Modern Slavery 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. The Citrix, NetScaler, XenServer, ShareFile, TIBCO, Spotfire and Jaspersoft names are all trademarks used to identify Cloud Software Group, its business units, and their respective products and services.

Cloud Software Group is committed to conducting its business with the 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 the U.K. Modern Slavery Act and the Australian Commonwealth Modern Slavery Act and relates to the fiscal period from December 1, 2023, through November 30, 2024. Citrix Systems, Inc, a subsidiary of Cloud Software Group, operates in the United Kingdom through its subsidiary Cloud SG UK Limited (formerly Citrix Systems UK Limited) and in Australia through its subsidiary Citrix Systems Asia Pacific Pty Ltd. Cloud Software Group, Inc. (formerly TIBCO Software, Inc.) operates in the UK through its subsidiary Cloud Software Operations (Ireland) Ltd (formerly TIBCO Software (Ireland) Limited), and in Australia through Cloud Software Group Australia Pty Ltd (formerly TIBCO Software Australia Pty Ltd). This statement also covers the following subsidiaries having a presence in the UK: TIBCO Software Limited, and Information Builders (UK) Limited. This Statement describes Cloud Software Group’s group-wide modern slavery policies and compliance procedures since we have common policies and compliance procedures and the same modern slavery risks across our business.

As used in this Statement, “modern slavery” encompasses forced labor, prison labor, indentured labor, bonded labor, debt servitude, state imposed forced labor, human trafficking, child labor and other similar conduct commonly thought of as modern slavery.

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 all companies belonging to 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 types of jobs performed by our workforce, we believe the risk of modern slavery in our operations is low.

Cloud Software Group also uses independent contractors. Because of the nature of the types of jobs performed by our

independent contractors, we believe the risk of modern slavery in their performance for Cloud Software Group is low. Cloud Software Group generally uses placement agencies to source independent contractors. These agencies 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 modern slavery is that forced labor could occur without our knowledge in violation of our policies in the upper tiers of the supply chain.

We have established policies and other procedures discussed herein that are applicable to Cloud Software Group and/or its third-party suppliers to mitigate the risks of modern slavery 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 risk- based 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 slavery or trafficking in persons or the use of forced or child labor 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, slavery and trafficking in persons and forced or child labor. 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.

Consultation Between Reporting Entities

In order to prepare this joint statement, each reporting entity consulted with Cloud Software Group as well as the relevant companies that the reporting entity owns or controls.

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") and that it notifies its suppliers of their obligation to comply with the RBA Code of Conduct.

This third-party manufacturer has indicated in writing that it takes steps to verify, evaluate and address risks of slavery and human trafficking in its supply chain. According to the 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 also has indicated that it monitors compliance through self- assessment questionnaires completed by its suppliers. In addition, it has indicated that it performs audits that, among other things, cover slavery and human trafficking, and, if deficiencies are found during an audit, it requires the supplier to develop and submit a corrective action plan.

All Cloud Software Group suppliers are required to comply with the Supplier Code, which 1) outlines Cloud Software Group's prohibition of all forms of modern slavery, 2) requires that suppliers comply with all laws regarding modern slavery, and 3) requires suppliers to take affirmative steps to combat modern slavery. As also noted above, as part of our supplier onboarding process (and annually thereafter) we carry out risk based due diligence. This includes a questionnaire covering a supplier's current and past compliance with applicable modern slavery laws.

Training

We provide mandatory internal training intended to ensure that all our employees observe and understand the Code, the underlying policies, law and regulations and their applicability to our business. This training specifically covers modern slavery and child labor and is required of all Cloud Software Group employees.

Our principal third-party manufacturer has indicated that it provides training on forced labor and human trafficking to its employees. In addition, our standard purchase agreements require suppliers to conduct training on applicable laws.

Due Diligence Assessment

Cloud Software Group has a supplier due diligence risk assessment process in place to address potential modern slavery risks in our supplier base. As part of our commitment to continuous improvement, we review and make any necessary updates to our due diligence screening annually, and we conduct this due diligence on an annual basis as well. A key component of this due diligence process requires suppliers to annually affirm their compliance with modern slavery and child labor regulations. We assess the effectiveness of the actions being taken to assess and address modern slavery 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.

Grievance 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 modern slavery. 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. Cloud Software Group also makes this information available to our channel partners through our Supplier Code, annual training, and our individual business unit partner portals. Questions and reports are managed by our internal compliance team. As needed, reports or questions are escalated to senior leadership.

Solely for purposes of compliance with the U.K. Modern Slavery Act, this Statement was approved by the board of directors of Cloud SG UK Limited and has been signed by a director of that entity. A signed copy of this Statement is available upon request.

The Board of Directors, Cloud SG UK Limited

Solely for purposes of compliance with the U.K. Modern Slavery Act, this Statement was approved by the board of directors of Cloud Software Operations (Ireland) Limited and has been signed by a director of that entity. A signed copy of this Statement is available upon request.

The Board of Directors
Cloud Software Operations (Ireland) Limited

Cloud Software Group Australia Pty Ltd ("Cloud Software Group Australia"), an indirect wholly owned subsidiary of Cloud Software Group with approximately 43 employees in Australia provides our TIBCO products and services in the Australian market. During the fiscal period to which the Statement relates, Cloud Software Group Australia owned and controlled Citrix Systems Asia Pacific Pty Ltd. As earlier noted, we do not have our own manufacturing facilities and source physical products from third party manufacturers. Cloud Software Group Australia provides the same TIBCO products and services in Australia as are provided by Cloud Software Group in other parts of the world and has the same supply chains and modern slavery risks as other Cloud Software Group companies. Cloud Software Group's supply chain is discussed earlier in this Statement.

Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act, this Statement was approved

by the board of directors of Cloud Software Group Australia and has been signed by a director of that entity. A signed copy of this Statement is available upon request.

The Board of Directors,
Cloud Software Group Australia Pty Ltd

Citrix Systems Asia Pacific Pty Ltd ("Citrix Systems Asia"), a direct wholly owned subsidiary of Cloud Software Group Australia Pty Ltd, without employees, provides our Citrix products and services in the Asia Pacific (excluding Japan) market. During the fiscal period to which the Statement relates, Citrix Systems Asia neither owned or controlled other entities. As earlier noted, we do not have our own manufacturing facilities and source physical products from third party manufacturers. Citrix Systems Asia provides the same Citrix products and services in Australia as are provided by Cloud Software Group in other parts of the world and has the same supply chains and modern slavery risks as other Cloud Software Group companies. Cloud Software Group's supply chain is discussed earlier in this Statement.

Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act, this Statement was approved by the board of directors of Citrix Systems Asia and has been signed by a director of that entity. A signed copy of this Statement is available upon request.

The Board of Directors,
Citrix Systems Asia Pacific Pty Ltd