

MODERN SLAVERY ACT STATEMENT 2023

This statement is made by Entrust Corporation, including its UK-based subsidiaries, under section 54 of the UK Modern Slavery Act 2015.

Organisation's structure

We are a supplier of secure physical and digital identity solutions. Our headquarters is located in Minnesota, USA. Together with our global subsidiaries and affiliates, our organisation has over 2,800 employees worldwide and operates in four key regions: EMEA, APAC, LATAM, and North America.

Our commitment

We have a zero-tolerance approach to human trafficking and modern slavery, and we are committed to acting ethically and with integrity in all business dealings and relationships and implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or supply chain.

Our supply chain

Our supply chain includes, but is not limited to, infrastructure providers, suppliers for parts, equipment and software, and operational and professional support service providers. As part of our existing supplier due diligence process, we ask questions related to human trafficking and modern slavery of our suppliers. Additionally, our supplier contracts contain robust language prohibiting the use of human trafficking or modern slavery by our suppliers.

OUR ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

1. Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our 'Global Anti-Human Trafficking and Modern Human Slavery Policy' reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our policy is publicly available on our website at the following link: <https://www.entrust.com/legal-compliance/policies/anti-slavery-policy>.

2. Due diligence processes for slavery and human trafficking

- We have systems and practices in place to identify and mitigate potential risk areas in our supply chains, including the risk of slavery and human trafficking, through our supplier due diligence process and contractual language with suppliers.

- We encourage our employees to continuously monitor potential risk areas, including in our supply chains, and report any concerns to management, Legal, HR or through our 24/7, confidential Ethics Hotline (where reports can also be made anonymously). The landing page for our hotline can be found here: <https://secure.ethicspoint.eu/domain/media/en/gui/100617/index.html>.
- To date, we have not received any reports of human trafficking or modern slavery in our company or in our supply chain. To the extent we do receive a complaint or concern in the future, we would conduct a thorough investigation which may include engaging outside counsel or other experts as needed. We have a robust internal investigations process which is documented in our Conflict Resolution Policy. Both our Code of Ethics and Conflict Resolution Policy note our anti-retaliation posture with regard to anyone who reports a good faith complaint or concern.

3. Contracting

We have strong contractual language with our suppliers requiring them to comply with all applicable laws, rules and regulations including those related to slavery and human trafficking. We reserve the right under our supplier agreements to terminate the relationship with a supplier if any evidence of non-compliance is found.

4. Conflict Minerals

We are committed to preventing instances of modern slavery and human trafficking through the prohibition of conflict minerals in our supply chain. We have policies, supplier due diligence measures, and contractual obligations in place to support this commitment. To ensure ethical sourcing, suppliers are also required to perform their own conflict minerals due diligence and agree to comply with Entrust's Supplier Code of Conduct. Entrust's Global Conflict Minerals Policy Statement and Supplier Code of Conduct are publicly available on our website at the following link: <https://www.entrust.com/legal-compliance/environmental-social-and-governance>

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chain:

- The number or percentage of suppliers and sub-contractors that have been vetted for ethical labour practices.
- The number of reports of ethical concerns or suspected policy violations entered in our case management system.
- The number of reported ethical concerns requiring action after investigation.

Next steps

We continue to enhance our due diligence and risk assessment processes with respect to our use of suppliers across our organisation to ensure a robust and consistent approach to mitigating the risk of modern slavery and human trafficking. We will update this statement on an annual basis as these enhancements are made to our program.

This statement has been made in accordance with the reporting requirements of Clause 54 (1) of the UK Modern Slavery Act 2015 for the financial year ending 31st March 2023 and applies to the UK business of Entrust Corporation which includes, but is not limited to, the following UK-based subsidiaries: **Data Card International Limited, Entrust (Europe) Limited, Entrust Security Solutions UK Limited, nCipher Security Limited and Nu-Type Limited** (collectively "Entrust UK").

This statement was approved by the Board of Entrust Corporation at its regular meeting in September 2023.

Signature:



Title: Lisa Tibbits, Chief Legal and Compliance Officer

Date: August 10, 2023