



Australia Modern Slavery Act Statement

Fiscal Year 2026

Voxbone SA provides the following statement concerning its commitment to preventing slavery and human trafficking in its business and supply chain, pursuant to the Modern Slavery Act 2018 of Australia (“Modern Slavery Act”).

Who We Are

Voxbone SA, a wholly-owned subsidiary of Bandwidth Inc., is a public limited company (“Société Anonyme”) established in Belgium under company number TVA BE 0478.928.788 with branches in certain countries around the world, including Australia.

Bandwidth Inc., a U.S. publicly-traded company (NASDAQ: BAND) incorporated in Delaware, United States, is headquartered in Raleigh, North Carolina, United States and employs approximately 1,050 people worldwide. All companies under Bandwidth Inc.’s ownership adhere to the same values and ethical business practices laid out in this statement, regardless of geographic location. For the purposes of this statement, any reference to “Bandwidth” is a reference to all companies under Bandwidth Inc.’s ownership, including Voxbone SA.

What We Do

Bandwidth provides Internet Protocol (IP)-based, software-powered business communications solutions. Our communications platform, backed by our all-IP network, enables customers to create, scale, and operate voice and messaging services across mobile applications and connected devices, providing global connectivity at scale.

Key Standards and Values

We are committed to honesty, fair dealing, and transparency in every aspect of our business. Our [Code of Business Conduct and Ethics](#) (“Code of Conduct”) sets forth the principles and standards to which we expect all personnel conducting business on behalf of Bandwidth to adhere. Our employees, contractors, and consultants (“personnel”) are required to review and acknowledge compliance with our Code of Conduct annually. In addition to setting forth our principles and standards, the Code of Conduct requires that personnel report both known and suspected violations of applicable laws and Bandwidth policy. We provide multiple avenues for reporting concerns with opportunities to report anonymously. Our compliance hotline is available 24 hours a day, seven days a week, and allows for named or anonymous reporting in writing or voice message. Reports can also be made in writing to our Ethics & Compliance Officer, our General Counsel, and/or Audit Committee, and can be made anonymously. For accounting-related concerns, in addition to the Code of Conduct, we have a [Policy for Complaints Regarding Accounting, Internal Accounting Controls, or Auditing Matters](#). Our personnel have the right to protection under our whistleblowing policies. We strictly prohibit and will not tolerate retaliatory behavior against anyone who reports a concern in good faith.



We believe that all workers deserve a fair, safe, and ethical workplace, and we are committed to protecting and promoting human rights. We do not tolerate forced or involuntary labor, harassment, discrimination, or any behavior that creates a hostile work environment.

Our Approach

Bandwidth has a zero-tolerance approach to any type of modern slavery and human trafficking within our business and supply chain, as reflected in our policies. We are committed to combating slavery and human trafficking by acting ethically and with integrity in our business dealings. Bandwidth's Code of Conduct is designed to ensure that our personnel are held to the highest standards of conduct. It outlines our values and promotes ethical conduct and defines obligations for reporting unlawful or unethical conduct.

We expect all suppliers to comply with all applicable laws and regulations, regardless of the nature of their work. Personnel who interact with our suppliers are required to report unlawful or unethical conduct that comes to their attention. Upon such reporting, or should we otherwise become aware of any issues relating to slavery or human trafficking in our supply chain, we will take swift steps to address the issues, up to and including terminating our relationship with the supplier and reporting information to relevant authorities.

Risk of Modern Slavery in Bandwidth's Supply Chain

As a communications platform provider in the software sector, Bandwidth's intellectual property, platforms, and network are the foundation of our business, and our supply chain is limited in its complexity. The supply chain for Bandwidth as a whole consists primarily of software developers, integrations with others' software, connections with other telecommunications carriers, computers, and other hardware to provide our services. We have very limited reliance on third-party suppliers of tangible goods, and we do not have relationships with manufacturing businesses. Accordingly, we believe the risk of modern slavery in our supply chain is low. As such, we evaluate suppliers using a risk-based approach designed to ensure there are procedures in place to protect against slavery and human trafficking. We do not, and would not, knowingly engage with any supplier involved in slavery or human trafficking.

Voxbone SA's Australian branch was formed to facilitate the provision of licensed telecommunications services in the country, and Voxbone does not maintain a physical office space in country. Our supply chain in Australia consists primarily of relationships with professional services firms and other telecommunications carrier networks.

Prevention Measures

Our Code of Conduct obligates all Bandwidth employees, officers, and directors to report any suspected or known violations of applicable laws, rules, regulations, the Code of Conduct, or other company policies to Bandwidth. Our Code of Conduct also applies to our third parties including contractors, consultants and any others who are authorized to represent Bandwidth or act on our behalf. Bandwidth also has a Partner Code of Conduct specific to our business partners.



Bandwidth conducts periodic risk assessments to determine the effectiveness of our program in addition to due diligence reviews on all suppliers, vendors, partners, and customers. All employees receive annual training and are required to acknowledge that they will adhere to the Code of Conduct throughout their relationship with Bandwidth.

Effectiveness of Actions

Bandwidth conducts a continuous review of our global business practices in order to combat modern slavery. These actions include, but are not limited to:

- Periodically conducting an assessment of our slavery risk and preventative measures to mitigate that risk;
- Benchmarking with peers and industry on best practices for mitigating slavery risk;
- Committing to investigating any allegations of human rights infractions and taking swift steps to address the issues, up to and including terminating our relationship with the supplier and reporting information to relevant authorities;
- Providing a whistleblower hotline where any personnel or member of our supply chain can report allegations of wrongdoing.

This statement was approved by the Board of Directors of Voxbone SA on 20 February 2026, and was signed by R. Brandon Asbill in his capacity as a Director of Voxbone SA on 20 February 2026.

R. Brandon Asbill
Director, Voxbone SA