

AG1 Modern Slavery Statement

For the Financial Year Ending March 31, 2026

1. Reporting Entity

This Modern Slavery Statement is made by AG1, and outlines the steps we have taken to identify, assess and address modern slavery risks in our operations and supply chains during the defined financial year.

This statement covers the following entities owned or controlled by the AG1 organisation during the reporting period that operate in Australia: AG1 USA Inc. (ABN: 12 853 946 456)

2. Structure, Operations and Supply Chains

Structure

The AG1 organisation is a global health and wellness company with operations in multiple jurisdictions, including Australia. Our core business includes the formulation, marketing, and sale of nutritional products to consumers globally. We sell our products online directly to consumers, and in select stores through retail partners.

The AG1 organisation (“AG1”) is comprised of affiliated companies engaged in product development, marketing, sales, and distribution. This statement was prepared in consultation with relevant entities owned or controlled by the AG1 organisation that supports operations connected with AG1 USA Inc., ensuring a consistent, company-wide approach to identifying and addressing modern slavery risks.

Operations

AG1’s operations include product formulation, marketing, customer service, and corporate support functions. These activities are primarily based in the United States, with additional operational support in Australia, the United Kingdom, the European Union, and New Zealand, with a global remote workforce with over 300 employees. AG1 has long term contracts in place with its co-manufacturers in the U.S., Australia, and UK.

Supply Chains

We sell our products through quality domestic and international retailers, international distributors, and directly to our global consumers through our Direct-to-Consumer e-commerce business. To support our business, we leverage our network of global warehouses, distribution centers, and third-party logistics providers, as well as third-party manufacturers and material suppliers. All of our products are manufactured by independent third-party contractors, which are concentrated in a limited number of independent manufacturing factories, primarily in the USA.

Our nutritional and botanical ingredients are sourced in the form of powders and liquids, which are sourced globally either directly from suppliers or via distributors. Our key source countries for both ingredients and packaging are the US, Europe, and multiple countries within the Asia-Pacific region. Packaging materials include paper, cardboard, and plastic. Product manufacturing is carried out by selected third-party manufacturing partners, located near our distribution centres and vetted based on their capability to meet our quality requirements, manufacturing standards, and available production capacity.

Our direct and indirect supply chains include services that are not specifically used in our products but support the operation of our business such as marketing agencies and individual contractors and consultants. These service providers are located primarily within the USA.

3. Risks of Modern Slavery

AG1 recognizes that modern slavery risks may arise in both its operations and supply chains, particularly within agricultural and manufacturing supply chains for nutritional and botanical ingredients, which may involve labor-intensive processes and complex sourcing networks. These sector specific risks may include issues related to use of unskilled or seasonal labour, fair wages, excessive working hours, child labor, forced labor, deceptive recruitment practices, and restrictions on freedom of movement, particularly in regions with varying labor standards and enforcement.

AG1 recognizes that while its direct packaging suppliers may operate in jurisdictions with robust labor protections, the underlying raw materials are sourced through extended, multi-tier supply chains that may extend into higher-risk regions and sectors. These upstream stages can involve labor-intensive extraction, processing, and manufacturing where risks of forced labor and exploitative working conditions are more prevalent.

Risks related to child labor and forced labor are specifically addressed through AG1's Supplier Code of Conduct, which establishes minimum labor and human rights standards for suppliers. AG1 understands that modern slavery risks can exist even where suppliers operate in compliance with local laws and is committed to identifying and mitigating these risks through a risk-based approach.

AG1 recognizes that the biggest risk of slavery and human trafficking is in our global ingredient and packaging supply chain and as such has focused our efforts in these areas.

4. Actions Taken to Assess and Address Risks

AG1 has implemented policies and due diligence processes designed to prevent, identify, and address modern slavery risks within the reporting period

Supplier Code of Conduct

AG1 maintains a Supplier Code of Conduct that governs all of our contracted ingredient and packaging suppliers. The Code sets clear expectations regarding ethical business conduct, labor standards, and respect for human rights.

The Supplier Code of Conduct:

- Strictly prohibits child labor, defined as employment of workers under the age of 15 (or 14 where permitted by local law), and requires suppliers to verify workers' ages and legal right to work
- Prohibits all forms of forced, bonded, or involuntary labor
- Prohibits unauthorized subcontracting, ensuring AG1 maintains visibility over where and by whom work is performed
- Prohibits the sourcing of minerals from conflict-affected and high-risk areas, to prevent indirect financing of armed groups

Compliance with the Supplier Code of Conduct forms part of AG1's supplier onboarding and ongoing supplier management processes.

Packaging

AG1 recognizes that the procurement of paper packaging materials carries inherent modern slavery risks at the raw material level. To mitigate these risks, we prioritize the use of FSC and PEFC-certified materials in our paper packaging specifications, which require suppliers to adhere to the ILO Declaration on Fundamental Principles and Rights at Work. This provides third-party verification that forced and child labor are prohibited within the forests and mills within our packaging supply chain.

Ingredients

AG1 has partnered with Sourcemap to move beyond traditional direct supplier (Tier 1) visibility. By 2030, our goal is to have industry-leading tracing of 100% of our ingredients back to origin. This means not just knowing our direct suppliers, but understanding the journey of every botanical, mineral, and vitamin back to its point of origin. Today, we are actively digitizing our global supply chain, mapping the complex networks of farms, processors, and distributors that provide our 75+ ingredients. This "multi-tier" view allows us to verify social and environmental claims with unprecedented precision

To enhance our oversight, AG1 utilizes Sourcemap's Supplier Watchlist Monitoring for all active powder ingredient suppliers. This platform provides real-time alerts by screening our global powder ingredient supply chain against thousands of government watchlists,

sanctions lists, and adverse reports. This tool provides instant alerts on potential labor, ethical, or environmental red flags, allowing AG1 to take proactive measures before a risk becomes a reality. This technology allows us to monitor risks beyond our direct (Tier 1) suppliers, ensuring that any reported labor abuses or human rights violations at the sub-tier level are identified and addressed.

For our Omega-3 fish oil, AG1 addresses the unique human rights risks of maritime sourcing by requiring Friend of the Sea (FOS) certification. This standard acts as a guardrail by mandating social accountability audits based on ILO conventions. These third-party checks verify that our marine supply chain, from fishing vessels to processing plants, prohibits forced and child labor while upholding fair wages and safety standards. This ensures our marine ingredients meet the same rigorous social requirements as our other raw materials. As AG1 expands our global innovation pipeline, we continue to assess high-risk ingredients and implement mitigation strategies to identify, assess, and address modern slavery risks in our supply chains. A primary focus of this work is our cocoa supply chain for AGZ. Having identified cocoa as a commodity with elevated exposure to child labor, environmental risk, and suppressed farmer incomes, we will join Tony's Open Chain as a Mission Ally in the next financial year. This industry-led, collaborative initiative facilitates transparent cocoa sourcing through Tony's 5 Sourcing Principles. These principles are designed to address the root causes of child labor, deforestation, and living income instability by building equitable business relationships with partner cooperatives. By embedding these principles into our cocoa sourcing, AG1 is taking concrete, forward-looking steps to ensure that the ingredients in our products do not contribute to modern slavery or related abuses within our supply chain.

Reporting and Remediation

AG1 maintains a confidential reporting channel for concerns related to supplier conduct, including potential violations of the Supplier Code of Conduct. Our Supplier Code of Conduct requires suppliers to display it within their workplace in a conspicuous, freely accessible area and in the local language(s) of their employees. Concerns may be reported via impact@drinkag1.com, with information kept confidential and identities protected.

Where potential issues are identified, AG1 seeks to engage suppliers to support remediation efforts, where appropriate.

5. Verification, Audits, and Supplier Certification

The AG1 organisation is monitoring the effectiveness of its processes and procedures to address the modern slavery risks that the business may cause, contribute to, or are directly linked to. AG1 requires all ingredient and packaging direct suppliers to certify their compliance with the Supplier Code of Conduct.

AG1 reserves the right to conduct reviews and audits of supplier facilities, either directly or through third parties, to verify compliance with applicable health, safety, and labor standards.

Suppliers are required to certify that materials incorporated into AG1 products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

We monitor our confidential reporting channel (impact@drinkag1.com) not only for individual cases but to identify recurring themes that may require updated policy changes.

6. Training & Internal Policies

All employees receive the Business Code of Conduct and Ethics during new hire onboarding. The employees in a procurement function review the Supplier Code of Conduct in addition to the Business Code, supporting awareness of modern slavery risks and supplier expectations.

As a global, remote-first company, we create the conditions for every team member to thrive, feel supported, and perform at their best. Within our operations, we aim to provide a safe and fair working environment to protect employee human rights and currently have the following measures in place:

- Right to work checks are conducted for all potential employees in accordance with relevant local legislation, with a minimum working age of 18 years;
- Employee contracts to protect fundamental rights in the workplace;
- Market-related pay and rewards are reviewed annually;
- Anti-Harassment training for all global employees to ensure everyone is working in an environment where they feel safe, heard, and welcomed to be themselves;
- Virtual ethics & code of conduct training as part of onboarding;
- Virtual anti-corruption and anti-bribery training for senior leadership;
- Annual Pulse survey; and
- All new employees complete a thorough induction by the people team.

7. Assessing Effectiveness

AG1 assesses the effectiveness of its modern slavery risk management through qualitative and quantitative measures, including:

- The percentage of contracted suppliers that have signed and acknowledged the Supplier Code of Conduct. We work to maintain 100% on an annual basis.
- Number of flagged suppliers via Live Supplier Watchlist Monitoring for AG1 and AGZ ingredient suppliers
- Monitoring and review of the number of grievances received through AG1's confidential reporting channel (impact@drinkag1.com), including tracking remediation outcomes

These measures support continuous improvement of AG1's approach to identifying and addressing modern slavery risks.

8. Our Commitment

AG1 is committed to respecting human rights and operating responsibly across its global business. AG1 recognizes that addressing modern slavery risks is an ongoing process and will continue to strengthen its governance frameworks, supplier engagement, and transparency over time.

Approval

This Modern Slavery Statement was approved by the principal governing body of AG1.

Name: Kat Cole

Signature: _____

Title: Director

Date: 07 May 2026

Signed by:



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