

Modern Slavery Act 2015 ("the Act") Modern Slavery and Human Trafficking Statement:
Year ended 31 December 2025

Introduction

Aptitude Software Group plc and its subsidiaries ("the Aptitude Group" or "Aptitude") are committed to conduct its business in a lawful and ethical manner. Our Chief Executive Officer, supported by the Senior Leadership Team, drives our commitments to prevent slavery and human trafficking. We recognise that modern slavery is a crime and a violation of fundamental human rights and have established, and continue to develop, systems and controls to help us to ensure that modern slavery is not taking place anywhere in our business or in any of our supply chains. Aptitude expects its suppliers, contractors, clients, partners, and service providers ("suppliers") to also support it in eliminating such practices.

Our statement is published in compliance with Section 54 of the UK Modern Slavery Act 2015 and relates to the actions that Aptitude has taken during the financial year 1 January 2025 to 31 December 2025.

This statement was approved by the Board of Aptitude Software Group plc and adopted by its relevant subsidiary, Aptitude Software Limited.

Details of our subsidiaries are set out in Aptitude's 2025 Annual Report, published on 15 April 2026.

Aptitude's business structure

Aptitude is a specialist provider of powerful financial management software to large global businesses, with the stated purpose of creating a world of financial confidence for its clients.

Aptitude Software provides software solutions that deliver fully autonomous finance to enable its clients to drive growth, efficiency and sustainability. Fynapse is Aptitude's intelligent finance data management and accounting platform designed to increase productivity and lower costs for finance teams globally. Fynapse provides a single view of finance and business data, unparalleled performance and automation, faster and better insights, user-friendly functionality and market-leading total cost of ownership.

As at 31 December 2025, the Aptitude Group had 306 employees worldwide with the majority of employees based in Poland (154) and the UK (89) where we have technology centres in Poland and the Northwest of England. Sales, support and implementation services are provided from offices in the United States of America, United Kingdom, Canada and Australia. Aptitude's head office is based in London.

The Group underwent changes to its employee structure during the year ended 31 December 2025; however, there were no significant changes to the overall structure or activities of the Group.

Our culture

Aptitude conducts its business with integrity, honesty and accountability. Our key attributes which underpin our culture are 'win together', 'embrace challenge', 'own it', and 'client & partner driven'. These attributes guide the behaviour of all our employees and are set out in our Employee Information File ("EIF"). Our EIF also sets out our various policies and procedures that our employees are required to comply with, including our Whistleblowing Policy. The aim of our Whistleblowing Policy is to provide an internal mechanism for all

employees to report any suspected breaches of the EIF. Concerns are submitted via a dedicated email address and then reviewed by the independent non-executive director of Aptitude Software Group plc, who will progress the matter appropriately.

Our supply chains

Our supply chains both locally and internationally are relatively limited, consisting primarily of services, IT and office equipment and other goods which we require to run our offices around the world, such as suppliers of office equipment, furniture and stationery.

Our software is written by, and our services are primarily delivered by our employees and consultants who are engaged directly by us and based mainly in the various territories in which we operate. We also work with a partner network of advisory, consulting, integration and technology providers that provide complementary services and solutions to our clients. Partners are chosen according to their ability to meet the Aptitude's own high standards and to demonstrate values that are consistent with those of the Aptitude Group.

Our policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our 2025 Anti-slavery and Human Trafficking Policy ("Policy") 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 is not taking place anywhere in our supply chains.

Risk assessment and due diligence

The Group has internal procedures to ensure that an appropriate level of due diligence is undertaken on its suppliers. Engagement with any new suppliers is subject to a formal process and requires final approval from an Executive Director. Significant supplier contracts of a recurring nature require approval from the Board as a whole. Suppliers, like our partners, are chosen according to their ability to meet the Group's own high standards and to demonstrate values that are consistent with those of the Group.

We have reviewed our organisation and our supply chains, and we have considered the risk that modern slavery could arise. Due to the nature of our business and our direct relationship with our employees, we consider that the risk of modern slavery in our own organisation is relatively low. We have in place systems that:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

Monitoring Effectiveness

Compliance with our Policy is managed with involvement from the following departments:

- Commercial
- People & Culture
- Finance
- Company Secretarial
- Sales

Training

All new joiners, including contractors based at our sites, undergo a corporate induction and mandatory training programme. This introduces new hires to the standards and values we operate under and the conduct we expect from our employees. Additionally, all employees have access to full policy documents that provide them with information in relation to modern slavery and human trafficking.

Continued Commitment

During 2026, we will continue to review, enhance and improve our policies and procedures, where appropriate, to mitigate the risk of modern slavery in our organisation and supply chains and consider implementing further measures as required.



.....
Alex Curran
Chief Executive Officer
Aptitude Software Group plc

23 March 2026