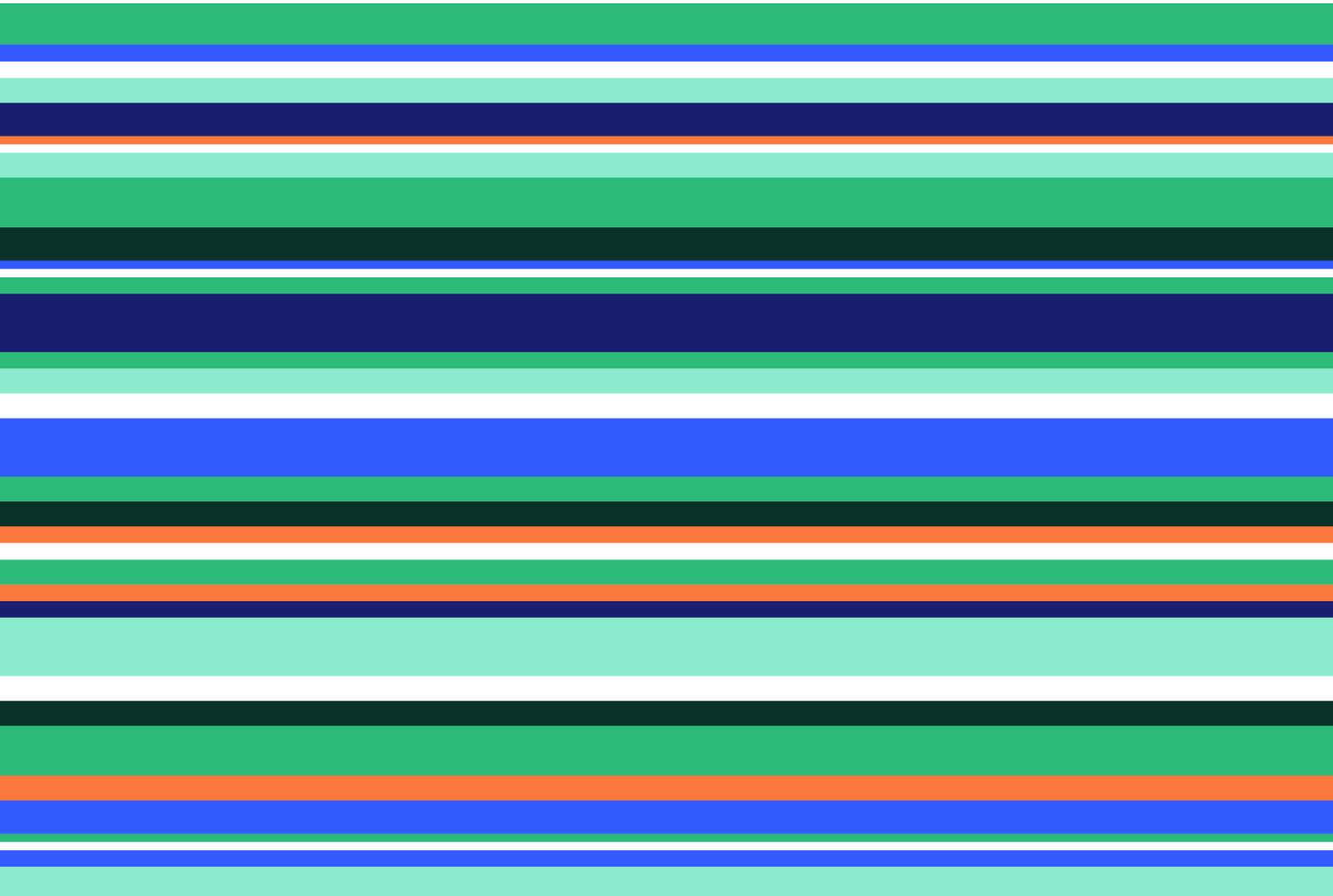


SUSE Modern Slavery Statement



Introduction

This Statement constitutes the Modern Slavery Statement for SUSE S.A. and its subsidiaries (“SUSE” or the “Company”) for the financial year ended 31 October 2025, in accordance with the requirements of the Modern Slavery Act 2015.

SUSE is committed to respecting human rights across its value chain, from its own employees to its suppliers and business partners and to the communities in which it operates. Child labour, human trafficking, and illegal, abusive or forced labour have no place in SUSE’s operations or in the operations of SUSE’s suppliers or business partners. SUSE opposes human trafficking, forced labour and all other forms of modern slavery.

Structure, Business and Supply Chain

Structure

SUSE S.A. is a Luxembourg incorporated company with over 40 subsidiaries in more than 30 countries and over 2,500 employees located across the world. More information about SUSE, its products, customers and its employees can be found at www.suse.com.

Business

SUSE is a global leader in enterprise open source software, across Linux operating systems, Kubernetes container management, Edge solutions and AI. The majority of the Fortune 500 rely on SUSE to provide resilient infrastructure, enabling IT leaders to optimize cost and manage heterogeneous environments. SUSE collaborates with partners and communities to provide organizations with the choice needed to optimize their current IT systems and innovate with AI and next-generation technologies across traditional on-premises, cloud native, multi-cloud, edge and beyond. For more information, visit www.suse.com.

Supply Chain

SUSE does not manufacture physical goods or have others do so for sale on its behalf. As further described below, SUSE’s supply chain is limited and consists of goods and services procured to operate its business and enable its employees to deliver its services.

SUSE purchases goods and services from a wide range of suppliers in different sectors and geographies. As set out in this Statement, SUSE believes that the nature of its business and its supply chain limits the risks arising from modern slavery and human trafficking. Nevertheless, SUSE is committed to the responsible management of its operations and supply chain, working to mitigate and, where necessary, remediate the risks associated with modern slavery and human trafficking. In this Statement, references to modern slavery should be read as references to both modern slavery and human trafficking.

Risks of Modern Slavery Practices in SUSE's Business and Supply Chain

Business

SUSE considers the risks of modern slavery in its business to be relatively low due to the nature of its operations and the skilled nature of its workforce.

In relation to its operations, SUSE does not consider that its business model or commercial activities are likely to contribute to modern slavery. SUSE does not manufacture or deliver physical products to its customers nor does it maintain a significant physical presence (the majority of its workforce operate remotely or via shared working facilities).

In relation to its workforce, employees are hired following a detailed recruitment and interview process and employed on the basis of an employment contract and/or offer letter. Where SUSE uses recruitment agencies during the recruitment process for new employees, SUSE ensures that such agencies are reputable and SUSE subjects such agencies to the same onboarding checks as its other business suppliers. As with all SUSE's suppliers, SUSE keeps the recruitment agencies it uses under continuous review. The majority of SUSE's employees are skilled workers in the engineering, sales, support, product, HR and General & Administrative functions.

In light of the nature of SUSE's operations and its workforce, SUSE believes that the risk of modern slavery practices affecting its workforce is low.

SUSE is committed to providing a work environment of inclusion where all employees are treated with dignity and respect and has a number of global policies and processes in place, including the Anti-Harassment and Anti-Bullying Policy and the Diversity, Equity and Inclusion Policy.

Supply Chain

SUSE considers the risks of modern slavery in the production of its products and the provision of its services to be relatively low because SUSE is not involved in the manufacturing, distribution or sale of physical products. SUSE's core supply chain consists of large, enterprise technology companies and consultants providing professional services. However, SUSE recognises that there is a higher risk of modern slavery within certain areas of its supply chain, in particular in areas which traditionally attract a greater risk, such as food, hospitality, building services (e.g. cleaning) and technology hardware. These risks will be heightened for suppliers in high-risk geographies.

SUSE aims to mitigate the risks of modern slavery through the policies and measures set out in this Statement.

Actions taken to assess and address modern slavery risks

SUSE's risk management function is centrally managed and rolled out on a global basis, where appropriate. This results in a cohesive approach to compliance with applicable laws and regulations in the countries where SUSE does business around the world.

The following section sets out a summary of the actions that SUSE has taken to assess and manage the risk of modern slavery in SUSE's business and supply chain.

Global Policies and Standards

SUSE Supplier Code of Business Ethics

SUSE's Supplier Code of Business Ethics ("SCOBE") is designed to ensure that SUSE's suppliers meet their legal and ethical obligations. SUSE expects that its suppliers will comply with its SCOBE and comply with all laws and regulations of the countries in which they operate, in particular laws that relate to anti-corruption, anti-slavery and anti-child labour, or have their own commitment to ethics and integrity which is consistent with SUSE's.

SUSE is committed to working with suppliers that actively demonstrate their respect of human rights, including through following guidelines and activities that support the prohibition of forced labour, modern slavery or child labour. Suppliers can report issues relating to SUSE's SCOBE, and any concerns relating to modern slavery, via SUSE's Speaking Up Policy, as further outlined in SUSE's SCOBE.

SUSE's SCOBE is currently available [here](#).

SUSE Code of Business Ethics

SUSE's Code of Business Ethics ("COBE") is the foundation of SUSE's compliance program and clearly sets out to all of SUSE's employees the requirement to adhere to high ethical standards and comply with all laws and regulations that are applicable to SUSE's business. The COBE applies worldwide to all SUSE employees and outlines SUSE's commitment to respecting human rights across its value chain, from its own employees to its suppliers and business partners and to the communities in which it operates.

The COBE asks SUSE employees to follow four steps when faced with ethical dilemmas:

- (i) pause when a situation makes an employee feel uneasy;
- (ii) reflect on the intended approach and think whether the approach is consistent with SUSE's culture, values and the COBE;
- (iii) ask additional questions and get help where necessary; and
- (iv) report concerns and stay alert.

SUSE has a Speaking Up Policy that sets out the process that SUSE employees should go through if they want to raise concerns, including use of a confidential reporting hotline.

SUSE's COBE is currently available [here](#).

Third Party Risk Management Program

SUSE is in the process of implementing a new Third Party Risk Management program (including, among other things, a newly launched Third Party Risk Management Policy) that will strengthen the monitoring of risks in SUSE's supply chain. Among other things, this program will include robust safeguards to ensure SUSE's vendors comply with anti-slavery and related labour regulations.

SUSE Partner Code of Conduct

SUSE's Partner Code of Conduct sets out the standards of business conduct and ethics that SUSE expects from its partners so that partners are aware of and comply with their legal obligations in relation to the conduct of their business. SUSE expects its partners to maintain the highest standards of business ethics and to be familiar with and comply with all laws that are relevant to their status as SUSE partners. SUSE's Partner Code of Conduct forms part of the contractual relationship between SUSE and its partners. Partners can report issues relating to the Partner Code of Conduct, and any concerns relating to modern slavery, via SUSE's Speaking Up Policy, as further outlined in the Partner Code of Conduct.

SUSE's Partner Code of Conduct is currently available [here](#).

Additional Policies

In addition to the policies and standards highlighted above, SUSE has implemented a number of ancillary policies that collectively strengthen SUSE's framework for identifying, reporting and preventing human rights abuses in both its business and within its supply chain. These policies include:

- Speaking Up Policy
- Anti-Harrasment & Anti-Bullying Policy
- Internal Disciplinary Policy
- DEI Policy
- ESG Policies
- Procurement Policy (due to be implemented in 2026)
- Internal Hiring Policy

Employee Training

Refreshed training on the COBE was published in 2025 for all SUSE employees and completion is mandatory for all SUSE employees. When they join SUSE all SUSE employees are also required to complete training on the COBE as part of their onboarding program.

As part of the mandatory COBE training, all employees are required to certify that they have completed the COBE training, understand the requirements set out in the COBE and agree to comply with all of the requirements of the COBE.

All commission based employees in external sales facing roles, are required to attest to their compliance with policies and procedures, including the COBE, on a quarterly basis.

In addition to training on the COBE, SUSE has an annual training program that includes training on Anti-Bribery and Anti-Corruption, as well as HR and Health and Safety training.

All training sessions described in this Statement are delivered digitally in conjunction with reputable third-party training providers and such sessions are compulsory for employees at SUSE. SUSE takes the prevention of modern slavery seriously within its workforce. SUSE monitors the completion rate of its training sessions; employees that fail to successfully complete any mandatory training sessions may face disciplinary measures.

Due Diligence

Employee Training

COBE training is mandatory for all SUSE employees and this training includes employees certifying that they understand the requirements set out in the COBE and that they agree to comply with all of the requirements of the COBE.

Reporting

SUSE's Speaking Up Policy encourages SUSE employees, customers and partners to report any actual or suspect wrongdoing by fellow SUSE employees, business partners or suppliers. The Speaking Up Policy sets out how concerns can be raised and the process for dealing with a concern. Anyone who wishes to raise a concern has access to an independent, confidential and external reporting service called Safecall which is monitored 24/7, 365 days a year. SUSE encourages openness and supports employees who raise genuine concerns, even if they turn out to be mistaken. SUSE employees will not be subject to disciplinary or retaliatory action solely as a result of making a good faith report of a violation or potential violation.

In the past year, SUSE engaged a third party provider to assess the quality of its reporting processes. The quality of SUSE's reporting processes were found to be above the industry benchmark, with minor opportunities for improvement identified and subsequently implemented.

SUSE's Speaking Up Policy is published on its website [here](#).

Effectiveness and Maintenance

SUSE reviews the content of its training materials, the completion rate of employee training and its reporting channels, including its independent, confidential and external reporting service, to assess the effectiveness of its modern slavery controls. SUSE regularly reviews the contents of applicable anti slavery legislation and associated guidance. SUSE also carries out annual risk assessments on the threat of modern slavery affecting its business and will adapt its controls as these threats evolve. Our last risk assessment was conducted in conjunction with the preparation and release of this Statement.

SUSE reviews and updates the content of this Statement on an annual basis (as summarised at Exhibit 1) in line with the Modern Slavery Act 2015, statutory and industry guidance, and internationally accepted standards. SUSE's policy framework has also been developed in conjunction with these materials. SUSE does not consider that its business operations have changed in any material way since the previous Statement, nor does SUSE consider that its specific exposure to risks in connection with



modern slavery has increased since the previous Statement. SUSE has nonetheless taken steps to enhance its safeguards to address modern slavery risks since the previous Statement, including by developing a Third Party Risk Management Program.



UK Modern Slavery Act

SUSE Group UK Limited and SUSE Software Solutions UK Ltd are required to publish a modern slavery statement pursuant to the Modern Slavery Act 2015. SUSE Group International Holdings Limited is not required to publish a modern slavery statement pursuant to the Modern Slavery Act 2015 but has chosen to do so on a voluntary basis. SUSE Group UK Limited is a wholly owned subsidiary of SUSE S.A., which is headquartered in Luxembourg. SUSE Software Solutions UK Ltd is an indirect wholly owned subsidiary of SUSE Group UK Limited. SUSE Group International Holdings Limited is a wholly owned subsidiary of SUSE Group UK Limited.

This Statement was prepared by cross-functional stakeholders across SUSE including representatives from Risk & Compliance, Legal, Procurement, Human Resources and Facilities. The responsible person for this Statement is the Chief Legal Officer and Company Secretary at SUSE. Any questions on any content contained herein should be directed to riskandcompliance@suse.com.

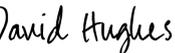
In compliance with the Modern Slavery Act 2015, this Statement was reviewed and approved by the Board of Directors of SUSE Group UK Limited, SUSE Software Solutions UK Ltd and SUSE Group International Holdings Limited and is signed on behalf of the Board of Directors of SUSE Group UK Limited, SUSE Software Solutions UK Ltd and SUSE Group International Holdings Limited.

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Director, SUSE Group UK Limited

DocuSigned by:


Director, SUSE Software Solutions UK Ltd

DocuSigned by:


Director, SUSE Group International Holdings Limited

Exhibit 1: Summary of Updates

We keep this Statement updated and under review on a regular basis, in accordance with applicable law and taking into account all relevant guidance. We have summarised below the latest changes that have been made to this Statement:

Last Updated	Updated by	Key Changes
March 2026	Legal and Risk and Compliance	Statement updated to (i) incorporate specific UK Home Office Guidance (ii) reflect findings of 2025 risk assessment and (iii) SUSE's new Third Party Risk Management program.