Modern Slavery Statement 2026

Introduction

Conducting business in an ethical and sustainable way is part of Worldline's culture and this is incorporated into all facets of its strategy. Worldline can influence things for the better through not only its own business policies and practices, but also its relationships with employees, customers, partners, and suppliers.

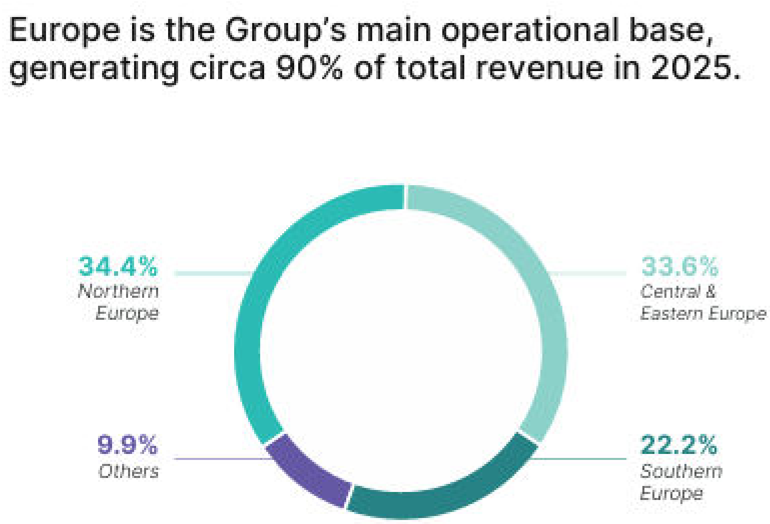
We recognise that slavery in all its forms, including servitude, forced or compulsory labour and human trafficking ("modern slavery") continues to be a significant issue, and we are fully supportive of efforts to eradicate these abhorrent crimes.

This statement has been published as a joint statement in accordance with the UK Modern Slavery Act 2015 and the Australian Commonwealth Modern Slavery Act 2018 ("Modern Slavery Laws"). It sets out the steps that Worldline SA and its subsidiaries ("Worldline"), insofar as they fall within the scope of the Modern Slavery Laws, have taken during the year ending 31 December 2025 to ensure that slavery and human trafficking are not taking place in their supply chains and in any parts of their business.

Organisation structure, operations and supply chains

Worldline

In 2025, Worldline employed c. 18,100 employees in more than 41 countries, predominantly in Europe. Worldline prioritises internal recruitment, providing employees with opportunities to gain new skills or to advance, with 31% of positions filled internally. There were 158 workers employed by Worldline under temporary contracts, and no seasonal workers or workers on contracts without guaranteed hours.



Employee wellbeing and ensuring that policies and practices are not only compliant with legal requirements but contribute to a working environment in which all have the opportunity to thrive, are important to Worldline. For some years Worldline has utilised Great Place to Work surveys as a means of identifying strengths and weaknesses, and in 2025, 15 countries were certified as a Great Place to Work, compared to 11 countries in 2024. Of particular note is India, where Worldline was not only awarded Great Place to Work status, but also 'Top Employer'. Meanwhile in the UK, Worldline made the Times Top 50 for Gender Equality for the 4th year running.

The Group provides an extensive range of merchant acquiring, payment processing and business solutions to financial institutions, merchants, corporations, and government agencies.

Worldline S.A., the Worldline group's parent company, is a public limited company (Société Anonyme) under French law and is registered with the Registry of Commerce and Companies of Nanterre. The Company is governed by a Board of Directors. The Executive Committee meets weekly, leads, and implements Worldline's overall strategy and business ambitions, and a number of other committees exist to direct specific areas from a group perspective, including the Social and Environmental Responsibility Committee.

Modern slavery is a topic which is of importance to different Global Functions, whose policies determine the actions required at both global and local or entity level. Legal and Compliance are responsible for ensuring that legal and ethical requirements are met, both within the organisation, and within any other contractual relationships, and Compliance would lead investigation raised through the Integrity Line about any abuse of Human Rights in conjunction with any other relevant Functions; Human Resources look after the interests of employees; Procurement manages the selection, and ongoing management of suppliers; and the Corporate Social Responsibility (CSR) team helps manage the company's CSR strategy. This cross-departmental approach ensures that risk of modern slavery is considered throughout the company and there are appropriate policies in place.

During 2025, Worldline activities were organised around three Global Business Lines (GBLs), namely: Merchant Services, Financial Services, and Mobility & e-Transactional Services. Worldline provides modern payment solutions that help financial institutions meet their customers' needs; delivers complete digital journey for retailers and their customers and facilitates consumer engagement via seamless services on any device; offers a unique combination of payment processing on an industrial scale as well as innovative solutions for payment and card-related transactions.

Australia

In Australia, Worldline has both wholly owned subsidiaries and joint venture companies Worldline Australia Pty Ltd – (ABN: 50 645 073 034 known as ANZ Worldline Payment Solutions) operates as a merchant acquirer for businesses whose operations are carried out in Australia. It is a joint venture between ANZ Non-Bank Holdings Pty Ltd and Worldline SA and is part of Worldline's MS service line. Worldline Australia Pty Ltd has a wholly owned subsidiary, Worldline Payment Solutions Australia Pty Ltd (ABN: 29 646 200 017), which is the entity that primarily engages with suppliers.

Separately, in Australia there is a wholly owned subsidiary of Worldline SA, Worldline Services Australia Pty Ltd, and is a platform provider to the Group. It has a wholly owned subsidiary, Bambora Online Pty Ltd. The registered office of each of Worldline Australia Pty Ltd, Worldline Payment Solutions Australia Pty Ltd, Worldline Services Australia Pty Ltd and Bambora Online Pty Ltd is Collins Square, Tower 4, Level 15, 727 Collins Street, Docklands, Victoria, Australia 3008. There are 379 employees across the four Australian Worldline entities.

UK

For the entirety of the reporting period, there have been four legal entities registered in the UK, Worldline IT Services UK Ltd, Worldline Merchant Services UK Ltd, Worldline Retail Enterprise (UK) Ltd and Worldline E-Commerce Solutions (UK) Ltd with over 550 employees across the four entities.

Worldline IT Services UK Ltd is the UK's only entity operating in Mobility and e-Transactional Services, the others operating in Merchant Services. In 2024, it became Worldline's second entity to be authorised by the UK Financial Conduct Authority (FCA), enabling it to offer regulated services within the parameters of its authorisation. Its diverse range of clients include train operating companies, and those in the hospitality and retail sectors.

The other three UK entities operate within the Merchant Services division. Worldline Merchant Services UK Ltd is authorised by the Financial Conduct Authority under the Payment Services Regulations 2017 and provides regulated merchant acquiring services, while the remaining entities support the provision of integrated, secure payment solutions to UK-based merchants.

Suppliers

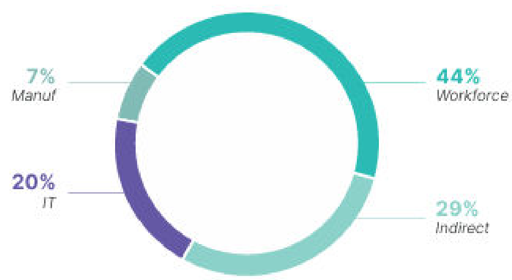
Worldline's Sustainable Procurement Policy includes the selection, due diligence, ESG performance monitoring and management of suppliers. It is aligned with the framework and expectations described in the international organisation for standardisation's ISO 20400 standard. Sustainable procurement governance is under the responsibility of the Worldline CPO in coordination with CSR, Compliance and Third-Party Risk teams.

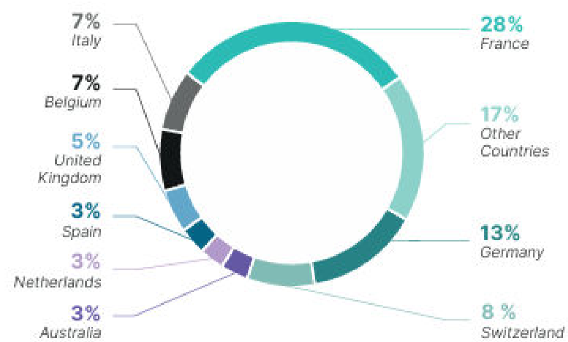
The Procurement function is organised around 4 main purchase categories: IT, Workforce, Indirect, and Manufacturing / CapEx.

In 2025, the main suppliers per purchase categories were:

- **IT:** Atos, Six Group Services, Microsoft, IBM.
- **Workforce**: PricewaterhouseCoopers, Accenture.
- **Manufacturing / CapEx**: Ingenico, Castle, PAX
- **Indirect**: CBRE, EDF.

Worldline monitors spend (purchasing expenses from external providers) through a monthly dashboard for performance and KPI monitoring. In 2025, Worldline's total spend reached approximately €1.05 billion for around 6,150 vendor legal entities (Tier 1) in 70 countries. In 2025 the group reduced its number of vendor legal entities by 7.6% by consolidating its purchases compared to 2024. The breakdown of Worldline's spend by main purchase categories and by supplier countries is as follows:





Please note that most of our Tier 1 vendors are registered in European countries, thus reducing the inherent country risk.
Worldline also pays close attention to its subcontractors (working on Worldline projects and employed by external suppliers).

Policies in relation to slavery and human trafficking

Worldline Policies: Introduction

Worldline's policies fall into two complementary areas – the Group policies which establish the minimum standards which must be observed throughout the Group, for instance any legal requirements that are applicable to all legal entities regardless of the country of operation, and local policies which reflect the needs of local legislation or operational needs.

Local HR teams maintain policies to ensure compliance with all aspects of applicable national employment legislation, from employees' basic statutory employment rights, which exceed basic protections against modern slavery; to employers' legal obligations in respect of these rights, and to act lawfully when employing someone e.g. verifying that a new employee has a legal right to work in the country.

Worldline Group policies are developed by the relevant Global team through a process of writing, review, consultation with workers' councils where applicable, and each have a sponsor to ensure that the tone from the top is maintained and the involvement and commitment of senior management is visible and are reviewed every two years, or sooner if required.

Information about new and revised policies is shared in a variety of complementary ways. All employees must complete mandatory training, and this forms the basis of communication about core policies.

Code of Ethics

Worldline's Code of Ethics, at the heart of Worldline's culture, was revised in 2024 and was available to employees in 12 languages internally from the end of the year and is currently under review. The latest version adopts an expanded format, which includes not only information about the expected standards of behaviour, but dos and don'ts, as well as FAQs, to help put these into an everyday context.

The section on Human Rights makes clear Worldline's commitment to the effective abolition of modern slavery, as well as highlighting the zero tolerance of exploitative employment practices which are illegal but may also indicate the possibility of modern slavery. Readers of the *Code of Ethics*, which includes both employees and third parties, are encouraged to report to Worldline via the Integrity Line (whistleblowing tool), if they have reason to believe that someone working for Worldline, or one of its customers or suppliers, is a victim of modern slavery. More importantly, they are reminded that if they believe that a potential victim is in danger, this should be reported to the appropriate local authorities.

Human Rights Policy

The Human Rights Policy remains a key commitment to upholding the fundamental rights of people working in, or behalf of Worldline, as well as recognising the social impact Worldline can have through the way it conducts its business.

- **Diversity and inclusion:** Worldline is committed to fostering, cultivating and maintaining a culture of diversity, equity and inclusion.
- **Non-discrimination:** Worldline does not tolerate direct discrimination and takes care to prevent indirect discrimination.
- **Child labour and young workers:**
    - Worldline does not employ children below the local minimum age for full-time employment, and recognises the ILO's minimum age of 15 for entry into employment
    - Worldline recognises that where young persons may be employed below the age of 18 (dependent on country), additional rules may apply to ensure the wellbeing of the young person
- **Forced, bonded and compulsory labour:** this is a fundamental prohibition.
    - Worldline does not permit the retention of employees' original documentation used to verify identity or right to work

    - Business Partners are required to implement and enforce effective controls to ensure modern slavery is not practised in its business or supply chains
- **Freedom of association, collective bargaining, and the right to strike:**
    - All employees have the right to form or join trade unions (ILO Convention 87);
    - All employees have the right to engage in collective bargaining (ILO Convention 89)
    - All employees have the right to strike
- **Health and safety:** Worldline conducts risk assessments to identify potential risks so that appropriate measures to protect its employees can be put in place; employees must be adequately informed about health and safety procedures; all local legislative requirements must be met, such as recording or reporting requirements
- **Working conditions (including working hours):**
    - Worldline ensures that all employees have a written contract or equivalent with agreed terms and conditions, including notice on both sides.
    - Contracted working hours must comply with the local legislation. Overtime must not be coerced or exceed local limits. Compelled overtime is expressly forbidden.
    - Annual leave and sick leave must meet at least the national, legal minimum.
    - Worldline complies with, or exceeds, legal requirements for all forms of family leave as applicable by local law, including but not limited to, maternity or paternity leave.
- **No harsh or degrading treatment; no harassment:** Worldline does not engage in, support or allow any form of harassment or abuse, whether physical, verbal or psychological.

The section on social impact contains two further sections, specifically supply chain management and due diligence; and Worldline's zero tolerance for corruption, bribery and fraud.

Sustainable Procurement Policy

Worldline introduced its *Procurement Policy* in 2020, aligned with ISO 20400 Sustainable Procurement, adding its *Sustainable Procurement Policy* in 2024. As part of its commitment to sustainable procurement, both to reinforce this within Worldline and to demonstrate to Worldline's customers and suppliers the standards they seek to uphold, in 2024, Worldline SA signed up to *Relations Fournisseurs Achats Responsables*, and continued to build on this during 2025. The ambition was to receive the RFAR label, the first and only certification based on ISO 20400 standards, and as part of this, was subject to its first annual audit, conducted by an external third party. This 2025 audit was successful, and Worldline was awarded the certification in March 2026. (The full details of the Charter, including the full list, can be found at *La Charte Relations fournisseurs et achats responsables | Ministère de l'Économie des Finances et de la Souveraineté industrielle et numérique*)

Sustainable Procurement Guide

This Guide supports the Sustainable Procurement Policy, providing buyers with a consolidated framework and recommendations on how best to integrate CSR criteria into the procurement process. It presents various sectoral regulations and initiatives (labels, partnerships, etc.) to consider based on the purchase category, and is updated as these regulations evolve, such as the inclusion of the EU Green Taxonomy.

Whistleblowing

Worldline's Whistleblowing Policy (Compliance Alerts Policy – Whistleblowing) remains one of the most important tools for addressing any ethical or Human Rights issues that could arise. One of the key avenues for reporting is the *Worldline Integrity Line*. This can be accessed freely via the internet and does not require any access to any Worldline systems. This platform exists so that anyone with any concerns about wrongdoing either within Worldline, or within its supply chain, can report this directly to Worldline. If Worldline received any reports of malpractice or ill use by workers within the supply chain, these would be treated as seriously as any received from a Worldline employee and handled accordingly.

Due diligence processes

Worldline's Sustainable Purchasing Strategy has six actions, each with a clearly defined objective. Action 4 is Ensuring Due Diligence through Supplier Risk Assessments; the Objective, to guarantee the integrity of the supply chain in compliance with anti-corruption regulations and vigilance obligations. Major risks associated with our supply chain are identified and assessed, with a particular focus only concerning corruption, ethics, human rights, and regulatory compliance, to which end, we have implemented a comprehensive supplier vigilance process.

This process consists of two stages:

- **Vigilance at the legal entity level of the supplier, led by the Procurement team.**
    - Collecting and verifying supplier information.
    - Sharing Worldline's CSR expectations (charters, UN principles, regulations).
    - Verification via international databases (financial stability, sanctions lists, PEP).
    - Mapping risks related to the country of origin and sector of activity.

    This first stage results in the assignment of a risk score (low, medium, high) which determines the controls put in place, and decision-making concerning the continuation or cessation of the business relationship.

- **Vigilance at the engagement level, managed by the Third-Party Risk team.**
  The Third-Party Risk Team manages the assessment of the risks presented by the goods or services under the specific contract, such as outsourcing, security, data protection, business continuity, money laundering.

The Third-Party Risk team also conducts risk assessments on all other types of third parties.

In 2025, total expenditures with external suppliers amount to €1,047 billion.

Suppliers

The Procurement team manages the selection and onboarding of new suppliers, following the global vendor due diligence process. Its objective is to discover any corruption, ethical/ Human Rights abuse or risks associated with a vendor to ensure and maintain integrity within the supply chain in compliance with all anti-corruption and Duty of Vigilance (France) regulations.

To implement our actions in the most efficient and relevant manner, Worldline relies on a supplier categorisation in our core supplier database. All suppliers are divided into 3 categories at vendor legal entities level:

- Class A: Annual spend above or equal to €250k
- Class B: Annual spend between €25k =< X < €250k
- Class C: Annual spend below €25k

As the CSR assessments and reviews are mostly conducted at parent company level, the "strategic supplier" status is used to list all vendor parent companies with at least one legal entity that is part of the Class A category (excluding one-off spend and non- addressable suppliers). This supplier classification at parent company level, set by the buyers during the vendor on-boarding phase and reviewed on a monthly basis, enables the procurement team to apply different follow-ups and risk monitoring depending on the status of the supplier.

Refusal by a supplier to be evaluated or cooperate can lead to a contract termination. Worldline also has the right to conduct on-site audits particularly for suppliers involved in manufacturing equipment.

In its description of the value chain, Worldline focuses its analysis on Tier 1 suppliers, only registered in its database. However, some Tier 2 suppliers — although not directly compensated by Worldline — may be considered strategic within the framework of specific CSR initiatives.

As for the organisation of the supply chain, suppliers are not categorized by service type or business relationship, except for those identified as strategic. Assessments related to CSR risks are conducted via the EcoVadis platform, used to analyse and evaluate suppliers on these criteria.

In addition to Worldline's supplier risk assessment, Worldline uses EcoVadis to assess the sustainability of strategic partners based on four key domains, that is, environmental impact, labour and Human Rights standards, ethics, and procurement practices.

In 2025:

- 139 strategic suppliers were listed at ultimate company level (legal entity *or* parent if applicable), representing 62% of the total Worldline spend.
- 95% of Worldline's spend with strategic suppliers was covered by an EcoVadis assessment, representing 89.9% of all strategic suppliers in terms of number.
- The average score of Worldline's suppliers was 70.6/100, higher than EcoVadis global average score (Worldline's score in 2025 was 84/100)
- 100% of suppliers with a score below 45/100 in one of the four pillars, or as an overall score, have been required to have an action plan to resolve critical findings identified.

Risk assessment and management

The management of risks begins with their identification and assessment, which may take place as part of a formal risk assessment process evaluating known or possible risks, or in response to risks or issues that have been reported to Worldline by other parties. For this reason, in 2025, as part of Worldline's signing of the Responsible Purchasing Supplier Relationship Charter, a new communication channel called “Mediator” was launched for suppliers, which takes the form of an email address provided in the supplier onboarding and payment processes. By maintaining an active dialogue with suppliers on social and environmental issues, we can make sure that any potential or actual risks that may require attention or active management can be raised easily, ensuring prompt action as needed.

Both French and EU law help define Worldline’s framework for risk assessment, and the work and risk assessments related to the duty of vigilance are integrated into the overall risk analysis process mandated by the Corporate Sustainability Reporting Directive (CSRD). Risks are categorised into three domains (human rights and fundamental freedoms, health and safety, and environment) and are classified according to their severity (impact) and likelihood of occurrence. ‘Human rights and fundamental freedoms’ includes risks of child labour and forced labour, collective bargaining freedom of association, impact on communities, and secure employment; health and safety includes other human rights which have an impact on health and wellbeing, namely, working conditions, work-life balance, measures against violence and harassment in the workplace, employment of and inclusion of disabled persons, diversity, training and development of skills, and gender equality.

Interviews with local Compliance Officers supported the finding that the risk of modern slavery is of low probability within the entire value chain.

Risk mitigation plans are then developed to mitigate any risks identified within Worldline, or within its supply chains.

Devoir de Vigilance risk assessment 2025

As part of the integrated risk management methodology, Worldline manages, measures and reports on impacts, risks and opportunities (IRO) related to ESG issues. The assessment of impact materiality on people and the environment is partly carried out through the Duty of Vigilance exercise and follows a specific evaluation methodology. The identification of IRO is crucial for qualifying impacts on Worldline and/or stakeholders in the short, medium, and long term. These impacts include those related to Worldline's own operations and its value chain, including through its products and services or business relationships, considering both pessimistic and optimistic projection scenarios.

The approach consists of three phases.

Phase 1: Identification of Impacts, Risks, and Opportunities (IRO)

Workshops were conducted with internal experts from CSR, Finance, HR, Compliance, Procurement, and Risk. A comprehensive list of IROs was established based on the issues defined by the CSRD, resulting in the identification of 91 IROs. These IROs were mapped across the value chain (upstream, internal operations) and assessed over the short, medium, and long term.

Local-level analysis revealed differences in impact of materiality depending on geographic areas, types of clients, or activities.

Phase 2: IRO Assessment

A sampling combining financial criteria (contribution to revenue, margin, and balance sheet assets), size (based on employee numbers), and specific issues related to each geography.

The analysis of the evaluations obtained was based on existing risk mapping scales to determine financial materiality, according to its scope (e.g., service continuity, reputation, customer impact, compliance, etc.) and its probability, rated from 1 to 5, as well as impact materiality. Impact materiality was evaluated using two approaches, severity and likelihood of occurrence:

1. The severity of impacts on persons (employees, end users, local communities) and the environment, based on a dedicated impact scale grounded in human rights, health and safety, environmental issues, and stakeholder impacts.
2. The severity of impacts on other stakeholder groups (suppliers, clients, public authorities) was assessed using a dedicated impact scale based on availability, clients, reputation, compliance, and financial aspects.
3. Severity, measured by the extent, scope, and irreversibility of the impact, was evaluated to categorize impacts.
4. In cases of potential impacts, their likelihood of occurrence was assessed. This approach relied on scenarios from the SSP (Shared Socio-economic Pathways) framework, incorporating both optimistic and pessimistic projections to ensure a robust and balanced evaluation of future potential impacts. For each IRO, a score was calculated by multiplying impact and probability scores, on a scale of 1 to 25. Results were then grouped by sustainability issues, in connection with CSRD themes, to feed into the double materiality matrix.

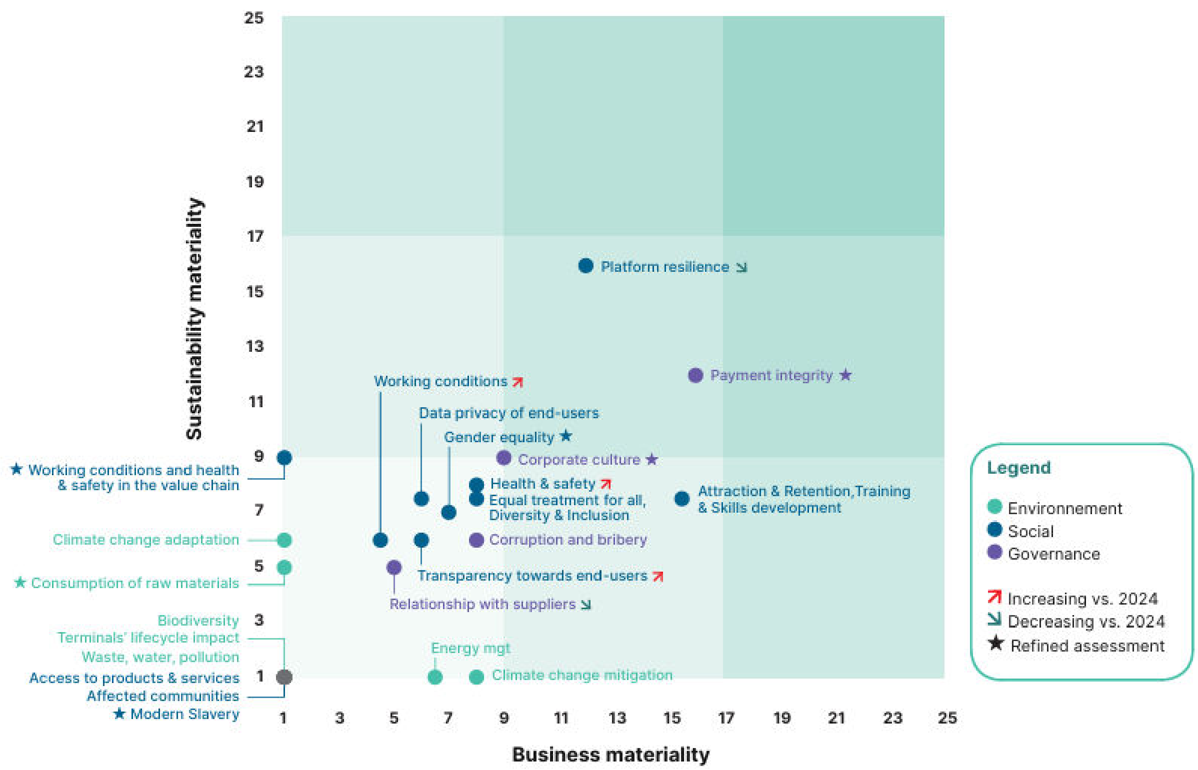
Phase 3: Determination of the Materiality Threshold

The materiality threshold was defined in accordance with the Group's Risk Management Framework, which segments the materiality matrix into three zones:

- Highly material RIOs (score above 12)
- Material RIOs (score between 5 and 12)
- Non-material RIOs (score below 5).

By applying these criteria, 51 IROs were identified as material and 40 as non-material. They were positioned in a double materiality matrix, indicating the scores of financial materiality and impact per sustainability issue, each issue possibly covering one or more scenarios.

Double materiality matrix



The double materiality analysis showed that the group's value chain does not present significant risks of exposure to child labour, forced labour, or compulsory labour.

There are three notable findings in terms of materiality. In 2025, two new material issues emerged, namely the consumption of raw materials (the impact materiality being deemed to be low), and transparency towards customers. Modern slavery, by contrast, no longer apears as a material risk.

Worldline: findings

There are no findings within the organisation, linked to modern slavery or human trafficking.

Worldline's activity is based on a skilled, high-performing, and committed workforce. To remain a leading employer, Worldline places at the heart of its strategy:

- attracting and retaining talent,
- developing skills and enabling career progression,
- a safe and respectful workplace,
- work-life balance,
- inclusion, diversity, and equal treatment for all.

Worldline also commits to respecting human rights throughout the professional journey of its employees, including during periods of transformation.

Health & Safety at Work

As part of Worldline's Vigilance Plan, actions related to employees within the organisation fall into two areas: talent attraction and retention, training, skills, and career development; and health and safety at work.

Worldline places the health, safety, and well-being of its employees at the core of its priorities, and in 2025, a Worldline Group Health & Safety Policy was formalised, incorporating risk assessments, safety training programs, and awareness of best practices to prevent accidents and occupational hazards, encouraging employees to actively participate in health and safety initiatives. This Policy is in addition to local policies which exist, where needed to ensure compliance with local health and safety laws.

Worldline has in place three actions to support the continued health and safety of its employees during the course of their employment.

- **Action #1 – Assessment and prevention of health and safety risks**
  - Objective: ensure a healthy and safe working environment, reduce accident risks, and preserve employees' well-being.
- **Action #2 – Assessment and prevention of psychosocial risks at work**
  - Objective: proactively evaluate and reduce psychosocial risks, including harassment, intimidation, discrimination, and inappropriate behaviours, to ensure mental well-being for all employees.
- **Action #3 – Volunteer first aid training at the workplace**
  - Objective: strengthen safety culture, limit risks during emergencies, and protect people at work.

Supply chain: findings

It was noted that there were no reports of severe Human Rights issues (modern slavery, human trafficking or child labour) in Worldline or its supply chain in 2025. Any such reports would potentially impact our understanding or perception of the risk of modern slavery and would be considered accordingly. This means that there were no findings that would require action to address specific, serious issues or incidents, and instead, as a responsible consumer of goods and services, Worldline seeks always to reinforce its responsible purchasing practices through the constant evolution of our Responsible Purchasing Strategy.

Worldline's supply chains: Actions related to responsible purchasing

- **Action #1 – Promote responsible purchasing practices in supplier selection**
  - **Objective**: strengthen CSR within the supply chain and promote sustainable practices
  - *There are six sourcing rules that must be applied to the choosing of a supplier*
- **Action #2 – Binding contractual clause on CSR**
  - **Objective**: strengthen contractual commitments regarding compliance and CSR
  - *This commits the partner to adhere to the Business Partner's Commitment to Integrity Charter, and may require a sustainability audit within the first year of the contract*

- **Action #3 – Support for Vulnerable Suppliers**
  - **Objective**: Manage legal and commercial risks
  - *Consideration of SMEs dependent on Worldline, i.e. Worldline accounts for 25% or more of their turnover*
- **Action #4 – Ensuring Due Diligence through Supplier Risk Assessments**
  - **Objective**: to guarantee the integrity of the supply chain in compliance with anti-corruption regulations and vigilance obligations.
  - *More information under Due diligence processes*
- **Action #5 – Engage strategic suppliers to improve their CSR performance**
  - **Objective**: assess CSR practices and limit ESG risks of strategic suppliers
  - *Use of EcoVadis for strategic suppliers*
- **Action #6 – Develop dialogue with strategic suppliers**
  - **Objective**: strengthen CSR within the supply chain and promote sustainable practices
  - *Delivering training to strategic SMEs; interviews with suppliers with low EcoVadis scores.*

Key performance indicators to measure effectiveness of steps being taken

Supply Chains (Responsible Purchasing)

Worldline's five-year Trust 2025 programme, which concluded at the end of 2025, established KPIs across a range of topics so that there was a clear target to be achieved by the conclusion of Trust 2025 (an updated CSR programme, Trust 2030, is now in place). These KPIs have been monitored through the course of Trust 2025 and reported annually in the Universal Registration Document. The KPIs most relevant for modern slavery and human trafficking relate to sustainable procurement, and ethics and compliance. In addition to this, there are other KPIs monitored, as presented in the *Sustainable Procurement Policy.*

TRUST 2025 Indicators	Scope	2024	2025	2025 Target
TRUST 2025 Objective: Percentage of suppliers assessed by EcoVadis with a score below 45 that are encouraged by Worldline to have an action plan to address the identified difficulties.	Group	100 %	100 %	100 %
TRUST 2025 Objective: Percentage of total spend assessed by EcoVadis among strategic supplier spend.	Group	95,3 %	95 %	92 %

Key information for 2025

- 62% of all spend was with strategic suppliers
- 95% of strategic spending was covered by an EcoVadis assessment (meets KPI)
- 89.9% of strategic suppliers were covered by an EcoVadis assessment (no current KPI)
- The average score for these suppliers is 70.6/100, higher than the global average of companies evaluated by EcoVadis.
- 6 suppliers had a score below 45/100: follow-ups took place for all, and they have been encouraged to implement corrective action plans (meets KPI)
- No compliance alerts (i.e. whistleblowing reports) were received from suppliers in 2025

In line with the *Sustainable Procurement Policy*, additional KPIs are monitored, including the percentage of spend with 'local' suppliers, i.e. where the purchasing entity and the supplier are in the same country. By sourcing suppliers in the same country, the risk of benefitting from modern slavery is reduced where the country is at low risk of modern slavery.

The Sustainable Procurement & Compliance KPIs are included together within Trust 2025. This demonstrates Worldline's recognition that the ability to investigate all Compliance Alerts in line with stated procedures and in a timely manner, so that action plans may be defined where required and implemented as quickly as is feasible, is of the utmost importance. The Worldline Integrity Line provides an important channel for individuals inside and outside Worldline to report matters of concern, therefore this KPI indicates how all reporters benefit from the proper and effective investigation and management of alerts, whether they are employees or non-employees. In 2025, 98% of alerts were investigated and had defined action plans within 2 months.

Training on modern slavery and trafficking

Worldline

All employees

Worldline's annual programme of mandatory training is revised every year. As the risk of exposure to modern slavery and potential breaches of Human Rights is judged to be low for Worldline in most of its areas, the current approach is to incorporate Human Rights, and the absolute rejection of modern slavery, into the *Code of Ethics* training on a biannual basis. This is something that may change as international laws and standards continue to evolve, including the Corporate Sustainability Reporting Directive (CSRD) as Worldline builds on best practice. The overall completion rate of the *Code of Ethics* training across Worldline SA and its subsidiaries in 2025 was 99.6%.

Buyers

Worldline recognises that the biggest area of risk of modern slavery is through our supply chains rather than through the direct or indirect employment of personnel working on behalf of Worldline. As such, Worldline provides training annually to buyers on responsible purchasing topics to ensure their understanding remains up-to date. While this does not focus exclusively on modern slavery and human trafficking, Human Rights and exploitative employment practices are an integral part of

CSR, especially when we consider our choice of business partners. In 2025, the percentage of buyers who had received the annual training on responsible purchasing topics was 70%.

Suppliers

In 2024, Worldline's Procurement team delivered a CSR training session for SME strategic suppliers to support them with their plans to improve their CSR performance and/or their non-financial assessments. In addition to this, Worldline has continued to conduct one-to-one interviews with some suppliers on CSR topics, with particular attention to those with poor EcoVadis scores (=<45/100). This ensures that Worldline can understand their needs and provide support and guidance where this is possible.

Consultation

In preparing this Modern Slavery Statement, we undertook a comprehensive and collaborative approach involving active engagement and consultation across multiple jurisdictions. Recognising that each region and team possesses unique insights and responsibilities, we facilitated discussions to understand the specific risks and practices relevant to each area. Members from various regions and teams made meaningful contributions by sharing detailed insights into their local practices and highlighting region-specific risks related to modern slavery.

Throughout this process, we ensured that all feedback was carefully considered and integrated into the final statement. This collaborative effort underscores our collective commitment to aligning with modern slavery legislation and best practices. Each jurisdiction and team took ownership of their individual risks and worked closely with others to foster a unified approach across the group, demonstrating our ongoing dedication to addressing modern slavery risks in a manner that is both comprehensive and contextually relevant.

Closing statement

Worldline is globally recognised as a sector leader for its Corporate Social Responsibility programme. We understand that slavery and human trafficking risks pose a threat to international firms as well as to the freedom, rights, and wellbeing of workers. Worldline embraces the challenges presented by the ever-changing global environment, continuing to adapt to the needs both of an increasingly complex legislative landscape and changing business needs. Worldline will continue to review the effectiveness of the measures in place to ensure that it acts responsibly and in the best interests of all who work with or for us, and to ensure that slavery and human trafficking does not take place within Worldline's supply chain nor any part of its business.

This statement was approved by the Board of Worldline SA on 11th June 2026 on its own behalf and on behalf of all of its subsidiaries coming within the scope of the Modern Slavery Laws. It has also been approved by, or will be presented for acknowledgment to, the boards of those subsidiaries that are registered in UK or Australia, namely Worldline IT Services UK Limited, Worldline Retail Enterprise (UK) Limited, Worldline E-Commerce Solutions (UK) Ltd., Worldline Merchant Services UK Limited and Worldline Australia Pty Ltd and Worldline Payment Solutions Australia Pty Ltd. For the purposes of the Modern Slavery Act 2018 (Cth), the relevant reporting entity is Worldline Australia Pty Ltd (ACN 645 073 034). Each entity to whom this statement applies has reviewed and contributed to it.

Pierre-Antoine Vacheron

Chief Executive Officer

Statement Annexure

Mandatory Criteria	Section in this Statement	Page
Identify the reporting entity	Introduction	1
Describe the reporting entity’s structure, operations and supply chains	Organisation structure, operations and supply chain	1 - 4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Risk assessment and management	9-13
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Policies in relation to slavery and human trafficking Training on modern slavery and trafficking	4 – 7 14
Describe how the reporting entity assesses the effectiveness of these actions	Due diligence processes Key performance indicators to measure effectiveness of steps being taken.	7 - 8 13 - 14
Describe the process of consultation with any entities the reporting entity owns or controls	Consultation	15
Provide any other relevant information.	Closing statement	15