MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2025

This statement is issued on behalf of Telespazio UK Ltd (TPZ UK) pursuant to section 54 of the Modern Slavery Act 2015 (the Act). It constitutes our Modern Slavery and Human Trafficking statement for the financial year ending 31 December 2025, setting out the measures TPZ UK takes to prevent Modern Slavery and Human Trafficking in our business and supply chain.

We are committed to responsible business conduct and fully support the principles of the Act to proceed in an ethical, sustainable manner. Telespazio UK Ltd is part of the Leonardo Group and as stated in the Group's Charter of Values:

> *Leonardo Group upholds and promotes human rights in every context in which it operates by creating equal opportunities for its people and fair treatment for all – regardless of race, nationality, political creed, religion, gender, age, diverse ability, sexual orientation, personal or social condition – and always respecting the dignity of each individual and of each employee; among other things we promote the inclusion of minorities, ensure freedom of assembly and* ***abide by the absolute prohibition of illegal labour****.*

TELESPAZIO IN THE UK

TPZ UK employs highly skilled people. Our position in the UK as a world- class advanced engineering company is built on sustained investment in research and technology, state of the art facilities, the expertise of its engineers and our commitment to the highest principles of sustainability and ethics.

GOVERNANCE AND POLICIES

TPZ UK is governed by a UK Board of Directors, which is responsible for all regulatory, corporate and commercial matters. Responsibility for the oversight of our most significant non-project/contract risks has been delegated by the Board to the Ethics Committee (the Committee) ,a UK Committee made up of members from HR, QA, Legal and Contracts departments. Modern Slavery risks are reviewed regularly by the Committee to monitor the status and progression of mitigation plans. Key risks, such as those relating to Modern Slavery, are reported to the Board on a regular basis by the Ethics Committee.

POLICIES IN RELATION TO MODERN SLAVERY AND HUMAN TRAFFICKING

TPZ UK respects people and values their diversity. We recognise the important responsibility we have to balance the interests of its shareholders, employees, customers, suppliers, and the wider community and recognise that the responsible and sustainable development of our business is a key foundation for its long-term success.

TPZ UK Board has formally adopted this approach and commits TPZ UK to ensuring that:

- our employees do not engage in practices and do not infringe applicable laws and regulations relating to Modern Slavery, Human Trafficking, forced labour and child labour; and
- we take all reasonable measures to ensure that our suppliers and other entities acting on our behalf do not engage in practices or infringe applicable laws and regulations relating to Modern Slavery, Human Trafficking, forced labour and child labour.

Our Suppliers should comply with TPZ UK's Code of Conduct which can be found here Presentation .

COMPLIANCE

TPZ UK is committed to respecting the human rights of our employees in the workplace. We share with our suppliers and business partners our high standards of ethical behaviour, which can be found on Policy | Telespazio in the UK. This includes giving guidance and support to our directly contracted suppliers and business partners in taking appropriate steps to prevent Modern Slavery and Human Trafficking occurring in our business or supply chain.

We also work with other companies in the Aerospace and Defence Sector to ensure compliance and to improve current ethical business conduct best practice.

Compliance with our processes is the individual responsibility of each employee. Every employee has the responsibility to bring concerns to the attention of the business and is encouraged to do so.

SUPPLY CHAIN, DUE DILIGENCE AND SUPPLIER MANAGEMENT

TPZ UK supply chain is global and multi-tiered. TPZ UK procures goods and services from a variety of suppliers in the UK and overseas.

As part of our zero-tolerance approach, where a part of our supply chain is found to be engaging in human rights abuses and our supplier is unable or unwilling to rectify the same it is removed and replaced.

Prior to approving and selecting suppliers, we outline the products and services we need and establish a way to identify suppliers including Small to Medium Enterprises (SME's) and Categories of procurement taking into consideration supplier location. Once we have established a short list of suitable suppliers, we undertake a risk based due diligence process against a number of non-financial risks, which includes**:**

- Acceptance to TPZ UK Contracting Conditions
- Responsible Trading Principles - business ethics, anti-corruption and anti-bribery, governance and legislation;
- Health and safety – workplace and product safety;
- Environment – impact of operations and products;
- Management systems – environmental management systems certified to ISO14001 or similar environmental standards;

Suppliers are regularly reviewed throughout the contractual relationship, and our UK General Conditions of Purchase requires all our suppliers to comply with all applicable laws. A review of TPZ UK purchasing terms and conditions is planned for 2026, and will include, amongst others, compliance with anti-slavery regulatory requirements.

Once a supplier has been approved through TPZ UK on boarding process we continue to actively monitor and manage the supplier throughout the period of the relationship including ongoing risk based due diligence. If a supplier's level of risk increase, or gaps in performance are highlighted continuous performance improvement plans are put in place.

SUPPLY CHAIN RISK ASSESSMENT

TPZ UK have determined that TPZ UK has a low to none dependency on goods and services from Suppliers that present a high risk of Modern Slavery occurrence. Services and goods are predominantly purchased from suppliers based within UK and Europe.

TPZ UK will regularly evaluate the nature and extent of its exposure to the risk of Modern Slavery occurring in its supply chain through implementation of its risk management procedures. We do not consider that we operate in a high-risk sector due to the skilled nature of our workforce and those of our direct supply chain. We do, however, assess geographical risks as we accept that exposure to Modern Slavery may be greater depending on the geographical location of the supplier.

Where TPZ UK have identified a potential risk through our risk assessment procedures, we will explore ways of mitigating these risks through due diligence, improved procurement practices or industry collaboration. We also monitor if any transactions undertaken are. arising out of the Leonardo Group sensitive countries list.

If Modern Slavery or Human Trafficking were found within our directly contracted suppliers, we would act immediately to work with the supplier and relevant authorities to understand the circumstances of what has been found and to put in place corrective actions that help the affected workers and protect them from further harm. If a supplier was unwilling to address the issue, then corrective action would include termination of contracts, selection of an alternative supplier and reporting the matter to the police or other relevant law enforcement agencies in the territory.

TRAINING AND AWARENESS COMMUNICATIONS

TPZUK maintains regular awareness communications regarding Modern Slavery, with training seen as a priority to help reduce the risk of Modern Slavery in its operations. During the last few years we have developed an interactive multimedia training program in order to raise awareness of the issue, help our staff spot the risk indicators and inform them of the correct route to report any concerns or risks they identify. This training is compulsory for all new starts to the business.

Anti-slavery focused training may be applied to our Human Resources, Quality Assurance, Legal and Governance, all of whom are engaged with the supply chain and who are considered most likely to directly encounter Human Trafficking activities in the course of their work.

OUR KEY AREAS OF FOCUS FOR FY 2025 WERE – N/A

PLANNED ACTIVITIES WITHIN 2026

- consider tools available to the Telespazio Group to assess our supply chain in relation to supplier monitoring.
- review the content and suitability of the current training and if required amend or update it.
- review TPZUK's standard suppliers terms and conditions to ensure the supply chain is compliant with the Modern Slaver Act 2015

2026 KEY PERFORMANCE INDICATORS

- Number of our UK Employees trained in human rights and Modern Slavery
- Number of emails received to the ethics email address on the subject of human rights and Modern Slavery in our business operations or supply chain

TPZ UK will continue to review its policies and processes, for the benefit of all of our stakeholders, in order to raise standards to ensure that we operate in a demonstrably ethical and sustainable manner across our supply chains.

TPZ UK shall continue to take a zero-tolerance approach to Modern Slavery and is committed to developing and strengthening its Modern Slavery strategy.

This Statement has been approved by the Board of Directors on 12th of December 2025.

Signed by

Sarah Macken

Sarah Macken

CEO, Telespazio UK Ltd