

Slavery and Human Trafficking Statement

Modern slavery is a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement for financial year ending December 31st, 2025 sets out Pegasystems Limited's approach and commitment to preventing acts of slavery and human trafficking including but not limited to identifying, assessing and addressing the risks of modern slavery and human trafficking in its operations and supply chains.

Statement from Senior Management

At Pegasystems, we are committed to preventing acts of slavery and human trafficking from occurring both within our business and our supply chains. As part of this initiative, we have implemented a Supplier Code of Conduct to help ensure our suppliers adhere to our high standards. We monitor and audit suppliers to these standards.

Structure of Organisation

Pegasystems Limited (*Pegasystems*) (which is subject to the UK *Modern Slavery Act 2015* and the Australian *Modern Slavery Act (Cth) 2018*) is part of the Pegasystems group of companies, with its US parent company, Pegasystems Inc. Pegasystems designs, develops and supplies enterprise software focused on workflow automation, customer engagement and digital transformation solutions for commercial and government customers worldwide. The group employs nearly 6,000 people worldwide and has business operations across the Americas, EMEA, India and Asia Pacific region.

To find out more about the nature of our business, please go to [Pega.com](https://www.pega.com).

Pegasystems' supply chains principally comprise suppliers of information technology, cloud infrastructure, professional and consulting services, marketing, events, and corporate services, located across the United Kingdom, the United States, Europe, India, and Asia Pacific. Pegasystems does not engage in direct product manufacturing; however, it may be

indirectly exposed to higher-risk sectors through its suppliers' own supply chains. The same supply chain profile applies broadly to entities owned or controlled by Pegasystems Inc across the Pegasystems group.

Risks of modern slavery practices

Pegasystems acknowledges that while its direct operations—which are primarily office-based and professional—present a low risk of modern slavery, potential risks may still exist within its supply chains. These risks are most likely to emerge indirectly through suppliers in higher-risk sectors or regions, such as electronic manufacturing. As Pegasystems mainly works with suppliers of information technology, cloud services, professional and consulting services, marketing, events, and corporate services, the company believes it does not operate in a high-risk sector due to the limited number and nature of its suppliers. Pegasystems has also assessed the modern slavery risks within the operations and supply chains of entities it owns or controls within the Pegasystems group and considers those risks to be similarly low, given the consistent professional services nature of their operations across the group.

Policies

As part of our commitment, Pegasystems maintains an internal Code of Conduct that provides employees with a clear understanding of its core values and principles, including a zero-tolerance approach to modern slavery and human trafficking in all forms. Pegasystems has also implemented a Supplier Code of Conduct outlining the standards expected of our suppliers and requiring them to comply with applicable labour laws, prohibit forced labour and child labour, and uphold ethical employment practices. The Supplier Code of Conduct is incorporated as a contractual obligation in our standard supplier agreements. It makes clear that Pegasystems does not condone slavery or human trafficking in any way and requires our suppliers to impose those same standards on their own suppliers. You can find the Supplier Code of Conduct [here](#).

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, we annually audit key suppliers to Pegasystems, about the steps they have taken towards the eradication of modern slavery and human trafficking, both themselves and in their supply chains. We will continue to audit suppliers. Pegasystems maintains accessible grievance mechanisms, including an anonymous whistleblower hotline, through which workers, including those engaged within our supply chains, may raise concerns about potential modern slavery practices. All reports are investigated promptly in accordance with Pegasystems' internal policies.

We also have procedures in place which are designed to:

- Establish and assess areas of potential risk in our business and supply chains;
- Monitor potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains; and
- Provide adequate protection for whistleblowers.

In the event that modern slavery practices are identified within Pegasystems' operations or supply chains, Pegasystems commits to taking immediate and appropriate remedial action. This may include, but is not limited to, the termination of contracts with suppliers found to be in violation of modern slavery laws or practices, and the implementation of corrective measures to address and prevent recurrence of such violations. Additionally, based on what it learns, Pegasystems will review and strengthen its policies, procedures, and training programs to mitigate future risks and enhance its commitment to ethical business practices. The effectiveness of Pegasystems' actions is assessed through: (i) the results of supplier audits and compliance assessments conducted against the Supplier Code of Conduct; (ii) tracking the number of modern slavery-related concerns raised through grievance mechanisms and the outcomes of any resulting investigations; (iii) annual reassessment of supply chain risk profiles to identify any emerging risks; and (iv) periodic internal reviews of policies, procedures, and training programs to identify opportunities for improvement. Pegasystems will continue to refine its performance indicators and will report on any

identified incidents, corrective actions taken, and program improvements in future annual statements.

This Statement was developed in consultation with relevant internal stakeholders across Pegasystems' Legal, Procurement, People, and Compliance functions. Consultation was also undertaken with entities within the Pegasystems group that are owned or controlled by Pegasystems Inc., including with respect to their operations, supply chains, and actions taken to address modern slavery risks, to ensure that this Statement accurately reflects the group's collective approach to identifying, assessing, and addressing modern slavery risks.

Pegasystems remains committed to continuous improvement in identifying and addressing modern slavery risks.

Approval

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and section 14 of Australia's Modern Slavery Act 2018 (Cth) and constitutes the modern slavery statement of Pegasystems Limited (ARBN: 687 697 865) with its principal place of business in the United Kingdom for the financial year ending 31 December 2025.

This statement was approved by the Board of Directors of Pegasystems Limited as the principal governing body.

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Name: David Wells
Title: Director of Pegasystems Limited
Date: 05 June, 2026