MODERN SLAVERY STATEMENT OF NINTEX GLOBAL LIMITED, NINTEX UK LIMITED, AND NINTEX PTY LTD.

This Modern Slavery Statement (the "Statement") is made by Nintex Global Limited on behalf of itself and its affiliates, Nintex UK Limited, and Nintex Pty Ltd. (collectively, "Nintex"), and is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Commonwealth). This Statement covers the financial year ending 30 June 2026 and sets out the steps Nintex has taken to prevent modern slavery and human trafficking in its operations and supply chains.

Nintex is opposed to modern slavery in all its forms, including forced labor, bonded labor, human trafficking, child labor, and any other form of servitude or exploitation. Nintex is committed to acting ethically and with integrity in all business dealings and relationships, and to implementing effective systems and controls to ensure that modern slavery does not take place anywhere within the organization or in any part of its supply chains.

OUR BUSINESS

Nintex is the global standard for process management and automation and is a global company that has been in business for more than 18 years. Known as the ”Process & Automation Experts," Nintex delivers software that helps organizations discover, automate, and optimize their business processes. The Nintex Platform is a cloud-based software-as-a-service (SaaS) solution used by more than 7,200 public and private sector organizations across 112 countries to accelerate their digital transformation by quickly and easily managing, automating, and optimizing business processes.

COMPANY STRUCTURE AND OPERATIONS

Nintex Global Limited is the parent entity of the Nintex group of companies, which includes Nintex UK Limited (incorporated in the United Kingdom) and Nintex Pty Ltd (incorporated in Australia). The company is headquartered in Bellevue, Washington, USA, and operates out of 7 physical offices with employees located in 14 countries. Nintex employs approximately 850 people worldwide.

As a cloud-based SaaS company, Nintex does not engage in manufacturing, physical production, or the extraction of raw materials. The company's operations are principally centered on software development, sales, marketing, customer support, and related professional services.

NINTEX’S COMMITMENT

Nintex is committed to conducting its business ethically and responsibly, complying with the laws and regulations that apply to its operations worldwide, and respecting human rights. As part of that commitment, Nintex works to ensure that slavery and human trafficking have no place in any part of its business or supply chains.

To that end, this Statement applies to all persons working for or on behalf of Nintex Global Limited, Nintex UK Limited, or Nintex Pty Ltd. in any capacity, including but not limited to the following: Employees at all levels, including senior management, directors, and officers; agency workers and interns; agents, contractors, and external consultants; third-party representatives; and business partners, vendors, resellers, and suppliers. Any failure to act in accordance with this

Statement may result in disciplinary action, up to and including termination of the applicable employment or contractual relationship.

SUPPLY CHAIN RISKS

As a cloud-based SaaS company, Nintex does not operate manufacturing facilities or engage in the extraction of raw materials. Our supply chain consists primarily of software-as-a-service and other service-based providers, including technology infrastructure providers, professional services firms, and corporate services vendors, together with providers that support our physical operating requirements, such as office space, cleaning, furniture and fixtures, and IT equipment. These categories are generally recognized as lower-risk for modern slavery, and in light of these characteristics we have determined that there is minimal risk of modern slavery occurring in our supply chains.

ACTIONS BY NINTEX

Policies, Codes and Controls

Nintex maintains the following policies and controls to prevent modern slavery in its operations and supply chain, reflecting the robust governance of our business and the importance we place on ethical, legally compliant business conduct:

a) Codes of Conduct: The Nintex Employee Handbook contains Codes that set expectations for ethical behavior, including respect for human rights and compliance with applicable laws.

b) Anti-Harassment and Discrimination Policy: This policy reflects our commitment to maintaining a respectful, safe, and inclusive workplace that is free from harassment, discrimination, and other forms of mistreatment.

c) Anti-Corruption Policy: This policy reflects our commitment to conducting business with integrity and prohibits bribery and corruption.

d) Vendor Management Guidelines: The Nintex Vendor Management Guidelines establish requirements for the selection and on boarding of vendors.

e) Customer Acceptable Use Policy: Nintex requires all customers to acknowledge and comply with its Customer Acceptable Use Policy, which mandates responsible use of Nintex services and prohibits use of the Service in ways that infringe the rights of others.

Employee Engagement

Nintex is committed to fostering a workplace in which employees are treated with dignity and respect. Our people practices are designed to support employee well-being, workplace safety, fair treatment, and a culture in which concerns can be raised without fear of retaliation. During the reporting period, Nintex used employee feedback mechanisms to assess workplace conditions and identify potential concerns. Nintex will continue to review its people practices and employee-engagement mechanisms as part of its approach to identifying and mitigating modern slavery risks in its operations.

Grievance Mechanism

Employees and other relevant stakeholders may raise concerns about suspected modern slavery, human trafficking, forced labour, child labour, or other human rights issues through Nintex's internal reporting channels, including a confidential reporting channel. Nintex prohibits retaliation against any person who raises a concern in good faith. Reports are reviewed and investigated through the appropriate internal process, and Nintex will take responsive action where warranted.

Nintex will continue to assess the accessibility and effectiveness of its reporting channels.

Remediation

If Nintex becomes aware of suspected forced labour, child labour, human trafficking, or other modern slavery concerns in its operations or supply chain, the relevant business team will consult with Legal to determine appropriate action. Depending on the circumstances, this may include reporting to relevant authorities, enhanced due diligence or auditing, and requiring the relevant supplier or business partner to implement corrective and preventive measures. Nintex will seek to remediate identified concerns in a manner that prioritizes the welfare and safety of affected individuals, and may suspend or terminate a relationship where the supplier or business partner fails to engage in appropriate remediation, taking account of whether termination could further adversely affect those individuals.

EFFECTIVENESS

Nintex evaluates the effectiveness of its efforts to identify and mitigate modern slavery and human trafficking risks by:

- Reviewing relevant policies, procedures, and materials.
- Conducting periodic risk assessments of its operations.
- Reviewing concerns raised through its internal reporting channels and the actions taken to address them.
- Monitoring vendor-management.
- Consulting relevant internal stakeholders.
- Monitoring material developments in modern slavery legislation and human rights expectations.

Nintex will use the results of these activities to identify opportunities for continuous improvement in its approach to modern slavery risk management.

REPORTING

This Statement is reviewed on an annual basis and is submitted for approval to the Board of Directors of Nintex Global Limited prior to publication.

All entities have been consulted in connection with the drafting of this statement by being made aware of the preparation of the statement and having the opportunity to participate in the preparation of the statement as required.

This joint statement has been approved by the Board of Directors of Nintex Global Limited and is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Commonwealth) and constitutes their modern slavery and human trafficking statement for the financial year ending 30 June 2026.

Signed for and on behalf of Nintex Global Limited. and its affiliates.

By: Electronically Signed 2026-09-09 19:50:57 UTC - 209.245.164.122
Stephen Elop
Nintex AssureSign® 0fbb58e0-9f55-4fa4-af72-b4c0013e6cdd

Name: Stephen Elop
Title: Acting CEO and Director

Date: 09/09/2026

REVISION HISTORY

The following table sets out the revision history of this Modern Slavery Statement.

Version	Date	Author	Description
1.1	15 April 2019	Camden Hillas (Associate General Counsel)	2019 Annual Revision
1.2	17 April 2019	Eric Johnson (CEO)	FY 2019 Statement Approval
2.1	18 April 2021	Camden Hillas (Associate General Counsel)	2020 Annual Revision
2.2	21 April 2021	Nintex Global Board of Directors	FY 2020 Statement Board Approval
3.1	26 July 2021	Camden Hillas (Associate General Counsel)	2021 Annual Revision
3.2	27 July 2021	Eric Johnson (CEO)	FY 2021 Statement Approval
4.1	28 April 2022	Camden Hillas (Associate General Counsel)	2022 Annual Revision
4.2	01 July 2022	Nintex Global Board of Directors	FY 2022 Statement Board Approval
4.3	01 July 2022	Eric Johnson (CEO)	FY 2022 Statement Approval
5.1	2023	Amit Mathradas (CEO)	FY 2023 Statement Approval
5.2	2023	Nintex Global Board of Directors	FY 2023 Statement Board Approval
6.1	01 March 2024	Angela Wishaar (Privacy and Compliance Specialist)	FY 2024 Annual Revision
6.2	01 March 2024	Camden Hillas (General Counsel)	FY 2024 Statement Approval
6.3	01 March 2024	Nintex Global Board of Directors	FY 2024 Board Approval
7.1	29 January 2025	Angela Wishaar (Privacy and Compliance Specialist)	FY 2025 Annual Revision
7.2	29 January 2025	Camden Hillas (General Counsel)	FY 2025 Statement Approval
7.3	29 January 2025	Nintex Global Board of Directors	FY 2025 Board Approval
8.1	22 July 2026	Angela Wishaar (Privacy and Compliance Counsel)	FY 2026 Annual Revision
8.2	23 July 2026	Sarah Visbeek (General Counsel)	FY 2026 Statement Approval
8.3	06 August 2026	Nintex Global Board of Directors	FY 2026 Board Approval