



Modern Slavery Statement

September 2025

Modern Slavery Statement

Introduction

This Modern Slavery Statement (“**Statement**”) has been prepared in accordance with section 54(1) of the Modern Slavery Act 2015. This Statement describes the steps Pirum Systems Limited, and its UK affiliates (together “**Pirum**” or the “**Company**”), has introduced and/or maintained during the financial year 1 April 2023 to 31 March 2024 to prevent modern slavery (including child, slave and forced labour) and human trafficking (together “**Modern Slavery**”) from occurring in any part of its business and in any of its supply chains.

About Pirum

Pirum was founded in 2000 with the objective of automating the full post-trade lifecycle for the securities finance and collateral management industries. The Software as a Service (SaaS) platform has since become the industry gold-standard globally for post-trade automation and connectivity solutions. Today, the Pirum platform is used and trusted by over 120 leading financial institutions around the world, covering both buy- and sell-side activities.

Pirum is committed to doing business ethically, in accordance with the highest standards of integrity, and to maintaining a culture which reinforces and encourages this commitment within the organisation, as well as externally with respect to its business partners and suppliers. Modern Slavery in any form is not tolerated, directly or indirectly.

Our Operations

The SaaS technology sector is generally considered a low-risk industry for Modern Slavery practices. Nevertheless, Pirum has implemented an appropriate risk-based approach to address any areas of its operations in which risk might arise.

Pirum has focused on: (i) reviewing and reaffirming our recruitment practices; and (ii) developing our supply chain due diligence and monitoring procedures to reinforce the expectations we have of our suppliers. These efforts have included:

- *Recruitment:* All successful candidates joining Pirum as employees are subject to robust pre-employment checks, including identity and right to work, criminal record, reference, and where applicable, academic and professional background checks.
- *Supplier Due Diligence:* All Pirum suppliers are subject to periodic due diligence/monitoring and a requirement to declare compliance with applicable laws and/or regulations on Modern Slavery.

These procedures help our Legal & Compliance and People teams identify any potential causes for concern and create the opportunity for follow-up action, where necessary. In the new fiscal year, we aim to strengthen these procedures further and develop even closer relationships with our suppliers.

To date no incidences or suspicions of modern slavery have been identified within our business operations or supply chains. However, in the event of such incidences or suspicions, Pirum: (i) encourages a culture of speaking up; and (ii) maintains appropriate procedures to investigate and take action as required. This is evidenced in our Employee Handbook and throughout our

compliance policies, as well as in our code of conduct training, applicable to all of Pirum's workforce.

Policies

Pirum maintains several Company policies and procedures that relate to the topic of modern slavery, namely:

- Background Check Policy
- Environmental, Social & Governance (ESG) Policy
- Diversity & Inclusion (D&I) Policy
- Third-Party Risk Management Policy & Procedure
- Whistleblowing Policy

Looking Ahead

We are committed to regularly reviewing and improving our practices. Accordingly, we will update and publish this Statement annually in connection with our review of Pirum's compliance policies and procedures. Should you have any questions about this Statement, please contact Pirum Legal via legal@pirum.com.

Signed,

A handwritten signature in dark ink, appearing to read "B. Challice".

Ben Challice Chief Executive Officer

Date: 26 September 2025