

Slavery and human trafficking statement

For the year ended December 31, 2021

Our commitment

Xplor Technologies, LLC and its affiliated group companies (collectively “Xplor” or “we”) have a zero-tolerance approach to all forms of slavery and human trafficking. At Xplor, we always want to do the right thing. So we try to make sure that no-one working at Xplor, or in our supply chains, is being exploited; that these people are safe; and that we follow all relevant employment, health and safety, and human rights laws and standards.

About Xplor

Page 1 of 2

We are a global provider of vertical-specific Software-as-a-Service (SaaS), embedded payments and highly differentiated Commerce Accelerating Technologies. Headquartered in Atlanta, Georgia, USA, we employ over 2,100 people in Europe, the United Kingdom, Asia-Pacific and North America. Xplor was created during the year ended December 31, 2021 through the combination of two pre-existing businesses.

Xplor provides enterprise-grade solutions for businesses in “everyday life” verticals: Childcare & Education, Fitness & Wellbeing, Field Services (maintenance, HVAC, lawncare, pest control and cleaning) and Personal Services (laundry and dry-cleaning).

Our technology products and services are developed in-house, or sourced from professional suppliers in Europe, the United Kingdom, Asia Pacific and North America. Our highly skilled workforce are primarily permanent employees. As a result, we believe we face minimal risk of experiencing slavery and human trafficking issues in our supply chains.

Our policies and controls

We maintain a system of policies and controls designed to run our business properly and ensure that slavery and human trafficking has no place at Xplor or in our supply chains.

All Xplorers must adhere to our policies, which reflect the commitment of both our senior management team and our company to act ethically and transparently. Our whistleblowing policy is a key control for encouraging Xplorers to report any unethical behaviour or practices; and they are empowered to do so without fear of repercussion.

In keeping with Xplor’s evolution, our policies and controls continue to evolve and are guided by our ethical culture and determination to see human rights upheld.

Supplier due diligence

Xplor’s opposition to slavery and human trafficking is absolute. We will not knowingly support or do business with any organisation involved in either of these activities. As soon as it is reasonably practicable to do so, we will stop working with any supplier that does not meet the standards we expect.

We continue to strengthen our assessment requirements; and any new supplier engagement requires Legal & Governance team approval before we start working with

them. We now seek contractual commitments from prospective new suppliers that they will observe all laws and regulations in the jurisdictions in which they, and we, do business.

As our organisation evolves we will regularly review our assessment processes; and improve these where necessary.

Risk management

During this statement period we have achieved stronger rigour in how we find, and contract with, new suppliers. We do this by involving Xplor's Legal & Governance team and other relevant stakeholder teams early, and through improved governance standards and key controls.

During this statement period we substantially updated our policies; and introduced a company-wide training program including slavery and human trafficking training for all Xplorers. We continue to review the controls we use; and we're committed to carefully managing any slavery and human trafficking risks.

Page 2 of 2

Our effectiveness in combating slavery and human trafficking

We consider the risk of slavery or human trafficking in our business and supply chain to be low; and we are determined to make sure these practices play no part in the products or services we offer. We will try to track our performance in this area; and develop a rigorous set of indicators to use.

Training

We have a robust and recurring training program for all Xplorers. This training includes specific topics to ensure that all Xplorers understand our expectation that they act legally and ethically when performing their duties. We understand that specific slavery and human trafficking training is necessary to equip Xplorers to identify slavery and human trafficking risks. These training materials are always available to Xplorers.

Conclusion

This statement was approved by the board of directors of Xplor on May 19, 2022 and will be reviewed annually.

A handwritten signature in black ink, appearing to read "F. de Kort", with a horizontal line underneath.

Floris de Kort

CEO, Xplor Technologies