



KINAXIS MODERN SLAVERY STATEMENT 2024

This statement describes Kinaxis' approach to modern slavery, as required under the *UK Modern Slavery Act of 2015* (the "Act"). Throughout this statement, the terms we, us, our, company and Kinaxis mean Kinaxis Inc. and its wholly owned subsidiary, Kinaxis UK Limited. This disclosure for the financial year ended December 31, 2024, represents our second disclosure to comply with the Act, which we are subject to in the United Kingdom as of January 1, 2024. This statement was approved by Kinaxis' board of directors (the "Board") in May 2025.

Kinaxis® is a global leader in modern supply chain orchestration, powering complex global supply chains and supporting the people who manage them, in service of humanity. Our powerful, AI-infused supply chain orchestration platform, Kinaxis Maestro® (formerly RapidResponse®), combines proprietary technologies and techniques that provide full transparency and agility across the entire supply chain — from multi-year strategic planning to last-mile delivery.

Kinaxis is a Canadian company, headquartered in Ottawa, Ontario, Canada. We currently have Maestro users in over 100 countries, and we continue to expand our operations internationally. We earn most of our revenue from Maestro, our supply chain orchestration platform. We also offer professional services, designed to help companies implement and integrate our platform solution, innovate and improve their supply chain processes, and train their staff.

As a provider of software and professional implementation services, Kinaxis does not have an active supply chain of consequence, being limited largely to hardware, software, office equipment and supplies. As such, the risk of modern slavery existing within our supply chain is low, however we continue to look for ways to further manage this risk.

In 2024, Kinaxis continued to build upon the third-party risk management work initiated in 2023 by conducting a high-level review of existing suppliers using previously established criteria that considers factors relevant to modern slavery risk, such as industry, service type, and geography. An initial tiering was also conducted based on supplier criticality and potential risk exposure.

The results of this preliminary assessment will be reviewed and validated with relevant business stakeholders to ensure alignment and to help identify where further due diligence or mitigation efforts may be needed. Insights gained through this process will inform the ongoing enhancement of our supplier governance and monitoring practices.

We expect our suppliers to uphold the same high standards as Kinaxis, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. Kinaxis' Vendor Code of Conduct, available on Kinaxis' website and to which all Kinaxis suppliers agree to comply during the supplier onboarding process, communicates our expectations in this regard. We continue to look to manage risks identified, and to strengthen our practices around procurement and supplier management, including developing, and ultimately tracking, key performance indicators to measure effectiveness of steps being taken.

Kinaxis' policies, recruitment and onboarding practices help mitigate the risk of modern slavery in our workforce as further outlined below.



Our Positive Workplace Policy, communicated to all employees, outlines our commitment to a positive workplace free from discrimination, harassment, violence and reprisal.

Kinaxis' Human Rights Policy, which is posted on our website and communicated to all employees, expresses Kinaxis' opposition to all forms of involuntary labour, including human trafficking and modern slavery and our alliance to the principles established in the United Nations Convention on the Rights of the Child, and in the International Labour Organization's Convention 138.

Each year, to encourage compliance and a unified commitment, employees review and attest to Kinaxis' Code of Conduct, which is also posted on our website. The Code of Conduct shows how our values guide expectations of employees, directors and officers and outlines our shared responsibilities to honour our values, follow our policies and the law, maintain our culture of high ethical standards and commitment to compliance, use good judgement and common sense, speak up when we see or suspect misconduct, cooperate with investigations and ask questions. Managers are directed to set an ethical tone, maintain an open-door policy, encourage the sharing of ideas and concerns, report potential misconduct and escalate reports when necessary, prevent retaliation against anyone who reports a concern in good faith, and consider appropriate courses of action when our Code of Conduct is violated.

Our Whistleblower Policy, published on our website and annually attested to by all employees, protects individuals who put forth complaints and concerns regarding violations of Kinaxis' policies and of any applicable law, rule or regulation. Individuals can report concerns or suspected cases of misconduct confidentially through our independently managed ethics hotline. The Ethics Helpline is available 24 hours a day, seven days a week by phone and online, and reported concerns are promptly forwarded to the Chair of the Audit Committee of the Board.

When not hiring directly, our human resources team engages only specified, reputable employment agencies to source labour. Additionally, during the recruitment process, our human resources team ensures background and identification checks are performed. We believe we have a great relationship with our global workforce and conduct an annual engagement survey, collecting targeted data that includes demographics which can be used to help us assess our risks related to our workforce, as well as worker feedback on topics like job satisfaction, working conditions, and training effectiveness. Our 2024 annual engagement survey had a response rate of 84% and 84% of employees feel enthusiastic about their job and the work they do. Our overall engagement score remained high at 78%. We describe our culture with three words: *People matter here*. We are committed to taking care of our people and will continue to look for opportunities to help prevent modern slavery, forced labour and human trafficking in our workforce.

Should we become aware of any policy violations or issues related to slavery or human trafficking, we will ensure that appropriate measures are taken, which may include reporting this information to authorities and terminating our relationship with a supplier, if applicable. We remain committed to respecting and promoting human rights in all facets of our business and we will continue to review our policies, procedures and practices periodically to determine any enhancements we can make to help prevent modern slavery and human trafficking.

Approved by the Board on May 6, 2025



In accordance with the requirements of the Act, I attest that I have reviewed the information contained in this statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signed by

A handwritten signature in blue ink, appearing to read "RCourteau". The signature is stylized and fluid.

Robert Courteau
Board Chair and Interim Chief Executive Officer
Kinaxis