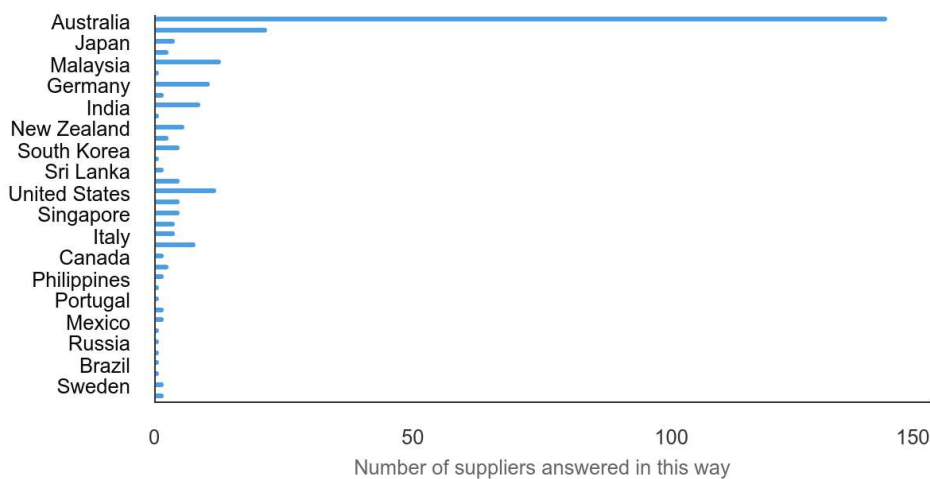
For the 2025 reporting period, Martin Brower distributed the questionnaire to 174 suppliers, representing approximately 95% of our total supplier spend for the 2024 calendar year. Of these, 120 (68%) either completed the questionnaire in full or provided other acceptable forms of compliance evidence. The remaining 32% either initiated but did not complete the questionnaire or did not respond. Suppliers that do not complete the assessment process may be subject to additional engagement, follow-up requests, contractual requirements, or alternative due diligence measures, depending on the nature of the supplier relationship and associated risk.

Risk Profile – Non-System Suppliers

Supplier Locations

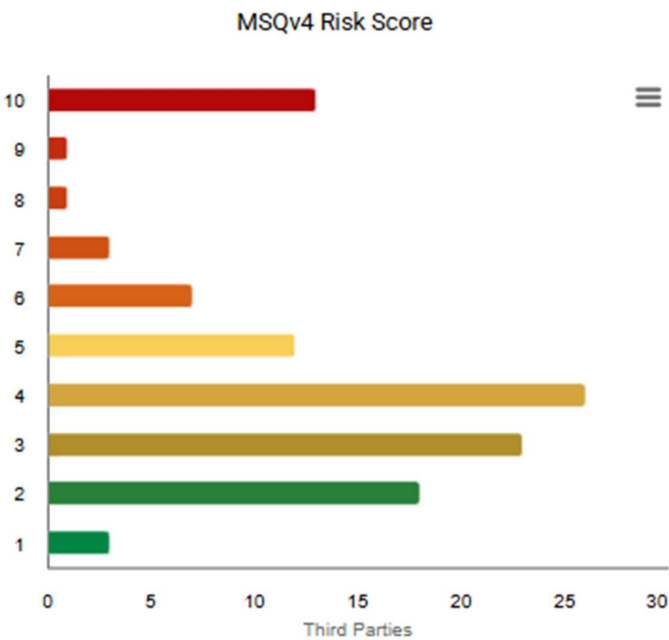
As depicted in the map below, the majority of non-system suppliers who completed the questionnaire indicated that their operations, including the manufacture or sourcing of goods, are located in Australia, followed by China, Malaysia, and the United States.

Where do you produce (that is, manufacture or purchase) the goods and/or services you supply to us? Please select all that apply.



Risk Ratings

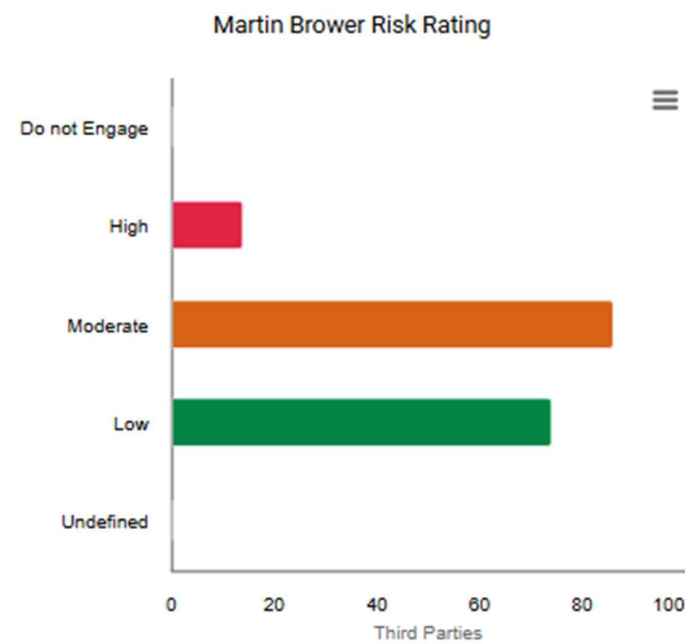
Based on completed questionnaires (107 total), approximately 65% of non-system suppliers were assessed as low risk (score 1-4), 21% as moderate risk (score 5-7), and 14% as high risk (score 8-10) for overall modern slavery potential.



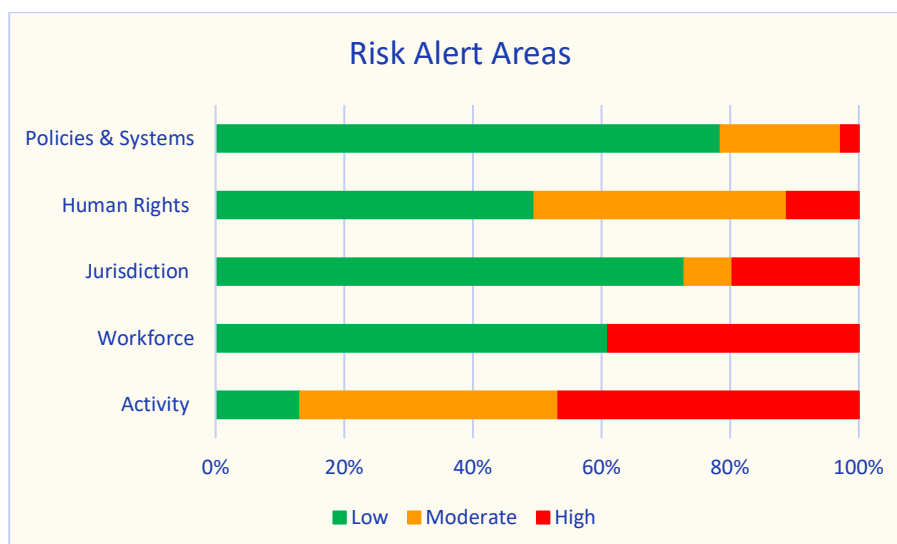
The Ethixbase platform allows a Martin Brower assigned risk rating to be allocated to suppliers. This enables all suppliers to be provided a risk rating regardless of whether a questionnaire was completed or not.

Where a questionnaire was completed, the Martin Brower assigned risk rating matched the questionnaire result. Where suppliers did not complete the questionnaire in 2024 but had completed it in previous years, their risk profile was maintained in accordance with their previously assigned risk rating. Suppliers without prior submissions who did not complete the 2024 questionnaire, or suppliers that self-evidenced with alternative documentation, were assigned a default risk rating of five (5), indicating an elevated or unassessed risk level.

This resulted in 43% of suppliers rated as low risk, 49% of suppliers rated as moderate risk and 8% of suppliers rated as high risk. The increase in moderate risk is primarily a result of applying the default rating to suppliers who did not complete the questionnaire.



The 2025 questionnaire results indicated that among the assessed risk categories -- activity, human rights, workforce, jurisdiction, and policies and systems -- the highest incidence of elevated risk continued to be found in the activity risk category, followed by workforce risk and then jurisdiction risk.



Among suppliers that received an overall high-risk rating, these same categories – workforce, activity, and jurisdiction – were also the most common contributors to the elevated risk assessment.

Notably, a high-risk rating does not necessarily indicate the existence of modern slavery but rather reflects elevated or inherent or residual risk factors requiring additional review, monitoring, or engagement.

Risk Mitigation & Management Activities

General Measures

All non-system suppliers engaged by Martin Brower – such as transport contractors, cleaning providers, waste service companies and labour hire agency providers are required to comply with a number of Martin Brower's policies, including the Social Workplace Accountability (SWA) Policy. The SWA Policy sets out expectations for fair and ethical workplace practices across our supply chain and addresses key areas relating to human rights including; the protection of children and young workers; freedom of association and movement; indebtedness, workplace conditions; compensation; workplace environment, and business integrity. Martin Brower has also published a Global Transparency in Supply Chain Policy, which reinforces our commitment to the rights of workers, the integrity of our supply chain, and the communities in which we operate.

In addition to the above, Martin Brower has established enterprise agreements covering all sites in Australia. These agreements apply to all employees and include provisions that seek to ensure agency staff are paid in accordance with Martin Brower's standard rates for equivalent roles. All our Enterprise Agreements are approved by the Fair Work Commission, ensuring that the Agreements provide for conditions and entitlements that are better off overall

than relevant industry agreements applicable to the classifications and type of work our employees undertake.

Further, Martin Brower undertakes our own internal audit against Sedex standards in between external audits.

Employment Practices

Martin Brower conducts its operations in a manner that respects internationally recognized human rights, including those set out in the *United Nations Declaration of Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, the *Convention on the Elimination of All Forms of Discrimination against Women* and the *Convention on the Rights of the Child*. We are committed to ethical recruitment and employment practices across all areas of our business. These commitments are supported by a suite of internal policies and procedures – many of which directly address modern slavery risks – and are reinforced through employee training and communication.

Martin Brower Policies

- Guidelines of Business Conduct
- Social Workplace Accountability Policy
- Anti-Bribery Policy
- MB Global Compliance Transparency in Supply Chain
- Anti-Discrimination (EEO) Policy
- Code of Conduct Policy
- Personal Grievance Policy
- Anti-Bullying and Harassment Policy
- Privacy Information & Disclosure Policy
- Workplace Health and Safety

Martin Brower policies clearly outline the obligation of all employees to report any conduct that may constitute a breach or potential breach of company policy. Employees may report concerns to their supervisor, a member of management, Human Resources, the Office of Ethics and Compliance, the relevant business unit General Counsel or through the Reyes Holdings Ethics Hotline.

Reports may be made anonymously and are treated with appropriate confidentiality. Martin Brower strictly prohibits retaliation against any person who raises concern in good faith, submits a report of suspected misconduct, or cooperates in a company-authorised investigation.

Annual Ethics Certification Program

Ethics is a fundamental component of how we work at Martin Brower. In addition to the above, each year, all employees are required to complete the Annual Ethics Certification to confirm their commitment to our ethical standards. Through this process, employees declare that they;

- are not aware of any current or past breaches on behalf of the company or any employees;
- will continue to act in line with our ethical standards and;
- will report any concerns or potential conduct they become aware of in the future.

If an employee is aware of any issues, they are expected to disclose this as part of the certification process. All disclosures are handled confidentially and reviewed in line with company procedures.

Training on Modern Slavery and Human Rights

Martin Brower provides annual training to employees to reinforce the business standards they are expected to uphold. This training is designed to certify employees' understanding and demonstrate their commitment to ethical conduct across Martin Brower's operations and supply chain activities.

The annual training program includes the following core modules:

- Annual Re-induction Program
- Annual Anti-Bribery and Corruption Training (for applicable roles)

For system suppliers, the SCHR program includes access to an online training module that provides resources and guidance on preventing modern slavery.

Effectiveness of Modern Slavery Actions

Since 2018, Martin Brower has used a combination of tools to identify and assess modern slavery risks across our operations and supply chain. The tools and processes employed have evolved over time as our modern slavery risk management practices have matured.

2018 – 2021:

All suppliers:

- Supplier compliance statements (declarations)

System suppliers:

- Supplier workplace accountability audits

2022 – 2025:

System suppliers:

- Supplier compliance statements (declarations)
- Supplier workplace accountability audits

Non-system suppliers:

- Ethixbase360 questionnaire

2026 – ongoing:

System suppliers:

- Supplier compliance statements (declarations)
- SMETA audits

Non-system suppliers:

- Ethixbase360 questionnaire

Since 2022, Martin Brower has used the compliance platform Ethixbase360 and its relevant modern slavery module as the primary tool to identify risk among non-system suppliers. The use of this platform has significantly improved our visibility into the non-system supplier landscape and enhanced our understanding of potential risk areas within the supply chain.

A barrier to the effectiveness of this tool has consistently been the response rate to the questionnaire. To improve response rates in one supplier category, a contractual clause requiring questionnaire completion was introduced in 2024 for transport suppliers. Following this effort, 11 out of the 14 highest spend 3PL transport suppliers, accounting for approximately 40% of total spend, completed the questionnaire. Half of all 3PL transport suppliers completed the questionnaire in 2024. The overall risk rating for 17 of the 19 suppliers who completed the questionnaire was low. These results provide an increased level of confidence in the effectiveness of our within this supplier category - one of our largest spend and highest perceived risk category, while recognizing that modern slavery risks can exist beyond the scope of available information and due diligence activities.

This third year of using the Ethixbase questionnaire resulted in a similar response rate to previous years. To better understand why suppliers were not completing the questionnaire, the managed services team at Ethixbase were contracted to conduct a supplier outreach program. This outreach program contacted 53 suppliers; the majority did not respond. Of those who did respond, the primary reasons for non-response were:

- The questionnaire was sent to the wrong person, and
- They did not know how to answer the questions.

The results of this effort suggest that it is worth conducting more initial due diligence to determine if we require selected suppliers to complete the questionnaire, and if so, act to better engage these suppliers prior to the questionnaire going out to ensure the right person is identified and this person is prepped to understand the questionnaire information requirements.

Continuous Improvement

Reviewing the results of last year's supplier assessments, i.e., the majority of completed questionnaires rated as low risk, and the recently completed supplier outreach program, it is clear that not all suppliers require the same level of engagement year on year. Therefore, in 2026, there will be a focus on developing a robust supplier prequalification process to refine which suppliers must complete a questionnaire via the EthixBase platform.

Additionally, there will be a focus on general supplier engagement around Martin Brower's modern slavery compliance processes. The intent will be to foster a sense of partnership, emphasizing the importance of ensuring that the registered contact is appropriate for completing the questionnaire and that the questionnaire is completed in a timely manner. This deeper supplier engagement will also open up avenues for conversations with suppliers to identify high-risk categories.

During 2025, a Procurement Manager was employed, with their remit covering non-system suppliers. Whilst the procurement strategy and processes are still in development, the expected impacts include an overall improvement in supplier onboarding, management and compliance. These improvements may be achieved through cross-functional department involvement in supplier onboarding and revised contracting oversight and processes.

Martin Brower remains committed to continuously improving strategies to identify and mitigate modern slavery, as well as creating awareness of Martin Brower's personnel obligations regarding modern slavery risk.