

MODERN SLAVERY ACT STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the 2024 financial year which ends on 31 December 2024.

MICHELIN Connected Fleet's Business MICHELIN Connected Fleet is a leading provider of fleet telematics and management solutions for corporate clients and individual customers within Europe.

The MICHELIN Connected Fleet group has more than 450 employees in the EEA and has its headquarters in the UK. MICHELIN Connected Fleet's supply chains consist of global suppliers of electronics manufacturing and components, connectivity (airtime), web-based services (including map display and data), server environments, data, communications, research services and consultancy, telematics hardware and ancillaries, computer software and equipment and office supplies and other related goods and services.

MICHELIN Connected Fleet's Policies MICHELIN Connected Fleet is committed to working in a responsible way that promotes the long-term interests of its customers and employees. MICHELIN Connected Fleet undertakes to employ high ethical and professional standards and to procure goods and services in an ethical manner and in compliance with local laws and regulations applicable to its business. MICHELIN Connected Fleet has a zero-tolerance approach to modern slavery and human trafficking and will not knowingly conduct business with third parties that engage in such practices or allow them to be carried out within its business. MICHELIN Connected Fleet expects all those who work for and with MICHELIN Connected Fleet to adopt a zero-tolerance approach to slavery and human trafficking also.

This commitment is emphasised in our employee induction programmes and company policies.

Employees MICHELIN Connected Fleet undertakes appropriate pre-employment checks in relation to employees in order to ensure that they have a right to work in the UK. All permanent employees are employed, and paid, directly by MICHELIN Connected Fleet and not via a third party. MICHELIN Connected Fleet has a preferred supplier list for temporary and contracted staff that it reviews annually. Temporary workers and contractual workers are engaged and paid either directly or via such preferred suppliers, with a contractual commitment from them as to the amount the workers will receive. MICHELIN Connected Fleet pays, as a minimum, the living wage.

Those within MICHELIN Connected Fleet that have recruitment responsibilities receive relevant training for their role. MICHELIN Connected Fleet's policies cover Dignity at Work, Equal Opportunities and Whistleblowing and MICHELIN Connected Fleet has a written Employee Code of Conduct.

Supply Chain The breadth of MICHELIN Connected Fleet's supply chain makes it challenging to be aware of all human rights issues within such chain. Whilst respecting human rights in the supply chain is ultimately MICHELIN Connected Fleet's suppliers'

responsibility, as the customer MICHELIN Connected Fleet expects parties within its supply chain to adopt suitable anti-slavery and human trafficking policies and practices. Where MICHELIN Connected Fleet's supply agreements have been negotiated MICHELIN Connected Fleet has endeavoured to obtain contractual assurances from suppliers that they will comply in all respects with the Modern Slavery Act 2015 and that they will not do or permit any act that might constitute an offence under such Act. In such agreements MICHELIN Connected Fleet is entitled to terminate contracts where an offence has been committed under such Act.

This statement is approved by the Board and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Neil Smith', is written over a horizontal line.

Signature of a Director

Masternaut Limited
(trading as "MICHELIN CONNECTED FLEET")

Date: 18/02/2025