Modern Slavery Statement

This statement is made by American Express Global Business Travel (GBT) and constitutes GBT's statement against modern slavery and human trafficking as approved by its executive leadership team for the financial year 2024.

GBT is the world's leading B2B travel platform, providing software and services to manage travel, expenses, and meetings & events for companies of all sizes. We believe travel is a force for good and are committed to powering progress in three key ways: environmental, social and economic. We help companies and their employees prosper by making sure travelers are present where and when it matters. We keep global business moving through the efforts of 18,000 employees and a network spanning more than 140 countries.

We are committed to human rights, as embodied in our Code of Conduct, by ensuring that there is no slavery and human trafficking in any part of our global operations and offer Anti-Human Trafficking training to all employees. GBT will not tolerate the use of child or forced labor in any of our global operations or facilities. In accordance with our Supply Chain Standards, we expect the suppliers with whom we do business to uphold the same values.

To further strengthen our processes in this regard, we have taken or begun to take the following steps over the last year to ensure that our vendors, partners and employees take the requisite actions in the context of our business operations, against modern slavery:

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our anti-slavery policy, which is embodied by our Code of Conduct and separately communicated to our employees and to our suppliers through our Supply Chain Standards, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains. For example, GBT has over 100 Travel Partners located around the world and GBT has provided such partners with a Model Policy governing Anti-Slavery to ensure such risks are mitigated throughout our supply chain.

OUR DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING AND RISK ASSESSMENT PROCESSES

Reflecting the United Nations Guiding Principles on Business and Human Rights, as part of our initiative to identify and mitigate risk, we have taken a risk-based approach, and our due diligence activities correspond with the level of risk identified. As such we have undertaken the following risk assessment processes to inform our due diligence approach:

- Identify and assess potential risk areas in our supply chain and ensure supplier adherence to our values and ethics. We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our Supply Chain Standards we have in place a robust third-party

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oversight program that mitigates regulatory compliance risk. Our due diligence measures and screening procedures are designed to prevent and detect modern slavery and human trafficking in our supply chain.

- Training. To ensure understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we offer Anti Human Trafficking training to our staff and make our employees aware of our commitments as part of our Code of Conduct which must be attested to by each one of our employees, contractors and partners on an annual basis.

- Our Code of Conduct sets out the ethical standards to which our employees are held.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

To monitor the effectiveness of the steps we have taken in our business operations and supply chains, we have in place the following performance indicators:

- Attestation of our Code of Conduct as part of our annual compliance training. This training is mandatory.

- Monitoring, investigating and addressing any employee and supplier reports which can be made through our confidential ethics reporting line.

- Distribution of our Supply Chain Standards to our suppliers, licensees and partners.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes GBT's slavery and human trafficking statement for the financial year ending 31st December 2024.

Approved by the Board of Directors on: 6th August 2025



Paul Abbott – GBT CEO & Board Director of GBT Travel Services UK Limited

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