

MODERN SLAVERY STATEMENT

Statement under the United Kingdom Modern Slavery Act

Introduction and scope

This Modern Slavery Statement ('Statement') is made and published in accordance with section 54 (part 6) of the Modern Slavery Act 2015 (UK) ('Act'). This Act requires commercial organisations with a turnover of more than £36 million (global turnover including revenue from subsidiaries) to prepare and publish a slavery and human trafficking statement.

This Statement describes the steps Sofico NV, with registered address at Technologiepark-Zwijnaarde 84, 9052 Gent, Belgium ('Sofico'), has taken to ensure that slavery and human trafficking is not taking place in its own business and in its supply chain.

This Statement is made by Sofico on behalf of itself and on behalf of its subsidiaries (together referred to as the 'Sofico Group'), that are required to publish a statement pursuant to the Act and/or located in the United Kingdom.

The Statement relates to Sofico's financial year ended 31 December 2024.

Statement

The Sofico Group is committed to the highest standards of ethical conduct and professional behavior and is committed to upholding and respecting human rights, and the entities of the Sofico Group expect the same commitment from their suppliers and partners.

Sofico's Statement reflects the ongoing commitment to acting ethically and with integrity in all business relationships. We will continue to improve our current practices and processes, ensuring our systems and controls to safeguard us against any form of modern slavery or human trafficking remain effective.

Governance and Policy Framework

Sofico is committed to acting ethically and with integrity. Its robust governance framework and related corporate policies and dedicated compliance trainings (with a completion rate of more than 98%) reflect this and empower our employees to report and escalate any concerns of unethical conduct, whether relating to concern about modern slavery and human trafficking or other compliance matters.

Sofico's policy framework is based on and supports principles set out in international guidelines and initiatives, such as the United Nations Universal Declaration of Human Rights, the ILO Conventions, and the United Nations Guiding Principles on Business and Human Rights (the UN Global Compact Principles).

The policy framework and applicable labor regulations and personnel handbooks contain fundamental legal and ethical principles, and expresses Sofico's commitment to a work environment free of all harassment and discrimination. Sofico's employment policies and processes protect our (future) employees from unfair treatment, and are fully in line with all applicable employment laws.

Risk and Supply Chain

Sofico has a specific and dedicated supplier management program in place which enables us to conduct screenings, risk assessments and compliance checks before onboarding a new supplier. Furthermore, all suppliers need to comply with Sofico's Supplier Code of Conduct, including principles related to ethics, environment and labor and human rights. This Supplier Code of Conduct outlines the minimum requirements and expectations Sofico's suppliers should adhere to, including zero tolerance towards modern slavery.

As part of Sofico's supplier monitoring process, Sofico conducts regular compliance checks (e.g. via questionnaires), including questions relating to compliance with applicable legislation in the context of working conditions, human rights, child and/or forced labour and modern slavery.

Non-compliance with the Supplier Code of Conduct or applicable legislation could result in corrective actions, which may include but are not limited to suspension or termination of the existing business relationship between Sofico and the supplier.

Whistleblowing

Sofico encourages its employees, other staff members, partners, suppliers and customers to speak up and report actual or potential misconduct or violations of applicable policies and/or legislation, even completely anonymously, and this via the dedicated Sofico whistleblowing tool. The recipients of the alert, introduced via the whistleblowing tool, ensure that all necessary investigations are conducted with the greatest possible level of confidentiality compatible with the requirements of the enquiry.

No ethical or legal concerns relating to human rights (incl. modern slavery and human trafficking) have been raised via the whistleblowing tool or via any other communication channel.

If you have any questions related to this Statement or if you want to receive more information, please contact Sofico's legal and compliance department, via email legal@sofico.be.

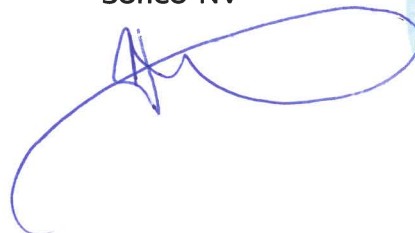
This Statement was made by Sofico's Head of Legal and Compliance and approved by Sofico's Board of Directors on 25 June 2025. The Statement will be reviewed annually and updated as deemed necessary.

Statement signed on 26 June 2025.

Mr. G  mar Hompes
CEO
Sofico NV



Mr. Dimitri Dhollander
Head of Legal and Compliance
Sofico NV



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