

Modern Slavery Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 for the financial year ending 28 February 2026 and sets out the steps taken by KX Software Limited (KX) to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Introduction

KX is committed to conducting its business in compliance with legislation in order to combat slavery and human trafficking. We are committed to further improving and developing our practices over the coming years.

About KX Software Limited

KX is a private company registered in Northern Ireland under company number NI030731 and is the parent company of a group operating in Europe, North America, Asia, and Australia with a global workforce of 673 employees presently. Annual turnover for the year ended 28 February 2026 year end was in the range £100 million to £500 million.

KX are a provider of software products and related services predominantly to some of the world's largest capital markets institutions.

Our Supply Chains

We predominantly employ professionally qualified and highly skilled people. We consider that given the nature of our business and the industries in which we operate, the risk of encountering modern slavery practices is relatively low. Our supply chains are limited to standard daily business supplies and occasional engagements with subcontractors who supply resources for our projects. These supply chains typically do not involve multiple tiers of suppliers and therefore we have good visibility of the entire supply chain.

Our Policy on Slavery and Human Trafficking

Our company Anti-Slavery and Human Trafficking 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 that slavery and human trafficking is not taking place in our business or in any of our supply chains. We choose suppliers and contractors who we believe share our commitment.

The KX Code of Conduct also reflects these values, including our aim of ensuring that our operations and those of our supply chain are free from modern slavery and human trafficking. We comply with all applicable employment legislation, and we invest heavily in the health and wellbeing of our employees.

Supplier Adherence to our Values

We expect the same high standards from all our Suppliers. To ensure all those in our supply chain comply with our values, Suppliers will be required to comply with the prohibitions under the Modern Slavery Act 2015 as part of our contracting processes. We also expect that our Suppliers will hold their own suppliers to the same high standards and attest to the compliance of their supply chains.

Due Diligence

The potential for slavery and human trafficking risks in our supply chain is considered as part of our procurement activities primarily based on the nature of the supply and the location of the Supplier. Our procurement process includes an online screening questionnaire to be completed by Suppliers,

and which informs our risk assessment and risk scoring of Suppliers, including for slavery and human trafficking risks. Suppliers may also be periodically reviewed to ensure continuing assessment of risks and ongoing compliance.

Training

In order to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide Modern Slavery awareness training to our staff, where applicable to key staff in our procurement, human resources, finance, legal and facilities teams along with other individuals within the business who deal with contractors, suppliers and other business partners ("Suppliers") and which is refreshed annually as part of ongoing mandatory compliance training programme.

Accountability

We require that all Suppliers, employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, external consultants, and third-party representatives comply with our Anti-Slavery and Human Trafficking Policy. As with all alleged violations of policy, we investigate issues and take the appropriate action up to and including disciplinary action for employees or termination of business relationships with Suppliers.

Future Steps

We shall continually review the effectiveness of the steps we have taken over the past year and further improve and develop our practices over the coming years.

This statement was approved by the board of KX Software Limited on 26 August 2026 and constitutes the Anti-Slavery and Human Trafficking statement for KX Software Limited's Group for the 2025/2026 financial year ending 28 February 2026.



Ashok Reddy – Chief Executive Officer
KX Software Limited