Child Labor Statement

May 2025

Business Overview

Cloud Software Group, Inc. (“Cloud Software Group”) provides mission-critical software to enterprises at scale. Cloud Software Group has its headquarters at Fort Lauderdale, Florida, in the United States. Citrix, NetScaler, XenServer, ShareFile, TIBCO, Spotfire and Jaspersoft are all trademarks used to identify Cloud Software Group’s business units, and their respective products and services.

Cloud Software Group is committed to conducting its business with highest standards of ethics and integrity and seeks to purchase products and services only from suppliers who share our core values.

This Statement has been prepared pursuant to Ar 964l of the Swiss Code of Obligations and relates to the fiscal period from December 1, 2023, through November 30, 2024. Citrix, as part of Cloud Software Group Inc, operates in Switzerland through its subsidiary Cloud Software Group Switzerland GmbH (formerly Citrix Systems International GmbH). This Statement describes Cloud Software Group’s group-wide child labor policies and compliance procedures since we have common policies and compliance procedures and the same child labor risks across our business.

As used in this Statement, “child labor” has the meaning given in Art. 2 para. 1 lit. f “Verordnung über Sorgfaltspflichten und Transparenz bezüglich Mineralien und Metallen aus Konfliktgebieten und Kinderarbeit” (“VSoTr”) (Swiss Ordinance on Due Diligence and Transparency regarding Minerals and Metals from Conflict-Affected Areas and Child Labor).

Cloud Software Group is continually monitoring its processes to ensure that it fully complies with Art. 964j, Art. 964k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency regarding Minerals and Metals from Conflict-Affected Areas and Child Labor (“Verordnung über Sorgfaltspflichten und Transparenz bezüglich Mineralien und Metallen aus Konfliktgebieten und Kinderarbeit”/“VSoTr”).

Our Workforce

Cloud Software Group’s Code of Business Conduct (the “Code”) sets the standards of conduct for those working for or on its behalf. The Code is subject to regular review by the board of directors of Cloud Software Group and is updated accordingly. The Code provides that all employees should be treated with respect, and, more specifically, it states that all companies belonging to Cloud Software Group are committed to adhering to applicable employment laws, including those relating to child labor, wages, hours and working conditions.

A substantial portion of our workforce consists of skilled labor. In addition, all employees hired by Cloud Software Group are subject to a background check. Based on the nature of the jobs performed by our workforce, we believe

the risk of child labor in our operations is low.

Cloud Software Group also uses independent contractors. Because of the nature of the jobs performed by our independent contractors, we believe the risk of child labor in their performance for Cloud Software Group is low. Cloud Software Group generally uses placement agencies or global service provider firms to source independent contractors. These agencies and firms are selected following a standard sourcing process with defined business criteria.

Supplier Relationships

Certain physical products are manufactured for our Citrix business unit by a limited number of third parties. We do not have our own manufacturing facilities and, therefore, do not manufacture products directly. Generally, our third-party manufacturers control the supply chain relationships for our physical products. In addition, Cloud Software Group outsources some of its business processes, such as IT support. We believe our principal risk of child labor is that this could occur without our knowledge in violation of our policies in lower tiers of the supply chain.

We have established policies and compliance and other procedures discussed herein that are applicable to Cloud Software Group and/or its third-party suppliers to mitigate the risks of child labor in the supply chains for our products. Our approach is to focus on our direct suppliers since this is the level of the supply chain where we believe that we have the most influence and can therefore be the most effective. Our annual supplier due diligence program screens for, among others, certain labor violations.

Cloud Software Group's standard contract and purchase agreement language requires our suppliers to act in a manner consistent with the standards set out in our Supplier / Partner Code of Business Conduct (the "Supplier Code"). As indicated in the Supplier Code, we are committed to working with socially responsible business partners that embrace high standards of ethical behavior and treat their employees fairly and with respect. Our Supplier Code is made publicly available on the Cloud Software Group and Citrix websites for all our partners, suppliers and customers to access. The Supplier Code prohibits the use of child labor or forced labor, as well as slavery or trafficking in persons by anyone in the Cloud Software Group supplier community. Suppliers are required to comply with all laws and regulations relating to, and to take affirmative steps to combat, child labor or forced labor, as well as slavery and trafficking in persons. Furthermore, the Supplier Code provides that, if we learn that our suppliers have acted in a manner inconsistent with the Supplier Code, we will take appropriate action.

Supply Chain Engagement

As noted above, we use third party manufacturers to manufacture our physical products. Our principal third party manufacturer is both required and has indicated to us that it adheres to the Responsible Business Alliance's ("RBA") compliance code of conduct http://www.responsiblebusiness.org/standards/code-of-conduct ("RBA Code of Conduct") which addresses child labor.

According to this third-party manufacturer, the vast majority of its supplier contracts and purchase order terms contain language requiring suppliers to comply with the RBA Code of Conduct. The manufacturer has also indicated that it monitors compliance through self-assessment questionnaires completed by its suppliers. In addition, it has indicated that it performs audits and if deficiencies are found during an audit, it requires the supplier to develop and submit a corrective action plan.

Other suppliers may be required to comply with our terms and conditions and other contractual provisions, as described above. As also noted above, as part of our supplier onboarding process (and periodically thereafter) we carry out risk based due diligence.

Training

We provide mandatory internal training, with reference to child labor, that is intended to ensure that all our employees observe and understand the Code, the underlying policies, law and regulations and their applicability to our business.

In addition, our standard purchase agreements require suppliers to conduct training on applicable laws.

Assessment

We assess the effectiveness of the actions being taken to assess and address child labor risks through ongoing engagement with our principal third party manufacturer, the findings of our supplier due diligence program and the number and type of complaints received through our grievance mechanism.

Grievances and Reporting Mechanism

Cloud Software Group has mechanisms for its employees, as well as its contractors, suppliers, partners, and distributors ("Third Parties"), to ask questions or report concerns about possible violations of the Code, Cloud Software Group policies, and laws. These mechanisms include a compliance and ethics helpline, as well as an office of compliance email monitored by our internal compliance team. Employees and Third Parties are encouraged, both in our policies and as part of annual training, to raise any questions or concerns relating to child labor. Our Code, Supplier Code, and other policies have procedures and contact information for raising such matters, and we raise awareness of this on an annual basis as part of annual training. We also state in our Code, Supplier Code and training that retaliation will not be tolerated. Our website publishes this grievance mechanism to other stakeholders. Questions and reports are managed by our internal compliance team. As needed, reports or questions are escalated to senior leadership.

This Statement has been approved by the executive board of Cloud Software Group Switzerland GmbH. A signed copy of this Statement is available upon request.

The Executive Board

Cloud Software Group Switzerland GmbH