

AMA GROUP

2026 Modern Slavery Statement

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Annual Modern Slavery statement for the reporting period ended 30 June 2026

Introduction

This Modern Slavery Statement ('Statement') is published by AMA Group Limited (ACN 113 883 560) and its controlled entities (collectively, 'AMA Group' or 'the Group'), in accordance with the *Modern Slavery Act 2018* (Cth).

AMA Group is committed to respecting human rights and conducting its business operations ethically and responsibly. We have zero tolerance for modern slavery and all forms of human rights abuse within our operations and supply chains and expect our employees, suppliers, contractors and other business partners to uphold these standards.

Modern slavery risk management is supported by collaboration across key business functions, including People & Culture and Group Procurement. We seek to work with suppliers that share our commitment to ethical business practices and responsible labour standards.

This Statement outlines the actions that we have taken for the reporting period ended 30 June 2026 and our ongoing commitment to identifying, assessing and addressing modern slavery risks across our operations and supply chains.

This Statement includes the following reporting entities controlled by AMA Group Limited:

- Capital Smart Group Holdings Pty Ltd.
- Capital Smart Repairs Australia Pty Ltd.
- AMA Group Solutions Pty Ltd.

In addition, this Statement includes the following controlled entities:

- Capital S.M.A.R.T. Repairs New Zealand Pty Ltd
- Q-Plus Productions Pty Ltd.
- BMB Collision Repairs Pty Ltd.
- Direct One Accident Repair Center Pty Ltd.
- Micra Accident Repair Pty Ltd.
- Phil Munday's Panel Works Pty Ltd.
- Repair Management Australia Bayswater Pty Ltd.
- Smash Repair Canberra Pty Ltd.
- Geelong Consolidated Repairs Pty Ltd.
- Mr.Gloss Holding Pty Ltd.

- Repair Management Australia Dandenong Pty Ltd.
- Shipstone Holdings Pty Ltd.
- Trackright Mechanical Pty Ltd.
- Repair Management Australia Ltd.
- Repair Management New Zealand Limited
- A.C.N. 124 414 455 Pty Ltd
- Ripoll Pty Ltd.
- Woods Auto Shop (Holdings) Pty Ltd.
- Tech Right ADAS Solutions Pty Ltd
- ACM Parts Pty Ltd.
- AMA Procurement Pty Ltd.
- AMA Group Properties Pty Ltd.
- ADAS Mechanical Pty Ltd.

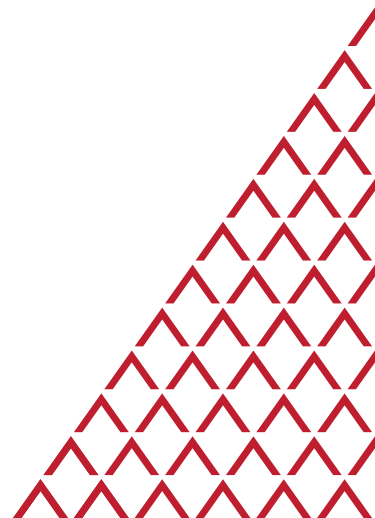
In preparing this joint Statement, we engaged with representatives across the Group to obtain information relevant to our business operations, supplier relationships and supply chains. The assessment of modern slavery risks and the preparation of this Statement were coordinated centrally by the Group's Procurement function.



This statement has been approved by the Board of AMA Group Limited.

Brian Austin

Non-Executive Chair
21 August 2026



AMA Group structure and operations

AMA Group is a public company listed on the Australian Securities Exchange (ASX: AMA) and is Australia's largest provider of vehicle collision repair services, supported by Australia's leading distributor of automotive parts and consumables.

The Group is headquartered at Level 5, 484 St Kilda Rd, Melbourne 3004 Victoria. As at 30 June 2026, we operated 144 locations throughout Australia and New Zealand.

Our Vision

Enduring mobility

Sustainability

We repair to extend vehicle life, reuse and renew components, and reduce waste.

Innovation

We partner with industry, government and academic institutions to raise the standard of the industry.

Community

We help communities to be more mobile, more resilient, and more sustainable.

Our Mission

AMA Group extends the life of vehicles through an integrated network of repairers, dismantlers, and distributors so our customers can keep moving.

AMA Group operating structure

Drivable passenger vehicle collision repairs

SMART

Mechanical collision repairs

TrackRight

Drivable and non-drivable passenger vehicle collision repairs


AMA COLLISION

ADAS calibrations

TechRight
SMARTA'R
AUTONOMOUS VEHICLE RECALIBRATIONS

Heavy vehicle collision repairs

WALES

Collision & mechanical parts and consumables

ACM PARTS

Prestige vehicle collision repairs


AMA PRESTIGE

Risk of modern slavery in our operations and supply chains

Our business

All of AMA Group's operations are conducted in Australia and New Zealand. While we recognise that modern slavery risks can arise in any organisation, we consider the inherent risk within our direct operations to be relatively low due to the regulatory environments in which we operate and our established employment practices.

We recognise that our employees must be treated fairly and with respect, and paid in accordance with applicable legislation. We have implemented controls throughout the business to manage and mitigate the risk of causing or contributing to modern slavery within our workforce.

As at 30 June 2026, AMA Group employed over 3,500 people across Australia and New Zealand. Our Code of Conduct (the 'Code') outlines our commitment to our employees, customers and other stakeholders and sets out the expectations of all employees, contractors and Directors. In particular, the Code requires awareness of and compliance with laws and regulations relevant to our business, including workplace health and safety, fair trading and dealing, privacy and employment practices.

Our supply chain

AMA Group's supply chains comprise over 2,500 suppliers providing an extensive range of automotive parts, consumables and other goods and services that support our operations.

The majority of our procurement expenditure is with suppliers based in Australia and New Zealand under both short and long-term contractual arrangements. Many of these suppliers source goods through large global automotive original equipment manufacturers and established aftermarket supply networks.

Based on our assessment, we consider the majority of our direct supplier relationships to present a relatively low modern slavery risk. A limited number of supplier relationships have been identified as warranting further review based on their inherent risk profile.



Actions taken to assess and address the risk of modern slavery

For the financial year ended 30 June 2026, we continued to implement measures to identify, assess and address modern slavery risks across our operations and supply chains. These measures included supplier risk assessments, supplier onboarding and compliance processes, employee awareness initiatives, and mechanisms for reporting suspected misconduct.

Supplier risk assessment

During the reporting period, we completed a modern slavery risk assessment covering 2,349 suppliers, representing approximately ~98% of the Group's total procurement spend.

The assessment involved reviewing supplier information, publicly available disclosures and other relevant information to identify supplier relationships that may present an elevated inherent modern slavery risk. Where appropriate, this was supported by direct engagement with suppliers, including site visits, to further understand supplier operations and risk management practices.

Information obtained through these activities is maintained within our supplier risk assessment records and supports our ongoing monitoring and review of supplier modern slavery risks.

Supplier onboarding and compliance

AMA Group's Code of Business Conduct and Ethics for Suppliers sets out the minimum standards expected of suppliers conducting business with the Group. Our Modern Slavery Policy further outlines our commitment to identifying and addressing modern slavery risks across our operations and supply chains.

During the reporting period, all new suppliers were required to provide a written declaration confirming their current and ongoing compliance with AMA Group's Modern Slavery Policy and Code of Business Conduct and Ethics for Suppliers as part of the supplier onboarding process. Where a supplier is unable to provide this declaration, we engage with the supplier to better understand the circumstances before determining whether the supplier should be approved.

Whistleblower policy

AMA Group is committed to the highest standards of ethical conduct across the Group and to promoting and supporting a culture in which employees, suppliers, contractors and other stakeholders can report suspected misconduct without fear of intimidation, disadvantage or reprisal. Our Whistleblower Policy supports this commitment by providing confidential reporting mechanisms for suspected misconduct, including conduct relating to labour practices, human rights and other unethical or unlawful behaviour. Reports may be made anonymously through both internal and independent reporting channels and are assessed and, where appropriate, investigated in accordance with the Policy.

Training and awareness

During the reporting period, we commenced modern slavery awareness training for leaders through induction and leadership development programs. The training is intended to build awareness of modern slavery risks and support leaders in identifying and responding to potential indicators of modern slavery within our operations and supply chains.

Assessment and effectiveness of our actions

AMA Group understands the importance of monitoring the effectiveness of our actions to identify, assess and address modern slavery risks. During the reporting period, AMA Group continued to:

- Engage with suppliers to reinforce the importance of managing modern slavery risks
- Review the outcomes of supplier risk assessments to identify supplier relationships requiring further review
- Monitor supplier declarations and follow up any suppliers that did not confirm their current and ongoing compliance with AMA Group's Modern Slavery Policy and Code of Business Conduct and Ethics for Suppliers.
- Review our policies and processes to support the ongoing improvement of our approach to managing modern slavery risks.

Future commitments

AMA Group is committed to continually strengthening its approach to identifying, assessing and addressing modern slavery risks. During the next reporting period, we intend to continue enhancing our approach through the following initiatives:

- Continue to assess new and existing supplier relationships through our supplier risk assessment process and undertake further engagement with suppliers, where appropriate.
- Continue to engage with suppliers to promote awareness of modern slavery risks and reinforce our expectations regarding ethical business practices
- Continue to expand modern slavery awareness training across relevant business functions.
- Continue to review our compliance and risk assessment processes and develop further where opportunities are identified.
- Continue to monitor developments in modern slavery legislation and guidance to inform the ongoing enhancement of our approach.

AMA GROUP

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