

MODERN SLAVERY STATEMENT

Route Mobile Limited

Version	Effective/Amended/Reviewed	Date
1	Effective	May 06, 2024
2	Amended	June 29, 2026

INTRODUCTION

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

OBJECTIVE

This statement is made by Route Mobile Limited along with its subsidiaries (hereinafter referred to as “RML” or “Route Mobile”), in accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. Route Mobile provides this joint statement for itself and on behalf of subsidiaries directly covered by a disclosure obligation in their respective jurisdictions to elucidate the initiatives undertaken to eradicate the slavery and/or human trafficking from our supply chain or in any part of our organization.

At RML we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2026.

OUR BUSINESS

Route Mobile is a leading CPaaS provider that caters to enterprises, over-the-top (OTT) players, and mobile network operators (MNO). Our Omnichannel CPaaS stack includes Enhanced Business Messaging, A2P Messaging, Roubot, OCEAN, Voice, Email, Digital Identity, and Authentication solutions for global enterprise clients. Our clients include some of the world's largest and most well-known organisations, including several Fortune Global 500 Companies. We offer cloud communication services to clients across diverse sectors, including Banking and Financial Services, Aviation, Retail, E-commerce, Logistics, Healthcare, Hospitality, Media and Entertainment, Pharmaceuticals and Telecom. Further, we offer SMS filtering, analytics, SMS firewall, SMSC, MMSC, and SMS monetization solutions to mobile network operators globally. One of our unique strengths is our network of 1000+ connected operators, allowing us to provide SMS termination in any part of the world with the best routing.

Established in 2004, we are serving more than 40,000 customers worldwide. Our goal is to add value at multiple touchpoints across the Omnichannel CPaaS value chain while addressing unique industry use cases for our clients. We are headquartered in Mumbai, India, and have operations in over 20 countries across Asia Pacific, the Middle East, Africa, Europe, and the Americas. Route Mobile is now a part of Proximus Global, a provider of digital services and communication solutions operating in Belgium and international markets.

We establish a relationship of trust and integrity with all our Suppliers across the globe, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

OUR SUPPLY CHAIN

RML has always epitomized the true spirits of Business Ethics in its interactions with all its stakeholders be it the Customers, Suppliers, Employees, Shareholders, the Government or the Society at large. RML's Supplier Code of Conduct sets out expectations for our business partners in the areas of business integrity, labor practices, anti-corruption, health and safety, environmental impact, diversity and inclusion.

RML is committed to protecting human rights and strives to develop environmentally and socially sustainable chains of responsibility within our sphere of influence. We expect the business partners that we work with, including all vendors, consulting firms, staffing agencies, agency temps, partners and licensees ("Suppliers"), to adhere to the high standards set forth in the Supplier Code of Conduct as a condition of doing business with RML. The Supplier Code of Conduct is available on the Company's website.

POLICIES

Our policies collectively form a robust framework that strengthens our ability to prevent and detect any instances of modern slavery within our supply chain and engagements with stakeholders. These policies include:

- **Code of Business Conduct & Work Ethics Policy ("Code of Conduct"):** Our Code of Conduct sets forth the principles and standards of behavior expected from all employees, emphasizing respect for human rights, integrity, and ethical conduct in all business activities. Our Code of Conduct outlines our commitment to honesty, transparency, and fair dealings in all aspects of our operations, including our interactions with Suppliers, partners, and stakeholders.
- **Risk Management Policy:** Our Risk Management Policy encompasses comprehensive risk assessment processes to identify and mitigate potential risks, including those related to modern slavery, throughout our supply chain and business activities.
- **Diversity & Inclusion Policy:** We are dedicated to fostering a diverse and inclusive workplace where all individuals are valued, respected, and provided with equal opportunities for growth and advancement.
- **POSH (Prevention of Sexual Harassment) Policy:** We are committed to maintaining a safe and respectful work environment free from all forms of harassment, including sexual harassment, through clear policies, reporting mechanisms, and employee support systems.
- **Whistleblower Policy:** Our Whistleblower Policy provides mechanisms for employees and stakeholders to report any concerns or suspicions of unethical behavior, including modern slavery, without fear of retaliation, ensuring prompt investigation and appropriate action.

RISK OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

While the nature of the Company's core cloud communication business presents a relatively lower inherent risk of modern slavery than certain labour-intensive industries, the Company recognises that modern slavery risks may arise within its supply chains, service providers and business operations. We have a robust process to ensure the risks of Modern Slavery in our Supply Chain is evaluated on an ongoing basis. Moreover, our Supplier Code of Conduct, our empanelment process and our contracting framework with our vendor partners have processes to evaluate any risks of Modern Slavery in our Supply Chain. Modern Slavery is a complex challenge which requires ongoing, evolving and continually improving efforts. We will continue to review our internal processes to ensure that our obligations under the Modern Slavery legislations are met. We recognise that certain industries and geographical locations may present a higher risk of modern slavery. Accordingly, we evaluate potential risks in our operations and supply chains and implement mitigation measures where necessary.

We expect all suppliers to adhere to ethical labour practices and comply with relevant laws.

DUE DILIGENCE & TRAINING

We conduct thorough due diligence while onboarding our Suppliers to assess their adherence to labor standards and identify any potential risks of modern slavery. This includes assessing their policies, practices, and performance related to human rights and labor rights.

Supplier due diligence may include review of publicly available information, sanctions and adverse media screening, assessment of labour and human rights practices, contractual commitments and such other risk-based measures as may be considered appropriate.

We actively engage with our Suppliers and stakeholders to promote awareness of modern slavery risks and encourage collaboration in addressing these issues. We provide training and capacity building opportunities to our employees to enhance their understanding of modern slavery risks and build their capacity to address these issues effectively.

During the reporting period, no concerns relating to modern slavery, forced labour, human trafficking or similar practices were reported through the Company's reporting mechanisms.

GOVERNANCE

The implementation of this Statement and the Company's efforts to address modern slavery risks are overseen by management and reported to the Board of Directors from time to time as appropriate.

CONCLUSION

We will continue to prioritize transparency, accountability, and integrity in our efforts to ensure that our business operations remain free from any form of modern slavery. By working together with our Suppliers, stakeholders, and employees, we reaffirm our commitment to promoting human rights and dignity across our supply chain and contributing to a more just and equitable world for all.

This statement was approved by the Board of Directors of Route Mobile Limited on June 29, 2026.

Sd/-
Mr. Seckin Arikan
Chairman
DIN: 11496476
