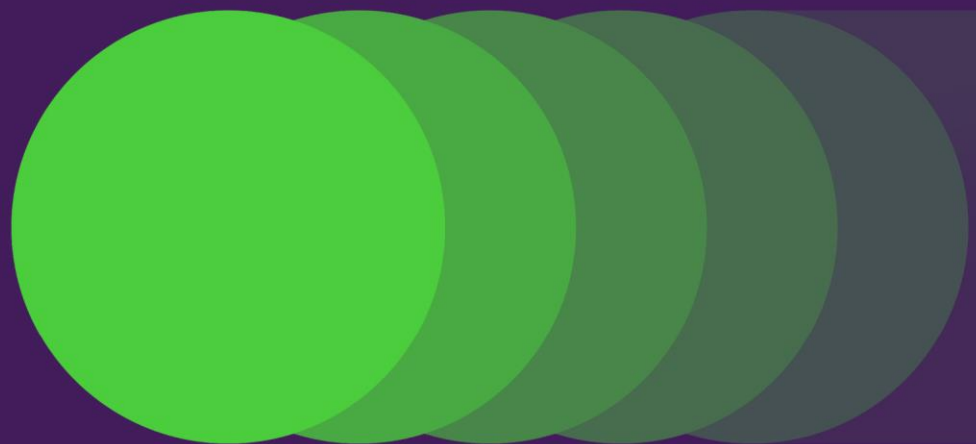




FIS Modern Slavery Act Transparency Statement

Financial Year Ending 31 December 2025



Introduction

This Modern Slavery Act Transparency Statement (“Statement”) is made jointly by Fidelity National Information Services, Inc. on behalf of itself and those U.K. and Australian subsidiaries listed in the Appendix (collectively, “FIS” or the “Company”), which are deemed to meet the threshold of requiring a Modern Slavery Statement under s54 of the U.K. Modern Slavery Act 2015 or s5 of the Modern Slavery Act 2018 (Cth). It outlines the steps we have taken during the financial year 2025, as well as our ongoing efforts, to mitigate the risk of modern slavery in our organization and in our supply chain.

Organization structure, operations, and supply chains

FIS is a financial technology company providing solutions to financial institutions and businesses. We unlock financial technology that underpins the world’s financial system. Our people are dedicated to advancing the way the world pays, banks, and invests by helping our clients confidently run, grow and protect their businesses. Our expertise comes from decades of experience helping financial institutions and businesses adapt to meet the needs of their customers by harnessing the power that comes when reliability meets innovation in financial technology.

Our global headquarters are in Jacksonville, Florida. As of December 31, 2025, we employed approximately 44,000 employees across 47 countries, with more than 27,000 employed principally outside of the United States. We also engage contingent workers through third-party suppliers in support of our commercial operations. We process more than 70 billion transactions annually.

Our operating activities are organized into two segments: Banking Solutions, which serves financial institutions with core processing software, transaction processing, and complementary applications and services; and Capital Market Solutions, which serves global financial services clients and multinational corporations with a broad array of buy- and sell-side, treasury, risk management, and lending solutions.

Our global supply chain supports our technology and operational capabilities and spans multiple geographic regions, comprising thousands of active suppliers across categories including IT and technology suppliers, professional and consulting services, cloud and data center providers, facilities management, outsourced business process operations, hardware procurement, telecommunications, and contingent workforce providers.

Risks of modern slavery

As a global financial technology company, our core activities are predominantly office-based and knowledge-driven. We do not engage in manufacturing, extractive industries, or other sectors commonly associated with a high prevalence of modern slavery. The majority of our workforce is employed in professional, technical, and administrative roles within controlled working environments, and a substantial portion of our supplier spend is with suppliers based in low-risk jurisdictions, including the United States.

We nevertheless recognize that modern slavery risks may arise through our global operations and extended supply chain, as well as within entities that FIS owns or controls, particularly in jurisdictions where migrant labor is more prevalent or labor protections are less robust. These risks may be associated with third-party service providers, facilities management and security services, IT subcontracting arrangements, the use of contingent or agency-supplied labor, and offshore operations. Within our owned and controlled entities, risks may arise in connection with the engagement of contingent or outsourced workers, the use of local labor intermediaries, and operational activities in higher-risk jurisdictions. As a provider of financial technology solutions, we also acknowledge the potential risk that our platforms could be misused by third parties to facilitate illicit activity, including activities connected to human trafficking.

To address and mitigate modern slavery risk, we employ a risk-based framework embedded across our operations and supply chain. As discussed in more detail below, these measures are designed to prevent modern slavery and to support early identification, escalation, and remediation where risks are identified.

Policies and guiding values

Commitment to human rights and the prevention of modern slavery

FIS is committed to respecting and protecting human rights across our global operations and supply chain. Our approach is informed by internationally recognized standards, including the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We recognize and respect the civil rights of our employees, including freedom of speech, religion, and belief, and we work to uphold fundamental human rights wherever we operate.

Modern slavery—including child labor, forced labor, servitude, debt bondage, and human trafficking—is among the most serious human rights abuses worldwide. We maintain a zero-tolerance approach to all forms of modern slavery and human rights violations. We strictly prohibit any participation in, support of, or association with these practices within our operations or our supply chain and are committed to complying with all applicable laws.

Code of Business Conduct and Ethics

Our efforts to combat modern slavery are grounded in our [Code of Business Conduct and Ethics](#) (“Code”), which requires all colleagues to act with integrity and comply with legal and ethical standards in the jurisdictions in which we operate. The Code is reviewed at least annually and updated as needed. We seek to work with clients and business partners who share these standards and maintain policies and procedures designed to prevent relationships with unethical entities or individuals.

Supplier Code of Conduct

Approved third-party suppliers worldwide are expected to comply with our [Supplier Code of Conduct](#) (“Supplier Code”), which is externally facing on our website and included in our online [Supplier Information Portal](#).

The Supplier Code includes an express prohibition against engaging in modern slavery and human trafficking, and requires suppliers to respect human rights and comply with all applicable laws and regulations in the locations in which we operate, and expects suppliers to apply equivalent standards across their own supply chains, including subcontractors and labor intermediaries where relevant.

The Supplier Code is incorporated into our supplier contracts and every purchase order (PO), and compliance is confirmed through contract signature and acceptance of PO terms and conditions. The Supplier Code also includes information on procedures to report concerns about noncompliance or potential violations to FIS. Where appropriate based on the nature of the services and the supplier risk profile, we also expect suppliers to disclose material subcontracting arrangements, flow down relevant anti-slavery and human rights obligations to subcontractors, and maintain appropriate oversight of recruitment and labor practices within their supply chains

In 2025, we refreshed our Supplier Code to further clarify our expectations of suppliers. The updated code is informed by internationally recognized norms. The update continues our focus on upholding ethical standards and incorporating sustainability criteria to better identify and address supply chain risk.

Speak-Up Policy - reporting and grievance mechanism

We maintain a [Speak-Up Policy](#) to protect individuals who raise concerns based on a reasonable belief that a violation may have occurred. Colleagues who become aware of actual or suspected violations of anti-human trafficking or anti-slavery laws, company policies, or any applicable law are expected to speak up and report concerns promptly through established internal reporting channels.

One such channel is the FIS Ethics Helpline, our global whistleblowing platform, which is available 24 hours a day, seven days a week via phone or web portal. The Ethics Helpline supports anonymous reporting where permitted by local law, is accessible via toll-free country telephone numbers, and is available in multiple languages. The Ethics Helpline is open to colleagues, clients, and other third parties. All reports are handled confidentially, and retaliation or reprisals are strictly prohibited.

Supply chain management, due diligence, and responsible procurement

We seek to engage suppliers and business partners that demonstrate high standards of integrity, quality, innovation, and operational excellence. Supplier selection is guided by a risk-based approach that considers reputation, compliance maturity, and alignment with our values. Where practicable, we prioritize building long-term, trusted relationships with suppliers operating in the communities in which we do business.

We maintain a comprehensive Vendor Risk Management (“VRM”) program overseen by our Chief Risk Officer. The VRM program encompasses the full due diligence lifecycle—including pre-engagement screening, risk-based supplier classification, contractual controls, ongoing monitoring, periodic risk reassessment, and defined exit processes where risks cannot be satisfactorily mitigated or standards are not met.

The VRM process includes sanctions screening and, where applicable, reviews of Payment Card Industry (PCI) compliance. We include modern slavery risk as part of our country risk analysis when entering new markets. For suppliers assessed as higher risk, we conduct enhanced due diligence, which may include reviews of relevant policies, governance frameworks, and supplier statements addressing anti-slavery and anti-human trafficking and, where appropriate, additional inquiry into subcontracting, recruitment practices, and contingent labor controls.

We reinforce our expectations through contractual protections and supplier standards. Supplier agreements include modern slavery–related representations and compliance obligations where relevant to the services provided or the supplier’s operating geography, for example, compliance with the U.K. Modern Slavery Act 2015. Additionally, suppliers are expected to adhere to the principles set out in the Supplier Code as stated above.

FIS uses a third-party data provider to assess sustainability-related risks across our supplier base. We further operationalized responsible procurement by integrating sustainability data into centralized procurement analytics dashboards. These dashboards provide supply chain team members and stakeholders with greater visibility into supplier sustainability performance, supporting more informed procurement decisions and ongoing risk management.

Remediation

Where modern slavery or indicators of modern slavery are identified within our operations or supply chain, FIS is committed to taking prompt and appropriate remedial action. Our approach to remediation is guided by the severity of the identified risk, the nature of FIS's relationship with the affected entity, and the level of leverage available to us.

In the case of our own operations, remedial measures may include conducting an immediate investigation, engaging with affected individuals to understand their circumstances and provide access to appropriate support services, implementing corrective actions to address root causes, and reporting findings to relevant authorities where required by law. Where concerns arise in relation to a supplier, we work with the supplier to develop and implement a corrective action plan, which may include enhanced monitoring, independent audits, and capacity-building measures. If a supplier is unable or unwilling to remediate identified risks within an agreed timeframe, FIS may suspend or terminate the commercial relationship in accordance with our defined exit processes. Where concerns arise in relation to a supplier, we work with the supplier to develop and implement a corrective action plan, which may include enhanced monitoring, independent audits, and capacity-building measures.

FIS recognizes that effective remediation must prioritize the welfare and safety of affected individuals. We are committed to ensuring that any remediation process does not inadvertently cause further harm to those who may have been subjected to modern slavery practices.

Risk assessment and management

Our Enterprise Risk Management ("ERM") framework operates on a three-lines-of-defense model: Business units and corporate functions own the risk; the Enterprise Risk Office and Corporate Compliance provide oversight, risk advisory and effective challenge; and Internal Audit offers independent assurance to determine whether risks are properly mitigated and controls are designed and operating effectively. This framework ensures that modern slavery risk, like all material risks, is identified, assessed, managed, and reported through a robust governance structure.

In 2025, we conducted a modern slavery risk assessment across our operations, supply chain, and entities that FIS owns or controls. The assessment evaluated risks across several categories, including, but not limited to, geography, sector, workforce composition, historical incidents, and the control environment. The assessment included consideration of the specific risk profiles of our subsidiary entities, with particular attention to those operating in jurisdictions with elevated modern slavery indicators.

To manage these risks, we have a number of compliance programs in place—including anti-bribery and anti-corruption, anti-money laundering, antitrust, fraud, and sanctions—which are

designed to mitigate the risk of our products and services being used to facilitate financial crimes, including those related to modern slavery and human trafficking.

We also recognize the importance of training to mitigate risk. We require all colleagues to complete Ethics and Compliance training, which includes a module dedicated to modern slavery. Newly hired colleagues are required to complete this training as part of their onboarding process.

Suppliers with access to our systems are required to complete mandatory training on information security, data protection, compliance, and anti-bribery/anti-corruption when access is granted and annually thereafter.

Assessing effectiveness

We assess the effectiveness of our actions to address modern slavery risks through a combination of metrics, control testing, and ongoing governance oversight. Key indicators include supplier risk assessment coverage, the proportion of supplier spend subject to enhanced due diligence, completion rates for mandatory ethics and compliance training, and the volume and nature of concerns raised through the Ethics Helpline and other reporting channels.

In addition, we leverage our Enterprise Risk Management framework and three-lines-of-defense model to monitor and challenge the design and operating effectiveness of controls, with Internal Audit providing independent assurance where appropriate. These data points are reviewed periodically by relevant functions, and findings from these activities inform continuous improvement, including updates to policies, due diligence processes, training content, and supplier engagement practices.

Consultation process and approval

This Statement was developed through a cross-functional consultation process involving representatives from Legal, Compliance, Corporate Affairs, Procurement, Enterprise Risk, and Internal Audit.

This Statement has been reviewed and approved by the boards of directors (or principal governing bodies, as applicable) of the relevant FIS reporting entities listed below and was signed by a director of each entity.

Country	Subsidiary Name	Company Number or ABN
United Kingdom	FIS Banking Solutions UK Limited	03517639
United Kingdom	Platform Securities LLP	OC301316
United Kingdom	FIS Capital Markets UK Limited	00982833
United Kingdom	FIS Payments (UK) Limited	04215488
Australia	FIS Australasia Pty Ltd	45 093 114 759

Signed by:

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Jerry B. Puzey, Senior Vice President & Chief Tax Officer, Fidelity National Information Services, Inc. Director of **FIS Banking Solutions UK Limited**, **FIS Capital Markets UK Limited** and **FIS Australasia Pty Ltd**

Date: June 23, 2026 | 08:55 PDT

Signed by:

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John Beeston, Platform Securities Holdings Limited, Designated Member of **Platform Securities LLP**

Date: June 24, 2026 | 15:10 BST

Signed by:

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Simon Roche, Director of **FIS Payments (UK) Limited**

Date: June 24, 2026 | 13:43 BST