MODERN SLAVERY ACT AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2025

Introduction

This statement is made on behalf of the Critical Software S.A. Group (including all of its subsidiaries) pursuant to the section 54 (1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

Critical takes a zero tolerance stance to slavery and human trafficking and is committed to ensuring that its business has no involvement in either. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Critical Software's Policies on Slavery and Human Trafficking

Critical will not support or deal with any business knowingly involved in modern slavery or human trafficking.

We have a Code of Conduct in place signed off at director level, which applies to all staff across the Critical Group, to reflect and enforce our commitment to conduct all our business in an honest and ethical manner.

All Critical staff are required to read, understand and follow our Code of Conduct.

Supply Chains

To ensure our supply chains and contractors comply with our values, we operate according to principles of responsible sourcing, including that they pay employees the prevailing minimum wage applicable within their relevant country of operations. Our Code of Conduct outlines our expectations of our supply chains.

Our supply chains include suppliers of:

- IT hardware and software, including software licenses and open source software
- data storage services
- professional services from our advisers including our lawyers, accountants, auditors and public relations advisers
- office equipment
- office cleaning and other office facilities services.

The vast majority of our suppliers are based in Europe. They are required to take steps to prevent modern slavery and human trafficking in their own businesses and supply chains, whether under the Modern Slavery Act 2015 or equivalent legislation in other jurisdictions.

We do not employ significant numbers of temporary or agency staff. We only use specified, reputable recruitment agencies.

Summary

We strive to take all reasonable and practical steps to ensure that our standards are being implemented throughout our business and our supply chain, and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy. As part of our initiative to identify and mitigate risk (including in relation to that of human trafficking and slavery) we operate a range of policies and procedures within the Critical Software Group. These include the policies and procedures identified in the Code of Conduct in relation to whistleblowing, anti-money laundering and anti-bribery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Critical Group's slavery and human trafficking statement for the financial year ended 31 December 2025.

This statement has been approved by the Board of Directors at Critical Software, S.A. on 29th April 2026.



João Carreira

Chief Executive Officer

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