



EBIX Australia (VIC) Pty Ltd
ABN 65 109 326 114

Modern Slavery Statement for the period ending 30th June 2026

This statement has been developed to **voluntarily** comply with the requirements of the Australian Commonwealth Modern Slavery Act (2018).

This Statement is submitted by EBIX Australia (VIC) Pty Ltd (ABN 65 109 326 114) (henceforth **Ebix Australia**) on behalf of itself and the Australia-based Ebix subsidiary operating entities for the financial year 1 July 2025 - 30 June 2026.

This Modern Slavery Statement sets out our ongoing commitment as a responsible business to ensure that modern slavery and human trafficking is eradicated and outlines the steps **Ebix Australia** has taken – and will continue to take, to identify, manage and mitigate the specific risks of modern slavery and human trafficking that may present in both our operations and supply chain.

Our policies on slavery and human trafficking

Ebix Australia has a zero-tolerance approach to modern slavery and human trafficking, and as such we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships. We do not use or condone the use of slave labour or human trafficking. We denounce any degrading treatment of individuals or unsafe working conditions.

This statement covers the period ending 30th June 2026 and has been approved by the management board.

Company Profile

Eraaya Lifespaces Limited, India is the ultimate holding entity for **Ebix Australia**.

Ebix Australia is a leading provider of on-demand software and e-commerce solutions to the insurance industry. Founded in 1993, we strive to work collaboratively with clients to develop innovative technology strategies and solutions that address specific business challenges and drive sustained value.

Our mission is to work collaboratively with clients to create innovative technology strategies that address specific business challenges, combining consulting, systems design, integration, and application hosting to deliver customised solutions.

The company's product suite includes several platforms that are considered benchmarks within the Australian insurance industry namely WinBEAT, WinBEAT Next, Sunrise Exchange, Ebix Evolution and OneOffice, among others.

Modern Slavery Assessment

Our Employees

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we confirm their identities and that they are paid directly into an appropriate, personal bank account. We have policies and procedures in place to ensure compliance with all human rights laws and employment laws and all staff are remunerated fairly. We are satisfied that our employees are not exploited in any way.

Our Supply Chains

We consider the risk of slavery or human trafficking within our supply chain to be low. Our supply chain includes providers of global professional services, IT services and equipment, office facilities services, recruitment and training, advertising and marketing, and business operations and infrastructure support.

Actions taken or planned

Considering slavery and human trafficking risks are low to the business and our straightforward supply chains, our planned approach is one that is proportionate, and risk based and will focus on:

- We have established an Environmental, Social and Governance (ESG) team to formalise and accelerate our commitment to sustainable, ethical and responsible business practices.
- Key service provider on-boarding - enhance checks and seek confirmation of their compliance with MSA.
- Encourage all employees, clients and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Due diligence - focusing on existing key service providers, assess and review their approach to combatting slavery and human trafficking.
- Training - develop staff training to include education on slavery and human trafficking.

A handwritten signature in dark blue ink, appearing to read 'Philip Fourie'.

Philip Fourie

CEO, South-East Asia and New Zealand
Managing Director Australia

Date: September 2025