

Modern Slavery Statement

This statement is made pursuant to the UK Modern Slavery Act 2015 and the Australia Modern Slavery Act 2018 and sets out the steps that the Ascom group of companies (being the parent company Ascom Holding AG and its subsidiaries) ("Ascom") has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within Ascom's business or supply chain during the financial year ending 31 December 2025.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ascom is fundamentally opposed and has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Ascom is a global solutions provider focused on healthcare ICT and mobile workflow solutions. The company provides mobile workflow solutions for sectors like healthcare, industry, retail, security establishments and hotels. The company is headquartered in Baar (Switzerland), has subsidiaries in 18 countries and employs more than 1,300 people worldwide. Ascom registered shares (ASCN) are listed on the SIX Swiss Exchange in Zurich. The company operates in Europe, Middle East, North America, South East Asia and Australia/New Zealand.

Ascom's commitment to respecting and promoting human rights, including modern slavery and human trafficking, applies to all Ascom locations, companies and business operations worldwide. Ascom recognises that human rights due diligence is a continuous process, and we have policies, processes and training systems in place.

Our supply chains

Ascom expects that its supply chains have the same values as Ascom on the approach to modern slavery and will continue to take steps to ensure this is the case.

We procure products, materials and components from suppliers located throughout the world. Our supply chains include:

- Manufacturers and suppliers of products (i.e. products for resale);
- Suppliers of services and materials that directly form part of manufactured products (i.e. raw materials, subcontracted labour for installations etc);
- Suppliers of indirect materials/services (i.e. materials/services needed for day-to-day operations that are not directly part of the manufactured product, i.e. travel expenses, office materials, utilities, IT etc); and
- Professional support service providers.

Ascom understands that there is sometimes a greater risk of modern slavery with certain suppliers that tend to pay lower wages and rely on overseas labour to undertake their business and therefore has policies and processes in place to minimise this risk.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include Ascom's Code of Conduct and Procurement Policy.

Ascom's policies must be adhered to in relation to all procurement activities with suppliers. Ascom selects suppliers based on thorough and transparent evaluation based on fair market conditions.

Ascom is a signatory to the UN Global Compact Initiative. As member of UN Global Compact, Ascom commits to embrace and support a set of core values in the areas of human rights, labour standards, the environment and anti-corruption. The 10 principles of UN Global Compact are part of Ascom's business strategy and operations and suitably complement the present Ascom 'Principles'.

The Ascom Code of Conduct contains binding and worldwide Principles covering all business activities in the area of anti-corruption, labour, human rights and environment. One of the main purposes of these Principles is to help employees to better cope with the ethical and legal challenges which they are confronted with in their daily work. They apply to each and every Ascom employee throughout the world. Each employee is encouraged to draw attention to circumstances that indicate a violation of the Principles and inform their line manager, the Human Resources director or the Ascom Compliance Officer accordingly; and each line manager must notify a violation of the Principles by their direct reports to the respective functions.

Ascom has also established an anonymized whistle-blower channel which is accessible to all employees and has a 'non-retaliation' policy ensuring that no employee will be reprimanded or face any ramifications as a consequence of acting in compliance with the Principles set out in the Code of Conduct.

Ascom's Procurement Policy also includes requirements that purchasing contracts and agreements shall include provisions to ensure that main suppliers comply with applicable laws and regulations, including environmental, safety, fair labour practices and restrictions on the use of conflict minerals.

The Sourcing Team, together with the Quality and Regulatory Team, are responsible for checking export control regulations.

Our Suppliers

Ascom operates a Procurement Policy and maintains a preferred supplier list. All suppliers are classified, and all direct material suppliers are required to enter into a Framework Agreement with Ascom. The Framework Agreement incorporates Ascom's Code of Conduct as well as the UN Global Compact requirements. We conduct due diligence on our first-tier suppliers before allowing them to become a preferred supplier and yearly audits are undertaken on key suppliers. Our Sustainability Policy forms part of our contracts with all first-tier suppliers and the suppliers are required to confirm that no part of their business operations contradicts this policy, and that they adhere to all applicable laws and regulations, in particular the key principles of the UN Global Compact when conducting business with Ascom. Additionally, all our first-tier suppliers conduct self-assessments where selected areas of weakness are highlighted for improvement.

Ascom is also committed to the objectives of implementing responsible supply chains for minerals from conflict-affected and high-risk areas. "Conflict minerals" originating from the Democratic Republic of Congo (DRC) are sometimes controlled by armed groups to finance the ongoing conflict in the DRC and adjoining countries. Some of these minerals end up in the supply chain of products including those in the electronics industry. We recognise that conflict minerals bring an increased

risk of modern slavery. Ascom implemented processes to be consistent with OECD due diligence requirements and have, for instance, conducted Reasonable Country of Origin Inquiry (RCOI) for smelters/refiners reported in our supply chain.


Training

In order to improve the understanding and the sensibility for corporate governance related topics including labour rights, all employees have to pass a comprehensive online compliance training, including on Ascom's Code of Conduct. The training incorporates a self-assessment test which is regularly reviewed and renewed. The training enhances our employees' ethical problem-solving skills and raises awareness of critical aspects in a complex international business world.

Approval of this statement

This statement was approved by the Ascom Board of Directors on 13th of June 2025.

06th August 2025



Nicolas Vanden Abeele
Chief Executive Officer