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MODERN SLAVERY STATEMENT

Pursuant to section 54 of the Modern Slavery Act 2015, the respective boards of directors of BMC Helix UK Limited and BMC Helix Distribution B.V. (collectively, "we") have approved this modern slavery statement (this "Statement") for the financial year ended 31 March 2026.

We understand that modern slavery and human trafficking remain fast-growing activities of transnational criminal organizations, having the potential to affect every country in the world.

Therefore, we have implemented a system of policies and procedures designed to protect against modern slavery and human trafficking and they include imposing appropriate legal obligations on our employees and third parties (e.g., subcontractors and partners).

OUR SUPPLY CHAIN ORGANISATION'S STRUCTURE

We are an international enterprise software company in the information technology ("IT"), service, and consulting sector. We are part of the BMC Helix group of companies ("Helix") and our (indirect) parent company, BMC Helix, Inc., has its head office in the United States. Helix has approximately 3000 employees worldwide who operate globally.

Helix is a global provider of enterprise software, IT service management (ITSM), AIOps, workflow automation, observability, and service operations solutions.

This enables customers to undertake digital transformation and retain their competitive advantage in an ever-competitive market. In addition, Helix provides its customers with class-leading technology consultancy services. Helix's customers include some of the largest companies in the world.

Helix's business is organized into several units, with customers and a wider supply chain located in Europe, Middle East, Asia-Pacific, Australia, and the Americas.

Helix uses a supply chain to effectively conduct business by procuring goods and/or services (e.g., hardware, software, telecommunications, office supplies, marketing products, travel, IT services, consultants, subcontractors, and data centers). These goods and/or services are procured from national and international reputable third-party support providers, consultants, and hardware resellers.

OUR DUE DILIGENCE PROCESS AND RISK ASSESSMENT

Our Compliance, Legal, Enterprise Assurance & Risk ("CLEAR") group performs a risk assessment of each supplier based on the nature of goods or services provided. This requires

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applicable suppliers to contractually comply with the requirements of the Modern Slavery Act 2015 when providing services to us.

In addition, we have adopted various means to effectively communicate our expectations and compliance requirements to any third parties with which we deal, as further outlined in this Statement.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We continuously review and update these and all our policies.

Our Environmental, Social & Governance (ESG) Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems. Two of our most relevant policies dealing with modern slavery are the following:

- Code of Conduct
- Third-Party Code of Conduct

Our Code of Conduct contains obligations prohibiting the use of child labour, physical punishment, or forced or compulsory labour, as well as any other forms of human abuse including human trafficking. All our employees are required to accept the terms of the Code of Conduct and failure to comply with it, including not reporting actual or suspected violations of which employees are aware, may result in disciplinary action, such as termination of employment.

As part of our initiative to identify and mitigate risk, we also implemented a system to protect whistle blowers under our Whistleblower Policy which outlines, amongst other things, our no-tolerance to retaliation against employees who, acting in good faith, report suspected human rights abuses, ask questions, or raise concerns. Our directors, officers, employees, and third-party resources who have reason to believe Helix, an employee, or a third-party doing business on our behalf has violated, may violate, or is acting in a manner that appears to violate the law, regulation, Third-Party Code of Conduct, our Code of Conduct, or other corporate policies are expected to immediately report such activity. All allegations of wrongdoing are taken seriously and investigated appropriately. Allegations may also be reported through many defined channels such as our Helix Integrity Helpline that permits anonymous reporting.

Our Third-Party Code of Conduct requires our suppliers to refrain from engaging in or supporting the use of slavery, child-compulsory, forced, or involuntary labour, including human trafficking.

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Suppliers are required to flow down such prohibition to any third party with which they engage, directly or indirectly, to provide services to Helix. Failure to comply with the Third-Party Code of Conduct may result in the application of corrective measures against the third party, including, but not limited to, a reduction or cessation of business and/or termination of a contract between Helix and the non-compliant third party.

DUE DILIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKNG

We record all incidents and suspicions of slavery, child, compulsory, forced, or involuntary labour, including human trafficking, which are reported in accordance with appropriate internal mechanisms. As of the date of this Statement, to the best of our knowledge, we are not aware of any such incidents and/or suspicions.

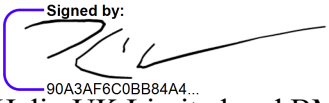
TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we also require that all our employees compulsorily undertake annual training on the risks of modern slavery and human trafficking, stressing the importance of upholding our corporate and social responsibilities.

FURTHER STEPS

Our aim is to continue monitoring our business where there is a potential risk of labour rights abuse, incidences of modern slavery, and/or human trafficking. We place an ever-increasing emphasis on transparency by seeking to identify modern slavery and human trafficking risks which may arise in the future.

This statement was approved by BMC Helix UK Limited and BMC Helix Distribution B.V.'s boards of directors and is signed by:

Ted Cory Bleuer 

Director of BMC Helix UK Limited and BMC Helix Distribution B.V.

Date: 10/16/2026