UK MODERN SLAVERY ACT STATEMENT

August 2026

Preface

This statement is made by iC Consult UK Ltd. pursuant to Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 31 December 2025. iC Consult UK Ltd. is a wholly owned subsidiary of iC Consult Group GmbH, and the policies, processes and steps described in this statement apply across the group's business and supply chains worldwide. iC Consult is committed to combating modern slavery and human trafficking in all its forms and ensuring that our business and supply chains are free from such practices.

1 iC Consult at a Glance

iC Consult is the world's leading independent consultancy, systems integrator, and managed services provider for Identity & Access Management with more than 850 employees worldwide.

We are committed to excellence and innovation, and with the best-in-class technology in the IAM space, we provide our customers with next-level cybersecurity solutions. Our service portfolio covers Managed Services for IAM including advisory, architecture, implementation, integration, support, and operations.

iC Consult is headquartered in Germany with offices in Austria, Canada, China, Belgium, Bulgaria, France, India, Spain, the UK, the U.S., and Switzerland. The world's largest brands trust in our expertise to secure and manage their most valuable assets: their identities.

2 Policies and Processes

At iC Consult, we maintain a zero-tolerance approach towards modern slavery and human trafficking. We have implemented robust policies and processes to prevent, detect, and respond to any such incidents within our operations and supply chains. These include:

Code of Conduct

iC Consult's commitment to ethical behaviour is reflected in our iC Consult Code of Conduct as well as our iC Consult Supplier Code of Conduct. Both the Code of Conduct and the Supplier Code of Conduct are continuously evaluated and developed. The Code of Conduct sets out the ethical standards we expect all our employees to adhere to, both internally and in relation to our partners. In the same way, the Supplier Code of Conduct sets out our expectations of all suppliers and business partners of iC Consult. Both documents explicitly prohibit any involvement in modern slavery and human trafficking.

Supplier Due Diligence

We conduct due diligence checks on our most relevant suppliers to ensure that they comply with all applicable laws, regulations, and standards. This includes assessing their policies, practices, and commitments to human rights and labour rights. The most relevant suppliers are determined based on our purchasing volume as well as whether they operate in what we define as a "critical industry", such as mobility or hardware manufacturing.

Whistleblowing Policy

We have a confidential whistleblowing mechanism in place that enables our employees to report any concerns or suspicions regarding slavery and human trafficking. We take all reports seriously and investigate them thoroughly.

3 Supply Chains

We recognise that supply chains play a crucial role in preventing modern slavery and human trafficking. We strive to work with suppliers who share our commitment to ethical practices. Our supply chain comprises primarily services, including professional advisory services, travel services, IT services and hardware, as well as office supplies. While we primarily engage with suppliers directly, we also work with trusted third-party service providers who are encouraged to adhere to our standards.

4 Ongoing Steps

- We provide training to our employees to raise awareness about modern slavery and human trafficking, as part of our general CSR training.
- We continuously review and update our policies, procedures, and due diligence processes to address any emerging risks or changing regulatory requirements.
- We continue to develop our supplier due diligence processes in order to ensure compliance with our Supplier Code of Conduct and thus the prohibition of any form of modern slavery and human trafficking.
- We continuously monitor our risk management system to identify, prevent or minimise the risks of human rights violations, including modern slavery and human trafficking, within our business and supply chain.

We remain committed to continually improving our practices to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

This statement has been approved by the Board of Directors of iC Consult UK Ltd. on [date of board approval] and is made in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2025.

Chris Patrick

Chief Executive Officer, iC Consult UK Ltd.