MODERN SLAVERY ACT STATEMENT

OUR BUSINESS

Info-Tech Research Group Inc., a Canada corporation, ("Info-Tech") is publishing this statement in accordance with the Modern Slavery Act of 2015 in the UK, Modern Slavery Act of 2018 in Australia, and the Forced Labor and Child Labor in Supply Chains Act in Canada of 2023.

Info-Tech is a full-service research, advisory, and professional services firm, founded in 1997, with approximately 1700 full-time employees globally. Over 40,000 "members" rely on Info-Tech's practical and tactical approach and best-in-class research and advisory services to help them navigate their complex Information Technology (IT), Human Resources (HR), and Business Issues.

Info-Tech's IT research, advisory, and consulting services include technology-based business research, industry-specific reporting, best-practice methodologies, benchmarking, business intelligence services and market analysis research. Additionally, lnfo-Tech's HR research and advisory division, McLean & Company, is the trusted partner of HR and leadership professionals around the world. Our unparalleled offerings include full-service assessments, practical action plans, impactful training, and more.

Info-Tech also has wholly owned subsidiary companies in the United States, Australia, Singapore, India and the United Kingdom.

OUR STAFF & SUPPLY CHAIN

We maintain a fair and ethical workplace for all our employees. We prohibit the use of all forms of forced labor and any form of human trafficking. Our employees may terminate employment by providing the required contractual notice.

Info-Tech complies with applicable employment legislation, including conducting checks for eligibility to work in the countries where its employees reside and ensuring no employee is paid less than the mandated minimum wage. Info-Tech and its subsidiaries are employers in Canada, the United States, Australia, New Zealand, Singapore, India and the United Kingdom.

Info-Tech is committed to engaging with suppliers that reflect our values, our respect for human rights, and dignity in the workplace. As a research and SaaS company, our supplier base consists largely of our own employees, as well as professional services companies and software or SaaS providers. A small portion includes office supply vendors, including hardware suppliers. As a result, we believe the risk of modern slavery and forced or child labor existing in our supply chain is low. As a standard part of our vendor agreements, our suppliers are required to comply with all applicable laws.

Info-Tech will continue to evaluate risk and take appropriate measures if the level of risk increases because of different or new types of supplier relationships.

RESPONSIBILITY

Responsibility for the organization's anti-slavery initiatives is as follows:

- The board of directors has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under its control comply with it.
- The Chief Human Resources Officer, in conjunction with our Chief Legal Officer, manages investigations where serious incidents or concerns are raised by employees but also in relation to clients, suppliers, and contractors.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with Info-Tech policies and Code of Conduct.

POLICIES & DUE DILIGENCE

Info-Tech's Code of Conduct addresses key topics such as human trafficking, slavery, child labor, anti-corruption and anti-discrimination measures, and the principles of ethical decision making, with the objective of upholding integrity and high ethical standards.

Through its Respect in the Workplace Policy, distributed to all employees globally, Info-Tech is committed to providing a work environment in which all employees are treated with respect and dignity at all times, and in particular, a workplace that is free from discrimination, harassment (including bullying and psychological harassment) and violence.

Info-Tech's Anti-Corruption Policy outlines acceptable and non-acceptable behaviours to ensure compliance with anti-corruption laws. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts, or inducements of any kind received from any person, including officials in the private or public sector, customers, and suppliers.

Info-Tech expects its contractors, suppliers, and other business partners to ensure that their employees and workers are treated with dignity and respect in a fair and ethical environment. Info-Tech will continue to look for ways to improve its review process of contractors, suppliers, and other business partners as it relates to modern slavery and forced labor issues.

This statement is given on behalf of Info-Tech Research Group of companies for its worldwide operations for Info-Tech's fiscal year ending 31 July 2027.

T. Zehren

Tom Zehren
Chief Executive Officer

10/22/2026

Date