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Modern Slavery Statement 2025

Introduction

This Statement constitutes the Modern Slavery Statement for Red Hat, LLC (formerly, Red Hat, Inc.) and its subsidiaries (hereinafter "Red Hat" or "the Company") for the financial year ending December 31, 2025 (hereinafter referred to as the "current reporting period"). As a global company, respect for human rights is an integral part of the corporate social responsibility commitments of Red Hat. We strongly oppose human trafficking, forced labor, and child labor (collectively referred to herein as "modern slavery") in any form. Our stance on modern slavery and, more generally, human rights is informed by international standards, including the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Accordingly, Red Hat strives to operate in accordance with the highest standards of conduct, ethics, and fair treatment to minimize the risk of modern slavery in our operations and supply chain.

We have prepared this Statement on a consolidated basis for Red Hat because we have a global compliance program relating to modern slavery. We have published this Statement pursuant to the UK Modern Slavery Act 2015 and Australian Commonwealth Modern Slavery Act. Not all of the entities in our consolidated group have reporting obligations under these Acts.

Structure, Operations, and Supply Chain

Red Hat, LLC, founded in 1993 and headquartered in the United States, has offices in more than 40 countries with over 19,000 employees located across the globe. Red Hat is wholly owned by International Business Machines Corporation ("IBM"), which is also headquartered in the United States.

Red Hat is the world's leading provider of enterprise open source solutions, using a community-powered approach to deliver high-performing Linux, cloud, container, and Kubernetes technologies. Red Hat helps customers standardize across environments develop cloud-native applications, and integrate, automate, secure, and manage complex environments with award-winning support, training, and consulting services. By operating transparently and responsibly, Red Hat's mission is to be the catalyst in communities of customers, contributors, and partners creating better technology the open source way.

As a services business that does not manufacture any tangible goods or have others do so for sale on our behalf, Red Hat's supply chain is limited and consists of goods and services procured to operate our business and enable our employees and ecosystem of partners to deliver our services. Red Hat procures goods and services from a diverse range of suppliers across several categories. As discussed in this Statement, we believe the nature of our business, operations, and supply chains mitigates modern slavery risks.

Risks of Modern Slavery Practices in Our Operations and Supply Chain

Operations

We consider Red Hat's risk of modern slavery in its operations to be lower in general, given our hiring practices and the contractual, policy, and statutory protections provided to all employees. All hired employees are authorized to work in accordance with applicable employment laws in the country in which they are located, including immigration and working age requirements, and we have processes in place to mitigate risks of noncompliance.

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We also have internal policies offering enhanced benefits, including additional overtime and on-call payments. Furthermore, as appropriate, we have systems and processes in place to manage working hours.

Red Hat employs skilled professionals in the functional areas of clerical, engineering, global support services, and sales. Given that the majority of our employees are skilled professionals, we believe that the risk of modern slavery practices and the vulnerability of our workforce is also low.

Supply Chain

We further assess the risk of modern slavery occurring within our supply chain to be lower in general given that we do not manufacture technology hardware. Notwithstanding this, we also recognize that there is an inherent risk of modern slavery within some of our supply chains, particularly those that fall within higher risk product and service sectors, such as technology hardware, construction, food, beverage and hospitality, and property and building services (e.g., cleaning, maintenance, and waste management). We recognize that this inherent risk is heightened for suppliers in or sourcing from high-risk geographies. We seek to address these risks through the policies, procedures, and other measures described in this Statement.

Actions Taken to Assess and Address Modern Slavery Risks

Red Hat maintains a global internal controls system, including many global policies and procedures, designed to create a unified approach to compliance with applicable laws and regulations in the places in which Red Hat does business around the world.

The following section provides an overview of actions taken by Red Hat that enables Red Hat to assess and address risks, including the risk of modern slavery in our operations and supply chain.

Governance and Oversight

- Environmental, Social, and Governance Executive Steering Committee ("ESG Steering Committee"). During the current reporting period, Red Hat maintained its Environmental, Social, and Governance Steering Committee's oversight of Environmental, Social, and Governance matters, including modern slavery. The Environmental, Social, and Governance Steering Committee is a cross-functional group of executive- and senior-level management members responsible for enterprise level oversight of environmental sustainability, social responsibility, and effective governance.
- Modern Slavery Working Group ("MS Working Group"). Red Hat has a MS Working Group, which reports to the ESG Steering Committee. The MS Working Group meets regularly to identify, consider, and discuss other ways to improve Red Hat's policies and processes in order to combat the risks of modern slavery. The MS Working Group draws upon global expertise across Red Hat and its subsidiaries, and includes a number of stakeholders from a variety of functions across the Company.

Global Policies and Standards

- Red Hat Procurement Supplier Code of Conduct ("Supplier Code"). To ensure the integrity of supplier relationships across the globe, as part of Red Hat's standard procurement process, Red Hat suppliers are required to operate in accordance with our Supplier Code, or an equivalent commitment, and to apply this Supplier Code or make an equivalent commitment, in all dealings with us. The Supplier Code applies

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to third parties supplying goods or services to or on behalf of Red Hat, including staffing agencies and independent contractors, as well as their agents and subcontractors, and it incorporates Red Hat's commitments regarding health and safety, labor and human rights, ethics, and other responsible business practices. Red Hat's Supplier Code clearly sets forth minimum expectations for suppliers and third-party labor providers related to their ethical practices, including addressing modern slavery risks in their business. A supplier's violation of the requirements of the Supplier Code may result in the immediate suspension or termination of the supplier relationship. As appropriate, rather than immediately terminating a supplier found to be in non-compliance with the Supplier Code, Red Hat generally seeks to help such supplier remedy the identified issue. By doing this, Red Hat aims to also prevent additional harm to the employees of such suppliers and the potential loss of income to vulnerable families. The Supplier Code is publicly available on Red Hat's website.

- Code of Business Conduct and Ethics ("Code of Conduct"). The Red Hat Code of Conduct is the cornerstone of Red Hat's compliance program and provides all employees with a clear understanding of the high standards for ethical conduct by which Red Hat conducts business globally. Red Hat requires that all of our employees comply with our Code of Conduct, other policies, and all laws, rules, and regulations applicable to wherever we do business. The Code of Conduct also requires employees of Red Hat to deal honestly, ethically and fairly with its suppliers, customers, competitors, and employees, and to ask questions, seek guidance, report suspected violations, and express any concerns regarding compliance with it to the upline manager, legal department or anonymously through provided resources. Red Hat's Code of Conduct includes a section outlining its commitment and expectations regarding human rights, including our expectation that employees help identify and prevent modern slavery in their Red Hat work and immediately report any concerns. All Red Hat employees must certify that they understand and will follow the ethical principles and compliance rules outlined in the Code of Conduct upon hire, followed by annual re-certification each subsequent year. The Code of Conduct is publicly available on Red Hat's website.

- Employee Training. Red Hat's Annual Compliance and Ethics Training program is also a part of Red Hat's bedrock commitment to maintaining a culture of compliance and ethical business practices in accordance with our Code of Conduct. Each year, Red Hat employees around the globe are required to complete training on a variety of ethics and compliance topics. Red Hat's Annual Compliance and Ethics Training includes a customized module for employees in certain functions that focuses not only on ensuring they are positioned to recognize risks of modern slavery in Red Hat's operations and supply chain, but also that they understand Red Hat's specific modern slavery risk, as well as the policies, procedures, and practices in place to minimize such risk. The functions that are required to complete this training include HR, Procurement, Legal, IT, Finance, Marketing, and Operations.

- Red Hat Business Partner Code of Conduct ("Partner Code"). Red Hat relies on partners to help maintain the trust of Red Hat's customers and broader community and, therefore, Red Hat only works with entities who it believes are honest and ethical, and who commit to doing business ethically. The Partner Code applies to all Red Hat partners and their officers, directors, employees, independent contractors, and agents. Red Hat expects all partners to adhere to this Partner Code when conducting business with Red Hat and its customers, potential customers, and other partners. If Red Hat believes that a partner has

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failed or may fail to comply with this Partner Code, Red Hat may immediately suspend or terminate its relationship with the partner. The Partner Code is publicly available on Red Hat's website.

Global Due Diligence Actions

- Supplier Certification. Suppliers going through Red Hat's standard procurement process must agree to comply with the Supplier Code, or make an equivalent commitment, at the outset of the relationship. A supplier's failure to sign and return the Supplier Code certification at onboarding may result in the supplier's disqualification from providing future goods or services to Red Hat or any of its subsidiaries. The Supplier Code expressly states that the supplier "shall comply with slavery, human trafficking and child (and minimum age) labor laws of the country or countries in which they conduct business, shall ensure that slavery, servitude, forced or compulsory labor (including prison labor) and human trafficking are not taking place in their supply chains, and shall deal honestly, ethically, and fairly in these relationships."
- Supplier and Business Partner Due Diligence. All Red Hat suppliers and partners are subject to various forms of due diligence, including the verification of information provided to Red Hat, as part of Red Hat's standard procurement and business partner processes. These various measures allow Red Hat to make more informed decisions about who it does business with and in what capacity. These due diligence efforts may include:
    - *Business Partner Vetting*. Red Hat's standard vetting process for partners includes an adverse media review that aims to identify potential concerns, including modern slavery and other human rights concerns.
    - *Continuous Monitoring*. Red Hat conducts continuous monitoring of Red Hat partners as part of its standard vetting process that aims to identify a variety of potential concerns, including modern slavery and other human rights concerns. Red Hat also conducts continuous monitoring for certain Red Hat suppliers on a risk basis.
    - *Supplier Validation*. Red Hat maintains a global Supplier Validation Process. As part of this Validation Process, on a risk basis, certain new and existing Red Hat suppliers were asked to complete supplier questionnaires, which included a broad range of questions aimed at helping Red Hat identify and assess various risks, including potential modern slavery risks, such as whether the supplier employs vulnerable workers (e.g., migrant workers or young workers). Red Hat has a process to evaluate questionnaire responses flagged for further review. Red Hat continues to review and adjust the Supplier Validation Process, with particular focus on suppliers that meet risk-based criteria.
- Employee Certification. As noted above, Red Hat employees are required to complete annual Compliance and Ethics Training, during which Red Hat requires employees to review and re-certify their commitment to the Code of Conduct.
- Reporting Mechanisms and Non-Retaliation Protections. In order to encourage and foster a culture of reporting, Red Hat maintains a number of policies and reporting channels enabling employees, suppliers, business partners, and the general public to report potential violations of our Code of Conduct, policies,

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or other standards, including illegal or unethical business practices. Red Hat policies also prohibit retaliation or other adverse action against those that raise concerns in accordance with these policies. Reporting channels include a global Compliance and Ethics Hotline, maintained by an independent, third-party provider, that is available 24 hours a day, seven days a week and allows for reporting on a confidential or anonymous basis. Red Hat also has a dedicated supplier concerns reporting channel (supplierconcerns@redhat.com), which is referenced in the Supplier Code. Red Hat continuously monitors these reporting mechanisms and has internal teams dedicated to investigating such concerns.

Assessment of Effectiveness

Red Hat monitors its global Compliance and Ethics Hotline and other reporting channels as a way to assess the effectiveness of its global modern slavery-related policies, procedures, and processes. As noted above, the Working Group also regularly meets to discuss Red Hat's policies and processes in order to combat the risks of modern slavery.

Overall, Red Hat aims to take a proactive and iterative approach to eradicating modern slavery risk in its operations and supply chains. Our approach allows us to continuously review and improve our human rights efforts, as well as incorporate best practices across different regions, to try to prevent modern slavery within both our operations and our supply chains globally.

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Australian Commonwealth Modern Slavery Act

Red Hat Asia-Pacific Pty. Ltd., ACN 090 438 485 (the “Reporting Entity”), is required to submit a modern slavery statement pursuant to the Australian Commonwealth Modern Slavery Act 2018 (Cth) (hereinafter, the "Act"). This Statement constitutes the Reporting Entity’s modern slavery statement for its financial year ending 31 December 2025. The Reporting Entity, which is an indirect wholly owned subsidiary of Red Hat, LLC, comes within Red Hat’s global compliance program relating to modern slavery, which is discussed throughout this Statement.

The Reporting Entity, established in 1999, has approximately 504 employees across Australia, with offices located in Brisbane, Canberra, Melbourne, Perth, and Sydney. The Reporting Entity sells Red Hat support and maintenance services for Red Hat branded open source solutions in Australia. As a services business that does not manufacture any tangible goods, the Reporting Entity’s supply chain is limited and consists of goods and services procured to operate our business and enable our employees and ecosystem of partners to deliver our open source solutions to customers. These types of goods and services are discussed earlier in this Statement. We believe that modern slavery risks in the Reporting Entity’s own workforce are minimal for the reasons discussed earlier in this Statement. The highest and lowest modern slavery risks of the Reporting Entity mirror that of Red Hat and are also discussed earlier in this Statement.

This Statement was prepared after consultation with the Reporting Entity. This consultation involved requests for information and discussions across the Legal, Procurement, and People teams relevant to the Reporting Entity to better understand where there is modern slavery risk. The Reporting Entity does not own or control any other entities and, therefore, additional consultation under the Act is not required.

Solely for purposes of compliance with that Act, this Statement was approved by the Board of Directors on **June 29, 2026** and is accordingly signed on behalf of the Board of Directors by the responsible member noted immediately below.

Signed by:
Jeffrey Koch
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Jeffrey Koch

Director, Red Hat Asia-Pacific Pty. Ltd.

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UK Modern Slavery Act

Red Hat UK Limited is required to publish a modern slavery statement pursuant to the Modern Slavery Act (2015). Red Hat UK Limited is an indirect wholly owned subsidiary of Red Hat, LLC, which is headquartered in the United States.

Red Hat UK Limited has approximately 759 employees across the UK, with offices located in Farnborough, Hursley, London, and Newcastle. Red Hat UK Limited provides sales and marketing support to other Red Hat entities. Red Hat UK Limited is a services business that does not manufacture any tangible goods.

For purposes of compliance with the Modern Slavery Act, this Statement was reviewed and approved by the Board of Directors of Red Hat UK Limited on **June 29, 2026** and is signed on behalf of a designated member immediately below.

Signed by:
Richard Parrish
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Richard Parrish

Director, Red Hat UK Limited