



To: All interested parties

From: Rashmi Garde, Chief Legal Officer and Senior Vice President and Director of Informatica UK companies

Subject: Informatica's Statement on Slavery and Human Trafficking

Date: November 15th, 2025

Informatica by Salesforce is a leader in enterprise AI-powered cloud data management, brings data and AI to life by empowering businesses to realize the transformative power of their most critical assets. We have created a new category of software, the Informatica Intelligent Data Management Cloud™ (IDMC). IDMC is an end-to-end data management platform, powered by CLAIRE® AI, that connects, manages and unifies data across any multi-cloud or hybrid system, democratizing data and enabling enterprises to modernize and advance their business strategies.

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. We have enacted a range of policies and related materials to underpin our modern slavery efforts, including but not restricted to the following:

Informatica's Human Rights Position Statement
Informatica's Supplier Code of Conduct
Informatica's Employee Handbooks
Informatica's Sanctions, Export Control & Anti-boycott Policy

This range of policies supports us in performing the following.

- We develop processes and practices to enforce our policy to never engage in or allow forced labour 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

Informatica Software Limited, a company registered in England under company number 03352679 with offices at B4, Foundation Park, Roxborough Way, Maidenhead SL6 3UD

Informatica Development Limited, a company registered in England under company number 05695640 with offices at B4, Foundation Park, Roxborough Way, Maidenhead SL6 3UD

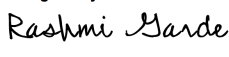
can impact labour and human rights such as anti-discrimination.

- 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.
- Our supply chain is comprised of numerous valued business partners across the globe who contribute to our success in developing and delivering our software products and maintaining the infrastructure to help our valued employees perform at a high level. We work with our suppliers to implement and monitor controls to respect human rights and periodically review their commitments. We also perform due diligence on our suppliers prior to appointment and thereafter by continuously screening to identify significant risks, and we are committed to ongoing improvement in how we conduct holistic, risk-based due diligence to ensure that we can identify and assess any slavery risks that may arise. Our [Supplier Code of Conduct](#) outlines our fundamental policies and expectations of our suppliers in this and other respects.
- We are committed to continuous improvement in establishing mechanisms that measure the effectiveness of our approach and to driving even greater awareness among our workforce, including through training opportunities.

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.

This statement has been approved by the Board of Directors of Informatica's UK companies.

Sincerely,

Signed by:

FCEED6255F42485...

Rashmi Garde,

Informatica UK

Chief Legal Officer and Senior Vice President, Informatica