



To: All interested parties

From: Brad Lewis, Director Informatica UK

Subject: Informatica's Statement on Slavery and Human Trafficking

Date: November 29, 2022

Slavery, servitude, human trafficking, forced or bonded labour, child labour and other kinds of slavery ("Modern Slavery") are unacceptable in modern society in any form. Informatica has a zero-tolerance approach to any form of Modern Slavery. Our deeply held values demand that we operate with absolute respect for the rights of workers and all people. All Informatica personnel are expected to act within the highest standards to support freedom and human dignity, which include the following.

- We develop processes and practices to enforce our policy to never engage in or allow forced labor in any form, and to never employ any individuals below the age of eighteen (18) years in any aspect of our business operations.
- We adhere to the high standards of ethical conduct in all aspects of business that can impact labor and human rights such as anti-discrimination.
- We respect freedom of association to enable workers to advocate for themselves individually and collectively.
- We protect the rights of workers to appropriate rest and personal time, including appropriate limitations on working hours.
- We do not permit pay practices that are exploitative or that deny workers to meet basic needs and prohibit immigration practices that deny freedom of movement.
- We make recruiting, hiring, training, compensation, and advancement of personnel decisions based on the needs of the organization and the qualifications, skills, and performance of the relevant workers, and aligned with our policies on equal opportunity.
- We foster workplaces that are free from any form of harassment or negative job actions based upon a person's race, color, religion, sex, sexual orientation, gender identity, national origin, caste, age, disability, or veteran status, or other protected personal characteristics, and aligned with our policies against harassment.

- We maintain a safe, healthy, and productive workplace by quickly and efficiently addressing and remediating identified risks of accidents, injury, or health impacts.
- We work with our suppliers to implement and monitor controls to respect human rights and periodically review their commitments.

The above principles are considered in every aspect of our business and operations to help us operate with the highest respect for labor and human rights.

Sincerely,

A handwritten signature in black ink that reads "Bradford C. Lewis". The signature is written in a cursive style with a prominent initial 'B' and a long, sweeping tail on the 'i'.

Bradford C. Lewis
Director, Informatica UK
Chief Legal Officer and Senior Vice President, Informatica