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MODERN SLAVERY STATEMENT

Pursuant to section 54(1) of the Modern Slavery Act 2015 ("MSA 2015"), the respective boards of directors of BMC Software Limited and BMC Software Distribution B.V. (collectively, "we") have approved this modern slavery statement (this "Statement") for the financial year ended 31 March 2026 ("FY26").

We understand that modern slavery and human trafficking remain fast-growing activities of transnational criminal organizations, having the potential to affect every country in the world. Therefore, we have implemented a system of policies and procedures designed to protect against modern slavery and human trafficking and they include imposing appropriate legal obligations on our employees and third parties (e.g., subcontractors and partners).

OUR SUPPLY CHAIN ORGANISATION'S STRUCTURE

We are an international enterprise software company in the information technology ("IT"), service, and consulting sector. We are part of the BMC Software group of companies ("BMC") and our (indirect) parent company, BMC Software, Inc., has its head office in the United States. BMC has approximately 6,800 employees worldwide per 31 March 2026 who operate globally, and a reported global annual turnover of circa 2.5 billion U.S. dollars for our FY26.

As a global IT leader, BMC develops, implements, markets, and sells software which is designed to help customers with IT service management, data center automation, performance management, virtualization lifecycle management, and cloud computing management. This enables customers' business to undertake digital transformation and retain their competitive advantage in an ever-competitive market. In addition, BMC provides its customers with class-leading technology consultancy services. BMC's customers include some of the largest companies in the world.

BMC's business is organized into several units, with customers and a wider supply chain located in over 130 countries in Europe, Middle East, Africa, Asia-Pacific, Australia, and the Americas. BMC uses a supply chain to effectively conduct business by procuring goods and/or services (e.g., hardware, software, telecommunications, office supplies, marketing products, travel, IT services, consultants, subcontractors, and data centers). These goods and/or services are procured from national and international reputable third-party support providers, consultants, and hardware resellers.

OUR DUE DILLIGENCE PROCESS AND RISK ASSESSMENT

Our Supplier Risk Governance Council ("SRGC") performs a risk assessment of each supplier based on the nature of goods or services provided. This requires applicable suppliers to contractually comply with the MSA 2015 when providing services to us.

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In addition, we have adopted various means to effectively communicate our expectations and compliance requirements to any third parties with which we deal, as further outlined in this Statement.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We continuously review and update these and all our policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems. Two of our most relevant policies dealing with modern slavery are the following:

- Code of Conduct
- Third-Party Code of Conduct

Our Code of Conduct contains obligations prohibiting the use of child labour, physical punishment, or forced or compulsory labour, as well as any other forms of human abuse including human trafficking. All our employees are required to accept the terms of the Code of Conduct and failure to comply with it, including not reporting actual or suspected violations of which employees are aware, may result in disciplinary action, such as termination of employment. As part of our initiative to identify and mitigate risk, we also implemented a system to protect whistle blowers under our Whistleblower Policy which outlines, amongst other things, our no-tolerance to retaliation against employees who, acting in good faith, report suspected human rights abuses, ask questions, or raise concerns. Our directors, officers, employees, and third-party resources who have reason to believe BMC, an employee, or a third-party doing business on our behalf has violated, may violate, or is acting in a manner that appears to violate the law, regulation, Third-Party Code of Conduct, our Code of Conduct, or other corporate policies are expected to immediately report such activity. All allegations of wrongdoing are taken seriously and investigated appropriately. Allegations may also be reported through many defined channels such as our BMC Ethics Helpline that permits anonymous reporting.

Our Third-Party Code of Conduct requires our suppliers to refrain from engaging in or supporting the use of slavery, child-compulsory, forced, or involuntary labour, including human trafficking.

Suppliers are required to flow down such prohibition to any third party with which they engage, directly or indirectly, to provide services to BMC. Failure to comply with the Third-Party Code of Conduct may result in the application of corrective measures against the third party, including, but not limited to, a reduction or cessation of business and/or termination of a contract between BMC and the non-compliant third party.

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DUE DILLIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKNG

We record all incidents and suspicions of slavery, child, compulsory, forced, or involuntary labour, including human trafficking, which are reported in accordance with appropriate internal mechanisms. As of the date of this Statement, to the best of our knowledge, we are not aware of any such incidents and/or suspicions.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we also require that all our employees compulsorily undertake annual training on the risks of modern slavery and human trafficking, stressing the importance of upholding our corporate and social responsibilities.

FURTHER STEPS

Our aim is to continue monitoring our business where there is a potential risk of labour rights abuse, incidences of modern slavery, and/or human trafficking. We place an ever-increasing emphasis on transparency by seeking to identify modern slavery and human trafficking risks which may arise in the future.

This statement was approved for BMC Software Limited and BMC Software Distribution B.V. by their respective boards on 9 November 2026.

Ondertekend door:
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Arno ter Avest

Director