

Modern Slavery Act 2015

Slavery and Human Trafficking Statement

Introduction from the Board

We, AlgoSec Europe Ltd and its affiliated companies (each and collectively “AlgoSec”), are committed to improving our practices and comply with the applicable Act 2015 to combat slavery and human trafficking in our business and supply chain.

Organization’s structure

AlgoSec is a provider of software solutions in the cloud and network security sectors. AlgoSec’s ultimate parent company is AlgoSec Inc. Our head office is in New Jersey, USA. The Group has over 500 employees Worldwide and operates in over ten countries Worldwide.

Our business

Our business is organized into 6 business units: R&D, Technical Services, Product, Sales, Marketing, HR and G&A.

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 chains or in any part of our business. We review and update all our policies on an ongoing basis.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and ensuring no slavery and/or human trafficking is taking place in our ongoing engagements.

Due diligence processes for slavery and human trafficking

We understand that within our business the following areas give rise to the highest modern slavery risks: (i) use of agencies to supply labor for cleaning; (ii) temporary staff; and (iii) locations at which we can't establish direct employment relations.

As part of our initiative to identify and mitigate risk we: (i) institute policies and insert standard clauses into our contracts to prevent modern slavery; (ii) check references and diligence of vendors we engage with and (iii) audit payments and compensation to such personnel who provides us services.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking: always monitor the conditions of employment at our vendors including by way of communication with the personnel themselves.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending Dec. 31, 2024. It was approved by the board on Aug. 5, 2024.

AlgoSec Europe Ltd

Date: Aug. 5, 2024